

Human Resources Year-in-Review

Chatham County Board of
Commissioners Budget Retreat
January 2026





Pay Update

Pay Updates

Chatham County
Median Household Income
(2019-2023)

\$88,534

2023

Average Employee Salary =
\$51,854

2025

Average Employee Salary =
\$65,863

Average Employee Salary =
\$53,287

2024

FY26 Approved Positions = 16

Dept	Position
Aging	Office Admin (0.5 FTE)
CCACC	Event Services Leader (1.0 FTE)
Diversion & Advocacy	Parenting Educator (0.5 FTE)
DSS	Family Services Processing Assistant (1.0 FTE)
DSS	FNS Supervisor (1.0 FTE)
Elections	Elections Coordinator (1.0 FTE)
Emergency Mgmt	Emergency Operations Systems Tech (1.0 FTE)
HR	HR Analyst (1.0 FTE)
IT	IT Security Analyst (1.0 FTE)
Sheriff's Office	Accreditation Support Analyst (1.0 FTE)
Sheriff's Office	Deputy Sheriffs (6.0 FTE)
Tax (Admin)	Revenue Supervisor (1.0 FTE)

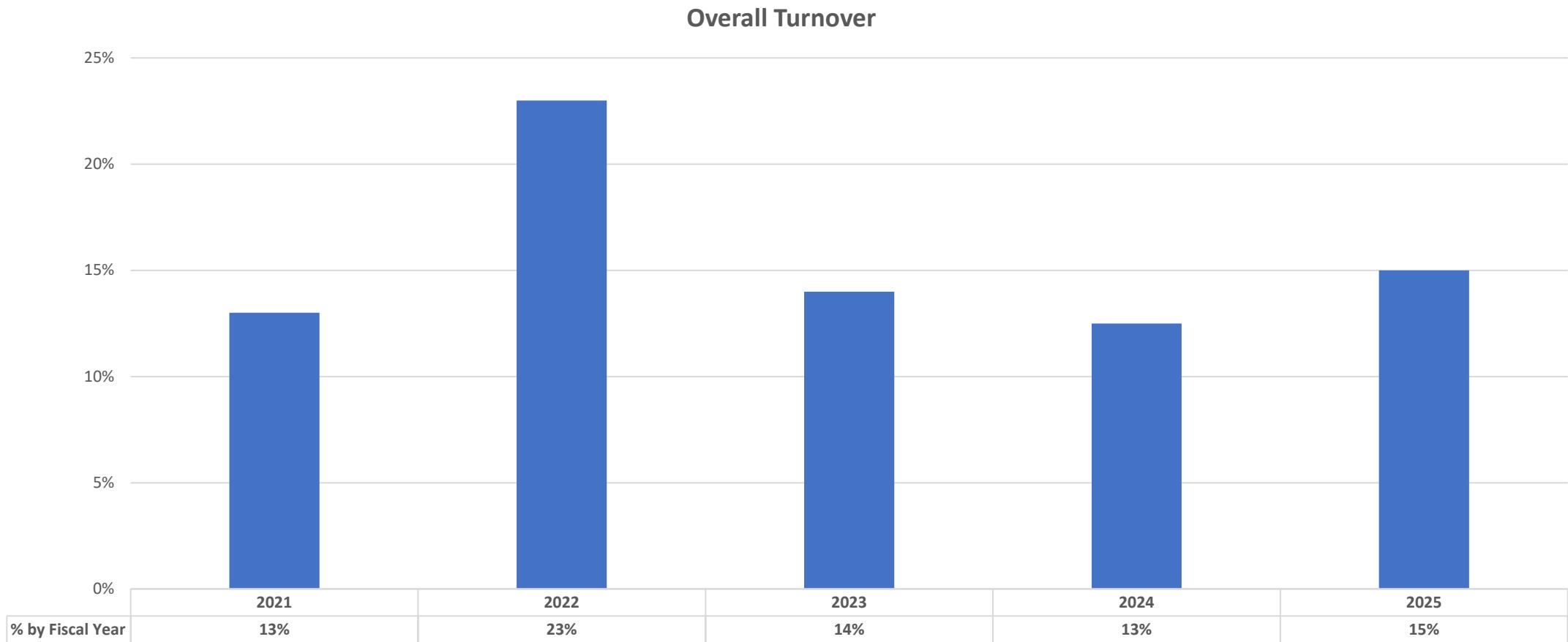
Other Updates

- Reclassifications examined annually during budget process = 24 submitted for FY27
- Compliance with G.S. 153A-94.2(b) to fingerprint any new employee that “requires an applicant...to work with children in any capacity.”
 - HR identified applicable positions and coordinated with CCSO to complete prior to hire.

