

**POSITION AUTHORIZATION, CLASSIFICATION, and COMPENSATION ORDINANCE FOR
FISCAL YEAR 2025**

BE IT ORDAINED by the Board of County Commissioners of Wake County, North Carolina, that the following budget ordinance for the Personnel Authorization is hereby adopted:

Section 1: AUTHORIZED POSITIONS. The following full-time equivalent positions are hereby authorized in the County government by organizational unit and fund for the fiscal year beginning July 1, 2024 and ending June 30, 2025.

Department, Division and Fund (All Positions are in the General Fund unless otherwise noted)	Authorized Full-time Equivalent Positions
Board of Commissioners	4.000
Communications	23.000
County Manager	22.000
Behavioral Health	
General Fund	4.000
Opioid Settlement Fund	1.000
Behavioral Health Total	5.000
County Attorney	25.000
Board of Elections	42.000
Budget and Management Services	19.000
Facilities, Design & Construction	20.000
Finance	
General Fund	30.000
Debt Service Fund	3.000
Finance Total	33.000
Internal Audit	8.500
Human Resources	68.000
Information Technology	149.000
Register of Deeds	42.000
Tax Administration	113.000
Soil and Water Conservation District	8.000
Cooperative Extension	15.500
Community Services	
CS Management and Budget	8.000
Parks, Recreation and Open Space	63.500
Libraries	285.000
Planning and Development Services	68.000
Community Services Total	424.500
Environmental Services	
General Fund	
ES Administration	13.000
Water Quality	22.000

Animal Care, Control and Adoption Center	55.000
Total General Fund	90.000

Department, Division and Fund (All Positions are in the General Fund unless otherwise noted)	Authorized Full-time Equivalent Positions
Solid Waste Operating Fund	16.000
South Wake Landfill Partnership Fund	5.000
Environmental Services Total	111.000
General Services Administration	
General Fund	
Administration/Support	20.000
Facility and Field Services	37.000
Physical Plant	69.000
Safety and Security	9.000
Criminal Justice/General Government	1.000
Total General Fund	136.000
Fleet Fund	24.000
General Services Administration Total	160.000
Health and Human Services	
General Fund	
Economic and Social Services	731.500
Child Welfare	344.800
Public Health	456.045
Health Clinics	173.550
Administration and Operations	206.500
Total General Fund	1,912.395
Grants & Donations Fund	29.000
Transportation Fund	6.000
Health and Human Services Total	1,947.395
Housing	
General Fund	
Housing Operations	11.000
Equitable Housing and Community Development	5.000
Permanent Housing and Supportive Services	28.000
Homeless and Prevention Services	42.000
Research, Data, and Systems Management	4.000
Veterans Services	9.000
Total General Fund	99.000
Housing & Community Revitalization Fund	20.000
Housing Total	119.000
City-County Bureau of Identification	87.000

Department, Division and Fund (All Positions are in the General Fund unless otherwise noted)	Authorized Full-time Equivalent Positions
Sheriff	
General Fund	
Law Enforcement	534.000
Detention	513.000
Total General Fund	1,047.000
Grants & Donations Fund	2.000
Sheriff Total	1,049.000
Fire Services	
General Fund	30.000
Grants & Donations Fund	2.000
Fire Services Total	32.000
Emergency Medical Services	519.000
Emergency Communications	1.000
Capital Area Workforce Development	18.000
Department, Division and Fund (All Positions are in the General Fund unless otherwise noted)	Authorized Full-time Equivalent Positions
TOTAL FTEs ALL FUNDS	5,064.895

Section 2: AUTHORIZATION TO TRANSFER POSITIONS. The County Manager, or designee, is hereby authorized to transfer and/or reclassify full-time equivalent positions within the same fund.

Section 3: INCREASE IN AUTHORIZATION. With the exception of changes allowed through Section 2, any changes to the full-time equivalent (FTE) amounts authorized in Section 1 of this ordinance must be approved by the Board of Commissioners.

Section 4: SALARY SCHEDULE. The salary minimums, midpoints, and maximums are hereby established for the salary schedule effective July 1, 2024.

Effective July 1, 2024, Wake County pays a Living Wage of \$21.78 hourly or \$45,302 annually. While some of the lower ranges in our Market Range structures reflect a Range Minimum that falls below this rate, no regular employee shall be paid less than the Living Wage.

