

A panoramic view of Durham, North Carolina, at sunset. The sky is a mix of light blue and orange. In the foreground, there are several buildings, including a prominent brick building with a red roof and a modern glass skyscraper on the right. The text is overlaid on the top half of the image.

# **Durham County Government FY 2026-27 Board Budget Retreat**

**February 26, 2026**

# BOCC Budget Retreat Agenda

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**Welcome and Overview**

**Financial Overview & Trends**

**Program & Performance Measurement**

**Break**

**Board Discussion**

**Lunch**

**Policy Discussions**

- Human Services Federal and State Support
- Family Treatment Court
- Early Childhood Update
- Economic Development and Infrastructure Expansion

**Break**

**Board Priorities/Discussion**

**Adjournment**

# Outcomes for the Day

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**Share context that will inform the FY 2026-27 budget process**

**Gauge BOCC priorities for investments in the upcoming budget and beyond**

# Request of Audience

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- > This session is set aside specifically for the Board to hear staff presentations and have dialogue
- > Please limit sidebar conversations and silence cell phones
- > We will not be taking questions or comments from the audience members today

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# Durham County Operating Budget Guiding Principles

## Durham County Operating Budget Guiding Principles

Durham County government develops an annual balanced budget as required by state law, with final approval by the Durham Board of County Commissioners. The annual budget development process and final approval creates a guiding financial plan, policy implementation decisions, and funding allocations in support of organizational strategies and values. The annual budget allocates resources across departments and service areas to achieve ongoing and new outcomes that reflect community values and priorities, Commissioner directives, administrative knowledge, and legal and fiscal requirements. The operating budget provides funding for all County operations, as well as specific capital items (non-capital project items), in support of the County's immediate operational needs, County Manager workplan and Commissioner objectives. A regularly updated Durham County strategic plan provides goal and priority guidance across all levels of the government, reflected in funding allocation decisions. Durham County prioritizes its annual operating budget resource allocation both across and within Funds, based on the following guiding principles.

The Durham County annual operating budget will be developed:

1. In accordance with established County financial policies and developing Budget policies
2. Within high performing organization framework, reflecting the principles of strategic and operational planning, budgeting for results, managing service delivery, and learning, evaluation, and accountability
3. To maintain adequate fund balance levels for all Funds in support of a continued triple A bond rating
4. With revenue projections that adequately reflect recent trends while also providing a margin of safety that ensures any variability in collection can be adequately met
5. With expenditure projections that maintain critical services, to the greatest extent possible, while also maximizing County-wide outcomes
6. With "one-time" revenue sources only being used to support one-time costs.
7. With the expectation that entities receiving funding use any savings from those funds in a fiscally responsible and consistent manner, particularly relating to one-time revenue sources only being used to support one-time costs.
8. Strategically, along with the Capital Improvement Plan (CIP), aligning operating and capital investments for coordinated and efficient results; assessing the impact of capital investment on operating costs and evaluating potential savings realized through capital investment
9. With secure debt service support provided through an ongoing capital financing policy that dedicates significant revenue resources towards annual payments
10. To maintain critical operating services where possible
11. To support ongoing operating and maintenance costs including strategic levels of replacement funding (i.e. vehicles, equipment, computer hardware, building systems). Allocations should support the organization's commitment to short and long-term sustainability efforts.
12. With appropriate investment in organizational capacity through compensation, training, and employee development
13. Maximizing external funding opportunities where possible
14. Adjusting County fees to capture relevant program costs
15. With sound decision-making based on robust performance metrics, where available
16. Supporting flexible services and programs across County government that are capable of responding to emerging and unanticipated needs while also building resilience as an organization

# Budget Development Guiding Principles

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1. Follows County financial policies and Budget policies
2. Reflects strategic and operational planning, budgeting for results, managing service delivery, and learning, evaluation, and accountability
3. Maintains adequate fund balance for all Funds – continued triple A bond rating
4. Uses revenue projections that reflect recent trends while also providing a margin of safety
5. Focus expenditure projections that maintain critical services, while maximizing County-wide outcomes
6. “One-time” revenue sources only being used to support one-time costs.

# Budget Guiding Principles Discussion (cont.)

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7. Entities receiving funding use any savings from those funds in a **fiscally responsible and consistent manner**, particularly relating to one-time revenue sources only being used to support one-time costs.
8. Aligns **operating and capital investments**; assesses the impact of **capital investment on operating costs**
9. With **secure debt service support** provided through a capital financing policy that dedicates significant revenue resources towards annual payments
10. Maintains **critical operating services** where possible
11. Supports **strategic levels of replacement funding**. Allocations should support the organization's commitment to short and long-term sustainability efforts.

# Budget Guiding Principles Discussion (cont.)

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- 12. **Invests in organizational capacity** through compensation, training, and employee development
- 13. Maximizes **external funding opportunities**
- 14. Adjusts **County fees** to capture **relevant program costs**
- 15. Use sound decision-making based on **robust performance metrics**, where available
- 16. Supports flexible services and programs that respond to **unanticipated needs** while also **building resilience as an organization**

# Budget Development Framework

*(Shared with BOCC at the October 2025 work session)*

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- All County-funded entities receiving recurring dollars will undergo base budget evaluations during the budget development process. This review will continue through the FY 2026-27 budget year.
  - Allocations will be evaluated for alignment with general statute requirements, local mandates, and BOCC priorities.
  - Operational assessments and benchmark service costs will occur. Benchmarks will occur with peer jurisdictions when appropriate.
  - Contingency strategies will be developed to plan for potential shifts in federal, state, or local revenue streams.
  - Departments will refine key performance indicators
- 



# Future Year Budget Development Issues

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## Choices, Priorities, Results

### **Board and Management:**

Strategic application of resources to meet current, ongoing, and new needs, while maintaining long-term operational resiliency

# Future Year Budget Development Issues

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## Choices, Economic Growth, Annual Growth

- BOCC choices today can potentially limit options in the future
  - > Dollars and effort may be tied up in existing activities when new and/or unplanned needs arise
- Cascading effect of dependency on economically sensitive revenue sources
  - > Debt Service, DPS support, Transit, General Fund
- Growth in annual “hard” costs
  - > Benefits, Compensation, Inflation, Debt Service (interest rates), School funding, Pre-K expansion, infrastructure support

# Future Year Budget Development Issues

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## Choices, Economic Growth, Annual Growth

**Result:** A closing gap between “natural growth” in available revenue to support “natural growth” in annual expenditures

**Options:** Strategic application of available resources to meet current, ongoing, and new needs, while maintaining long-term operational resiliency

### **Next Steps:**

- Strategic Plan Focus (Key Priority Areas)
- Evaluate Current Return on Investment (ROI) Within Department Budgets
- FY 2026-27 Budget Expansion Moratorium

# Prepared (Slightly Pessimistic) Caution



# Why The Caution??? In 2025

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**Forbes**

After 599 Take Buyouts, Duke University To Begin Layoffs In August



24/7 Live

Raleigh

Durham

Fayetteville

Surrounding Area

So far in 2025, [RTI job cuts](#) have affected more than [400 NC workers](#), our newsgathering partners at the News & Observer said.



# Why The Caution??? Even More...



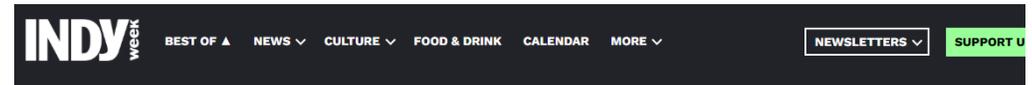
jobs, education, healthcare, and the local

## More RTP layoffs as Lenovo, National Institutes of Health confirm job cuts

with an estimated \$5 billion in lost

### Education & Public Services

- > Durham Public Schools rely on \$25 million in federal grants for nutrition, tech, and other programs that are threatened:
- > Head Start and Early Head Start for 490+ children



## Economic, Environmental Ripple Effects Feared from Potential EPA Downsizing in North Carolina

The loss of the Research Triangle-based EPA Office of Research and Development would cost hundreds of jobs, millions in research grants and a hit to economic activity in the area.



the owner warned of potential

## New report dubs Durham's RTI International 'ground zero' for Trump, DOGE cuts

populations

- >
- > The recent Congressional Budget, which includes Durham, was the 11th highest recipient of COVID-19 relief nationally. Over \$600 million in USAID-supported programs were cut



# Key Industries Driving Durham County Growth

Industry Cluster	Highlights
<b>Life Sciences</b>	Biotech, pharmaceuticals, and genomics remain strong, despite NIH cuts.
<b>Information Technology</b>	Software, cybersecurity, and AI continue to expand.
<b>Advanced Manufacturing</b>	High-tech production and clean energy components are growing.
<b>Ag Tech &amp; Fin Tech</b>	Emerging sectors supported by RTP and university R&D.
<b>Healthcare &amp; Education</b>	Duke Health and Duke University remain major employers.

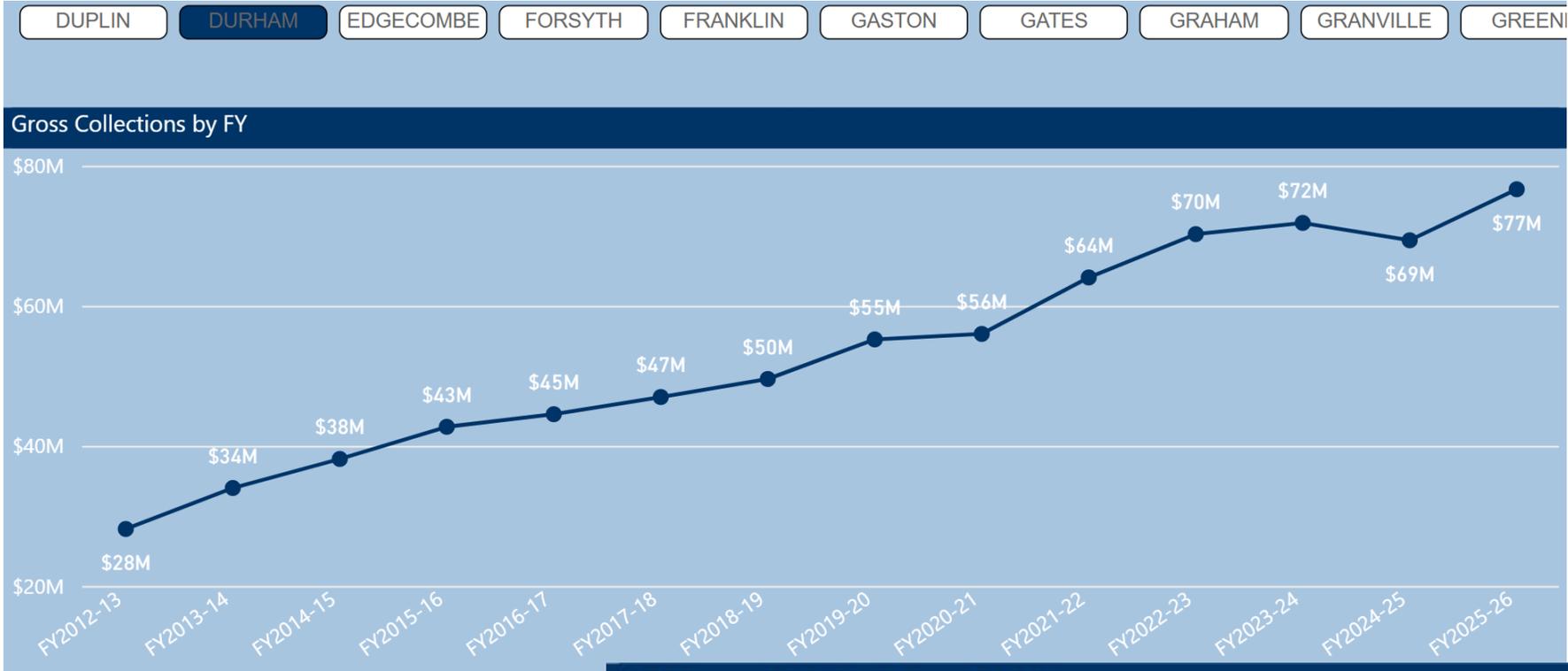


# DCO Top Employers – NC Dept of Commerce 2025/Q2

Area Name	Year	Quarter	Company Name	Industry	Class	Employment Range	Rank
Durham County	2025	2	Duke University	Health Care and Social Assistance	Private Sector	1000+	1
Durham County	2025	2	Fidelity Workplace Investing Llc	Finance and Insurance	Private Sector	1000+	2
Durham County	2025	2	Durham Public Schools Board Of Educ	Educational Services	Public Sector	1000+	3
Durham County	2025	2	Cisco Systems Inc	Management of Companies and Enterprises	Private Sector	1000+	4
Durham County	2025	2	Veterans Administration Va Ro318	Health Care and Social Assistance	Public Sector	1000+	5
Durham County	2025	2	International Business Machines Corp	Manufacturing	Private Sector	1000+	6
Durham County	2025	2	City Of Durham	Public Administration	Public Sector	1000+	7
Durham County	2025	2	Wolfspeed Inc	Manufacturing	Private Sector	1000+	8
Durham County	2025	2	Research Triangle Institute	Professional Scientific and Technical Services	Private Sector	1000+	9
Durham County	2025	2	Durham County Government	Public Administration	Public Sector	1000+	10
Durham County	2025	2	Amazoncom Services Inc	Transportation and Warehousing	Private Sector	1000+	11
Durham County	2025	2	Iqvia Rds Inc	Professional Scientific and Technical Services	Private Sector	1000+	12
Durham County	2025	2	N C Central University 18341	Educational Services	Public Sector	1000+	13
Durham County	2025	2	Glaxosmithkline Llc	Manufacturing	Private Sector	1000+	14
Durham County	2025	2	Netapp Inc	Wholesale Trade	Private Sector	1000+	15
Durham County	2025	2	Environmental Protection Agency	Public Administration	Public Sector	1000+	16
Durham County	2025	2	Intervet Inc	Manufacturing	Private Sector	1000+	17
Durham County	2025	2	Kbi Biopharma Inc	Professional Scientific and Technical Services	Private Sector	1000+	18
Durham County	2025	2	Aisin North Carolina Corp	Manufacturing	Private Sector	1000+	19
Durham County	2025	2	Laboratory Corporation Of America H	Health Care and Social Assistance	Private Sector	1000+	20
Durham County	2025	2	Biogen Us Limited Partnership	Manufacturing	Private Sector	1000+	21
Durham County	2025	2	Harris Teeter Llc	Retail Trade	Private Sector	500-999	22
Durham County	2025	2	Basf Corporation	Professional Scientific and Technical Services	Private Sector	500-999	23
Durham County	2025	2	Eli Lilly And Company	Wholesale Trade	Private Sector	500-999	24
Durham County	2025	2	Biomerieux Inc	Manufacturing	Private Sector	500-999	25



# Uncertainty - Actualized

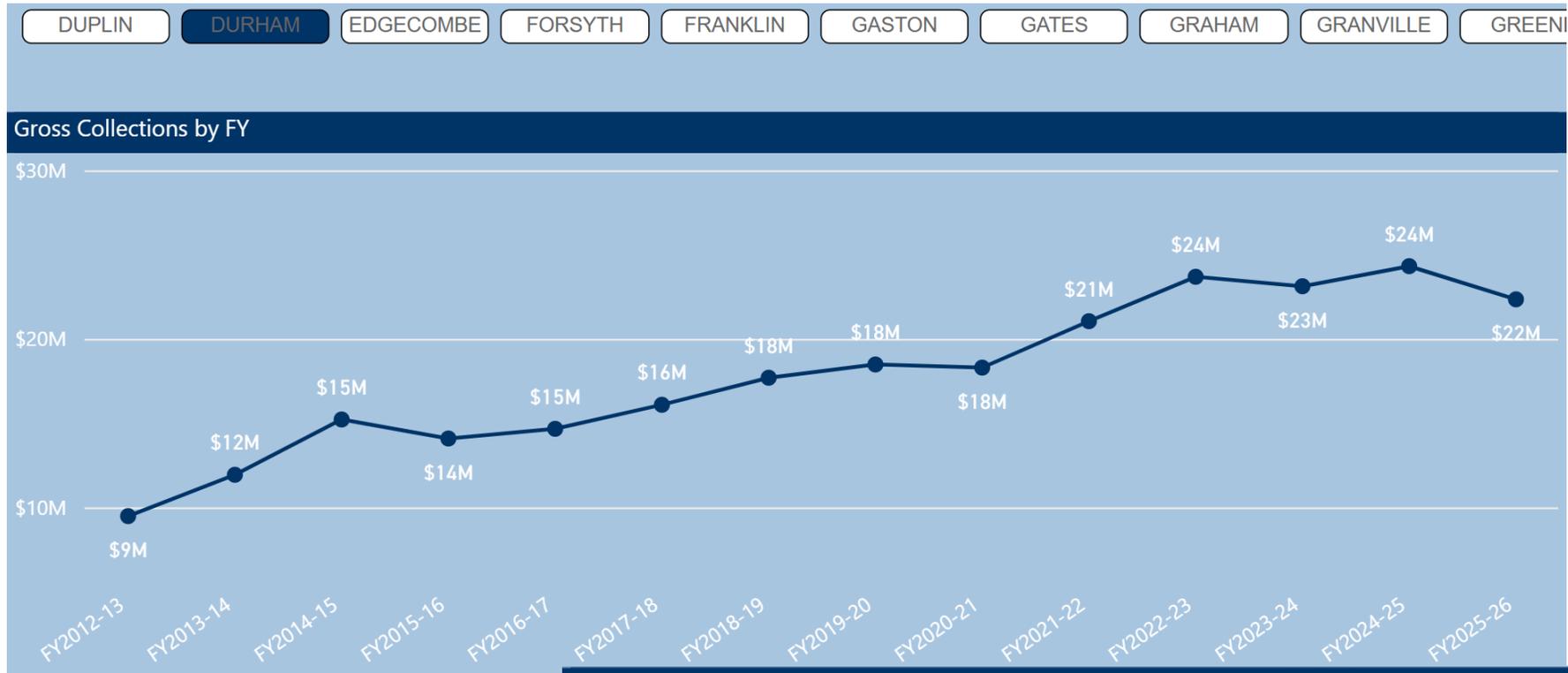


**July, Aug, Sept  
YoY Growth**

% Gross Collections YoY						
County	20-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
Durham	1.43%	14.40%	9.66%	2.28%	-3.45%	10.51%
<b>Total</b>	<b>1.43%</b>	<b>14.40%</b>	<b>9.66%</b>	<b>2.28%</b>	<b>-3.45%</b>	<b>10.51%</b>



# Uncertainty - Actualized

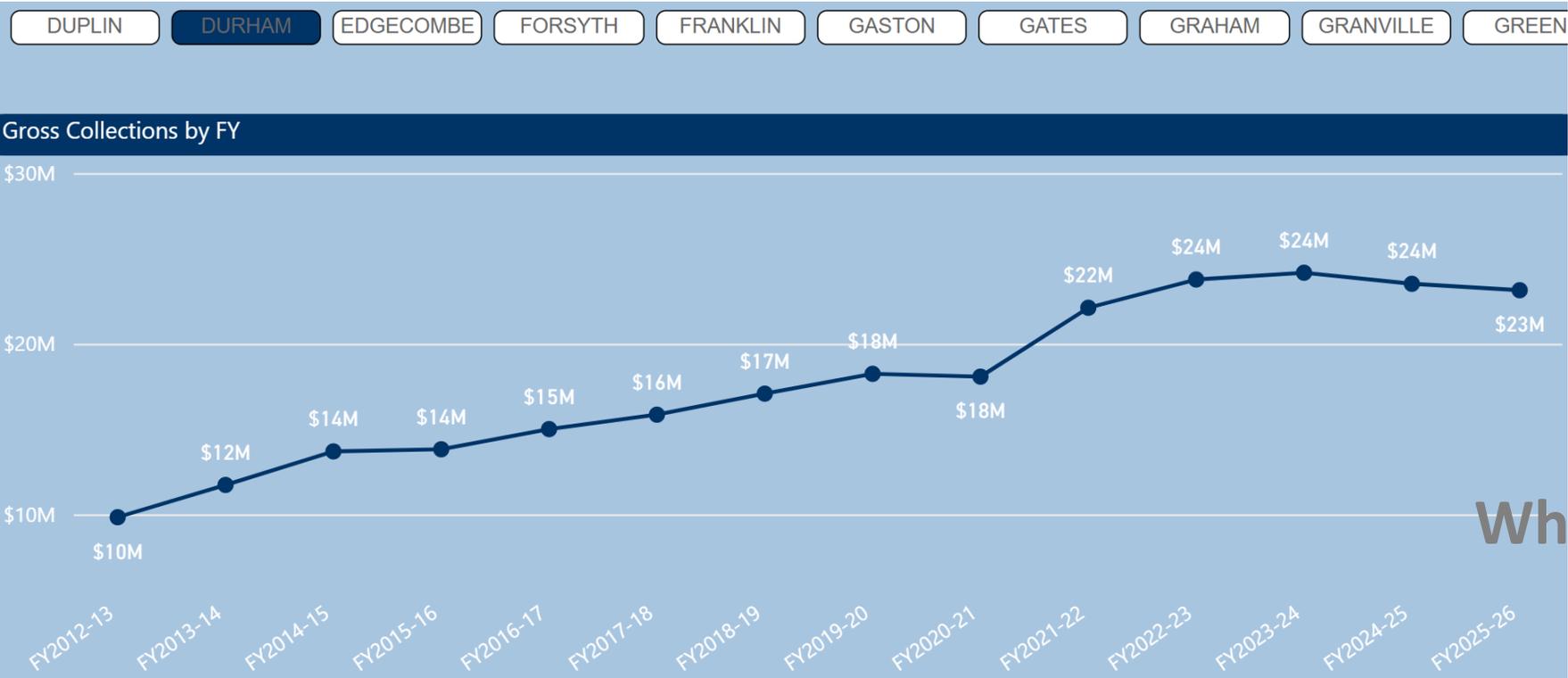


**October**  
**YoY Growth**  
**What Happened?**

% Gross Collections YoY						
County	20-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
Durham	1.01%	15.07%	12.52%	-2.37%	5.16%	-8.10%
<b>Total</b>	<b>1.01%</b>	<b>15.07%</b>	<b>12.52%</b>	<b>-2.37%</b>	<b>5.16%</b>	<b>-8.10%</b>



