

**POSITION AUTHORIZATION, CLASSIFICATION, and COMPENSATION ORDINANCE FOR
FISCAL YEAR 2026**

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, 2025 and ending June 30, 2026.

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	25.000
County Manager	21.000
Behavioral Health	
General Fund	7.000
Opioid Settlement Fund	1.000
Behavioral Health Total	8.000
County Attorney	25.000
Board of Elections	48.000
Budget and Management Services	18.000
Facilities, Design & Construction	20.000
Finance	
General Fund	63.500
Debt Service Fund	3.000
Finance Total	66.500
Internal Audit	8.500
Human Resources	70.000
Information Technology	149.000
Register of Deeds	42.000
Tax Administration	123.000
Soil and Water Conservation District	8.000
Cooperative Extension	15.500
Community Services	
CS Management and Budget	9.000
Parks, Recreation and Open Space	63.500
Libraries	285.000
Planning and Development Services	67.000
Community Services Total	424.500

Department, Division and Fund (All Positions are in the General Fund unless otherwise noted)	Authorized Full-time Equivalent Positions
Environmental Services	
General Fund	
ES Admin	10.000
Water Quality	23.000
Animal Care, Control and Adoption Center	55.000
Total General Fund	88.000
Solid Waste Operating Fund	16.000
South Wake Landfill Partnership Fund	6.000
Environmental Services Total	110.000
General Services Administration	
General Fund	
Administration/Support	19.000
Facility and Field Services	37.000
Physical Plant	72.000
Safety and Security	9.000
Criminal Justice/General Government	1.000
Total General Fund	138.000
Fleet Fund	24.000
General Services Administration Total	162.000
Social Services	
General Fund	1,210.300
Grants and Donations Fund	5.000
Transportation Fund	6.000
Social Services Total	1,221.300
Public Health	
General Fund	667.195
Grants & Donations Fund	24.000
Public Health Total	691.195
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	45.000
Research, Data, and Systems Management	4.000
Veterans Services	9.000
Total General Fund	102.000
Housing & Community Revitalization Fund	18.000
Housing Total	120.000
Continuum of Care	
General Fund	8.000

Grants & Donations Fund	3.000
Continuum of Care Total	11.000
Bureau of Forensic Services	87.000

Department, Division and Fund (All Positions are in the General Fund unless otherwise noted)	Authorized Full-time Equivalent Positions
Sheriff	
General Fund	
Sheriff Administration	130.000
Law Enforcement	446.000
Detention	471.000
Total General Fund	1,047.000
Grants & Donations Fund	5.000
Sheriff Total	1,052.000
Fire Services	
General Fund	32.000
Grants & Donations Fund	2.000
Fire Services Total	34.000
Emergency Medical Services	546.000
Capital Area Workforce Development	26.000
Department, Division and Fund (All Positions are in the General Fund unless otherwise noted)	Authorized Full-time Equivalent Positions
TOTAL FTEs ALL FUNDS	5,136.495

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, 2025.

Effective July 1, 2025, Wake County pays a Living Wage of \$24.37 hourly or \$50,690 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 2026 Salary Schedules