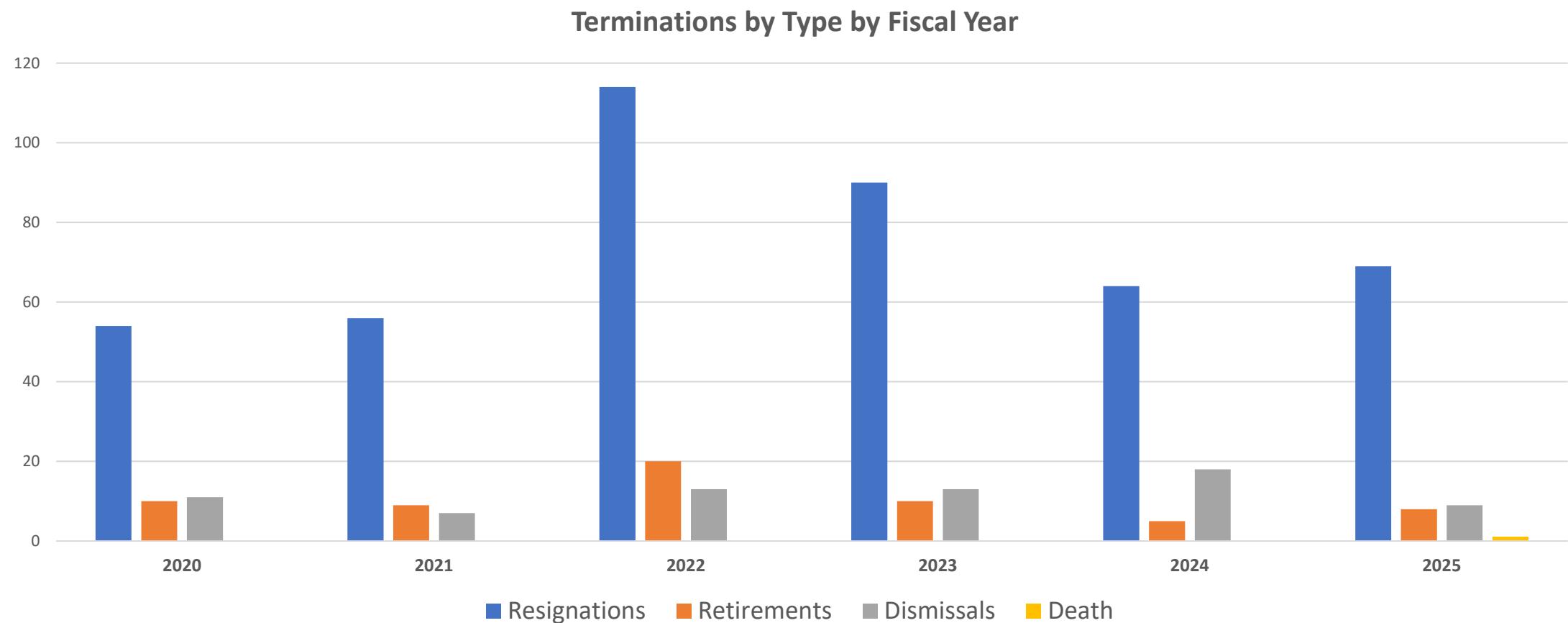
Recruitment & Retention Update



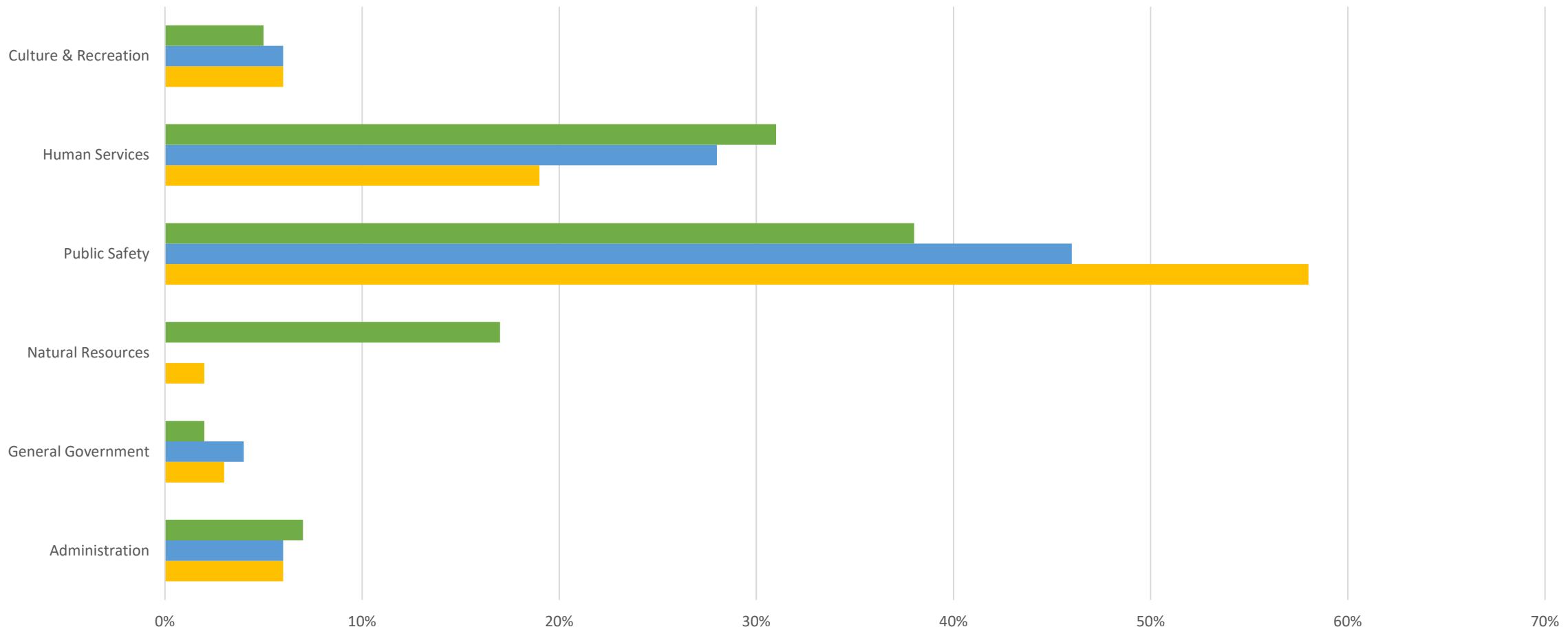