# Uncertainty - Actualized



**November  
YoY Growth**

Three Good Months  
Two Bad Months,  
What Does the Future Hold

% Gross Collections YoY						
County	20-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26
Durham	0.91%	22.35%	7.49%	1.67%	-2.68%	-1.61%
<b>Total</b>	<b>0.91%</b>	<b>22.35%</b>	<b>7.49%</b>	<b>1.67%</b>	<b>-2.68%</b>	<b>-1.61%</b>



# General Fund Revenues

FY 2025-26  
\$689,707,784

All Funds  
\$1,039,877,793

1. Property Tax Rate: **55.42 Cents** Per \$100 Valuation
2. Prop. Tax and Sales Tax = **78.2%** of Total General Fund Revenue
3. Intergovernmental = Revenue from State and Federal Sources (Mostly for DSS and Public Health Services)

**Property Tax**  
**59.33%**

**Sales Tax**  
**18.85%**

Intergovernmental  
8.66%

Other  
5.40%

Fund Balance  
& Transfers  
4.08%

EMS Fees  
2.33%

Other Fees  
1.34%

# General Fund Expenditures

FY 2025-26  
\$689,707,784

All Funds  
\$1,039,877,793

## Personnel & Education 74%

27 Departments (33 All Funds)

2,261 FTEs (2,324 all Funds)

Five Largest Departments	FTE
Dept. of Social Services	587
Office of the Sheriff	492
Public Health	247
Office of Emerg. Svcs.	209
Library	147

### Education Funding\*

Category	FY 2025-26
Durham Public Schools	\$224.5M
Durham Tech Comm Coll	\$12.6M
Pre-K	\$8.9M

\* Additional \$61.8M supports DPS Debt Service

\* Additional \$7M in ARPA funds supported Pre-K since FY 2022-23

Personnel & Benefits  
37.95%

Education  
35.67%

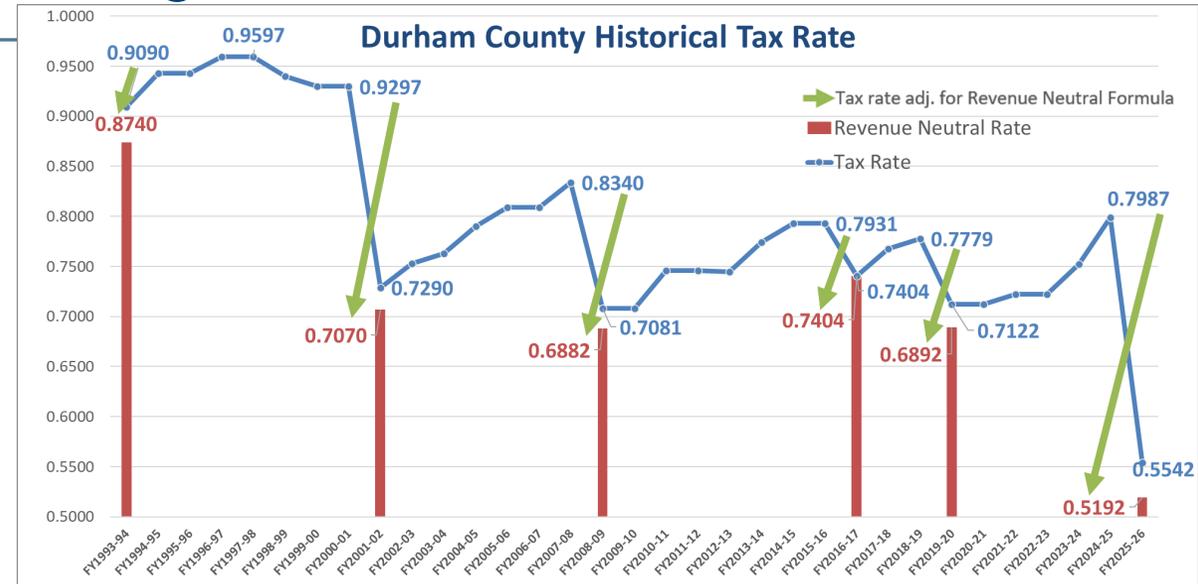
Operating and Other  
16.80%

Capital Debt Support  
8.53%

Vehicles & Annual Capital  
1.05%

# Durham County Tax Rate Change Over Time

Fiscal Year	Tax Rate	Revenue Neutral Rate	Percentage Increase
FY1993-94	0.9090	0.8740	4.00%
FY1994-95	0.9427		3.71%
FY1995-96	0.9427		0.00%
FY1996-97	0.9597		1.80%
FY1997-98	0.9597		0.00%
FY1998-99	0.9397		-2.08%
FY1999-00	0.9297		-1.06%
FY2000-01	0.9297		0.00%
FY2001-02	0.7290	0.7070	3.11%
FY2002-03	0.7530		3.29%
FY2003-04	0.7630		1.33%
FY2004-05	0.7900		3.54%
FY2005-06	0.8090		2.41%
FY2006-07	0.8090		0.00%
FY2007-08	0.8340		3.09%
FY2008-09	0.7081	0.6882	2.89%
FY2009-10	0.7081		0.00%
FY2010-11	0.7459		5.34%
FY2011-12	0.7459		0.00%
FY2012-13	0.7444		-0.20%
FY2013-14	0.7744		4.03%
FY2014-15	0.7931		2.41%
FY2015-16	0.7931		0.00%
FY2016-17	0.7404	0.7404	0.00%
FY2017-18	0.7679		3.71%
FY2018-19	0.7779		1.30%
FY2019-20	0.7122	0.6892	3.34%
FY2020-21	0.7122		0.00%
FY2021-22	0.7222		1.40%
FY2022-23	0.7222		0.00%
FY2023-24	0.7522		4.15%
FY2024-25	0.7987		<b>6.18%</b>
FY2025-26	0.5542	0.5192	<b>6.74%</b>



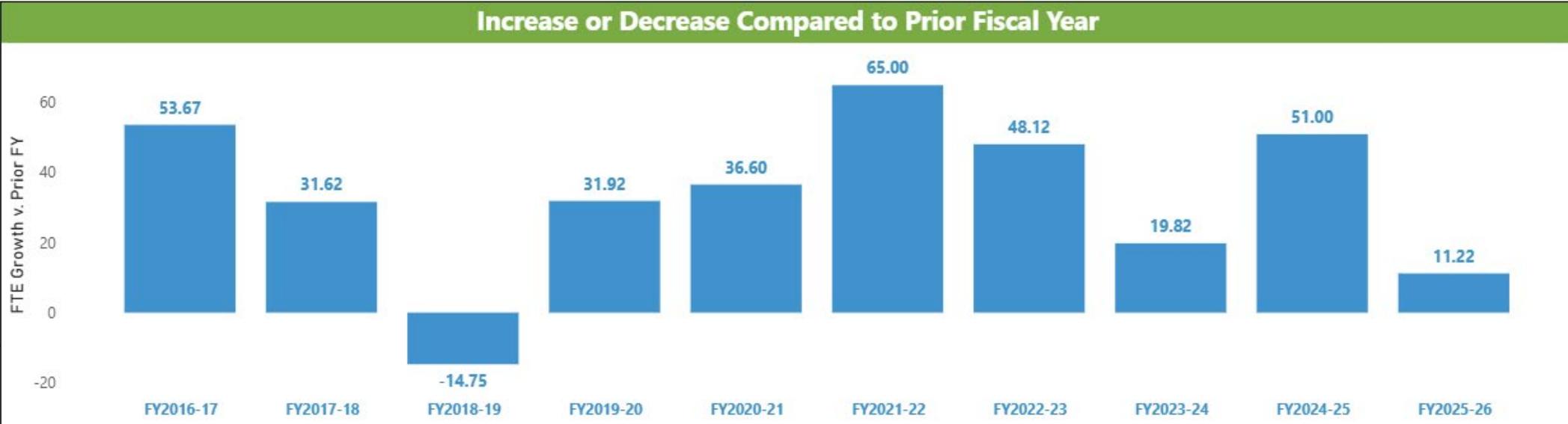
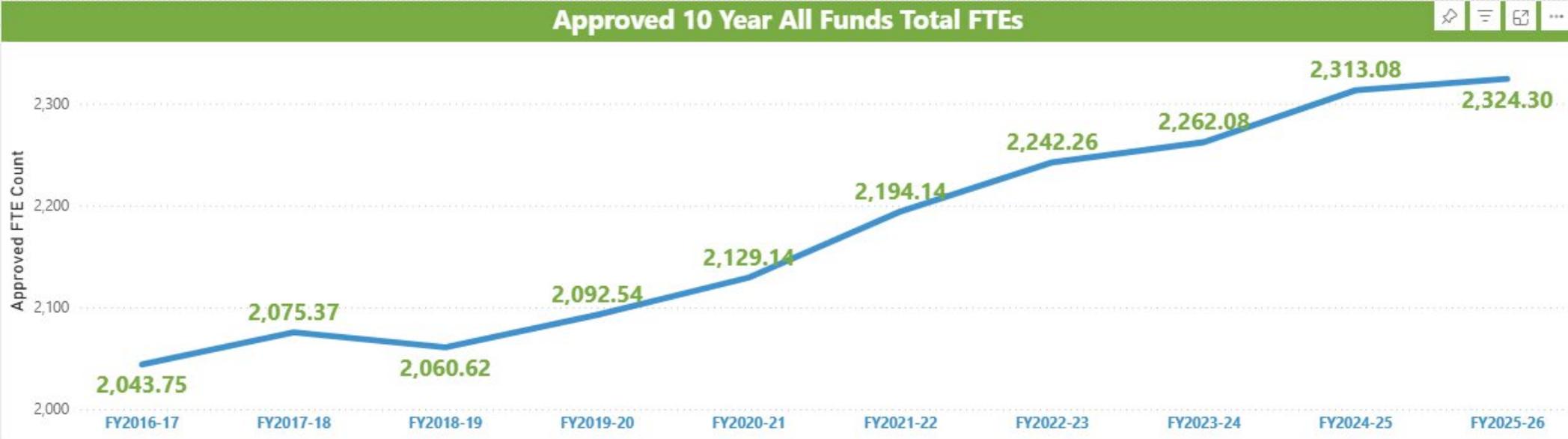
**FY 2024-25 and FY 2025-26**  
**among the highest percentage tax rate increases required to address operating budget and debt service obligations.**



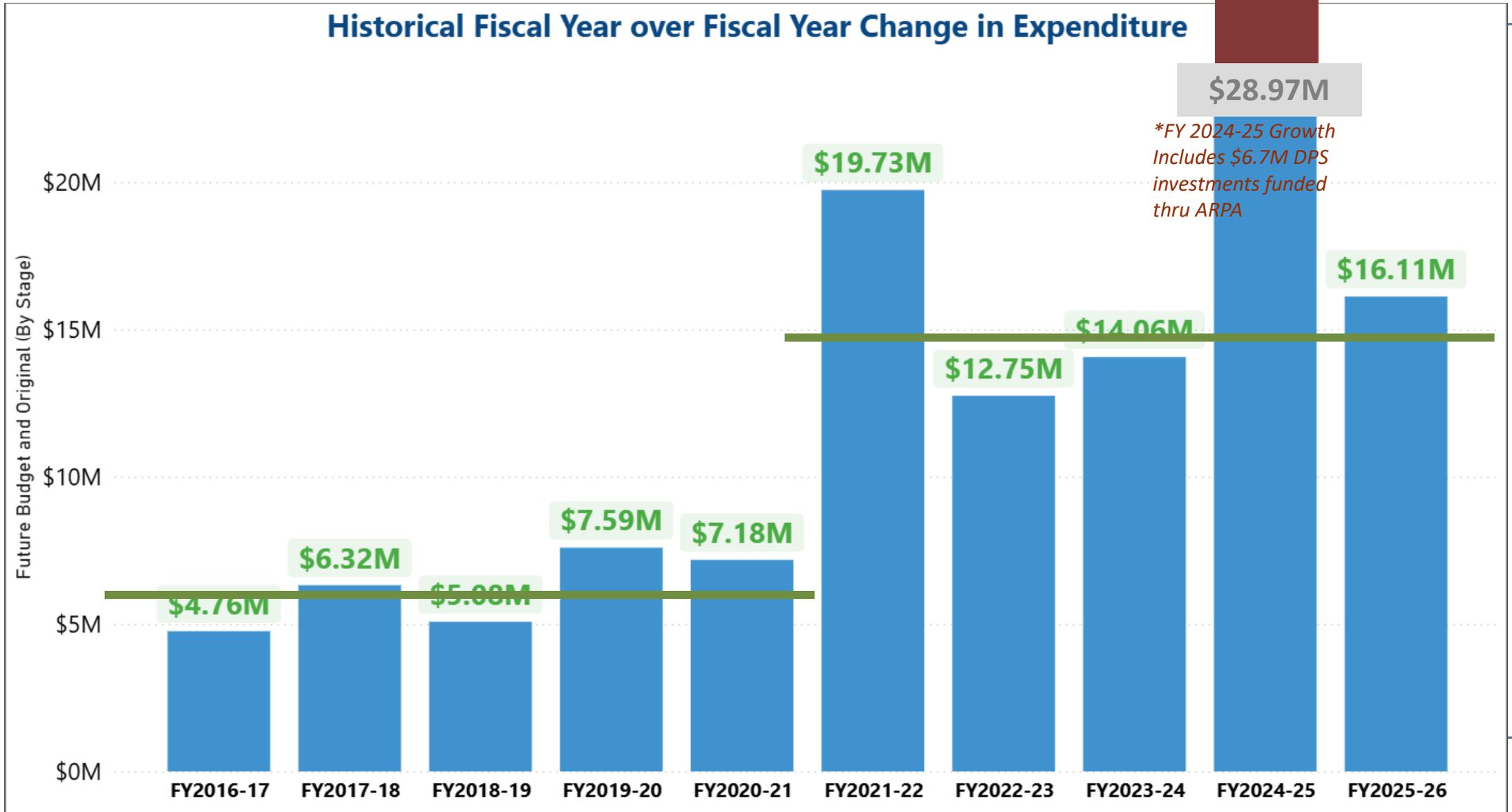
# FY 2026-27 Estimates

90% accurate					80% accurate		50% accurate		
Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed
									
76°	74°	70°	70°	71°	76°	75°			

# Additional FTEs to Address Increased Service Demands



# Education Cost Increases Year over Year – DPS, DTCC, Pre-K



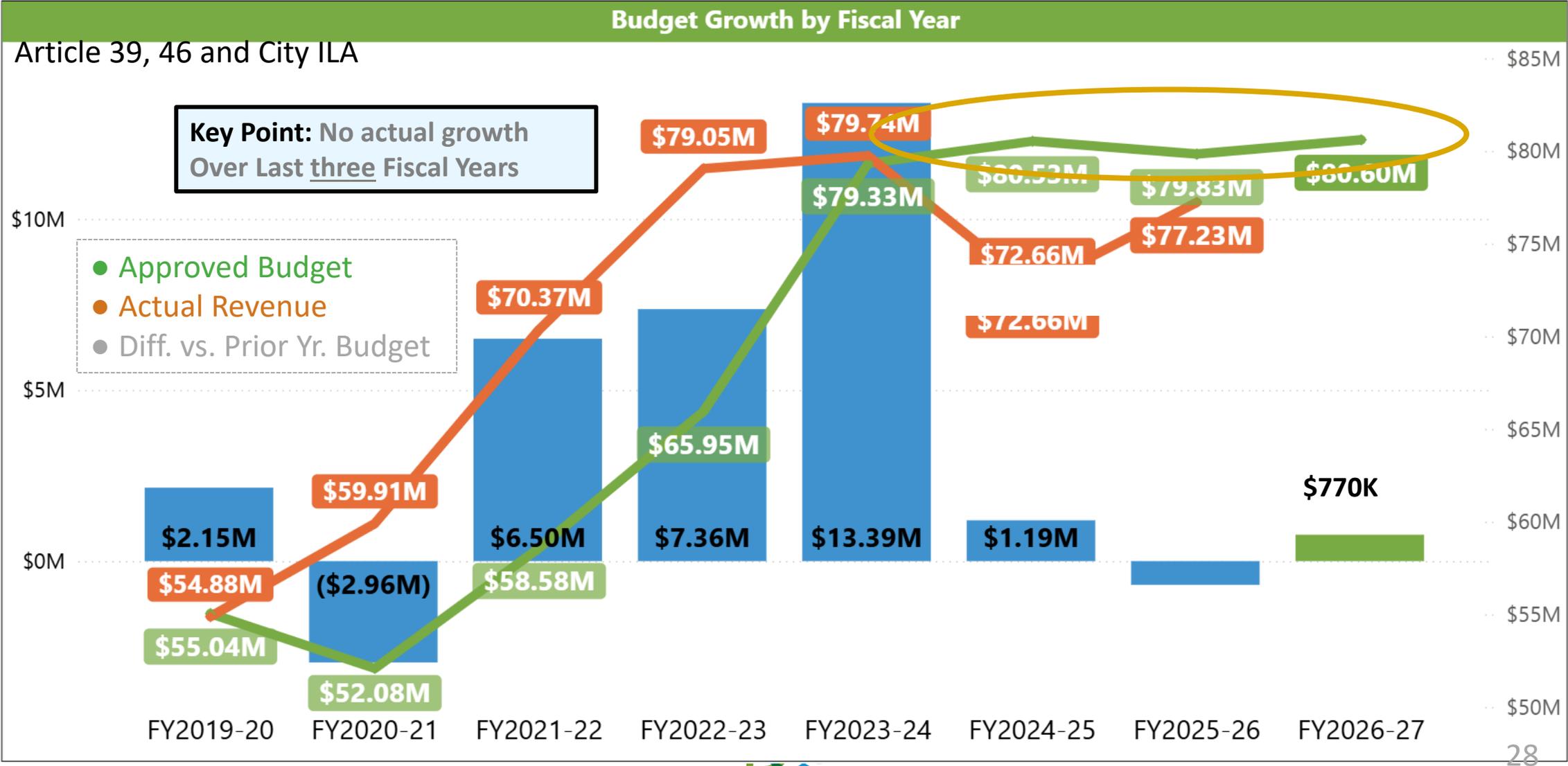
# FY 2026-27 Budget Development Issues

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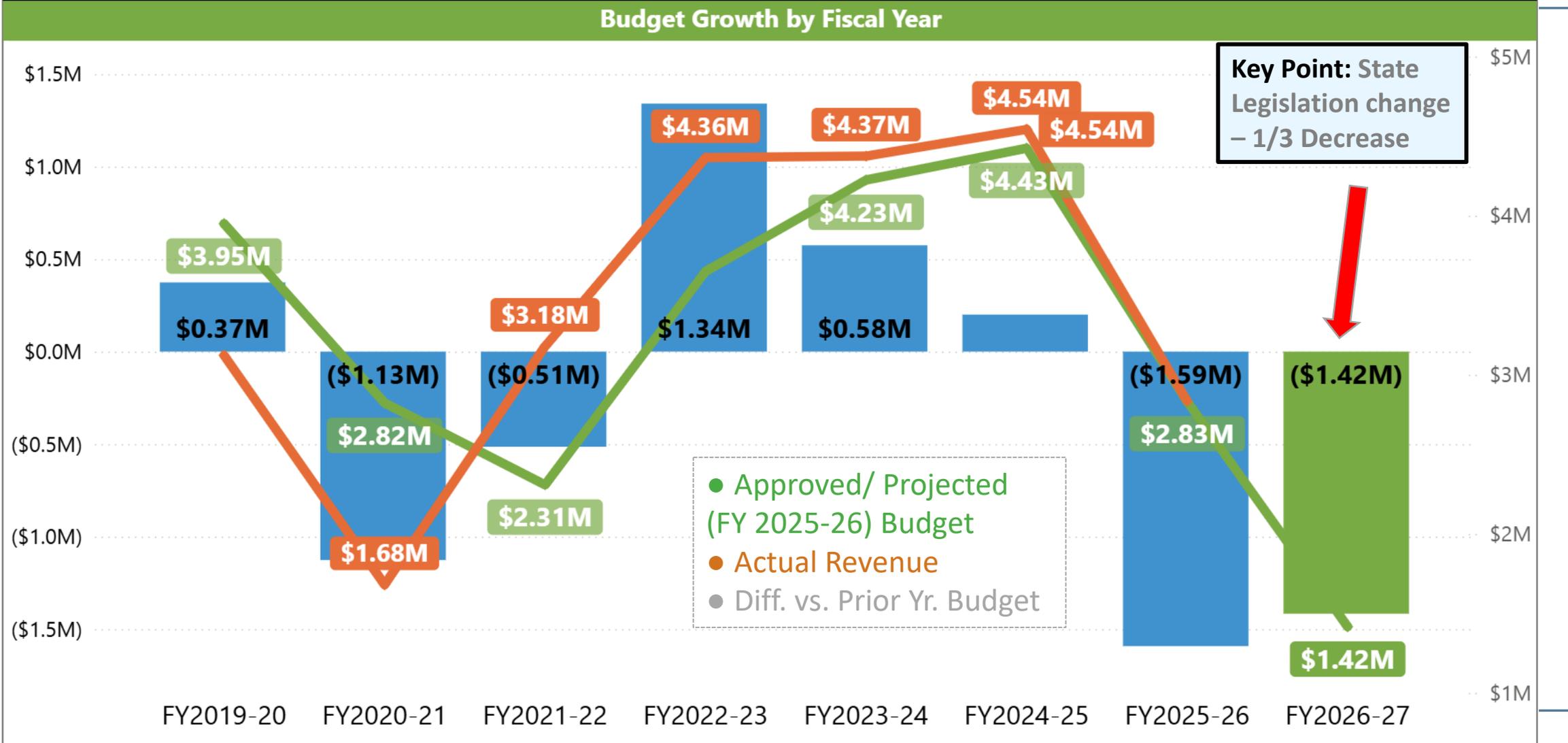
## Revenue Issues

