

TABLE XXXIX. 401k PLAN, POSITION CLASSIFICATION, AND PAY SYSTEM

January 2008

County	401k Plan		Classification		Pay System				Performance Appraisal System	Percentage of Employees Receiving Merit Increases	FY 2007-08 Cost of Living
	Plan	Contribution	Plan	Last Update	Plan	Last Update	Posted on Web	Probation Increase			
Alamance	yes	2.00%	yes	2002	yes	2002	no	0.00%	no	n/a	2.50%
Alexander	yes	0.00%	yes	2003	yes	2003	yes	flat amount 3	yes	varies	3.00%
Alleghany	yes	0.00%	yes	2007	yes	2007	no	no data	no	n/a	2.00%
Anson	yes	3.00%	yes	pre-1999	yes	pre-1999	yes *	0.00%	no	n/a	3.00%
Ashe	yes	2.00%	yes	2006	yes	2006	no	5.00%	yes	0.00%	5.00%
Avery	yes	3.00%	yes	2006	yes	2006	no	no data	no	n/a	4.00%
Beaufort	yes	5%-6%	yes	2006	yes	2006	no	n/a	no	n/a	4.00%
Bertie	yes	0.00%	yes	1996	yes	2005	no	5.00%	no	n/a	2.00%
Bladen	yes	5.00%	yes	2004	yes	2004	no	n/a	no	n/a	no data
Brunswick	yes	5.00%	yes	2004	yes	2007	no	n/a	yes	95.00%	0.00%
Buncombe	yes	0.00%	no data	no data	no data	no data	no	0.00-4.50%	no data	no data	4.00%
Burke	yes	2.00%	yes	2005	yes	2005	yes	n/a	no	n/a	no data
Cabarrus	yes	5.00%	yes	2005	yes	2005	no	no data	yes	no data	2.50%
Caldwell	yes	0.00%	yes	2007	yes	2007	yes *	5.00%	yes	60.00%	all merit
Camden	yes	5.00%	yes	2006	yes	2006	no	5.00%	yes	0.00%	3.00%
Carteret	yes	5.00%	yes	2005	yes	2007	no	0.00%	yes	60.00%	0.00%
Caswell	yes	0.00%	yes	1998	yes	1998	no	3.00-4.00%	yes	0.00%	3.50%
Catawba	yes	0.00%	yes	2007	yes	2007	yes *	no data	yes	75.00%	1.00%
Chatham	yes	4.50%	yes	2007	yes	2007	no	0.00%	yes	no data	0.00%
Cherokee	yes	0.00%	yes	2007	yes	2007	yes *	no data	yes	0.00%	3.00% 2
Chowan	yes	0.00%	yes	no data	yes	2003	no	no data	yes	no data	2.00%
Clay	yes	0.00%	no data	no data	yes	2007	no	no data	no	n/a	4.00%
Cleveland	yes	5.00%	yes	2007	yes	2007	yes *	0.00%	yes	no data	2.00%
Columbus	yes	2.00%	yes	2004	yes	2006	no	no data	no	n/a	3.00%
Craven	yes	4.00%	yes	2004	yes	2004	no	4.80%	yes	28.00%	3.00%
Cumberland	yes	1.00%	yes	2007	yes	2007	yes *	n/a	yes	n/a	4.00% 1
Currituck	yes	4.96%	yes	2006	yes	2006	no	2.50%	no	0.00%	3.20%
Dare	yes	5.00%	yes	2005	yes	2005	no	5.00%	yes	25.00%	1.00%