Overall Turnover



Overall Turnover By Type



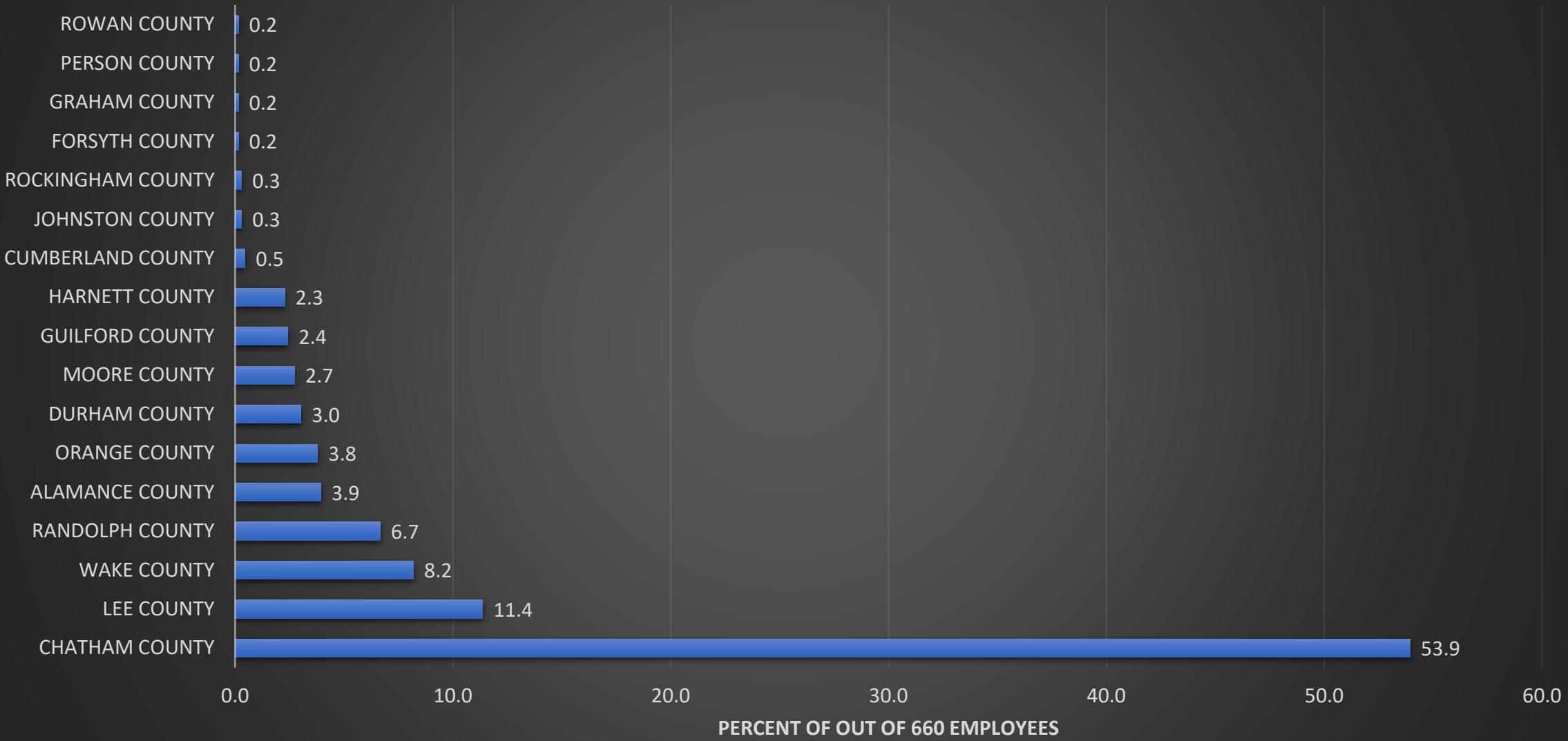
Turnover by Functional Area