- Economic growth? = Slowing Growth In Sales Tax revenue
- Local property market
  - = Growing annual valuation
  - = Growing property tax base
- Occupancy Tax – 1/3<sup>rd</sup> loss FY 2026-27 (2<sup>nd</sup> year of 3 year phase out)
- Intergovernmental Revenue – Uncertainty (esp. Federal)
- Growing revenue variability
  - Economy (Inflation)
  - General Volatility of Status Quo

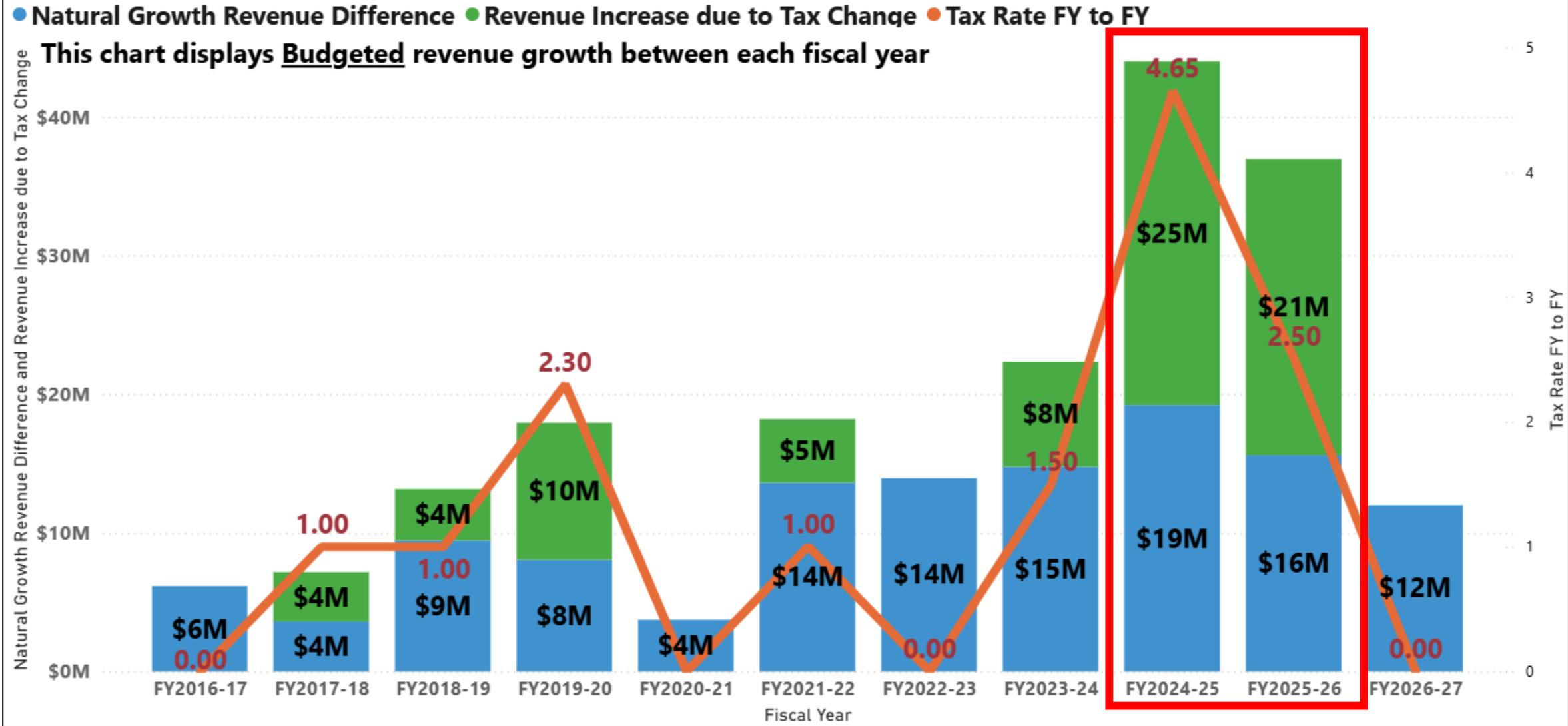
# Sales Tax Historical – GF Budget to Budget



# Local Occupancy Tax (Dedicated Debt Service)

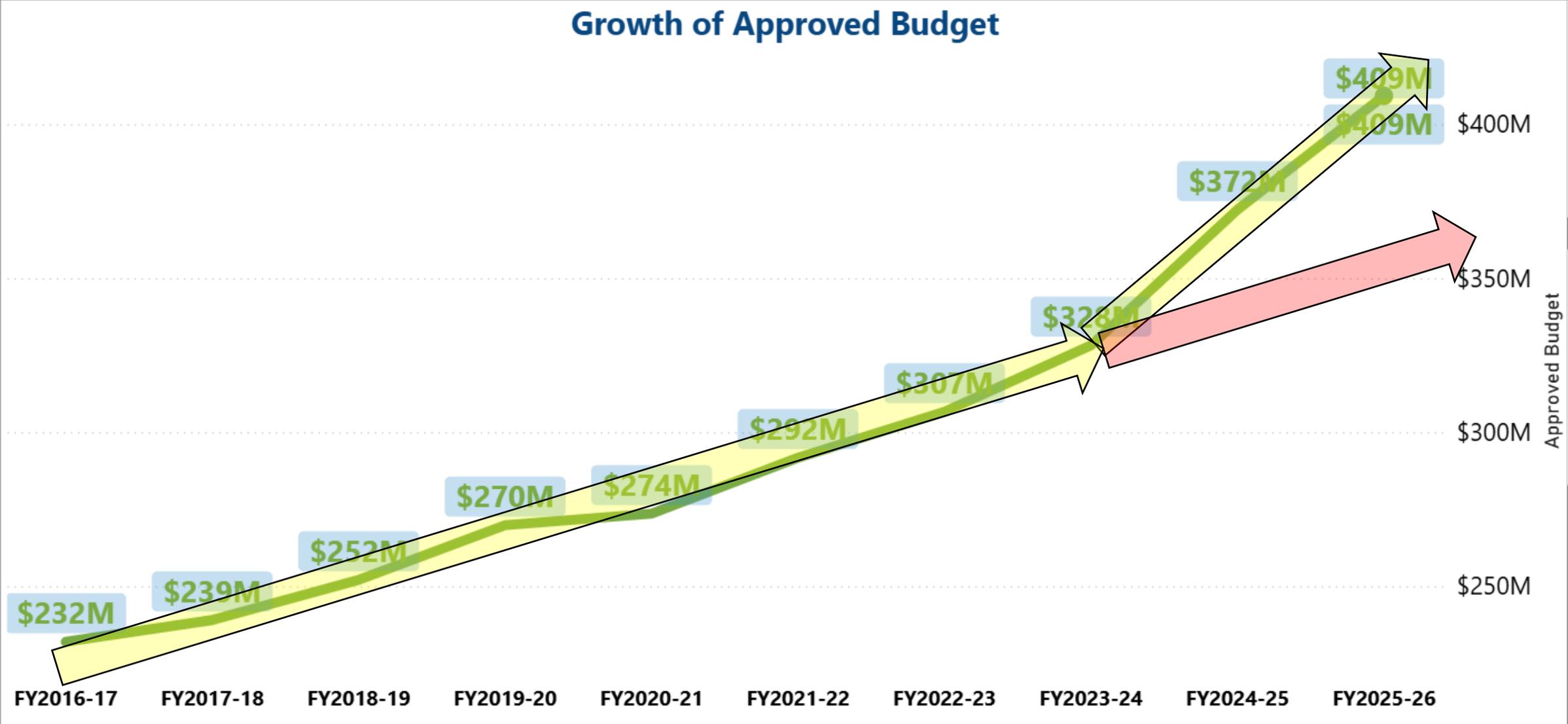


# General Fund Property Tax Revenues



# General Fund Property Tax

## Growth of Approved Budget



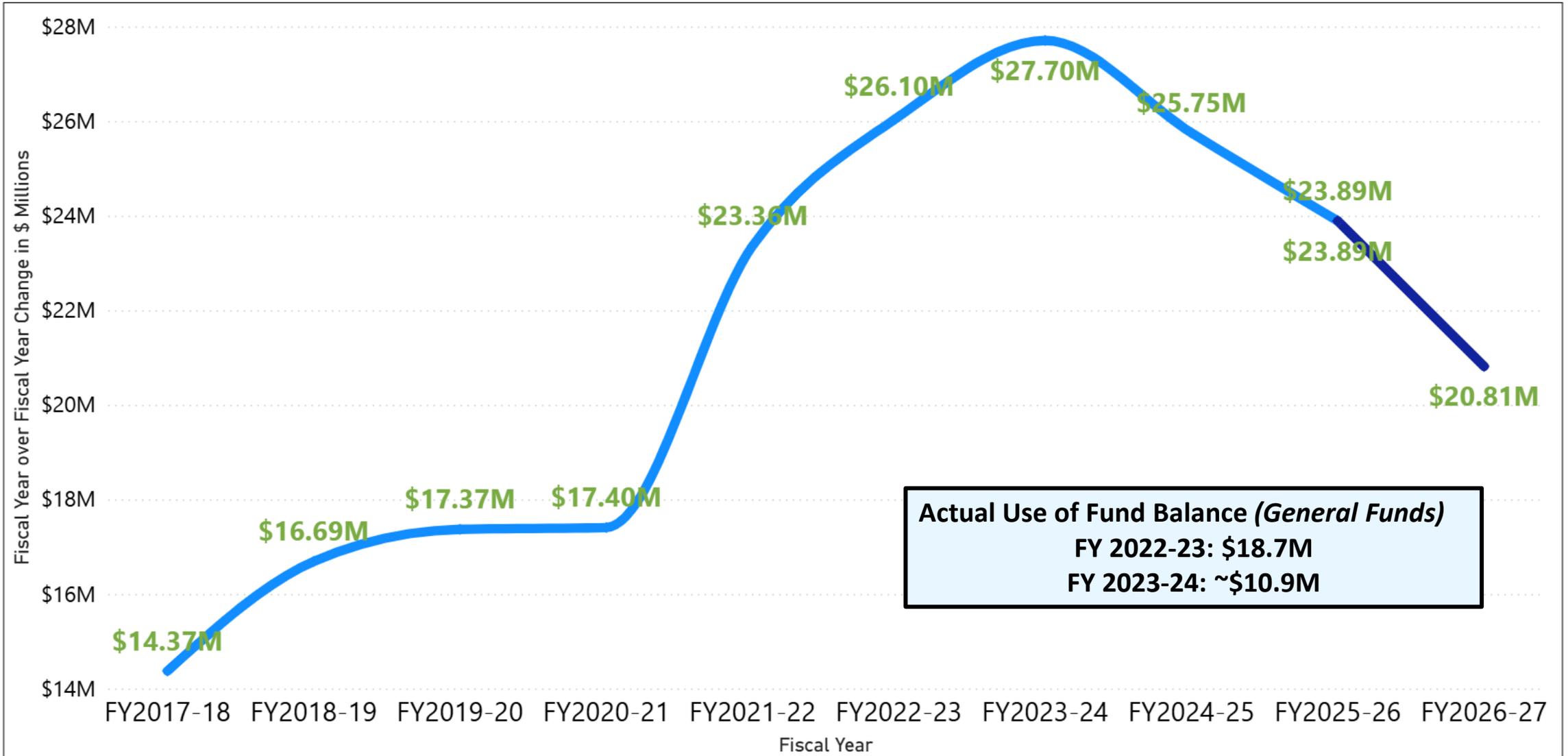
# FY 2025-26 Estimated Property Tax Collection One Cent

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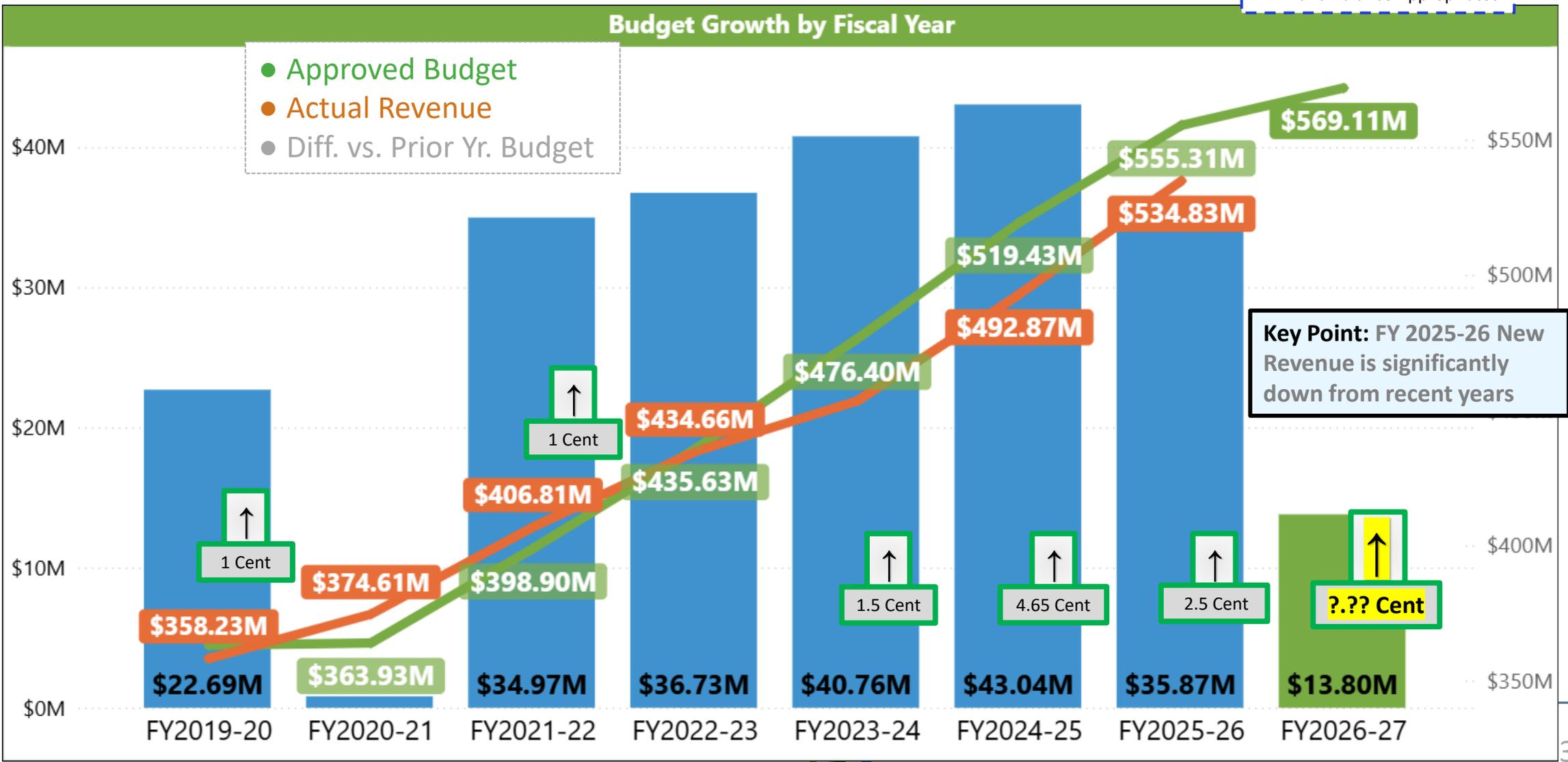
= \$8,792,021

# General Funds Fund Balance Use – Budgeted Amount



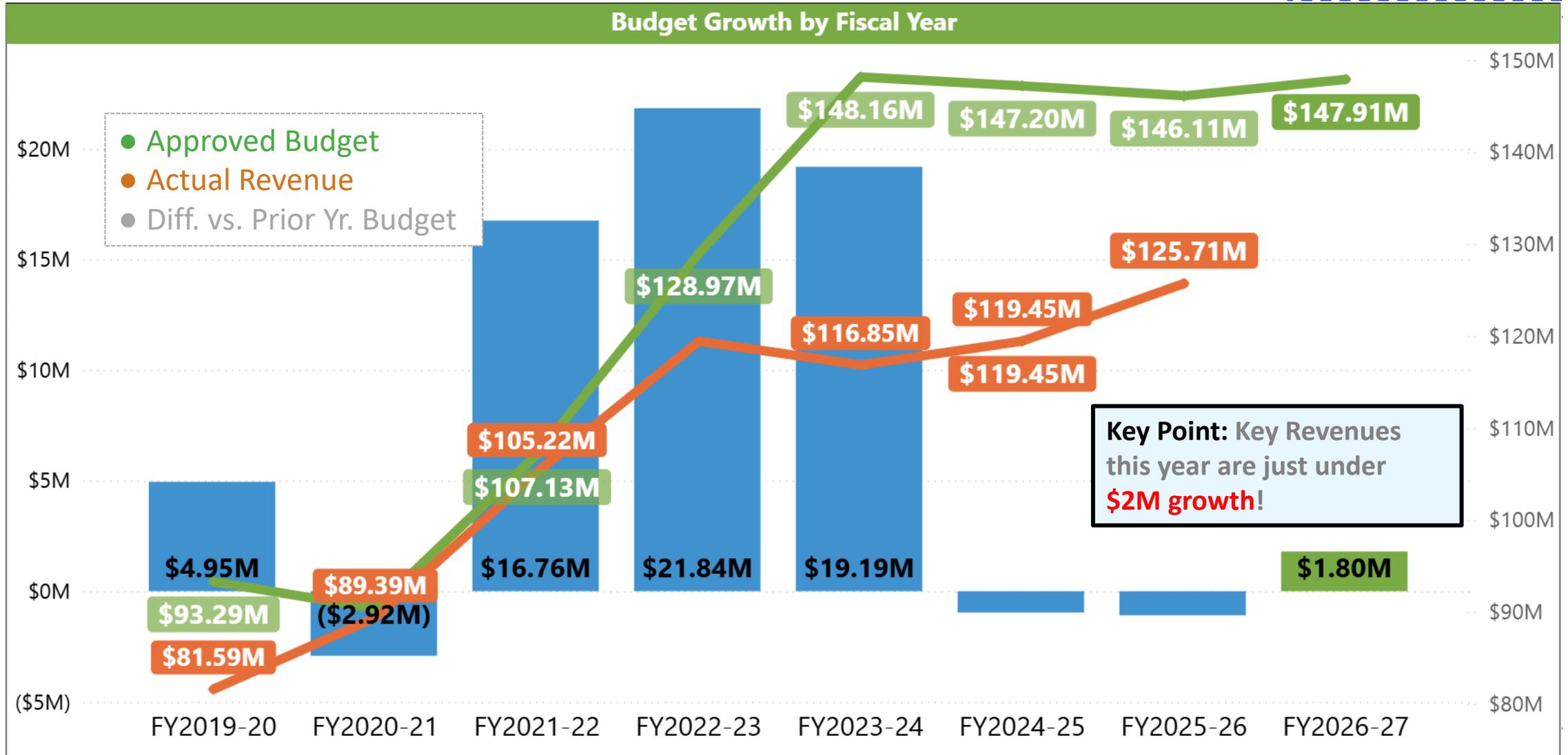
# General Fund Key Revenues

- Sales Tax (Art. 39, 46, DCity ILA)
- Investment Earnings
- Register of Deeds Fees
- EMS Fees
- State Hold Harmless
- Property Tax
- Fund Balance Appropriated



# Key Revenues (w/out Property Tax)

- Sales Tax (Art. 39, 46, DCity IIA)
- Investment Earnings
- Register of Deeds Fees
- EMS Fees
- State Hold Harmless
- Fund Balance Appropriated



# FY 2026-27...Starting Underwater...

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## Revenue Delta

- Prop. Tax = \$12 million
- Sales Tax = \$770k (maybe)
- State Hold Harmless = Flat???
- Federal Funding = **(\$1 million)**
- Inv., EMS & ROD Rev. = \$3.4M
- Other Revenue = **(\$3.4 million)**
- CFP Fund Balance = **(\$3 million)**
- Total = **\$8.77 million**

## Expenditure Delta

- ARPA Backfill = \$1.825 million
- Other Pers. Costs = \$1.3 million
- FY 25-26 Ongoing = \$5.45 million
- Health Insurance = \$2 million (?)
- Other Exp. = \$2.95 million
- Total = **\$13.525 million**

