

TABLE XXXVIII. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM
Jan-15

County	401k Plan	Non-Law Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Posted on Web	FY 14-15 Cost of Living Increase (COLA)	FY 14-15 Anticipated Merit Increase'
Alamance	yes	5.00%	yes	2014	yes	2014	0	no	0.00%	0.00%
Alexander	yes	5.00%	yes	2012	yes	2012	2.50%	yes *	no data	no data
Alleghany	yes	0.00%	yes	2014	yes	2014	0	no	0.00%	0.00%
Anson	yes	3.00%	yes	2014	yes	2014	no data	yes	no data	no data
Ashe	yes	2.00%	yes	2014	yes	2014	0	no	1.00%	no data
Avery	yes	3.00%	yes	2011	yes	2011	0	no	0.00%	0.00%
Beaufort										
Bertie	yes	0.00%	yes	2014	yes	2014	5.00%	no	0.00%	0.00%
Bladen	yes	0.00%	yes	2005	yes	2005	no data	no	n/a	n/a
Brunswick	yes	5.00%	yes	2013	yes	2014	no data	no	0.00%	2.50%
Buncombe	yes	8.00%	yes	no data	yes	no data	4.50%	no	no data	no data
Burke	yes	2.00%	yes	2011	yes	2011	0	no	no data	no data
Cabarrus	yes	5.00%	yes	2014	yes	2014	0	no	0.00%	0.00%
Caldwell	yes	0.00%	yes	2014	yes	2014	5.00%	yes *	no data	no data
Camden										
Carteret	yes	5.00%	yes	2010	yes	2014	0	no	no data	no data
Caswell	yes	0.00%	yes	no data	yes	no data	no data	no	2.00%	0.00%
Catawba	yes	0.00%	yes	2014	yes	2014	no data	yes *	1.00%	1-2%
Chatham	yes	5.00%	yes	2012	yes	2012	0	no	2.50%	0.00%
Cherokee	yes	no data	yes	2013	yes	2013	no data	yes	no data	no data
Chowan	yes	0.00%	yes	no data	yes	2003	no data	no	2.00%	no data
Clay										
Cleveland	yes	5.00%	yes	2014	yes	2014	0	yes *	unknown	0.00%
Columbus	yes	0.00%	yes	2013	yes	2013	5.00%	no	2.00%	0.00%
Craven	yes	2.00%	yes	2011	yes	2011	4.80%	no	2.40%	4.80%
Cumberland	yes	1.00%	yes	2014	yes	2014	no data	yes *	no data	no data
Currituck	yes	5.34%	yes	2014	yes	2014	no data	yes *	2.00%	0.00%
Dare	yes	0.00%	yes	2005	yes	2005	5.00%	yes *	no data	no data
Davidson	yes	1.50%	yes	2014	yes	2008	0	no	1.50%	n/a
Davie	yes	3.00%	yes	2014	yes	2014	5.00%	no	0.00%	0.00%
Duplin	yes	0.00%	yes	2014	yes	2013	0	no	2.00%	0.00%
Durham	yes	5.00%	yes	2014	yes	2014	0	no	0.00%	2.00%
Edgecombe	yes	2.00%	yes	2012	yes	2012	no data	no	no data	no data
Forsyth	yes	0.00%	yes	2007	yes	2007	no data	no	n/a	1-3.0%
Franklin	yes	4.00%	yes	2003	yes	2013	2.5%-5.0%	yes *	2.00%	n/a
Gaston	no	n/a	yes	2013	yes	2014	0	yes *	3.00%	0.00%
Gates	yes	0.00%	yes	no data	yes	2006	0	no	1.00%	0.00%
Graham										
Granville	yes	0.00%	yes	1997	yes	2005	2.50%	no	n/a	3.75%
Greene	yes	6.00%	no data	no data	yes	2008	no data	no	no data	no data
Guilford	yes	5.00%	yes	no data	yes	no data	0	no	0.00%	1.00%
Halifax	yes	0.00%	yes	2014	yes	2014	0	no	0.00%	0.00%
Harnett	yes	no data	yes	no data	yes	no data	0	yes *	0.00%	0.00%
Haywood	yes	1.00%	yes	2013	yes	2014	no data	no	0.00%	2.00%
Henderson	yes	2.00%	yes	2014	yes	2014	0	no	3.00%	n/a
Hertford	yes	0.00%	yes	2012	yes	2013	0	no	3.00%	0.00%