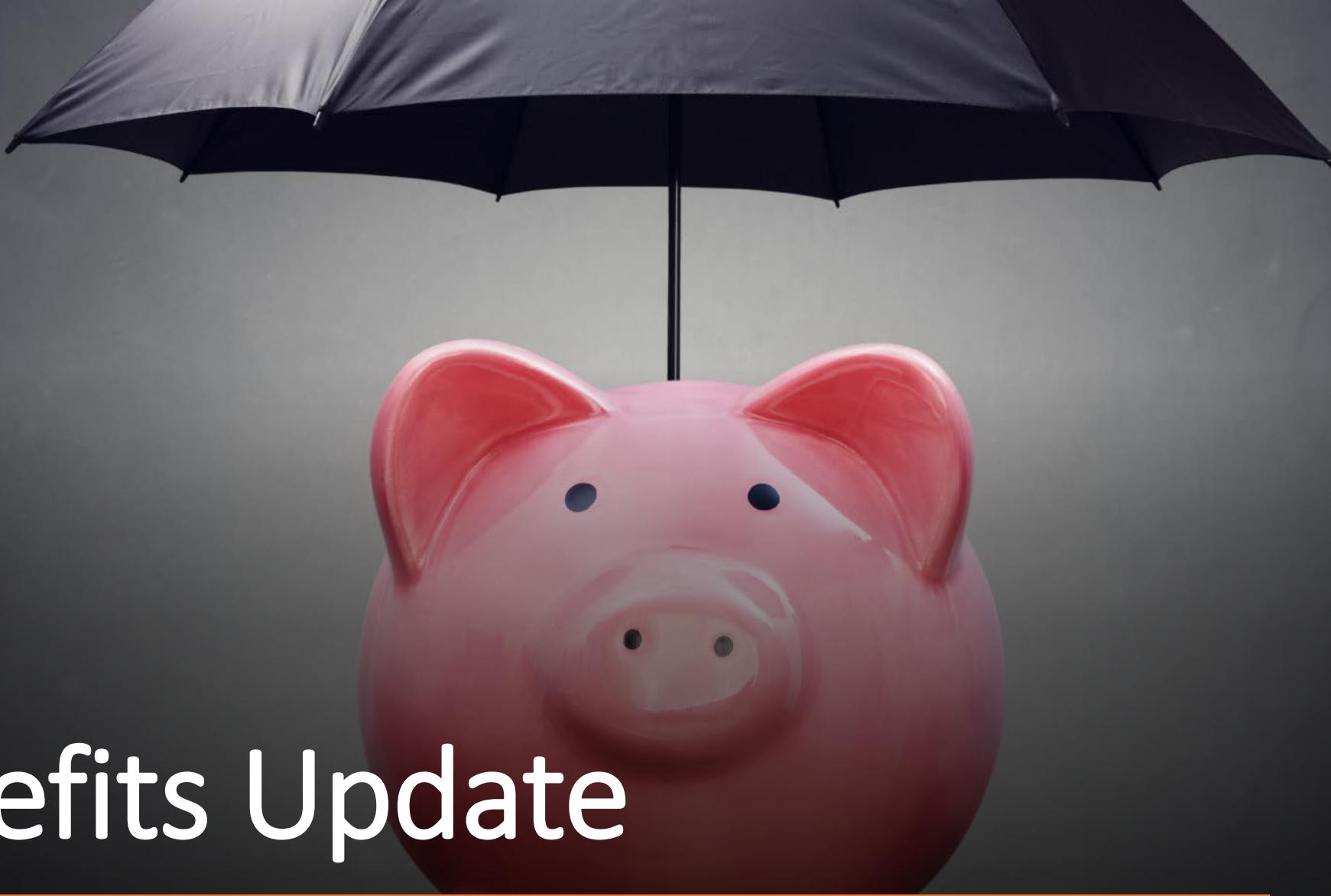
	Administration	General Government	Natural Resources	Public Safety	Human Services	Culture & Recreation
2025	7%	2%	17%	38%	31%	5%
2024	6%	4%	0%	46%	28%	6%
2023	6%	3%	2%	58%	19%	6%