# FY 2026-27...Starting Underwater...

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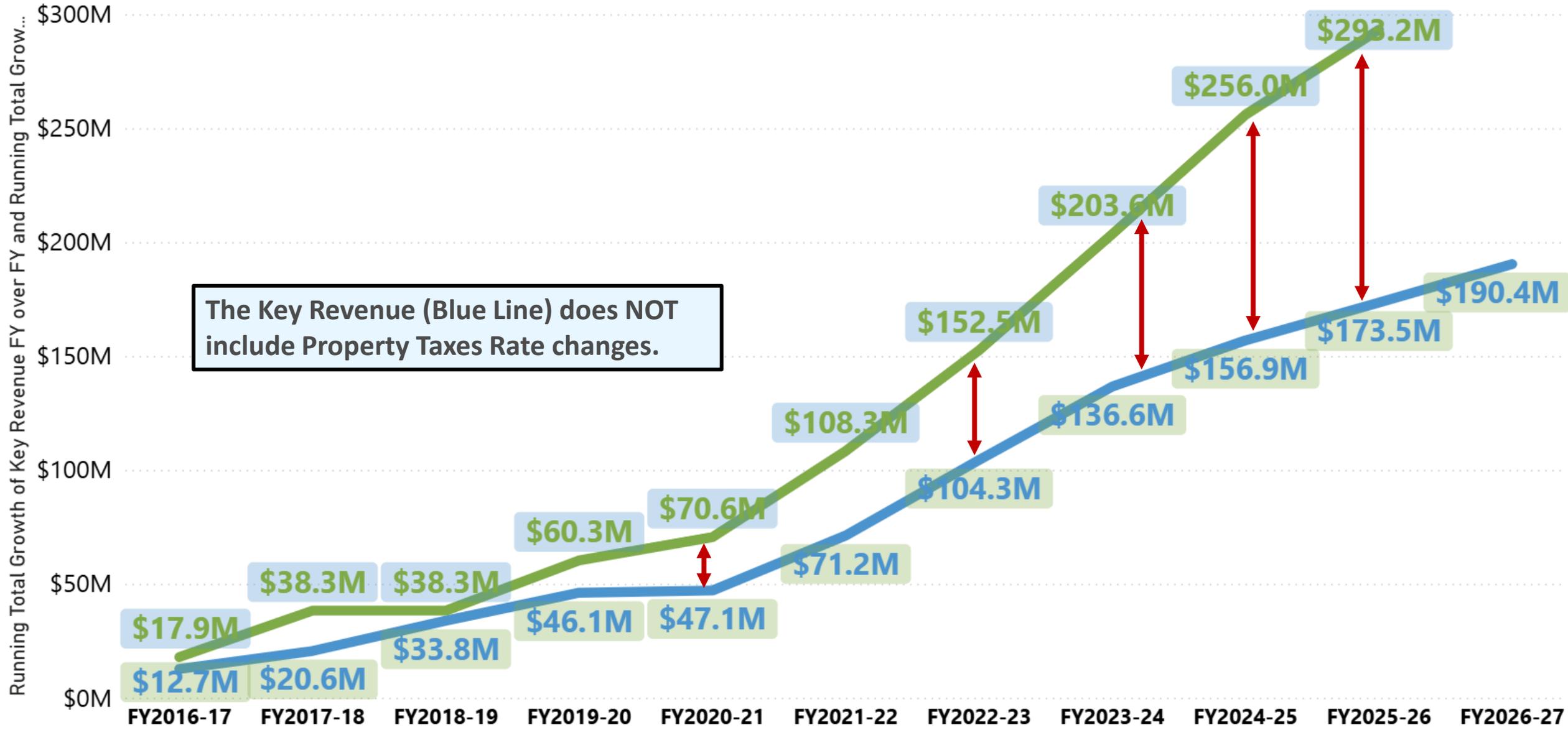


## **Not Included in Budget...YET**

- Salary Changes
  - DPS Funding
  - New Spending Requests
  - Federal Revenue Changes
  - **CFP Tax Rate Increases**
- Expected in Next Several Years**

# Growth of Approved Budget and Natural Growth of Key Revenue- Running Total Year over Year

● Running Total Growth of Key Revenue FY over FY ● Running Total Growth of Approved Budget FY over FY



# Five (5) Year Trending

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- > Sales Tax Interlocal with City of Durham – Revenue Loss
- > Occupancy Tax – Revenue Loss
- > **Continued Use of General Fund Fund Balance (Savings Account) – Revenue Loss**
- > DPS Funding – Significant Expenditure Increase
- > Universal Pre-K – Continued Expansion
- > Employee Benefits – Expenditure Increase
- > Employee Compensation – Expenditure Increase
- > Capital Improvement Plan – Expenditure Increase
  - > General Obligation Bond Referendums
  - > Higher Interest Rates
- > ARPA Funds Ending – Revenue Loss and Potential Expenditure Increase
- > Eviction Reduction – Expenditure Increase
- > Property Tax Relief – Expenditure Increase
- > **Federal Funding Uncertainty**

# FY 2026-27 Budget Key Takeaways

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- Slowing revenue and quickening expenditure growth
- Economic indicators point to potential for further challenges
- Need to consider long-term sustainability
- Begin prioritizing early
- Difficult decisions are coming
- Begin strategic discussions immediately
- Monitor quarterly reports for early warning signs
- Limit FY 2025-26 mid-year fund balance amendments
- Prioritize long-term fiscal sustainability

# FY 2026-27 Areas of Focus - Expenditures

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## >Securing existing positions!!!

- > Inflationary increases absorbed within existing budget – where possible
- > New positions absorbed from reallocated vacant positions
- > Evaluation of ALL FEES

## >Doing ~~most if not~~ ALL with existing dollars

## >Instead of doing “more with less”, it may be time to do “less with less”

# What are the Options?

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## A Menu of Tough Decisions:

- Departments asked to reduce budgets (3rd year out of 4)?
- No Salary Increases
- Benefits Plan changes
- Identify & reduce non-mandated programs or services: ??
- Is our Current Tax Rate sufficient for “Actual needs”
- 1 Cent is roughly \$8.79 million

# Next 5 FYs...Headwinds!!!

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- ERP Implementation
  - ARPA Backfill
  - CIP Related Property Tax Increases (Referendums)
  - Maintain Fiscal Foundation (Fund Balance, AAA)
  - **State and FEDERAL Changes**
  - Stagnating Revenue Growth!!!
  - **Mission Creep (Mandated vs Non-Mandated Services)**
  - Macro-economic changes (inflation)
  - Population Growth
- 



# FY 2026-27 Budget Calendar

Jan. 13	SAP Budget System (BWP/UPSPL) opens for entry of departmental budget requests.
<b>Feb. 17</b>	<b>DEPARTMENTAL BUDGET REQUESTS DUE TO BUDGET AND MANAGEMENT SERVICES</b>
<b>Feb. 26</b>	<b>BOCC Annual Budget Retreat</b>
Mar. 3-31	Departmental budget presentations with County Leadership
April 17	Departmental Measures Due to Budget Office
<b>May. 11</b>	<b>County Manager Recommended Budget to Board of County Commissioners (7pm)</b>
May 19	Board of County Commissioners Budget Worksession (9-3:30pm)
May 21	Board of County Commissioners Budget Worksession (1-5pm)
<b>May 26</b>	<b>Public hearing on Recommended Budget (7pm)</b>
May 28	Board of County Commissioners Budget Worksession (9-3:30pm)
June 2	Board of County Commissioners Budget Worksession (9-3:30pm)
June 4	<i>As needed:</i> Board of County Commissioners Budget Worksession (1-5pm)
<b>June 8</b>	<b>Board of County Commissioners Adoption of FY 2026-27 Annual Budget Ordinance</b>

# Future Year Budget Development Issues

## Choices, Economic Growth, Annual Growth

- BOCC choices today can potentially limit options in the future
- Cascading effect of dependency on economically sensitive revenue sources
- Growth in **annual** “fixed” costs

And There May be  
a Desire to Avoid  
Hard Choices



Currently There are  
Some Very Strong  
Headwinds...



But Remember...



# Questions



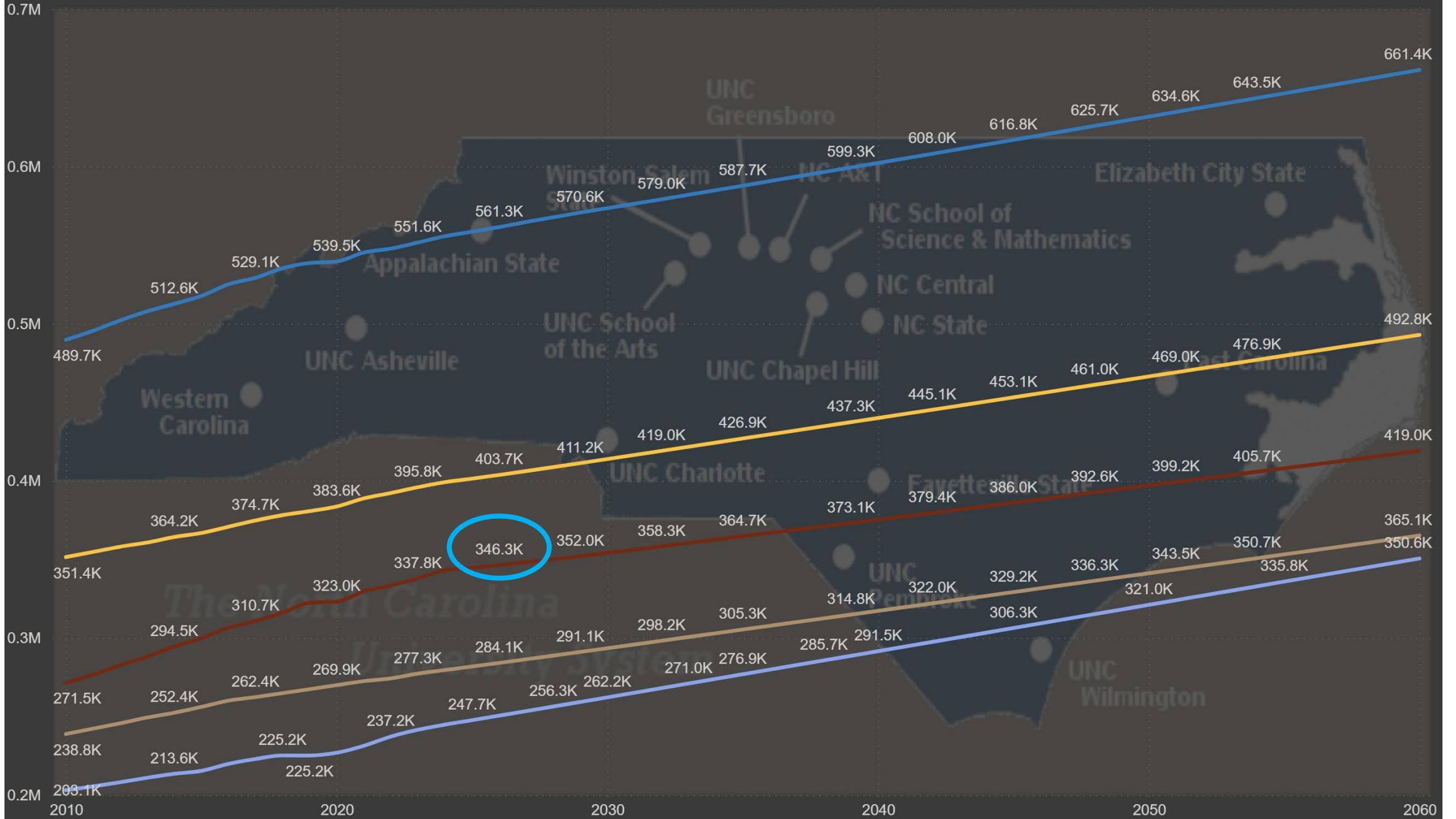
# Economic & Demographic Trends



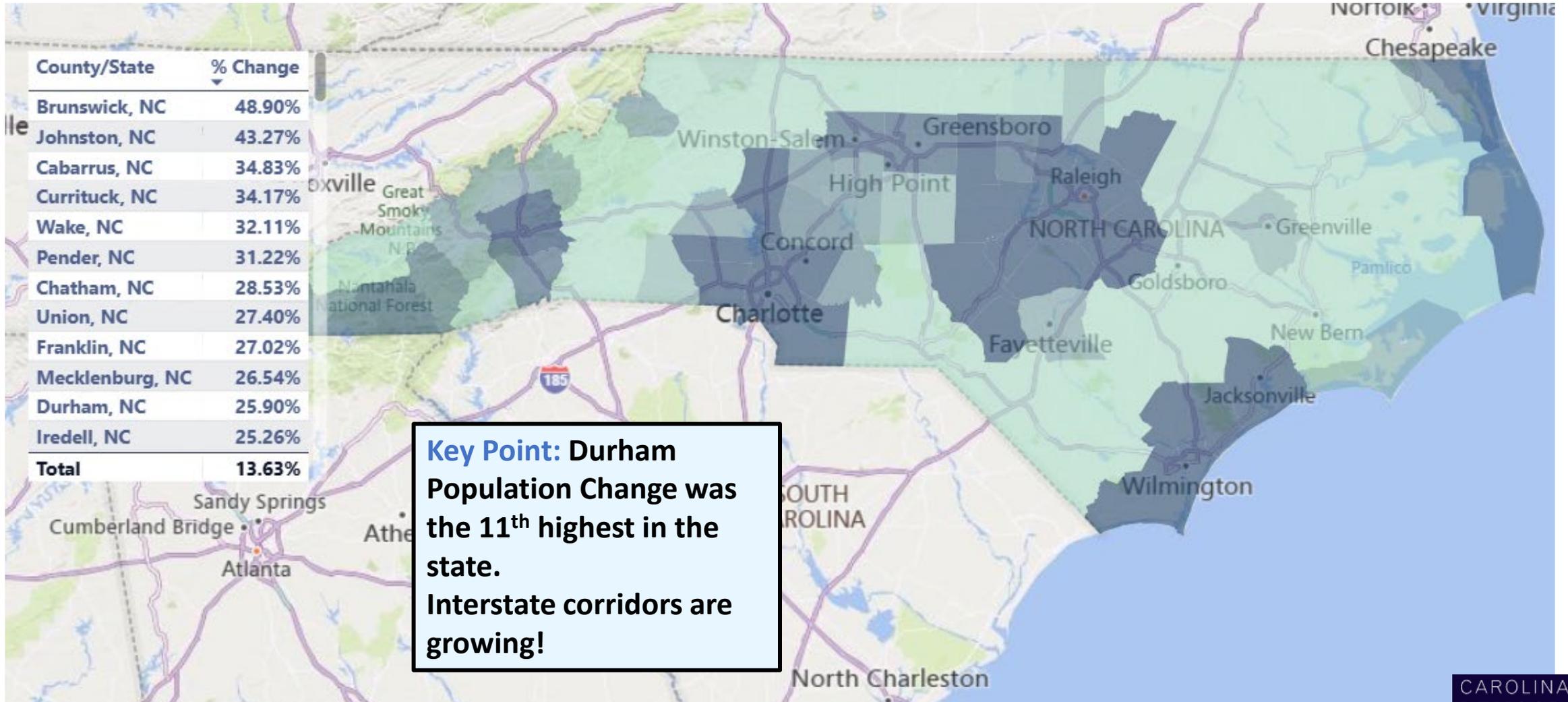
# Population by Year and County

# Population Growth From 1970 to 2050

County ● Buncombe ● Durham ● Forsyth ● Guilford ● New Hanover



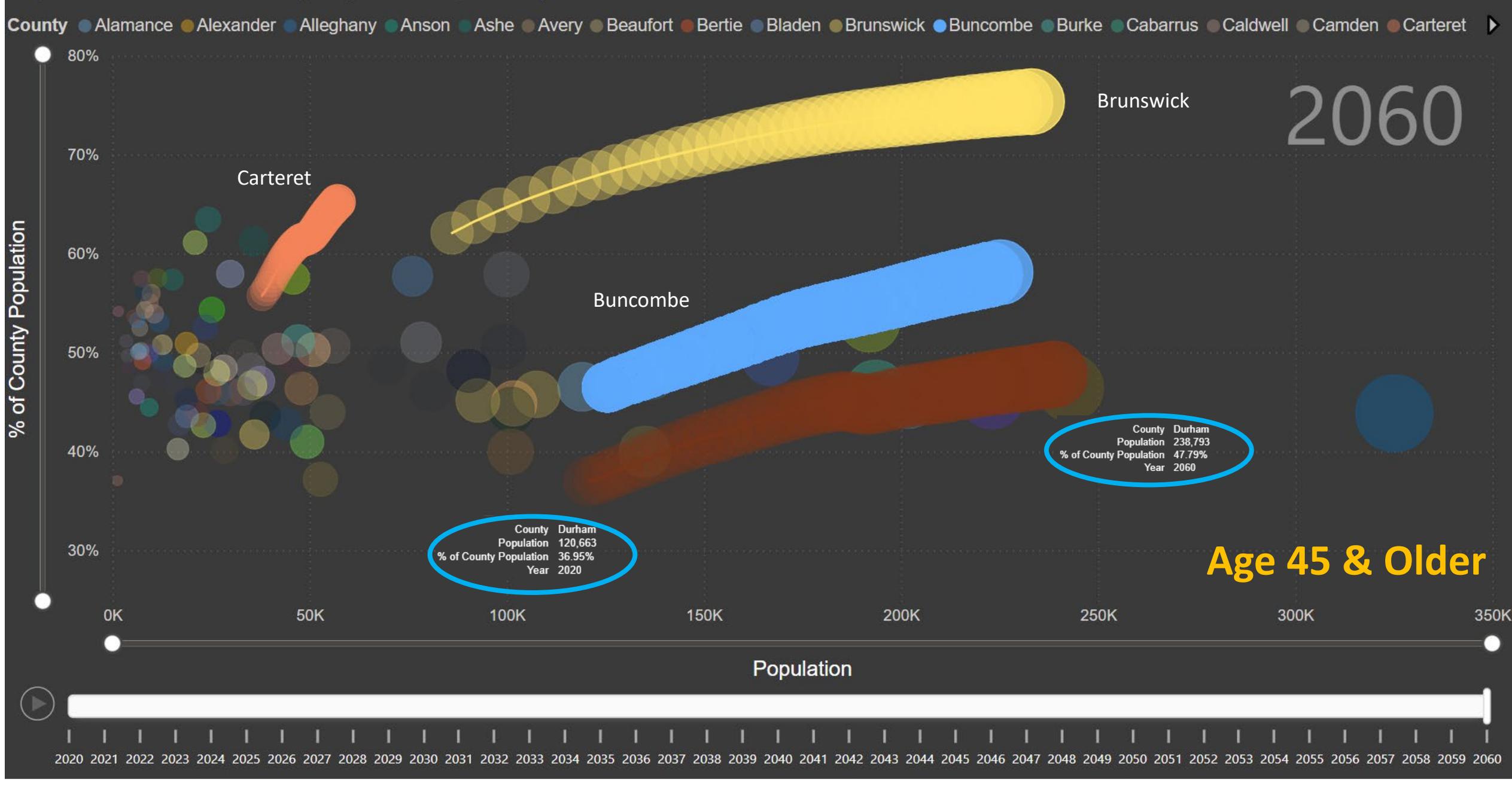
# NC County Population Change 2023 vs. 2010



**Key Point:** Durham Population Change was the 11<sup>th</sup> highest in the state. Interstate corridors are growing!

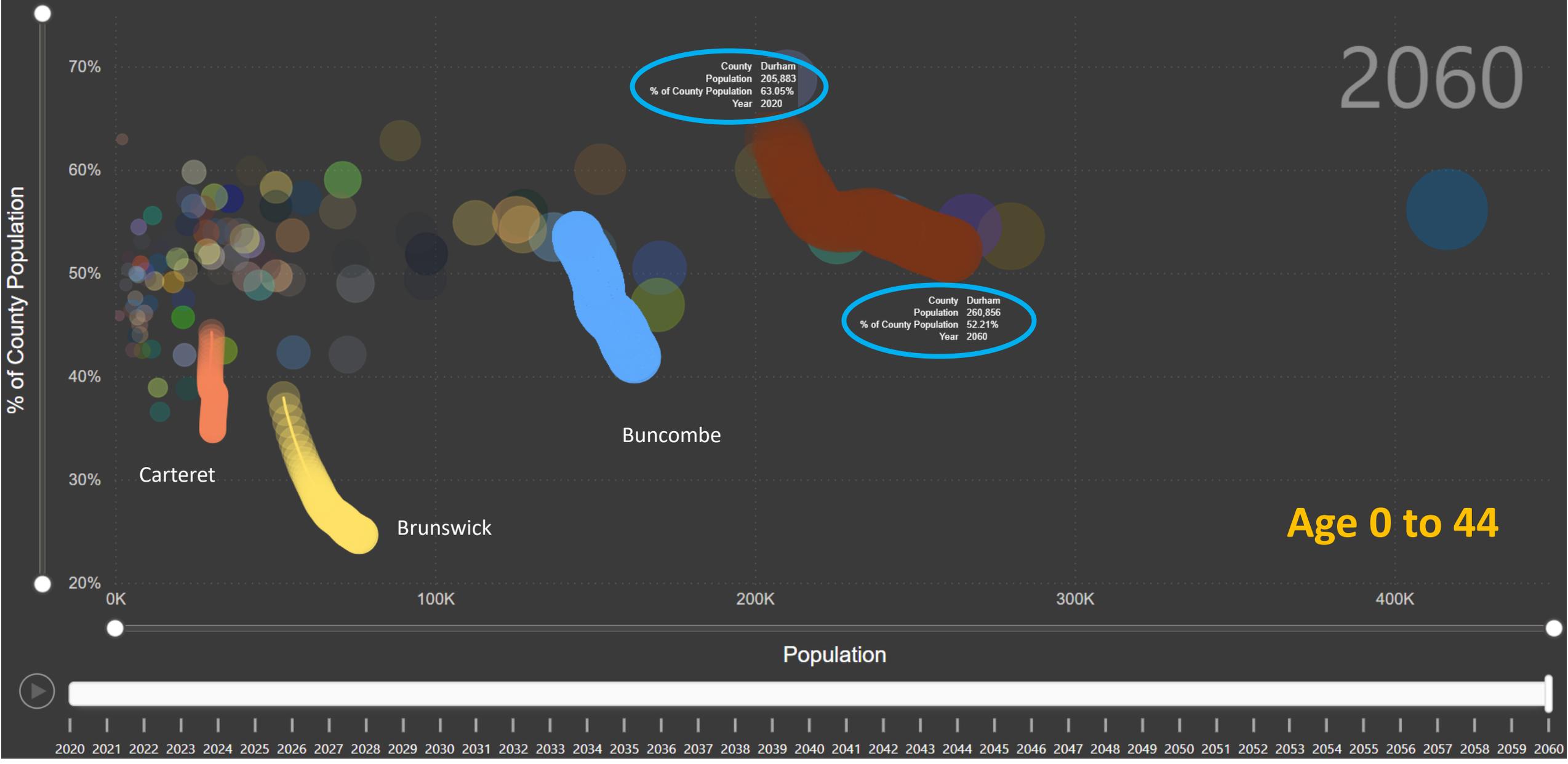
Darker Blue is greater % increase -- Light green is no, or negative, % change

