

Merit increases for FY21

Cary	Froze all pay; no increases.
Charlotte	Gave 3% merit pool for exempt employees; 1.5% merit pool for hourly employees PLUS 1.5% market adjustment in December. Fire/police steps were funded for 2.5%-5%.
Cumberland County	No merit, but gave \$1700 stipend (pro-rated for those with less than a year of service. Continued with implementing phases from FY19 study.
Durham	Froze all pay; also not able to give lump sum.
Greensboro	No merit, but gave COLA instead.
High Point	No merit, but gave across the board COLA instead.
PWC	Gave merit. Amount varies based on performance.
Raleigh	Will give 2% merit increase IF financial targets are met by December.
Wilmington	Gave 2.5% merit based increases.
Winston-Salem	Froze all pay; no increases.

Any range movement for FY21

Cary	Yes, 1.5%
Charlotte	Yes, 1.5% in July for salaried ranges and 1.5% in December for hourly ranges.
Cumberland County	No.
Durham	No.
Greensboro	Yes, 2% for general and executive ranges effective 9/1/2020. Fire/police are effective 12/1/2020.
High Point	No.
PWC	Yes, 2%
Raleigh	No.
Wilmington	No.
Winston-Salem	Yes, combined top 3 pay ranges to bring minimum hourly rate to \$14.31 which will be effective 1/1/2021.

Were any positions furloughed?

Cary	No.
Charlotte	No.
Cumberland County	No.
Durham	Yes. Had to furlough 176 part-time employees. Some have been rehired as summer programs open up. No furloughs for any full-time employees.
Greensboro	No.
High Point	Yes. Some part-time positions at the museum eliminated due to COVID-19.
PWC	No.
Raleigh	No, but there may be some part-time temporary with options for rehire.
Wilmington	No.
Winston-Salem	No.

Minimum of Lowest Range (Living Wage) Goal of \$15.00/hr.

Municipality	Annual	Hrly Rate	Last Year	Comments
Cary	33,280.00	16.00	13.76	As of 7/1/2020
Charlotte	33,280.00	16.00	15.00	Regular FT/PT. \$16/hr effective 6/28/2020.
Cumberland County	24,960.00	12.00	12.00	Regular FT/PT.
Durham	33,800.00	16.25	15.46	Regular FT/PT.
Greensboro	31,200.00	15.00	13.00	Regular FT/PT.
High Point	22,031.36	10.59	10.59	Regular FT/PT.
PWC	30,784.00	14.80	14.22	Their lowest grade has a min of \$13.64 but there are no jobs in that grade that are currently being used.
Raleigh	31,554.00	15.17	13.76	Regular FT. Lowest PT is \$7.25.
Wilmington	25,812.80	12.41	11.28	Lowest PT positions are \$11.28
Winston-Salem	29,764.80	14.31	12.50	Regular FT/PT. Will be 14.31 1/1/2021.
Average	29,646.70	14.25	13.16	
Fayetteville	25,302.00	12.16	11.96	2% range increase.

Deferred Compensation

Municipality	401k	401a	Match	Comments
Cary	5%			5% provided to all Town of Cary employees regardless of whether or not they contribute to the 401k.
Charlotte	3%			5% to Police.
Cumberland County	2%			2% 401k for all employees; sworn receive 7% to 401k.
Durham	5%			
Greensboro	5%	3.25%		3.25% into 401a for general employees and 5% 401k for sworn police.
High Point	1%		1%	5% match to sworn law enforcement.
PWC				We have 401k and 457 that is all employee contributions with no match.
Raleigh	1.5%		3%	Employees may contribute a min of 1.5 percent of their salary to receive the City's match of 3%, except law enforcement. 5% is given to law enforcement.
Wilmington	4.5%			All benefit eligible employees get 4.5%, their choice of 401k or 457. Fire gets 4.5%, their choice of 401k or 457 than an additional 3% to the 457 plan, then if they contribute 3%, they get a match of 3% of their choice. Police receive 4.5%

				their choice 401k or 457 and then an additional 5% to their 401k plan.
Winston-Salem		2%		2% 401a for all employees with no employee contribution except sworn police who receive 5% 401k.
Average	3%			
Fayetteville	1%			1% for all general employees. 5% 401k for sworn police.