



North Carolina Prosecutor Benefits

North Carolina prosecutors are valued state employees with a wide variety of competitive and family-friendly benefits offered by the State of North Carolina. Alongside the many benefits listed here, prosecutors also have a special longevity increase that is provided in addition to their annual salary and any legislative or merit-based raises.

- ⇒ 5 years of service - 4.8%
- ⇒ 10 years of service - 9.6%
- ⇒ 15 years of service - 14.4%
- ⇒ 20 years of service - 19.2%
- ⇒ 25 years of service - 24%

- State Health Plan
- NCFlex Benefits
- Retirement Benefits
- Other Investment Opportunities
- Disability Benefits
- Paid Vacation, Holidays, and Sick Leave
- Vision
- Dental
- Life Insurance
- Employee Recognition Programs

EXAMPLES:

Prosecutor with 5 years		
Benefit	Percentage of	Average Value
Prosecutor Longevity	4.8%	\$4,159
Holidays (12 days)	4.62%	\$4,003
Vacation Leave (17 days)	7.70%	\$6,671
FICA	7.65%	\$6628
Retirement	26.12%	\$22630
Health Insurance	13.30%	\$11523
Total Benefit Value	64.2%	\$55623
Based on September 2026 average	Average Base Pay	\$86,404
	Average Benefit	\$55,623
	Average Total	\$142,263

Prosecutor with 10 years		
Benefit	Percentage of	Average Value
Prosecutor Longevity	9.6%	\$9,231.00
Holidays (12 days)	4.62%	\$4,442.00
Vacation Leave (17 days)	7.70%	\$7,404.00
FICA	7.65%	\$7,356.00
Retirement	26.12%	\$25,116.00
Health Insurance	13.30%	\$12,788.00
Total Benefit Value	68.99%	\$66,338
Based on September 2026 average	Average Base Pay	\$96,314
	Average Benefit	\$66,338
	Average Total	\$162,495

The average prosecutor's salary with 5 years of service is \$86,404. The total benefit value plus the prosecutor's base pay determines the Total Compensation. Specific vacation leave is in the discretion of the District Attorney.

The average prosecutor's salary with 10 years of service is \$96,314. The total benefit value plus the prosecutor's base pay determines the Total Compensation. Specific vacation leave is in the discretion of the District Attorney.

Additional Benefits

Prosecutor's Office	Private Practice
No Overhead	Overhead Costs (Office Rent, Staff, Etc.)
No Solicitation for Clients	Must Attract or Advertise for Clients
No Billable Hours Requirement	Must Log and Complete Billable Hours
Regular Scheduling, Work-Life Balance	Frequent Overtime
Immediate Trial Experience	Years of Associate Work Prior to Trials
Collaborative Work Environment	Competitive Work Environment
Engage With Community	Limited Community Engagement/Service
Student Loan Forgiveness	Larger Loan Payments

- Loan Forgiveness Program and Qualification for Public Service Loan Forgiveness
- Free Opportunities to Earn Required Continuing Legal Education Hours
- Annual State Bar Dues & CLE Payment Provided
- Unlimited Free Training and Professional Skills Development
- Balance of Work and Well-Being
- Access to Statewide and National Prosecutor Networking Forums and Training