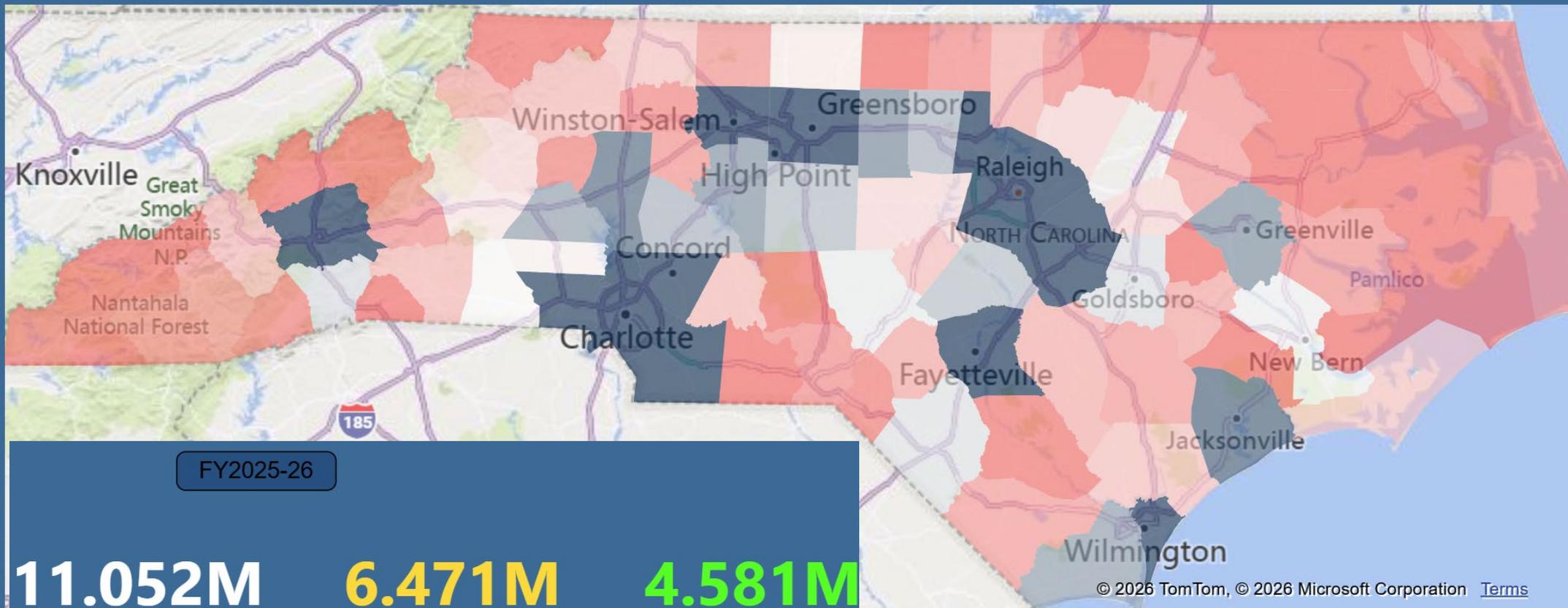
# Population and % of County Population by County Over Time



# Population and % of County Population by County Over Time

County ● Alamance ● Alexander ● Alleghany ● Anson ● Ashe ● Avery ● Beaufort ● Bertie ● Bladen ● Brunswick ● Buncombe ● Burke ● Cabarrus ● Caldwell ● Camden ● Carteret ▶

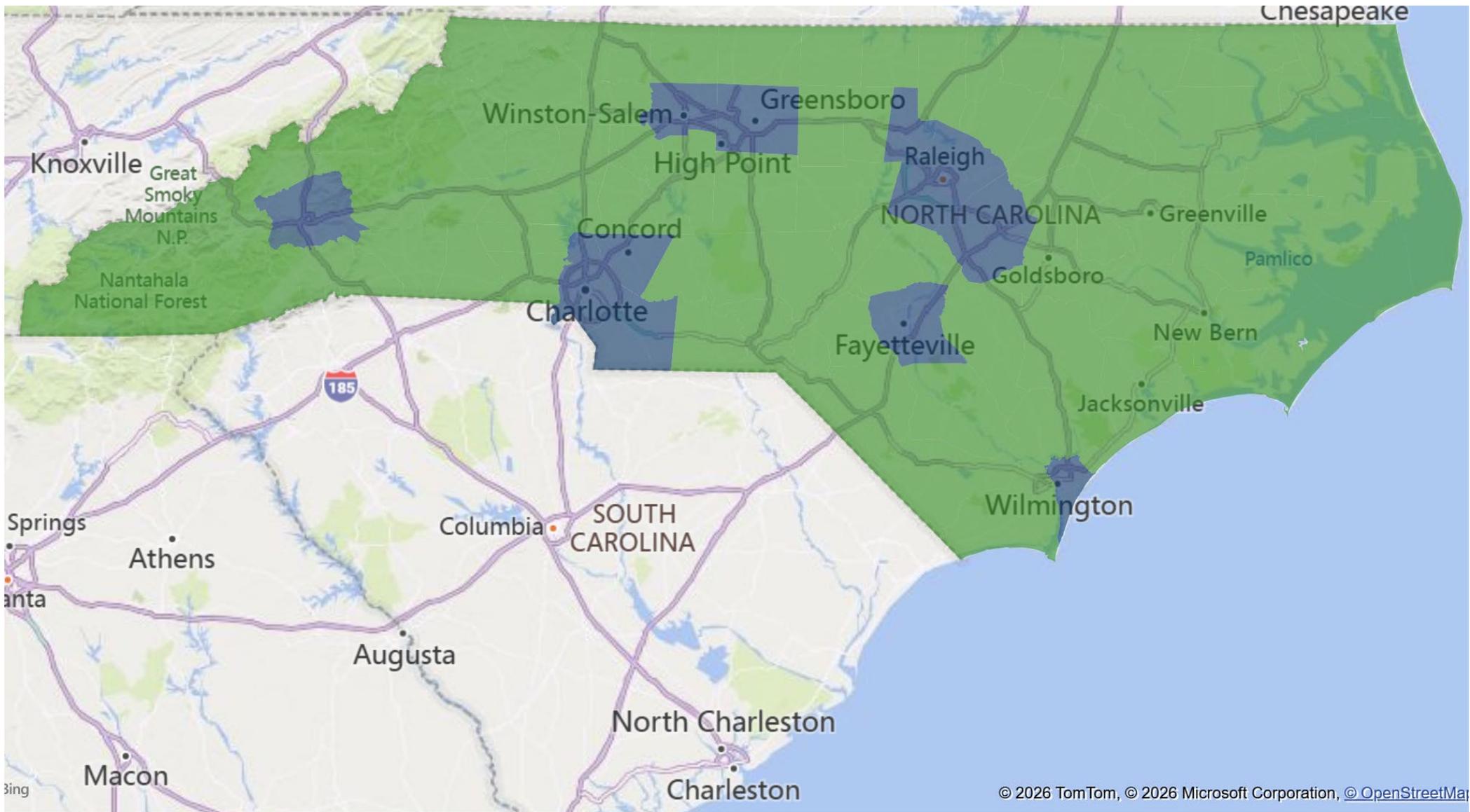




FY2025-26

<b>11.052M</b>	<b>6.471M</b>	<b>4.581M</b>
County Population	City Population	Rural Population
<b>58.549%</b>	<b>41.451%</b>	
City Pop. %	Rural Pop. %	

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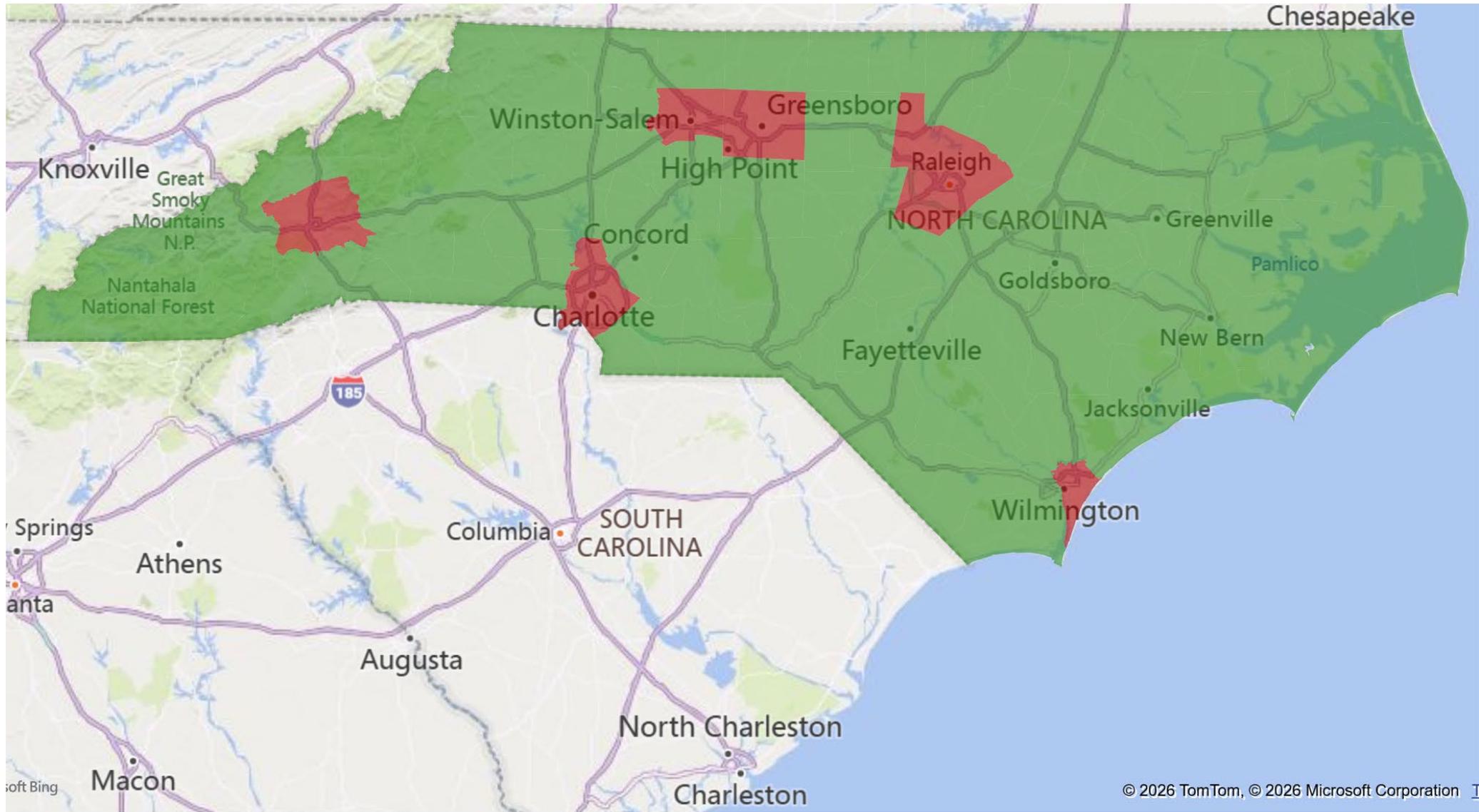
# of Counties Making  
Cumulative Population %

50%

Cumulative Population %

11





# of Counties Making  
Cumulative % Gross  
Collection

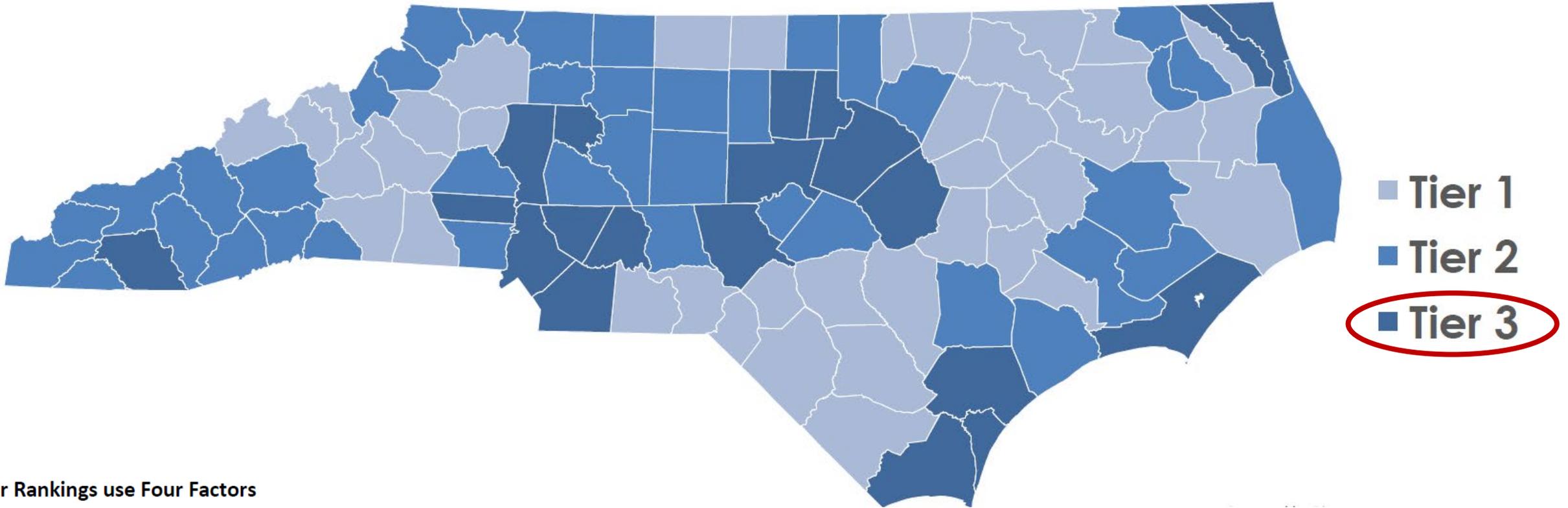
7

Cumulative Gross Collection %

50%



# 2026 County Tier Designations



## Tier Rankings use Four Factors

- **Average unemployment rate** for the most recent twelve months for which data are available (September 2024 – August 2025, NC Dept. of Commerce, LAUS)
- **Median household income** for the most recent twelve months for which data are available (2023, U.S. Census, Small Area Income & Poverty Estimates)
- **Percentage growth in population** for the most recent 36 months for which data are available (July 2021 – July 2024, NC Office of State Budget & Management)
- **Adjusted property tax base per capita** for the most recent taxable year (FY 2025-26, NC Dept. of Public Instruction)

<b>TOTAL JOBS</b> 234,327 2025 Q2	<b>BIZ ESTABLISHMENTS</b> 11,801 2025 Q2	<b>AVERAGE WEEKLY WAGE</b> \$1,855 2025 Q2	<b>MEDIAN HH INCOME</b> \$81,413 2023
<b>UNEMPLOYMENT RATE</b> 3.1% December 2025	<b>EMPLOYED</b> 180,882 December 2025	<b>UNEMPLOYED</b> 5,863 December 2025	<b>LABOR FORCE</b> 186,745 December 2025

### LABOR FORCE

(Local Area Unemployment Statistics)  
Durham County

**SNAPSHOT**  
**3.8% Unemployment Rate**  
November 2025

FROM PREVIOUS MONTH  
**0.6** ↑  
FROM LAST YEAR

**TREND**  
Size of Labor Force

### JOBS

(Quarterly Census of Employment and Wages)  
Durham County

SELECT AN INDUSTRY SECTOR  
Total, All Industries

**SNAPSHOT**  
**234,327**  
Total, All Industries Jobs  
2025 Q2

**-2,592** ↓ (-1.1%)  
JOB CHANGE OVER THE YEAR

**\$1,855**  
AVERAGE WEEKLY WAGE

**TREND**  
Quarterly Jobs Compared to Previous Year  
Total, All Industries

### COMPARISON

Unemployment Rates

**DATA**

	Employed Individuals	Unemployed Individuals	Unemployment Rate
November 2025	179,387	7,069	3.8%
October 2025			
September 2025	180,651	6,438	3.4%
August 2025	178,669	6,975	3.8%
July 2025	182,565	6,667	3.5%
June 2025	179,225	6,775	3.6%
May 2025	178,654	6,072	3.3%
April 2025	179,395	5,636	3.0%
March 2025	180,171	4,036	3.2%
February 2025	179,773	5,238	3.1%
January 2025	179,782	4,238	3.4%
December 2024	178,828	5,407	2.9%
November 2024	178,924	5,825	3.2%
October 2024	180,209	5,454	2.9%

# Dept. Of Commerce County Data

### COMPARISON

Job Change from One Year Ago  
Total, All Industries

**INDUSTRIES**  
Jobs and Percent of Area Total

Health Care and Social Assistance	44,321 (18.9%)
Professional and Scientific Services	33,902 (14.6%)
Educational Services	31,362 (13.4%)
Manufacturing	21,475 (9.2%)
Accommodation and Food	15,778 (6.7%)
Retail Trade	14,245 (4.1%)
Admin/Waste Mgmt	11,900 (5.1%)
Finance and Insurance	9,890 (4.2%)
Public Administration	8,732 (3.7%)

**DATA**  
Total, All Industries

	Jobs	Avg Wkly Wage	Establishments
2025 Q2	234,327	\$1,855	11,801
2025 Q1	233,351	\$2,079	11,583
2024 Q4	238,404	\$1,966	11,814
2024 Q3	236,424	\$1,835	11,720
2024 Q2	236,919	\$1,800	11,565
2024 Q1	235,248	\$1,983	11,563
2023 Q4	235,175	\$1,824	11,287
2023 Q3	233,326	\$1,739	11,029
2023 Q2	233,589	\$1,702	10,736
2023 Q1	230,908	\$1,855	10,562
2022 Q4	230,783	\$1,686	10,954
2022 Q3	228,675	\$1,667	10,771
2022 Q2	227,092	\$1,576	10,527
2022 Q1	225,349	\$1,715	10,303
2021 Q4	227,905	\$1,702	9,929

### DEMOGRAPHICS AND COMMUTING

Durham County

**POPULATION**  
**337,263**  
Certified Population Estimate  
2023

**2,754 (0.8%)**  
CHANGE FROM PREVIOUS YEAR

**0**  
CHANGE FROM FIVE YEARS AGO

**POPULATION BY RACE**  
And Hispanic Ethnicity

White	
Black	
Hispanic Population	52,541 (15.6% of total population)

**EDUCATION**  
Population Age 25+

Less than High School	9.3%
HS Diploma or GED	16.3%
Some College	14.0%
Associate's Degree	6.9%
Bachelor's Degree	27.6%
Graduate Degree	25.9%

**POPULATION AGE**

0 to 17	20.7%
18 to 24	10.8%
25 to 54	42.5%
55 to 64	11.0%
65+	15.0%

**COMMUTING**

**HOUSEHOLDS**  
Median Household Income  
\$81,413

Poverty Rate  
10.6%

# Economic Trends – 10 Largest Employers

Rank	2015	Employees	% Total County Employment
1&2	Duke University & Health System	36,004	18.7%
3	International Business Machines (IBM)	5,000	2.60%
4	Durham Public Schools	4,600	2.39%
5	BCBS of NC	4,000	2.08%
6	Fidelity Investments	3,100	1.61%
7	Wolfspeed (formerly Cree)	2,600	1.35%
8	GlaxoSmithKline	2,600	1.35%
9	IQVIA (formerly Quintiles)	2,500	1.30%
10	Durham City Government	2,457	1.28%
<b>Total</b>		<b>62,861</b>	<b>32.66%</b>

Rank	2025	Employees	% Total County Employment
1	Duke University & Health System	48,313	25.96%
2	Fidelity Investments	8,400	4.51%
3	IBM Corp.	7,000	4.03%
4	BCBS of North Carolina	6,206	3.19%
5	Durham Public Schools	5,054	2.72%
6	Wolfspeed	5,013	2.69%
7	Pfizer	3,900	2.04%
8	Cisco	3,700	1.99%
9	IQVIA (formerly Quintiles)	2,700	1.72%
10	Research Triangle Institute (RTI)	1,700	1.45%
<b>Total</b>		<b>91,986</b>	<b>50.30%</b>



# Economic Trends – 10 Largest Taxpayers

Rank	2016	Assessed Valuation	% of Total Taxable Assessed Valuation	Rank	2025	Assessed Valuation	% of Total Taxable Assessed Valuation
1	AW North Carolina, Inc.	\$371,468,918	1.14%	1	Wolfspeed, INC	\$787,284,368	1.48%
2	Wolfspeed, INC (formerly Cree)	\$364,286,386	1.12%	2	Eli Lilly & Company	\$655,027,287	1.23%
3	GlaxoSmithKline	\$323,395,804	1.00%	3	Merck Sharp & Dohme Corp.	\$524,290,807	0.98%
4	International Business Machine	\$252,536,540	0.78%	4	Aisin North Carolina Corporation	\$311,475,660	0.58%
5	IBM Corporation	\$240,952,214	0.74%	5	Duke Energy Carolinas, LLC	\$275,892,929	0.52%
6	Duke Energy Carolinas, LLC	\$224,336,436	0.69%	6	ARE-NC Holdings	\$229,052,378	0.43%
7	Merck Sharp & Dohme Corp.	\$210,390,774	0.65%	7	KBI Biopharma Inc.	\$227,406,659	0.43%
8	EMC Corporation	\$205,466,123	0.63%	8	Biogen US Corporation	\$189,198,703	0.35%
9	Southpoint Mall, LLC	\$172,275,439	0.53%	9	Southpoint Mall, LLC	\$185,830,435	0.35%
10	GlaxoSmithKline, LLC	\$116,806,226	0.36%	10	EMC Corporation	\$170,202,416	0.32%
<b>Total</b>		<b>\$2,481,914,860</b>	<b>7.64%</b>	<b>Total</b>		<b>\$3,555,661,642</b>	<b>6.67%</b>



Source: DCoNC ACFR June 30, 2024, Durham Chamber of Commerce, BLS

# Property Tax Levy Per Capita



This map shows each county's countywide property tax levy per capita for FY 2024-25.

