

County Salaries in

North Carolina

2011

Compiled by the MAPS Group for the UNC School of Government

Based on data collected in the fall of 2010



UNC
SCHOOL OF GOVERNMENT

THE UNIVERSITY
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Introduction

Since 1950 the Institute of Government and, later, the School of Government have published information on salaries and working conditions in North Carolina counties to meet the needs of elected and appointed officials in reviewing current personnel practices. The report is based on survey information provided by individual counties. Ninety-two of North Carolina's 100 counties completed and submitted surveys in the fall of 2010 about 126 appointed classes/positions and 4 elected positions that are typically a part of county government in this state.

This report contains salary and wage profiles by position and information about fringe benefits that participating counties are offering for the 2010–2011 fiscal year. The job titles that the counties used to provide the salary and compensation data are included. Salary amounts have been rounded to the nearest dollar except for hourly salaries. Salaries, travel allowances, and employee benefits are expressed in annual amounts unless otherwise noted.

Estimated populations and approximated assessed property valuations for each county appear in Table I (Population, Valuation, County Commissioner, and County Manager). Both population estimates and property valuations were provided by the individual counties in survey responses. For this reason, information presented here may vary from that available from other sources.

All counties responding to the survey participate in the North Carolina Local Government Employees' Retirement System (NCLGERS).

Seven reporting counties (up from five the previous year) awarded performance pay increases for 2010–2011. The percentage of performance increases ranged from a low of 1.0 percent to a high of 3.0 percent of base salary. The average performance increase was 2.0 percent.

Eleven counties (up from seven the previous year) reported awarding their employees an across-the-board cost of living adjustment (COLA). The COLAs ranged from a low of 1.0 percent to a high of 5.0 percent. The average COLA was 2.5 percent (up from 1.9 percent last year). Only three counties (up from one the previous year) reported awarding their employees both a COLA and the opportunity for performance pay increases.

The School of Government is grateful for the cooperation of the county officials who reported information for this publication. We also thank Larry Kerr and the MAPS Group, who do the surveying, data collection, and compilation that make this report possible.

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TABLE I. POPULATION, VALUATION, COUNTY COMMISSIONER, AND COUNTY MANAGER					
January 2011					
	Est.	Approx.	Chair		
	Pop'n	Valuation	Board of	County	County
County	2010	2010–2011	Commissioners	Commissioner	Manager/Administrator
		(Millions)			
Alamance	150,355	\$12,132	\$9,600 + \$1,500 travel	\$8,400 + \$1,500 travel	\$112,000 + \$3,000 travel
Alexander	37,949	2,326	\$8,186	\$8,186	\$111,524 + \$1,500 travel
Alleghany	11,222	1,788	\$4,800	\$3,000	\$67,797 ¹
Anson	25,275	1,387	\$9,148 + \$1,560 travel	\$7,779 + \$1,560 travel	\$86,559 + \$5,000 travel
Ashe	26,000	3,739	\$9,700	\$8,400	\$102,306 ²
Avery	17,700	4,366	\$8,755	\$5,665	\$73,109 ²
Beaufort	44,958	4,190	\$11,500 + \$3,000 travel	\$9,500 + \$1,800 travel	\$135,000 + \$5,700 travel
Bertie	19,773	1,087	\$11,356 + \$4,800 travel	\$9,937 + \$4,800 travel	\$144,000 + \$9,000 travel
Bladen	32,312	2,521	\$9,026 + \$4,800 travel	\$8,089 + \$3,600 travel	\$99,762 + \$7,200 travel
Brunswick	107,062	33,318	\$26,000	\$21,000	\$172,202 ²
Buncombe	231,452	no data	\$26,019	\$17,505	\$208,624
Burke	89,000	6,005	\$7,293 + \$720 travel	\$6,348 + \$720 travel	\$113,362 + \$5,000 travel
Cabarrus	172,223	20,959	\$13,636 + \$7,200 travel	\$11,948 + \$6,600 travel	\$198,573
Caldwell	80,000	5,496	\$5,800 + \$5,200 travel	\$5,800 + \$5,200 travel	\$106,700 + unspecified travel
Camden	9,730	1,145	\$6,600	\$6,300	\$87,115 ¹
Carteret	64,467	19,301	\$4,800 + \$3,456 travel	\$3,600 + \$2,592 travel	\$145,992 + \$6,000 travel
Caswell					
Catawba	151,000	14,553	\$11,400 + \$3,000 travel	\$9,000 + \$3,000 travel	\$198,934 + \$12,000 travel
Chatham	62,000	8,600	\$16,050 + \$1,250 travel	\$15,000 + \$1,250 travel	\$132,000 + \$3,000 travel
Cherokee	26,568	4,084	\$13,610 + \$3,600 travel	\$13,186 + \$1,200 travel	\$71,000 + \$3,600 travel
Chowan	14,784	1,465	\$6,480	\$5,400	\$75,000 interim
Clay	10,333	1,953	\$14,998	\$10,050	\$63,150
Cleveland	98,932	6,550	\$10,752 + \$7,200 travel	\$8,574 + \$7,200 travel	\$146,994 + \$7,200 travel
Columbus	54,749	3,200	\$16,234 + \$1,500 travel	\$13,361 + \$1,500 travel	\$94,000
Craven	98,529	9,400	\$12,792 + \$6,600 travel	\$11,544 + \$6,600 travel	\$150,000 + \$4,800 travel
Cumberland	302,965	38,495	\$26,816 + \$6,000 travel	\$20,089 + \$4,800 travel	\$185,312
Currituck	26,000	8,230	\$15,600	\$14,400	\$108,939 ²
Dare	36,083	16,811	\$9,256 + \$4,900 travel	\$8,544 + \$3,600 travel	\$239,794 ⁸
Davidson	149,690	no data	no data	no data	\$131,040 + \$9,152 travel
Davie	42,000	3,859	\$6,038	\$4,012	\$111,920 + \$7,500 travel
Duplin	53,988	3,266	\$9,000	\$9,000	\$72,122 ⁴
Durham	262,715	29,466	\$22,333	\$18,971	\$179,000 + \$8,100 travel
Edgecombe	55,000	3,120	\$6,649 + \$5,400 travel	\$5,027 + \$4,620 travel	\$113,485 + \$6,600 travel
Forsyth	360,000	no data	no data	no data	\$156,350
Franklin	59,191	4,025	\$12,937 + \$3,600 travel	\$11,270 + \$3,600 travel	\$94,813 ²
Gaston	206,267	14,708	\$13,780 + \$6,300 travel	\$11,706 + \$5,700 travel	\$158,850 + \$7,200 travel
Gates	11,500	826	\$9,941	\$8,342	\$80,508
Graham	8,001	1,171	\$7,040 + \$50 per meeting	\$7,040 + \$50 per meeting	\$80,000 ¹
Granville	57,434	3,985	\$11,400 + \$3,600 travel	\$10,200 + \$3,600 travel	\$113,636 + \$5,600 travel

County Salaries in North Carolina 2011

	Est.	Approx.	Chair		
	Pop'n	Valuation	Board of	County	County
County	2010	2010–2011	Commissioners	Commissioner	Manager/Administrator
		(Millions)			
Greene					
Guilford	475,973	\$44,991	\$24,300 + \$1,500 travel	\$21,000 + \$1,500 travel	\$176,000 + \$7,200 travel
Halifax	60,052	3,551	\$10,000	\$8,600	\$107,849
Harnett	112,748	7,032	\$8,732 + \$35/meeting + \$4,920 travel	\$7,503 + \$35/meeting + \$4,920 travel	\$130,000 + \$7,200travel
Haywood					
Henderson	103,855	13,065	\$16,801 + \$75/meeting + \$3,650 travel	\$10,431 + \$75/meeting + \$3,650 travel	\$159,000 + \$7,800 travel
Hertford	22,468	1,192	\$11,988	\$11,991	\$94,961
Hoke	44,813	1,962	\$7,840 + \$100/meeting	\$7,063 + \$100/meeting	\$120,371 ²
Hyde	5,800	1076	\$5,493	\$4,120	vacant ²
Iredell	155,359	20,387	\$10,917 + \$4,680 travel	\$10,137 + \$4,104 travel	\$171,880 + \$7,542 travel
Jackson	168,889				
Johnston	168,889	11,891	\$6,892 + \$6,000 travel	\$5,080 + \$4,800 travel	\$148,899 + \$6,000 travel
Jones	10,381	4.7	\$10,488 + \$3,370 travel	\$9,828 + \$3,372 travel	\$80,701 + \$3,492 travel
Lee	62,123	4,655	\$11,440	\$9,928	\$132,000 + \$9,000 travel
Lenoir	58,172	3,655	\$17,805	\$14,204	\$98,470 + \$7,200 travel
Lincoln	79,200	8,506	\$8,568 + \$3,600 travel	\$7,344 + \$3,600 travel	\$153,494
McDowell	43,000	3,409	\$9,957	\$9,957	\$96,878 ⁵
Macon	36,667	9,305	\$11,269 + \$4,800 travel	\$9,390 + \$4,800 travel	\$130,000
Madison	20,846	1,732	\$10,068 + \$6,840 travel	\$6,887 + \$3,420 travel	\$73,400 + \$4,800 travel
Martin	24,600	4,519	\$8,529 + \$6,000 travel	\$7,554 + \$6,000 travel	\$83,913 + \$3,600 travel ^{2,3}
Mecklenburg	919,639	837,794	\$27,962 + \$4,680 travel	\$22,370 + \$4,320 travel	\$242,500 + \$12,149 travel
Mitchell	16,877	1,243	\$3,900 + \$3,600 travel	\$2,700 + \$3,000 travel	\$63,860
Montgomery	28,230	2,281	\$8,461 + \$705 meeting fee	\$8,461 + \$705 meeting fee	\$107,500+ \$7,200 travel
Moore	85,608	10,879	\$6,360 + \$2,700 travel	\$4,680 + \$2,700 travel	\$131,976 ¹
Nash	95,814	6,814	\$10,080	\$8,737	\$138,581 + \$8,400 travel
New Hanover	190,000	no data	\$23,994+ \$4,290 travel	\$16,283+ \$3,640 travel	\$164,982
Northampton	21,483	1,502	\$7,634 + \$3,750 meeting fee	\$6,764 + \$3,750 meeting fee	\$92,795 ⁵
Onslow	179,455	12,304	\$16,560 + \$4,332 travel	\$15,566 + \$4,332 travel	\$137,500 + \$5,400 travel ⁴
Orange	126,000	14,909	\$18,260 + \$3,300 travel	\$13,996 + \$2,700 travel	\$161,200
Pamlico	14,000	no data	\$4,152 + \$50/full meeting	\$3,540 + \$50/full meeting	\$79,798 + \$2,400 travel
Pasquotank	41,844	3,320	\$8,400 + \$25/\$50 per meeting	\$7,200 + \$25/\$50 per meeting	\$103,178 ¹
Pender	52,378	4,400	\$14,473 + \$4,800 travel	\$13,644 + \$4,800 travel	\$115,000 + \$10,000 travel
Perquimans	13,658	1,714	\$4,800 + \$50 meeting fee	\$3,600 + \$50 meeting fee	\$83,707
Person	37,438	3,840	\$12,324	\$9,792	\$97,500 + \$6,000 travel
Pitt	158,575	11,574	\$11,427 + \$4,800 travel	\$11,427 + \$2,400 travel	\$162,652 + \$5,000 travel
Polk	19,255	2,745	\$7,534	\$6,101	\$78,828 ²
Randolph	143,341	10,100	\$7,560 + \$3,000 travel	\$5,400 + \$1,800 travel	\$126,690
Richmond					
Robeson	123,339	5,162	\$17,480 + \$700 travel	\$13,360 + \$700 travel	\$130,696 ²
Rockingham	91,928	5,465	\$9,401 + \$1,200 travel	\$8,201 + \$1,200 travel	\$138,752 + \$6,000 travel

TABLE II. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER								
January 2011								
County	Comments	Assistant County Manager			Assistant to the Manager			
		Min.	Max.	Actual	Min.	Max.	Actual	
Alamance		\$73,939	\$118,304	\$94,172	n/a			
Alexander		n/a			n/a			
Alleghany		n/a			33,663	50,494	33,663	⁵
Anson		n/a			n/a			
Ashe		n/a			36,072	50,967	38,844	⁵
Avery		49,961	69,671	57,318	26,495	36,947	28,949	
Beaufort		69,262	96,967	77,573	^{11,12} 49,778	69,689	59,733	⁸
Bertie		social services director			clerk to the board			
Bladen		n/a			\$37,175	\$47,089	\$39,655	⁷
Brunswick		\$86,125	\$137,801	\$110,476	n/a			⁵
Buncombe	2 positions	106,788	163,401	149,190	n/a			
Burke	deputy county manager	71,314	110,534	83,635	n/a			
Cabarrus		97,895	151,131	118,410	97,895	151,131	124,325	
Caldwell		n/a			n/a			
Camden		n/a			31,492	47,238	vacant	⁸
Carteret	finance director	68,152	109,043	96,378	n/a			
Caswell								
Catawba	2 positions	95,840	148,695	123,654	n/a			²
Chatham	2 positions	67,469	99,682	89,939	n/a			¹²
Cherokee		n/a			n/a			
Chowan		n/a			n/a			
Clay		n/a			n/a			
Cleveland		86,406	134,904	104,214	n/a			³
Columbus		n/a			35,774	72,685	52,087	
Craven		91,553	184,979	95,944	n/a			¹⁰
Cumberland	finance director	87,655	147,523	128,743	38,734	63,911	54,600	
	2 positions	66,713	161,645	119,622	38,734	65,189	56,692	
Currituck		n/a			n/a			
Dare		n/a			106,925	171,080	141,285	¹²
Davidson		63,113	94,670	84,885	¹⁴ 40,775	61,163	49,650	
Davie		92,427	112,383	101,745	⁴ 31,617	49,032	33,198	
Duplin								
Durham	2 positions	97,930	168,595	149,160	⁶ 40,261	69,307	vacant	
Edgecombe		n/a			43,171	64,088	49,656	
Forsyth		105,395	171,267	135,221	n/a			
Franklin		n/a			n/a			
Gaston		97,653	151,383	124,504	n/a			
Gates		n/a				31,324		
Graham		n/a			n/a			
Granville		n/a			clerk to the board			
Greene		n/a			25,361	35,340	34,022	⁵

County Salaries in North Carolina 2011

County	Comments	Assistant County Manager			Assistant to the Manager		
		Min.	Max.	Actual	Min.	Max.	Actual
Guilford		\$126,798	\$215,556	\$157,000 ¹³	n/a		
Halifax	2 positions	59,409	96,441	78,535	\$37,987	\$61,665	\$55,832
Harnett		n/a			n/a		
Haywood							
Henderson				107,636 ³	n/a		
Hertford		53,666	83,182	75,000	31,377	48,635	42,000
Hoke		n/a			29,174	41,222	29,903
Hyde		n/a			n/a		
Iredell		83,749	129,895	108,555	29,768	46,170	39,754
Jackson							
Johnston		69,250	117,546		n/a		
Jones		n/a			41,424	43,058	43,058 ¹⁶
Lee		80,267	112,373	93,287	35,725	50,015	35,725
Lenoir		53,270	94,001	89,472 ⁵	n/a		
Lincoln		74,812	114,131	89,023	n/a		
McDowell		n/a			36,738	53,995	52,668
Macon		61,677	92,516	78,000 ¹¹	n/a		
Madison		n/a					30,871
Martin		n/a			n/a		
Mecklenburg	3 positions	132,000	195,811	181,599 ¹⁵	51,553	93,404	67,731 ¹⁸
Mitchell		n/a			n/a		
Montgomery		n/a			27,468	44,088	30,612
Moore		81,097	127,322	103,000 ⁵	n/a		
Nash		82,298	131,677	113,061 ⁸	n/a		
New Hanover	2 positions	101,150	155,168	130,542	n/a		
Northampton		n/a			33,979	59,959	37,506 ¹
Onslow	2 positions	83,730	133,968	100,709	n/a		
Orange	2 positions	89,403	142,923	124,345	n/a		
Pamlico		n/a			n/a		
Pasquotank		57,815	80,941	81,941 ⁵	n/a		
Pender		n/a			n/a		
Perquimans		n/a			n/a		
Person		61,513	95,345	72,800	n/a		
Pitt	2 positions	101,841	160,957	138,267	n/a		
Polk		35,800	58,662	43,619	n/a		
Randolph		66,976	103,979	96,533 ⁸	43,347	66,976	50,149
Richmond							
Robeson	2 positions	76,340	94,662	83,170 ⁹	n/a		
Rockingham	finance director	68,251	102,377	99,321	n/a		
Rowan		n/a			n/a		
Rutherford		n/a			n/a		
Sampson							
Scotland		n/a			35,892	50,712	44,820

TABLE III. BOARD OF ELECTIONS, ELECTIONS DIRECTOR, AND ELECTIONS SPECIALIST											
January 2011											
	Board of Elections		Elections Director			Elections Specialist					
County	Chair	Member	Min.	Max.	Actual		No.	Min.	Max.	Actual	
Alamance	\$3,6000 + \$400 travel	\$3,0000 + \$400 travel	\$39,926	\$63,879	\$58,000		1	\$30,660	\$49,053	\$32,796	
Alexander	no data	\$25 per meeting	33,958	46,811	40,365		1	25,251	34,807	27,872	
Alleghany	\$35 per meeting	\$35 per meeting	32,060	48,089	32,060	1		n/a			
Anson	\$50 per meeting	\$50 per meeting	32,702	48,275	35,220		1	27,740	40,949	27,742	
Ashe	\$35 per meeting	\$35 per meeting	37,653	53,202	44,757	1	1	31,701	44,793	31,701	1
Avery	\$200 per meeting	\$200 per meeting	33,816	47,157	35,526		1	27,820	38,794	27,820	
Beaufort	\$25 per meeting + \$7.25 per hour	\$25 per meeting + \$7.25 per hour	45,603	63,844	52,899		1	28,903	40,464	32,371	
Bertie	\$60 per meeting	\$50 per meeting	33,312	49,175	35,300			n/a			
Bladen	\$2,756	\$2,070	58,459	74,048	70,152	5	1	29,663	37,573	34,937	
Brunswick	\$50 per meeting	\$50 per meeting	44,915	71,863	62,275	1	1	25,206	40,329	29,500	
Buncombe	\$3,250	\$2,600	75,516	114,841	101,079		3	29,806	45,595	37,464	
Burke	\$3,330	\$2,590	36,016	55,824	36,016		2	24,376	37,784	25,594	
Cabarrus	\$75 per meeting	\$50 per meeting	51,919	80,150	78,967		1	28,903	44,632	35,141	
Caldwell	\$75 per meeting	\$50 per meeting	34,236	57,061	40,119	1		n/a			
Camden	\$35 per meeting	\$35 per meeting	36,459	54,684	36,456	1		n/a		8,436	
Carteret	\$100 per election day + \$35 per meeting	\$100 per election day + \$35 per meeting	38,798	62,077	50,652		1	25,153	40,245	26,009	
Caswell											
Catawba	\$75 per meeting	\$50 per meeting	53,352	82,786	71,716		3	25,646	39,817	29,370	
Chatham	\$3,600	\$2,400	39,447	58,282	50,626		1	29,436	43,491	33,050	
Cherokee	\$50 per meeting	\$50 per meeting	33,039	52,903	42,971		1	28,408	44,360	36,384	
Chowan	\$40 per meeting	\$40 per meeting	28,844	51,796	35,059		1	part-time		\$8/hr.	
Clay	n/a	n/a			38,811					23,514	
Cleveland	\$4,248	\$2,706	40,836	61,878	58,044	1	1	24,414	38,088	24,414	1
Columbus	\$45 per meeting	\$35 per meeting	32,457	65,897	46,096		2	18,167	36,657	19,114	
Craven	\$70 per meeting	\$70 per meeting	37,568	75,895	48,631	1		23,507	47,492	27,888	1
Cumberland	\$5,131	n/a	55,639	93,640	89,362		1	35,348	59,491	36,054	
Currituck	\$75 per meeting	\$25 per meeting	41,644	57,661	45,857		1	29,142	40,154	31,463	
Dare	\$25 per meeting	\$25 per meeting	47,412	75,859	75,859		1	28,013	44,821	37,785	
Davidson	n/a	n/a	42,784	64,177	60,954		1	31,973	48,044	31,973	
Davie	\$360	\$360	36,601	56,761	53,950		1	23,591	36,588	30,240	
Duplin											
Durham	\$100 per election day + \$50 per meeting	\$100 per election day + \$40 per meeting	62,791	108,096	93,818			n/a			
Edgecombe	\$40 per meeting	\$40 per meeting	32,216	47,823	43,076		3	20,765	30,827	23,037	
Forsyth	n/a	n/a	66,105	107,420	88,171			n/a			
Franklin	\$25 per meeting	\$25 per meeting	39,727	56,753	44,310	3	2	26,277	45,110	34,087	3
Gaston	\$3,600	\$2,400	49,180	76,239	62,702		2	24,768	38,395	27,709	
Gates	\$50 per meeting	\$25 per meeting			27,951			part-time		\$9.42/hr	
Graham	\$50 per meeting	\$50 per meeting	24,960	31,200	29,640	1		part-time		13,312	
Granville	\$3,000	\$1,500	34,686	58,272	55,258		1	21,289	35,767	vacant	
Greene											

County Salaries in North Carolina 2011

	Board of Elections		Elections Director			Elections Specialist				
County	Chair	Member	Min.	Max.	Actual	No.	Min.	Max.	Actual	
Guilford	no data	no data			93,052	2	6	32,345	54,987	33,671
Halifax	\$50 per election day + \$25 per meeting	\$50 per election day + \$25 per meeting	34,393	55,832	35,258		1	21,991	35,699	35,699
Harnett	\$2,400	\$1,800	43,662	67,676	59,410		1	31,177	48,324	37,832
Haywood										
Henderson	\$40 per meeting	\$40 per meeting	45,630	70,727	60,531		1	24,356	37,791	27,027
Hertford	\$50 per meeting	\$50 per meeting	27,105	42,012	34,512			n/a		
Hoke	\$100 + \$50 per meeting	\$50 + \$50 per meeting	39,096	55,241	48,826		1	22,858	32,298	22,858
Hyde	\$25 per meeting	\$25 per meeting	part time		11,255			part time		8,040
Iredell	no data	no data	46,673	72,390	54,750			n/a		
Jackson										
Johnston	3,600	n/a	44,590	75,692	53,050		1	26,294	38,812	26,294
Jones	no data	\$25 per meeting	34,336	43,058	39,461			n/a		
Lee	\$2,400	\$1,800	44,731	62,624	45,035		1	29,842	41,780	30,401
Lenoir	\$3,919	\$2,953	36,892	65,100	42,783		2	20,306	35,832	26,001
Lincoln	\$2,800	\$2,400	55,627	84,863	64,569		1	33,947	51,789	41,412
McDowell	\$50 per meeting	\$50 per meeting	36,738	53,995	40,566	6	1	22,344	32,848	24,990
Macon	\$40 per meeting	\$40 per meeting	28,256	42,383	40,158			n/a		
Madison	\$2,400 + \$500 travel	\$2,400 + \$500 travel			36,500		1			36,317
Martin	\$60 per meeting	\$40 per meeting	27,649	44,200	31,280			n/a		
Mecklenburg	\$7,535	\$5,112	73,946	133,266	103,908	4	13	33,387	56,848	43,303
Mitchell	\$2,450	\$2,400	33,658	48,083	33,563		1	part-time		\$11.27/hr.
Montgomery	\$1,800 + \$150 meeting fee	\$1,500 + \$125 meeting fee	35,148	56,316	38,674			n/a		
Moore	\$2,400	\$1,800	40,959	64,306	60,855	1	1	30,565	47,987	38,002
Nash	\$3,000 + \$50 per meeting	\$50 per meeting	42,690	68,304	49,440		2	26,269	42,030	27,996
New Hanover	\$4,020	\$2,500	48,942	75,109	56,816		2	29,224	44,866	32,318
Northampton	\$30 per meeting	\$25 per meeting	30,820	54,385	34,019	3		n/a		
Onslow	\$25 per meeting	\$25 per meeting	38,213	61,141	49,195		3	22,950	36,720	26,365
Orange	\$0	\$0			78,222		3	31,693	50,665	43,806
Pamlico	\$9.30 per hour	\$9.00 per hour	31,428	55,814	35,277			n/a		
Pasquotank	\$25 per meeting	\$25 per meeting	35,025	49,036	42,784		1	26,163	36,628	29,904
Pender	\$35 per meeting + \$140 election day + \$75 canvass day	\$35 per meeting + \$140 election day + \$75 canvass day	38,460	61,536	38,845		1	33,223	53,157	33,555
Perquimans	\$35 per meeting	\$35 per meeting	27,724	41,986	32,987			n/a		
Person	\$40 per meeting	\$40 per meeting	37,979	58,867	45,036		1	32,340	50,127	33,957
Pitt	\$1,200 + \$50 per meeting	\$1,200 + \$50 per meeting	58,021	91,703	62,276			n/a		
Polk	\$35 per meeting	\$35 per meeting	30,925	50,674	44,789		1	24,231	39,705	26,094
Randolph	\$2,100	\$1,200	43,347	66,976	47,736		3	23,858	39,437	28,975
Richmond										
Robeson	\$3,900	\$2,100	43,478	53,912	46,956	1	4	24,060	29,834	28,230
Rockingham	\$3,300	\$2,400	43,947	65,921	56,597			n/a		
Rowan	\$1,846	\$1,404	48,381	76,801	50,819		2	24,305	42,571	28,184
Rutherford	\$1,050 + \$50 per meeting + \$480 travel	\$1,050 + \$50 per meeting + \$480 travel	55,063	61,576	55,063	1	2	25,175	37,463	25,175

TABLE IV. CLERK TO THE BOARD OF COUNTY COMMISSIONERS								
January 2011								
Clerk to the Board				Clerk to the Board				
County	Min.	Max.	Actual	County	Min.	Max.	Actual	
Alamance	\$32,037	\$51,261	\$58,336	Johnston	\$46,599	\$79,101	\$49,609	
Alexander	26,529	36,570	36,570	Jones	assistant to county manager			
Alleghany	assistant to county manager			Lee	39,087	54,721	51,209	
Anson	32,702	48,275	47,947	Lenoir	payroll administrator			
Ashe	assistant to county manager			Lincoln	44,656	69,651	49,189	
Avery	27,820	38,794	28,375	McDowell	part-time		\$18.56/hr	
Beaufort	assistant to county manager			Macon	county manager			
Bertie	31,939	47,148	39,000	Madison	contract attorney			
Bladen	assistant to county manager		6,445	Martin	30,192	48,264	32,513	
Brunswick	44,915	71,863	66,784	Mecklenburg	55,361	93,404	75,565	
Buncombe			101,479	Mitchell	human resources director			
Burke	36,016	55,824	36,025	Montgomery	assistant to county manager			
Cabarrus	44,847	69,234	49,929	Moore	35,000	54,950	40,000	
Caldwell	35,777	59,629	48,207	Nash	assistant county manager			
Camden	assistant to county manager			New Hanover			72,324	
Carteret	51,401	82,242	62,426	Northampton	assistant to county manager			
Caswell				Onslow	county manager			
Catawba	46,087	71,513	50,267	Orange	66,477	106,271	84,898	
Chatham	35,780	52,864	54,762	Pamlico	27,148	48,209	33,092	
Cherokee	county attorney			Pasquotank	32,493	45,491	46,800	
Chowan	30,285	54,384	31,801	Pender	county manager			
Clay	county manager		2,878	Perquimans	26,972	43,875	32,741	³
Cleveland	35,484	55,380	45,942	Person	39,536	61,281	42,980	
Columbus	28,057	56,892	47,237	Pitt	45,897	72,539	45,897	
Craven	43,237	87,359	75,895	Polk	assistant county manager			
Cumberland	44,353	79,425	61,924	Randolph	assistant to county manager			
Currituck	49,169	68,199	60,287	Richmond				
Dare	41,074	65,718	47,250	Robeson	40,490	50,208	50,208	
Davidson	40,775	61,163	49,650	Rockingham	42,092	63,138	62,470	
Davie	33,198	51,484	48,870	Rowan	36,016	57,182	45,163	
Duplin				Rutherford	39,372	58,593	49,853	
Durham			61,000	Sampson				
Edgecombe	human resources director			Scotland	assistant to county manager			
Forsyth	55,236	89,759	59,426	Stanly	29,530	44,295	30,518	
Franklin	33,061	47,230	45,397	Stokes				
Gaston			77,560	Surry	31,320	51,864	45,216	
Gates	assistant to county manager			Swain	24,641	36,313	31,791	
Graham	29,250	34,125	33,150	Transylvania	32,718	49,067	34,121	
Granville	34,686	58,272	42,000	Tyrrell			30,132	¹
Greene				Union			74,000	
Guilford			74,250	Vance	33,852	54,168	51,168	²

County Salaries in North Carolina 2011

Clerk to the Board				Clerk to the Board			
County	Min.	Max.	Actual	County	Min.	Max.	Actual
Halifax	assistant to county manager			Wake			\$91,476
Harnett	\$40,137	\$62,212	\$47,009	Warren	\$35,277	\$56,610	42128
Haywood				Washington	33,408	48,348	39,672
Henderson	32,078	49,686	45,006	Watauga	37,024	57,387	39,524
Hertford	assistant to the county manager			Wayne	38090	59,407	57,958
Hoke	43,103	60,904	55,176	Wilkes	40,276	62,428	58,857
Hyde	tax customer service representative			Wilson	assistant county manager		
Iredell	48,820	75,720		Yadkin	30,914	44,768	39,470
Jackson				Yancey	no data		
	1. Also assistant to county manager						
	2. Also administrative assistant to county manager						
	3. Also personnel officer						

TABLE V. COUNTY ATTORNEY								
January 2011								
County	Comments	Full-time Salary	Retainer	Fees	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Alamance		\$103,000						ABCDEFGHIJKLMOTUVWX
	assistant	vacant						
Alexander	n/a			no data				no data
Alleghany			\$15,000	\$0	normal		adce	ABCDEFGHIKLMOPTUVW
Anson				7,912	lower			ABCDEFGHIJKLMOPQRSTU
Ashe				18,258	normal			ABCDEFGHIKLMQSTUVW
Avery	n/a							
Beaufort				no data	normal		acdef	ABCDEFGLMRSTVW
Bertie				90,359	normal		acdef	ABCDEFHIKLMRSTUVW
Bladen			3,600		normal		a	X
Brunswick		120,598						ABCDEFGHIJKLMOPQRSTU
	assistant	95,577						
Buncombe		134,379						X
	1 position	85,857						
Burke			no data	no data			ace	ABCDEFGHIKLMOPTUVW
Cabarrus	no data		no data					no data
Caldwell	no data		no data		normal		acde	X
Camden	n/a		no data	\$150/hr.	normal		ace	ABCDEFHIKLMPRSU
Carteret			\$150/hr.		normal			ABCDEFGIKLMOPRTV
Caswell								
Catawba		110,914			normal			ABCDEFGHIJLMOTUVW
	assistant	80,984						
Chatham			90,000	160,000	higher	1,2,5	ac	ABCDEFGHIKLMPRVW
Cherokee			35,000	79,440			acdef	ABCDEFGHIKLMOSW
Chowan				18,454	lower			ABCDEFHIKLMORTV
Clay				79,000	normal			ABCDEFGHIKLMOPRSTU
Cleveland			19,200	64,662	normal		acde	ABCDEFGHIJLMOTVW
Columbus		68,500			normal			ABCDEFGHIKLMRSTVW
	assistant	68,068						
Craven				214,426				ABCDEFGHIKLMQRSTU
Cumberland		167,280						ABCDEFGHIJLMNO
	child support attorney	65,351						
	staff attorney III—sheriff	103,676						
Currituck		173,400			higher	8		X
	assistant	41,917						
Dare	no data							ABCDEFGHIKLMPRTW
Davidson		96,574			normal			ABCDEFGHIKLMOPTUVW
	assistant	85,000						
Davie			24,000	49,200	normal		acdef	X
Duplin								
Durham		155,000			normal			X
	asst.—5 positions	35,973						
Edgecombe			44,000	35,980	higher	1	acdef	X

