

**POSITION AUTHORIZATION, CLASSIFICATION, and COMPENSATION ORDINANCE FOR
FISCAL YEAR 2027**

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, 2026 and ending June 30, 2027.

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	20.500
Behavioral Health	
General Fund	7.000
Opioid Settlement Fund	1.000
Behavioral Health Total	8.000
County Attorney	27.000
Board of Elections	48.000
Budget and Management Services	18.000
Facilities, Design & Construction	19.000
Finance	
General Fund	63.500
Debt Service Fund	3.000
Finance Total	66.500
Internal Audit	8.000
Human Resources	66.000
Information Technology	153.000
Register of Deeds	42.000
Tax Administration	126.000
Soil and Water Conservation District	9.000
Cooperative Extension	15.500
Community Services	
CS Management and Budget	10.000
Parks, Recreation and Open Space	63.500
Libraries	285.000
Animal Services	55.000
Total General Fund	413.500
Solid Waste Operating Fund	15.000
South Wake Landfill Partnership Fund	6.000
Community Services Total	434.500

Department, Division and Fund (All Positions are in the General Fund unless otherwise noted)	Authorized Full-time Equivalent Positions
Planning and Development Services	100.000
General Services Administration	
General Fund	
Administration/Support	19.000
Facility and Field Services	37.000
Physical Plant	73.000
Safety and Security	10.000
Criminal Justice/General Government	1.000
Total General Fund	140.000
Fleet Fund	25.000
General Services Administration Total	165.000
Social Services	
General Fund	1,236.3000
Grants & Donations Fund	5.000
Transportation Fund	6.000
Social Services Total	1,247.300
Public Health	
General Fund	670.195
Grants & Donations Fund	23.000
Public Health Total	693.195
Housing	
General Fund	
Housing Operations	11.000
Equitable Housing and Community Development	5.000
Permanent Housing and Supportive Services	26.000
Homeless and Prevention Services	45.000
Research, Data, and Systems Management	7.000
Veterans Services	9.000
Total General Fund	103.000
Housing & Community Revitalization Fund	18.000
Housing Total	121.000
Continuum of Care	12.000
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	563.000
Total General Fund	1,139.000
Grants & Donations Fund	10.000
Sheriff Total	1,149.000
Fire Services	
General Fund	32.000
Grants & Donations Fund	2.000
Fire Services Total	34.000
Emergency Medical Services	562.000
Capital Area Workforce Development	28.000
Department, Division and Fund (All Positions are in the General Fund unless otherwise noted)	Authorized Full-time Equivalent Positions
TOTAL FTEs ALL FUNDS	5,288.495

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, 2026.

Effective July 1, 2026, 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 2027 Salary Schedules

General								
	Minimu m	Midpoint					Maximu m	
MR	1st Quartile	2nd Quartile	3rd Quartile	4th Quartile				
MR1 0	\$51,957	\$54,237	\$54,238	\$56,517	\$56,518	\$58,797	\$58,798	\$61,077
MR1 1	\$52,700	\$55,176	\$55,177	\$57,650	\$57,651	\$60,126	\$60,127	\$62,601
MR1 2	\$53,453	\$56,709	\$56,710	\$59,964	\$59,965	\$63,219	\$63,220	\$66,474
MR1 3	\$54,218	\$58,112	\$58,113	\$62,006	\$62,007	\$65,900	\$65,901	\$69,794
MR1 4	\$54,993	\$59,566	\$59,567	\$64,138	\$64,139	\$68,711	\$68,712	\$73,283
MR1 5	\$55,780	\$61,988	\$61,989	\$68,195	\$68,196	\$74,404	\$74,405	\$80,611
MR1 6	\$56,577	\$64,602	\$64,603	\$72,625	\$72,626	\$80,650	\$80,651	\$88,673
MR1 7	\$57,373	\$67,414	\$67,415	\$77,455	\$77,456	\$87,497	\$87,498	\$97,537
MR1 8	\$63,109	\$74,156	\$74,157	\$85,201	\$85,202	\$96,248	\$96,249	\$107,293
MR1 9	\$69,421	\$81,571	\$81,572	\$93,721	\$93,722	\$105,871	\$105,872	\$118,020
MR2 0	\$76,986	\$92,386	\$92,387	\$107,784	\$107,785	\$123,184	\$123,185	\$138,582
MR2 1	\$88,538	\$106,244	\$106,245	\$123,948	\$123,949	\$141,654	\$141,655	\$159,359
MR2 2	\$101,817	\$122,179	\$122,180	\$142,540	\$142,541	\$162,902	\$162,903	\$183,264
MR2 3	\$117,083	\$140,503	\$140,504	\$163,921	\$163,922	\$187,340	\$187,341	\$210,759
MR2 4	\$134,653	\$161,584	\$161,585	\$188,514	\$188,515	\$215,445	\$215,446	\$242,375
MR2 5	\$148,113	\$177,737	\$177,738	\$207,360	\$207,361	\$236,984	\$236,985	\$266,607
MR2 6	\$162,927	\$195,513	\$195,514	\$228,097	\$228,098	\$260,682	\$260,683	\$293,267
MR2 7	\$179,221	\$215,067	\$215,068	\$250,912	\$250,913	\$286,758	\$286,759	\$322,602