General								
Minimum		Midpoint					Maximum	
MR	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
MR10	\$50,690	\$52,914	\$52,915	\$55,138	\$55,139	\$57,363	\$57,364	\$59,587
MR11	\$51,414	\$53,829	\$53,830	\$56,244	\$56,245	\$58,659	\$58,660	\$61,074
MR12	\$52,150	\$55,325	\$55,326	\$58,501	\$58,502	\$61,677	\$61,678	\$64,853
MR13	\$52,895	\$56,694	\$56,695	\$60,493	\$60,494	\$64,292	\$64,293	\$68,091
MR14	\$53,652	\$58,113	\$58,114	\$62,574	\$62,575	\$67,035	\$67,036	\$71,495
MR15	\$54,419	\$60,476	\$60,477	\$66,532	\$66,533	\$72,588	\$72,589	\$78,645
MR16	\$55,197	\$63,026	\$63,027	\$70,854	\$70,855	\$78,682	\$78,683	\$86,511
MR17	\$55,974	\$65,770	\$65,771	\$75,566	\$75,567	\$85,362	\$85,363	\$95,158
MR18	\$61,570	\$72,346	\$72,347	\$83,123	\$83,124	\$93,900	\$93,901	\$104,676
MR19	\$67,728	\$79,581	\$79,582	\$91,435	\$91,436	\$103,288	\$103,289	\$115,142
MR20	\$75,109	\$90,132	\$90,133	\$105,156	\$105,157	\$120,179	\$120,180	\$135,202
MR21	\$86,378	\$103,652	\$103,653	\$120,925	\$120,926	\$138,199	\$138,200	\$155,472
MR22	\$99,333	\$119,199	\$119,200	\$139,064	\$139,065	\$158,929	\$158,930	\$178,794
MR23	\$114,227	\$137,075	\$137,076	\$159,923	\$159,924	\$182,771	\$182,772	\$205,618
MR24	\$131,369	\$157,642	\$157,643	\$183,916	\$183,917	\$210,190	\$210,191	\$236,464
MR25	\$144,500	\$173,401	\$173,402	\$202,302	\$202,303	\$231,203	\$231,204	\$260,105
MR26	\$158,953	\$190,744	\$190,745	\$222,534	\$222,535	\$254,324	\$254,325	\$286,114
MR27	\$174,850	\$209,821	\$209,822	\$244,792	\$244,793	\$279,763	\$279,764	\$314,734

Attorney								
Minimum		Midpoint					Maximum	
MR	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
AT10	\$50,690	\$54,817	\$54,818	\$58,944	\$58,945	\$63,072	\$63,073	\$67,199
AT11	\$102,382	\$122,859	\$122,860	\$143,335	\$143,336	\$163,811	\$163,812	\$184,288
AT12	\$112,617	\$135,143	\$135,144	\$157,669	\$157,670	\$180,194	\$180,195	\$202,720
AT13	\$123,879	\$148,657	\$148,658	\$173,435	\$173,436	\$198,214	\$198,215	\$222,992
AT14	\$146,061	\$177,092	\$177,093	\$208,123	\$208,124	\$239,153	\$239,154	\$270,184

Bureau of Forensic Services								
Minimum		Midpoint					Maximum	
MR	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
BI12	\$51,501	\$57,309	\$57,310	\$63,117	\$63,118	\$68,926	\$68,927	\$74,734
BI13	\$52,325	\$59,794	\$59,795	\$67,264	\$67,265	\$74,734	\$74,735	\$82,203
BI14	\$53,186	\$62,495	\$62,496	\$71,804	\$71,805	\$81,113	\$81,114	\$90,421
BI15	\$58,507	\$68,747	\$68,748	\$78,986	\$78,987	\$89,226	\$89,227	\$99,466
BI16	\$64,357	\$75,621	\$75,622	\$86,885	\$86,886	\$98,149	\$98,150	\$109,413
BI17	\$70,790	\$83,181	\$83,182	\$95,571	\$95,572	\$107,962	\$107,963	\$120,352

BI18	\$78,502	\$94,205	\$94,206	\$109,909	\$109,910	\$125,613	\$125,614	\$141,316
BI19	\$90,278	\$108,337	\$108,338	\$126,395	\$126,396	\$144,453	\$144,454	\$162,512