Data source: North Carolina Department of Revenue

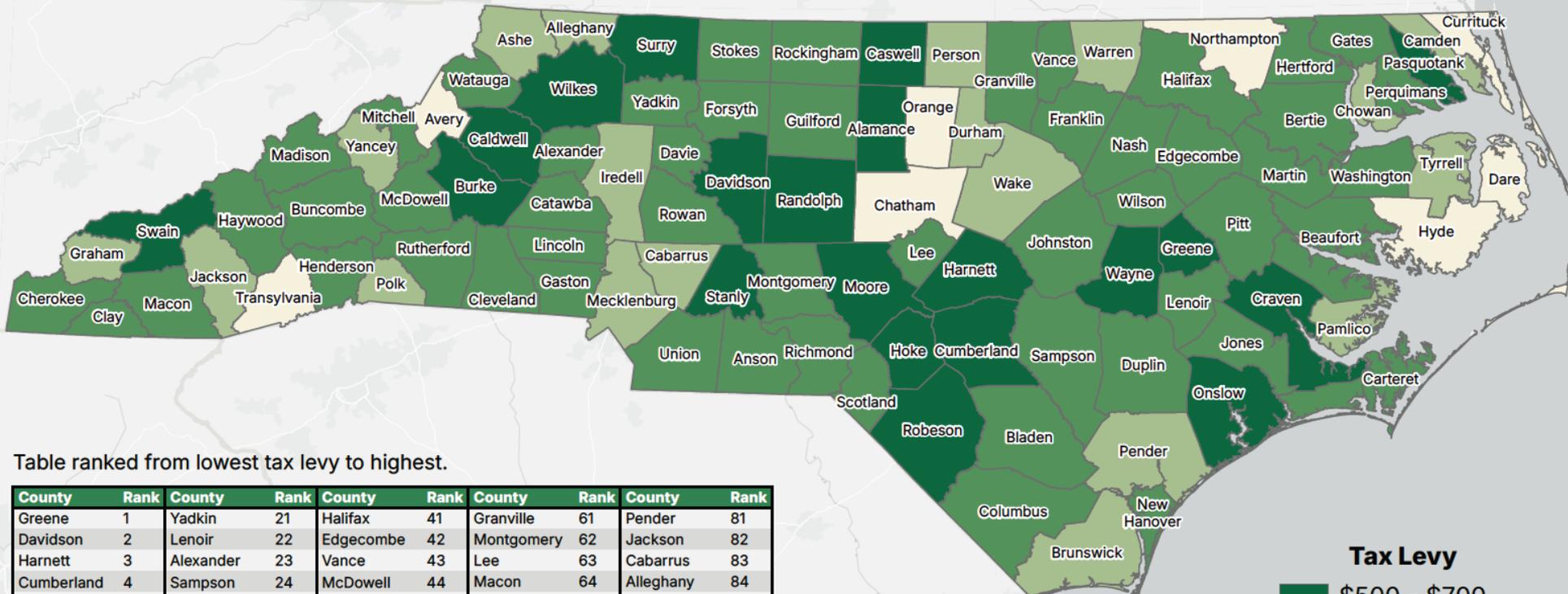
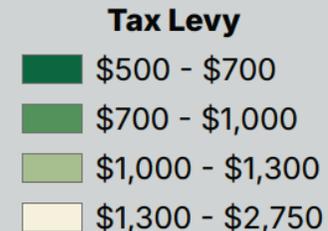
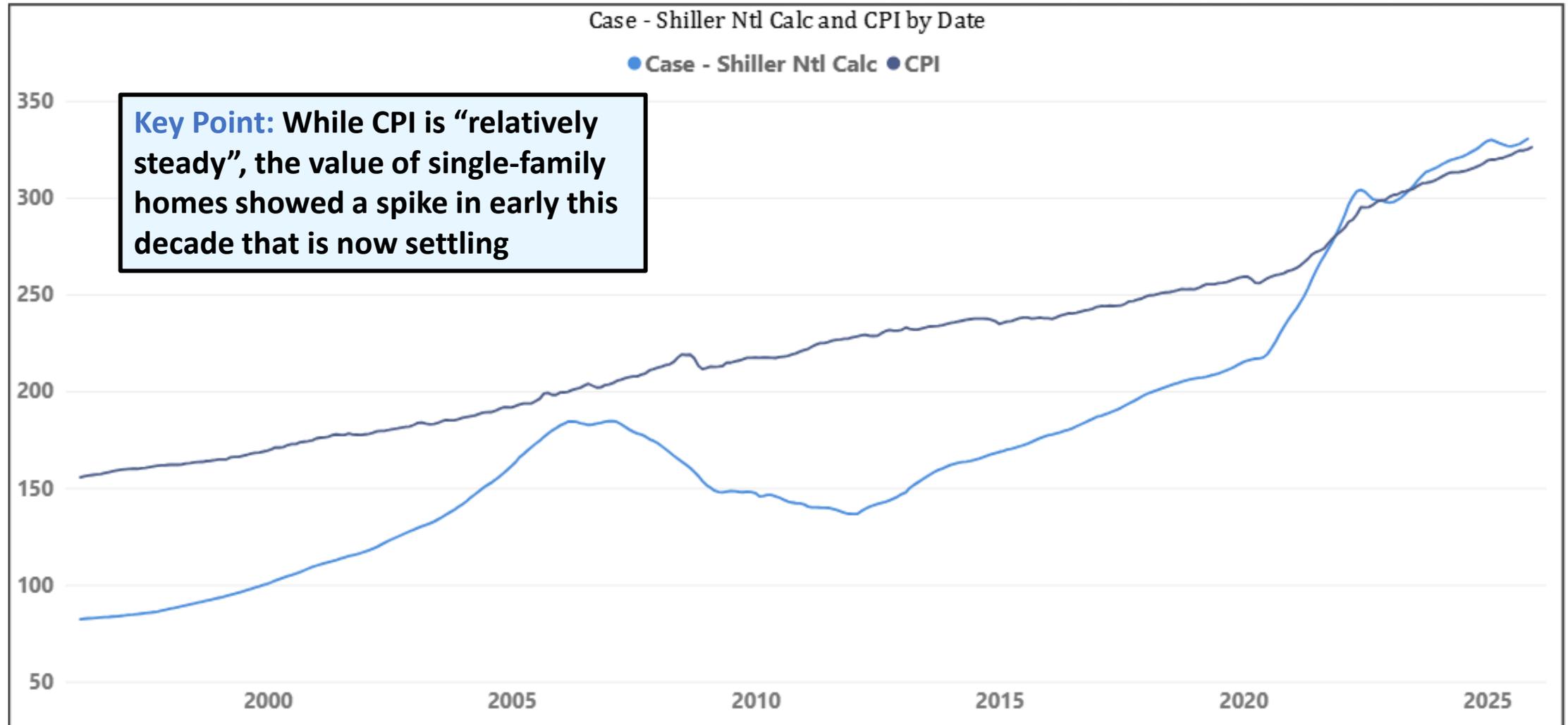


Table ranked from lowest tax levy to highest.

County	Rank	County	Rank	County	Rank	County	Rank	County	Rank
Greene	1	Yadkin	21	Halifax	41	Granville	61	Pender	81
Davidson	2	Lenoir	22	Edgecombe	42	Montgomery	62	Jackson	82
Harnett	3	Alexander	23	Vance	43	Lee	63	Cabarrus	83
Cumberland	4	Sampson	24	McDowell	44	Macon	64	Alleghany	84
Durham	5	Duplin	25	Gaston	45	Beaufort	65	Yancey	85
Wayne	6	Columbus	26	Bertie	46	Jones	66	Mecklenburg	86
Craven	7	Catawba	27	Anson	47	New Hanover	67	Camden	87
Randolph	8	Johnston	28	Gates	48	Bladen	68	Graham	88
Moore	9	Cleveland	29	Watauga	49	Guilford	69	Warren	89
Robeson	10	Madison	30	Hertford	50	Buncombe	70	Durham	90
Caswell	11	Pitt	31	Martin	51	Mitchell	71	Tyrrell	91
Swain	12	Rutherford	32	Cherokee	52	Davie	72	Wake	92
Wilkes	13	Nash	33	Washington	53	Lincoln	73	Orange	93
Onslow	14	Rowan	34	Carteret	54	Ashe	74	Transylvania	94
Alamance	15	Clay	35	Wilson	55	Iredell	75	Chatham	95
Hoke	16	Forsyth	36	Haywood	56	Chowan	76	Avery	96
Caldwell	17	Stokes	37	Henderson	57	Person	77	Northampton	97
Burke	18	Scotland	38	Perquimans	58	Pamlico	78	Currituck	98
Pasquotank	19	Franklin	39	Richmond	59	Polk	79	Dare	99
Stanly	20	Rockingham	40	Union	60	Brunswick	80	Hyde	100



# Case – Shiller (*National value of Single-Family homes*) and CPI

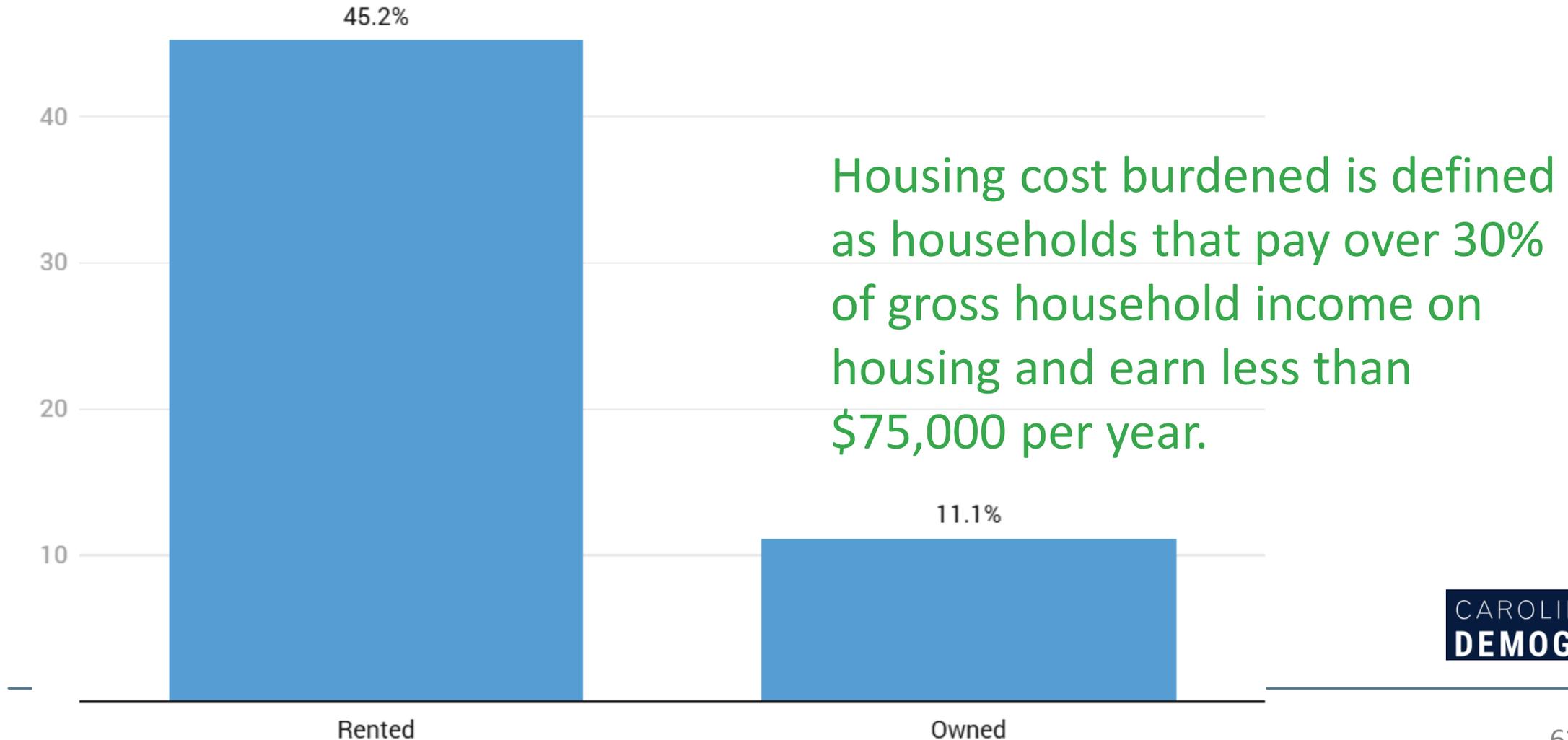


Case-Shiller Index tracks monthly change in the value of single-family U.S. homes at the National Level

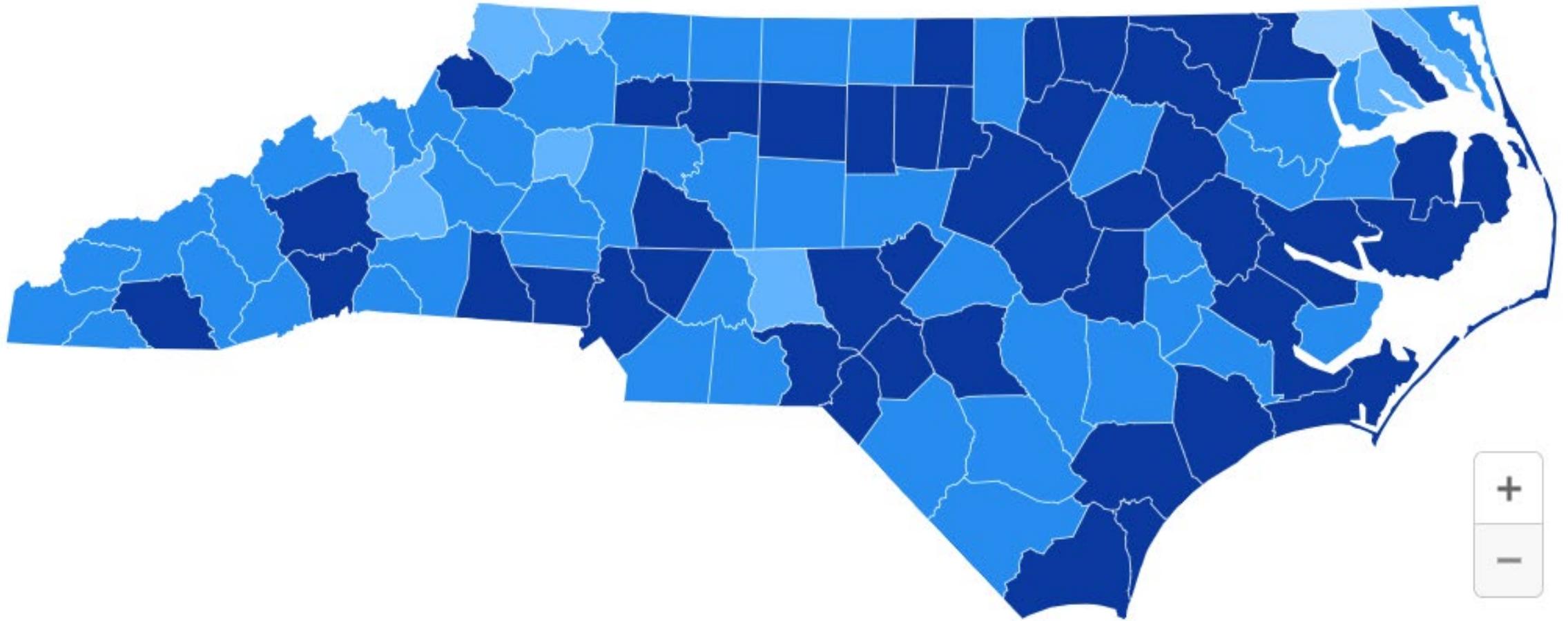


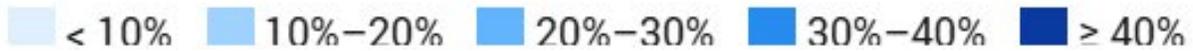
# Rented Housing Cost Burden

## Rented vs. Owned Housing Cost Burden in NC



# Rented Housing Cost Burden



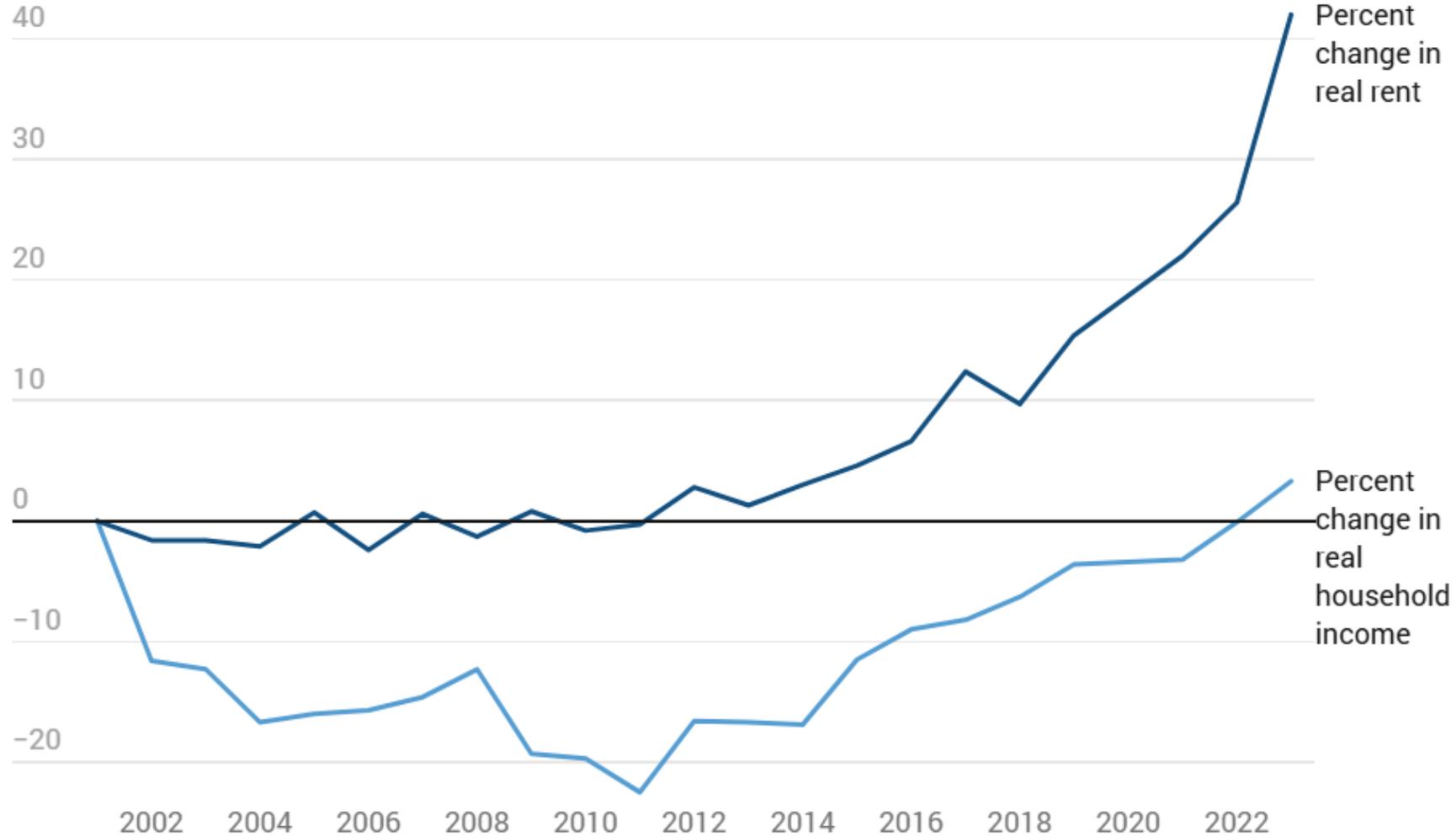
 < 10% 10%–20% 20%–30% 30%–40% ≥ 40%

CAROLINA  
DEMOGRAPHY

# Rent Vs. Wages (2001-2023)

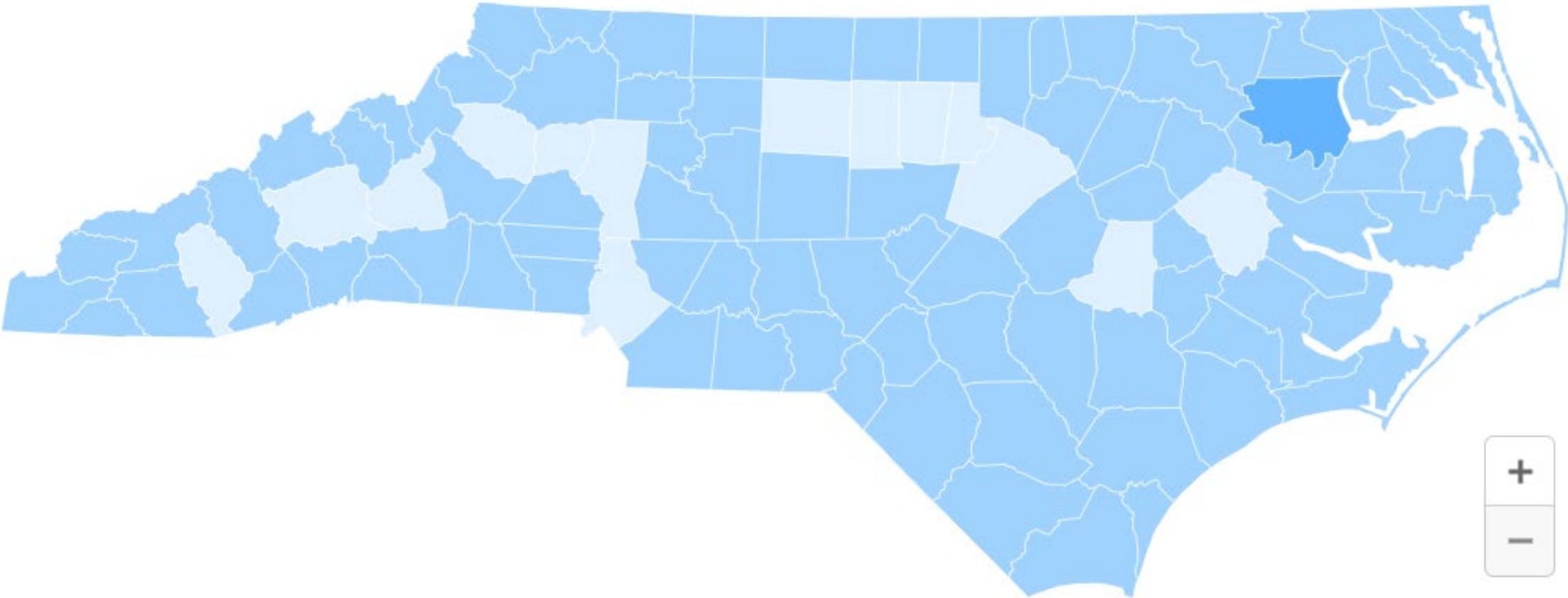
## Percent Change in Median Monthly Income and Monthly Rent in NC