Attorney								
	Minimu m	Midpoint					Maximu m	
MR	1st Quartile	2nd Quartile	3rd Quartile	4th Quartile				
AT1 0	\$51,957	\$56,188	\$56,189	\$60,418	\$60,419	\$64,649	\$64,650	\$68,879

AT1 1	\$104,942	\$125,930	\$125,931	\$146,918	\$146,919	\$167,907	\$167,908	\$188,895
AT1 2	\$115,433	\$138,522	\$138,523	\$161,610	\$161,611	\$184,700	\$184,701	\$207,788
AT1 3	\$126,976	\$152,374	\$152,375	\$177,771	\$177,772	\$203,170	\$203,171	\$228,567
AT1 4	\$149,713	\$181,520	\$181,521	\$213,326	\$213,327	\$245,133	\$245,134	\$276,938

Bureau of Forensic Services								
	Minimum	Midpoint					Maximum	
MR	1st Quartile	2nd Quartile		3rd Quartile		4th Quartile		
BI1 2	\$52,788	\$58,742	\$58,743	\$64,695	\$64,696	\$70,649	\$70,650	\$76,603
BI1 3	\$53,633	\$61,290	\$61,291	\$68,946	\$68,947	\$76,602	\$76,603	\$84,258
BI1 4	\$54,516	\$64,058	\$64,059	\$73,599	\$73,600	\$83,141	\$83,142	\$92,682
BI1 5	\$59,970	\$70,466	\$70,467	\$80,961	\$80,962	\$91,457	\$91,458	\$101,952
BI1 6	\$65,966	\$77,512	\$77,513	\$89,057	\$89,058	\$100,603	\$100,604	\$112,149
BI1 7	\$72,560	\$85,261	\$85,262	\$97,961	\$97,962	\$110,662	\$110,663	\$123,361
BI1 8	\$80,464	\$96,561	\$96,562	\$112,657	\$112,658	\$128,754	\$128,755	\$144,849
BI1 9	\$92,535	\$111,045	\$111,046	\$129,555	\$129,556	\$148,065	\$148,066	\$166,574

Emergency Medical Services								
	Minimum	Midpoint					Maximum	
MR	1st Quartile	2nd Quartile		3rd Quartile		4th Quartile		
EM10	\$54,705	\$61,163	\$61,164	\$67,620	\$67,621	\$74,078	\$74,079	\$80,535
EM11	\$60,940	\$68,357	\$68,358	\$75,773	\$75,774	\$83,188	\$83,189	\$90,603
EM12	\$67,953	\$78,145	\$78,146	\$88,337	\$88,338	\$98,530	\$98,531	\$108,722
EM13 A	\$76,446	\$87,913	\$87,914	\$99,380	\$99,381	\$110,847	\$110,848	\$122,313
EM13 B	\$76,446	\$87,913	\$87,914	\$99,380	\$99,381	\$110,847	\$110,848	\$122,313
EM14	\$82,180	\$94,507	\$94,508	\$106,833	\$106,834	\$119,161	\$119,162	\$131,488
EM15	\$82,180	\$94,507	\$94,508	\$106,833	\$106,834	\$119,161	\$119,162	\$131,488
EM16	\$90,398	\$103,959	\$103,960	\$117,518	\$117,519	\$131,078	\$131,079	\$144,636

EM17	\$94,918	\$111,529	\$111,530	\$128,139	\$128,140	\$144,750	\$144,751	\$161,360
EM18	\$104,409	\$122,681	\$122,682	\$140,953	\$140,954	\$159,225	\$159,226	\$177,496