Emergency Medical Services								
Minimum			Midpoint			Maximum		
MR	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
EM10	\$50,690	\$56,673	\$56,674	\$62,657	\$62,658	\$68,641	\$68,642	\$74,625
EM11	\$56,468	\$63,339	\$63,340	\$70,210	\$70,211	\$77,082	\$77,083	\$83,953
EM12	\$62,965	\$72,409	\$72,410	\$81,854	\$81,855	\$91,299	\$91,300	\$100,743
EM13A	\$74,581	\$85,769	\$85,770	\$96,956	\$96,957	\$108,143	\$108,144	\$119,330
EM13B	\$70,835	\$81,461	\$81,462	\$92,086	\$92,087	\$102,711	\$102,712	\$113,336
EM14	\$76,148	\$87,571	\$87,572	\$98,993	\$98,994	\$110,416	\$110,417	\$121,838
EM15	\$83,764	\$96,328	\$96,329	\$108,892	\$108,893	\$121,457	\$121,458	\$134,021
EM16	\$92,603	\$108,808	\$108,809	\$125,014	\$125,015	\$141,219	\$141,220	\$157,424
EM17	\$101,862	\$119,689	\$119,690	\$137,515	\$137,516	\$155,341	\$155,342	\$173,167
EM18	\$132,421	\$155,595	\$155,596	\$178,768	\$178,769	\$201,942	\$201,943	\$225,115

Fire & Emergency Management								
Minimum			Midpoint			Maximum		
MR	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
FE11A	\$50,889	\$59,795	\$59,796	\$68,701	\$68,702	\$77,607	\$77,608	\$86,512
FE11B	\$38,404	\$45,127	\$45,128	\$51,851	\$51,852	\$58,574	\$58,575	\$65,297
FE12A	\$66,156	\$77,734	\$77,735	\$89,312	\$89,313	\$100,889	\$100,890	\$112,466
FE12B	\$62,833	\$73,830	\$73,831	\$84,826	\$84,827	\$95,821	\$95,822	\$106,817
FE13	\$76,080	\$89,395	\$89,396	\$102,709	\$102,710	\$116,022	\$116,023	\$129,336

Health Services								
Minimum			Midpoint			Maximum		
MR	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
HS10	\$50,690	\$52,914	\$52,915	\$55,138	\$55,139	\$57,363	\$57,364	\$59,587
HS11	\$51,703	\$54,046	\$54,047	\$56,389	\$56,390	\$58,731	\$58,732	\$61,074
HS12	\$52,737	\$55,766	\$55,767	\$58,795	\$58,796	\$61,824	\$61,825	\$64,853
HS13	\$53,792	\$57,367	\$57,368	\$60,942	\$60,943	\$64,517	\$64,518	\$68,091
HS14	\$54,868	\$59,025	\$59,026	\$63,182	\$63,183	\$67,339	\$67,340	\$71,495
HS15	\$55,965	\$61,635	\$61,636	\$67,305	\$67,306	\$72,975	\$72,976	\$78,645
HS16	\$57,085	\$64,441	\$64,442	\$71,798	\$71,799	\$79,154	\$79,155	\$86,511
HS17	\$58,518	\$68,761	\$68,762	\$79,003	\$79,004	\$89,245	\$89,246	\$99,488
HS18	\$61,470	\$72,229	\$72,230	\$82,988	\$82,989	\$93,747	\$93,748	\$104,506
HS19	\$67,559	\$79,381	\$79,382	\$91,203	\$91,204	\$103,026	\$103,027	\$114,848
HS20	\$78,176	\$93,811	\$93,812	\$109,445	\$109,446	\$125,080	\$125,081	\$140,715
HS21	\$93,813	\$112,575	\$112,576	\$131,337	\$131,338	\$150,098	\$150,099	\$168,860

HS22	\$112,580	\$135,094	\$135,095	\$157,607	\$157,608	\$180,120	\$180,121	\$202,634
HS23	\$135,086	\$162,105	\$162,106	\$189,125	\$189,126	\$216,145	\$216,146	\$243,165
HS24	\$162,103	\$194,525	\$194,526	\$226,947	\$226,948	\$259,369	\$259,370	\$291,791
HS25	\$170,247	\$204,298	\$204,299	\$238,349	\$238,350	\$272,400	\$272,401	\$306,451
HS26	\$195,843	\$235,012	\$235,013	\$274,180	\$274,181	\$313,349	\$313,350	\$352,518
HS27	\$235,012	\$282,016	\$282,017	\$329,020	\$329,021	\$376,024	\$376,025	\$423,028

