

TABLE XXXVIII. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM											
January 2011		Non-Law						Performance		FY 10-11	FY 10-11
County	401k Plan	Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Appraisal System	Posted on Web	Cost of Living Increase (COLA)	Anticipated Merit Increase
Alamance	yes	2.00%	yes	2010	yes	2010	0	no	no	0.00%	0.00%
Alexander	yes	5.00%	yes	2003	yes	2003	2.50%	no	no	no data	no data
Alleghany	yes	0.00%	yes	2007	yes	2007	no data	no	no	0.00%	3.00%
Anson	yes	1.00%	yes	2008	yes	no data	2.50%	no	no	0.00%	0.00%
Ashe	yes	2.00%	yes	2006	yes	2006	0	yes	no	0.00%	no data
Avery	yes	3.00%	yes	2006	yes	2006	no data	no	no	3.00%	no data
Beaufort	yes	0.50%	yes	2010	yes	2010	0	no	no	0.00%	0.00%
Bertie	yes	0.00%	yes	2007	yes	2010	5.00%	no	no	0.00%	no data
Bladen	yes	0.00%	yes	2005	yes	2005	no data	yes	no	n/a	n/a
Brunswick	yes	5.00%	yes	2008	yes	2009	no data	yes	no	0.00%	0.00%
Buncombe	yes	8.00%	no data	no data	no data	no data	no data	no data	no data	no data	no data
Burke	yes	2.00%	yes	2007	yes	2010	0	no	no	0.00%	0.00%
Cabarrus	yes	5.00%	yes	2010	yes	2010	0	yes	no	2.50%	0.00%
Caldwell	yes	0.00%	yes	2010	yes	2010	5.00%	yes	yes *	n/a	n/a
Camden	yes	5.00%	yes	no data	yes	no data	5.00%	yes	no	1.50%	n/a
Carteret	yes	5.00%	yes	2010	yes	2005	0	yes	no	1.50%	0.00%
Catawba	yes	0.00%	yes	2009	yes	2009	0	yes	yes *	0.00%	0.00%
Chatham	yes	4.50%	yes	no data	yes	no data	0	yes	no	unknown	unknown
Cherokee	yes	0.00%	yes	2010	yes	2010	0	yes	yes *	0.00%	0.00%
Chowan	yes	0.00%	yes	no data	yes	2003	no data	no	no	0.00%	0.00%
Clay	yes	0.00%	no data	no data	yes	2008	no data	no	no	no data	no data
Cleveland	yes	5.00%	yes	2010	yes	2010	0	yes	yes *	0.00%	0.00%
Columbus	yes	0.00%	yes	2010	yes	2010	0	yes	no	no data	no data
Craven	yes	to 4.0%	yes	2010	yes	2010	4.80%	yes	no	0.00%	appx 1.0%
Cumberland	yes	0.00%	yes	2008	yes	2008	no data	no data	no data	2.00%	n/a
Currituck	yes	4.97%	yes	2009	yes	2009	2.00%	yes	no	0.00%	0.00%
Dare	yes	0.00%	yes	2009	yes	2010	no data	yes	no	0.00%	0.00%
Davidson	yes	1.50%	yes	2008	yes	2008	0	no	no	0.00%	n/a
Davie	yes	3.00%	yes	2005	yes	2005	5.00%	no	no	0.00%	0.00%
Duplin	yes	0.00%	yes	2010	yes	2010	0	yes	no	0.00%	0.00%
Durham	yes	5.00%	yes	2001	yes	2009	2.50%	yes	no	0.00%	0.00%
Edgecombe	yes	2.00%	yes	2010	yes	2010	0	no	no	0.00%	0.00%
Forsyth	yes	0.00%	yes	2007	yes	2007	no data	yes	yes *	no data	1.00%
Franklin	yes	4.00%	yes	2003	yes	2008	2.5%-5.0%	yes	yes *	0.00%	0.00%
Gaston	no	n/a	yes	2010	yes	2010	0	yes	yes *	no data	no data
Gates	yes	0.00%	yes	no data	yes	2006	0	yes	no	0.00%	0.00%
Graham	yes	0.00%	no	n/a	no	n/a	no data	no	no	0.00%	0.00%
Granville	yes	0.00%	yes	1997	yes	2005	2.50%	yes	no	0.00%	3.00%
Greene											
Guilford	yes	5.00%	yes	no data	yes	no data	no data	yes	yes *	n/a	0.00%
Halifax	yes	0.00%	yes	2008	yes	2008	0	yes	no	0.00%	0.00%
Harnett	yes	0.00%	yes	2010	yes	2010	no data	yes	yes *	no data	0.00%
Haywood											