Fire & Emergency Management								
	Minimum	Midpoint					Maximum	
MR	1st Quartile	2nd Quartile		3rd Quartile		4th Quartile		
FE11 A	\$52,162	\$61,291	\$61,292	\$70,419	\$70,420	\$79,548	\$79,549	\$88,675
FE11 B	\$52,162	\$61,291	\$61,292	\$70,419	\$70,420	\$79,548	\$79,549	\$88,675
FE12 A	\$67,810	\$79,678	\$79,679	\$91,545	\$91,546	\$103,412	\$103,413	\$115,278
FE12 B	\$67,810	\$79,678	\$79,679	\$91,545	\$91,546	\$103,412	\$103,413	\$115,278
FE13	\$77,982	\$91,630	\$91,631	\$105,276	\$105,277	\$118,923	\$118,924	\$132,569

Health Services								
	Minimum	Midpoint					Maximum	
MR	1st Quartile	2nd Quartile		3rd Quartile		4th Quartile		
HS1 0	\$51,957	\$54,237	\$54,238	\$56,517	\$56,518	\$58,797	\$58,798	\$61,077
HS1 1	\$52,996	\$55,398	\$55,399	\$57,798	\$57,799	\$60,200	\$60,201	\$62,601
HS1 2	\$54,056	\$57,161	\$57,162	\$60,265	\$60,266	\$63,370	\$63,371	\$66,474
HS1 3	\$55,137	\$58,802	\$58,803	\$62,465	\$62,466	\$66,130	\$66,131	\$69,794
HS1 4	\$56,240	\$60,501	\$60,502	\$64,761	\$64,762	\$69,023	\$69,024	\$73,283
HS1 5	\$57,365	\$63,177	\$63,178	\$68,988	\$68,989	\$74,800	\$74,801	\$80,611
HS1 6	\$58,512	\$66,053	\$66,054	\$73,593	\$73,594	\$81,133	\$81,134	\$88,673
HS1 7	\$59,981	\$70,480	\$70,481	\$80,978	\$80,979	\$91,477	\$91,478	\$101,975
HS1 8	\$63,006	\$74,035	\$74,036	\$85,062	\$85,063	\$96,091	\$96,092	\$107,118
HS1 9	\$69,248	\$81,366	\$81,367	\$93,484	\$93,485	\$105,602	\$105,603	\$117,719
HS2 0	\$80,130	\$96,156	\$96,157	\$112,181	\$112,182	\$128,207	\$128,208	\$144,232
HS2 1	\$96,159	\$115,390	\$115,391	\$134,620	\$134,621	\$153,851	\$153,852	\$173,081

HS2 2	\$115,395	\$138,472	\$138,473	\$161,547	\$161,548	\$184,624	\$184,625	\$207,700
HS2 3	\$138,463	\$166,159	\$166,160	\$193,853	\$193,854	\$221,549	\$221,550	\$249,244
HS2 4	\$166,155	\$199,388	\$199,389	\$232,621	\$232,622	\$265,854	\$265,855	\$299,086
HS2 5	\$174,503	\$209,406	\$209,407	\$244,308	\$244,309	\$279,211	\$279,212	\$314,113
HS2 6	\$200,739	\$240,888	\$240,889	\$281,035	\$281,036	\$321,183	\$321,184	\$361,331
HS2 7	\$240,887	\$289,067	\$289,068	\$337,245	\$337,246	\$385,425	\$385,426	\$433,604

Information Technology								
	Minimum	Midpoint					Maximum	
MR	1st Quartile	2nd Quartile		3rd Quartile		4th Quartile		
IT1 0	\$51,957	\$59,810	\$59,811	\$67,662	\$67,663	\$75,514	\$75,515	\$83,366
IT1 1	\$55,490	\$64,543	\$64,544	\$73,595	\$73,596	\$82,648	\$82,649	\$91,700
IT1 2	\$59,338	\$69,721	\$69,722	\$80,103	\$80,104	\$90,486	\$90,487	\$100,868
IT1 3	\$65,266	\$76,691	\$76,692	\$88,114	\$88,115	\$99,539	\$99,540	\$110,963
IT1 4	\$71,804	\$84,369	\$84,370	\$96,933	\$96,934	\$109,498	\$109,499	\$122,063
IT1 5	\$79,617	\$95,542	\$95,543	\$111,466	\$111,467	\$127,390	\$127,391	\$143,314
IT1 6	\$91,564	\$109,877	\$109,878	\$128,188	\$128,189	\$146,501	\$146,502	\$164,813
IT1 7	\$105,295	\$126,354	\$126,355	\$147,413	\$147,414	\$168,472	\$168,473	\$189,530
IT1 8	\$121,092	\$145,310	\$145,311	\$169,527	\$169,528	\$193,745	\$193,746	\$217,963
IT1 9	\$139,254	\$167,106	\$167,107	\$194,956	\$194,957	\$222,808	\$222,809	\$250,658