County Salaries in North Carolina 2011

					Amount as		Services	Departments
County	Comments	Full-time Salary	Retainer	Fees	Compared with Past	Reason if Higher	Covered by Retainer	Served by County Attorney
Forsyth		\$149,094			normal			ABCDEFGHIJKOUV
	asst.—6 positions	87,311						
Franklin				\$220,476	higher	1	acde	ABCDEFGHIJKLMOPQSTUVW
Gaston		136,699			normal			ABCDEFGHIJKLMOPSTVW
	assistant	76,031						
Gates			\$15,652	1,107	normal		ace	ABCDEFHILMOPRV
Graham				40,000	normal		ace	ABEFGIKLMOQ
Granville			7,800	98,500	normal		a	ABCDEFHIJKLMSTUVW
Greene								
Guilford		145,000						ABCDEFGHIHILMNOTV
	deputy—4 positions	90,603						
Halifax		92,913						X
Harnett			7,200	41,949	normal		acdef	A
Haywood								
Henderson		110,000						X
	assistant	84,008						
Hertford			no data	no data	normal		acdef	ABCDEFHILMOPRSTV
Hoke			4,000	64,455	normal		acdf	X
Hyde	no data							ABCDEFGHIJLMOPRSTU
Iredell			1,400	68,319	normal		abcdef	X
Jackson								
Johnston		vacant		52654	normal		abcdef	ABCDEFGHIJLMNOPQRSTUVWXYZ
Jones				68,010	normal			ABCDEFGHIJKLMOPRSTW
Lee		94,893			normal			ABCDEFGHIJKPTVWX
	assistant	89,000						ABCDEFGHIJKPTVWX
Lenoir			22,500	294,290	normal		acdef	ABCDEFHILMOSUVW
Lincoln				113,665	normal		acdef	ABCDEFHGIJKLMOPTVW
McDowell			16,287	154	lower		be	ABCDEFIJKLMOPSTUVW
Macon	no data							ABCDFGIKLMOSTVW
Madison			12,000	67,509	higher	1	acdef	ABCDEFHGIJKLMUVW
Martin			7,200	13,707	normal		bcdef	X
Mecklenburg	no data							
Mitchell				22,135	normal			ABCDEFHIKNT
Montgomery				12,480	normal			ABCDEFGHIJKLMQRSTUVW
Moore		94,380			normal			ABCDEFGHIJKLMOPRTVW
	asst.—2 positions	84,527						
Nash			18,000	\$60–\$150/hr.	normal		acde	ABCEFGHIKLMORVW
New Hanover		138,911						X
	asst.—2 positions	99,010						
Northampton			6,000	77,550	normal		a	ABCDEFGHIJKLMOPRSTUVW
Onslow		130000					acde	ABCDEFHGIJKLMOQTVW
Orange		115,000						X
	2 positions—\$74,085							
Pamlico			no data	no data			acde	ABCEGIKLMRV
Pasquotank		85,079						ABCDEFGHIJKLMORUVW

County Salaries in North Carolina 2011

					Amount as		Services	Departments
County	Comments	Full-time Salary	Retainer	Fees	Compared with Past	Reason if Higher	Covered by Retainer	Served by County Attorney
Pender			\$48,000	no data	normal		ac	ABCDEFGHIJKLMPTVW
Perquimans				\$12,032	normal		acdef	ABCDEFGHIKLMOPRSTUVW
Person				\$150/hr.	normal			X
Pitt		\$127,323						ABCDEFGHIHILMOSTVW
	assistant	78,725						
	staff attorney	63,723–100,716						
Polk			15,060	43,649	lower		acdef	ABCDEFGHIJKMNOSTUVW
Randolph	staff attorney	83,450	17,500		lower		a	AL
Richmond								
Robeson		172,283		160,510			acdef	ABCDEFGHIKLMOPRSTUVW
Rockingham		98,846						X
Rowan			15,996	110,320	normal		acdef	X
Rutherford			8,000	113,946	higher	1	acdef	ABCDEFGHIJKLMSTVW
Sampson								
Scotland			no data	no data			a	ABCDEFGHIJKLMOPSTUVW
Stanly		80,000						ABCDEFGHIJLMOPQSTV
Stokes								
Surry			4,800	154,244	higher	1	acdef	ABCDEFGHIJKLMOPSTUVW
Swain			no data	no data				ABCDEFGHIKLMO
Transylvania			6,000	25,619	higher	1	acdef	ABCDEFGHIJKLMOSTVW
Tyrrell				41,298	normal		acdef	ABCDEFGHIKLMPTVW
Union	senior staff	112,823		\$85–\$250/hr.	normal		bcef	ABCDEFGHIJLMPRTVW
		+ 4,800 travel						
	staff—legal	58,396						
	staff—sheriff's dept	69,535						
Vance			6,000	36,749	normal		acdef	ABCDEFGHIJLMOSTUVW
Wake		160,380						ABCDEFGHIJKLMNOVW
	asst.—9 positions	78,577						
Warren			4,800	49,207	normal		ace	ACDEFGHIJKLMOPSTUVW
Washington		77,208						X
Watauga				43,657	normal		acdef	ABDEFHIKLMSTVW
Wayne		96,268			normal		acdef	X
Wilkes				no data	normal			X
Wilson			yes		normal			ABCDEFGHIJLMORUVW
Yadkin	n/a							
Yancey			12,000	19,532	normal		bcdef	ABCDEFGHIKLMPTUVW

Codes for Departments Served by County Attorney
A. Board of Commissioners
B. General Administration
C. Tax Supervisor
D. Tax Collector
E. Sheriff
F. Register of Deeds
G. Public Health
H. Social Services
I. Board of Elections
J. Public Library
K. Recreation
L. Planning
M. Inspections
N. Mental Health
O. Emergency Medical Services
P. Public Works
Q. Airport Authority
R. Water System
S. Economic Development
T. Veterans' Service
U. Agricultural Extension
V. Animal Control
W. Landfill
X. All departments
Codes for Reason if Higher
1. Unusual litigation or complex business transaction
2. Substantial increase in salary or retainer
3. Revaluation year
4. Unusual number of tax foreclosures
5. Additional services requested by board of commissioners
6. Payments to more than one attorney
7. Also serves as county manager
8. Qualified candidate
Codes for Services Covered by Retainer
a. Attendance at all regular and special meetings of the board of commissioners
b. Attendance at commissioners' meeting only on request
c. Available for routine consultation with board of commissioners and county department heads
d. Drafting ordinances and resolutions for commissioners
e. Preparation of routine legal documents (deeds, simple contracts, etc.)
f. Preparation of legal advertisements

TABLE VI. FINANCE DIRECTOR, PURCHASING AGENT, ACCOUNTANT, AND ACCOUNTING TECHNICIAN																		
January 2011																		
	Finance Director			Purchasing Agent			Accountant				Accounts Payable Technician				Payroll Technician			
County	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual
Alamance	\$54,332	\$86,932	\$83,792	\$45,560	\$72,899	\$58,428	1	\$36,561	\$58,498	\$48,720	4	\$28,075	\$44,921	\$38,359	1	\$33,480	\$53,568	\$56,613
Alexander	61,421	84,670	84,670	n/a				n/a			1	33,957	46,811	36,570		n/a		
Alleghany	45,110	67,667	45,110	finance director				n/a				n/a				n/a		
Anson	55,829	82,414	55,831	n/a				n/a			1	25,549	37,715	27,938	1	25,549	37,715	27,938
Ashe	53,187	75,150	66,423	n/a			1	42,849	60,543	48,480	2	33,114	53,202	37,857		n/a		
Avery	assistant county manager			n/a			1	35,507	49,516	38,796	1	27,820	38,794	27,820	1	27,820	38,794	27,820
Beaufort	assistant county manager and human resources director			n/a				n/a			1	28,903	40,464	34,683	1	28,903	40,464	34,683
Bertie	50,754	74,922	59,409	n/a				n/a			1	28,151	41,555	30,900		n/a		
Bladen	50,948	64,531	62,268	27,159	34,402	30,779		n/a			2	28,411	35,987	30,463	1	29,663	37,573	33,948
Brunswick	75,375	120,599	118,757	assistant county manager			1	61,040	97,665	95,160	3	32,373	51,797	39,980	1	34,165	54,664	43,169
Buncombe			134,974	n/a			1	46,282	70,752	61,505	5	28,523	43,631	36,476		n/a		
Burke	deputy county manager			36,016	55,824	39,624	1	41,694	64,624	42,538	1	25,595	39,673	27,830	1	31,110	48,223	32,510
Cabarrus	80,526	124,325	no data	38,744	59,797	58,345	3	44,847	69,234	57,780	3	31,861	49,203	37,238	2	36,889	56,947	54,231
Caldwell	50,878	84,798	65,323	30,001	50,002	41,696		n/a			2	27,473	45,789	28,500	1	27,473	45,789	38,205
Camden	56,555	84,833	54,388	31,492	47,238	37,921		n/a				n/a				n/a		
Carteret	assistant county manager			42,612	68,180	46,385	4	42,612	68,180	50,116	1	23,998	38,397	27,581	1	30,691	49,106	34,104
Caswell																		
Catawba	82,786	128,445	106,875	48,399	75,093	64,864	1	50,815	78,845	58,466	8	32,757	50,816	36,974	8	32,757	50,816	36,974
Chatham	assistant county manager			34,076	50,346	46,550	1	43,491	64,256	61,656	1	28,035	41,420	34,598	2	30,909	45,666	30,909
Cherokee	57,255	95,671	76,464	34,340	55,315	36,443		n/a				n/a				n/a		
Chowan	36,814	66,107	66,107	n/a				n/a			1	27,470	49,330	46,981		n/a		
Clay			47,370	n/a				n/a				n/a				n/a		
Cleveland	68,364	106,710	82,452	32,310	50,442	36,342	1	35,484	55,380	40,836	4	26,808	41,814	30,858	1	29,494	45,942	32,310
Columbus	53,865	107,661	63,000	32,457	65,897	49,984		n/a			1	24,262	49,227	40,800	1	22,027	44,552	32,000
Craven	83,355	168,503	149,824	n/a				n/a				n/a			1	34,203	69,105	49,769
Cumberland	assistant county manager			46,394	78,801	58,652	9	46,394	89,504	56,964	18	25,623	56,806	28,544	2	30,805	51,845	31,979
Currituck	63,072	87,663	74,732	n/a			1	34,500	47,657	43,498	3	29,142	40,154	29,652		n/a		
Dare	assistant to county manager			39,155	62,647	62,647	1	43,087	63,938	47,978	3	26,706	42,728	37,771	1	29,385	47,017	46,061
Davidson	63,113	94,670	89,266	47,158	70,736	57,673	1	49,521	74,282	62,837	1	27,656	41,484	28,005	3	36,994	55,490	48,420
Davie	59,622	92,457	72,258	n/a			1	49,051	76,065	54,079	2	28,677	44,473	38,416	1	36,601	56,761	52,077
Duplin																		
Durham	84,444	145,377	141,570	49,052	84,444	83,181	3	40,261	69,307	53,444	5	29,933	51,534	36,728	1	33,043	56,885	46,876
Edgecombe	47,597	70,657	64,929	30,680	45,546	30,680	1	33,825	50,214	34,671	8	25,242	37,471	26,735	1	26,503	39,344	37,744
Forsyth	102,718	166,917	157,685	n/a			2	44,414	72,173	57,210	18	26,861	43,649	32,141	2	29,990	48,733	43,046
Franklin	62,886	89,837	80,786	n/a				n/a			1	39,727	56,753	41,813	1	31,577	45,110	38,068
											2	28,806	41,155	32,501				
Gaston	85,135	131,977	121,312	37,380	57,952	50,465	3	37,379	57,952	49,833	4	28,409	44,043	40,484		n/a		
Gates			48,366	n/a				n/a			1			33,259		n/a		
Graham	65,000	90,000	80,000	finance director			1	15,516	23,609	31,450					1	part-time		18,200

County	Finance Director			Purchasing Agent			Accountant				Accounts Payable Technician				Payroll Technician			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual
Granville	\$51,239	\$86,080	\$86,080	n/a				n/a			1	\$31,470	\$52,870	\$45,744	1	\$28,535	\$47,937	\$34,363
Greene																		
Guilford			125,000	\$70,606	\$95,318	\$120,030	3	\$37,444	\$63,655	\$51,453	29	30,805	52,369	37,715	9	35,661	60,623	42,119
Halifax	assistant county manager			n/a			2	39,922	64,807	50,284	1	21,991	35,699	25,211	1	26,827	43,549	29,630
Harnett	75,476	116,988	107,000	33,916	52,570	46,180	4	38,482	59,647	46,180	1	27,477	42,589	42,449	1	35,374	54,830	42,449
Haywood																		
Henderson	67,548	104,715	92,970	n/a				n/a			3	27,417	42,471	31,551	1	34,671	53,742	42,296
Hertford	44,151	68,434	54,694	n/a			1	31,377	48,635	39,632	1	24,585	38,107	27,864		n/a		
Hoke	73,721	104,166	77,450	n/a				n/a			2	29,173	41,221	31,417	1	35,461	50,105	42,152
Hyde	46,063	67,997	51,130	n/a				n/a			1	25,546	37,711	26,312	1	32,889	48,550	40,205
Iredell	76,545	118,721	117,543	40,782	63,253	62,626	1	38,989	60,472	60,472	2	34,739	36,154	35,500	1	31,137	48,294	48,294
Jackson																		
Johnston	75,624	128,362	85,999	n/a			1	48,696	82,659	53,431	2	40,834	69,316	43,478	1	42,673	72,433	46,027
Jones	63,349	80,701	66,498	n/a				n/a			1	26,035	32,807	29,883		Asst to County Manager		
Lee	assistant county manager			n/a				n/a			1	28,531	39,943	28,531	1	35,725	50,015	35,725
Lenoir	46,415	81,905	53,827	n/a				n/a			1	29,322	51,742	42,467	1	29,322	51,742	37,535
Lincoln	67,776	103,397	73,021	n/a			2	35,666	54,411	38,909	6	27,862	42,506	29,773		n/a		
McDowell	49,500	72,754	69,228	25,938	38,139	33,672		n/a			1	23,484	34,518	23,484	1	23,484	34,518	23,484
Macon	82,656	123,984	119,600	36,063	54,095	40,000	1	36,063	54,095	49,140		n/a			1	28,256	42,383	29,668
Madison			60,652	n/a				n/a			1			40,895		n/a		
Martin	48,988	78,317	56,813	n/a			2	28,881	57,574	37,878	1	23,175	38,742	25,462		n/a		
Mecklenburg	112,800	195,811	160,073	n/a			19	39,123	93,404	49,016	23	27,606	56,848	34,974	1	29,919	56,848	39,158
Mitchell	49,820	71,172	56,703	n/a				n/a				n/a			1	27,664	39,521	28,494
Montgomery	62,292	99,732	74,216	n/a				n/a			1	26,436	42,408	26,975		n/a		
Moore	70,054	109,985	vacant	37,152	58,329	50,000	1	37,152	58,329	48,594	7	23,948	37,598	34,825	1	33,697	52,905	41,148
Nash	\$71,500	\$114,400	98,308	n/a			1	40,735	65,176	46,837	2	29,848	47,757	35,507	1	33,915	54,264	42,362
New Hanover	96,512	148,034	112,339	58,094	89,086	65,970	2	45,406	69,680	46,476	5	29,224	44,866	35,098	1	45,406	69,680	46,197
Northampton	61,022	107,680	82,068 ³	n/a			2	35,678	59,958	40,117	4	24,184	42,612	29,178		n/a		
Onslow	83,730	133,968	103,429 ¹	39,742	63,587	57,283	2	36,743	58,790	41,104	6	26,848	42,957	33,889	1	30,200	48,321	35,643
Orange	80,994	129,481	115,000	44,781	71,588	70,126	1	44,781	71,588	64,686	5	31,693	50,665	38,143	3	33,297	53,228	37,236
Pamlico	44,227	78,542	60,000	n/a			1	36,701	53,155	vacant	2	28,490	41,347	30,581	1	28,490	41,347	30,581
Pasquotank	56,549	79,168	73,452	n/a				n/a			5	24,897	40,173	33,318		n/a		
Pender	62,648	100,236	67,973	n/a				n/a			2	30,135	48,215	31,367	1	27,333	43,733	30,000
Perquimans	39,428	59,708	50,320	n/a				n/a			1	part-time		25,754		n/a		
Person	61,513	95,345	75,374	n/a			1	37,979	58,867	39,878	1	26,453	41,002	29,196	1	29,842	46,255	34,549
Pitt	assistant county manager			n/a			1	52,827	83,494	59,422		n/a			6	33,055	52,246	38,649
Polk	43,516	71,306	59,987	n/a				n/a			1	25,442	41,690	32,568	1	25,442	41,690	29,505
Randolph	assistant county manager			37,690	54,907	42,349	1	43,347	66,976	55,245	4	28,600	43,347	34,268	1	34,341	52,603	43,347
Richmond																		
Robeson	71,859	89,105	86,230	n/a				n/a			3	33,022	40,947	39,657	1	33,022	40,947	39,657
Rockingham	assistant county manager			33,783	50,675	41,834	3	38,522	57,783	44,847	5	29,557	44,336	32,436	1	29,557	44,366	29,557
Rowan	75,311	119,555	104,189	43,848	69,606	46,967	3	41,742	80,673	50,144	4	26,818	42,571	30,616	1	29,590	46,967	34,969

County	Finance Director			Purchasing Agent			Accountant				Accounts Payable Technician				Payroll Technician			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual
Rutherford	\$68,011	\$101,208	\$72,370	finance director			1	\$35,648	\$57,047	\$37,001		n/a			2	\$27,806	\$41,894	\$33,919
Sampson																		
Scotland	county manager			\$39,264	\$55,476	\$38,064	2	41,076	58,032	43,152	4	\$26,196	\$40,500	\$28,512	1	26,196	37,008	28,212
Stanly	60,641	90,961	63,668	n/a			1	38,677	58,017	40,619	3	26,989	40,484	31,460		n/a		
Stokes																		
Surry	55,596	94,872	86,448 ¹	30,012	49,572	33,300		n/a			1	32,616	54,300	37,104	1	32,616	54,300	36,276
Swain	33,533	49,416	37,802 ²	finance director				n/a			2	26,909	39,655	27,045		n/a		
Transylvania	64,771	97,156	77,912	29,211	43,816	29,815		n/a			1	26,500	39,741	30,576	1	29,211	43,816	33,969
Tyrrell	county manager			n/a				n/a						20,304		n/a		
Union	93,246	139,870	120,000	50,174	75,260	50,174	3	36,413	63,033	44,075	15	29,409	57,620	37,187		n/a		
Vance	57,408	91,860	74,244	n/a				n/a			1	24,876	39,804	26,124	1	31,008	49,608	44,760
Wake	78,000	130,000	102,802	57,550	95,950	95,949	10	36,550	60,950	48,918	27	25,500	42,500	34,697	1	25,500	42,500	34,697
Warren	54,724	87,816	77,079	n/a				n/a			3	23,876	38,314	26,519	1	26,324	42,241	36,860
Washington	54,264	78,624	76,692	29,664	42,960	33,564		n/a			1	25,956	37,536	26,580		n/a		
Watauga	65,617	101,705	70,000	n/a				n/a			3	28,432	50,290	29,837	1	32,445	50,290	46,852
Wayne	79,186	123,503	89,591	39,994	62,377	45,196	1	41,944	65,496	41,993	1	29,844	46,547	33,766		n/a		
Wilkes	55,545	86,095	64,381	30,401	41,122	33,357		n/a				n/a				n/a		
Wilson	57,480	97,200	79,620	n/a			1	47,652	80,580	57,539	2	31,260	52,872	40,763	1	41,436	70,008	43,898
Yadkin	40,954	59,285	49,882	n/a				n/a			2	23,338	33,815	32,225		n/a		
Yancey	no data			n/a				n/a			1	22,489	33,621	18,018		n/a		
1. Also deputy county manager																		
2. Also serves as purchasing agent																		
3. Also serves as information technology director																		
4. Part-time position																		

TABLE VII. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN

January 2011														
County	Human Resources Director			Human Resources Analyst					Human Resources Technician					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	
Alamance	\$54,332	\$86,932	\$73,500	analyst II	1	\$36,561	\$58,498	\$43,056	specialist	1	\$33,480	\$53,568	\$49,488	
Alexander	32,323	44,557	43,470			n/a					n/a			
Alleghany	finance director					n/a					n/a			
Anson	45,448	67,090	55,825			n/a					n/a			
Ashe	n/a					n/a					n/a			
Avery	n/a					n/a					n/a			
Beaufort	assistant county manager					n/a			technician II	1	37,253	52,154	37,253	
Bertie	n/a					n/a			HR officer	1	42,887	63,308	42,887	
Bladen	42,184	53,434	46,873	admin. asst. II	1	30,915	39,160	39,160			n/a			
Brunswick	62,832	100,532	81,681	analyst	1	39,540	63,263	43,093	technician II	1	37,748	60,397	53,322	
									representative	1	32,373	51,797	36,118	
Buncombe	97,772	149,527	134,974	analyst II	1	42,396	64,818	54,085	technician II	1	35,557	54,371	46,189	
									technician I	3	31,127	47,601	40,729	
Burke	58,668	90,938	66,950	analyst	1	41,694	64,624	42,750	technician	2	28,218	43,740	29,239	
Cabarrus	73,052	112,764	96,927	analyst	2	42,696	65,927	60,832	technician	1	33,447	51,650	49,203	
Caldwell	50,878	84,798	72,000			n/a			admin. asst.	2	26,290	43,817	29,782	
Camden	36,456	54,684	33,821			n/a					n/a			
Carteret	59,302	94,883	75,351			n/a			assistant	1	30,691	49,106	32,988	
Caswell														
Catawba	71,513	110,952	82,000	mgmt analyst	1	46,087	71,513	48,740	specialist	3	34,402	53,352	37,788	
				HR analyst	1	41,804	64,864	47,320						
Chatham	50,436	74,384	61,196	HR analyst	1	41,420	61,196	41,420			n/a			
				benefits manager	1	32,453	47,948	37,108						
Cherokee	41,952	69,342	55,648			n/a					n/a			
Chowan	36,814	66,107	57,106			n/a					n/a			
Clay	n/a					n/a					n/a			
Cleveland	56,694	88,494	65,238	analyst benefits/payroll	1	37,194	58,044	39,906	sr. technician	2	33,882	52,860	39,951	
									part-time asst.	1	20,106	31,362	21,072	
Columbus	41,408	84,212	61,821			n/a			admin asst	1	22,027	44,552	24,996	
Craven	69,105	139,610	93,748	asst director	1	49,769	100,551	60,039	technician II	2	31,140	62,918	42,097	
Cumberland	55,639	93,640	95,507	analyst II	3	46,394	78,081	68,728	technician II	2	35,348	59,491	42,882	
									technician I	2	33,753	56,806	34,619	
Currituck	54,143	75,161	58,616			n/a			assistant	1	34,500	47,657	35,828	
Dare	63,175	101,080	101,080			n/a			specialist	2	29,385	47,017	47,017	
Davidson	57,322	85,983	80,798	analyst II	1	38,884	58,327	46,340	technician III	1	35,221	52,831	37,369	
									technician II	1	31,973	48,044	32,627	
									technician I	1	29,075	43,613	31,000	
Davie	n/a					n/a					n/a			
Duplin														

County Salaries in North Carolina 2011

County	Human Resources Director			Human Resources Analyst					Human Resources Technician				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Durham	\$76,502	\$131,706	\$129,269	sr. analyst	3	\$49,052	\$84,444	\$56,982	technician	2	\$33,043	\$56,885	\$37,887
				analyst	4	40,261	69,307	49,425					
Edgecombe	39,158	58,130	46,288			n/a					n/a		
Forsyth	87,349	141,942	103,730	senior consultant	6	46,404	75,407	52,804	technician	6	29,990	48,733	37,572
				consultant	1	38,404	62,407	43,971					
Franklin	45,595	65,136	55,278			n/a			technician I	1	28,806	41,155	28,806
Gaston	69,301	107,431	97,017	analyst I	1	34,901	54,111	49,738	technician	1	28,419	44,043	37,643
Gates	n/a					n/a					n/a		
Graham	n/a					n/a					n/a		
Granville	40,157	67,465	57,030			n/a					n/a		
Greene													
Guilford	n/a			analyst I	2	43,346	73,688	46,001	specialist	3	35,661	60,623	43,039
				HRMS analyst	1	47,789	81,241	56,370					
				Pos Mgt/ER	3	52,687	89,568	66,714					
Halifax	51,182	83,085	58,676	sr. analyst	2	34,393	55,832	41,956			n/a		
				analyst	2	31,140	50,550	33,199					
Harnett	63,779	98,857	68,000	development specialist	1	35,374	54,830	35,874	technician trainee	1	27,477	42,589	27,477
Haywood													
Henderson	60,060	93,054	80,460	analyst	1	42,179	65,384	62,361	specialist	1	30,810	47,795	33,033
Hertford	assistant county manager					n/a					n/a		
Hoke	45,258	63,949	55,143			n/a			technician	1	22,858	32,298	22,858
Hyde	n/a					n/a					n/a		
Iredell	61,130	94,813	72,067	assistant	1	27,287	42,199	40,955	technician	1	31,137	48,294	48,294
Jackson													
Johnston	66,269	112,485	99,285	asst. director	1	53,176	90,266	76,366	technician	1	32,767	48,366	33,222
				analyst	1	48,696	82,659	66,603					
				generalist	1	44,590	75,692	61,205					
Jones	assistant to county manager					n/a					n/a		
Lee	61,284	85,797	68,468	analyst	1	39,087	54,721	39,534	assistant	1	31,215	43,702	31,216
Lenoir	36,892	65,100	53,431			n/a			benefit coord	1	29,322	51,742	34,885
Lincoln	61,402	93,673	66,153	analyst	1	37,472	57,166	38,426			n/a		
				specialist	1	33,947	51,789	35,677					
McDowell	47,100	69,231	44,814	analyst	1	27258	40071	32442					
Macon	assistant county manager					n/a			specialist	1	26,910	40,366	35,080
Madison	n/a					n/a			payroll/benefits	1			39,999
Martin	county manager					n/a			payroll officer	1	25,334	40,500	25,967
Mecklenburg	107,442	195,811	132,287	sr. consultant	2	50,081	93,404	61,242	specialist	7	35,116	93,404	42,152
				consultant	9	50,081	93,404	61,242	technician	2	31,019	56,848	36,376
Mitchell	42,587	60,839	55,342			n/a					n/a		
Montgomery	35,148	56,316	36,496			n/a					n/a		
Moore	57,634	86,177	70,000	admin officer II	1	39,009	61,244	55,094	technician II	1	30,565	47,987	32,618
									technician I	1	26,403	41,453	31,144

County Salaries in North Carolina 2011

County	Human Resources Director			Human Resources Analyst					Human Resources Technician				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Nash	\$68,225	\$109,160	\$87,083	specialist	1	\$33,915	\$54,264	\$40,292			n/a		
				technician	1	29,848	47,757	36,034					
New Hanover	92,747	142,293	97,402	sr. analyst	2	58,094	89,086	73,774	technician	2	\$32,053	\$49,192	\$37,856
				analyst	1	48,942	75,109	51,000					
Northampton	47,811	84,370	62,734			n/a			technician	1	26,623	46,981	26,623
Onslow	68,820	110,112	70,885	technician	2	30,200	48,321	38,801	technician	1	30,200	48,321	37,547
Orange	80,994	129,481	100,175	organization dev	1	57,323	91,637	58,477	technician III	1	34,984	55,925	44,643
				emp/classification/pay	2	44,781	71,588	57,126					
				benefits manager	1	51,931	83,020	67,478					
				analyst	1	40,570	64,856	47,473					
Pamlico	33,000	56,546	35,337			n/a					n/a		
Pasquotank	35,025	49,036	42,034			n/a			accounting clerk	1	22,365	31,311	24,923
Pender	54,117	86,588	64,000			n/a			technician	1	30,135	48,215	37,307
Perquimans	clerk to the board					n/a					n/a		
Person	50,316	77,990	52,832			n/a			technician	1	31,066	48,152	33,598
Pitt	76,868	121,492	94,963	analyst II	1	41,789	66,048	51,626			n/a		
				analyst I	1	41,789	66,048	49,261					
Polk	assistant county manager					see payroll technician					see payroll technician		
Randolph	63,794	99,008	70,304	analyst	1	39,437	60,736	50,144	technician	1	35,984	55,245	40,435
Richmond													
Robeson	56,921	70,582	63,751	benefits spec.	1	33,022	40,947	34,342			n/a		
				recruiting spec	1	33,022	40,947	34,342					
Rockingham	62,623	93,935	62,470	analyst	1	42,092	63,138	50,500	specialist II	1	32,326	46,489	32,326
Rowan	64,983	103,155	76,801	analyst II	1	46,058	73,114	54,437	benefits spec.	1	37,835	60,064	38,970
									specialist I	1	29,590	46,967	34,293
Rutherford	61,576	91,632	72,370	executive assistant	1	33,919	51,107	38,887	technician	1	27,806	41,894	27,806
Sampson													
Scotland	n/a			manager	1	39,264	55,476	42,288	personnel tech.	1	26,196	37,008	28,212
Stanly	52,987	79,481	67,802	coordinator	1	29,530	44,295	39,663			n/a		
Stokes													
Surry	48,444	82,524	65,208			n/a			technician	1	30,012	49,572	31,320
Swain	33,533	49,416	41,945			n/a					n/a		
Transylvania	58,760	73,444	66,930	analyst	1	24,024	36,055	27,164			n/a		
Tyrrell			22,308			n/a					n/a		
Union	68,434	102,650	94,164	classification & comp.	1	40,176	60,264	56,670	employ. coord.	1	33,622	50,434	40,900
									benefits spec	1	35,165	52,747	46,441
Vance	52,572	81,120	60,012			n/a			finance/tech	1	28,392	45,420	32,016
Wake	85,650	142,850	120,000	consultant	8	38,600	64,400	56,180	technician	6	25,500	42,500	34,124
Warren	47,273	75,859	64,505			n/a			technician	1	25,070	40,229	25,070
Washington	n/a			specialist	1	30,612	44,280	31,368			n/a		
Watauga	n/a					n/a			coordinator	1	37,024	57,387	40,548
Wayne	79,186	123,503	85,275			n/a					n/a		

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County	Human Resources Director			Human Resources Analyst					Human Resources Technician				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Wilkes	32,945	51,065	43,938			n/a					n/a		
Wilson	\$45,456	\$76,908	\$54,499			n/a			personnel tech I	3	\$28,488	\$48,132	\$34,696
Yadkin	assitant to the county manager					n/a					n/a		
Yancey	n/a					n/a					n/a		
1. Reports assistant human resources director													

TABLE VIII. PLANNING DIRECTOR, COUNTY PLANNER, PLANNER, AND SENIOR PLANNER														
January 2011														
	Planning Director			County Planner			Planner				Senior Planner			
County	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual
Alamance	\$43,599	\$69,758	\$55,252	n/a			1	\$34,986	\$55,979	\$37,000		n/a		
Alexander	47,981	66,142	64,528	n/a				n/a				n/a		
Alleghany	n/a			\$32,060	\$48,089	\$32,060		n/a				n/a		
Anson	n/a			40,171	59,300	46,348		n/a				n/a		
Ashe	41,019	57,957	42,045	n/a				n/a				n/a		
Avery	41,103	57,320	49,514	n/a				n/a				n/a		
Beaufort	n/a			n/a				n/a				n/a		
Bertie	48,662	71,832	50,903	n/a				n/a				n/a		
Bladen	44,688	56,605	51,635	n/a				n/a				n/a		
Brunswick	73,582	117,731	99,883	n/a			1	37,748	60,397	38,029	1	\$43,124	\$68,998	\$51,650
Buncombe	assistant county manager			n/a			1	35,557	54,371	41,191	5	48,342	73,970	64,989
Burke	58,668	90,938	64,534	n/a			1	36,016	55,824	37,853		n/a		
Cabarrus	76,708	118,410	112,226	n/a				n/a			2	47,079	72,675	48,854
Caldwell	n/a			n/a				n/a				n/a		
Camden	56,555	84,833	55,758	planning director				planning director				planning director		
Carteret	59,302	94,883	63,438	n/a			1	37,022	59,235	vacant		n/a		
Caswell														
Catawba	68,103	105,675	98,537	n/a			2	39,817	61,781	44,889	1	46,087	71,513	52,297
Chatham	58,282	86,109	76,500	n/a			2	45,666	67,469	48,335		n/a		
Cherokee	n/a			n/a				n/a				n/a		
Chowan	33,390	59,962	vacant	n/a				n/a				n/a		
Clay	n/a			n/a				n/a				n/a		
Cleveland	54,090	84,426	84,426	n/a			1	37,194	58,044	41,814		n/a		
Columbus	n/a			37,560	76,340	55,500		n/a				n/a		
Craven	69,105	139,610	124,201	n/a			1	37,568	75,895	40,315	1	41,258	83,355	43,237
Cumberland	66,713	112,278	91,016	n/a			12	35,348	65,189	41,730	2	42,399	71,258	58,755
Currituck	72,001	100,167	74,844	n/a			5	39,544	57,661	42,316	1	47,001	65,161	48,834
Dare	69,517	111,228	81,786	n/a				n/a				n/a		
Davidson	57,322	85,983	76,728	n/a			1	36,994	55,490	48,025		n/a		
Davie	51,504	79,868	59,487	n/a			1	33,198	51,484	34,894		n/a		
Duplin														
Durham	n/a			n/a				n/a				n/a		
Edgecombe	47,597	70,657	54,107	n/a			1	27,828	41,311	28,524	1	35,517	52,726	36,405
Forsyth	n/a			n/a				n/a				n/a		
Franklin	62,886	89,837	69,373	n/a			1	37,944	54,206	39,953	1	41,594	59,421	47,497
Gaston	69,301	107,431	95,285	n/a				n/a			1	45,920	71,189	59,696
Gates			48,366	n/a				n/a				n/a		
Graham	n/a			31,200	33,280	31,470		n/a				n/a		
Granville	42,166	70,837	57,739	n/a			1	31,470	52,870	42,560		n/a		
Greene														