FY 2025 Salary Schedule								
General								
Minimum			Midpoint			Maximum		
MR	1 st Quartile		2 nd Quartile		3rd Quartile		4th Quartile	
10	\$45,302	\$48,552	\$48,553	\$51,802	\$51,803	\$55,053	\$55,054	\$58,304
11	\$46,023	\$49,456	\$49,457	\$52,890	\$52,891	\$56,324	\$56,325	\$59,759
12	\$46,754	\$50,929	\$50,930	\$55,105	\$55,106	\$59,280	\$59,281	\$63,457
13	\$47,498	\$52,279	\$52,280	\$57,061	\$57,062	\$61,843	\$61,844	\$66,626
14	\$48,253	\$53,678	\$53,679	\$59,104	\$59,105	\$64,530	\$64,531	\$69,956
15	\$49,020	\$56,002	\$56,003	\$62,985	\$62,986	\$69,968	\$69,969	\$76,952
16	\$49,789	\$58,503	\$58,504	\$67,217	\$67,218	\$75,932	\$75,933	\$84,648
17	\$54,769	\$64,353	\$64,354	\$73,938	\$73,939	\$83,524	\$83,525	\$93,110
18	\$60,244	\$70,788	\$70,789	\$81,333	\$81,334	\$91,877	\$91,878	\$102,423
19	\$66,270	\$77,867	\$77,868	\$89,466	\$89,467	\$101,064	\$101,065	\$112,663
20	\$73,492	\$88,191	\$88,192	\$102,891	\$102,892	\$117,591	\$117,592	\$132,292
21	\$84,519	\$101,420	\$101,421	\$118,321	\$118,322	\$135,223	\$135,224	\$152,126
22	\$97,195	\$116,632	\$116,633	\$136,069	\$136,070	\$155,506	\$155,507	\$174,945
23	\$111,769	\$134,123	\$134,124	\$156,479	\$156,480	\$178,835	\$178,836	\$201,192
24	\$128,541	\$154,248	\$154,249	\$179,956	\$179,957	\$205,664	\$205,665	\$231,373
25	\$141,390	\$169,668	\$169,669	\$197,946	\$197,947	\$226,225	\$226,226	\$254,505
26	\$155,532	\$186,637	\$186,638	\$217,742	\$217,743	\$248,848	\$248,849	\$279,955
27	\$171,086	\$205,303	\$205,304	\$239,521	\$239,522	\$273,740	\$273,741	\$307,959

Attorney								
Minimum			Midpoint			Maximum		
AT	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
10	\$45,302	\$50,414	\$50,415	\$55,526	\$55,527	\$60,639	\$60,640	\$65,753
11	\$100,178	\$120,213	\$120,214	\$140,249	\$140,250	\$160,284	\$160,285	\$180,321
12	\$110,193	\$132,233	\$132,234	\$154,274	\$154,275	\$176,314	\$176,315	\$198,356
13	\$121,212	\$145,456	\$145,457	\$169,701	\$169,702	\$193,946	\$193,947	\$218,192
14	\$142,917	\$173,279	\$173,280	\$203,642	\$203,643	\$234,004	\$234,005	\$264,368

CCBI								
Minimum			Midpoint				Maximum	
BI	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
11	\$45,302	\$50,594	\$50,595	\$55,888	\$55,889	\$61,181	\$61,182	\$66,475
12	\$46,306	\$53,010	\$53,011	\$59,715	\$59,716	\$66,420	\$66,421	\$73,125
13	\$47,309	\$55,590	\$55,591	\$63,871	\$63,872	\$72,152	\$72,153	\$80,434
14	\$52,042	\$61,149	\$61,150	\$70,257	\$70,258	\$79,366	\$79,367	\$88,475
15	\$57,248	\$67,266	\$67,267	\$77,285	\$77,286	\$87,304	\$87,305	\$97,325
16	\$62,972	\$73,992	\$73,993	\$85,014	\$85,015	\$96,035	\$96,036	\$107,058
17	\$69,267	\$81,389	\$81,390	\$93,513	\$93,514	\$105,637	\$105,638	\$117,762
18	\$76,812	\$92,177	\$92,178	\$107,542	\$107,543	\$122,908	\$122,909	\$138,274
19	\$88,335	\$106,003	\$106,004	\$123,673	\$123,674	\$141,343	\$141,344	\$159,013