Information Technology								
	Minimum		Midpoint				Maximum	
MR	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
IT10	\$50,690	\$58,350	\$58,351	\$66,011	\$66,012	\$73,672	\$73,673	\$81,333
IT11	\$54,136	\$62,968	\$62,969	\$71,800	\$71,801	\$80,631	\$80,632	\$89,463
IT12	\$57,890	\$68,020	\$68,021	\$78,149	\$78,150	\$88,279	\$88,280	\$98,408
IT13	\$63,674	\$74,820	\$74,821	\$85,965	\$85,966	\$97,111	\$97,112	\$108,257
IT14	\$70,052	\$82,311	\$82,312	\$94,569	\$94,570	\$106,827	\$106,828	\$119,086
IT15	\$77,676	\$93,211	\$93,212	\$108,747	\$108,748	\$124,283	\$124,284	\$139,818
IT16	\$89,331	\$107,196	\$107,197	\$125,062	\$125,063	\$142,928	\$142,929	\$160,793
IT17	\$102,726	\$123,272	\$123,273	\$143,817	\$143,818	\$164,362	\$164,363	\$184,908
IT18	\$118,138	\$141,765	\$141,766	\$165,392	\$165,393	\$189,019	\$189,020	\$212,647
IT19	\$135,858	\$163,030	\$163,031	\$190,201	\$190,202	\$217,373	\$217,374	\$244,544

Sheriff's Office								
	Minimum		Midpoint				Maximum	
MR	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
SO10	\$52,685	\$61,905	\$61,906	\$71,125	\$71,126	\$80,345	\$80,346	\$89,564
SO11	\$65,198	\$71,717	\$71,718	\$78,237	\$78,238	\$84,757	\$84,758	\$91,277
SO12	\$71,717	\$78,889	\$78,890	\$86,061	\$86,062	\$93,233	\$93,234	\$100,404
SO13	\$78,889	\$86,778	\$86,779	\$94,667	\$94,668	\$102,556	\$102,557	\$110,445
SO14	\$86,778	\$95,456	\$95,457	\$104,134	\$104,135	\$112,811	\$112,812	\$121,489
SO15	\$97,758	\$108,756	\$108,757	\$119,754	\$119,755	\$130,751	\$130,752	\$141,749
SO16	\$112,422	\$125,069	\$125,070	\$137,717	\$137,718	\$150,364	\$150,365	\$163,012
SO17	\$123,664	\$137,576	\$137,577	\$151,488	\$151,489	\$165,401	\$165,402	\$179,313

Detention								
	Minimum		Midpoint				Maximum	
MR	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
DT10	\$52,685	\$59,271	\$59,272	\$65,856	\$65,857	\$72,442	\$72,443	\$79,027
DT11	\$60,368	\$66,405	\$66,406	\$72,442	\$72,443	\$78,479	\$78,480	\$84,515
DT12	\$66,405	\$73,045	\$73,046	\$79,686	\$79,687	\$86,326	\$86,327	\$92,967
DT13	\$73,045	\$80,350	\$80,351	\$87,655	\$87,656	\$94,959	\$94,960	\$102,264
DT14	\$80,350	\$88,385	\$88,386	\$96,420	\$96,421	\$104,455	\$104,456	\$112,490

DT15	\$92,402	\$101,643	\$101,644	\$110,883	\$110,884	\$120,123	\$120,124	\$129,363
DT16	\$106,263	\$116,889	\$116,890	\$127,515	\$127,516	\$138,142	\$138,143	\$148,768
DT17	\$122,202	\$134,423	\$134,424	\$146,643	\$146,644	\$158,863	\$158,864	\$171,083