Sheriff's Office								
	Minimum	Midpoint					Maximum	
MR	1st Quartile	2nd Quartile		3rd Quartile		4th Quartile		
SO1 0	\$54,002	\$63,453	\$63,454	\$72,903	\$72,904	\$82,354	\$82,355	\$91,803
SO1 1	\$66,828	\$73,511	\$73,512	\$80,193	\$80,194	\$86,876	\$86,877	\$93,559
SO1 2	\$73,510	\$80,862	\$80,863	\$88,212	\$88,213	\$95,564	\$95,565	\$102,914

SO1 3	\$80,861	\$88,948	\$88,949	\$97,034	\$97,035	\$105,120	\$105,121	\$113,206
SO1 4	\$88,947	\$97,843	\$97,844	\$106,737	\$106,738	\$115,632	\$115,633	\$124,526
SO1 5	\$100,202	\$111,475	\$111,476	\$122,747	\$122,748	\$134,021	\$134,022	\$145,293
SO1 6	\$115,232	\$128,196	\$128,197	\$141,160	\$141,161	\$154,124	\$154,125	\$167,087
SO1 7	\$126,756	\$141,016	\$141,017	\$155,276	\$155,277	\$169,536	\$169,537	\$183,796

Detention								
	Minimum	Midpoint					Maximum	
MR	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
DT1 0	\$54,002	\$60,753	\$60,754	\$67,503	\$67,504	\$74,253	\$74,254	\$81,003
DT1 1	\$61,877	\$68,066	\$68,067	\$74,253	\$74,254	\$80,441	\$80,442	\$86,628
DT1 2	\$68,065	\$74,872	\$74,873	\$81,678	\$81,679	\$88,485	\$88,486	\$95,291
DT1 3	\$74,872	\$82,359	\$82,360	\$89,846	\$89,847	\$97,334	\$97,335	\$104,820
DT1 4	\$82,359	\$90,595	\$90,596	\$98,831	\$98,832	\$107,067	\$107,068	\$115,302
DT1 5	\$94,713	\$104,184	\$104,185	\$113,655	\$113,656	\$123,127	\$123,128	\$132,598
DT1 6	\$108,919	\$119,812	\$119,813	\$130,703	\$130,704	\$141,596	\$141,597	\$152,487
DT1 7	\$125,257	\$137,784	\$137,785	\$150,309	\$150,310	\$162,835	\$162,836	\$175,360

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	N/A	N/A	55,778		
FS2	Firefighter 2	17.25	22.69	28.14	57,615	75,785	93,988
FS3	Firefighter 3	17.80	24.03	30.25	59,452	80,260	101,035
FS4	Driver/Operator	19.13	25.83	32.52	63,894	86,272	108,616
FS5	Officer 1 (Company Officer)	20.57	27.77	34.96	68,704	92,752	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	-	-	52,104	-	-
FS2	Firefighter 2	25.88	34.04	42.22	53,830	70,803	87,818
FS3	Firefighter 3	26.70	36.04	45.38	55,536	74,963	94,390
FS4	Driver/Operator	28.69	38.74	48.78	59,675	80,579	101,462
FS5	Officer 1 (Company Officer)	30.85	41.65	52.44	64,168	86,632	109,075
FS6	Officer 2 (Chief Officer)				73,791*	99,619*	125,445*
FS7	Executive Officer 1 (Asst. Chief)				84,860*	114,561*	144,262*
FS8	Executive Officer 2 (Deputy Chief)				97,950*	131,745*	165,901*
FS9	Executive Officer 3 (Fire Chief)				112,229*	151,506*	190,786*
FS10	Administrative Specialist	22.48	26.49	30.51	46,758	55,099	63,461
FS11	Administrative Coordinator	23.57	30.28	37.00	49,026	62,982	76,960
FS12	Department Business Officer				66,269*	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)	53.95	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 2027 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 \$39,158. The Board Chair shall receive an additional 20% of the salary amount.

c. Annual salary for the Board of Commissioners shall be \$52,211. 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, 2026.

Adopted this the 1st day of June 2026.