EMS									
Minimum			Midpoint				Maximum		
EM	Shift	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
10	2190	\$21.94	\$25.22	\$25.23	\$28.51	\$28.52	\$31.80	\$31.81	\$35.11
11	2190	\$24.68	\$28.38	\$28.39	\$32.08	\$32.09	\$35.78	\$35.79	\$39.49
12	2190	\$29.62	\$34.05	\$34.06	\$38.50	\$38.51	\$42.94	\$42.95	\$47.39
13A	2080	\$35.08	\$40.34	\$40.35	\$45.60	\$45.61	\$50.86	\$50.87	\$56.14
13B	2190	\$33.32	\$38.31	\$38.32	\$43.31	\$43.32	\$48.31	\$48.32	\$53.32
14	2190	\$35.82	\$41.18	\$41.19	\$46.56	\$46.57	\$51.93	\$51.94	\$57.32
15	2190	\$39.40	\$45.30	\$45.31	\$51.22	\$51.23	\$57.13	\$57.14	\$63.05
16	2080	\$90,610	\$106,465	\$106,466	\$122,322	\$122,323	\$138,178	\$138,179	\$154,035
17	2080	\$99,670	\$117,111	\$117,112	\$134,553	\$134,554	\$151,996	\$151,997	\$169,439
18	2080	\$129,571	\$152,244	\$152,245	\$174,919	\$174,920	\$197,594	\$197,595	\$220,269

Fire and Emergency Management									
Minimum			Midpoint				Maximum		
FE	Shift	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
11A	2080	\$23.94	\$28.12	\$28.13	\$32.31	\$32.32	\$36.50	\$36.51	\$40.70
11B	2756	\$18.07	\$21.22	\$21.23	\$24.38	\$24.39	\$27.54	\$27.55	\$30.72
12A	2080	\$31.12	\$36.56	\$36.57	\$42.00	\$42.01	\$47.45	\$47.46	\$52.91
12B	2190	\$29.56	\$34.72	\$34.73	\$39.89	\$39.90	\$45.07	\$45.08	\$50.25
13	2080	\$74,443	\$87,469	\$87,470	\$100,497	\$100,498	\$113,524	\$113,525	\$126,552

Health Services								
HS	Minimum		Midpoint			Maximum		
	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
10	\$45,302	\$48,552	\$48,553	\$51,802	\$51,803	\$55,053	\$55,054	\$58,304
11	\$46,023	\$49,456	\$49,457	\$52,890	\$52,891	\$56,324	\$56,325	\$59,759
12	\$46,754	\$50,929	\$50,930	\$55,105	\$55,106	\$59,280	\$59,281	\$63,457
13	\$47,498	\$52,279	\$52,280	\$57,061	\$57,062	\$61,843	\$61,844	\$66,626
14	\$48,253	\$53,678	\$53,679	\$59,104	\$59,105	\$64,530	\$64,531	\$69,956
15	\$49,020	\$56,002	\$56,003	\$62,985	\$62,986	\$69,968	\$69,969	\$76,952
16	\$49,789	\$58,503	\$58,504	\$67,217	\$67,218	\$75,932	\$75,933	\$84,648
17	\$57,259	\$67,279	\$67,280	\$77,301	\$77,302	\$87,323	\$87,324	\$97,346
18	\$60,147	\$70,673	\$70,674	\$81,200	\$81,201	\$91,728	\$91,729	\$102,256
19	\$66,105	\$77,672	\$77,673	\$89,239	\$89,240	\$100,807	\$100,808	\$112,375
20	\$76,493	\$91,790	\$91,791	\$107,088	\$107,089	\$122,386	\$122,387	\$137,685
21	\$91,794	\$110,151	\$110,152	\$128,508	\$128,509	\$146,866	\$146,867	\$165,225
22	\$110,157	\$132,185	\$132,186	\$154,213	\$154,214	\$176,242	\$176,243	\$198,272
23	\$132,178	\$158,615	\$158,616	\$185,053	\$185,054	\$211,491	\$211,492	\$237,930
24	\$158,613	\$190,336	\$190,337	\$222,061	\$222,062	\$253,785	\$253,786	\$285,510
25	\$166,582	\$199,899	\$199,900	\$233,217	\$233,218	\$266,535	\$266,536	\$299,855
26	\$191,627	\$229,952	\$229,953	\$268,277	\$268,278	\$306,603	\$306,604	\$344,929
27	\$229,953	\$275,944	\$275,945	\$321,936	\$321,937	\$367,929	\$367,930	\$413,922

