

Introduction

To help county officials effectively manage their county workforces, the School of Government provides *County Salaries in North Carolina 2015*, a compendium of salary and benefits information for counties throughout the state.

This report contains salary and wage profiles by position and information about fringe benefits that participating counties are offering for the 2014–2015 fiscal year (based on September 1, 2014, salary levels). The job titles that counties used to provide these data also are included. Salary amounts have been rounded to the nearest dollar except for hourly salaries. Salaries, travel allowances, and employee benefits are expressed in annual amounts unless otherwise noted.

Estimated county population projections for 2014 and assessed property valuations for each county for fiscal year 2014–2015 are presented in Table I (also see the map of all 100 North Carolina counties). Both population estimates and property valuations are based on estimates provided by the individual counties. For this reason, information presented here may vary from projections available from other sources.

Nineteen reporting counties (up from eighteen the previous year) awarded performance pay increases for 2014–2015. The percentage of performance increases ranged from a low of 1 percent to a high of 3 percent of base salary. The average performance increase was 2.6 percent (up from 2.4 the previous year).

Thirty-two counties (up from twenty-nine the previous year) reported awarding their employees an across-the-board cost of living adjustment (COLA). These COLAs ranged from a low of 1 percent to a high of 5 percent. The average COLA was 1.9 percent (down from 2.3 percent the previous year). Six counties (down from seven the previous year) reported both awarding their employees a COLA and offering the opportunity for performance pay increases.

The School of Government is grateful for the cooperation of the county officials who reported information for this publication. We also thank Larry Kerr and the MAPS Group whose work makes this compilation possible.

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