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County	Planning Director			County Planner			Planner				Senior Planner			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual
Guilford	\$85,822	\$145,897	vacant	n/a			1	\$41,282	\$70,179	\$54,927	2	\$45,513	\$77,372	\$49,847
Halifax	51,182	83,085	\$61,665	\$31,140	\$50,550	\$36,597		n/a				n/a		
Harnett	72,365	112,166	81,835	n/a			2	40,137	62,212	41,577	1	45,539	70,585	57,366
Haywood														
Henderson	62,439	96,798	81,785	n/a			1	37,499	58,130	40,190	1	46,800	72,550	59,549
Hertford	economic development director			n/a				n/a				n/a		
Hoke	n/a			n/a			1	45258	63949	45258		n/a		
Hyde	42,343	62,506	47,000	n/a				n/a				n/a		
Iredell	63,942	99,175	96,292	n/a			3	38,589	42,213	38,772		n/a		
Jackson														
Johnston	63,416	107,639	68,196	n/a			1	39,078	57,678	40,157	0	46,599	79,101	
Jones	n/a			n/a				n/a				n/a		
Lee	n/a			n/a				n/a				n/a		
Lenoir	n/a			n/a				n/a				n/a		
Lincoln	61,402	93,673	74,904	n/a			2	35,666	54,411	41,412		n/a		
McDowell	n/a			36,738	53,995	50,118		n/a				n/a		
Macon	n/a			31,152	46,727	31,152		n/a				n/a		
Madison			44,645	n/a				n/a				n/a		
Martin	n/a			n/a				n/a				n/a		
Mecklenburg	n/a			n/a				n/a				n/a		
Mitchell	n/a			n/a				n/a				n/a		
Montgomery	n/a			32,292	51,792	49,042		n/a				n/a		
Moore	63,542	99,761	76,430	n/a			3	39,009	61,244	42,503		n/a		
Nash	68,225	109,160	100,807	n/a			1	40,735	65,176	40,735	1	51,496	82,394	67,054
New Hanover	92,747	142,293	109,156	n/a			2	48,942	75,109	47,174	2	66,643	102,128	68,194
Northampton	n/a			n/a				n/a				n/a		
Onslow	68,820	110,112	98,360	n/a			2	36,743	58,790	44,056		n/a		
Orange	80,994	129,481	108,396	n/a			4	44,781	71,588	58,510	2	57,323	91,637	62,100
Pamlico	n/a			n/a			1	34,651	61,536	47,568		n/a		
Pasquotank	41,356	57,898	49,630	n/a				n/a				n/a		
Pender	62,648	100,236	62,648	n/a			3	38,460	61,536	42,494	1	42,402	67,844	46,163
							1	34,885	55,815	vacant				
Perquimans	n/a			39,428	59,708	55,478		n/a				n/a		
Person	48,334	74,918	58,788	n/a				n/a				n/a		
Pitt	80,559	127,323	100,716	43794	69216	42331	1	48,098	76,022	56,702	1	52,827	83,494	vacant
							3	43,794	69,216	42,331				
							1	39,875	63,021	44,321				
Polk	32,472	53,209	39,564	n/a				n/a				n/a		
Randolph	57,907	89,690	79,456	n/a			1	39,437	60,736	44,408		n/a		
Richmond														
Robeson	n/a			52,440	65,025	62,928		n/a				n/a		
Rockingham	62,623	93,935	73,149	n/a			1	35,267	52,901	36,325	1	36,809	55,214	38,327

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County	Planning Director			County Planner			Planner				Senior Planner			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual
Rowan	\$61,866	\$98,209	\$70,988	n/a			1	\$36,016	\$57,182	\$39,740	1	\$43,848	\$69,606	\$45,163
Rutherford	55,750	82,966	60,065	n/a				n/a				n/a		
Sampson														
Scotland	n/a			n/a				n/a				n/a		
Stanly	50,657	75,987	66,891	n/a				n/a			1	35,351	53,026	46,976
Stokes														
Surry	48,444	82,524	56,892	\$32,616	\$54,300	\$37,872		n/a				n/a		
Swain	n/a			n/a				n/a				n/a		
Transylvania	n/a			43,846	65,769	56,003		n/a				n/a		
Tyrrell	n/a			n/a				n/a				n/a		
Union	74,739	112,108	103,196	n/a				n/a			2	50,174	75,260	59,874
Vance	44,088	70,536	46,308	n/a				n/a				n/a		
Wake	70,100	116,900	91,138	n/a			2	38,600	64,400	44,421	2	47,250	78,750	64,542
Warren	47,273	75,859	61,200	37,041	59,442	50,528		n/a				n/a		
Washington	n/a			n/a				n/a				n/a		
Watauga	62,791	97,325	91,501	n/a			1	42,251	65,489	52,417		n/a		
Wayne	48,613	75,820	57,786	n/a				n/a				n/a		
Wilkes	47,298	73,312	53,450	32,945	51,065	35,197		n/a				n/a		
Wilson	n/a			47,652	80,580	68,633	1	28,488	48,132	31,429	1	28,488	48,132	31,429
Yadkin	39,073	56,597	46,464	n/a				n/a				n/a		
Yancey	n/a			26,034	38,921		1	n/a				n/a		
1. Part-time position														

TABLE IX. INFORMATION TECHNOLOGY DIRECTOR, SYSTEMS ADMINISTRATOR, AND PC CONSULTANT												
January 2011												
	Information Technology Director			Systems Administrator				PC Consultant				
County	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	
Alamance	\$59,333	\$94,932	\$92,196	1	\$47,611	\$76,180	\$62,796	4	\$33,480	\$53,568	\$38,608	
Alexander	50,410	69,492	69,492	1	30,764	42,409	39,381	1	25,251	34,808	33,131	
Alleghany	n/a				n/a				n/a			
Anson	51,419	75,904	70,838		n/a				n/a			
Ashe	65,838	93,027	67,482		n/a			1	48,762	68,901	48,762	
Avery	37,282	51,992	38,028	1	33,816	47,157	35,526		n/a			
Beaufort	n/a				n/a				n/a			
Bertie	55,213	81,504	55,213	1	48,662	71,832	48,662		n/a			
Bladen	47,192	59,774	47,716	1	37,175	47,089	40,067		n/a			
Brunswick	GIS administrator			1	52,082	83,332	68,226	1	lead	48,499	77,598	59,529
								2	tech	41,332	66,131	47,827
Buncombe	93,575	143,133	128,850	1	n/a				n/a			
Burke	58,668	90,938	64,534	1	37,815	58,616	40,543	1	36,016	55,824	36,816	
Cabarrus	76,708	118,410	104,805	3	57,242	88,350	60,942	1	44,847	69,234	54,769	
Caldwell	48,687	81,146	64,581	1	35,777	59,629	45,330		n/a			
Camden	n/a				n/a				n/a			
Carteret	59,302	94,883	65,468	2	40,660	65,056	52,152		n/a			
Caswell												
Catawba	86,931	134,869	106,875	1	58,834	91,284	75,122	6	43,894	68,103	48,673	
Chatham	55,507	88,009	57,200	4	41,420	61,196	45,632	3	37,568	55,507	37,568	
Cherokee	45,695	75,980	60,746	1	43,798	72,577	52,440		n/a			
Chowan	42,613	76,526	54,384		n/a				n/a			
Clay	n/a				n/a				n/a			
Cleveland	56,694	88,494	80,574	3	38,994	60,834	45,942		n/a			
Columbus	41,408	84,212	76,620	2	30,918	62,745	40,333		n/a			
Craven	75,895	153,418	136,415		n/a				n/a			
Cumberland	76,454	128,672	111,772	8	38,734	78,081	40,689		n/a			
Currituck	54,143	75,161	65,380		n/a			1	32,716	45,159	33,971	
Dare	66,269	106,032	89,627	1	45,198	72,316	59,650		n/a			
Davidson	63,113	94,670	88,155	3	38,884	58,327	39,532		systems administrator			
Davie	51,504	79,868	60,720	1	38,431	59,599	46,607	1	30,111	46,697	31,747	
Duplin												
Durham	80,374	138,374	127,993	2	46,687	80,374	47,144	7	42,298	72,816	45,598	
Edgecombe	45,330	67,291	50,287	2	35,517	52,726	38,507	1	29,219	43,376	32,415	
Forsyth	92,775	150,760	136,011	1	68,310	111,004	85,051	3	34,046	55,325	41,517	
Franklin	41,594	59,421	49,971		n/a			2	34,615	49,450	36,489	
Gaston	74,221	115,058	100,195	1	49,180	76,239	73,732	3	40,034	62,066	48,375	
Gates	n/a				n/a				n/a			
Graham	n/a				n/a				n/a			
Granville	n/a			1	27,164	45,634	36,535		n/a			
Greene												

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County	Information Technology Director			Systems Administrator				PC Consultant			
	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Guilford	\$99,350	\$168,894	\$142,766	1	\$74,136	\$126,031	\$103,000	6	\$37,444	\$63,654	\$44,437
Halifax	39,922	64,807	56,529	1	36,145	58,676	51,182	2	32,726	53,125	39,925
Harnett	72,365	112,166	88,394	1	58,628	90,873	70,354	1	31,177	48,324	31,177
Haywood											
Henderson	64,974	100,698	81,597	2	40,560	62,888	56,297	4	29,640	45,962	37,747
Hertford	n/a				n/a				n/a		
Hoke	47,521	67,146	52,454		n/a			1	41,051	58,003	45,310
Hyde	n/a				n/a				n/a		
Iredell	58,442	90,644	86,665	2	40,782	72,396	53,130		n/a		
Jackson											
Johnston	69,250	117,546	95,456	3	53,176	90,266	67,831	1	46,599	79,101	47,247
Jones	n/a				n/a				n/a		
Lee	67,050	93,871	67,050		n/a			1	40,884	57,237	40,884
Lenoir	53,270	94,001	77,152	1	36,892	65,100	47,226	3	29,322	51,742	30,556
Lincoln	61,402	93,673	66,153	1	45,656	69,651	50,426	3	35,666	54,411	36,264
McDowell	n/a				n/a				n/a		
Macon	43,834	65,752	vacant	1	39,758	59,640	58,078	3	29,688	44,503	35,782
Madison			41,640		n/a			1			39,312
Martin	n/a				n/a				n/a		
Mecklenburg	112,800	195,811	157,270		n/a			15	31,924	56,848	45,556
Mitchell	n/a				n/a				n/a		
Montgomery	43,476	69,684	46,594	1	35,148	56,316	35,148		n/a		
Moore	57,634	90,485	88,855	5	35,383	55,551	42,338	5	43,008	67,522	50,534
Nash	68,225	109,160	88,822		n/a			2	46,886	75,018	52,311
New Hanover	92,747	142,293	131,273	4	48,942	75,109	54,028	9	41,205	63,190	45,970
Northampton	finance director				n/a				n/a		
Onslow	68,820	110,112	93,224	1	44,704	71,527	57,105		n/a		
Orange	80,994	129,481	100,024	1	57,323	91,637	75,978	2	38,615	61,730	44,273
Pamlico	n/a				n/a				n/a		
Pasquotank	40,090	56,126	49,773		n/a				n/a		
Pender	54,117	86,588	57,165	1	38,460	61,536	44,342	1	31,641	50,626	31,641
Perquimans	n/a				n/a				n/a		
Person	56,763	87,983	68,952	1	39,536	61,281	51,732	1	37,979	58,867	37,992
Pitt	assistant county manager— information officer			1	66,782	105,550	81,525	2	41,789	66,048	48,454
Polk	39,470	64,676	44,657		n/a			1	25,442	41,690	29,505
Randolph	63,794	99,008	70,304	1	50,149	77,522	50,149	3	35,984	55,245	38,619
Richmond											
Robeson	n/a			2	40,490	50,208	45,348		n/a		
Rockingham	62,623	93,935	80,000	4	36,809	68,922	48,730	1	36,809	55,214	47,436
Rowan	75,311	119,555	111,608	1	53,381	84,739	76,056	3	31,079	49,336	33,420
Rutherford	55,750	82,966	60,065	3	37,463	55,750	37,932	1	35,648	53,047	35,648
Sampson											

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County	Information Technology Director			Systems Administrator				PC Consultant			
	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Scotland	n/a			1	\$44,940	\$63,492	\$46,056	1	\$34,308	\$48,480	\$35,172
Stanly	\$52,987	\$79,481	\$65,520	1	42,318	63,477	51,656		n/a		
Stokes											
Surry	46,224	78,660	vacant	1	38,796	65,208	56,892	2	31,320	51,864	37,536
Swain	n/a			1	36,619	53,963	52,530		n/a		
Transylvania	55,952	83,928	67,470	1	43,846	65,769	54,333		36,067	54,100	37,000
Tyrrell	n/a				n/a				n/a		
Union	78,128	117,192	98,868	1	43,921	65,882	62,301	2	36,762	55,142	43,071
Vance	n/a				n/a				n/a		
Wake	94,500	157,500	140,219	17	42,750	71,250	56,518	7	36,550	60,950	45,825
Warren	45,024	72,248	50,024 ²		n/a				n/a		
Washington	n/a			1	27,804	40,236	39,276		n/a		
Watauga	55,022	85,285	70,153	1	44,153	68,437	44,153	3	32,445	65,489	46,516
Wayne	79,186	123,503	81,165	7	38,090	59,407	39,769		n/a		
Wilkes	47,298	73,312	57,544	1	40,276	62,428	47,192		n/a		
Wilson	54,864	92,724	86,112	1	43,416	73,392	47,964	2	32,760	55,416	38,202
Yadkin	47,139	68,252	49,510	1	35,577	51,524	35,577		n/a		
Yancey	30,137	45,056	38,000		n/a				n/a		
1. Two persons serve as co-directors											
2. Also GIS administrator											

TABLE X. TAX ADMINISTRATION POSITIONS, PART ONE: TAX ADMINISTRATOR, TAX ASSESSOR, TAX COLLECTOR, AND PROPERTY/REVALUATION APPRAISER														
January 2011														
	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser				
County	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
Alamance	\$62,002	\$99,204	\$66,650	n/a			n/a			tax appraiser	3	34,986	55,979	40,628
Alexander	47,981	66,143	57,034	n/a			35,677	49,181	42,409			n/a		
Alleghany	42,967	64,445	48,826	n/a			n/a					n/a		
Anson	n/a			45,448	67,090	51,086	41,858	61,791	51,826	real estate appraiser I	1	25,549	37,715	30,768
Ashe	53,187	75,150	66,423	n/a			36,072	50,967	37,896	real property appraiser supvr.	1	50,916	71,943	50,916
										tax appraiser	1	34,551	48,816	35,412
Avery	n/a			43,158	60,186	49,514	43,158	60,186	53,000	real property appraiser	3	27,820	38,794	30,999
Beaufort	66,478	93,069	79,774	n/a			n/a			appraiser	2	31,686	44,360	34,855
Bertie	50,754	74,922	57,222	n/a			36,240	53,496	36,240			n/a		
Bladen	52,199	66,117	62,638	n/a			30,915	39,160	32,977	real property appraiser	1	28,411	35,987	29,674
Brunswick	69,999	111,998	78,364	n/a			48,499	77,598	66,328	chief appraiser	3	44,915	71,863	50,385
										real estate appraiser II	1	41,332	66,131	54,423
										real estate appraiser I	4	37,748	60,397	40,994
Buncombe	97,772	149,527	134,974	n/a			62,953	96,286	72,305	real property appraiser II	9	35,557	54,371	44,750
										real property appraiser I	3	31,127	47,601	35,339
Burke	58,668	90,938	66,937	48,265	74,811	50,727	39,708	61,547	39,708	real estate tax appraiser	4	31,110	48,223	31,391
Cabarrus			121,672	n/a			51,919	80,150	56,947	real property appraiser	5	38,744	59,797	50,553
										personal property appraiser	1	36,889	56,947	50,897
Caldwell	50,878	84,798	61,761	n/a			n/a			appraiser II	2	27,473	45,789	33,722
Camden	48,854	73,282	48,635	tax administrator			tax administrator					n/a		
Carteret	62,157	99,451	84,755	n/a			n/a			sr. property appraiser	2	37,022	59,235	40,827
										property appraiser	4	33,708	53,933	35,292
Caswell														
Catawba	71,512	110,952	76,200	50,815	78,845	70,380	53,352	82,786	60,000	senior real estate appraiser	2	39,817	61,781	44,507
										real estate appraiser	4	36,115	56,024	36,714
Chatham	55,507	82,009	55,507	n/a			39,447	58,282	56,523	chief appraiser	1	39,447	58,282	46,241
										property appraiser	3	32,453	47,948	32,453
Cherokee	50,009	83,319	50,009	n/a			38,669	63,271	38,669	lead tax appraiser	1	31,811	50,541	38,743
										tax appraiser	1	30,587	48,317	35,522
Chowan	36,814	66,107	60,800	22,599	40,584	24,916	22,599	40,584	31,801			n/a		
Clay	n/a					44,574			49,200	appraiser				28,371
Cleveland	56,694	88,494	63,238	n/a			47,004	73,368	52,860	appraiser	3	33,882	52,860	39,906
Columbus	41,408	84,212	63,049	n/a			30,918	62,745	39,626	tax appraiser	3	26,729	54,175	31,793
Craven	69,105	139,610	121,290	n/a			n/a			appraiser I		37,568	75,895	40,787
Cumberland	69,793	117,462	109,199	tax administrator			tax administrator			senior appraiser	1	44,353	74,646	52,343
										appraiser	6	37,025	62,313	38,111
Currituck	54,143	75,161	64,253	n/a			30,929	42,656	38,012	tax appraiser	2	36,286	50,158	39,569
Dare	n/a			63,175	101,080	101,080	47,412	75,859	75,859	chief real property appraiser	1	45,198	72,316	70,684
										real property appraiser	4	35,583	56,932	40,371
Davidson	63,113	94,670	94,669	38,884	58,327	52,468	38,884	58,327	47,556	appraiser III	3	36,994	55,490	44,297

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County	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser				
	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
										appraiser II	2	\$35,221	\$52,831	\$36,125
Davie	\$51,504	\$79,868	\$65,584	n/a			\$31,617	\$49,032	\$40,325	appraiser II	1	38,431	59,599	42,371
										appraiser I	1	26,010	40,338	32,703
Duplin														
Durham	72,816	125,359	97,500	n/a			n/a			mass appraisal specialist I	1	38,319	65,968	48,255
										residential tax appraiser	10	34,714	59,763	39,570
Edgecombe	n/a			\$41,116	\$61,037	\$51,536	37,293	55,361	42,860	tax appraiser	2	29,219	43,376	31,535
Forsyth	84,658	137,569	132,829	84,657	137,568	132,828	n/a			appraiser	9	31,047	50,452	35,300
Franklin	62,886	89,837	72,165	n/a			n/a			property appraiser	2	36,242	51,773	39,543
Gaston	69,301	107,431	100,482	n/a			60,416	93,666	74,012	property appraiser III	4	42,876	66,466	50,414
										property appraiser I	5	40,034	62,066	45,239
Gates			53,321	n/a			n/a					n/a		
Graham	n/a			31,200	40,950	39,995	26,325	31,200	30,225	asst to assessor	2	18,525	21,450	19,500
Granville	44,270	74,375	52,097	27,164	45,634	41,893	n/a					n/a		
Greene														
Guilford			102,000	55,322	94,047	59,809	55,322	94,047	88,829	appraiser III	3	43,346	73,688	57,397
										appraiser I	5	35,661	60,623	39,992
Halifax	48,701	79,057	vacant	36,145	58,676	57,952	36,145	58,679	64,807	appraiser I	2	34,393	55,832	36,735
Harnett	72,365	112,166	96,000	n/a			n/a			chief appraiser	1	47,498	73,622	56,998
										revaluation coordinator	1	43,662	67,676	52,395
Haywood														
Henderson			89,000	n/a			n/a			property appraiser II	1	33,345	51,675	47,600
										property appraiser I	6	32,078	49,686	38,687
Hertford	n/a			42,048	65,175	47,750	40,046	62,072	44,880			n/a		
Hoke	n/a			45,258	63,949	56,521	45,258	63,949	46,390	appraiser manager	1	60,650	85,697	66,943
Hyde	52,265	77,153	66,821	n/a			n/a					n/a		
Iredell	n/a			tax collector										
							46,673	72,390	75,720	real estate appraiser III	14	34,068	70,960	42,327
Jackson														
Johnston	69,250	117,546	107,707	n/a			n/a			real estate appraiser IV	2	40,834	69,316	46,551
										real estate appraiser	1	34,240	50,545	40,580
Jones	45,246	57,473	57,473	tax administrator			tax administrator			appraiser/mapper	1	31,301	39,461	34,336
Lee	73,361	102,705	77,029	n/a			n/a			appraisal manager	1	53,550	74,970	54,997
										real property appraiser	2	40,884	57,237	40,885
Lenoir	48,595	85,752	56,356	tax administrator			n/a			senior appraiser	1	33,654	59,386	49,959
										real property appraiser	2	29,322	51,742	34,015
Lincoln	67,776	103,397	73,021	41,362	63,100	44,562	41,632	63,100	44,562	chief of appraisals	1	55,627	84,863	61,439
										real estate appraiser	2	33,947	51,789	35,688
McDowell	n/a			47,100	69,376	51,378	42,642	62,676	44,814	real property appraiser	1	28,650	42,112	33,258
Macon	61,677	92,516	78,000	n/a			34,345	51,517	52,204	appraiser	3	28,256	42,383	33,582
Madison			54,000						52,536	deputy tax assessor	1			35,443
										real property appraiser	1			31,500
Martin	n/a			41,065	65,650	49,383	34,452	55,078	41,000			n/a		

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County	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser				
	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
Mecklenburg	n/a			\$83,200	\$133,266	\$119,795	\$83,200	\$133,266	\$107,397	real property appraiser IV	13	\$49,098	\$93,404	\$61,042
										real property appraiser I	1	31,924	56,848	41,000
Mitchell	n/a			46,061	65,802	no data	36,374	56,249	45,422			n/a		
Montgomery	\$45,396	\$72,720	\$55,033	n/a			n/a			tax appraiser	1	28,560	45,819	41,884
Moore	58,100	91,217	84,812	n/a			n/a			real property appraiser	3	33,697	52,905	38,225
Nash	65,100	104,160	85,490	n/a			n/a			real property appraiser	2	37,089	59,342	45,016
New Hanover	89,024	136,552	98,940	n/a			66,643	102,128	66,643	appraiser zone 2	2	36,296	55,640	46,904
										appraiser zone 1	7	34,861	53,477	38,281
Northampton	52,713	93,018	64,224	29,352	51,796	32,399	39,820	54,385	42,486			n/a		
Onslow	68,820	110,112	78,938	n/a			n/a			tax appraiser	6	31,408	50,254	40,291
Orange	80,994	129,481	92,163	57,323	91,637	66,099	tax administrator			appraiser II	3	44,781	71,588	57,902
										appraiser I	2	38,615	61,730	39,196
Pamlico	44,227	78,542	48,829	n/a			n/a			appraiser	1	27,148	48,209	vacant
Pasquotank	47,686	67,827	56,002	n/a			n/a			appraiser	1	27,429	38,401	32,134
Pender	n/a			54,117	86,588	vacant	51,540	82,464	58,143	tax appraiser	1	33,223	53,157	33,223
Perquimans	44,994	68,139	53,388	n/a			n/a					n/a		
Person	59,090	91,590	73,644	n/a			28,667	44,434	31,620	property revaluation manager	1	46,430	71,967	52,512
										senior appraiser	1	26,453	41,002	30,636
Pitt	76,868	121,492	84,426	n/a			n/a					n/a		
Polk	n/a			43,516	71,306	55,704	32,472	53,209	37,658	appraiser II	1	35,800	58,662	45,827
										appraiser I	1	35,800	58,662	38,553
Randolph	57,907	89,690	72,114	tax administrator			tax administrator			real property appraiser III	1	47,736	73,819	57,907
										real property appraiser I	1	35,894	55,245	39,437
Richmond														
Robeson	85,302	105,775	85,302	n/a			n/a			division manager	2	43,478	53,912	50,434
										appraiser	7	34,576	42,799	38,658
Rockingham	65,366	98,049	76,385	n/a			33,783	50,675	40,235	appraiser II	3	33,783	50,675	40,235
										appraiser I	2	32,326	48,489	33,296
Rowan	71,697	113,817	106,254	n/a			n/a			real & personal property mgr	1	50,819	80,673	60,663
										appraiser I	3	34,293	54,437	37,545
Rutherford	61,576	91,632	68,861	tax administrator			45,701	68,861	48,031	real estate manager	1	50,476	75,116	53,048
										revaluation appraiser I	3	32,276	48,630	33,501
Sampson														
Scotland	n/a			51,432	72,660	59,640	37,536	53,040	40,428	revaluation coordinator	1	32,796	46,344	35,328
										appraiser	1	28,656	40,500	30,108
Stanly	55,424	83,138	74,256	n/a			n/a			real property appraiser supvr.	1	42,318	63,477	54,054
										real property appraiser	3	30,921	46,333	39,527
Stokes														
Surry	48,444	82,524	63,780	n/a			35,532	59,520	39,588	revaluation project manager	1	40,476	68,340	55,596
										real estate appraiser II	2	31,320	51,864	34,776
Swain	33,533	49,416	40,001	n/a			n/a			tax assessor II	1	25,750	37,946	27,646
Transylvania	64,771	97,156	82,151	n/a			n/a			asst. tax assessor	1	46,030	69,056	56,545

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County	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser					
	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual	
											property appraiser II	2	\$29,211	\$43,816	\$29,816
Tyrrell			\$39,828	n/a			n/a					n/a			
Union	\$71,518	\$107,277	100,441	\$71,518	\$86,000	\$69,152	\$54,855	\$82,284	\$61,310		senior appraiser	3	40,176	60,264	43,815
											real estate appraiser tech.	2	33,622	50,434	34,336
Vance	54,936	87,900	71,004	n/a			n/a					n/a			
Wake	85,650	142,850	110,000	n/a			n/a				senior appraiser	3	42,750	71,250	56,808
											appraiser	10	36,550	60,950	47,851
Warren	52,118	83,634	66,241	n/a			n/a				real property appraiser	1	27,639	44,354	vacant
Washington	39,924	59,268	48,612	29,664	42,960	30,432	29,664	42,960	30,432		appraiser	1	38,040	55,080	43,056
Watauga	62,791	97,325	92,068	n/a			n/a				appraiser II	1	37,024	57,387	44,648
											appraiser I	2	33,906	52,554	34,245
Wayne	56,276	87,771	79,516	n/a			44,094	68,771	47,484		chief appraiser	1	46,298	72,209	52,382
											appraiser		32,903	51,318	35,433
Wilkes	55,545	86,095	60,072	n/a			n/a				real property appraiser supvr	1	45,435	70,424	49,019
											real property appraiser	3	30,401	47,122	32,400
Wilson	54,864	92,724	71,602	n/a			n/a				tax appraiser	1	36,000	60,840	42,116
											appraiser I	1	31,260	52,872	32,022
Yadkin	39,073	56,597	56,596	tax administrator			tax administrator				asst. assessor	1	37,285	53,987	51,378
Yancey	33,227	49,674	39,403	n/a			27,335	40,867	32,398		appraiser	1	26,033	38,921	29,765
1. Deputy tax collector															

TABLE X. TAX ADMINISTRATION POSITIONS, PART TWO: PROPERTY MAPPER, BUSINESS PERSONAL PROPERTY APPRAISER, TAX CUSTOMER SERVICE REPRESENTATIVE, AND TAX TECHNICIAN																	
January 2011																	
	Property Mapper					Business Personal Property Appraiser				Tax Customer Service Representative				Tax Technician			
County	Class	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance			n/a			1	\$34,986	\$55,979	\$53,592	8	\$23,543	\$37,668	\$26,328	2	\$25,710	\$41,133	\$29,928
Alexander			n/a				n/a				n/a			4	21,774	30,015	27,594
Alleghany			n/a				n/a				n/a				n/a		
Anson			n/a				n/a			2	22,582	33,336	22,585	3	23,531	34,736	25,608
Ashe	tax mapping supv.	1	36,072	50,967	38,844	4	30,384	48,816	34,893	3	30,384	42,930	34,928		n/a		
	tax mapping clerk	1	30,384	42,930	30,384												
Avery			n/a			1	25,233	35,188	28,949	2	27,820	38,794	29,876	1	22,887	31,916	25,007
Beaufort	sr. land records	1	35,861	50,205	43,033	1	31,686	44,360	30,102	4	26,119	36,567	28,990		n/a		
Bertie	land records spec.	1	26,989	39,841	26,989		n/a			2	23,787	35,115	26,725		n/a		
Bladen			n/a			1	28,411	35,987	30,305	4	23,402	29,642	24,442		n/a		
Brunswick	senior GIS mapper	1	35,956	57,529	45,702	1	37,748	60,397	43,666	6 III	28,790	46,064	33,417	4	25,206	40,329	29,504
	mapper II	3	32,373	51,797	35,644	1	37,748	60,397	43,666	2 II	26,997	43,196	33,979				
										8 I	25,206	40,329	27,309				
Buncombe	GIS mapper II	1	31,127	47,601	39,808	1	38,782	59,344	46,091	7	26,114	39,953	32,422		n/a		
	GIS mapper I	4	34,041	51,989	42,894												
Burke	mapping tech	1	25,595	39,673	31,550	1	36,016	55,824	38,610	1	24,376	37,784	29,376	2	24,376	37,784	25,188
Cabarrus	senior GIS mapper	2	38,744	59,797	51,206	1	42,696	65,927	55,575	6	28,903	44,632	34,595	7	27,532	42,508	37,995
	GIS mapper	1	35,141	54,231	36,351												
Caldwell			n/a			1	32,762	54,604	36,403		n/a				n/a		
Camden			n/a				27,204	40,806	25,098		27,204	40,806	29,711		27,204	40,806	25,291
Carteret			n/a			1	25,153	40,245	26,970	6	20,843	33,349	22,677	1	20,843	33,349	20,843
Caswell																	
Catawba	cadastral mapper	3	31,198	48,400	42,877	2	31,198	48,400	33,935	6	24,430	37,915	29,831		n/a		
Chatham	mapper	2	29,436	43,491	37,528	1	32,453	47,948	32,453	5	26,699	39,447	26,699	1	26,699	39,447	35,424
Cherokee	mapping tech	1	27,408	42,577	33,879	1	27,408	42,577	34,993	3	24,592	37,833	26,268	2	25,518	39,369	29,674
Chowan			n/a				n/a				n/a				n/a		
Clay	mapper				31,215		n/a			3			22,752		n/a		
Cleveland	mapper supv.	1	29,424	45,942	39,906	1	26,808	41,814	30,858	4	23,286	36,342	29,424	6	24,414	38,088	29,424
Columbus	land records supv.	1	26,729	54,175	42,009	1	23,117	46,782	35,251	1	22,027	44,552	33,577	1	24,262	49,227	33,577
	appraiser technician	1	26,729	54,175	31,873												
Craven	property mapper		28,353	57,289	31,188	1	35,849	72,419	43,237	2	25,813	52,159	28,375	1	31,140	62,918	37,568
Cumberland	GIS technician II	5	33,753	59,491	38,697	1	44,353	74,646	41,839	2	37,025	62,313	40,618	15	28,087	47,270	31,510
Currituck	GIS specialist	1	39,858	55,160	43,059		n/a			4	25,571	35,190	27,760		n/a		
Dare	land records mgr	1	43,087	68,919	67,919	2	29,383	47,017	38,886	2	24,270	42,728	34,151	4	25,457	40,731	35,895
	land records tech	1	33,921	54,273	49,011												
Davidson	land records tech III	1	30,493	45,739	27,656	1	31,973	48,044	40,242	8	23,874	35,811	27,176	1	38,884	58,327	47,556
Davie			n/a			1	26,010	40,338	34,712	2	23,591	36,588	29,425	1	26,010	40,338	34,777
Duplin																	
Durham	GIS cartographer	4	34,714	59,763	44,669	3	31,449	54,143	39,071	14	27,119	46,687	36,164	6	29,933	51,534	43,542
Edgecombe			n/a			1	27,828	41,311	32,876	5	21,804	32,367	23,164	1	24,039	35,686	26,002