Information Technology								
IT	Minimum		Midpoint			Maximum		
	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
10	\$46,814	\$55,005	\$55,006	\$63,197	\$63,198	\$71,389	\$71,390	\$79,582
11	\$51,492	\$60,502	\$60,503	\$69,513	\$69,514	\$78,525	\$78,526	\$87,537
12	\$56,644	\$66,555	\$66,556	\$76,466	\$76,467	\$86,377	\$86,378	\$96,290
13	\$62,303	\$73,208	\$73,209	\$84,114	\$84,115	\$95,020	\$95,021	\$105,926
14	\$68,544	\$80,538	\$80,539	\$92,532	\$92,533	\$104,527	\$104,528	\$116,522
15	\$76,003	\$91,204	\$91,205	\$106,405	\$106,406	\$121,606	\$121,607	\$136,808
16	\$87,408	\$104,888	\$104,889	\$122,369	\$122,370	\$139,850	\$139,851	\$157,332
17	\$100,515	\$120,617	\$120,618	\$140,720	\$140,721	\$160,823	\$160,824	\$180,927
18	\$115,595	\$138,713	\$138,714	\$161,831	\$161,832	\$184,950	\$184,951	\$208,069
19	\$132,934	\$159,519	\$159,520	\$186,106	\$186,107	\$212,693	\$212,694	\$239,280

Sheriff's Office								
SO	Minimum		Midpoint				Maximum	
	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
10	\$51,551	\$60,572	\$60,573	\$69,593	\$69,594	\$78,614	\$78,615	\$87,636
11	\$63,794	\$70,173	\$70,174	\$76,552	\$76,553	\$82,931	\$82,932	\$89,312
12	\$70,174	\$77,190	\$77,191	\$84,207	\$84,208	\$91,225	\$91,226	\$98,243
13	\$77,191	\$84,909	\$84,910	\$92,628	\$92,629	\$100,347	\$100,348	\$108,067
14	\$84,910	\$93,400	\$93,401	\$101,891	\$101,892	\$110,382	\$110,383	\$118,874
15	\$95,654	\$106,414	\$106,415	\$117,175	\$117,176	\$127,936	\$127,937	\$138,698
16	\$110,002	\$122,376	\$122,377	\$134,751	\$134,752	\$147,126	\$147,127	\$159,503
17	\$121,002	\$134,614	\$134,615	\$148,226	\$148,227	\$161,839	\$161,840	\$175,453

Detention								
DT	Minimum		Midpoint				Maximum	
	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
10	\$51,551	\$57,994	\$57,995	\$64,438	\$64,439	\$70,881	\$70,882	\$77,326
11	\$59,069	\$64,974	\$64,975	\$70,881	\$70,882	\$76,788	\$76,789	\$82,696
12	\$64,975	\$71,472	\$71,473	\$77,970	\$77,971	\$84,467	\$84,468	\$90,966
13	\$71,473	\$78,619	\$78,620	\$85,767	\$85,768	\$92,914	\$92,915	\$100,062
14	\$78,620	\$86,481	\$86,482	\$94,343	\$94,344	\$102,205	\$102,206	\$110,068
15	\$90,413	\$99,454	\$99,455	\$108,495	\$108,496	\$117,536	\$117,537	\$126,579
16	\$103,975	\$114,372	\$114,373	\$124,769	\$124,770	\$135,167	\$135,168	\$145,566
17	\$119,572	\$131,528	\$131,529	\$143,485	\$143,486	\$155,442	\$155,443	\$167,400

Fire Tax District – 24-Hour Shift							
Grade	Position Title	Hourly Min	Hourly Mid	Hourly Max	Annual Min	Annual Mid	Annual Max
FS 1	Firefighter 1	\$13.56	-	-	\$45,302	-	-
FS 2	Firefighter 2	\$14.01	\$18.44	\$22.86	\$46,800	\$61,578	\$76,356
FS 3	Firefighter 3	\$14.46	\$19.52	\$24.58	\$48,298	\$65,191	\$82,085
FS 4	Driver/Operator	\$15.54	\$20.98	\$26.42	\$51,894	\$70,066	\$88,237
FS 5	Officer 1 (Company Officer)	\$16.71	\$22.55	\$28.40	\$55,798	\$75,327	\$94,857
FS 6	Officer 2 (Chief Officer)	-	-	-	\$64,166*	\$86,625*	\$109,083 *