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Hoke	yes	0.00%	yes	2014	yes	2014	0	no	2.50%	0.00%
Hyde	yes	0.00%	yes	2008	yes	2008	5.00%	no	3.00%	0.00%
Iredell	yes	5.00%	yes	2005	yes	2005	0	no	0.00%	0.00%
Jackson	yes	0.00%	no	2014	yes	2014	0	no	CPI	n/a
Johnston	yes	5.00%	yes	2012	yes	2014	no data	yes *	2.20%	no data
Jones	yes	0.00%	yes	2014	yes	2014	no data	no	0.00%	0.00%
Lee	yes	3.00%	yes	2014	yes	2014	0	yes *	0.00%	0.00%
Lenoir	yes	5.00%	yes	2014	yes	2014	0	yes *	no data	no data
Lincoln	yes	0.00%	yes	2008	yes	2009	2.50%	no	0.00%	2.50%
McDowell	yes	5.00%	yes	2013	yes	2013	0	no	2.50%	0.00%
Macon	yes	2.00%	yes	2011	yes	2011	no data	yes *	0.00%	0.00%
Madison										
Martin	yes	3.00%	yes	1999	yes	1999	0	no	0.00%	0.00%
Mecklenburg	yes	no data	yes	2006	yes	2013	n/a	yes *	n/a	3.00%
Mitchell	yes	no data	yes	no data	yes	no data	5.00%	no	1.60%	no data
Montgomery	yes	5.00%	yes	2014	yes	2014	0	yes *	0.00%	0.00%
Moore	yes	1.50%	yes	2014	yes	2014	0	no	2.00%	0.00%
Nash	yes	5.00%	yes	2008	yes	2014	5.00%	no	unknown	unknown
New Hanover	yes	0.00%	yes	2014	yes	2014	0	yes *	2.00%	0.00%
Northampton	yes	no data	yes	2003	yes	2003	2.50%	no	0.00%	0.00%
Onslow	yes	0.50%	yes	2013	yes	2013	0	yes *	1.00%	0.00%
Orange	yes	to \$1512	yes	2012	yes	2012	0	yes *	1.50%	\$500 or /\$1000 lump sum
Pamlico	yes	0.00%	yes	no data	yes	no data	6.00%	no	no data	no data
Pasquotank	no	n/a	yes	2006	yes	2006	1.00%	no	no data	no data
Pender	yes	0.00%	yes	2014	yes	2014	no data	no	no data	no data
Perquimans	yes	0.00%	yes	2004	yes	2004	0	no	2.00%	1 step
Person	yes	5.00%	yes	2012	yes	2012	5.00%	no	0.00%	2.00%
Pitt	yes	5.00%	yes	2014	yes	2014	0.00%	no	1.50%	0.00%
Polk										
Randolph	yes	2.00%	yes	2012	yes	2012	0	yes *	1.50%	2.00%
Richmond	yes	5.00%	yes	2014	yes	2014	no data	no	no data	no data
Robeson	yes	4.00%	yes	2014	yes	2012	no data	no	no data	no data
Rockingham	yes	0.00%	yes	2013	yes	2013	0	yes *	0.00%	0.00%
Rowan	yes	3.00%	yes	2013	yes	2013	2.00%	yes *	no data	no data
Rutherford	yes	3.25%	yes	no data	yes	no data	no data	no	1.25%	no data
Sampson	yes	2.53%	yes	2003	yes	2013	5.00%	no	0.00%	0.00%
Scotland	yes	2.00%	yes	2012	yes	2012	2.50%	no	1.70%	0.00%
Stanly	yes	0.00%	yes	2014	yes	2014	5.00%	no	1.00%	5.00%
Stokes										
Surry	yes	0.00%	yes	2013	yes	2013	2.5-3.0%	no	0.00%	2.50%
Swain										
Transylvania	yes	0.00%	no	2007	yes	2007	0	no	0.00%	0.00%
Tyrrell	yes	0.00%	no	n/a	yes	2012	no data	no	no data	no data
Union	yes	5.00%	yes	2014	yes	2014	n/a	yes *	n/a	3.28%
Vance	yes	0.00%	yes	2013	yes	2013	0	no	0.00%	0.00%
Wake	yes	5.00%	yes	2013	yes	2013	0	yes *	n/a	2.75%

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Warren		0.00%	yes	2014	yes	2014	0	no	no data	no data
Washington	yes	3.00%	yes	1998	yes	2001	no data	no	no data	no data
Watauga	yes	5.00%	yes	no data	yes	no data	no data	no	2.00%	0.00%
Wayne										
Wilkes	yes	0.00%	yes	2014	yes	2014	5.00%	no	no data	no data
Wilson	yes	2.50%	yes	1995	yes	1995	no data	no	2.00%	no data
Yadkin	yes	1.00%	yes	2013	yes	2013	0	yes *	0.00%	1.50%
Yancey	yes	0.00%	yes	2011	yes	2011	0	no	unknown	no data
* - Web Addresses of Pay Plans										
Alexander	www.alexandercountync.gov									
Caldwell	www.caldwellcountync.org									
Catawba	www.catawbacountync.gov/humanresources/SalaryPlan.pdf									
Cherokee	www.cherokeecounty-nc.gov									
Cleveland	www.clevelandcounty.com									
Cumberland	www.co.cumberland.nc.us									
Currituck	www.co.currituck.nc.us/Budget.cfm									
Dare	www.darenc.com									
Franklin	www.franklincountync.us									
Gaston	www.gastongov.com									
Harnett	www.harnett.org									
Johnston	www.johnstonnc.com									
Lee	www.leecountync.gov									
Lenoir	www.co.lenoir.nc.us									
Macon	www.maconnc.org									
Mecklenburg	www.mecklenburgcountync.gov									
Montgomery	www.montgomerycountync.com									
New Hanover	www.nhcgov.com									
Onslow	www.onslowcountync.gov/HR									
Orange	www.orangecountync.gov/prsn/index.asp									
Randolph	www.co.randolph.nc.us									
Rockingham	www.co.rockingham.nc.us									
Rowan	www.rowancountync.gov/hr									
Union	www.co.union.nc.us									
Wake	www.wakegov.com									
Yadkin	www.yadkincountync.gov									