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Henderson	yes	no data	yes	2010	yes	2010	0	yes	no	0.00%	0.00%
Hertford	yes	0.00%	yes	2007	yes	unknown	0	yes	no	no data	no data
Hoke	yes	0.00%	yes	2010	yes	2010	0	yes	no	0.00%	0.00%
Hyde	yes	no data	yes	2008	yes	2008	no data	no	no	no data	no data
Iredell	yes	5.50%	yes	2008	yes	2008	4.50%	yes	no	2.00%	1.0–4.0%
Jackson											
Johnston	yes	5.00%	yes	2010	yes	2010	5.00%	yes	yes *	0.00%	0.00%
Jones	yes	0.00%	yes	2010	yes	2010	0	no	no	3.00%	0.00%
Lee	yes	5.00%	yes	2010	yes	2010	0	yes	yes *	0.00%	0.00%
Lenoir	yes	5.00%	yes	2010	yes	2010	n/a	no	no	2.5	0.00%
Lincoln	yes	0.00%	yes	2008	yes	2009	2.50%	yes	no	0.00%	0.00%
McDowell	yes	\$33.40/mo	yes	2010	yes	2006	0	no	yes *	5.00%	0.00%
Macon	yes	2.00%	yes	2007	yes	2007	no data	yes	yes *	0.00%	0.00%
Madison	yes	0	no	n/a	no	n/a	0	no	no	0.00%	no data
Martin	yes	2.00%	yes	1999	yes	1999	0	no	no	0.00%	n/a
Mecklenburg	yes	0.00%	yes	no data	yes	2007	no data	no data	no data	no data	0.00%
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	0.00%	yes	2001	yes	2001	5.00%	yes	no	no data	no data
Moore	yes	3.00%	yes	2010	yes	2010	0	yes	no	0.00%	0.00%
Nash	yes	5.00%	yes	2008	yes	2010	5.00%	yes	no	0.00%	1.25%
New Hanover	yes	0.00%	yes	2010	yes	2010	0	yes	yes *	0.00%	0.00%
Northampton	yes	0.00%	yes	2003	yes	2006	2.50%	yes	no	0.00%	0.00%
Onslow	yes	1.00%	yes	2005	yes	2008	0	yes	yes *	0.00%	0.00%
Orange	yes	5.00%	yes	2009	yes	2009	0	yes	no	0.00%	0.00%
Pamlico	yes	0.00%	yes	no data	yes	no data	6.00%	no data	no	0.00%	0.00%
Pasquotank	no	n/a	yes	2006	yes	2006	1.50%	yes	no	0.00%	0.00%
Pender	yes	0.00%	yes	2010	yes	2010	n/a	no	no	0.00%	0.00%
Perquimans	yes	0.00%	yes	2004	yes	2004	0	no	no	1.50%	0.00%
Person	yes	2.50%	yes	2010	yes	2010	5.00%	yes	no	no data	no data
Pitt	yes	4.98%	yes	201	yes	2010	1.20–2.40%	yes	no	0.00%	0.00%
Polk	yes	0.00%	yes	2004	yes	2009	5.00%	yes	no	0.00%	0.00%
Randolph	yes	0.00%	yes	2010	yes	2010	5.00%	yes	yes *	0.00%	0.00%
Richmond											
Robeson	yes	no data	yes	no data	yes	2004	n/a	yes	no	no data	no data
Rockingham	yes	0.00%	yes	2008	yes	2010	0	yes	yes *	0.00%	0.00%
Rowan	yes	3.00%	yes	2010	yes	2010	2.00%	yes	yes *	0.00%	0.00%
Rutherford	yes	3.75%	yes	2004	yes	2004	no data	yes	no	n/a	n/a
Sampson											
Scotland	yes	3.75%	yes	2010	yes	2010	2.50%	yes	no	0.00%	0.00%
Stanly	yes	0.00%	yes	no data	yes	no data	5.00%	yes	no	0.00%	0.00%
Stokes											
Surry	yes	0.00%	yes	2010	yes	2010	2.50–3.00%	yes	no	0.00%	2.50%
Swain	yes	0.00%	yes	2010	yes	2010	3.00%	yes	no	no data	no data
Transylvania	yes	0.00%	no	2007	yes	2007	0	yes	no	0.00%	0.00%
Tyrrell	yes	0.00%	no	n/a	yes	2008	0	no	no	0.00%	0.00%

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Union	yes	5.00%	yes	2010	yes	2010	n/a	yes	yes *	n/a	n/a
Vance	yes	0.00%	yes	2010	yes	2010	0	yes	no	0.00%	0.00%
Wake	yes	5.00%	yes	2004	yes	2004	n/a	yes	yes *	n/a	n/a
Warren	yes	0.00%	yes	2010	yes	2010	0	yes	no	unknown	0.00%
Washington	yes	3.00%	yes	1998	yes	2001	no data	no	no	no data	no data
Watauga	yes	5.00%	yes	2009	yes	2009	0	yes	no	0.00%	0.00%
Wayne	yes	2.00%	yes	2007	yes	2007	0	yes	no	0.00%	0.00%
Wilkes	yes	0.00%	yes	2008	yes	2008	5.00%	no	no	0	0.00%
Wilson	yes	5.00%	yes	1995	yes	1995	0	no	no	0.00%	0.00%
Yadkin	yes	1.00%	yes	2010	yes	2010	no data	no	no	1.00%	no data
Yancey	yes	0.00%	yes	2010	yes	2010	no data	no	no	0.00%	0.00%
* Web Addresses of Pay Plans											
Caldwell	www.caldwellcountync.org										
Catawba	www.catawbacountync.gov/depts/pers/SalaryPlan.pdf										
Cherokee	www.cherokeecounty-nc.gov										
Cleveland	www.clevelandcounty.com										
Forsyth	www.forsyth.cc										
Franklin	http://www.co.franklin.nc.us/										
Gaston	www.co.gaston.nc.us										
Guilford	www.co.guilford.nc.us										
Harnett	www.harnett.org										
Johnston	www.johnstonnc.com										
Lee	www.leecountync.gov										
McDowell	www.mcdowellgov.com										
Macon	www.maconnc.org										
New Hanover	www.nhcgov.com										
Onslow	www.onslowcountync.gov										
Randolph	www.co.randolph.nc.us										
Rockingham	www.co.rockingham.nc.us										
Rowan	www.rowancountync.gov										
Union	www.co.union.nc.us										
Wake	www.wakegov.com/employment/countyjobs/classification.htm										