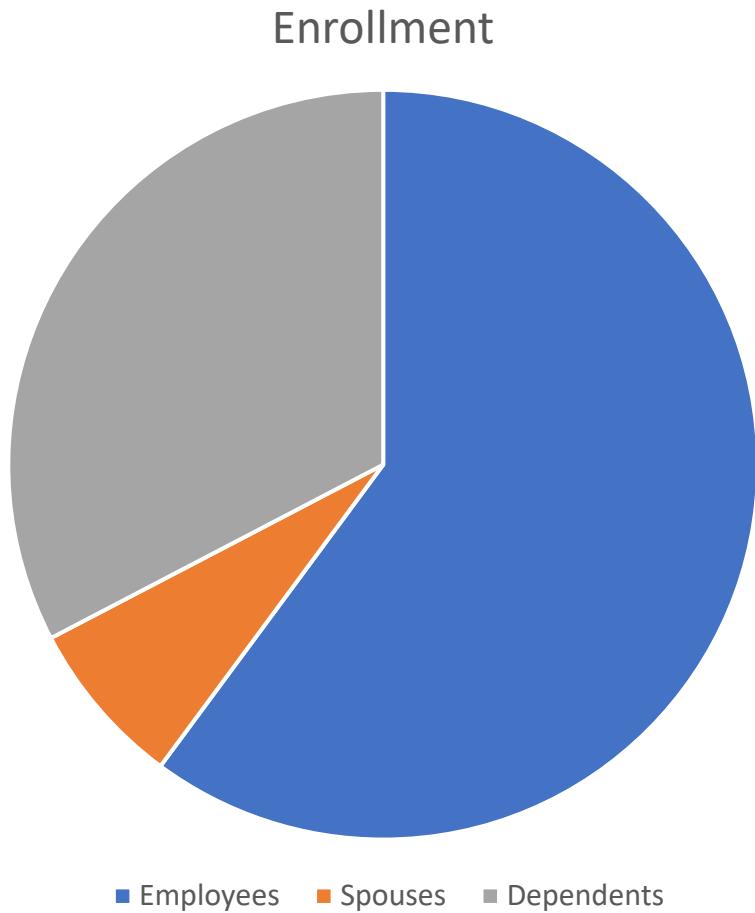
■ 2025 ■ 2024 ■ 2023

Employee County of Residence



Benefits Update





Health Plan Enrollment

Total Enrolled Members = 1,081

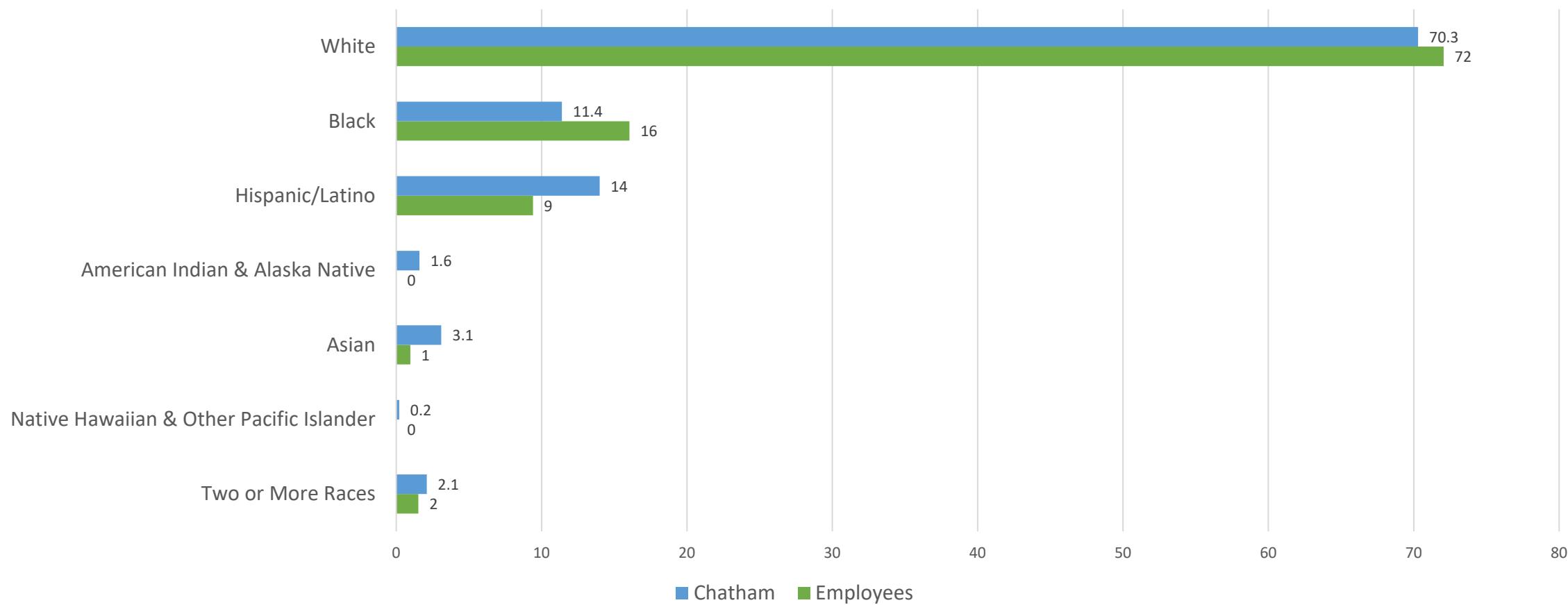
- 650 employees
- 353 dependents
- 78 spouse/partners