Fire Tax District - Twenty-Four (24) Hour Shift							
Grade	Position Title	Hourly Min	Hourly Mid	Hourly Max	Annual Min	Annual Mid	Annual Max
FS1	Firefighter 1	\$16.70	-	-	\$55,771	-	-
FS2	Firefighter 2	\$17.25	\$22.69	\$28.14	\$57,615	\$75,796	\$94,002
FS3	Firefighter 3	\$17.80	\$24.03	\$30.25	\$59,459	\$80,251	\$101,044
FS4	Driver/Operator	\$19.13	\$25.83	\$32.52	\$63,889	\$86,269	\$108,623
FS5	Officer 1 (Company Officer)	\$20.57	\$27.77	\$34.96	\$68,703	\$92,747	\$116,766
FS6	Officer 2 (Chief Officer)	-	-	-	\$73,791*	\$99,619*	\$125,445*

*Annual salary shown for exempt employees

Fire Tax District - Day Time (40 Hour) Shift							
Grade	Position Title	Hourly Min	Hourly Mid	Hourly Max	Annual Min	Annual Mid	Annual Max
FS1	Firefighter 1	\$25.05	-	-	\$52,097	-	-
FS2	Firefighter 2	\$25.88	\$34.04	\$42.22	\$53,820	\$70,803	\$87,811
FS3	Firefighter 3	\$26.70	\$36.04	\$45.38	\$55,543	\$74,965	\$94,389
FS4	Driver/Operator	\$28.69	\$38.74	\$48.78	\$59,680	\$80,586	\$101,469
FS5	Officer 1 (Company Officer)	\$30.85	\$41.65	\$52.44	\$64,177	\$86,639	\$109,075
FS6	Officer 2 (Chief Officer)	-	-	-	\$73,791*	\$99,619*	\$125,445*
FS7	Executive Officer 1(Asst. Chief)	-	-	-	\$84,860*	\$114,561*	\$144,263*
FS8	Executive Officer 2 (Deputy Chief)	-	-	-	\$97,589*	\$131,745*	\$165,901*
FS9	Executive Officer 3 (Fire Chief)	-	-	-	\$112,229*	\$151,507*	\$190,786*
FS10	Administrative Specialist	\$22.48	\$26.49	\$30.51	\$46,754	\$55,106	\$63,457
FS11	Administrative Coordinator	\$23.57	\$30.28	\$37.00	\$49,020	\$62,986	\$76,952
FS12	Department Business Officer	\$31.86	\$43.01	\$54.17	\$66,270	\$89,467	\$112,663

*Annual salary shown for exempt employees

Fire Tax District - Part-Time (<40 Hour) Shift				
Grade	Position Title	Minimum	Midpoint	Maximum
FS1	Firefighter 1	\$25.05	N/A	N/A
FS2	Firefighter 2	\$25.88	N/A	N/A
FS3	Firefighter 3	\$26.70	N/A	N/A
FS4	Driver/Operator	\$28.69	N/A	N/A
FS5	Officer 1 (Company Officer)	\$30.85	N/A	N/A
FS6	Officer 2 (Chief Officer)	\$35.48	N/A	N/A
FS7	Executive Officer 1 (Asst. Chief)	\$40.80	N/A	N/A
FS8	Executive Officer 2 (Deputy Chief)	\$46.92	N/A	N/A
FS9	Executive Officer 3 (Fire Chief)	\$53.96	N/A	N/A
FS10	Administrative Specialist	\$22.48	N/A	N/A
FS11	Administrative Coordinator	\$23.57	N/A	N/A
FS12	Department Business Officer	\$31.86	N/A	N/A

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 2026 shall be twenty-four dollars and thirty-seven cents (\$24.37) per hour (\$25.87 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 \$38,017. The Board Chair shall receive an additional 20% of the salary amount.

c. Annual salary for the Board of Commissioners shall be \$50,690. 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, 2025.

Adopted this the 2nd day of June 2025.