

**TABLE XXXVIII. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM
January 2009**

County	401k Plan	Non-Law E Contributi	Classificati Plan	Last Update	Pay Plan	Last Update	Probation Increase	Performance Appraisal System	Posted on Web	FY 08-09 Cost of Living Increase (COLA)	FY 08-09 Anticipated Merit Increase
Henderson	yes	2.00%	yes	2008	yes	2008	0	yes	no	3.50%	2.00%
Hertford	yes	0.00%	yes	2007	yes	unknown	0	no	no	no data	no data
Hoke	yes	0.00%	yes	2008	yes	2008	0	yes	no	3.00%	0.00%
Hyde	yes	no data	yes	2008	yes	2008	no data	no	no	no data	no data
Iredell	yes	5.00%	yes	2008	yes	2008	4.50%	yes	no	2.5% ¹	2.0 - 4.0%
Jackson											
Johnston	yes	5.00%	yes	2008	yes	2008	0	yes	no	no data	no data
Jones	yes	0.00%	yes	2008	yes	2008	n/a	no	no	3.00%	n/a
Lee	yes	5.00%	yes	2008	yes	2008	0	yes	yes *	4.40%	no data
Lenoir	yes	5.00%	yes	2008	yes	2008	n/a	no	no	5.00%	n/a
Lincoln	yes	0.00%	yes	2008	yes	2008	2.50%	no	no	0.00%	0.00%
McDowell	yes	\$32.20/mo	yes	2006	yes	2006	0	no	no	5.00%	no data
Macon	yes	0.02	yes	2007	yes	2007	no data	yes	yes *	4.00%	no data
Madison											
Martin	yes	3.00%	yes	1999	yes	1999	0	no	no	3.00%	n/a
Mecklenburg	yes	5.00%	yes	no data	yes	2007	n/a	yes	no	0	3.50%
Mitchell	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data
Montgomery	yes	5.00%	yes	2001	yes	2001	5.00%	yes	no	3.00%	2.00%
Moore	yes	3.00%	yes	2008	yes	2008	n/a	yes	no	3.00%	2.50%
Nash	yes	5.00%	yes	2008	yes	2008	5.00%	yes	no	3.00%	0.00%
New Hanover	yes	0.00%	no data	no data	no data	no data	varies	yes	yes	2.00%	0
Northampton	yes	5.00%	yes	2003	yes	2006	2.50%	yes	no	2.50%	no data
Onslow	yes	5.00%	yes	2005	yes	2008	n/a	yes	yes *	4.00%	2.00%
Orange	yes	no data	yes	2002	yes	2006	0	yes	no	2.25%	1.00%
Pamlico	yes	no data	yes	no data	yes	no data	6.00%	no data	no data	no data	no data
Pasquotank	yes	2.00%	yes	2005	yes	2005	1.50%	yes	no	1.50%	1.00%
Pender	yes	0.00%	yes	2008	yes	2008	n/a	no	no	unknown	n/a
Perquimans	yes	2.50%	yes	2004	yes	2004	one step	yes	no	4.00%	n/a
Person	yes	5.00%	yes	2006	yes	2006	5.00%	no	no	1.50%	no data
Pitt	yes	4.98%	yes	2000	yes	2000	2.40%	yes	no	4.37%	2.40%
Polk	yes	0.00%	yes	2004	yes	2004	5.00%	yes	no	2.50%	0.00%
Randolph	yes	2.00%	yes	2008	yes	2008	5.00%	yes	yes *	2.50%	2.50%
Richmond	yes	7.00%	yes	2008	yes	2008	no data	yes	no	4.00%	no data
Robeson	yes	4.00%	yes	no data	yes	2004	n/a	yes	no	3.00%	no data
Rockingham	yes	1.00%	yes	2008	yes	2008	0	yes	yes *	n/a	3.00%
Rowan	yes	3.00%	yes	2008	yes	2008	2.00%	yes	yes *	4.10%	0.00%
Rutherford	yes	4.00%	yes	2004	yes	2004	0	yes	no	2.50%	no data
Sampson	yes	2.53%	yes	2004	yes	2007	5.00%	yes	no	\$756	n/a
Scotland	yes	3.75%	yes	2008	yes	2008	2.50%	yes	no	3.00%	0.00%
Stanly											
Stokes	yes	1.00%	yes	2007	yes	2007	1.00%	no	no	n/a	n/a
Surry	yes	0.00%	yes	2008	yes	2008	2.50 - 3.00%	yes	no	1.50%	2.50%
Swain	yes	0.00%	yes	2007	yes	2007	3.00%	yes	no	3.00%	no data
Transylvania	yes	0.00%	yes	2008	yes	2008	0	yes	no	3.00%	1.70%

**TABLE XXXVIII. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM
January 2009**

County	401k Plan	Non-Law E Contributi	Classificati Plan	Last Update	Pay Plan	Last Update	Probation Increase	Performance Appraisal System	Posted on Web	FY 08-09 Cost of Living Increase (COLA)	FY 08-09 Anticipated Merit Increase
Tyrrell	yes	0.00%	no data	no data	no data	no data	no data	no	no	no data	no data
Union	yes	no data	yes	2007	yes	2007	no data	yes	yes *	n/a	n/a
Vance	yes	0.00%	yes	2008	yes	2008	0	yes	no	2.00%	0 - 4.5%
Wake	yes	5.00%	yes	2004	yes	2004	n/a	yes	yes *	n/a	0.0375
Warren	yes	0	yes	2007	yes	2008	0	yes	no	unknown	n/a
Washington	yes	3.00%	yes	1998	yes	2001	no data	no	no	3.00%	0.00%
Watauga	yes	5.00%	yes	2008	yes	2008	0	yes	no	4.50%	2.00%
Wayne	yes	2.00%	yes	2007	yes	2007	0	yes	no	2.30%	2.00%
Wilkes	yes	0.00%	yes	2008	yes	2008	5.00%	no	no	3.00%	n/a
Wilson	yes	5.00%	yes	1995	yes	1995	0	no	no	2.50%	2.50%
Yadkin	yes	5.00%	no data	no data	no data	no data	no data	no	no	2.50%	no data
Yancey											
* - Web Addresses of Pay Plans											
Catawba	www.catawbacountync.gov/depts/pers/SalaryPlan.pdf										
Cherokee	www.cherokeecounty-nc.gov										
Cleveland	www.clevelandcounty.com										
Cumberland	www.co.cumberland.nc.us										
Granville	www.hgranvillecounty.org										
Harnett	www.harnett.org										
Lee	www.leecountync.gov										
Macon	www.maconnc.org										
Onslow	www.onslowcountync.gov										
Randolph	www.co.randolph.nc.us										
Rockingham	www.co.rockingham.nc.us/pp/salarypayplan.pdf										
Rowan	www.rowancountync.gov										
Union	www.co.union.nc.us										
Wake	www.wakegov.com/employment/countyjobs/classification.htm										
1. Minimum of \$1,000											