Employee average age: 43.27

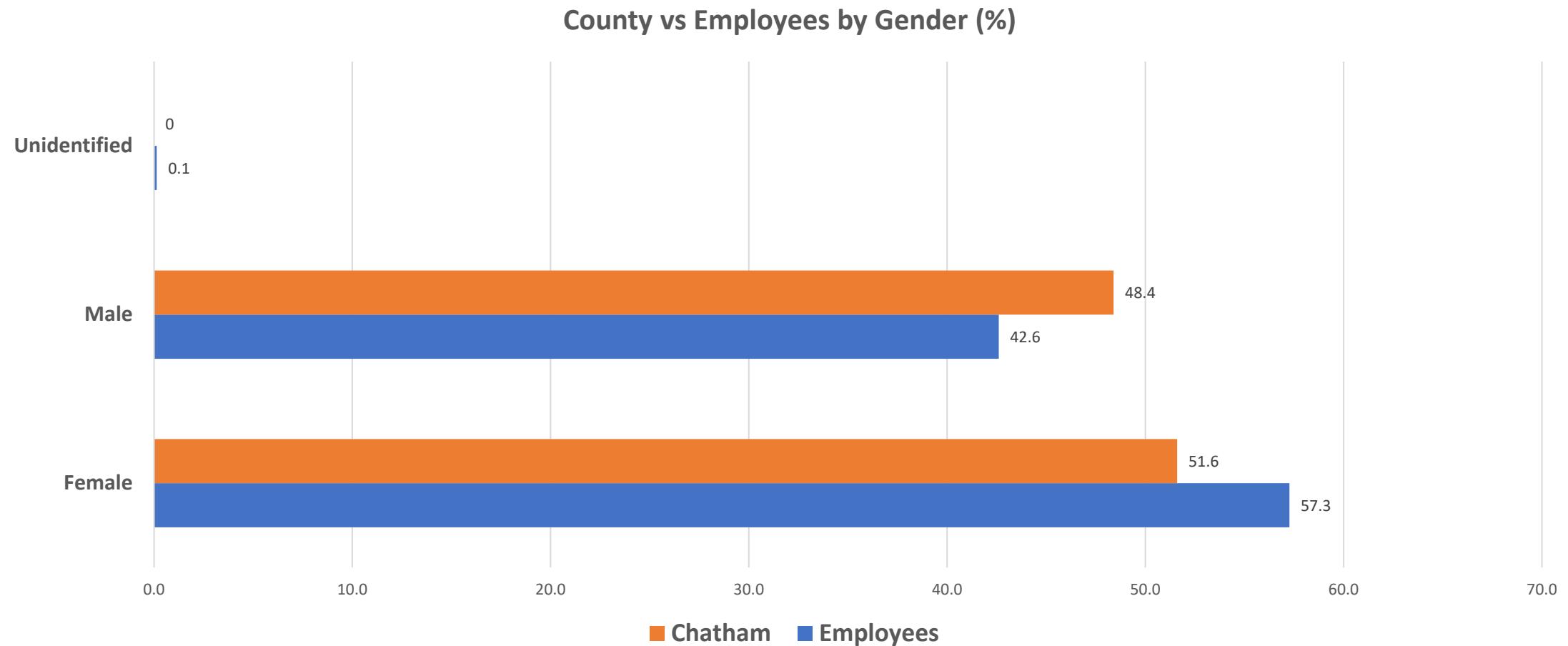
As of 12/1/2025

Employee Demographics

County vs. Employee by Race (%)

