

PERSONNEL AUTHORIZATION ORDINANCE

BE IT ORDAINED by the Board of Commissioners of Wake County, North Carolina that the Section 4 of 2016 Personnel Ordinance is hereby amended to establish a Living Wage for Wake County regular employees whose scheduled hours exceed 1040 hours annually.

Section 4.1: SALARY SCHEDULE. The salary minimums, midpoints and maximums are hereby established for the salary schedule effective December 1, 2015.

NONEXEMPT SCHEDULE - ANNUAL			
BAND	MINIMUM	MIDPOINT	MAXIMUM
1 (Temps)	\$15,080	\$23,240	\$31,400
2 (Temps)	\$20,400	\$27,500	\$34,600
3	\$28,080	\$31,000	\$38,950
4	\$28,080	\$34,300	\$43,100
5	\$28,900	\$39,000	\$49,000
6	\$32,750	\$44,250	\$55,750
7	\$37,000	\$50,000	\$63,000
8	\$42,300	\$57,250	\$72,200
9	\$48,000	\$65,000	\$82,000
10	\$54,000	\$73,000	\$92,000
11	\$59,500	\$80,500	\$101,500
NONEXEMPT MEDICAL SERIES SCHEDULE - ANNUAL			
BAND	MINIMUM	MIDPOINT	MAXIMUM
51	\$59,500	\$80,500	\$101,500
NONEXEMPT SCHEDULE - HOURLY			
BAND	MINIMUM	MIDPOINT	MAXIMUM
1 (Temp)	\$7.25	\$11.17	\$15.10
2 (Temp)	\$9.81	\$13.22	\$16.63
3	\$13.50	\$14.90	\$18.73
4	\$13.50	\$16.49	\$20.72
5	\$13.89	\$18.75	\$23.56
6	\$15.75	\$21.27	\$26.80
7	\$17.79	\$24.04	\$30.29
8	\$20.34	\$27.52	\$34.71
9	\$23.08	\$31.25	\$39.42
10	\$25.96	\$35.10	\$44.23
11	\$28.61	\$38.70	\$48.80
NONEXEMPT MEDICAL SERIES SCHEDULE - HOURLY			
BAND	MINIMUM	MIDPOINT	MAXIMUM

51	\$28.61	\$39.70	\$48.80
EXEMPT SCHEDULE - ANNUAL			
BAND	MINIMUM	MIDPOINT	MAXIMUM
26	\$35,500	\$48,000	\$60,500
27	\$39,200	\$53,000	\$66,750
28	\$43,500	\$58,750	\$74,000
29	\$48,100	\$65,000	\$82,000
30	\$52,900	\$71,500	\$90,100
31	\$58,500	\$79,000	\$99,500
32	\$64,750	\$87,500	\$110,250
33	\$71,600	\$96,750	\$121,900
34	\$79,400	\$107,250	\$135,100
35	\$87,750	\$118,500	\$149,250
36	\$97,000	\$131,000	\$165,000
37	\$106,600	\$144,000	\$181,400
38	\$117,260	\$158,400	\$199,540
EXEMPT MEDICAL SERIES SCHEDULE - ANNUAL			
BAND	MINIMUM	MIDPOINT	MAXIMUM
50	\$48,100	\$65,000	\$82,000
52	\$71,600	\$96,750	\$121,900
53	\$79,400	\$107,250	\$135,100
54	\$87,750	\$118,500	\$149,250
55	\$97,700	\$131,000	\$165,000
56	\$136,586	\$186,963	\$237,341
57	\$150,332	\$205,869	\$261,407
58	\$157,721	\$216,033	\$274,344

Section 4.2: **LIVING WAGE POLICY.** It is the policy of the County of Wake that persons working for the County as regular employees whose scheduled hours exceed 1040 annually be paid as further described in this section.

Section 4.3: **PAYMENT OF MINIMUM COMPENSATION TO EMPLOYEES.**

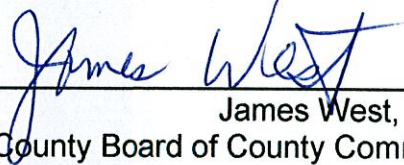
a. **Eligibility:** The County shall pay all regular employees an amount equal to or greater than the Minimum Wage Rate as defined in Section 4.3(b). A regular employee is defined as being in a Board authorized position and having regularly scheduled straight-time hours in excess of 1040.

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 2080 hours.

c. **Wage Rate Calculation:** The Minimum Wage Rate shall be fifteen dollars (\$15) per hour or the Universal Living Wage Formula for the Raleigh - Cary MSA as calculated based on the local cost of housing according the Housing and Urban Development's (HUD) Fair Market Rents, whichever is greater, less \$1.50 an hour credit for employer provided health insurance.

d. **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 Rates as stated herein is paid to all eligible employees.

ADOPTED this the 16th day of November 2015.



James West, Chairman
Wake County Board of County Commissioners