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County	Property Mapper					Business Personal Property Appraiser				Tax Customer Service Representative				Tax Technician			
	Class	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Forsyth	Sr. GIS technician	1	\$31,801	\$51,677	\$51,667		n/a				n/a			19	\$24,604	\$39,982	\$26,217
	GIS technician	6	30,287	49,216	37,644												
Franklin			n/a			1	\$31,577	\$45,110	\$36,851	9	\$23,971	\$37,539	\$31,082		n/a		
Gaston	GIS specialist III	1	42,876	66,466	45,019	1	40,034	62,066	47,040	2	23,126	35,853	30,353	6	23,126	35,853	24,476
	GIS specialist I	1	37,379	57,952	41,118												
Gates			n/a				n/a			1			27,383		n/a		
Graham	mapper	1	31,200	37,440	37,066		n/a			1	19,500	25,350	24,375				
Granville			n/a				n/a			7	22,356	37,569	28,297		n/a		
Greene																	
Guilford	mapping tech	4	32,345	54,987	43,101	5	39,316	66,837	47,325	10	30,805	52,369	40,772		n/a		
Halifax			n/a			1	32,726	53,125	38,462	3	21,991	35,699	23,401	1	24,289	39,429	34,823
Harnett			n/a				n/a			10	27,477	42,589	31,770		n/a		
Haywood																	
Henderson	services spec.	2	26,364	40,833	32,604	2	26,364	40,833	40,043	1	23,420	36,309	25,662	4	26,364	40,833	29,796
Hertford	land records mgr	1	31,377	48,635	32,005		n/a				n/a				n/a		
	GIS technician	1	24,585	38,107	25,077												
Hoke	land records	1	33,772	47,719	36,368		n/a			2	22,858	32,298	22,858	2	24,001	33,913	25,216
Hyde			n/a				n/a			2	32,889	48,550	35,121		n/a		
Iredell			n/a				n/a				n/a				n/a		
Jackson																	
Johnston			n/a				n/a			4	28,715	42,384	29,466	3	28,715	42,384	33,027
Jones			n/a				n/a			2	26,035	32,807	30,587		n/a		
Lee			n/a			2	35,725	50,015	38,765	2	24,930	34,902	24,930		n/a		
Lenoir		1	29,322	51,742	37,535	1	36,892	65,100	55,207		n/a			5	21,259	37,514	23,497
Lincoln			n/a				n/a			8	25,242	38,508	27,717		n/a		
McDowell	tax mapper	2	23,484	34,518	27,600	1	21,264	31,256	24,078	2	20,232	29,737	20,232	1	22,344	32,848	23,484
Macon	mapper	2	21,085	31,627	29,136	1	28,256	42,383	34,000	2	24,409	36,612	26,505	2	24,409	36,612	27,333
Madison			n/a			1			26,416	3			27,835	1			28,881
Martin	mapper	1	part-time		25,000		n/a				n/a			5	20,320	37,050	24,610
Mecklenburg	see GIS Analyst and GIS Technician						n/a			10	27,606	56,848	30,755	Tax Customer Service Representative			
Mitchell	land records mgr	1	32,363	46,233	37,463	1	27,664	39,521	28,921	1	27,664	39,521	no data		n/a		
Montgomery			n/a				n/a			4	21,288	34,164	24,741	1	21,288	34,164	24,728
Moore	senior mapper	2	30,565	47,987	37,713	3	29,110	45,702	36,470	5	26,403	41,453	32,543		n/a		
Nash	tax mapping supv.	1	44,739	71,582	59,566	1	32,501	52,202	34,638	7	24,125	38,600	27,842		n/a		
	GIS mapping tech	2	31,146	49,834	39,292												
New Hanover	senior tax mapper	1	34,861	53,477	46,031		n/a			7	29,224	44,866	33,963		n/a		
	tax mapper	2	32,053	49,192	38,532												
Northampton			n/a				n/a			5	21,904	38,650	23,133		n/a		
Onslow	land records tech	3	30,200	48,321	40,345	1	30,200	48,321	37,953	3	22,950	36,720	30,287	6	30,200	48,321	34,637
Orange	GIS mapper II	1	34,984	55,925	39,617	1	44,781	71,588	vacant	2	30,165	48,225	32,167	3	30,165	48,225	30,569
	GIS mapper I	2	31,693	50,665	34,399												
Pamlico			n/a			2	23,284	41,347	32,847	2	23,284	41,347	25,540		n/a		

County Salaries in North Carolina 2011

County	Property Mapper				Business Personal Property Appraiser				Tax Customer Service Representative				Tax Technician				
	Class	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Pasquotank			n/a				n/a			8	\$19,833	\$36,328	\$27,285		n/a		
Pender	tax mapper	2	\$27,333	\$43,733	\$30,662	1	\$28,700	\$45,919	\$30,732	3	26,031	41,650	26,118		n/a		
Perquimans	mapper	1	33,062	50,069	35,583		n/a			5	28,138	42,613	33,716		n/a		
Person	land records tech	1	27,538	42,684	31,140	1	29,842	46,255	31,334	1	25,411	39,387	28,023	2	\$26,453	\$41,002	\$30,636
Pitt			n/a			1	41,789	66,048	51,626	4	26,148	41,328	27,912		n/a		
Polk			n/a			3	23,078	45,963	29,289	3	23,078	45,963	29,289	2	part-time		\$10.14/hr
Randolph	GIS spec/mapper	2	32,802	50,149	40,903	2	35,984	55,245	41,391	6	23,858	39,437	28,728	2	23,858	39,437	31,481
Richmond																	
Robeson	division manager	1	43,478	53,912	48,695	2	33,022	40,947	36,984	6	24,060	31,685	28,614	2	22,566	27,982	22,566
	mapper	3	30,035	37,242	36,041												
Rockingham	land record tech	3	27,101	40,652	31,690	1	42092	63138	42092	6	23,731	37,224	27,821		n/a		
Rowan	senior mapper	1	31,074	49,336	38,210	2	34,293	54,437	37,749	10	22,039	38,580	27,693		n/a		
Rutherford	see GIS analyst					1	41,378	62,346	42,418		n/a			3	23,955	36,094	26,988
Sampson																	
Scotland	mapper	1	28,656	40,500	30,864	1	34,308	48,480	36,048	5	23,940	33,828	24,540	1	25,044	35,388	27,648
Stanly			n/a			1	28,231	42,346	35,939	5	23,583	35,374	30,225	1	24,668	30,834	27,437
Stokes																	
Surry	land records mgr.	1	34,020	56,892	vacant	1	28,728	47,328	32,616	7	23,544	37,872	26,163		n/a		
Swain			n/a			1	25,750	37,946	27,646	2	20,663	30,451	22,186	2	24,641	36,313	26,457
Transylvania	mapper	1	26,500	39,741	33,287	1	26,500	39,741	34,320	4	22,893	34,339	26,993		n/a		
Tyrrell			n/a				n/a			2			30,120		n/a		
Union	GIS senior specialist	2	40,176	60,264	43,953	2	30,162	48,244	34,300	3	28,113	42,171	29,046	1	32,162	48,244	32,823
Vance			n/a				n/a			3	22,788	36,456	23,904	2	26,004	41,592	30,192
Wake	mapping supvr.	2	47,250	78,750	52,589	3	42,750	71,250	56,808	37	28,700	47,800	35,130	37	28,700	47,800	35,130
	mapping technician	7	28,700	47,800	41,879												
Warren			n/a				n/a			2	22,739	36,487	22,739	Tax Customer Service Representative			
Washington			n/a				n/a			2	22,224	32,160	23,340		n/a		
Watauga			n/a			1	33,906	52,554	34,160		n/a			1	28,432	44,070	37,436
Wayne	senior mapper	1	32,903	51,318	35,433	1	29,844	46,547	32,139	5	23,384	36,471	25,714		n/a		
	mapper	1	25,781	40,209	27,763												
Wilkes	GIS map specialist	1	28,054	43,484	29,972	1	28,054	43,484	31,468		n/a			3	23,889	37,028	24,276
Wilson			n/a				n/a			6	25932	43872	29180		n/a		
Yadkin	land records supv.	1	35,577	45,550	38,318	1	25,643	37,112	27,603	3	23,338	33,815	25,600	1	24,478	35,431	27,007
	land records asst.	1	23,338	33,815	27,074												
Yancey			n/a				n/a			1	23,613	35,302	23,614		n/a		

TABLE XI. GIS ADMINISTRATOR, GIS ANALYST, AND GIS TECHNICIAN												
January 2011												
County	GIS Administrator				GIS Analyst				GIS Technician			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	1	\$45,560	\$72,899	\$67,765		n/a			2	\$34,986	\$55,979	\$38,058
Alexander	1	35,677	49,181	50,410		n/a			2	25,251	34,808	33,606
Alleghany		n/a				n/a				n/a		
Anson		n/a			1	\$40,171	\$59,300	\$40,173		n/a		
Ashe		n/a				n/a				n/a		
Avery	1	37,282	51,992	42,773		n/a			1	25,233	35,188	25,737
Beaufort		n/a				n/a				n/a		
Bertie	1	41,118	60,698	46,175		n/a			1	33,312	49,175	33,312
Bladen		n/a			1	24,655	31,229	25,750	1	23,402	29,642	24,442
Brunswick	1	62,832	100,532	88,881	1	46,707	74,731	70,002	3	32,373	51,797	35,644
Buncombe		n/a				n/a				n/a		
Burke	1	39,708	61,547	45,931		n/a			1	31,110	48,223	34,659
Cabarrus	1	54,500	84,156	vacant		n/a				n/a		
Caldwell	1	34,236	57,061	43,701		n/a			1	26,290	43,817	34,907
Camden		n/a				n/a				34,720	52,080	34,720
Carteret	1	42,612	68,180	44,176		n/a			2	32,164	51,463	35,919
Caswell												
Catawba	1	50,815	78,845	68,049	2	43,894	68,103	46,189		n/a		
Chatham	1	39,447	58,282	47,088		n/a				n/a		
Cherokee	1	35,776	57,883	46,830	1	33,039	52,903	42,971	1	29,454	46,292	36,194
Chowan	1	26,160	46,981	36,814		n/a				n/a		
Clay		n/a				n/a				n/a		
Cleveland	1	38,994	60,834	55,380		n/a			1	28,092	43,842	38,088
Columbus	1	28,057	56,897	39,817		n/a			1	24,262	49,227	32,773
Craven	1	52,159	105,376	67,525		n/a				n/a		
Cumberland	1	50,808	85,510	73,817	1	38,734	65,189	42,607	1	46,394	78,081	66,157
Currituck		n/a				n/a			1	39,858	55,160	44,715
Dare		n/a				n/a			1	32,336	51,739	42,051
Davidson		information technology director			1	42,784	64,177	51,841	1	33,566	50,349	38,265
Davie	1	44,490	68,993	65,747		n/a			1	27,311	42,355	32,603
Duplin												
Durham		n/a				n/a				n/a		
Edgecombe		n/a				n/a			2	29,219	43,376	29,646
Forsyth	1	58,562	76,131	67,246	1	39,058	63,470	56,534	6	30,287	49,217	37,645
Franklin	1	41,594	59,421	45,408		n/a			2	33,061	47,230	36,732
Gaston	1	49,180	76,239	65,161	1	42,876	66,466	51,450	1	37,379	57,952	41,118
Gates		n/a				n/a				n/a		
Graham		n/a				n/a				n/a		
Granville		n/a				n/a			1	29,963	50,337	44,065
Greene												
Guilford	1	58,088	98,749	84,296	3	47,789	81,541	64,088	2	35,661	60,623	50,337

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County	GIS Administrator				GIS Analyst				GIS Technician			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Halifax		\$29,630	\$48,099	\$51,182		n/a			1	\$24,289	\$39,429	\$27,502
Harnett	1	51,671	80,090	62,700	1	\$45,539	\$70,585	\$55,261	3	35,374	54,830	42,736
Haywood												
Henderson		n/a			1	34,671	53,742	48,887	3	29,640	45,962	38,318
Hertford		n/a				n/a				n/a		
Hoke		n/a				n/a			1	47,521	67,146	51,175
Hyde		n/a				n/a				n/a		
Iredell		n/a				n/a			4	33,721	49,271	37,132
Jackson												
Johnston	1	53,176	90,266	55,043	1	48,696	82,659	48,696	1	35,783	52,815	49,218
Jones		n/a				n/a			1	37,630	47,446	37,630
Lee	1	56,012	78,418	61,006	3	42,765	59,871	47,615	1	28,531	39,943	33,506
Lenoir	1	36,892	65,100	52,128		n/a				n/a		
Lincoln	1	41,362	63,100	60,041		n/a			1	33,947	51,789	36,676
McDowell		n/a				n/a				n/a		
Macon	1	36,063	54,095	vacant	1	32,710	49,065	34,346	1	25,629	38,445	35,086
Madison		n/a			1			44,391		n/a		
Martin		n/a				n/a				n/a		
Mecklenburg	1	73,183	133,266	103,026	5	52,155	93,404	62,209	15	39,124	56,848	40,131
Mitchell		n/a				n/a				n/a		
Montgomery	1	29,748	47,676	32,790		n/a				n/a		
Moore	1	57,634	90,485	81,759	3	40,959	64,306	46,386		n/a		
Nash	1	49,137	78,619	54,557		n/a				n/a		
New Hanover		n/a				n/a			1	34,861	53,477	41,766
Northampton	1	30,820	54,385	45,753		n/a			2	24,148	42,612	29,432
Onslow	1	48,352	77,363	72,014		n/a			3	30,200	48,321	40,614
Orange	1	57,323	91,637	79,332	2	44,781	71,588	62,012	2	40,570	64,854	49,724
Pamlico	1	27,148	48,209	24,823		n/a			1	22,826	40,145	24,823
Pasquotank	1	40,090	56,126	51,522		n/a			1	26,163	36,628	29,155
Pender	1	44,522	71,236	48,517		n/a				n/a		
Perquimans		n/a				n/a				n/a		
Person		n/a			1	42,844	66,408	49,644	1	29,842	46,255	40,632
Pitt	1	60,807	96,102	80,559	1	50,408	79,669	62,276		n/a		
Polk		n/a				n/a			1	30,925	50,674	34,989
Randolph	1	45,490	70,304	52,603	1	41,371	63,794	45,490	1	32,802	50,149	35,984
Richmond												
Robeson	1	43,478	53,912	50,434		n/a			1	33,022	40,947	41,419
Rockingham	1	43,947	65,921	48,733		n/a			2	33,783	50,675	40,012
Rowan	1	43,848	69,606	51,821	1	39,740	63,091	41,742		n/a		
Rutherford	1	47,378	61,576	42,418	1	50,476	51,107	37,001		n/a		
Sampson												
Scotland		n/a				n/a				n/a		
Stanly	1	44,264	66,397	46,469		n/a			1	32,310	48,465	33,926

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County	GIS Administrator				GIS Analyst				GIS Technician			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Stokes												
Surry	1	\$35,532	\$59,520	\$42,228	1	\$32,616	\$54,300	\$37,104	2	\$30,012	\$49,572	\$36,444
Swain	1	32,088	49,416	47,361		n/a			1	26,909	39,655	34,739
Transylvania		n/a				n/a				n/a		
Tyrrell		n/a				n/a			1	also asst. tax collector		5,628
Union	2	43,921	65,882	53,360	2	40,176	60,264	47,089	1	36,762	55,142	vacant
Vance	1	36,972	59,148	43,560		n/a				n/a		
Wake	1	78,000	130,000	111,549	6	52,100	86,900	66,402	5	28,700	47,800	41,879
Warren	see IT director					n/a				n/a		
Washington	1	34,332	49,680	36,996		n/a				n/a		
Watauga		n/a				n/a			1	31,048	48,124	39,040
Wayne	1	38,090	59,407	46,409		n/a				n/a		
Wilkes	1	38,690	59,970	42,945		n/a			2	28,054	43,484	29,715
Wilson		n/a			1	34,356	58,032	36,000	1	31,260	52,872	35,000
Yadkin	1	40,954	56,597	44,093		n/a				n/a		
Yancey		n/a				n/a			1	23,613	35,202	30,855

TABLE XII. LIBRARY DIRECTOR, PUBLIC HEALTH DIRECTOR, AND SOCIAL SERVICES DIRECTOR														
January 2011														
	Library Director					Public Health Director					Social Services Director			
County	Min.	Max.	Actual	Counties		Min.	Max.	Actual	Counties		Min.	Max.	Actual	Counties
Alamance	\$56,778	\$90,844	\$62,000	2		\$80,743	\$129,191	\$102,500	1		\$64,793	\$103,669	\$85,644	1
Alexander	43,470	59,924	52,964	1		55,645	76,707	82,605	1		52,963	73,011	interim	1
Alleghany	n/a					n/a					57,575	86,381	57,575	1
Anson	n/a					55,829	82,414	62,121	1		53,578	79,092	65,868	1
Ashe	see Watauga					see Watauga					77,763	109,878	102,033	1
Avery	regional system					regional system					49,961	69,671	57,318	1
Beaufort	n/a					63,695	89,173	73,886	1		63,695	89,173	76,434	1
Bertie	see Hertford					see Pasquotank					65,338	96,452	96,168	1
Bladen	47,192	59,774	53,481	1		58,459	74,048	74,048	1		58,459	74,048	71,450	1
Brunswick	62,832	100,532	97,203	1		78,958	129,199	126,275	1		78,958	129,199	126,333	1
Buncombe	93,575	143,133	128,850	1		97,772	149,527	130,024	1		106,788	163,401	149,327	1
Burke	53,214	82,481	59,705	1		67,917	105,273	75,664	1		67,917	105,273	75,664	1
Cabarrus	73,052	112,764	82,113	1		n/a					n/a			
Caldwell	48,687	81,146	54,098	1		58,061	96,769	81,205	1		66,280	110,429	86,646	1
Camden	see Pasquotank					see Pasquotank					59,383	89,074	59,181	
Carteret	n/a					68,152	109,043	100,685	1		68,152	109,043	86,026	1
Caswell														
Catawba	68,103	105,675	82,209	1		78,845	122,328	109,276	1		86,931	134,869	125,000	1
Chatham	47,498	70,842	62,697	1		64,256	94,936	93,280	1		64,256	94,936	90,100	1
Cherokee	n/a					57,255	95,671	80,000	1		57,255	95,671	65,000	1
Chowan	see Washington					see Pasquotank							76,526	1
Clay	n/a							71,761	1				70,237	1
Cleveland	47,044	73,368	60,834	1		78,672	122,826	109,224	1		78,672	122,826	90,576	1
Columbus	39,437	80,179	53,377	1		50,342	102,497	71,613	1		50,342	102,497	75,000	1
Craven	n/a					83,355	168,503	118,515	1		79,542	160,781	118,515	1
Cumberland	66,713	112,278	95,472	1		91,756	154,425	112,200	1		91,756	154,425	124,009	1
Currituck	n/a					see Pasquotank					63,072	87,663	76,313	1
Dare	n/a					66,269	106,032	106,032	1		66,269	106,032	106,032	1
Davidson	57,322	85,983	65,370	1		69,614	104,421	90,347	1		69,614	104,421	90,112	1
Davie	49,051	76,065	68,868	1		65,733	101,934	79,800	1		59,622	92,457	79,844	1
Duplin														
Durham	72,818	125,359	vacant	1		88,718	152,739	138,500	1		88,718	152,739	129,000	1
Edgecombe	n/a					73,838	109,612	75,684	1		66,974	99,422	73,754	1
Forsyth	82,255	133,665	117,541	1		128,727	209,182	181,813	1		102,328	166,283	143,790	1
Franklin	54,791	78,273	59,982	1		68,935	98,479	79,668	1		68,395	98,479	81,692	1
Gaston	64,706	100,317	93,828	2		85,135	131,977	vacant	1		79,491	123,228	109,296	1
Gates	n/a					n/a							62,764	1
Graham	regional system				4	41,171	65,780	64,780	1		47,758	72,671	69,110	1
Granville	40,157	67,465	60,017	1		see Vance					51,239	86,080	86,080	1
Greene														
Guilford	n/a							146,245	1				125,778	1

County Salaries in North Carolina 2011

County	Library Director			Counties	Public Health Director			Counties	Social Services Director			Counties
	Min.	Max.	Actual		Min.	Max.	Actual		Min.	Max.	Actual	
Halifax	\$48,701	\$79,057	\$60,152	1	\$65,617	\$106,518	\$100,103	1	\$65,617	\$106,518	\$90,633	1
Harnett	53,893	83,534	59,000	1	75,476	116,968	103,763	1	75,476	116,988	91,400	1
Haywood												
Henderson	62,439	96,798	90,168	1	70,259	108,908	96,941	1	70,259	108,908	97,497	1
Hertford	49,841	75,237		4	79,028	116,496	vacant	1	62,125	96,293	71,400	1
Hoke	n/a				66,867	94,481	79,476	1	66,867	94,481	70,249	1
Hyde	n/a				59,300	87,538	78,132	1	59,300	87,538	80,956	1
Iredell	61,130	94,813	90,651	1	80,066	124,182	100,713	1	80,066	124,182	113,519	1
Jackson												
Johnston			57,860	1	140,051	237,719	201,287	1	82,584	140,176	114,525	1
Jones	n/a				63,349	80,701	63,349	1	66,498	84,680	66,498	1
Lee	58,589	82,024	68,561	1	73,361	102,705	80,700	1	73,361	102,705	85,611	1
Lenoir	n/a				53,270	94,001	77,152	1	53,270	94,001	94,001	1
Lincoln	61,402	93,673	66,153	1	67,776	103,397	74,858	1	67,776	103,397	86,892	1
McDowell	47,100	69,281	50,118	1	See Rutherford				57,456	84,463	68,376	1
Macon	n/a				64,762	97,144	87,360 ¹	1	64,762	97,144	91,728	1
Madison			40,300	1	54,069	78,185	65,920	1	54,069	78,185	65,923	1
Martin	regional system				see Washington				55,930	89,413	69,848	1
Mecklenburg	112,800	195,811	170,974	1	112,800	195,811	170,971	1	112,800	195,811	150,000	1
Mitchell	n/a				n/a				53,886	76,980	70,388	1
Montgomery	n/a				56,916	91,116	vacant	1	56,916	91,116	79,290	1
Moore	n/a				70,054	109,985	101,496	1	70,054	109,985	79,468	1
Nash	n/a				74,392	119,891	109,226	1	74,392	119,891	82,400	1
New Hanover	89,024	136,552	95,880	1	96,512	148,034	126,042	1	96,512	148,034	115,544	1
Northampton	see Hertford				64,072	113,063	82,019	1	52,713	93,018	76,344	1
Onslow	66,173	105,877	90,011	1	74,436	119,097	109,860	1	74,436	119,097	90,806	1
Orange	73,377	117,303	78,000	1	80,994	129,481	115,576	1	80,994	129,481	111,367	1
Pamlico	n/a				58,511	86,588	70,000	1	51,197	90,917	68,220	1
Pasquotank	39,375	58,452	49,174	2	94,691	151,200	147,512	4	60,347	84,486	72,422	1
Pender	56,823	90,917	63,784	1	65,780	105,248	vacant	1	65,780	105,248	85,325	1
Perquimans	see Washington				n/a				53,657	81,258	59,157	1
Person	46,334	74,918	49,560	1	61,513	95,345	69,480	1	61,513	95,345	74,808	1
Pitt	n/a				117,220	185,267	180,899	1	84,426	133,435	94,963	1
Polk	41,442	67,908	55,735	1				3	50,375	82,545	71,179	1
Randolph	57,907	89,690	72,114	1	63,794	99,008	89,690	1	63,794	99,008	89,690	1
Richmond												
Robeson	n/a				79,327	98,365	95,192	1	76,340	97,662	94,662	1
Rockingham	57,228	85,842	57,228	1	68,251	102,377	90,712	1	68,251	102,377	99,931	1
Rowan	64,983	103,155	73,847	1	75,311	119,555	103,155	1	75,311	119,555	90,773	1
Rutherford	57,155	82,966	57,155	1	n/a				71,475	101,208	71,475	1
Sampson												
Scotland	47,004	66,420	54,504	1	67,356	95,172	69,036	1	67,356	95,172	67,356	1
Stanly	52,987	79,481	53,000	1	66,349	99,524	89,935	1	66,349	99,524	89,842	1

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County	Library Director				Public Health Director				Social Services Director			
	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties
Stokes												
Surry	n/a				\$76,836	\$132,792	\$82,524	1	\$70,044	\$120,468	\$94,872	1
Swain	n/a				54,419	80,196	65,499	1	49,833	73,437	66,589	1
Transylvania	\$58,760	\$88,129	\$69,185	1	64,771	97,156	76,922	1	64,771	97,156	76,000	1
Tyrrell	see Washington				see Washington						48,420	1
Union	62,434	102,650	75,301	1	85,370	128,056	94,300	1	74,739	112,108	94,300	1
Vance	46,068	73,716	70,404	1			199,402	2	60,000	95,988	88,116	1
Wake	78,000	130,000	100,993	1	104,400	174,100	161,200	1	104,400	174,100	161,200	1
Warren	47,273	75,859	61,500	1	60,333	96,816	66,000	1	60,333	96,816	66,300	1
Washington	44,016	62,904	62,904	4	n/a				60,192	82,908	84,924	1
Watauga	n/a				n/a				68,570	106,282	89,007	1
Wayne			89,368	1	75,415	117,621	81,213	1	62,044	96,767	85,528	1
Wilkes	n/a				65,230	101,107	89,297	1	65,230	101,107	89,297	1
Wilson	47,652	80,580	73,500	1	69,324	117,240	92,978	1	69,324	117,240	119,190	1
Yadkin	n/a				51,762	74,941	69,602	1	51,762	74,941	71,324	1
Yancey	n/a				n/a				51,546	77,060		
Alleghany DHD ²	n/a						118,092	3	n/a			
MTW DHD ³	n/a				75,939	153,220	101,410	3	n/a			
RPM DHD ⁴	n/a				68,305	109,287	92,000	3	n/a			
1. \$4,900 travel allowance												
2. District Health Agency for Alleghany, Ashe, Watauga												
3. District Health Agency for Martin, Tyrrell and Washington												
4. District Health Agency for Rutherford, Polk and McDowell												

TABLE XIII. LIBRARIAN, LIBRARY BRANCH MANAGER, AND LIBRARY ASSISTANT														
January 2011														
County	Librarian					Library Branch Manager				Library Assistant				
	No.	Level	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Level	Min.	Max.	Avg.
Alamance	1		\$34,986	\$55,979	\$34,992	2	\$30,660	\$49,053	\$35,820	5		\$22,530	\$36,045	\$23,344
Alexander	1		26,529	36,570	27,872	1	22,276	31,532	22,276	4		22,874	31,532	24,721
Alleghany			n/a				n/a					n/a		
Anson			n/a				n/a			4		24,519	36,194	25,046
Ashe			n/a				n/a					n/a		
Avery			n/a				n/a					n/a		
Beaufort			n/a				n/a					n/a		
Bertie			n/a				n/a					n/a		
Bladen	2		24,656	34,402	28,936	1	32,167	40,746	40,746	6		22,152	28,057	25,228
Brunswick			n/a			5	39,540	63,263	48,781	14		25,206	40,329	28,388
Buncombe			n/a			13	34,041	51,988	40,704	13		20,946	32,055	25,705
Burke	2		34,301	53,165	35,554		n/a			6		22,108	34,270	23,254
Cabarrus	3		40,680	62,781	48,504	3	49,445	76,332	69,198	13		28,903	44,632	34,850
Caldwell	3		34,236	57,061	36,772		n/a			6		24,074	40,124	27,764
Camden			n/a				n/a					n/a		
Carteret			n/a				n/a					n/a		
Caswell														
Catawba	5		37,915	58,834	42,438	3	34,402	53,352	36,193	10		23,266	36,116	25,958
Chatham	2		39,447	58,282	42,000	2	30,909	45,666	33,685	8		25,427	37,568	27,200
Cherokee			n/a				n/a					n/a		
Chowan			n/a				n/a					n/a		
Clay			n/a				n/a					n/a		
Cleveland	2		30,858	48,132	33,882	1	25,590	39,906	29,424	4		25,590	39,906	28,092
Columbus			n/a			5	24,262	49,227	31,675	3		19,062	38,488	19,026
Craven			n/a				n/a					n/a		
Cumberland	28		33,753	62,313	37,361	10	40,524	74,646	46,397	100		21,433	51,845	26,508
Currituck			n/a			3	30,929	42,656	33,608	6		25,571	35,190	27,417
Dare	2		32,336	62,647	43,128	3	28,013	47,017	38,038	7		24,270	38,831	27,133
Davidson	1	level III	40,775	61,163	50,928	3	31,973	48,044	39,304	7		21,629	32,443	27,036
	3	level II	38,884	58,327	40,245									
Davie	2		36,601	56,761	41,163		n/a			2		24,771	38,417	30,921
Duplin														
Durham	27		36,472	62,791	42,323	4	46,687	80,374	63,699	11		24,567	42,298	29,770
Edgecombe			n/a				n/a					n/a		
Forsyth	26		34,206	55,584	37,225	1	42,543	69,133	61,214	35		25,538	41,500	29,076
Franklin	2		36,242	51,773	39,130	1	33,061	47,230	36,753	4		28,806	45,110	32,073
Gaston	5		34,901	54,111	42,668	8	32,587	50,520	42,259	6		23,126	35,853	31,511
Gates			n/a				n/a					n/a		
Graham			n/a				n/a					n/a		
Granville	1		31,470	52,870	37,948	1	24,644	41,403	31,566	2		20,279	34,068	30,305
Greene														

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County	Librarian			Library Branch Manager				Library Assistant						
	No.	Level	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Level	Min.	Max.	Avg.
Guilford			n/a				n/a					n/a		
Halifax	1		\$24,289	\$39,429	\$26,169	1	\$29,630	\$48,099	\$31,923	1		\$18,975	\$30,755	\$21,991
Harnett	3		36,896	57,189	41,817	6	29,892	46,333		2		23,218	35,988	25,592
Haywood														
Henderson	7		36,075	55,907	40,365	9	26,364	40,833	32,866	14		22,523	34,925	25,025
Hertford			n/a				n/a					n/a		
Hoke			n/a			1	26,462	37,389	29,207	5		24,001	33,914	25,123
Hyde			n/a				n/a					n/a		
Iredell	6		38,206	57,540	46,540		n/a			18		21,837	37,999	27,749
Jackson														
Johnston	2				35,675		n/a			5		22,051	32,548	22,049
Jones	2		40,884	57,237	43,532		n/a			3		24,930	34,902	25,648
Lee	2		37,368	52,315	43,532		n/a			3		24,930	34,902	25,648
Lenoir			n/a				n/a					n/a		
Lincoln	1		27,862	42,506	27,862	4	30,755	46,918	32,336	8		24,025	36,652	25,336
McDowell	1		31,644	46,516	vacant	1	47,100	69,231	50,118	1		28,650	42,112	32,850
Macon			n/a				n/a					n/a		
Madison			n/a			2			26,939	3				17,423
Martin			n/a				n/a					n/a		
Mecklenburg	58		4,116	93,404	51,471	17	50,081	93,404	70,252	67		24,630	56,848	30,431
Mitchell			n/a				n/a					n/a		
Montgomery	1		27,468	44,088	30,541		n/a			4		19,716	31,680	23,660
Moore			n/a			1	32,093	50,386	36,404	9		22,808	35,809	28,172
Nash			n/a				n/a					n/a		
New Hanover	7		48,942	75,109	54,389	2	58,094	89,086	65,042	12		29,224	44,866	33,868
Northampton			n/a				n/a					n/a		
Onslow	4		41,331	66,130	55,754	3	38,213	61,141	44,360	15		20,402	32,644	26,125
Orange	5		38,615	61,730	41,417	2	44,781	71,588	46,622	8		28,712	45,900	32,813
Pamlico			n/a				n/a					n/a		
Pasquotank			n/a				n/a			9		21,099	31,311	24,425
Pender			n/a			1	44,522	71,236	46,748	1		27,333	43,733	28,426
Perquimans			n/a				n/a					n/a		
Person	2		33,666	52,182	36,074	1	35,046	54,321	41,616	1		27,538	42,684	28,932
Pitt			n/a				n/a					n/a		
Polk	1		26,716	43,777	34,199	4	24,231	39,705	27,200	5		19,936	32,667	24,003
Randolph	6		34,341	52,603	39,104	2	39,437	60,736	50,149	3	tech II	26,104	39,437	29,716
										4	tech I	23,858	35,984	26,118
										11	part-time			\$9.77/hr.
Richmond														
Robeson			n/a				n/a					n/a		
Rockingham	1		36,809	55,214	52,794	2	38,522	57,783	50,604	19		21,703	37,224	25,278
Rowan	3		37,835	60,064	38,840	1	28,168	44,715	43,848	6		22,039	34,969	23,883
Rutherford	1		32,276	48,630	32,276	1	30,711	45,701	37,463	1		23,955	36,094	23,955

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County	Librarian				Library Branch Manager				Library Assistant					
	No.	Level	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Level	Min.	Max.	Avg.
Sampson														
Scotland	1		\$37,536	\$53,040	\$38,472		n/a			4		\$19,116	\$30,924	\$21,834
Stanly	3		36,977	55,467	46,664	4	\$30,921	\$46,333	\$34,112	11		22,546	33,819	29,153
Stokes														
Surry			n/a				n/a					n/a		
Swain			n/a				n/a					n/a		
Transylvania	3		34,361	51,524	39,663		n/a			4		26,500	39,741	27,705
Tyrrell			n/a				n/a					n/a		
Union	7		32,162	60,264	42,619	6	30,759	53,165	40,212	27		24,617	50,434	32,018
Vance	2		32,400	51,840	36,696		n/a			5		20,868	41,592	28,250
Wake	59		35,050	58,450	44,847	28	42,750	71,250	56,098	53		23,050	38,450	32,283
Warren			n/a				n/a			1		23,876	38,314	23,876
Washington			n/a				n/a					n/a		
Watauga			n/a				n/a					n/a		
Wayne			n/a				n/a					n/a		
Wilkes			n/a				n/a					n/a		
Wilson			n/a				n/a					n/a		
Yadkin			n/a				n/a					n/a		
Yancey			n/a				n/a					n/a		