2001-2023



Rent and household income were inflation-adjusted using the CPI-U for All Items. Rent refers to contract rent. Non-rent paying household were excluded from the analysis. Analysis also excludes 2020 because of a lack of available

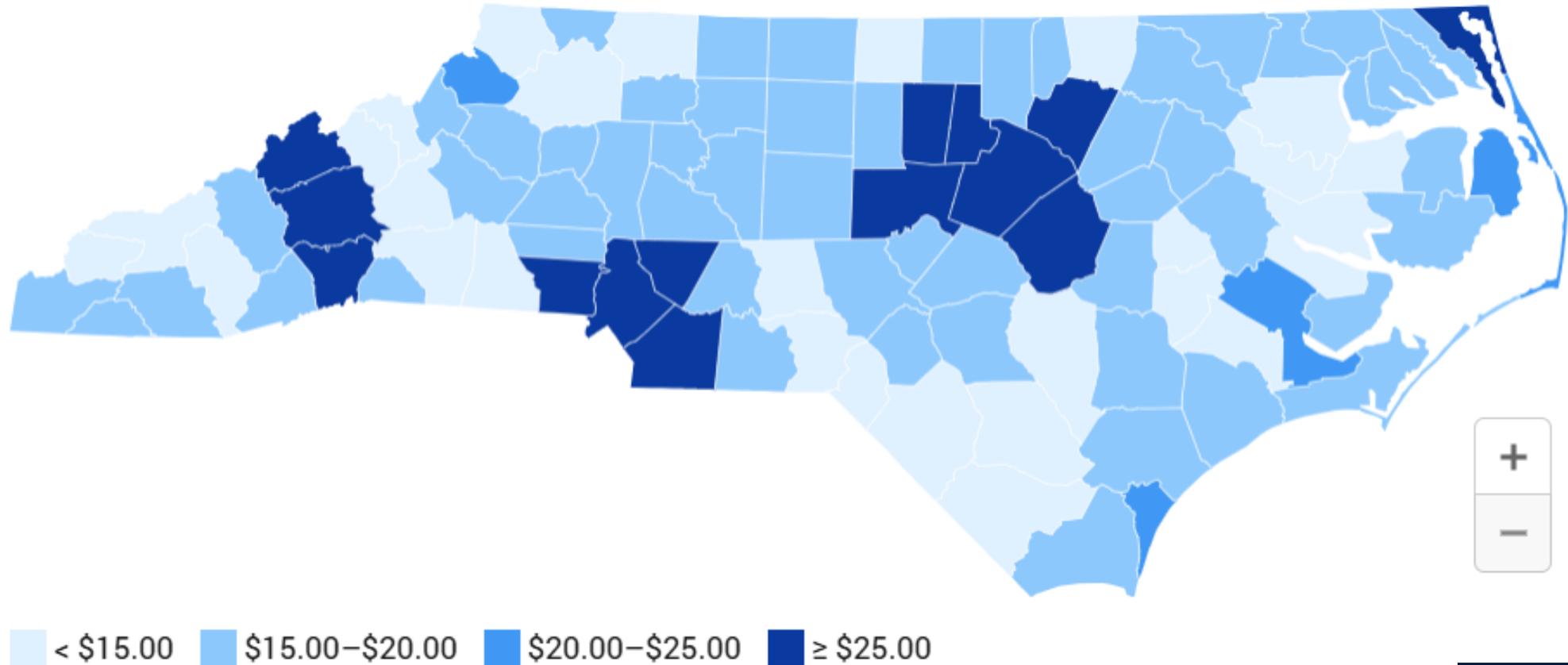
# Owned Housing Cost Burden



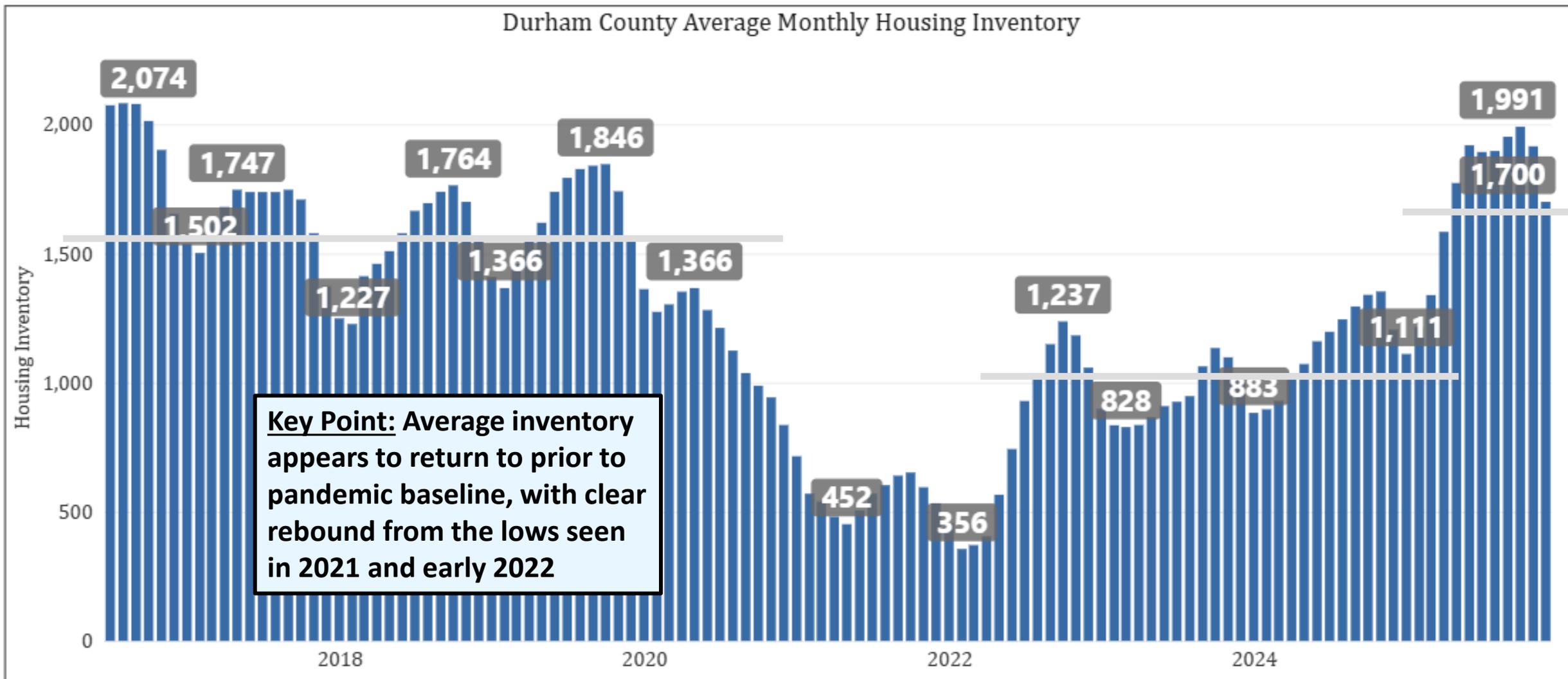
< 10% 10%–20% 20%–30% 30%–40% ≥ 40%

# Rented Housing Cost Burden

## Minimum Non-Housing Cost Burdened Hourly Wage



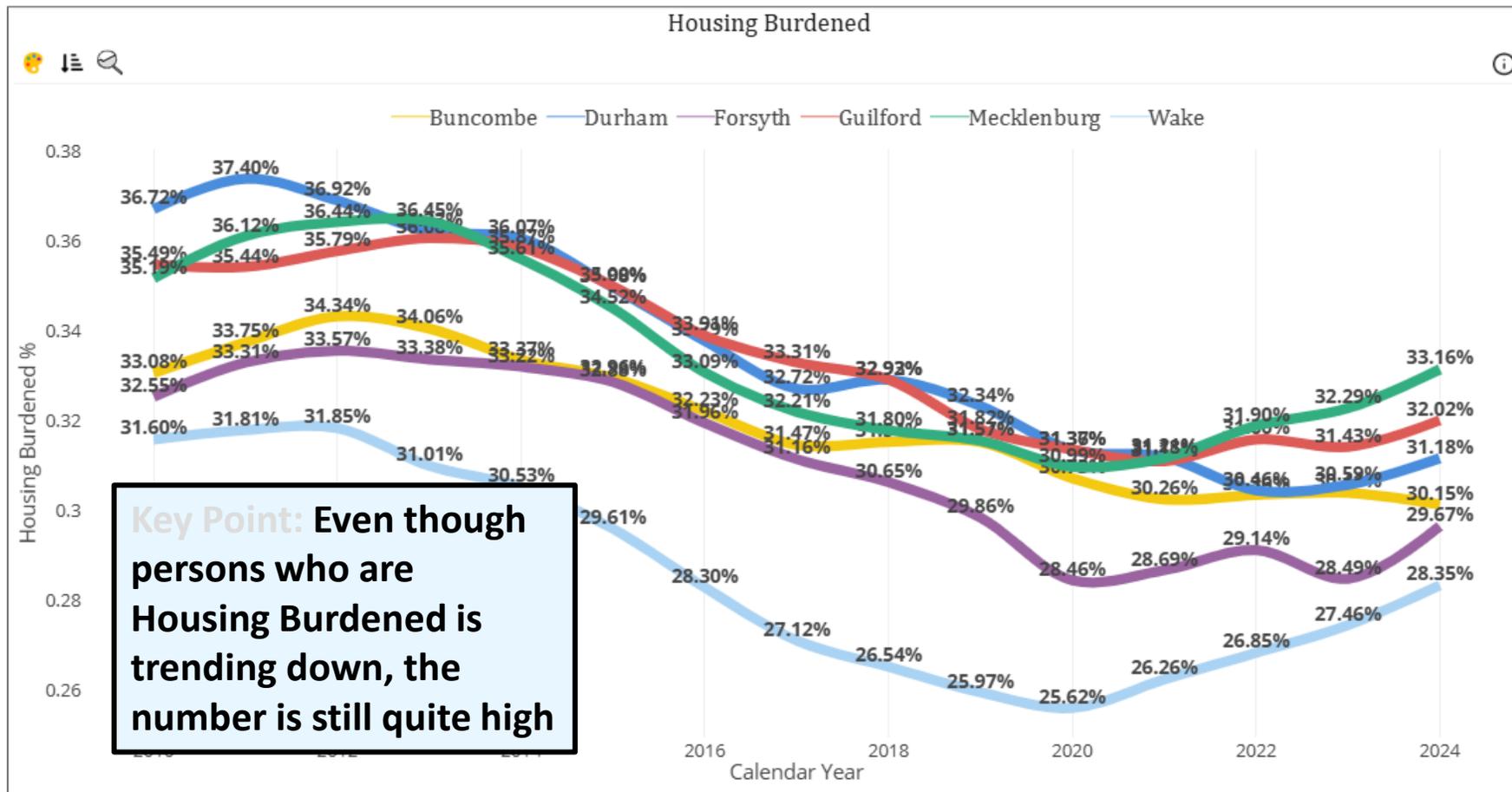
# Durham County Housing Inventory



Data from FRED Economic Data and is pulled monthly from Realtor.com “based on the most comprehensive and accurate database of MLS-listed (Multiple Listing Service) for sale homes.”

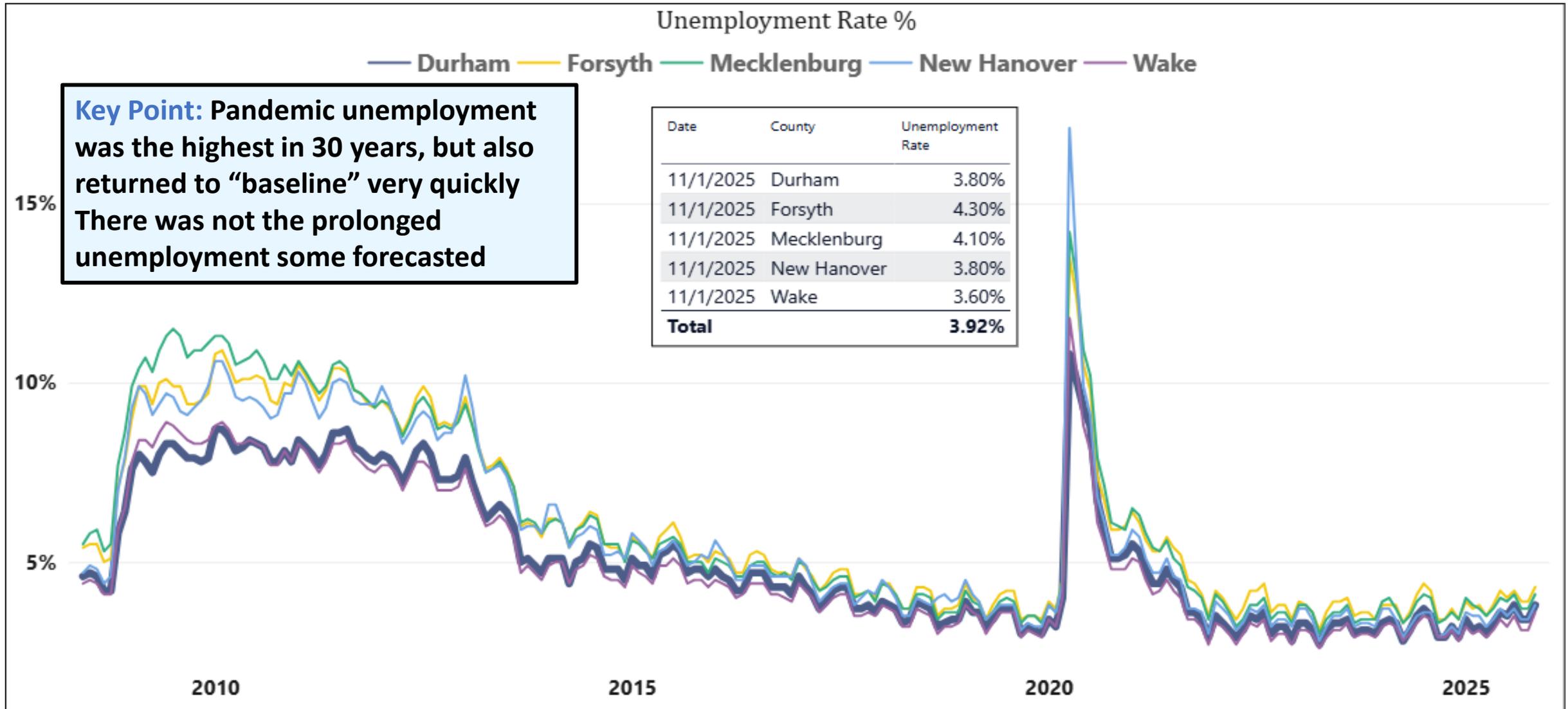
# Housing Burdened

## Families spending over 30% income for housing

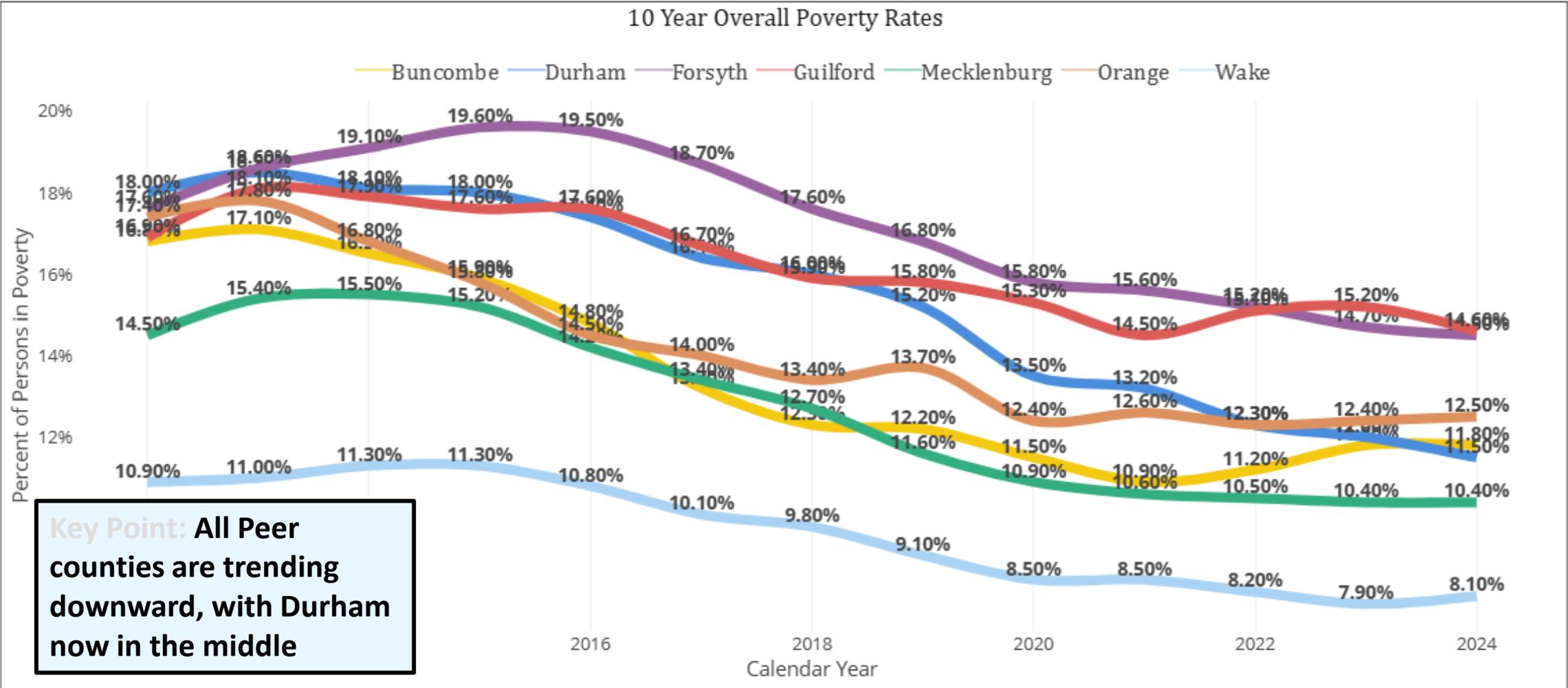


HUD defines housing cost-burdened families as those "who pay more than 30 percent of their income for housing"