Davidson	yes	1.50%	yes	2007	yes	2007	no	0.00%	no	n/a	3.00%
Davie											
Duplin	yes	0.00%	yes	no data	yes	no data	no	0.00%	no	n/a	2.00%
Durham	yes	5.00%	yes	2001	yes	2001	no	2.50%	yes	no data	0.00%
Edgecombe	yes	2.00%	yes	2007	yes	2007	no	0.00%	no	n/a	3.00%
Forsyth	yes	0.00%	yes	2007	yes	2007	no	no data	yes	no data	no data
Franklin	yes	4.00%	yes	2003	yes	2006	no	2.50-5.00%	yes	0.00%	\$1,000 each
Gaston	yes	0.00%	no data	no data	no data	no data	no data	no data	yes	no data	no data
Gates	yes	0.00%	yes	1982	yes	2001	no	0.00%	no	n/a	4.00%
Graham	yes	0.00%	yes	no data	no	n/a	no	no data	no	n/a	no data
Granville	yes	5.00%	yes	1997	yes	2005	no	no data	yes	100.00%	2.00%
Greene each	yes	6.00%	yes	1995	yes	1995	no	no data	no	n/a	1.0% + \$400
Guilford	yes	5.00%	yes	no data	yes	no data	no	no data	yes	92.00%	n/a
Halifax	yes	5.00%	yes	ongoing	yes	2007	no	n/a	yes	100.00%	3.00%
Harnett	yes	2.00%	yes	2007	yes	2007	yes *	0.00%	yes	0.00%	3.00%
Haywood	yes	5.50%	yes	no data	yes	1999	no	no data	yes	no data	4.00%
Henderson	yes	2.00%	yes	2007	yes	2007	no	0.00%	yes	0-3%	2.50%
Hertford	yes	0.00%	yes	2007	yes	2007	no	0.00%	no	n/a	new classifica- tion
Hoke	yes	0.00%	yes	2007	yes	2007	no	0.00%	yes	0.00%	plan 3.00%
Hyde											
Iredell	yes	5.00%	yes	2005	yes	2005	no	4.50%	yes	90.00%	2.50%
Jackson	yes	0.00%	yes	2004	yes	2007	no	n/a	no	n/a	3.40%
Johnston	yes	5.00%	yes	2007	yes	2007	yes *	5.00%	yes	no data	2.15%
Jones	yes	0.00%	yes	2006	yes	2006	no	no data	no	no data	no data
Lee	yes	5.00%	yes	2007	yes	2007	yes *	n/a	no	n/a	3.00%
Lenoir	yes	no data	yes	2007	yes	2007	no	0.00%	no	n/a	2.50%
Lincoln	yes	5.00%	yes	1995	yes	2005	no	2.50%	no	n/a	0.00%
McDowell	yes	\$41.40/month	yes	2006	yes	2006	no	0.00%	no	n/a	3.75%
Macon	no	n/a	yes	2007	yes	2007	yes	no data	yes	no data	5.00%
Madison											
Martin	yes	2.00%	yes	1999	yes	2007	no	0.00%	no	n/a	2.00%
Mecklenburg	yes	5.00%	yes	no data	yes	2007	yes *	n/a	yes	85.00%	n/a
Mitchell	yes	0.00%	yes	2000	yes	2000	no data	no data	no data	no data	no data
Montgomery	yes	5.00%	yes	2001	yes	2001	no	5.00%	no	n/a	4.00%