TABLE XIV. REGISTER OF DEEDS, ASSISTANT REGISTER OF DEEDS, AND DEPUTY REGISTER OF DEEDS													
January 2011													
County	Register of Deeds			Assistant Register of Deeds					Deputy Register of Deeds				
	Min.	Max.	Avg.	No.	Title	Min.	Max.	Avg.	No.	Title	Min.	Max.	Avg.
Alamance	\$45,560	\$72,899	\$56,628	1	assistant	\$28,075	\$44,921	\$40,000	2	indexer	\$26,866	\$42,984	\$30,486
									8	deputy II	25,710	41,133	26,632
Alexander	42,409	58,461	50,411	1	assistant	25,882	35,679	32,323	2	deputy	24,634	33,958	30,023
Alleghany	40,917	61,375	50,168			n/a					n/a		
Anson	n/a			1	rec spec	24,519	36,194	27,938	1	deputy	23,531	34,736	26,857
Ashe	46,686	65,964	65,964	1	assistant	31,701	44,793	38,625	4	deputy	30,384	42,930	33,379
Avery	43,158	60,186	50,467	1	assistant	25,233	35,188	27,570	2	deputy	24,031	33,512	24,271
Beaufort	52,561	73,585	63,073	1	assistant	30,294	42,412	35,141	3	deputy	24,728	34,619	27,695
Bertie	41,118	60,698	58,435	1	assistant	25,876	38,199	26,912	1	deputy	22,806	33,666	24,442
Bladen	44,688	56,605	56,605	1	assistant	28,411	35,987	31,883	1	deputy	25,907	32,815	28,209
									1	part-time	13,731	17,392	14,043
Brunswick	52,082	83,332	72,500	3	assistant	35,956	57,529	47,578	1	deputy III	30,581	48,928	37,045
									5	deputy II	26,997	43,196	33,890
									9	deputy I	25,206	40,329	29,278
Buncombe			128,850			n/a			16	deputy II	37,150	56,794	41,883
									4	deputy I	34,041	51,989	40,986
Burke	50,679	78,552	59,956	2	assistant	26,874	41,656	27,152	2	deputy	23,214	35,984	23,233
Cabarrus	57,242	88,350	70,578	1	assistant	38,744	59,797	45,278	5	deputy	27,532	42,508	30,694
Caldwell	42,665	71,108	65,062	1	assistant	27,473	45,789	34,298	4	deputy	24,074	40,124	31,469
Camden	42,202	63,303	51,200		assistant	28,564	42,846	26,841		deputy	24,675	37,012	24,095
Carteret	44,657	71,751	44,657	1	assistant	30,691	49,106	30,691	1	deputy III	25,153	40,245	26,970
									1	deputy I	19,507	31,212	25,375
Caswell													
Catawba	56,024	86,932	72,229	3	assistant II	32,757	50,816	41,969	3	deputy III	29,707	46,088	30,507
									2	deputy I	24,430	37,915	25,750
Chatham	50,346	74,384	60,000	5	assistant	28,035	41,420	33,352			n/a		
Cherokee			43,170	1	assistant	26,426	40,926	33,676	1	deputy	24,592	37,833	31,213
Chowan	38,652	69,412	44,743	1	assistant	22,599	40,584	27,470	1	deputy	21,523	38,652	24,916
Clay			52,561			n/a				deputy II			36,912
										deputy I			22,752
Cleveland	59,260	78,878	68,364	1	assistant	29,424	45,942	39,906	3	deputy	24,414	38,088	30,144
Columbus	58,301	118,786	66,487	4	assistant I	19,062	38,458	20,246			n/a		
Craven			48,960	1	assistant	31,140	62,918	32,636		deputy II	25,813	52,159	27,703
										deputy I	23,507	47,492	25,029
Cumberland			124,375	1	sr assistant	48,539	81,691	81,968	12	deputy II/III	28,087	51,845	33,076
				3	assistant I	38,734	65,169	51,851	5	deputy I	25,624	43,125	27,624
Currituck			74,919	1	assistant	29,142	40,154	33,278	4	deputy	25,571	35,190	28,158
Dare	47,412	75,859	61,635	2	assistant	28,013	44,821	37,635	4	deputy	24,270	38,831	28,014

County Salaries in North Carolina 2011

County	Register of Deeds			Assistant Register of Deeds					Deputy Register of Deeds				
	Min.	Max.	Avg.	No.	Title	Min.	Max.	Avg.	No.	Title	Min.	Max.	Avg.
Davidson	\$57,322	\$85,983	\$58,755	1	assistant	\$33,566	\$50,349	\$45,193	1	deputy III	\$26,357	\$39,535	\$36,627
									2	deputy I	23,874	35,811	27,235
Davie	42,371	65,708	64,509	1	assistant	27,311	42,355	30,044	3	deputy	23,591	36,588	27,280
Duplin													
Durham			112,000	2	assistant	38,319	65,968	50,650	1	deputy III	29,933	51,534	40,230
									4	deputy I	25,811	44,439	31,670
Edgecombe	41,116	61,037	47,804	1	assistant	24,039	35,686	24,640	1	deputy II	21,804	32,367	22,349
									2	deputy I	20,765	30,827	21,285
Forsyth	78,359	127,334	81,099	2	assistant II	33,404	54,282	40,892	15	deputy	23,003	37,380	28,097
				4	assistant I	28,394	46,139	43,010					
Franklin	49,982	71,403	62,787	1	assistant	31,577	45,110	35,248	3	deputy	26,277	35,539	30,631
Gaston	56,411	87,459	83,192	1	assistant	32,587	50,520	36,661	12	deputy	24,768	38,395	30,546
Gates			45,065			n/a			1	deputy			22,276
Graham	33800	35100	35,000	1	assistant	22,880	28,080	27,040			n/a		
Granville	40,157	67,465	49,305	1	assistant	27,164	45,634	33,176	2	deputy II	22,356	37,559	27,942
									1	deputy I	20,279	34,068	20,786
Greene													
Guilford			103,117	2	assistant	37,444	63,655	42,121	19	deputy	32,345	54,987	37,887
Halifax	51,182	83,085	76,165	1	assistant	25,527	41,438	34,823	3	deputy II	23,112	37,518	27,502
									1	deputy I	20,925	33,969	23,112
Harnett	53,893	83,534	73,395	1	Sr. Asst.	40,137	62,212	40,137	2	senior deputy	27,477	42,589	32,348
				2	assistant	31,177	48,324	38,073	2	deputy	26,344	40,833	28,979
Haywood													
Henderson			64,170	1	assistant	27,417	42,471	40,209	2	deputy II	25,350	39,273	33,501
										deputy I	24,356	37,791	26,569
Hertford	38,139	59,116	52,434			n/a			2	deputy	21,237	32,918	22,838
Hoke	37,234	52,611	52,611			n/a			1	deputy II	27,785	39,259	31,436
									1	deputy I	26,462	37,389	27,122
Hyde	38,924	57,458	47,877	1	assistant	25,546	37,711	36,270			n/a		
Iredell	48,820	75,720	75,720	1	assistant II	31,137	48,294	32,882	3	deputy III	27,207	42,199	32,882
				1	assistant I	28,459	44,140	32,882	4	deputy I	26,011	52,839	28,454
Jackson													
Johnston	50,888	86,376	75,102	1	assistant	31,356	46,285	37,225	6	deputy	28,715	42,384	31,702
Jones	41,424	52,281	41,424	1	assistant	23,993	29,883	23,993			n/a		
Lee			62,640	1	assistant	32,651	45,713	32,651	3	deputy	27,276	38,187	29,319
Lenoir	n/a			1	assistant	24,400	43,057	27,607	2	deputy	21,259	37,514	24,963
Lincoln	61,402	93,673	66,153	1	assistant	33,947	51,789	45,739	1	deputy III	30,755	46,918	41,437
									2	deputy I	26,520	40,458	31,362
McDowell	42,642	62,676	44,814			n/a			2	deputy	22,344	32,442	22,626
Macon	36,063	54,095	51,586	1	assistant	25,629	38,445	25,629	2	deputy	21,085	31,627	21,085
Madison			43,313	1	assistant			30,177	1	deputy			26,848
Martin	39,310	62,843	55,543	2	assistant	23,175	37,050	26,292	1	deputy	21,226	33,935	21,226

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County	Register of Deeds			Assistant Register of Deeds					Deputy Register of Deeds				
	Min.	Max.	Avg.	No.	Title	Min.	Max.	Avg.	No.	Title	Min.	Max.	Avg.
Mecklenburg	\$78,973	\$133,266	\$88,844			n/a					n/a		
Mitchell	42,581	60,839	53,367	1	assistant	\$25,578	\$36,540	\$27,926	1	deputy	\$25,578	\$36,540	\$30,651
Montgomery	n/a			1	assistant	21,288	34,164	24,009	1	deputy	22,620	36,300	30,046
Moore	59,100	92,787	82,836	1	chief asst.	35,383	55,551	40,137	3	deputy III	29,110	45,702	36,882
				1	assistant	32,093	50,386	39,688	5	deputy II	26,403	41,453	31,182
Nash	51,496	82,394	75,960	1	assistant	29,848	47,757	38,242	1	sr. deputy	27,412	43,859	33,620
									3	deputy I	25,174	40,278	28,750
New Hanover	48,942	75,109	54,829	2	assistant	41,205	53,190	44,782	13	deputy	29,224	45,718	34,218
Northampton	39,335	69,411	35,763	3	assistant	21,904	38,650	24,605			n/a		
Onslow	41,331	66,130	41,331	1	sr. asst.	29,039	46,462	29,979	1	deputy	25,815	41,305	25,815
				4	assistant I	26,848	42,957	33,603					
Orange	n/a			2	assistant	38,615	61,730	39,323	10	deputy II	30,165	48,225	32,533
				1	leadworker	31,693	50,665	vacant	1	deputy I	28,712	45,900	vacant
Pamlico	33,000	56,546	42,689	1	assistant	23,284	41,347	27,962			n/a		
Pasquotank	46,420	64,988	52,729	1	assistant II	27,429	38,401	31,066	3	deputy II	23,631	33,083	26,783
				1	assistant I	27,429	34,856	37,350					
				1	assistant I	27,429	34,856	37,350					
Pender	46,749	74,798	46,749	1	assistant II	30,135	48,215	30,135	1	deputy II	26,031	41,650	vacant
				2	assistant I	28,700	45,919	28,987					
Perquimans	36,105	54,677	50,803	1	assistant	23,249	35,210	30,415	1	deputy	21,290	32,243	24,060
Person	46,430	71,967	53,508	1	assistant	28,667	44,434	34,848	2	deputy	25,411	39,387	29,982
Pitt			58,368	1	assistant II	38,048	60,136	39,875	2	deputy IV	31,540	49,855	35,539
									2	deputy II	26,148	41,328	27,106
Polk	34,096	55,870	49,381			n/a			1	deputy II	24,231	39,705	30,261
									1	deputy	part-time		\$13.39/hr
Randolph	57,907	89,690	72,114	1	assistant	31,304	47,736	47,736	6	deputy II	26,104	39,437	29,775
Richmond													
Robeson	55,427	68,730	66,513	2	assistant II	30,035	37,242	36,642	1	deputy III	25,553	31,685	30,663
				1	assistant I	25,553	31,685	30,663	3	deputy I	21,072	29,834	22,991
Rockingham	52,401	78,602	66,566	1	assistant	29,557	44,336	35,922	1	deputy III	27,101	40,652	34,148
									3	deputy I	22,703	34,055	25,434
Rowan	56,071	89,009	56,071	2	assistant	29,590	46,967	34,809	6	deputy	24,305	38,580	27,756
Rutherford	50,476	76,055	63,914			n/a			1	deputy II	25,175	37,932	28,860
									2	deputy I	25,175	37,932	25,175
Sampson													
Scotland	44,940	63,492	52,116	1	assistant	26,196	37,008	28,212	2	deputy	21,888	37,008	24,636
Stanly	46,300	69,449	48,614	1	assistant	28,231	42,346	29,133	2	deputy I	23,583	35,374	28,772
Stokes													
Surry	48,444	82,524	59,520	1	assistant II	28,728	47,328	40,476	3	deputy II	23,544	37,872	28,592
				1	assistant I	26,508	43,188	34,776	3	deputy I	21,612	34,776	26,448
Swain	32,088	47,288	46,704	1	assistant	22,565	33,254	23,753	1	deputy	19,775	29,141	21,683
Transylvania	50,752	76,128	58,511	1	assistant	32,214	48,301	32,975	3	deputy	25,233	37,849	26,923

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County	Register of Deeds			Assistant Register of Deeds					Deputy Register of Deeds				
	Min.	Max.	Avg.	No.	Title	Min.	Max.	Avg.	No.	Title	Min.	Max.	Avg.
Tyrrell			\$39,660	1	assistant			\$26,460			n/a		
Union	\$50,174	\$75,260	71,750	3	assistant III	\$35,165	\$52,747	41,577	2	deputy III	\$28,113	\$42,171	\$30,897
				1	assistant I	29,409	44,144	34,855	1	deputy I	24,617	36,926	vacant
Vance	42,192	67,500	63,408	1	assistant	27,168	43,464	32,796	2	deputy	27,788	36,456	27,618
Wake			110,777	1	assistant	42,750	71,250	71,249	26	deputy	25,500	42,500	30,353
Warren	42,878	68,808	47,562	1	assistant	23,876	38,314	23,876	2	deputy	21,657	34,752	21,657
Washington	36,216	52,368	47,472	1	assistant	23,148	33,504	26,856			n/a		
Watauga	48,216	74,735	61,475			n/a			3	deputy III	31,048	48,124	37,253
Wayne			56,000	2	assistant	25,781	40,209	35,538	4	deputy II	24,553	38,294	24,553
									2	deputy I	21,210	33,080	21,209
Wilkes	43,646	67,651	no data	1	assistant	25,888	40,126	39,267	4	deputy	22,044	34,168	25,062
Wilson	47,652	80,580	77,109	1	assistant III	37,716	63,792	47,040	1	deputy V	28,488	48,132	32,275
									2	deputy IV	25,932	43,872	30,896
									1	deputy III	23,604	39,936	26,046
Yadkin	40,954	59,285	45,192			n/a			2	deputy	28,159	40,769	36,053
Yancey	n/a			1	assistant	24,794	37,067	28,042	1	deputy	21,418	32,020	25,664
1. Also veterans services officer													

TABLE XV. PARKS AND RECREATION POSITIONS, PART ONE: PARKS AND RECREATION DIRECTOR, RECREATION PROGRAM SUPERVISOR, SENIOR CENTER SUPERVISOR, AND NUTRITION PROGRAM SUPERVISOR													
January 2011													
County	Parks and Recreation Director			Recreation Program Supervisor				Senior Center Supervisor			Nutrition Program Supervisor		
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	Min.	Max.	Avg.	Min.	Max.	Avg.
Alamance	\$49,754	\$79,606	\$66,494		n/a			n/a			\$38,206	\$61,131	\$58,000
Alexander	33,958	46,811	36,568		n/a			27,871	38,421	33,959	16,190	22,318	16,594
Alleghany	33,663	50,494	33,663		n/a			n/a			n/a		
Anson	43,616	64,385	50,099	2	31,385	46,330	30,790	38,552	56,910	43,710	n/a		
Ashe	37,653	53,202	41,088	2	26,721	31,701	29,607	n/a			n/a		
Avery	35,507	49,516	37,304	1	25,233	35,188	33,512	41,103	57,320	51,991	25,233	35,188	30,395
Beaufort	n/a				n/a			n/a			n/a		
Bertie	37,798	55,797	37,798	1	25,876	38,199	24,644	36,240	53,496	37,844	20,100	29,672	22,063
Bladen	43,434	55,019	50,678	2	27,159	34,402	27,612	32,167	40,745	37,887	37,175	47,089	44,611
Brunswick	55,665	89,066	74,364	5	37,748	60,397	45,218	n/a			n/a		
Buncombe	n/a				n/a			n/a			n/a		
Burke	48,265	74,811	53,203		n/a			43,778	67,857	46,932	n/a		
Cabarrus	57,242	88,350	78,214	2	42,696	65,927	52,134	part-time		6,244	40,680	62,781	40,680
Caldwell	n/a				n/a			n/a			n/a		
Camden	46,528	69,792	44,071		31,492	47,238	31,023	n/a			n/a		
Carteret	44,657	71,451	50,657	1	30,691	49,106	30,691	n/a			23,998	38,397	32,500
Caswell													
Catawba	n/a				n/a			25,646	39,817	26,437	43,894	68,103	52,775
Chatham	41,420	61,196	51,935	2	30,909	45,666	35,238	47,948	70,842	58,300	n/a		
Cherokee	33,039	52,903	42,971		n/a			31,811	50,541	33,325	22,187	33,659	26,515
Chowan	51,796	93,018	vacant	1	27,470	49,330	40,584	36,814	66,107	40,584	n/a		
Clay			39,975		n/a					30,294			17,279
Cleveland	n/a				n/a			n/a			n/a		
Columbus	34,075	69,207	40,103		n/a			47,940	97,582	64,925	26,729	54,175	36,120
Craven	49,769	100,551	79,542	2	35,849	72,419	45,765	37,568	75,895	42,253	20,417	41,258	24,353
Cumberland	n/a				n/a			n/a			n/a		
Currituck	45,214	62,660	49,792	2	29,142	40,154	31,161	39,858	55,160	43,059	n/a		
Dare	60,226	96,358	90,589	3	29,155	68,938	50,294	45,198	72,316	61,888	part-time		\$10.76/hr.
Davidson	47,158	70,736	63,203	1	31,973	48,044	41,167	33,566	50,348	36,298	27,656	41,484	30,954
Davie	n/a				n/a			38,431	59,599	47,474	21,398	33,187	25,920
Duplin													
Durham	n/a				n/a			n/a			n/a		
Edgecombe	n/a				n/a			29,219	43,376	29,949	n/a		
Forsyth	79,698	129,510	100,672		n/a			n/a			43,715	71,037	60,841
Franklin	43,549	62,213	45,754		n/a			49,982	71,403	49,982	n/a		
Gaston	52,672	81,653	73,738	1	34,901	54,111	39,701	42,876	66,466	48,235	n/a		

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County	Parks and Recreation Director			Recreation Program Supervisor				Senior Center Supervisor			Nutrition Program Supervisor		
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	Min.	Max.	Avg.	Min.	Max.	Avg.
Gates	n/a				n/a			n/a			n/a		
Graham	n/a			1	\$31,200	\$37,960	\$37,440	\$23,400	\$26,325	\$25,350	n/a		
Granville	n/a				n/a			38,246	64,253	60,588	n/a		
Greene													
Guilford	n/a				n/a			n/a			n/a		
Halifax	n/a				n/a			n/a			n/a		
Harnett	\$51,671	\$80,090	\$51,671		n/a			31,177	48,324	37,663	\$32,518	\$50,403	\$40,699
Haywood													
Henderson	47,444	73,574	60,037	4	32,078	49,686	39,829	n/a			40,560	62,888	56,927
Hertford	n/a				n/a			31,377	48,635	44,799	n/a		
Hoke	57,762	81,617	68,661	1	49,697	70,503	53,734	35,461	50,106	38,188	7,785	10,782	7,785
Hyde	n/a				n/a			n/a			n/a		
Iredell	53,415	82,846	67,863	1	32,570	50,516	46,425	n/a			n/a		
Jackson													
Johnston	n/a				n/a			n/a			n/a		
Jones	26,570	33,499	30,529		n/a			n/a			n/a		
Lee	56,012	78,418	62,474	3	35,725	50,015	35,725	n/a			n/a		
Lenoir	61,273	85,963	84,000		n/a			n/a			n/a		
Lincoln	61,402	93,673	66,153		n/a			39,369	60,060	42,415	33,947	51,789	34,801
McDowell	42,642	62,676		1	25,938	38,139	35,832	40,566	59,638	41,592	31,644	46,516	32,040
Macon	36,063	54,095	42,902	1	25,629	38,445	29,244	n/a			26,910	40,366	28,886
Madison			34,555		n/a					43,658	n/a		
Martin	n/a				n/a			32,968	52,705	35,503	n/a		
Mecklenburg	112,800	195,811	146,730	15	43,233	93,404	51,623	n/a			46,960	93,404	66,846
Mitchell	36,404	52,005	42,559		n/a			37,860	54,086	47,249	n/a		
Montgomery	n/a				n/a			n/a			n/a		
Moore	45,158	70,899	55,562		n/a			n/a			27,723	43,526	29,585
Nash	42,690	68,304	46,170	3	31,146	49,834	32,866	33,915	54,264	35,611	29,848	47,757	31,810
New Hanover	78,770	120,869	112,292	1	66,643	102,128	80,000	66,643	102,128	66,643	n/a		
Northampton	33,979	59,959	40,390	1	24,148	43,612	26,655	n/a			n/a		
Onslow	n/a			1	48,352	77,363	48,352	42,985	68,776	46,822	42,985	68,776	46,822
Orange	66,477	106,271	79,794	1	42,622	68,138	48,699	73,377	117,303	73,377	n/a		
Pamlico	28,507	50,624	44,954		n/a			34,651	61,536	37,507	n/a		
Pasquotank	n/a				n/a			n/a			n/a		
Pender	n/a				n/a			n/a			n/a		
Perquimans	36,105	54,677	41,796	1	27,724	41,986	30,566	26,530	40,179	30,713	part-time		\$7.85/hr.
Person	50,316	77,990	54,108	1	36,483	56,549	41,292	n/a			n/a		
Pitt	n/a				n/a			n/a			n/a		
Polk	30,925	50,674	40,576		n/a			30,925	50,674	42,630	21,978	36,014	42,630

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County	Parks and Recreation Director			Recreation Program Supervisor				Senior Center Supervisor			Nutrition Program Supervisor		
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	Min.	Max.	Avg.	Min.	Max.	Avg.
Randolph	n/a				n/a			n/a			n/a		
Richmond													
Robeson	\$49,453	\$61,322	\$61,322	1	\$37,503	\$46,504	\$40,504	n/a			n/a		
Rockingham	n/a				n/a			n/a			n/a		
Rowan	56,071	89,009	63,722		n/a			\$56,071	\$89,009	\$75,311	part-time		\$11,991
Rutherford	39,372	58,593	41,894		n/a			41,378	62,346	43,486	\$30,711	\$46,275	30,711
Sampson													
Scotland	47,004	66,420	54,504	1	34,308	48,480	39,792	n/a			n/a		
Stanly	n/a				n/a			42318	63477	54307	29,530	44,295	35,549
Stokes													
Surry	46,224	78,660	56,892	1	30,012	49,572	33,300	n/a			n/a		
Swain	29,384	43,302	35,753	1	25,750	37,946	28,482	n/a			n/a		
Transylvania	50,752	76,128	62,506	3	32,214	48,301	35,757	n/a			n/a		
Tyrrell	n/a				n/a					26,556	n/a		
Union	59,922	89,884	67,500		n/a			n/a			29,409	44,114	30,500
Vance	n/a				n/a			36,972	59,148	vacant	n/a		
Wake	63,550	105,950	78,353		n/a			n/a			n/a		
Warren	38,893	62,412	50,960		n/a			33,597	53,913	38,500	23,876	38,314	23,876
Washington	26,892	31,944	38,892		n/a			32,544	39,528	33,324	n/a		
Watauga	48,216	74,735	60,425		n/a			33,906	54,919	36,760	35,432	54,919	44,522
Wayne	n/a				n/a			38,090	59,407	42,277	n/a		
Wilkes	41,927	64,987	52,594		n/a			n/a			n/a		
Wilson	n/a				n/a			28,488	48,132	33,812	n/a		
Yadkin	26,861	38,901	42,504		n/a			n/a			n/a		
Yancey	27,336	40,867	39,143	1	24,794			n/a			n/a		
1. Reports Nutrition Program Director													
2. Part-Time													

TABLE XV. PARKS AND RECREATION POSITIONS, PART TWO: PARKS MAINTENANCE SUPERVISOR, PARKS MAINTENANCE TECHNICIAN, AND NATURAL RESOURCES CONSERVATION TECHNICIAN													
January 2011													
County	Parks Maintenance Supervisor				Parks Maintenance Technician				Natural Resources Conservation Technician				
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Alamance	1	\$36,561	\$58,498	\$47,976	2	\$28,075	\$44,921	\$28,075		n/a			
Alexander	2	20,725	28,569	25,250		n/a			1	\$29,283	\$40,366	\$32,323	
Alleghany		n/a				n/a				n/a			
Anson	1	27,740	40,949	31,000	1	23,531	34,736	26,857		n/a			
Ashe		n/a			1	26,721	37,755	27,387	2	34,551	48,816	37,428	
Avery	1	25,233	35,188	31,915	1	22,887	31,916	22,887	1	32,206	44,991	33,835	
Beaufort		n/a				n/a				n/a			
Bertie		n/a				n/a			1	30,622	45,204	32,532	
Bladen		n/a				n/a				n/a			
Brunswick	1	37,748	60,397	55,684	5	21,621	34,594	27,569	1	41,332	66,131	55,977	
Buncombe		n/a				n/a				n/a			
Burke	1	28,218	43,740	31,220	2	21,057	32,638	22,161	1	32,666	50,633	48,411	
Cabarrus		n/a				n/a			1	36,889	56,947	47,778	
Caldwell		n/a				n/a				n/a			
Camden		n/a				n/a				n/a			
Carteret	1	25,153	40,245	27,710	6	20,843	33,349	22,193		n/a			
Caswell													
Catawba		n/a				n/a			1	41,804	64,864	50,754	
Chatham		n/a			1	24,216	35,780	24,216	2	34,076	50,436	42,981	
Cherokee		n/a			1	22,929	34,968	25,865		n/a			
Chowan		n/a			1	23,729	42,613	23,729	1	27,470	49,330	35,059	
Clay		n/a				n/a				n/a			
Cleveland		n/a				n/a			1	29,424	45,942	29,424	
Columbus	1	20,990	44,430	33,574		n/a			1	39,437	80,179	45,810	
Craven		n/a			3	27,055	54,663	29,045	1	35,849	72,419	45,313	
Cumberland		n/a				n/a				n/a			
Currituck	1	30,929	42,656	32,113		n/a			1	39,858	55,160	48,027	
Dare	2	41,074	65,718	56,859	9	23,136	40,732	32,336		n/a			
Davidson		n/a			1	18,674	28,010	18,674		n/a			
Davie		n/a				n/a				n/a			
Duplin													
Durham		n/a				n/a			1	40,261	69,307	vacant	
Edgecombe		n/a				n/a				n/a			
Forsyth	4	46,214	75,097	60,861	26	18,737	30,447	21,235	1	32,230	52,373	44,364	
Franklin		n/a			1	25,098	35,855	29,478	2	33,061	47,230	37,846	
Gaston	1	28,409	44,043	41,195		n/a			2	32,587	50,519	38,290	
Gates		n/a				n/a				n/a			
Graham		n/a			1	18,720	21,840	20,800		n/a			
Granville		n/a				n/a			1	27,164	45,634	45,634	
Greene													

County Salaries in North Carolina 2011

County	Parks Maintenance Supervisor				Parks Maintenance Technician				Natural Resources Conservation Technician			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Guilford		n/a				n/a			1	\$50,178	\$85,303	\$65,091
Halifax		n/a				n/a			2	26,827	43,549	30,413
Harnett		n/a			1	\$28,659	\$44,421	\$28,659	1	33,916	52,570	36,110
Haywood												
Henderson	1	\$30,389	\$47,133	\$34,923	3	24,024	37,253	30,909	1	39,020	60,470	71,828
Hertford		n/a				n/a				n/a		
Hoke		n/a			1	26,462	37,389	27,123	1	30,633	43,283	36,412
Hyde		n/a				n/a			1	31,553	46,549	36,792
Iredell	1	31,137	48,294		4	20,560	36,882	30,668		n/a		
Jackson												
Johnston		n/a				n/a				n/a		
Jones		n/a				n/a				n/a		
Lee	1	32,651	45,713	39,433		n/a			1	34,153	47,815	38,928
Lenoir		n/a				n/a			2	26,747	47,196	38,081
Lincoln	1	33,947	51,789	36,574	3	24,025	36,652	24,836	1	30,755	46,918	31,528
McDowell		n/a				n/a			1	25,938	38,139	29,010
Macon		n/a				n/a			1	25,629	38,445	37,467
Madison		n/a				n/a			2			40,898
Martin		n/a				n/a			1	31,560	50,454	45,708
Mecklenburg	11	34,313	93,404	41,662	32	23,083	47,720	30,809		n/a		
Mitchell		n/a				n/a				n/a		
Montgomery		n/a				n/a			1	25,404	40,728	28,776
Moore		n/a			1	20,688	32,479	20,779	2	35,383	55,551	46,242
Nash		n/a				n/a			3	33,915	54,264	43,097
New Hanover	4	41,205	63,190	47,356	13	23,566	36,192	25,579		n/a		
Northampton		n/a				n/a			1	33,979	59,959	34,829
Onslow	1	32,665	52,264	32,665	14	22,950	36,720	26,734	1	36,743	58,790	40,877
Orange	1	38,615	61,730	47,142	2	31,693	50,665	34,180	3	34,984	55,925	39,708
Pamlico		n/a				n/a			2	23,749	42,174	31,612
Pasquotank		n/a				n/a				n/a		
Pender		n/a				n/a				n/a		
Perquimans		n/a			1	17,853	27,035	19,683	1	24,295	36,792	26,148
Person	1	36,483	56,549	41,911	1	27,538	42,684	28,915		n/a		
Pitt		n/a				n/a			3	34,644	63,021	39,963
Polk	1	30,925	50,674	39,587	2	25,442	41,690	27,064	2	25,442	41,690	32,731
Randolph		n/a				n/a			1	27,290	41,371	29,910
Richmond												
Robeson	1	33,022	40,947	39,626		n/a			1	31,528	39,095	31,528
Rockingham		n/a				n/a			1	40,266	60,399	50,924
Rowan	1	34,293	54,437	50,819	5	23,144	40,528	28,585	1			36,000
Rutherford	1	39,372	59,323	42,418		n/a			1	30,711	46,274	30,711
Sampson												
Scotland	1	37,536	53,040	41,436		n/a			1	37,536	53,040	38,472

County Salaries in North Carolina 2011

County	Parks Maintenance Supervisor				Parks Maintenance Technician				Natural Resources Conservation Technician			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Stanly		n/a				n/a				n/a		
Stokes												
Surry		n/a				n/a			1	\$28,728	\$47,328	\$31,320
Swain		n/a				n/a			1	24,641	36,313	26,990
Transylvania		n/a			1	\$21,801	\$32,701	no data	1	43,846	65,769	no data
Tyrrell		n/a				n/a				n/a		
Union	1	\$35,165	\$52,747	\$43,550	3	29,409	46,138	\$33,483		n/a		
Vance		n/a				n/a				n/a		
Wake	9	32,600	54,400	39,240	5	23,050	38,450	32,232	3	41,050	68,450	59,932
Warren		n/a			1	23,876	38,314	23,876	1	30,474	48,902	31,390
Washington		n/a				n/a				n/a		
Watauga		n/a				n/a			1	31,048	48,124	35,008
Wayne		n/a				n/a			2	32,903	51,318	35,799
Wilkes		n/a			2	22,948	35,569	22,415		30,401	47,122	36,855
Wilson		n/a				n/a			2			38,326
Yadkin		n/a			2	25,643	35,431	32,060	2	33,960	49,179	38,411
Yancey		n/a			1	24,794	37,067	33,300		n/a		

TABLE XVI. SHERIFF'S OFFICE POSITIONS, PART ONE: SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS																
January 2011	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					Policy Data		
County	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars
Alamance	\$67,709	\$108,332	\$89,763	chief	1	\$51,992	\$83,189	\$73,150	detention admin.	1	\$47,611	\$76,180	\$63,346	40	paid	yes
				major	2	47,611	76,180	57,374	detention shift supvr.	5	39,926	63,879	43,257			
				captain	2	43,599	69,758	57,987	detention officer III	39	33,480	53,568	34,438			
				lieutenant	10	39,926	63,879	48,508	detention officer II	29	32,037	51,261	32,470			
				sergeant	28	36,561	58,498	42,866	detention officer I	19	30,660	49,053	31,811			
				corporal	21	34,986	55,979	40,223								
				deputy III	45	33,480	53,568	37,799								
				deputy II	11	32,037	51,261	34,408								
				deputy I	8	30,660	49,053	34,139								
Alexander	57,036	78,624	67,797	4 chief	1	38,420	52,962	43,470	detention admin.	1	28,568	39,381	37,484	42	comp time	yes
				captain	1	34,806	47,981	43,470	detention officer	7	23,446	32,320	25,521			
				detective/investigator	4	31,533	43,469	36,417								
				DARE officer	1	28,568	39,381	33,130								
				sergeant	6	28,568	39,381	31,768								
				deputy	12	27,191	37,484	29,514								
				lieutenant	1	27,191	37,484	28,568								
Alleghany	47,366	71,050	48,313	chief	1	32,060	48,090	42,548	detention admin.	1	30,533	45,799	33,379	no data	paid	yes
				lieutenant	1	30,533	45,799	31,144	detention officer	8	22,784	34,176	23,782			
				sergeant	1	27,694	41,541	28,248								
				detective/investigator	1	27,694	41,541	28,248								
				deputy	5	25,120	37,679	25,559								
Anson	55,829	82,414	72,584	captain	2	45,488	67,090	45,449	detention admin.	1	31,385	46,330	41,859	42	no	yes
				lieutenant	2	38,552	56,910	38,553	detention shift supvr.	4	27,740	40,949	27,741			
				patrol shift supvr.	4	32,707	48,275	33,407	detention officer	9	26,622	39,299	27,191			
				detective/investigator	7	31,385	46,330	32,643								
				deputy	11	27,740	40,949	29,364								
Ashe	65,838	93,027	76,350	major	1	50,916	71,943	66,807	detention admin.	1	37,653	53,202	41,562	48	paid	yes
				captain	1	44,736	63,210	60,165	detention shift supvr.	1	31,701	44,793	37,683			
				lieutenant	3	39,297	63,210	49,118	jailer	14	29,106	41,124	29,371			
				sergeant	6	34,551	48,816	38,706								
				detective/investigator	3	34,551	50,967	35,583								
				deputy	8	31,701	44,793	31,701								
Avery	45,316	63,192	55,652	chief	1	35,507	49,516	44,911	detention admin.	1	35,507	49,516	42,773	48	paid	yes
				detective/investigator	5	33,816	47,157	37,337	detention shift supvr.	1	27,820	38,794	30,395			
				lieutenant	1	33,816	47,157	36,947	detention officer	7	25,233	35,188	25,924			
				sergeant	2	32,206	44,911	33,835								
				deputy	13	27,820	38,794	29,830								