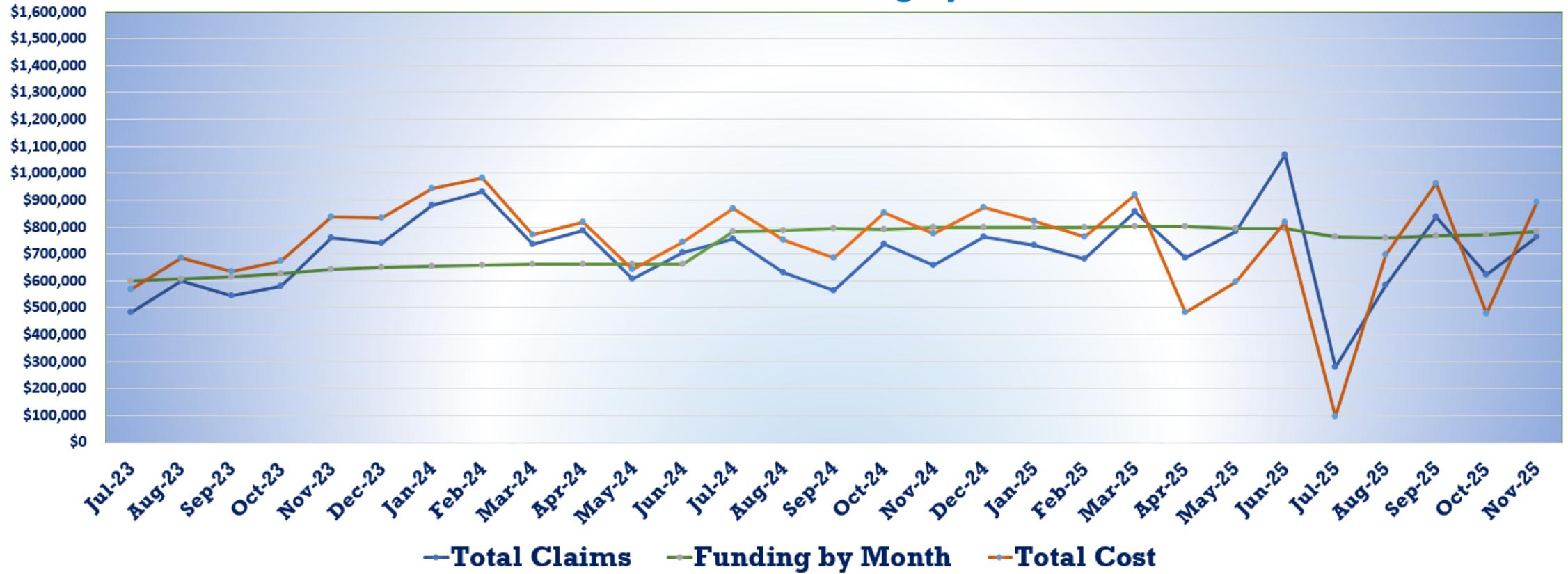


Employee Demographics



Health Insurance Fund

Total Claims vs. Funding by Month



Benefits Updates

In July of 2025 Chatham County added new optional voluntary benefits, including

- Critical Illness insurance
- Cancer insurance
- Hospital Indemnity insurance
- Short- and long-term disability
- Basic term life and whole life insurance
- Accident insurance

The county also launched a new benefit portal, Selerix. All benefit information is now under one portal.

- Within the portal, employees can find details about all benefits, download forms, submit claims, ask questions, and more.



Questions?