*Annual salary shown for exempt employees

Fire Tax District – Day Time (40 Hour)							
Grade	Position Title	Hourly Min	Hourly Mid	Hourly Max	Annual Min	Annual Mid	Annual Max
FS 1	Firefighter 1	\$13.56	-	-	\$45,302	-	-
FS 2	Firefighter 2	\$14.01	\$18.44	\$22.86	\$46,800	\$61,578	\$76,356
FS 3	Firefighter 3	\$14.46	\$19.52	\$24.58	\$48,298	\$65,191	\$82,085
FS 4	Driver/Operator	\$15.54	\$20.98	\$26.42	\$51,894	\$70,066	\$88,237
FS 5	Officer 1 (Company Officer)	\$16.71	\$22.55	\$28.40	\$55,798	\$75,327	\$94,857
FS 6	Officer 2 (Chief Officer)	-	-	-	\$64,166*	\$86,625*	\$109,083 *
FS 7	Executive Officer 1(Asst. Chief)	-	-	-	\$73,791*	\$99,618*	\$125,446*
FS 8	Executive Officer 2 (Deputy Chief)	-	-	-	\$84,860*	\$114,561*	\$144,262*
FS 9	Executive Officer 3(Fire Chief)	-	-	-	\$97,590 *	131,745*	165,901*
FS10	Administrative Assistant	\$16.98	\$22.93	\$28.88	\$35,325	\$47,694	\$60,062
FS11	Administrative Assistant 2	\$20.59	\$27.81	\$35.02	\$42,835	\$57,835	\$72,835
FS12	Department Business Officer	-	-	-	\$66,270 *	\$89,467*	\$112,663*

*Annual salary shown for exempt employees

Fire Tax District – 24-Hour Shift				
Grade	Position Title	Minimum	Midpoint	Maximum
FS 1	Firefighter 1	\$21.78	-	-
FS 2	Firefighter 2	\$22.50	-	-
FS 3	Firefighter 3	\$23.22	-	-
FS 4	Driver/Operator	\$24.95	-	-
FS 5	Officer 1 (Company Officer)	\$26.83	-	-
FS 6	Officer 2 (Chief Officer)	\$30.85	-	-
FS 7	Executive Officer 1(Asst. Chief)	\$35.48	-	-

FS 8	Executive Officer 2 (Deputy Chief)	\$40.80	-	-
FS 9	Executive Officer 3(Fire Chief)	\$46.92	-	-
FS 10	Administrative Assistant	\$16.98	-	-
FS 11	Administrative Assistant 2	\$20.59	-	-
FS 12	Department Business Officer	\$31.86	-	-

Section 5: POSITION CLASSIFICATIONS. The County Manager is the Chief Personnel Officer and has delegated the authority to administer and maintain the position classification plan to the Human Resources Director.

Section 6: LIVING WAGE POLICY. It is the policy of Wake County that persons working for the County as regular employees whose scheduled hours exceed 1,040 annually be paid as further described in this Section.

a. Eligibility: The County shall pay all regular employees an amount equal to or greater than the Minimum Wage Rate as defined in Section 6.A(c). A regular employee is defined as being in a Board authorized position and having regularly scheduled straight-time hours in excess of 1,040 hours.

b. Emergency Medical Positions: Employees working in emergency medical positions with scheduled overtime will be considered to have met or exceeded the Minimum Wage Rate if their calculated gross annual salary (i.e. straight-time hourly rate times scheduled straight-time hours plus one and one-half times straight-time hourly rate times scheduled overtime hours) is greater than or equal to the Minimum Wage Rate times 2,080 hours.

c. Wage Rate Calculation: The Universal Living Wage Formula Calculation used by the County is based on a four-year average housing cost of a One Bedroom according to Housing and Urban Development's (HUD) Fair Market Rents in the Raleigh MSA, less \$1.50 an hour credit for health insurance. On January 1 of every year, the County's current Living Wage Rate is compared to the calculated amount to determine if an adjustment is needed.

d. The Living Wage Rate for FY 2025 shall be twenty-one dollars and seventy-eight cents (\$21.78) per hour (\$23.28 less \$1.50 credit for health insurance).

e. Annual Adjustment: The County Manager shall calculate or cause to be calculated the Minimum Wage Rate for employees on an annual basis and shall make such adjustments in the County's pay plan to ensure the Minimum Wage Rate as stated herein is paid to all eligible employees. In the event of an economic downturn, it may be necessary to maintain the Living Wage Rate based on the previous year.

Section 7: ELECTED OFFICIALS COMPENSATION.

a. Funding is provided for a 5% compensation adjustment for the Register of Deeds and the Sheriff.

b. The annual salary for the members of the Wake County Board of Education shall be \$33,976. The Board Chair shall receive an additional 20% of the salary amount.

c. Annual salary for the Board of Commissioners shall be \$45,302. The Board Chair shall receive an additional 20% of the salary amount. The Vice Chair shall receive an additional 10% of the salary amount. Each Commissioner shall receive a General Expense Allowance of \$7,000 per year and a Technology Allowance of \$2,000 per year. All compensation changes shall take effect July 1, 2024.

Adopted this the 3rd day of June 2024.