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					Policy Data		
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars
Beaufort	\$73,437	\$102,812	\$92,124	chief	1	\$59,520	\$83,328	\$75,424	detention admin.	1	\$45,603	\$63,844	\$49,000	42	paid	yes
				major	1	49,778	69,689	63,733	detention officer	18	30,294	42,412	31,496			
				captain	2	45,603	63,844	61,282								
				lieutenant	4	44,211	61,895	44,211								
				sergeant	6	37,253	52,154	42,390								
				DARE officer	1	33,078	46,309	42,370								
				corporal	5	33,078	46,309	38,782								
				detective/investigator	10	33,078	46,309	36,322								
Bertie	52,937	78,144	60,862	deputy	20	31,686	44,360	33,656								
				chief	1	42,887	63,308	52,053	n/a					42	comp time	yes
				division commander	4	39,423	58,195	40,078								
				corporal	7	34,746	51,291	34,746								
				school resource officer	3	33,312	49,175	33,312								
Bladen			69,417	deputy	7	30,622	45,204	31,059								
				chief	1	42,166	53,416	53,416	detention admin.	1	39,669	50,255	46,720	42	paid	yes
				captain	1	38,409	48,664	45,261	jailer III	1	29,658	37,565	34,267			
				lieutenant	4	35,912	45,504	42,598	jailer II	3	25,902	32,803	29,062			
				sergeant	8	34,652	43,913	39,338	jailer I	7	24,635	31,209	25,435			
				investigator	8	34,652	43,913	38,710								
				DARE officer	1	33,415	42,326	37,128								
				corporal	6	33,415	42,326	36,569								
Brunswick	69,999	111,998	92,604	deputy	18	29,658	37,565	31,679								
				chief	1	55,665	89,066	88,132	detention admin.	1	48,499	77,598	69,256	40	paid	yes
				captain	4	48,499	77,598	71,526	detention lieutenant	1	43,124	68,998	57,476			
				lieutenant	5	43,124	68,998	59,197	jailer II	6	30,581	49,928	34,532			
				patrol shift supvr.	7	37,748	60,397	45,482	jailer I	56	28,790	46,064	30,150			
				sergeant	12	37,448	60,397	45,085								
				detective/investigator	20	37,748	60,397	44,156								
				deputy		32,373	51,797									
Buncombe			117,449	DARE officer	2	32,373	51,797	36,578								
				chief	1	60,272	92,149	79,329	detention admin.	1	60,272	92,149	79,329	40	paid	yes
				major	3	60,272	92,149	79,329	detention shift supvr.	15	37,150	56,794	41,041			
				investigations commander	1	50,557	72,271	69,098	detention officer	113	32,526	49,774	37,633			
				captain	5	50,557	72,271	69,098								
				patrol commander	1	50,557	72,271	69,098								
				lieutenant	21	44,262	67,702	52,820								
				sergeant	30	37,150	56,794	42,647								
detective/investigator	22	37,150	56,794	42,200												
deputy	71	32,525	49,773	39,266												

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					Policy Data		
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars
Burke	\$61,602	\$95,484	\$68,140	major	2	\$48,265	\$74,811	\$53,771	detention admin.	1	\$41,694	\$64,624	\$43,826	42	paid	yes
				investigations commander	1	39,708	61,547	42,580	detention shift supvr.	1	37,815	58,616	40,105			
				lieutenant	7	37,815	58,616	40,109	transport officer	1	28,218	43,740	29,661			
				sergeant	9	34,301	53,165	36,076	detention officer	14	26,874	41,656	27,516			
				detective/investigator	13	32,666	50,633	34,194								
				DARE officer	1	31,110	48,223	32,698								
				deputy	30	29,630	45,926	30,542								
Cabarrus	76,708	118,410	98,836	chief	1	63,104	97,411	74,853	detention officer	24	31,861	49,203	32,069	42	no	yes
				captain	3	49,445	76,332	69,960								
				lieutenant	13	44,847	69,234	59,015								
				sergeant	27	40,680	62,781	48,156								
				detective/investigator	8	40,680	62,781	43,782								
				deputy	134	33,447	51,650	38,551								
				DARE officer	2	33,447	51,650	38,551								
Caldwell	58,061	96,769	71,985	chief	1	46,591	77,652	54,482	detention admin.	1	42,665	71,108	47,406	42	paid	yes
				patrol commander	1	42,665	71,108	49,658	detention shift supvr.	4	28,790	47,849	30,526			
				captain	4	42,665	71,108	47,969	detention officer	23	26,290	43,817	28,428			
				investigations commander	1	42,665	71,108	47,406								
				patrol shift supvr.	4	35,777	59,629	40,051								
				lieutenant	4	35,777	59,629	37,751								
				detective/investigator	8	30,001	50,002	34,500								
				DARE officer	2	28,790	47,849	38,085								
				deputy	20	27,473	45,789	30,924								
Camden	56,555	84,833	52,500	chief		48,854	73,282	43,348	see Pasquotank					42	paid	yes
				lieutenant		42,202	63,303	44,378								
				sergeant		38,279	57,418	39,923								
				detective/investigator		33,067	49,600	40,528								
				deputy		31,492	47,238	33,426								
Carteret	68,152	109,043	76,242	chief	1	56,471	90,354	58,648	detention admin.	1	38,798	62,077	45,827	40	paid	yes
				major	1	46,802	74,882	52,796	detention shift supvr.	3	30,691	49,106	31,965			
				captain	3	42,612	68,180	46,878	asst. admin.	1	29,276	46,841	31,879			
				detective/investigator	7	37,022	59,235	42,803	senior detention officer	4	27,808	44,493	28,169			
				lieutenant	5	35,326	56,521	38,877	detention officer	21	25,153	40,245	26,044			
				sergeant	7	32,164	51,463	34,178								
				deputy	20	29,276	46,841	32,019								
Caswell																

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					Policy Data		
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars
Catawba	\$71,512	\$110,952	\$106,875	major	1	\$56,024	\$86,932	\$76,908	detention admin.	1	\$48,399	\$75,093	\$61,562	42	paid	yes
				patrol commander	1	48,399	75,093	66,729	detention shift supvr.	4	36,115	56,024	36,622			
				captain	3	48,399	75,093	60,446	detention officer	37	29,707	46,088	30,328			
				investigations commander	1	48,399	75,093	53,046								
				lieutenant	6	43,894	68,103	52,442								
				sergeant	14	39,817	61,781	43,810								
				detective/investigator	5	39,817	61,781	41,705								
				patrol shift supvr.	4	36,115	56,024	39,752								
				corporal	10	36,115	56,024	39,180								
				investigator	7	36,115	56,024	38,932								
Chatham	67,469	99,682	90,000	DARE officer	1	36,115	56,024	36,853								
				deputy	78	34,402	53,352	37,563								
				major	1	50,436	74,384	63,645	detention admin.	1	39447	58282	47983	44	paid	yes
				investigations commander	1	43,491	64,256	55,722	detention shift supvr.	4	29,436	43,491	30,878			
				patrol commander	1	43,491	64,256	55,373	detention officer	13	26,699	39,447	27,568			
				captain	4	43,491	64,256	54,378								
				lieutenant	7	39,447	58,282	46,216								
				sergeant	4	35,780	52,864	39,186								
				detective/investigator	12	35,780	52,864	38,261								
				patrol shift supvr.	4	34,076	50,436	37,698								
Cherokee			61,000	DARE officer	5	34,076	50,436	35,827								
				corporal	7	30,909	45,666	31,947								
				deputy	28	29,436	43,491	31,288								
				chief	1	38,669	63,271	50,971	detention admin.	1	37,200	60,512	48,856	40	both	yes
				lieutenant	1	35,776	57,883	48,991	detention shift supvr.	4	28,408	44,360	29,826			
				sergeant	3	33,039	52,903	42,305	detention officer	17	26,426	40,926	27,476			
				corporal	3	30,587	48,317	36,757								
Chowan			83,002	detective/investigator	9	29,454	46,292	40,667								
				deputy	10	29,454	46,292	30,458								
				chief	1	35,059	62,958	59,962	detention admin.	1	33,390	59,962	42,613	40	paid	yes
				lieutenant	1	31,801	57,106	49,330	detention captain	1	30,285	54,384	35,059			
				sergeant	1	31,801	57,106	46,981	detention sergeant	3	24,916	54,384	31,443			
Clay			50,589	investigator	1	31,801	57,106	36,814	jailer	5	24,916	44,743	26,461			
				deputy	10	30,285	57,106	33,605								
				chief	1			44,285	detention admin.	1			31,598	42.5	no data	yes
				detective/investigator	1			40,508	detention officer	13			25,557			
				DARE officer	2			31,788								
				deputy	10			29,164								

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					Policy Data		
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars
Cleveland	\$62,244	\$97,182	\$92,736	chief	1	\$51,612	\$80,574	vacant	detention admin.	1	\$42,792	\$66,798	\$62,244	42	comp time	yes
				investigations commander	1	42,792	66,798	vacant	detention shift supvr.	10	29,424	45,942	34,680			
				patrol commander	1	42,792	66,798	\$56,694	detention officer	22	28,092	42,842	31,584			
				captain	2	42,792	66,798	52,860								
				patrol shift supvr.	3	35,484	55,380	41,814								
				sergeant	6	32,310	50,442	38,088								
				investigator	7	30,858	48,132	36,342								
				DARE officer	1	29,424	45,924	38,088								
				deputy	43	29,424	45,942	33,882								
Columbus	53,865	107,661	68,186	chief	1	41,408	84,212	53,120	detention admin.	1	no data	72,685	41,961	40.25	paid	yes
				captain	3	35,774	72,685	45,203	detention shift supvr.	1	32,457	65,897	31,159			
				lieutenant	4	32,457	65,897	37,788	squad leader sergeant	4	26,729	54,175	27,538			
				patrol shift supvr.	6	29,452	59,746	37,196	asst. squad leader corporal	4	25,465	51,588	26,696			
				DARE officer	1	29,452	59,746	36,119	detention officer	29	24,262	49,227	25,995			
				sergeant	5	28,057	56,892	31,516								
				detective/investigator	10	28,057	56,892	31,350								
				deputy	32	26,729	54,175	28,385								
Craven			88,644	chief	1	47,491	95,944	89,456	detention admin.	1	57,289	115,737	60,039	40	comp time	yes
				captain	3	45,313	91,553	65,140	detention shift supvr.	5	32,636	65,941	34,367			
				lieutenant	8	37,568	79,541	49,053	jailer II	4	29,716	60,039	31,140			
				sergeant	11	34,203	72,419	41,009	jailer I	32	27,055	54,663	28,720			
				investigator	7	34,203	69,105	38,718								
				zone deputy	4	32,636	65,941	35,033								
				deputy	24	31,140	62,918	33,251								
Cumberland			158,316	chief	1	73,777	124,167	79,968	detention admin.	1	63,800	107,375	no data	no data	no data	no data
				major	4	63,800	107,375	74,209	detention sergeant specialist	5	40,111	67,507	45,501			
				captain	5	52,203	97,616	74,178	detention shift supvr.	2	38,203	64,296	50,908			
				lieutenant	29	48,510	85,725	58,483	detention sergeant	13	38,203	64,296	43,414			
				sergeant	27	42,446	71,437	49,109	detention officer II	25	34,800	58,568	42,524			
				detective/investigator	50	39,677	66,776	55,520	detention officer I	78	31,637	53,245	33,363			
				deputy	174	35,152	62,120	38,624								
Currituck			79,710	chief	1	49,169	68,199	64,289	detention admin.	1	43,430	60,162	49,631	42	paid	yes
				lieutenant	2	45,214	62,660	53,785	detention shift supvr.	1	36,286	50,158	37,685			
				sergeant	10	41,644	57,661	46,722	detention program director	1	34,500	47,657	37,978			
				investigator	2	39,858	55,160	44,729	detention sergeant	5	32,716	45,159	36,009			
				detective/investigator	1	39,858	55,160	41,126	intake officer	4	29,142	40,154	31,463			
				deputy	45	34,500	52,658	41,126	detention officer	18	27,357	37,656	28,397			

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					Policy Data		
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars
Dare	\$65,201	\$107,582	\$96,488	chief	1	\$54,673	\$90,211	\$77,386	detention admin.	1	\$43,873	\$72,391	\$64,501	40	paid	yes
				major	1	43,873	72,391	69,501	detention shift supvr.	4	36,792	60,705	42,947			
				lieutenant	3	41,984	69,274	61,121	transportation/class officer	6	32,939	53,196	42,675			
				sergeant	6	36,792	60,705	49,893	asst. shift leader	4	32,239	53,196	38,028			
				captain	19	33,690	55,590	43,007	detention officer	29	29,523	48,713	34,472			
				deputy	30	30,853	50,906	37,446								
Davidson	79,889	120,908	83,991	chief	1	54,604	81,905	67,429	detention major	1	52,004	78,005	61,921	45	no	yes
				major	2	52,004	78,005	61,921	detention shift supvr.	4	38,884	58,327	38,884			
				captain	5	47,158	70,736	53,497	detention lieutenant	4	38,884	58,327	38,884			
				lieutenant	13	40,775	61,163	46,606	detention officer II	1	31,973	48,044	31,973			
				sergeant	16	36,994	55,490	41,685	detention officer I	29	30,493	45,739	32,042			
				detective/investigator	10	35,221	52,831	38,583								
				corporal	6	33,566	50,349	38,628								
				deputy II	41	31,973	48,044	37,031								
				deputy I	36	30,493	45,739	34,919								
Davie	56,783	88,054	73,870	chief	1	49,051	76,065	51,504	detention admin.	1	44,490	68,993	51,889	40	paid	yes
				captain	3	44,490	68,993	49,092	asst.detention admin.	1	38,431	59,599	40,257			
				lieutenant	7	38,431	59,599	41,919	detention sergeant	3	33,198	51,484	34,794			
				detective/investigator	7	33,198	51,484	36,428	detention officer II	4	31,617	49,032	33,442			
				sergeant	9	33,198	51,484	34,401	detention officer I	15	28,677	44,473	31,708			
				DARE officer	1	31,617	49,032	34,704								
				corporal	5	31,617	49,032	33,188								
				investigator	1	28,677	44,473	34,847								
				deputy	12	28,677	44,473	30,089								
Duplin														43	paid	yes
Durham			122,090	chief	1	62,791	108,096	91,741	detention admin.	1	59,763	102,888	82,876	42	paid	yes
				major	2	54,143	93,210	77,885	detention shift supvr.	6	44,439	76,502	60,663			
				captain	5	51,534	88,718	77,620	detention staff sergeant	10	40,261	69,307	52,169			
				lieutenant	11	46,687	80,374	62,490	detention sergeant	29	38,319	65,968	49,699			
				sergeant	16	40,261	69,307	59,375	detention officer II	26	33,043	56,885	50,485			
				corporal	15	36,472	62,791	50,767	detention officer I	120	29,333	51,534	34,149			
				deputy	99	33,043	56,885	41,570								
				investigator	5	33,043	56,885	35,380								
Edgecombe	55,099	\$81,794	76,574	chief	1	47,171	55,361	48,351	detention admin.	1	37,588	47,823	37,588	50	comp time	yes
				lieutenant	4	43,606	50,214	46,117	detention lieutenant	1	33,168	43,376	37,348			
				sergeant	13	38,479	45,546	41,436	detention sergeant	6	27,916	37,471	30,436			
				detective/investigator	6	35,571	43,376	38,172	detention corporal	6	25,880	35,686	27,498			
				corporal	6	32,884	41,611	36,211	detention officer	42	23,925	33,988	24,665			
				deputy	22	30,401	39,344	31,956								

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					Policy Data		
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars
Forsyth	\$99,182	\$161,170	\$116,917	major	1	\$64,129	\$104,209	\$80,267	detention admin.	1	\$67,780	\$110,143	\$82,306	43	no	yes
				captain	5	56,742	92,206	64,197	detention officer	181	\$32,486	52,789	35,672			
				lieutenant	12	51,722	84,049	60,653	detention shift supvr.	22	39,053	63,462	43,199			
				sergeant	25	46,955	76,302	52,834								
				corporal	27	39,054	63,462	43,748								
				detective/investigator	19	36,518	59,342	40,152								
				deputy	125	32,486	52,789	35,404								
Franklin	65,841	94,060	71,438	5 chief	1	45,595	65,136	49,852	detention admin.	1	37,944	54,206	45,673	42	paid	yes
				lieutenant	2	43,549	62,213	47,375	detention shift supvr.	4	31,577	45,110	32,228			
				patrol shift supvr.	5	36,242	51,773	38,310	detention officer	23	28,806	41,155	29,647			
				detective/investigator	14	36,242	51,773	39,222								
				DARE officer	1	33,061	47,230	39,444								
				deputy	31	33,061	47,230	33,922								
Gaston	69,307	107,431	102,190	2 chief	1	64,706	100,317	87,356	detention admin.	1	56,411	87,459	74,749	43	no	yes
				major	2	56,411	87,459	70,517	detention officer	68	30,427	47,168	33,425			
				investigations commander	6	56,411	87,459	64,874								
				captain	11	49,180	76,239	57,562								
				sergeant	22	40,034	62,066	46,472								
				detective/investigator	64	34,901	54,111	42,141								
				deputy	81	32,576	50,520	38,283								
Gates	43,240	56,007	57,728	5 chief	1			38,412	n/a					42	paid	yes
				sergeant	2			36,432								
				deputy	7			29,700								
Graham			61,040	5 chief	1			31,304	detention shift supvr.	1	20,800	22,880	21,840	43	paid	yes
				sergeant	1			30,186	chief jailer	1	21,840	23,920	22,880			
				deputy	11	21,242	27,950	25,669	detention officer	9	18,720	21,840	19,760			
Granville	56,489	94,899	80,714	chief	1	42,166	70,837	53,611	detention admin.	1	36,430	61,203	52,558	no data	paid	yes
				lieutenant	3	38,246	64,253	53,833	detention shift supvr.	4	28,535	47,937	33,405			
				sergeant	6	33,036	55,499	45,803	detention officer	14	25,890	43,493	27,933			
				detective/investigator	6	33,036	55,499	46,116								
				corporal	5	31,470	52,870	39,037								
				deputy	24	29,963	50,337	33,492								
Greene																
Guilford			136,493	5 chief	1	81,735	138,950	101,609	detention admin.	4	64,042	108,871	85,549	42	paid	yes
				major	2	70,606	120,030	99,182	detention corporal	14	45,513	77,372	54,580			
				captain	9	64,042	108,871	81,775	detention officer II	5	39,316	66,837	46,745			
				lieutenant	7	55,322	94,047	72,960	detention officer I	206	33,963	57,737	44,281			
				sergeant	30	52,687	89,568	65,276								
				investigations commander	5	52,687	89,568	64,910								
				DARE officer	3	39,316	66,837	55,334								
				21	20	39,316	66,837	51,827								
				corporal	58	39,316	66,837	50,956								
				deputy	139	33,963	57,737	41,021								

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					Policy Data		
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars
Halifax	\$56,529	\$91,766	\$86,239	chief	1	\$53,789	\$87,317	\$62,436	detention admin.	1	\$39,922	\$64,807	\$53,789	42	comp time	yes
				major	2	51,182	83,085		detention shift supvr.	1	28,194	45,768	31,529			
				captain	1	46,340	75,225	46,340								
				lieutenant	6	34,393	55,832	40,421								
				sergeant	5	32,726	53,125	34,393								
				investigator	5	32,726	53,125	33,135								
				deputy	8	29,630	48,099	31,529								
Harnett	72,365	112,166	87,420	major	3	56,210	87,126	66,204	detention admin.	1	47,498	73,622	59,993	42.75	paid	yes
				lieutenant	6	47,498	73,622	54,530	detention officer	37	28,659	44,421	29,822			
				sergeant	10	41,863	64,888	47,420	detention shift supvr.	4	33,916	52,570	38,543			
				detective/investigator	19	38,482	59,647	43,024								
				corporal	7	38,482	59,647	43,024								
				deputy	55	33,916	52,570	37,423								
Haywood																
Henderson			no data	chief	1	56,971	88,275	65,478	detention admin.	1	44,990	69,742	62,000	42	paid	yes
				major	1	48,672	75,442	72,702	detention officer III	5	34,216	52,998				
				captain	1	44,990	69,742	65,000	detention officer II	25	31616	49026	32,593			
				investigations commander	1	44,990	69,742	62,000	detention officer I	3	30,389	47,122	30,389			
				patrol commander	1	44,990	69,742	62,000								
				lieutenant	5	41,621	64,501	59,597								
				sergeant	12	38,480	59,634	52,232								
				patrol shift supvr.	4	38,480	59,634	52,723								
				corporal	11	34,216	52,998	43,111								
				deputy II	15	31,616	49,026	32,340								
Hertford	68,492	106,163	86,000	chief	1	38,139	59,116	49,078	chief jailer	2	31,377	48,635	33,378	no data	no data	yes
				major	1	36,323	56,301	42,655	detention lieutenant	1	27,105	42,012	28,762			
				captain	1	34,593	53,620	42,655	detention sergeant	5	24,585	38,107	25,588			
				lieutenant	2	32,946	51,066	37,758	detention officer	15	22,299	34,564	23,595			
				sergeant	3	29,883	46,319	33,114								
				detective/investigator	2	29,883	46,319	35,687								
				deputy	10	27,105	42,012	30,958								
Hoke	70,211	99,206	81,423	chief	1	57,762	81,617	62,204	detention admin.	1	45,258	63,949	49,957	36-48	paid	yes
				major	1	52,392	74,029	56,419	jail lieutenant	1	32,169	50,100	38,188			
				captain	3	39,076	55,241	40,096	jail sergeant	4	29,174	41,222	29,101			
				lieutenant	3	35,461	50,106	39,786	jail corporal	2	27,785	39,259	28,301			
				detective/investigator	8	35,461	50,106	30,323	jailer	38	26,462	37,389	27,123			
				sergeant	8	32,164	45,447	34,999								
				corporal	4	30,633	43,283	30,323								
				deputy	31	29,174	41,222	30,413								

County	Sheriff				Chief Deputy and Deputies				Detention/Correctional Positions					Policy Data		
	Min.	Max.	Actual		Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time
Hyde	\$59,300	\$87,538	\$65,823	⁵ chief	1	\$38,924	\$57,458	\$40,496	chief jailer	1	\$34,304	\$50,640	\$41,637	42.75	paid	yes
				sergeant	1	34,304	50,640	43,114								
				DARE officer	1	31,533	46,549	40,742								
				corporal	1	31,533	46,549	38,496								
				deputy	9	30,234	44,631	32,500								
Iredell	66,884	103,737		chief		55,872	86,657	62,035	detention admin.		44,620	64,207	53,134	42	paid	yes
				captain		44,620	69,207	62,025	jailer III		32,570	50,516	38,009			
				lieutenant		40,782	63,253	56,488	jailer II		31,137	48,294	34,575			
				detective/investigator		35,635	55,270	47,031	jailer I		29,768	46,170	32,322			
				sergeant		35,635	55,270	44,597	¹							
				corporal		31,137	48,294	42,643								
				DARE officer		31,137	48,294	37,680								
				deputy		31,137	48,294	37,214								
Jackson																
Johnston	69,250	117,546	104,477	chief	1	55,571	94,325	66,261	detention admin.	1	48,696	82,659	59,406	40	paid ⁷	yes
				captain	4	46,599	79,101	61,200	¹ detention lieutenant	5	34,240	50,545	38,486			
				lieutenant	6	40,834	69,316	50,751	detention sergeant	4	31,356	46,285	34,728			
				detective/investigator	22	37,394	55,193	41,735	detention officer	38	28,715	42,384	29,101			
				sergeant	4	35,783	52,815	42,998								
				deputy	62	34,240	50,545	36,286								
Jones	45,246	57,473	49,817	major	2	32,807	41,424	32,807	¹							
				detective/investigator	2	29,883	37,630	29,883								
				deputy	9	28,486	35,930	28,486								
Lee			84,772	⁵ chief	1	56,012	78,418	59,670	detention admin.	1	44,731	62,624	44,731	48	paid	yes
				captain	3	46,790	65,506	51,254	detention shift supvr.	4	32,651	45,713	34,009			
				major	1	46,790	65,506	49,680	jailer	20	31,215	43,702	31,993			
				lieutenant	3	40,884	57,237	42,465								
				sergeant	16	39,087	54,721	39,251								
				patrol shift supvr.	2	40,884	57,237	40,884								
				deputy	15	34,153	47,815	34,425								
Lenoir	53,270	94,001	91,708	⁵ major	2	36,892	65,100	60,452	detention admin.	1	33,654	59,386	45,260	no data	paid	yes
				captain	1	33,654	59,386	52,309	detention shift supvr.	4	28,007	49,421	33,630			
				patrol shift supvr.	4	32,143	56,720	45,702	jailer II	18	25,547	45,080	29,310			
				lieutenant	3	32,143	56,720	43,141	jailer I	8	24,400	43,057	24,860			
				detective/investigator	12	30,700	54,174	36,065								
				sergeant	4	29,322	51,742	39,276								
				deputy	13	25,547	45,080	29,816								

County	Sheriff				Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data				
	Min.	Max.	Actual		Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars
Lincoln	\$74,812	\$114,131	\$78,624	5	chief	1	\$61,402	\$93,673	\$66,153	detention admin.	1	\$41,362	\$63,100	\$46,833	43	piad	yes
					captain	1	50,395	76,882	51,663	detention corporal	4	30,755	46,918	31,528			
					lieutenant	7	41,362	63,100	48,718	senior detention officer	5	29,273	44,658	32,898			
					1st sergeant	7	39,369	60,060	43,803	detention officer	24	27,862	42,506	30,097			
					sergeant	15	35,666	54,411	37,857								
					investigator	11	32,312	49,294	40,925								
					sr. deputy	11	32,312	49,294	35,071								
McDowell	54,672	80,348	59,640	5	deputy	41	30,755	46,918	34,199								
					chief	1	47,100	69,231	56,748	detention admin.	1	34,950	51,376	37,200	48	paid	yes
					detective/investigator	8	36,738	53,995	38,610	jailer III	1	33,252	48,282	33,252			
					captain	2	38,610	56,747	44,814	jailer I	5	27,258	40,071	29,010			
					lieutenant	5	34,950	51,376	39,090	jailer trainee	10	25,938	38,139	27,258			
Macon	61,677	92,516	78,000	5	DARE officer	1	34,950	51,376	35,388								
					deputy	19	36,738	53,995	39,576								
					chief	1	36,063	54,095	45,995	detention sergeant	2	26,910	40,366	33,759	42	paid	yes
					lieutenant	2	32,710	49,065	42,758	detention officer	14	24,409	36,612	28,851			
					sergeant	10	28,256	42,383	38,124								
Madison			60,400	5	investigator	6	26,910	40,366	36,012								
					corporal	4	26,910	40,366	33,537								
					deputy	19	26,910	40,366	30,351								
					chief	1			48,950	detention shift supvr.	2			29,400	42	paid	yes
					captain	1			48,950	detention officer II	2			27,894			
Martin	51,187	81,829	62,366	5	detective/investigator	4			39,675	detention officer I	1			22,048			
					sergeant	3			36,400								
					deputy	9			32,453								
					chief	1	37,634	60,161	45,853	n/a					42.75	paid	yes
					lieutenant	2	34,452	55,078	37,113								
Mecklenburg	112,800	195,811	157,611	5	detective/investigator	5	31,560	50,464	33,045								
					DARE officer	1	31,560	50,464	29,774								
					sergeant	5	30,192	48,264	34,414								
					corporal	3	28,881	52,705	30,866								
					deputy	15	27,649	44,200	29,835								
Mitchell	49,820	71,172	57,987		chief	1	40,949	58,499	52,792	n/a					no data	no data	no data
					investigations commander	2	35,004	50,006	40,389								
					detective/investigator	2	32,363	46,233	36,383								
					deputy	8	28,771	41,102	34,248								

County	Sheriff		Actual		Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data				
	Min.	Max.			Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars
Montgomery			\$63,444	⁵	chief	1	\$35,148	\$56,316	\$40,604	asst. jail admin.	1	\$23,520	\$37,728	\$28,362	40	no	yes
					captain	2	29,748	47,676	36,690	jailer II	4	23,520	37,728	26,058			
					detective/investigator	5	29,748	47,676	31,411	jailer I	14	21,780	34,968	21,780			
					patrol shift supvr.	2	27,468	44,088	34,554								
					lieutenant	1	27,468	44,088	32,683								
					sergeant	2	27,468	44,088	34,468								
					DARE officer	1	27,468	44,088	32,930								
					deputy	14	25,404	40,728	27,400								
Moore	\$70,000	\$109,900	111,800	⁵	chief	1	57,634	90,485	79,671	detention admin.	1	47,416	74,443	65,531	40	paid	yes
					captain	7	47,416	74,443	62,672	detention shift supvr.	5	32,093	50,386	36,124			
					lieutenant	3	43,008	67,522	51,496	detention officer	20	29,110	45,702	32,313			
					sergeant	8	37,152	58,329	44,240								
					detective/investigator	16	37,152	58,329	43,437								
					deputy	38	33,697	52,905	39,540								
Nash	68,225	109,160	91,044	⁵	chief	1	59,273	94,837	62,237	detention admin.	1	51,496	82,394	54,882	no data	no data	yes
					captain	1	53,968	86,349	59,669	asst. detention admin.	2	42,690	68,304	49,355			
					lieutenant	5	51,496	82,394	54,558	detention shift supvr.	4	37,089	59,342	40,576			
					sergeant	6	42,690	68,304	49,492	senior detention officer	5	31,146	49,834	34,831			
					detective/investigator	10	37,089	59,342	44,663	detention officer	36	28,604	45,766	32,369			
					corporal	7	37,089	59,342	42,848								
					deputy	38	33,915	54,264	37,744								
New Hanover			110,000		chief	1	78,770	120,869	98,500	detention sergeant	1	41,205	63,190	42,037	no data	no data	no data
					major	2	68,890	105,643	83,237	detention corporal	3	34,861	53,477	37,981			
					captain	6	58,240	89,378	72,515	detention officer	59	32,053	49,192	35,901			
					lieutenant	22	49,026	75,234	60,586								
					sergeant	37	45,448	69,722	52,196	¹							
					detective/investigator	40	41,205	63,190	45,264								
					corporal	21	37,710	57,762	44,731								
					deputy	156	35,131	53,872	38,139								
Northampton	52,713	93,018	72,665	⁵	chief	1	39,335	69,411	45,617	¹ detention sergeant	3	27,955	49,329	31,995	40	no	yes
					DARE officer	1	35,678	62,958	41,376	detention officer	15	24,148	42,612	26,765			
					patrol shift supvr.	2	35,678	62,958	38,973								
					investigator	2	35,678	62,958	35,350								
					deputy	20	30,820	54,385	28,876								
Onslow	68,820	110,112	95,561	⁵	chief	1	63,628	101,805	63,628	detention admin.	1	42,985	68,776	53,300	42	paid	yes
					major	4	54,389	87,023	63,326	detention lieutenant	1	41,331	66,130	50,400			
					captain	7	44,704	71,527	56,485	detention 1st sergeant	4	38,213	61,141	49,743			
					lieutenant	5	41,331	66,130	52,019	detention sergeant	4	33,971	54,354	36,945			
					patrol shift supvr.	5	39,742	63,587	49,743	detention officer	25	26,848	42,957	28,718			
					sergeant	14	38,213	61,141	45,690	¹							
					detective/investigator	15	38,213	61,141	41,235								
					deputy	62	31,408	50,254	35,887								