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Moore	yes	2.60%	yes	2007	yes	2007	no	n/a	yes	95.00%	2.50%
Nash	yes	5.00%	yes	2001	yes	2002	no	n/a	yes	99.00%	no data
New Hanover	yes	5.00%	no data	no data	no data	no data	no data	no data	no data	no data	no data
Northampton	yes	0.00%	yes	2003	yes	2006	no	2.50%	yes	90.00%	2.50%
Onslow	yes	5.00%	yes	2005	yes	2007	no	n/a	yes	99.00%	2.50%
Orange	yes	5.00%	yes	2003	yes	2006	no	0.00%	yes	no data	3.00%
Pamlico	yes	3.00%	yes	no data	yes	no data	no	6.00%	no data	no data	6.00%
Pasquotank	yes	2.00%	yes	2005	yes	2005	no	2.50%	yes	98.00%	2.50%
Pender	yes	0.00%	yes	2007	yes	2007	no	n/a	no	n/a	2.50%
Perquimans	yes	2.50%	yes	2004	yes	2004	no	one step	yes	39.50%	2.50%
Person	yes	5.00%	yes	2006	yes	2006	no	5.00%	no	n/a	no data
Pitt	yes	4.98%	yes	2000	yes	2000	no	2.40%	yes	85.00%	2.10%
Polk	yes	0.00%	yes	2004	yes	2004	no	5.00%	yes	n/a	2.50%
Randolph	yes	2.00% ¹	yes	2007	yes	2007	yes*	5.00%	yes	14.00%	2.75%
Richmond	yes	7.00%	yes	2007	yes	2007	no	no data	yes	no data	2.40%
Robeson	yes	4.00%	yes	no data	yes	2004	no	n/a	yes	no data	2.00%
Rockingham	yes	1.00%	yes	2007	yes	2007	yes*	0.00%	yes	98.00%	3.50%
Rowan	yes	3.00%	yes	2007	yes	2007	yes*	2.00%	yes	69.00%	2.50%
Rutherford	yes	no data	yes	2004	yes	2005	no	no data	yes	no data	3.50%
Sampson	yes	2.53%	yes	2004	yes	2007	no	5.00%	yes	0.00%	1.50%
Scotland	yes	3.75%	yes	2007	yes	2007	no	2.50%	yes	0.00%	3.00%
Stanly	yes	5.00%	yes	202	yes	2006	no	5.00%	yes	82.00%	2.50%
Stokes											
Surry	yes	0.00%	yes	2006	yes	2006	no	2.50%	yes	30.00%	3.00%
Swain	yes	0.00%	yes	2007	yes	2007	no	5.00%	yes	no data	3.00%
Transylvania	yes	0.00%	yes	1998	yes	1998	no	0.00%	yes	98.00%	3.00%
Tyrrell	yes	0.00%	no	n/a	no	n/a	no	no data	no	n/a	no data
Union	yes	5.00%	yes	2007	yes	2007	yes*	no data	yes	no data	3.50%
Vance	yes	0.00%	yes	2007	yes	2007	no	4.0–5.0%	yes	100.00%	2.00%
Wake	yes	5.00%	yes	2004	yes	2004	yes*	n/a	yes	no data	no data
Warren	yes	0.00%	yes	2007	yes	2007	no	n/a	yes	0.00%	2.00%
Washington	yes	3.00%	yes	1998	yes	2001	no	no	no	n/a	no data
Watauga	yes	5.00%	yes	2007	yes	2007	no	0.00%	yes	98.00%	3.00%
Wayne	yes	2.00%	yes	2007	yes	2007	no	0.00%	yes	10.00%	0.00%
Wilkes	yes	0.00%	yes	2007	yes	2007	no	no data	no	n/a	2.30%
Wilson	yes	2.50%	yes	2007	yes	2007	yes	0.00%	yes	0.00%	2.50%
Yadkin	yes	1.00%	no data	no data	no data	no data	no data	no data	no	n/a	3.00%
Yancey	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data

*Web addresses of pay plans

Anson	www.co.anson.nc.us/content/index.php?hrinfo
Caldwell	www.caldwellcounty.org
Catawba	www.catawbacountync.gov/depts/pers/SalaryPlan.pdf
Cherokee	www.cherokeecounty-nc.gov
Cleveland	www.clevelandcounty.com
Cumberland	www.co.cumberland.nc.us
Johnston	www.johnstonnc.com
Harnett	www.harnett.org
Lee	www.leecountync.gov
Mecklenburg	www.charmeck.org
Randolph	www.co.randolph.nc.us
Rockingham	www.co.rockingham.nc.us/pp/PersInfo.htm
Rowan	www.co.rowan.nc.us/hr
Union	www.union.nc.us
Wake	www.wakegov.com/employment/countyjobs/classification.htm

1. Effective January 2008