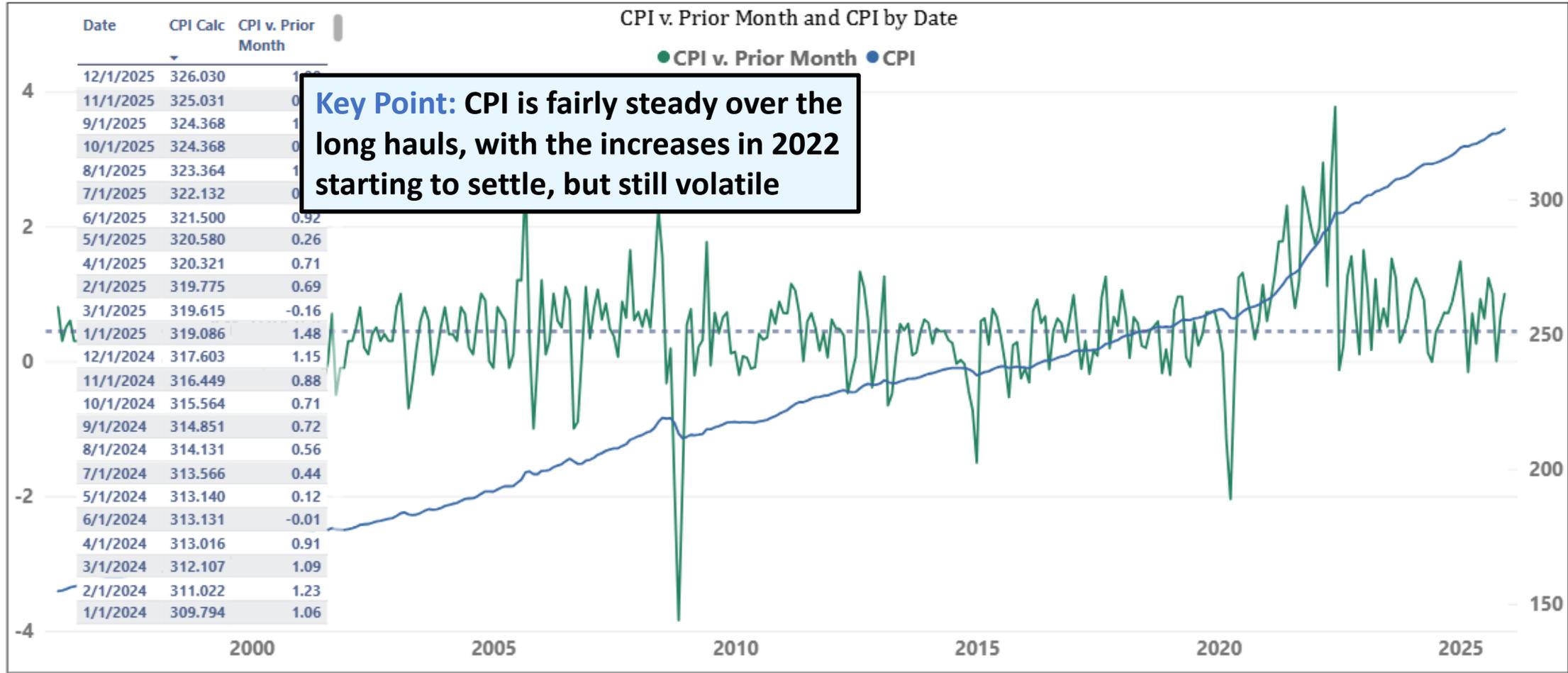
# Unemployment Rate



# 10 Year Overall Poverty Rate Trends – w/ Largest Counties

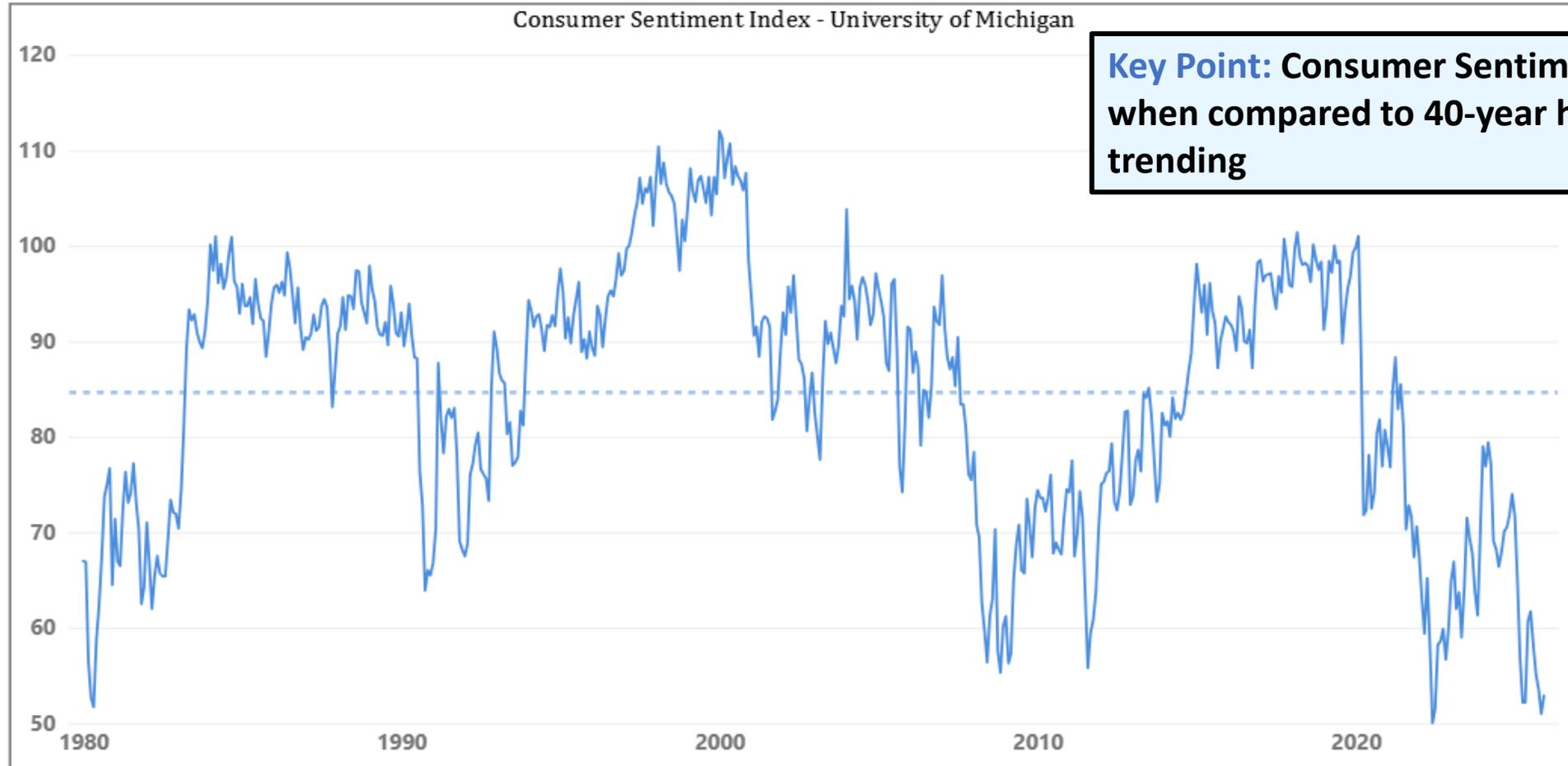


# National Consumer Price Index (CPI)



CPI is a measure of the average change over time in the prices paid by urban consumers for a market basket of consumer goods and services

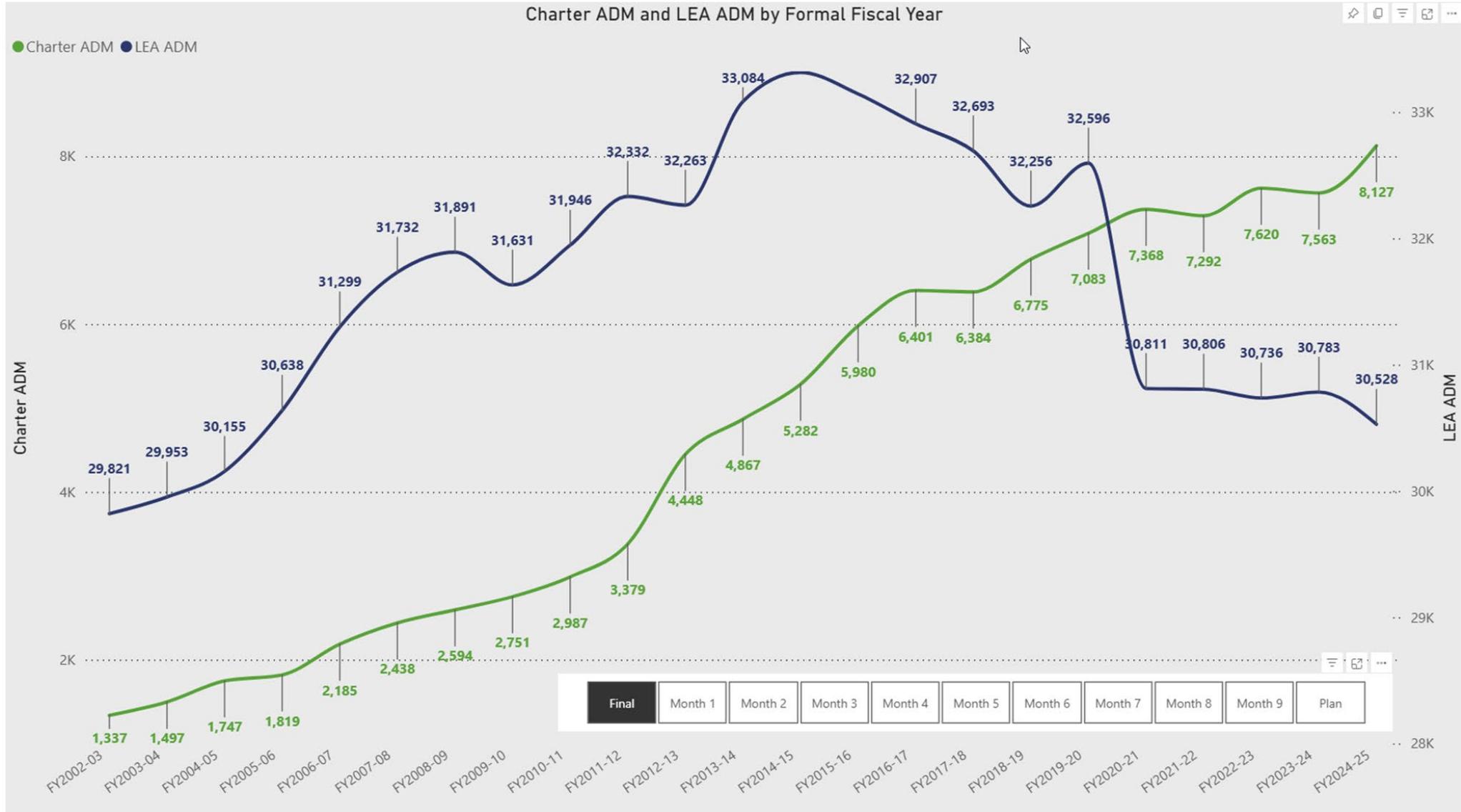
# National Consumer Sentiment Index



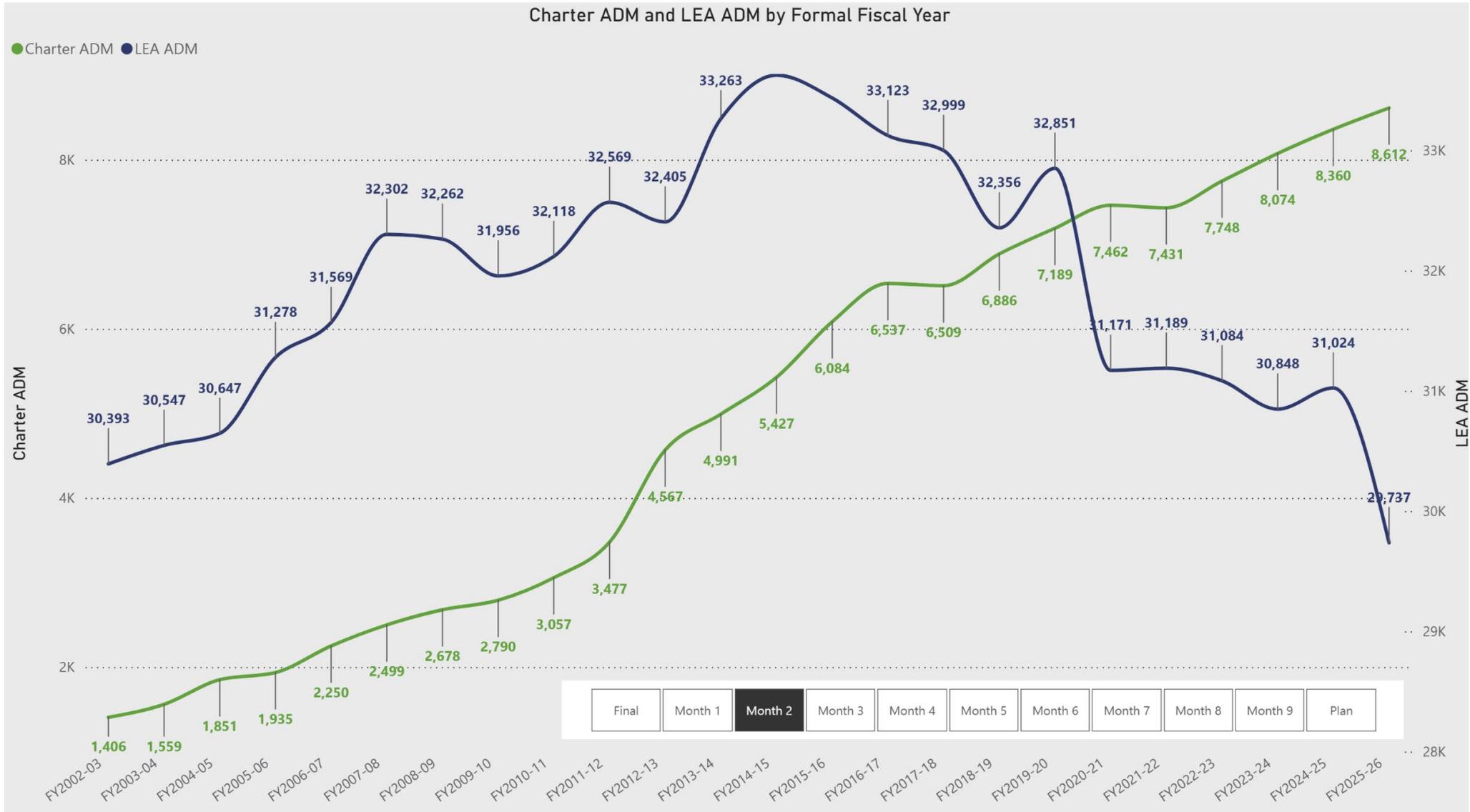
**Key Point: Consumer Sentiment is low when compared to 40-year historical trending**

The Michigan Consumer Sentiment Index (MCSI) is a monthly survey of how consumers feel about the economy, personal finances, business conditions, and buying conditions.

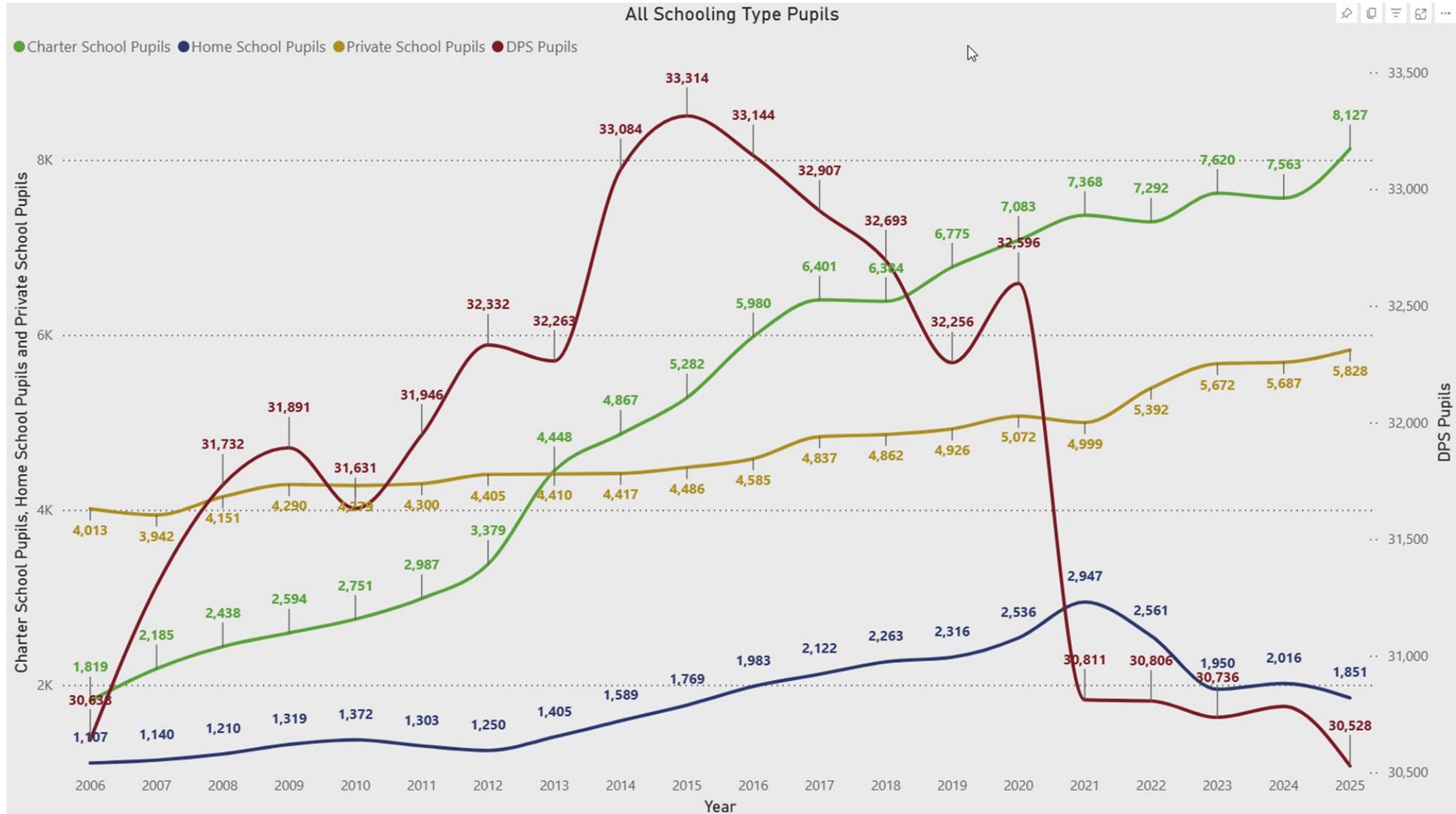
# Durham School Student Trending (Final)



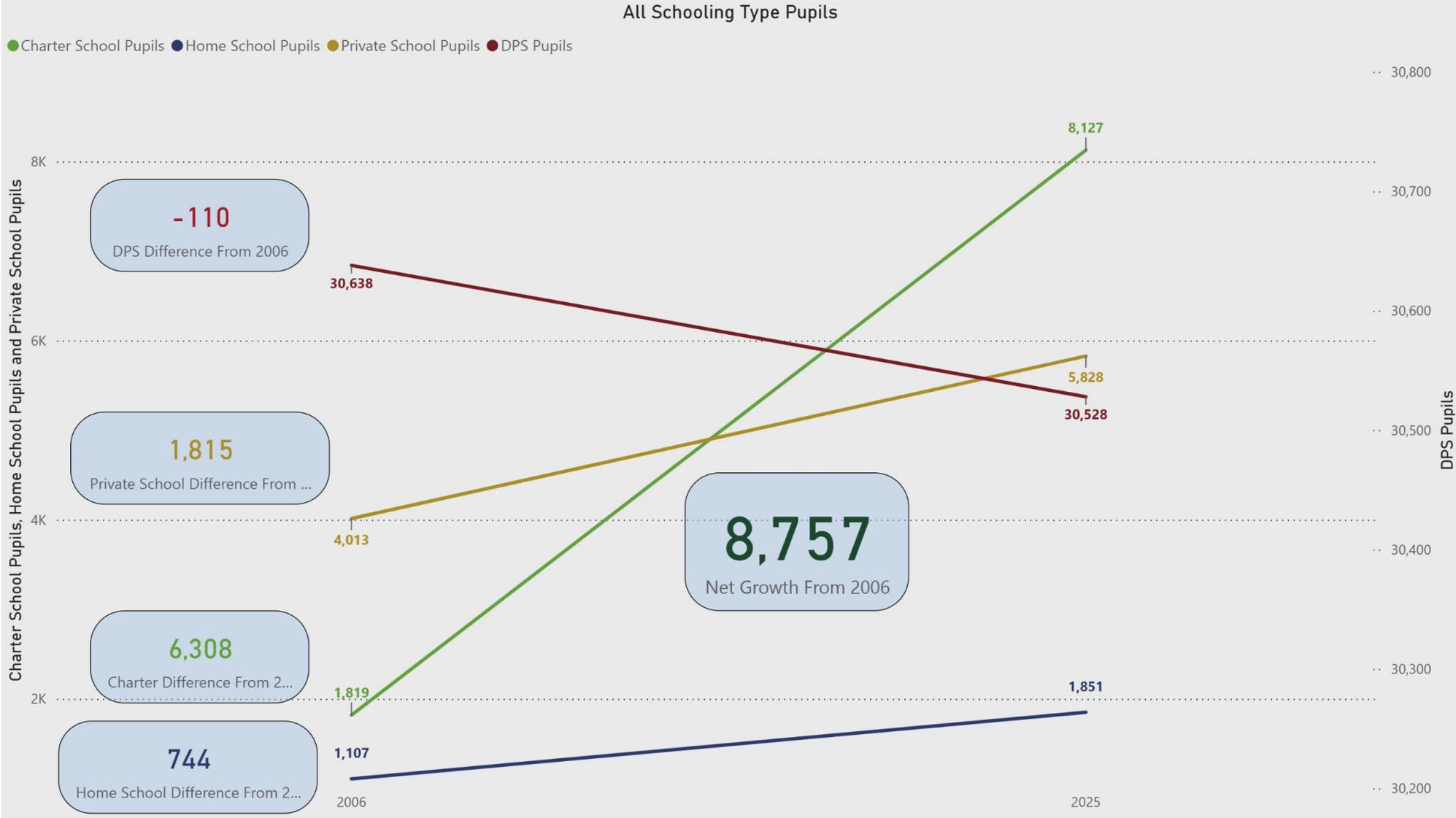
# Durham School Student Trending (2<sup>nd</sup> Month)



# Durham School Student Trending (All Students)



# Durham School Student Trending (All Students)



# Durham Public Schools Local Funding