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					Policy Data					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars			
Orange	\$80,994	\$129,481	\$121,139	major	1	\$63,272	\$101,150	\$69,740	detention officer	27	\$31,693	\$50,665	\$32,612	no data	comp time	yes			
				captain	3	51,931	83,020	48,191											
				lieutenant	8	47,048	75,211	54,439											
				sergeant	13	42,622	68,138	48,078											
				investigator	8	38,615	61,730	50,053											
				DARE officer	2	36,754	58,756	42,041											
				corporal	6	36,754	58,756	42,041											
Pamlico	44,227	78,542	63,750	deputy	54	34,984	58,756	37,574											
				captain	2	31,428	55,814	44,563	detention admin.	1	27,148	48,209	44,682	no data	no data	yes			
				investigator	1	25,856	45,916	43,431	asst. jail administrator	1	23,546	41,347	28,396						
				detective/investigator	2	24,710	43,879	33,603	shift sergeant	4	23,546	41,347	27,091						
				DARE officer	1	24,710	43,879	37,205	detention officer	16	23,546	40,145	25,004						
Pasquotank	57,815	79,168	72,246	deputy	7	23,749	42,174	27,183											
				chief	1	41,356	57,898	52,131	n/a					40	no	yes			
				lieutenant	2	37,558	52,581	47,540											
				sergeant	6	35,025	49,036	44,475											
				investigator	7	35,025	49,036	44,347											
Pender	69,069	110,510	70,450	deputy	23	31,227	45,491	36,838											
				major	1	54,117	86,588	55,199	detention admin.	1	49,086	78,538	51,540	40	comp time	yes			
				captain	3	49,086	78,538	50,068	detention sergeant	1	40,383	64,613	40,787						
				patrol commander	1	49,086	78,538	50,068	detention shift supvr.	2	36,629	58,606	36,812						
				investigations commander	1	49,086	78,538	50,068	detention shift leader	4	31,641	50,626	31,720						
				lieutenant	5	42,402	67,844	43,124	detention deputy I	1	30,135	48,215	30,135						
				detective sergeant	8	40,383	64,613	40,711	detention officer	7	28,700	45,919	28,748						
				sergeant	5	36,629	58,606	36,999											
				deputy II	2	33,228	53,157	33,794											
Perquimans	44,994	68,139	57,425	deputy I	26	30,135	48,215	30,275											
				detective/investigator	1	33,062	50,069	37,363	n/a					43	no	yes			
				sergeant	2	31,638	47,913	34,051											
Person	64,035	99,254	75,335	deputy	7	28,972	43,875	30,556											
				chief	1	52,379	81,187	57,544	detention admin.	1	42,844	66,408	49,848	42	paid	yes			
				captain	3	46,430	71,967	52,636	detention shift supvr.	4	31,066	48,152	37,986						
				lieutenant	2	37,979	58,867	47,206	detention lieutenant	1	35,046	54,321	40,764						
				DARE officer	1	36,483	56,549	44,982	senior detention officer	5	28,667	44,434	32,628						
				sergeant	8	36,483	56,549	44,989	detention officer	20	27,538	42,684	32,647						
				detective/investigator	8	35,046	54,321	41,078											
deputy	10	32,340	50,127	37,154															

County	Sheriff		Actual	Chief Deputy and Deputies					Detention/Correctional Positions					Policy Data				
	Min.	Max.		Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars		
Pitt			\$84,304	5	chief	3	\$60,807	\$96,102	\$70,726	detention admin.	1	\$63,723	\$100,716	\$73,348	40	both	yes	
					captain	3	55,363	87,502	61,676	detention shift lieutenant	6	50,408	79,669	59,190				
					detective/investigator	3	50,408	79,669	60,690	detention officer advanced	8	43,794	69,216	43,826				
					lieutenant	3	50,408	79,669	60,690	detention officer intermediate	6	36,305	57,380	40,035				
					advanced sergeant	8	43,794	69,216	51,831	detention officer basic	93	39,875	63,021	37,021				
					intermediate sergeant	2	41,739	66,048	46,235									
					basic sergeant	1	39,875	63,021	42,797									
					deputy advanced	9	38,048	60,136	46,904									
					deputy intermediate	8	36,305	57,380	43,720									
					DARE officer	1	34,644	57,380	vacant									
					deputy basic	41	34,644	54,752	38,322									
Polk			no data		captain	2	34,096	55,870	40,529	2	detention admin.	1	32,472	53,209	35,843	36-48	comp time	yes
					sergeant	5	29,454	48,264	33,353		senior detention officer	2	25,442	41,690	34,731			
					detective/investigator	3	29,454	48,264			detention sergeant	1	25,442	41,690	26,730			
					deputy	11	28,050	45,963	29,775									
Randolph	\$70,013	\$108,597	93,808	5	chief	1	57,595	89,336	70,016	1	detention admin.	1	54,912	85,093	60,465	42.5	comp time	yes
					major	2	54,912	85,093	60,456	1	detention shift supvr.	1	45,427	70,013	44,649			
					investigations commander	1	49,962	77,189	57,595	4	detention lieutenant	4	39,416	60,466	44,649			
					patrol commander	1	49,962	77,189	52,395	4	detention sergeant	4	34,195	52,395	38,789			
					captain	6	49,962	77,189	55,389	5	detention corporal	5	32,656	49,962	38,562			
					patrol shift supvr.	4	45,427	70,013	47,965	40	jailer	40	29,723	45,427	32,840			
					investigator	7	45,427	70,013	48,172									
					lieutenant	11	43,347	66,664	49,108	1								
					DARE officer	1	35,838	54,912	40,372									
					sergeant	13	35,838	54,912	39,343									
					detective/investigator	10	34,195	52,395	38,235									
					corporal	15	34,195	52,395	37,320									
					deputy	77	31,158	47,632	34,227									
Richmond																		
Robeson	79,327	98,365	98,365	5	major	3	49,453	61,344	58,850	1	detention admin.	1	49,453	61,344	59,344	40	paid	yes
					lieutenant	12	38,997	48,355	46,535	7	detention shift supvr.	7	33,022	40,947	39,437			
					sergeant	16	34,516	42,799	39,348	8	jailer II	8	30,035	37,242	35,290			
					detective/investigator	22	34,516	42,799	38,596	55	jailer I	55	28,540	35,390	29,328			
					deputy	58	30,035	40,947	32,600									
Rockingham	68,251	102,377	88,009	5	chief	6	33,783	50,675	42,809	35	jailer II	35	30,926	46,389	32,248	40	paid	yes
					major	1	52,401	78,602	60,000	2	jailer I	2	29,557	44,336	31,675			
					captain	3	48,032	72,048	52,746									
					lieutenant	6	42,092	63,138	46,052									
					sergeant	5	38,522	57,783	40,080									
					detective/investigator	13	33,783	50,675	38,395									
					deputy	46	32,326	48,489	34,718									

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					Policy Data		
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars
Rowan	\$71,697	\$113,817	\$71,697	chief	1	\$58,895	\$93,497	vacant	detention admin.	1	\$46,058	\$73,114	\$65,627	36-48	paid	yes
				captain	2	46,058	73,114	\$62,523	detention shift supvr.	5	36,016	57,182	44,456			
				lieutenant	9	39,740	63,091	52,702	master detention officer	5	31,079	49,336	33,430			
				sergeant	10	36,016	57,182	46,340	detention officer	39	29,590	46,967	30,999			
				detective/investigator	16	32,645	51,821	38,958								
				deputy	42	29,590	46,967	33,092								
Rutherford	68,011	102,476	77,008	chief	1	55,750	84,003	60,075	detention admin.	1	39,372	59,323	49,853	42	comp time	yes
				captain	2	45,701	68,861	50,476	detention shift supvr.	4	33,919	51,107	35,207			
				lieutenant	3	39,372	59,323	49,648	detention sergeant		33,919	51,107	no data			
				patrol shift supvr.	4	35,648	53,712	41,419	detention corporal		30,711	46,274	no data			
				sergeant	8	35,648	53,712	40,975	detention officer		27,806	41,894	no data			
				detective/investigator	9	33,919	51,107	39,787								
				corporal	16	32,276	48,630	36,145								
				deputy	22	29,221	44,030	31,878								
Sampson																
Scotland	56,268	79,500	72,024	chief	1	47,004	66,420	55,872	detention admin.	1	39,264	55,476	50,256	42	paid	yes
				captain	3	39,264	55,476	53,232	asst. jail administrator	1	32,796	46,344	34,464			
				detective/investigator	6	34,308	48,480	36,806	detention sergeant	4	27,396	38,712	29,526			
				lieutenant	5	32,796	48,480	36,286	detention officer II	7	26,196	37,008	26,844			
				patrol shift supvr.	4	32,796	46,344	34,044	detention officer I	11	25,044	35,388	25,271			
				deputy	15	27,396	46,344	28,723								
Stanly	60,641	75,802	66,417	chief	1	48,429	72,645	51,557	detention admin.	1	42,318	63,477	44,450	42	paid	yes
				captain	4	42,318	63,477	46,314	detention shift supvr.	4	30,921	46,333	34,714			
				lieutenant	4	38,677	58,017	41,412								
				sergeant	7	33,796	50,695	38,602								
				detective/investigator	4	33,796	50,695	38,602								
				DARE officer	1	29,530	44,295	34,260								
				deputy	26	29,530	44,295	33,102								
Stokes																
Surry	58,164	99,312	76,836	chief	1	44,172	75,120	56,892	detention admin.	1	37,104	62,280	48,444	no data	paid	yes
				lieutenant	6	35,532	59,520	43,160	detention sergeant	4	32,616	54,300	36,555			
				sergeant	8	32,616	54,300	39,344	detention officer II	9	26,508	43,188	30,246			
				sr. deputy	4	31,320	51,864	40,125	detention officer I	17	25,500	41,352	27,193			
				detective/investigator	8	32,616	54,300	37,035								
				deputy II	8	30,012	49,572	36,593								
				deputy I	18	28,728	47,328	32,895								
				DARE officer	1	28,728	47,328	31,320								
				deputy	6	27,600	45,216	29,922								
Swain	39,988	58,930	42,277	chief	1	30,707	45,252	39,780	detention admin.	1	28,119	41,438	29,658	43	comp time	
				lieutenant	3	28,119	41,438	32,712	detention shift supvr.	4	23,580	34,749	25,318			
				sergeant	5	26,909	39,655	31,290	detention officer	13	21,594	31,822	22,730			
				deputy	7	\$25,750	\$37,946	\$29,821								

County	Sheriff				Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data				
	Min.	Max.	Actual		Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars
Transylvania	\$64,771	\$97,157	\$70,977	⁵	chief	1	\$50,752	\$76,128	\$60,825	detention admin.	1	\$46,030	\$69,056	\$57,100	42	paid	yes
					captain	1	46,030	69,056	56,343	¹ detention shift supvr.	4	34,362	51,522	35,048			
					investigations commander	1	39,770	59,654	55,120	detention sergeant	2	34,362	51,522	35,048			
					patrol shift supvr.	4	39,770	no data	48,797	detention corporal	4	31,158	46,738	31,408			
					lieutenant	2	39,770	59,654	42,411	detention officer	14	29,682	44,512	31,138			
					detective/investigator	4	36,067	54,101	45,178								
					investigator	2	36,067	54,101	43,618								
					sergeant	5	36,067	54,101	43,493								
					DARE officer	6	31,158	46,738	39,208								
					deputy	16	31,158	46,738	33,509								
Tyrrell			45,984	⁵	chief	1			32,180	detention admin.	1			25,752	43	comp time	yes
					sergeant	1			30,470	¹ detention officer/dispatch.	3			24,504			
					deputy	7			30,303								
Union	72,128	117,192	103,661		chief	1	65,459	98,188	72,387	detention officer master	1	35,165	52,747	38,958	42	paid	yes
					captain	4	50,174	75,260	62,694	detention officer II	2	33,622	50,434	34,747			
					lieutenant	11	45,905	68,857	56,932	detention officer I	25	32,162	48,244	33,378			
					sergeant	17	42,023	63,033	50,687								
					corporal	3	38,416	57,620	44,136								
					detective/investigator	8	35,165	52,747	40,157								
					investigator	6	35,165	52,747	43,411								
					deputy	125	32,162	52,747	36,550								
Vance	57,408	91,860	89,916		chief	1	44,088	70,536	55,004	detention admin.	1	40,368	64,596	vacant	46	paid	yes
					captain	1	42,192	67,500	58,572	detention operations supvr.	1	35,376	56,604	49,664			
					lieutenant	5	36,972	59,148	52,301	¹ detention supervisor	3	32,400	51,840	39,644			
					sergeant	8	32,400	57,840	42,188	detention shift supvr.	8	28,392	45,420	30,711			
					detective/investigator	8	31,008	49,608	34,412	detention officer	25	24,876	39,804	26,004			
					deputy	22	28,392	45,420	31,174								
Wake			142,090	⁵	chief	1	78,000	130,000	107,316	detention admin.	1	63,550	105,950	98,098	56	paid	yes
					major	4	70,100	116,900	91,108	detention shift supvr.	6	47,250	78,750	64,006			
					captain	8	57,550	95,950	77,415	detention lieutenant	21	41,050	68,450	49,156			
					lieutenant	12	46,500	77,500	69,075	detention sergeant	36	36,550	60,950	40,191			
					sergeant	35	41,050	68,450	54,998	detention master deputy	169	28,700	47,800	33,939			
					detective/investigator	17	36,550	60,950	46,878	detention officer	107	28,700	47,800	29,589			
					deputy	52	32,600	54,400	35,419								
Warren	54,724	87,816	73,559	⁵	captain	1	38,893	62,412	43,057	detention admin.	1	35,277	56,610	35,310	43.5	paid	yes
					lieutenant	2	35,277	56,610	35,310	¹ detention shift supvr.	5	29,022	46,572	30,027			
					sergeant	6	31,997	51,346	32,690	detention officer	9	25,070	40,229	25,070			
					investigator	3	31,997	51,346	31,997								
					deputy	14	29,022	46,572	29,022								

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					Policy Data		
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars
Washington	\$50,172	\$72,612	\$60,888	chief	1	\$38,040	\$55,080	\$43,056	detention admin.	1	\$30,612	\$44,280	\$31,368	40	no data	yes
				captain	1	35,244	51,063	39,864	detention corporal	4	25,296	34,860	26,742			
				investigator	2	34,332	51,036	35,172	certified detention officer	3	24,060	34,860	24,896			
				sergeant	2	33,408	48,348	35,076	uncertified detent. officer	4	23,148	33,504	23,148			
				corporal	2	32,436	46,992	33,690								
				deputy	11	26,892	40,236	28,690								
Watauga	65,617	101,705	77,953	⁵ captain	4	44,153	68,437	47,789	¹ detention admin.	1	38,691	59,970	46,884	42	paid	yes
				lieutenant	5	38,691	59,970	42,279	asst. chief jailer	1	33,906	52,554	39,315			
				sergeant	7	35,432	54,919	40,533	jailer II	21	31,048	48,124	32,333			
				detective/investigator	7	33,906	52,554	36,491	jailer I	1	29,710	46,051	29,710			
				deputy	20	31,048	50,290	33,571								
Wayne			90,000	major	2	41,994	65,496	48,699	detention admin.	1			50,006	40	paid	yes
				captain	1	36,276	56,578	46,436	detention shift supvr.	4	29,844	46,547	33,139			
				lieutenant	8	34,548	53,884	42,093	detention officer III	12	25,781	40,209	28,474			
				sergeant	15	32,903	51,318	40,089	detention officer I	37	24,553	38,294	27,102			
				corporal	8	28,423	44,330	35,496								
				patrol shift supvr.	4	31,336	48,876	36,341								
				detective/investigator	4	31,336	48,876	34,589								
				deputy	23	27,070	42,219	32,177								
Wilkes			61,859	⁵ chief	1	47,298	73,312	46,006	detention shift supvr.	9	28,054	43,484	31,596	43	paid	yes
				major	1	43,646	67,651	56,258	detention officer	19	25,888	40,126	27,297			
				captain	3	41,927	64,987	46,481								
				lieutenant	3	35,702	55,338	39,566								
				sergeant	6	31,647	49,053	33,452								
				detective/investigator	11	31,647	49,053	34,009								
				deputy	32	28,054	43,484	29,965								
Wilson			144,517	⁶ major	2	49,956	84,456	72,183	detention admin.	1	49,956	84,456	71,059	no data	no data	no data
				captain	5	37,716	63,792	48,456	detention shift supervisor	9	31,260	52,872	37,793			
				lieutenant	3	36,000	60,840	48,184	detention officer II	8	29,844	50,460	31,243			
				sergeant	7	34,356	58,092	40,243	detention officer I	34	28,488	48,132	30,123			
				detective/investigator	6	32,760	55,416	40,297								
				deputy	31	29,844	50,460	33,331								
Yadkin	51,762	74,941	72,112	⁵ major	1	40,954	59,285	59,285	detention admin.	1	30,914	44,768	38,595	41	comp time	yes
				captain	1	37,285	53,987	52,662	detention officer	7	26,861	38,901	28,439			
				lieutenant	3	33,960	49,179	41,430								
				sergeant	5	30,914	44,768	35,027	¹							
				detective/investigator	4	29,483	42,703	34,308								
				deputy	16	28,159	40,769	29,973								
Yancey	51,545	77,060	61,360	chief	1	33,227	49,674	40,404	¹ detention officer	13	23,613	35,302	28,249	42	paid	yes
				lieutenant		30,138	45,056	38,678								
				deputy	9	26,034	38,921	33,835								

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					Policy Data		
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg. Hrs/Wk.	Court Time	Cars
				1. Position functions as patrol unit supervisor												
				2. Also \$5,700 travel allowance												
				3. Also telecommunications supervisor												
				4. Also \$9,000 travel allowance												
				5. Assigned car												
				6. Also \$9,765 travel allowance												
				7. Included in regular schedule, if court duty results in overtime it is paid												

TABLE XVI. SHERIFF'S OFFICE POSITIONS, PART TWO: EMERGENCY TELECOMMUNICATIONS											
January 2011											
Telecommunications						Telecommunications					
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
Alamance	telecommunicator supvr.	1	\$34,986	\$55,979	\$57,956	Jackson					
	shift supvr.	4	32,037	51,261	40,883	Johnston	sr. telecommunicator	5	\$30,007	\$44,292	\$36,036
	telecommunicator--EMD	19	29,338	46,941	31,090		telecommunicator	5	28,715	42,384	29,850
Alexander	telecommunicator supvr.	1	27,191	37,484	37,481	Jones	jailer/dispatcher	1	29,883	37,630	29,883
	shift supvr.	2	27,191	37,484	28,570	Lee	telecommunicator	4	29,842	41,780	30,804
	telecommunicator	5	23,446	32,320	21,732	Lenoir	telecommunicator	2	21,259	37,514	25,743
Alleghany	telecommunicator	3	23,923	35,885	23,923	Lincoln	shift supvr.	4	29,273	44,658	35,563
Anson	sr. telecommunicator	4	27,740	40,949	27,741		telecommunicator	15	26,520	40,458	29,793
	telecommunicator	5	26,622	39,299	26,623	McDowell	telecommunicator II	1	27,258	40,071	31,644
Ashe	chief telecommunicator	1	36,072	50,967	36,972		telecommunicator I	1	25,938	38,139	27,600
	assistant chief	1	33,114	46,788	34,791		telecommunicator trainee	2	23,484	34,518	23,484
	telecommunicator	6	30,384	42,930	31,489		telecommunicator--EMD	3	27,258	40,071	27,948
Avery	telecommunicator supvr.	1	37,282	51,992	39,168	Macon	n/a				
	shift supvr.	1	29,211	40,735	29,796	Madison	telecommunicator supvr.	1			29,973
	dispatcher--EMD trainers	3	26,495	36,947	27,666		telecommunicator	4			27,269
	dispatcher--EMD	4	25,233	35,188	25,485	Martin	telecommunicator supvr.	1	26,471	42,315	42,315
Beaufort	telecommunicator supvr.	1	35,861	50,205	40,730		telecommunicator III	1	25,334	40,500	31,637
	telecommunicator	8	27,511	38,515	31,805		telecommunicator II	4	24,234	38,142	26,457
Bertie	telecommunicator supvr.	1	30,622	45,204	30,622		telecommunicator I	3	22,172	35,444	22,546
	telecommunicator II	1	24,809	36,624	26,875	Mecklenburg	telecommunicator	8	27,606	56,848	36,075
	telecommunicator I	1	24,809	36,624	24,809	Mitchell	n/a				
Bladen	telecommunicator supvr.	1	29,658	37,565	33,612	Montgomery	n/a				
	telecommunicator II	1	27,147	34,398	30,162	Moore	telecommunicator supvr.	1	29,120	45,718	43,451
	telecommunicator--EMD	9	24,635	31,209	25,988		telecommunicator	5	26,395	41,433	34,715
Brunswick	n/a					Nash	n/a				
Buncombe	telecommunicator supvr.	1	40,570	62,018	44,844	New Hanover	telecommunications supvr.	1	54,558	83,678	54,558
	telecommunicator II	5	31,127	47,601	35,970		shift supvr.	4	41,205	63,190	44,444
	telecommunicator I	14	28,523	43,631	32,378		telecommunicator--zone 2	4	29,806	45,718	37,674
Burke	telecommunicator	8	25,595	39,673	28,663		telecommunicator--zone 1	44	29,224	44,866	31,119
	telecommunicator--EMD	6	26,874	41,656	28,344	Northampton	telecommunications supvr.	1	36,623	46,981	32,439
Cabarrus	n/a						telecommunicator	4	24,148	42,612	27,069
Caldwell	telecommunicator supvr.		31,351	52,252	44,010	Onslow	telecommunications supvr.	1	58,828	94,124	63,004
	shift supvr.	3	25,158	41,930	29,980		shift supvr.	4	30,200	48,321	37,255
	telecommunicator--EMD	10	24,074	40,124	27,285		telecommunicator--EMD	18	23,868	38,189	27,041
Camden	n/a					Orange	telecommunications supvr.	1	44,781	71,588	68,602
Carteret	telecommunicator supvr.	1	32,164	51,463	32,164		shift supvr.	4	38,615	61,730	57,139
	telecommunicator	9	22,863	36,581	24,565		asst. supervisor	7	34,984	55,925	44,403
Caswell							telecommunicator--EMD	12	33,297	53,228	34,275
Catawba	telecommunicator supvr.	1	50,815	78,845	55,908	Pamlico	system coordinator	1	23,546	41,347	29,046
	shift supvr.	3	34,402	53,352	40,852		telecommunicator	4	23,546	40,145	24,790
	telecommunicator--EMD	23	29,707	46,088	31,838	Pasquotank	telecommunications supvr.	1	38,824	54,353	47,325

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Telecommunications						Telecommunications					
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
Chatham	telecommunicator supvr.	1	\$35,780	\$52,864	\$42,128		shift supvr.	2	\$27,429	\$38,401	\$35,428
	shift supvr.	4	30,909	45,666	35,555		telecommunicator II	2	30,566	35,043	33,375
	telecommunicator	12	28,035	41,420	30,144		telecommunicator I	11	26,163	38,401	29,316
Cherokee	telecommunicator—EMD	8	26,426	44,360	32,249	Pender	telecommunications supvr.	1	40,383	64,613	40,383
Chowan	telecommunicator supvr.	1	33,390	59,962	46,981		shift supvr.	4	31,641	50,626	31,560
	shift supvr.	4	24,916	44,743	32,296		asst. 911 director	1	33,223	53,157	33,555
	dispatcher	5	23,729	44,743	26,224		telecommunicator—EMD	12	28,700	45,919	28,981
Clay	telecommunicator supvr.	1			36,902	Perquimans	chief telecommunicator	1	27,724	41,988	38,082
	telecommunicator—EMD	8			24,807		telecommunicator	7	23,249	35,210	25,547
Cleveland	shift supvr.	4	33,882	52,860	38,994	Person	telecommunications supvr.	1	31,066	48,152	39,609
	telecommunicator	12	28,092	43,482	32,310		shift supvr.	1	31,066	48,152	36,581
Columbus	telecommunicator supvr.	1	25,465	51,588	35,421	Pitt	telecommunications supvr.	1	55363	87502	63021
	shift supvr.	2	24,262	49,227	30,003		shift supvr.	5	36,305	57,380	43,302
	telecommunicator III	4	20,990	42,430	29,766		telecommunicator advanced	3	34,644	54,752	42,478
	telecommunicator II	4	20,990	42,430	21,531		telecommunicator intermediate	1	33,055	52,246	40,351
	telecommunicator I	3	20,002	40,410	20,502		telecommunicator basic	4	31,540	49,855	32,688
Craven	communications supv.	1	35,849	72,419	41,258	Polk	telecommunications supvr.	1	32,472	53,209	37,658
	telecommunicator II	2	29,716	60,039	33,754		telecommunicator III	1	25,442	41,690	34,196
	telecommunicator I	8	27,055	54,663	28,643		telecommunicator II	1	23,078	37,816	31,974
Cumberland	n/a						telecommunicator I	6	23,078	37,816	25,640
Currituck	telecommunicator supvr.	1	39,858	55,160	44,715	Randolph	n/a				
	shift supvr.	2	32,716	45,159	35,330	Richmond					
	telecommunicator—EMD	10	30,929	42,656	32,113	Robeson	telecommunications supvr.	1	37,503	46,504	45,004
Dare	shift supvr.	4	33,690	55,590	35,411		shift supvr.	4	31,528	39,095	37,834
	telecommunicator II	4	30,853	50,906	no data		telecommunicator	11	28,540	35,390	30,408
	telecommunicator I	13	28,254	46,618	31,285	Rockingham	telecommunications supvr.	1	42,092	63,138	49,073
	telecommunicator—EMD	1	40,176	66,292	49,381		lead telecommunicator	4	30,926	46,389	38,861
Davidson	telecommunicator supvr.	1	47158	70736	50194	Rowan	telecommunications supvr.	1	56,071	89,009	62,477
	telecommunicator I	4	27,656	41,484	31,746		shift supvr.	4	32,645	51,821	37,918
Davie	telecommunicator supvr.	1	34,858	54,058	56,264		telecommunicator	16	26,818	42,571	28,454
	shift supvr.	1	30,111	46,697	38,408	Rutherford	telecommunicator director	1	39,372	59,323	49,853
	sr. telecommunicator	2	27,311	42,355	36,517		shift supvr.	1	35,648	53,712	37,932
	telecommunicator--EMD	6	26,010	40,338	32,331		senior telecommunicator	4	29,222	44,030	30,333
Duplin							telecommunicator—EMD	12	26,457	39,865	27,467
Durham	telecommunicator II	1	33,043	56,885	50,058	Sampson					
	telecommunicator I	8	29,933	51,534	34,757	Scotland	telecommunicator	4	25,044	35,388	26,316
Edgecombe	telecommunicator supvr.	1	29,219	43,326	31,298	Stanly	telecommunications supvr.	1	44,264	66,397	54,990
	shift supvr.	6	24,039	35,686	26,576		telecommunicator III	9	30,921	46,333	36,816
	telecommunicator	5	22,895	33,988	24,482		telecommunicator II	4	28,231	42,346	29,211
Forsyth	telecommunicator supvr.	2	47,614	77,373	57,980		telecommunicator I	2	25,803	38,704	28,111
	shift supvr.	8	32,223	52,363	43,432	Stokes					

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Telecommunications						Telecommunications					
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
Franklin	telecommunicator supvr.	1	\$36,242	\$51,773	\$41,060	Surry	n/a				
	shift supvr.	4	30,159	43,086	33,218	Swain	telecommunicator—EMD	7	\$21,594	\$31,822	\$23,881
	telecommunicator—EMD	11	28,806	41,155	30,072	Transylvania	telecommunicator III	1	29,682	44,512	37,627
Gaston	shift supvr.	4	37,379	57,952	50,645		telecommunicator II	7	25,626	38,459	30,826
	senior telecommunicator	9	32,587	50,520	38,016	Tyrrell	telecommunications supvr.			detention admin	
	telecommunicator—EMD	36	28,409	44,043	31,951		telecommunicator	1			21,120
Gates	n/a					Union	master dispatcher	1	32,162	48,244	40,423
Graham	n/a						dispatcher I	7	29,409	44,114	34,114
Granville	telecommunicator supvr.	1	31,470	52,870	36,150	Vance			n/a		
	telecommunicator II	2	25,890	43,493	33,232	Wake	telecommunications supvr.	1	38,600	64,400	53,363
	telecommunicator I	10	23,479	39,445	27,627		telecommunicator II	5	32,600	54,400	42,750
Greene							telecommunicator I	12	28,700	47,800	32,226
Guilford	n/a					Warren	telecommunications supvr.	1	37,041	59,442	42,591
							shift supvr.	1	26,324	42,241	26,324
							telecommunicator	8	23,876	38,314	24,221
Halifax	telecommunicator supvr.	1	37,987	61,665	41,956	Washington	telecommunications supvr.	1	24,996	36,228	29,016
	shift supvr.	4	29,630	48,099	30,755		shift supvr.	1	23,148	33,504	26,856
	telecommunicator II	4	26,827	43,549	26,496		telecommunicator	5	23,148	33,504	25,217
	telecommunicator I	9	24,289	39,429	24,900	Watauga	telecommunications supvr.	1	33,906	52,554	42,354
	telecommunicator—EMD	4	26,827	43,549	26,496		shift supvr.	2	32,445	50,290	38,386
Harnett	communications manager	1	43,662	67,676	52,571		telecommunicator II	6	31,048	48,124	31,468
	shift supvr.	3	33,916	52,570	37,234		telecommunicator I	1	28,432	44,070	28,432
	telecommunicator—EMD	11	31,177	48,324	34,863	Wayne	telecommunicator—EMD	23	28,423	44,330	29,862
Haywood						Wilkes	telecommunications supvr.	1	34,296	53,159	42,945
Henderson	director communications	1	44,990	69,742	62,620		shift supvr.	3	28,054	43,484	29,777
	telecommunicator V	2	35,568	55,120	45,479		telecommunicator	7	25,888	40,126	27,289
	telecommunicator IV	4	32,864	50,981	43,124	Wilson	telecommunications supvr.	1	43,416	73,392	52,092
	telecommunicator III	10	30,389	47,133	34,303		shift supvr.	5	34,356	58,092	42,006
	telecommunicator I	0	27,040	41,891			telecommunicator III	4	31,260	52,872	37,450
Hertford	shift supvr.	1	24,585	38,107	33,569		telecommunicator II	18	29,844	50,460	32,023
	dispatcher	3	21,237	32,918	21,879	Yadkin	telecommunications supvr.	1	32,411	46,914	39,470
Hoke	telecommunicator I	10	27,123	38,324	28,496		telecommunicator—EMD	14	25,643	37,112	27,375
Hyde	telecommunicator supvr.	1	25,546	37,711	29,368	Yancey	telecommunicator	8	23,613	35,302	27,172
	telecommunicator II	4	25,546	37,711	26,123						
Iredell	telecommunicator supvr.		50,281	57,535	53,908						
	shift supvr.		32,570	50,516	35,807						
	telecommunicator—EMD		28,459	44,140	32,563						

TABLE XVII. ANIMAL CONTROL OFFICER AND ANIMAL SHELTER ATTENDANT									
January 2011									
County	Animal Control Officer					Animal Shelter Attendant			
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	control officer	1	\$33,480	\$53,568	\$37,334		n/a		
Alexander	supervisor	1	27,191	37,484	32,322	2			\$8.00/hr.
	control officer	1	25,882	35,678	25,882				
Alleghany	officer		part-time		11,606		n/a		
Anson	officer	1	25,549	37,715	25,551				
Ashe	supervisor	1	37,653	53,202	41,562		n/a		
	officer	3	31,701	44,793	32,771				
Avery			n/a				n/a		
Beaufort	chief officer	1	34,469	48,257	35,848		n/a		
	control officer	3	24,728	34,619	26,189				
Bertie	sr. control officer	1	28,151	41,555	28,151		n/a		
Bladen	supervisor	1	27,159	34,402	30,478	1	\$25,907	\$32,815	\$27,058
	control officer I	1	24,655	31,229	26,298				
Brunswick	supervisor	1	37,748	60,397	42,000	2	21,621	34,594	24,672
	officer II	5	32,373	51,797	38,145				
	officer I	1	28,790	46,064	30,022				
Buncombe	supervisor	1	50,557	72,271	53,607		n/a		
Burke	supervisor	1	37,815	58,616	41,339	1	24,376	37,784	26,229
	deputy/sergeant	1	34,301	53,165	36,026				
	deputy officer	2	29,630	45,926	30,410				
Cabarrus			n/a				n/a		
Caldwell	supervisor	1	37,387	62,312	41,541	1.5	18,486	30,811	20,541
Camden			see Pasquotank				see Pasquotank		
Carteret	lead officer	1	25,153	40,245	30,048		n/a		
	officer II	2	23,998	38,397	30,048				
Caswell									
Catawba	supervisor	1	43,894	68,103	51,942	1	24,430	37,915	30,000
	officer	4	28,285	43,894	28,391				
Chatham	supervisor	1	45,666	67,469	58,835	2	29,436	43,491	31,197
	lead officer	1	28,035	41,420	39,760				
	officer	3	26,699	39,447	29,500				
Cherokee			n/a				n/a		
Chowan	officer		30,285	54,384	vacant		20,498	36,814	20,498
Clay			n/a				n/a		
Cleveland	supervisor	1	32,310	50,442	42,792	2	22,236	34,680	22,236
	officer I	6	25,590	39,906	30,144				
Columbus	supervisor	1	28,057	56,892	46,115		n/a		
	officer II	3	29,990	42,430	22,693				
Craven	supervisor	1	29,716	60,039	36,703				
	officer II	1	28,353	57,289	31,140				
	officer I	1	25,813	52,159	29,030	1	24,635	49,769	27,703

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County	Animal Control Officer					Animal Shelter Attendant			
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Cumberland	supervisor	1	\$38,734	\$65,189	\$39,508	12	\$25,624	\$43,125	\$25,879
	officer I	8	32,247	54,272	33,045				
Currituck	supervisor	1	32,716	45,159	35,330		n/a		
	officer	3	29,142	40,154	30,858				
Dare			n/a				n/a		
Davidson	supervisor	1	40,775	61,163	vacant	3	23,874	35,811	27,347
	deputy	3	30,493	45,739	33,613				
Davie	deputy officer	1			31,617		n/a		
Duplin							n/a		
Durham	supervisor	2	33,043	56,885	51,073		n/a		
	officer II	2	29,933	51,534	39,093				
	officer I	8	28,491	49,052	32,597				
Edgecombe	lead officer	1	22,895	33,988	2,464	1			\$7.45/hr.
	officer I	1	20,765	30,827	20,765				
Forsyth	supervisor	1	37,130	60,336	55,349	5	18,228	29,621	19,664
	officer I	7	32,486	52,789	40,197				
Franklin	supervisor	1	43,549	62,213	45,391		n/a		
	officer	3	27,512	39,304	31,995				
Gaston	supervisor	2	34,901	54,111	47,986	4	21,593	33,479	30,635
Gates	officer	1			29,234				
Graham			n/a				n/a		
Granville	supervisor	1	27,164	45,634	40,939		n/a		
	officer	3	23,479	39,445	25,651	1	19310	32,441	19,310
Greene									
Guilford	supervisor	2	35,661	60,623	36,748		n/a		
	specialist	8	29,338	49,875	32,309				
Halifax	lead officer	1	23,112	37,518	23,693				
	officer II	2	21,991	35,699	23,693		n/a		
Harnett	supervisor	1	36,896	57,189					
	officer I	5	28,659	44,421	32,442	2	23,218	27,862	23,218
Haywood									
Henderson	supervisor II	1	41,621	64,501	58,822	1	21,665	33,579	vacant
	officer II	2	31,616	49,026	34,965		n/a		
Hertford	officer	1	22,299	34,564	23,662		n/a		
Hoke	supervisor	1	29,174	41,222	34,679				
	officer II	1	26,462	37,389	28,496				
	officer I	1	24,001	33,913	24,600	2	21,873	30,907	22,173
Hyde			n/a				n/a		
Iredell	supervisor		40,782	63,253	51,822		23,773	36,873	25,977
	field supervisor		31,137	48,294	31,607				
	officer I		28,459	44,140	30,665				
Jackson									
Johnston	director	1	44,590	75,692	62,984	1	26,294	38,812	28,044

County Salaries in North Carolina 2011

County	Animal Control Officer				Animal Shelter Attendant				
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
	sr. control officer	1	\$31,356	\$46,285	\$38,095				
	control officer	3	28,715	42,384	31,196				
Jones			n/a				n/a		
Lee	supervisor	1	35,725	50,015	35,725				
	officer	3	31,215	43,702	31,235		n/a		
Lenoir	officer II	2	22,257	39,274	23,969		n/a		
Lincoln	supervisor	1	39,369	60,060	46,847	2	\$24,025	\$36,652	\$24,940
	officer	5	26,520	40,458	28,446				
McDowell	officer	2	27,258	40,071	27,258	1	18,318	26,924	18,318
Macon	supervisor	1	36,063	54,095	40,122	1	22,140	33,208	22,140
	officer I	2	25,629	38,445	27,283				
Madison	supervisor	1			32,000				
	officer	2			22,901		n/a		
Martin	officer II	1	22,172	35,444	29,818				
	officer I	1	22,172	35,444	22,727		n/a		
Mecklenburg			n/a				n/a		
Mitchell			n/a				n/a		
Montgomery	supervisor	1	26,436	42,408	27,363		n/a		
	officer	1	24,480	39,264	24,480				
Moore	officer II	4	29,110	45,702	33,524	8	21,723	34,105	25,982
Nash	supervisor	1	28,604	45,766	37,166		n/a		
	officer II	4	27,412	43,859	32,982				
New Hanover	supervisor	1	41,205	63,190	54,330	3	26,437	40,518	28,205
	officer	7	29,224	44,866	34,593				
Northampton	officer II	1	24,148	42,612	26,765	1	18,920	33,388	19,394
Onslow	supervisor	1	32,665	52,264	47,739	2	20,402	32,644	22,265
	officer II	5	25,815	41,305	32,969				
Orange	supervisor	1	51,931	83,020	52,977	5	26,011	41,584	26,222
	officer	5	31,693	50,665	33,972				
Pamlico	officer	1	22,826	40,145	25,582		n/a		
Pasquotank	officer	2	24,897	34,856	28,100		n/a		
Pender	supervisor	1	38,460	61,536	38,460	2	24,792	39,667	24,792
	officer II	1	28,700	45,919	31,878				
	officer I	3	26,031	41,650	26,098				
Perquimans	officer I	2	25,388	38,448	26,356		n/a		
Person	supervisor	1	39,536	61,281	41,252		n/a		
	officer	2	27,538	42,684	31,140				
Pitt	supervisor	1	43,794	69,216	48,098		n/a		
	officer II	3	28,718	45,389	32,804				
Polk	officer	1	25,442	41,690	26,730		n/a		
Randolph	supervisor	1	32,802	50,149	34,341	3	21,861	32,802	23,164
	officer II	3	27,290	41,371	27,945				
Richmond									

County Salaries in North Carolina 2011

County	Animal Control Officer				Animal Shelter Attendant				
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Robeson	officer II	3	\$27,046	\$33,538	\$30,653	1	\$21,072	\$26,129	\$24,444
Rockingham	officer	2	29,557	44,336	36,231		n/a		
Rowan	supervisor	1	36,016	57,182	51,821		n/a		
	officer II	1	28,168	44,715	33,624				
	officer I	6	25,531	40,528	29,457				
Rutherford	supervisor	1	32,276	48,031	35,207	1	25,175	37,932	25,175
	deputy	1	29,221	44,030	30,033				
Sampson									
Scotland	officer II	1	26,196	37,008	29,640		n/a		
	officer I	1	23,940	33,828	25,788				
Stanly	supervisor	1	30,921	46,333	37,265		n/a		
	officer II	4	26,989	40,484	32,231				
Stokes									
Surry	supervisor	1	31,320	51,864		1	22,524	36,276	23,976
	officer II	3	27,600	45,216	34,950				
	vet tech II	1	27,060	45,216	30,012				
	officer I	1	25,500	41,352	25,836				
Swain			n/a				n/a		
Transylvania	supervisor	1	31,158	46,738	43,014		n/a		
	officer I	2	26,915	40,373	36,109				
Tyrrell	supervisor	1			23,964		n/a		
Union	supervisor	1	45,905	68,857	56,719	2	22,496	33,744	31,579
	deputy II	1	33,622	50,434	35,414				
	deputy I	5	32,162	48,244	33,929				
Vance	supervisor	1	31,008	49,608	35,640		n/a		
	lead officer	1	26,004	41,592	31,608				
	officer	2	24,876	39,804	25,146				
Wake	supervisor	1	32,600	54,400	48,001	10	20,400	34,100	24,395
	officer	6	25,500	42,500	31,765				
Warren	supervisor	1	37,041	59,442	42,000	1	19,643	31,521	19,643
	officer I	2	23,876	38,314	23,876				
Washington	officer	1	24,060	34,860	25,944		n/a		
Watauga	supervisor	1	32,445	50,290	36,485		n/a		
	officer	1	29,710	46,051	29,710				
Wayne	supervisor	1	29,884	46,547	37,271	1	21,210	33,080	21,210
	officer II	2	24,553	38,294	26,167				
	officer I	1	22,270	34,734	22,270				
Wilkes	supervisor	1	34,296	53,159	51,611	4	24,868	38,545	26,538
	officer	3	26,949	41,771	29,992				
	specialist	2	22,948	35,569	25,743				
Wilson	officer	6	29,844	50,460	31,163	2	20,520	34,704	26,012
Yadkin	supervisor	1	33,960	49,179	37,471	1	23,333	33,815	23,920
	officer	2	23,333	33,815	23,920				

County Salaries in North Carolina 2011

	Animal Control Officer					Animal Shelter Attendant			
County	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Yancey			n/a				n/a		

TABLE XVIII. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS															
January 2011															
	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions								
County	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method	Title	No.	Min.	Max.	Actual		
Alamance	\$47,611	\$76,180	\$72,000	n/a			2,208	both	training officer	1	\$36,561	\$58,498	\$52,956		
									crew chief	4	36,561	58,498	48,253		
									EMT—paramedic	66	32,037	51,261	36,142		
									EMT—intermediate	4	28,075	44,921	29,075		
									EMT—basic	3	29,710	41,133	27,792		
Alexander	39,381	54,287	49,182	n/a			2,190		shift supervisor	4	34,807	47,981	38,420		
									training officer	4	30,014	41,375	34,171		
									EMT—paramedic	12	30,014	41,375	33,836		
									EMT—intermediate	3	25,882	35,678	33,137		
Alleghany	n/a			n/a			2,920		shift supervisor	3	30,533	45,799	38,364		
									training officer	1	part-time		no data		
									EMT—paramedic	9	27,694	41,541	29,485		
Anson	47,357	69,908	51,086	\$41,858	\$61,791	\$39,867			shift supervisor	3	34,076	50,302	34,187		
									EMT—paramedic	6	30,119	44,462	30,751		
									EMT—intermediate	1	27,740	40,949	31,977		
									EMT—basic	5	26,622	39,299	26,606		
									telecommunicator—EMD	2	26,622	39,299	27,721		
Ashe	n/a			n/a					n/a						
Avery	39,146	54,591	44,911	35,507	49,516	40,736	2,496	fluctuating wkweek	crew chief	4	35,507	49,516	37,474		
									EMT—paramedic	15	33,816	47,157	35,792		
Beaufort	n/a			n/a					n/a						
Bertie	n/a			n/a					n/a						
Bladen	45,940	58,188	49,000	n/a			2,184	fluctuating wkweek	training officer	1	34,671	43,916	37,754		
									shift supervisor	1	34,671	43,916	36,214		
									EMT—paramedic	6	30,903	39,159	32,054		
									EMT—intermediate	20	27,147	34,398	28,384		
									EMT—basic	8	25,902	32,804	26,812		
Brunswick	55,665	89,066	80,873	n/a					shift supervisor	6	39,540	63,263	48,577		
									training officer	1	39,540	63,263	47,000		
									EMT—paramedic	49	34,165	54,664	40,614		
									EMT—intermediate	11	30,581	48,928	28,028		
									EMT—basic	2	26,997	43,196	27,810		
									telecommunicator—EMD	4	30,581	48,928	35,503		
									telecommunicator	22	26,997	43,196	28,382		
Buncombe	n/a			n/a			2,912		training officer	1	44,262	67,702	59,855		
									shift supervisor	3	42,396	64,818	59,188		
									EMT—paramedic	47	34,041	51,989	46,049		
									EMT—intermediate	17	29,806	45,595	40,675		
									telecommunicator	19	28,523	43,630	34,028		

County Salaries in North Carolina 2011

County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Min.	Max.	Actual
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method					
Burke	\$45,969	\$71,250	\$53,600	n/a			2,230	time one-half pay	shift supervisor	4	\$33,717	\$50,576	\$36,927
									EMT—paramedic	36	29,123	43,685	30,027
									telecommunicator—EMD	6	26,874	41,656	28,344
Cabarrus	63,104	\$97,411	83,726	\$49,445	\$76,332	\$75,203		both	shift supervisor	3	44,847	69,234	69,234
									crew chief	30	38,744	59,797	48,092
									EMT—paramedic	30	35,141	54,231	36,148
									EMT—intermediate	3	30,355	46,864	31,216
									EMT—basic	1	28,903	44,632	28,903
									telecommunicator—EMD	8	31,861	49,203	34,395
Caldwell	n/a			n/a					n/a				
Camden	served by Pasquotank			served by Pasquotank					served by Pasquotank				
Carteret	38,798	62,077	47,380	37,022	59,235	38,873	2,080	both	shift supervisor	3	33,708	53,933	34,856
									EMT—paramedic	5	30,691	49,106	31,842
Caswell													
Catawba	56,024	86,932	62,000	n/a			2,184	time one-half pay	training officer	1	46,087	71,513	47,100
									shift supervisor	4	41,804	64,864	49,177
									crew chief	13		additional	\$1.50/hr.
									EMT—paramedic	69	36,115	56,024	39,728
									EMT—intermediate	4	29,707	46,088	31,201
									EMT—basic	2	26,932	41,804	29,641
									telecommunicator—EMD	23	29,707	46,088	31,838
Chatham	n/a			n/a					n/a				
Cherokee	41,952	69,342	51,000	33,039	52,903	42,971	2,184		shift supervisor	4	31,811	50,541	39,219
									crew chief	3	33,039	52,903	38,659
									EMT—paramedic	18	30,587	48,317	35,104
Chowan	42,613	76,526	57,106	n/a			2,080	fluctuating wkweek	training officer	1	35,059	62,958	35,059
									EMT—paramedic	1	33,390	59,962	33,390
									EMT—intermediate	10	30,285	57,106	31,544
									EMT—basic	6	27,470	49,330	27,940
Clay			48,891			44,375			EMT—paramedic	8			30,092
									EMT—intermediate	4			25,728
Cleveland	51,612	80,574	80,574	n/a			2,928	both	training officer	1	35,484	55,380	49,260
									shift supervisor	3	32,310	50,442	38,994
									EMT—paramedic	52	30,858	48,132	38,994
									EMT—intermediate	8	26,022	40,596	26,808
									EMT—basic	1	25,590	39,906	25,590
Columbus	n/a			n/a					n/a				
Craven	n/a			n/a					n/a				
Cumberland	n/a			n/a					telecommunicator—EMD	21	30,805	51,845	32,412

County Salaries in North Carolina 2011

County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Min.	Max.	Actual	
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method						
Currituck	\$63,072	\$87,663	\$65,554		\$49,169	\$68,199	vacant	2,184	time one-half pay	training officer	1	\$45,214	\$62,660	\$52,696
										shift supervisor	5	45,214	62,660	50,379
										EMT—paramedic	39	38,072	52,658	41,075
										EMT—intermediate	14	30,929	42,656	33,344
										EMT—basic	11	27,357	37,656	28,397
Dare	60,226	99,358	96,358		49,735	79,576	\$79,576	2,912	time one-half pay	training officer	1	49,735	79,576	79,576
										shift supervisor	3	43,078	68,938	58,046
										crew chief	9	37,326	59,723	43,440
										EMT—paramedic	32	32,336	51,739	36,354
										EMT—intermediate	30	29,385	47,017	32,697
										EMT—basic	4	25,457	40,732	27,660
Davidson	44,912	67,368	44,912		n/a			3,120	fluctuating wkweek	shift supervisor	3	42,784	64,177	50,130
										EMT—paramedic	42	33,566	50,349	37,091
										EMT—intermediate	13	29,075	43,613	29,075
										EMT—basic	13	25,056	37,584	26,112
										telecommunicator—EMD	40	29,075	43,613	29,972
Davie	46,715	72,443	62,461		38,431	59,599	51,381	2,184	time one-half pay	training officer	1	36,601	56,761	43,117
										shift supervisor	4	34,858	54,058	43,491
										EMT—paramedic	21	33,198	51,484	36,197
										EMT—intermediate	4	28,677	44,473	29,092
										EMT—basic	2	26,010	40,338	27,344
Duplin														
Durham	62,791	108,096	99,679		54,143	93,210	88,718	2,080	time one-half pay	training officer	1	46,687	80,374	76,457
										shift supervisor	4	42,298	72,816	70,396
										EMT—paramedic	61	31,449	54,143	36,489
										EMT—intermediate	24	27,119	46,687	30,662
Edgecombe	37,293	55,361	38,225		n/a					n/a				
Forsyth	73,218	118,980	100,610		56,757	92,231	70,116	2,184	time one-half pay	shift supervisor	4	47,614	77,373	57,139
								or		training officer	4	47,614	77,373	54,802
								2,912		EMT—paramedic	92	32,486	52,789	34,969
										EMT—intermediate	2	29,237	47,510	
										EMT—basic	34	26,314	42,760	25,582
										telecommunicator	41	29,294	47,602	31,435
Franklin	n/a				n/a			2,184	time one-half pay	training officer	1	39,727	56,753	45,843
										shift supervisor	4	34,615	49,450	40,448
										EMT—paramedic	28	31,577	45,110	34,105
										EMT—intermediate	7	28,806	41,155	29,855
										EMT—basic	2	26,277	37,539	26,277

County Salaries in North Carolina 2011

County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Min.	Max.	Actual
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method					
Gaston	\$64,706	\$100,317	\$100,317	\$49,180	\$76,239	\$72,519	2,080	time one-half pay	training officer	1	\$42,876	\$66,466	\$58,952
									shift supervisor	5	40,034	62,066	55,240
									EMT—paramedic	78	30,427	47,168	38,416
									EMT—basic	6	21,593	33,479	21,683
									telecommunicator	36	28,409	44,043	31,951
Gates	n/a			n/a					telecommunicator-EMD	4			24,750
Graham	40,560	44,658	42,994	22,880	24,960	24,960	2,496	fluctuating wkweek	EMT—paramedic	7	27,456	29,103	27,865
									EMT—intermediate	4	23,962	27,208	25,834
									telecommunicator	5	14,144	21,320	19,032
Granville	n/a			n/a					n/a				
Greene													
Guilford	n/a			60,992	103,686	88,554	2,912		shift supervisor	4	45,513	77,372	67,758
									training officer	3	45,513	77,372	64,263
									crew chief	16	41,282	70,179	53,242
									EMT—paramedic	78	33,963	57,737	37,266
									EMT—intermediate	14	27,941	47,500	27,942
									EMT—basic	3	25,343	43,084	25,343
Halifax	n/a			46,340	75,225	49,309	2,080	fluctuating wkweek	training officer	1	37,987	61,665	37,987
									shift supervisor	3	36,145	58,676	34,823
									EMT—paramedic	15	32,726	53,125	34,823
									EMT—intermediate	11	29,630	48,099	30,375
									EMT—basic	7	26,827	43,549	27,502
									telecommunicator	9	24,289	39,429	24,900
									telecommunicator-EMD	4	26,827	43,549	26,496
Harnett	56,210	87,126	69,309	n/a			2,920	time one-half pay	training officer	1	47,498	73,622	62,500
									shift supervisor	3			56,743
									EMT—paramedic	29			44,298
									EMT—intermediate	6			34,901
									EMT—basic	12			33,750
Haywood													
Henderson	53,411	82,758	77,137	n/a			2,184	time one-half pay	training officer	1	39,020	60,470	58,929
									shift supervisor	4	38,480	59,634	52,988
									EMT—paramedic	38	30,389	47,133	34,922
									EMT—intermediate	0	28,122	43,555	
									EMT—basic	0	27,040	41,891	
Hertford	38,139	59,116	46,682	n/a					EMT—intermediate	4	28,640	44,113	29,030
									EMT—basic	6	24,585	38,107	25,579
Hoke	n/a			n/a					n/a				
Hyde	n/a						2,080	time one-half pay	crew chief	2	32,889	48,550	36,713
									EMT—paramedic	3	30,234	44,631	31,324
									EMT—intermediate	6	27,792	41,026	28,612
									EMT—basic	5	25,546	37,711	26,425

County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Min.	Max.	Actual
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method					
Iredell	\$55,872	\$86,657	\$67,195	n/a					training officer		\$38,989	\$60,472	
									shift supervisor		37,274	57,812	
									EMT—paramedic		31,137	48,294	
									EMT—intermediate		28,459	44,140	
									EMT—basic		26,011	40,343	\$35,983
Jackson													
Johnston	n/a			n/a			2,176	both	training officer	1	39,078	57,678	53,481
									shift supervisor	4	37,394	55,193	44,459
									EMT—paramedic	34	32,767	48,366	33,804
									EMT—intermediate	2	30,007	44,292	30,544
									EMT—basic	17	27,475	40,559	27,328
									telecommunicator—EMD	12	28,715	42,384	31,545
Jones	n/a			34,336	\$43,058	\$34,336	2,016	fluctuating wkweek	EMT—intermediate	7	28,486	35,930	28,885
									telecommunicator	8	25,113	31,292	25,113
Lee	n/a			n/a					n/a				
Lenoir	33,654	47,196	46,394	33654	59386	46714	1,872	time one-half pay	training officer	1	30,700	54,174	39,299
									shift supervisor	4	30,700	54,174	36,493
									EMT—paramedic	25	28,007	49,421	30,953
									EMT—intermediate	7	25,547	45,080	28,206
									EMT—basic	8	23,306	41,126	25,729
									telecommunicator	13	23,306	41,126	26,933
Lincoln	67,776	103,397	71,229	50,395	76,882	51,663	2,185		shift supervisor	4	39,369	60,060	40,993
									training officer	1	45,656	69,651	46,804
									EMT—paramedic	33	33,947	51,789	35,267
									EMT—intermediate	4	30,755	46,918	32,952
									EMT—basic	8	27,862	42,506	29,404
McDowell	42,642	62,676	50,118	n/a			2,920	fluctuating wkweek	training officer	1	31,644	46,516	44,262
									shift supervisor	2	31,644	46,516	35,388
									crew chief	4	31,644	46,516	31,644
									EMT—paramedic	15	30,108	44,262	30,108
									EMT—intermediate	3	25,938	38,139	25,938
									telecommunicator—EMD	4	27,258	40,071	27,948
Macon	n/a			n/a			2,288	both	crew chief	2	31,152	46,727	46,817
									training officer	1	29,668	44,503	43,678
									EMT—paramedic	30	28,256	42,383	33,988
									EMT—intermediate	2	25,629	38,445	26,273
									telecommunicator—EMD	8	23,246	34,870	27,099
Madison	n/a			n/a					telecommunicator	4			27,893
Martin	n/a			n/a					n/a				
Mecklenburg	n/a			n/a					n/a				
Mitchell	n/a			n/a					telecommunicator—EMD	4	26,601	38,001	30,900
Montgomery	n/a			n/a					telecommunicator	8	22,620	36,308	23,276

County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Min.	Max.	Actual
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method					
Moore	n/a			\$45,198	\$70,899	\$52,749	3,328	time one-half pay	shift supervisor	3	\$45,161	\$70,886	\$53,215
									crew chief	3	40,968	64,297	47,790
									EMT—paramedic	33	37,107	58,307	41,828
									EMT—intermediate	6	32,092	50,386	36,431
									EMT—basic	6	29,087	45,693	32,642
									telecommunicator—EMD	11	29,120	45,718	30,467
Nash	n/a			56,558	90,493	62,914	2,912	fluctuating wkweek	training officer	1	49,137	78,619	53,142
									shift supervisor	3	42,690	68,304	47,647
									EMT—paramedic	31	35,390	56,624	37,717
									EMT—intermediate	11	31,146	49,834	32,813
									EMT--basic	10	28,604	45,766	30,122
									telecommunicator—EMD	1	29,848	47,757	39,485
									telecommunicator	15	28,604	45,766	31,780
New Hanover	n/a			n/a					n/a				
Northampton	\$43,367	\$76,525	\$55,512	n/a					shift supervisor	1	37,462	66,705	38,399
									EMT—paramedic	10	33,979	59,959	36,582
									EMT—intermediate	0	27,955	49,329	vacant
									telecommunicator	4	24,148	42,612	27,069
Onslow	61,181	97,889	71,635	n/a			2,184	both	shift supervisor	4	46,492	74,388	57,775
									training officer	1	38,213	61,141	48,632
									crew chief	4	41,333	66,130	46,298
									EMT—paramedic	98	35,330	56,528	41,685
									telecommunicator	18	23,868	38,189	27,041
Orange	47,048	75,211	52,174	n/a			2,080	time one-half pay	training officer	1	38,615	61,730	45,450
									shift supervisor	2	38,615	61,730	47,632
									EMT—paramedic	20	34,984	55,925	37,043
									EMT—basic	18	30,165	48,225	30,887
									telecommunicator—EMD	12	33,297	53,228	34,275
Pamlico	n/a			n/a					n/a				
Pasquotank	46,420	64,988	56,209	37,558	52,581	45,072	2,080		training officer	1	35,025	49,036	40,032
									EMT—paramedic	16	33,759	47,263	37,348
									EMT—intermediate	10	29,961	41,946	30,406
									EMT—basic	3	27,429	38,401	30,392
Pender	n/a			n/a					n/a				
Perquimans	33,062	50,069	37,363	n/a			2,080	time one-half pay	EMT—intermediate	6	30,276	45,850	33,307
Person	48,334	74,918	53,333	n/a			2,080	time one-half pay	shift supervisor	4	35,046	54,321	42,408
									training officer	1	35,046	54,321	39,025
									crew chief	2	32,340	50,127	35,387
									EMT—paramedic	21	31,066	48,152	34,295
									EMT—intermediate	1	26,453	41,002	31,068
									telecommunicator—EMD	7	28,667	44,434	30,963
									telecommunicator	1	27,538	42,684	30,372

County Salaries in North Carolina 2011

County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Min.	Max.	Actual
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method					
Pitt	n/a			n/a					EMT—paramedic	11	\$33,055	\$52,246	\$36,825
									EMT—intermediate	1	30,096	47,569	31,540
									telecommunicator—EMD	9	31,540	49,855	34,594
									telecommunicator	1	28,719	45,389	28,719
Polk	\$43,516	\$71,306	\$59,987	n/a					shift supervisor	1	32,472	53,209	vacant
									EMT—paramedic	10	30,925	50,674	38,848
									EMT—intermediate	2	25,442	41,690	26,086
Randolph	45,490	70,304	51,355	n/a			2,912	both	shift supervisor	3	25,272	38,667	31,283
									crew chief	3	24,086	36,899	28,912
									EMT—paramedic	26	22,942	35,173	25,480
									EMT—intermediate	3	19,906	30,534	21,403
									EMT—basic	7	19,011	29,120	20,259
									communications supvr.	1	36,275	55,307	41,850
									lead telecommunicator	4	30,014	46,010	35,027
									telecommunicator—EMD	15	28,642	43,846	31,366
Richmond													
Robeson	50,947	63,174	61,136	n/a			2,080	time one-half pay	shift supervisor	4	40,490	50,208	50,208
									training officer	1	40,490	50,208	45,349
									EMT—paramedic	36	37,503	46,504	41,337
									EMT—intermediate	13	31,528	39,095	32,401
Rockingham	n/a			n/a			2,951	fluctuating wkweek	shift supervisor	3	38,522	57,783	49,178
									training officer	1	36,809	55,214	45,037
									crew chief	7	33,783	50,675	38,821
									EMT—paramedic	28	30,926	46,389	33,295
									EMT—intermediate	1	27,101	40,652	27,101
									EMT—basic	1	24,816	37,224	31,854
									telecommunicator	12	29,557	44,336	32,562
Rowan	n/a			n/a			2,951	fluctuating wkweek	shift supervisor	3	39,740	63,200	57,431
									training officer	1	39,740	63,091	vacant
									crew chief	3	34,294	54,437	42,646
									EMT—paramedic	39	31,079	49,336	33,183
									EMT—basic	1	25,530	40,527	26,552
Rutherford	61,576	91,632	63,125	\$41,378	\$61,576	\$46,851	2,080		shift supervisor	3	37,464	56,448	40,242
									training officer	1	37,464	56,448	38,406
									EMT—paramedic	20	30,711	46,275	30,711
									EMT—intermediate	12	29,221	44,031	29,221
Sampson													
Scotland	56,268	79,500	62,112	n/a			2,912	fluctuating wkweek	training officer	1	39,264	55,476	46,668
									shift supervisor	4	34,308	48,480	36,531
									EMT—paramedic	8	31,356	44,304	33,042
									EMT—intermediate	1	27,396	38,712	28,080
									telecommunicator	3	27,396	38,712	27,852

County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Min.	Max.	Actual
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method					
Stanly	\$42,318	\$63,477	\$50,954	n/a			2,920	time one-half pay	shift supervisor	3	\$45,817	\$57,818	\$52,310
									crew chief	12	36,844	55,281	46,502
									training officer	1	35,351	53,026	40,768
									EMT—paramedic	14	30,832	46,158	41,360
									EMT—intermediate	3	25,718	38,581	30,002
									EMT—basic	1	24,609	36,873	27,601
Stokes													
Surry	emergency services director			\$42,228	\$71,664	\$50,724			sr. shift supervisor	1	38796	65208	48444
									shift supervisor	4	37,104	62,280	47,085
									training officer	1	37,104	62,280	45,216
									crew chief	5	32,616	54,300	43,790
									asst director communications	1	38,796	65,208	48,444
									asst. communications supvr.	2	32,616	54,300	40,032
									EMT—paramedic	50	31,320	51,864	36,038
									telecommunicator II	4	28,728	47,328	31,644
									telecommunicator I	8	26,508	43,188	28,808
Swain	33,533	49,416	47,277	26,909	39,655	40,800	2,384	time one-half pay	crew chief	4	24,641	36,313	35,213
									EMT—paramedic	10	24,641	36,313	32,010
									telecommunicator—EMD	7	21,594	31,822	23,881
Transylvania	53,289	79,934	58,584	n/a			2,184	time one-half pay	training officer	1	39,769	59,654	40,934
									shift supervisor	4	39,771	59,645	43,156
									EMT—paramedic	16	34,354	51,521	36,735
									telecommunicator	7	28,261	42,391	33,415
Tyrrell	n/a			n/a					n/a				
Union	n/a			n/a					telecommunicator—EMD	24	29,409	48,244	30,415
Vance	42192	67500	57480	n/a			2,928		crew chief	3	36,972	59,148	51,556
									EMT—paramedic	7	32,400	51,840	37,685
									EMT—intermediate	3	27,168	43,464	26,060
									EMT—basic	13	24,876	39,804	24,999
									telecommunicator—EMD	13	24,876	43,464	31,983
Wake	63,550	105,950	101,821	47,250	78,750	75,569	2,928	fluctuating wkweek	shift supervisor	10	28,829	64,834	48,603
								and	training officer	3	41,050	68,450	53,906
							2,184		EMT—paramedic	112	22,901	51,522	35,638
									EMT—intermediate	18	17,909	40,248	26,200
Warren	38,893	62,412	60,011	n/a			2,080	fluctuating wkweek	shift supervisor	3	33,497	53,913	38,041
									EMT—paramedic	9	30,474	48,902	30,474
									EMT—intermediate	1	27,639	44,354	28,192
									EMT—basic	3	25,070	40,229	25,434
Washington	47,352	68,568	57,000	n/a					EMT—paramedic	11	30,612	44,280	35,424
									EMT—intermediate	6	23,148	33,504	24,272
									EMT—basic	2	22,224	32,160	22,224
Watauga	n/a			n/a					n/a				

County Salaries in North Carolina 2011

County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Min.	Max.	Actual
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method					
Wayne	\$44,094	\$68,771	\$57,855	n/a					training officer	1	\$29,844	\$46,547	\$31,355
									shift supervisor	3	31,336	48,874	36,341
									EMT—paramedic	33	29,844	46,547	32,139
									EMT—intermediate	28	27,070	42,219	27,070
									EMT—basic	20	24,553	38,294	24,553
									telecommunicator	23	29,844	46,547	29,862
Wilkes	47,298	73,312	56,258	\$41,927	\$64,987	\$49,153			shift supervisor	3	35,702	55,338	45,980
									training officer	2	32,945	51,065	39,346
									EMT—paramedic	25	30,401	47,122	34,413
									EMT—intermediate	6	26,949	41,771	28,385
									EMT—basic	2	24,868	38,545	24,868
									telecommunicator	8	25,888	40,126	28,035
Wilson	\$54,864	\$92,724	\$91,967	45,456	76,908	59,396			shift supervisor	1	37,716	63,792	42,774
									training officer	1	34,356	58,092	42,839
									EMT—paramedic	32	31,260	52,872	30,741
Yadkin	35,577	51,524	50,265	n/a					shift supervisor	4	33,960	49,179	45,964
									EMT—paramedic	27	30,914	44,768	34,718
									EMT—intermediate	1	29,483	42,703	36,821
Yancey	n/a			n/a					n/a				

TABLE XIX. FIRE MARSHAL, FIRE INSPECTOR, EMERGENCY SERVICES DIRECTOR, EMERGENCY MANAGEMENT COORDINATOR, AND VETERANS' SERVICES OFFICER																
January 2011																
	Fire Marshal			Fire Inspector				Emergency Services Director			Emergency Management Coordinator			Veterans' Services Officer		
County	Min.	Max.	Actual	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.
Alamance	\$47,611	\$76,180	\$71,748	1	\$33,480	\$53,568	\$42,024	n/a			n/a			\$36,561	\$58,498	\$56,000
Alexander	n/a				n/a			\$57,036	\$78,624	\$61,421	\$33,130	\$45,670	\$37,484	30,015	41,375	40,366
Alleghany	emergency management coordinator				n/a			n/a			35,346	53,019	36,374	part-time		20,177
Anson	n/a				n/a			n/a			n/a			n/a		
Ashe	n/a				n/a			n/a			42,849	60,543	47,298	34,551	48,816	34,551
Avery	35,507	49,516	44,911		n/a			n/a			n/a			part-time		15,753
Beaufort	n/a			1	part-time		24,715	n/a			40,036	56,050	40,706	33,078	46,309	39,693
Bertie	n/a				n/a			n/a			36,240	53,496	42,692	part-time		17,616
Bladen	n/a				n/a			45,940	58,188	47,483	n/a			elections director		
Brunswick	41,332	66,131	62,167	1	34,165	54,664	39,526	64,623	103,397	84,014	emergency services director			41,332	66,131	45,988
Buncombe	n/a				n/a			106,788	163,401	128,850	35,557	54,371	43,604	34,041	51,989	41,729
Burke	39,708	61,547	46,651	1	31,110	48,223	32,697	53,214	82,481	58,512	n/a			31,110	48,223	35,132
Cabarrus	47,079	72,675	52,940	2	40,680	62,781	48,168	63,104	77,411	83,726	63,104	97,411	69,234	42,696	65,927	49,203
Caldwell	n/a				n/a			50,878	84,798	71,635	n/a			27,473	45,789	39,278
Camden	served by Pasquotank				served by Pasquotank			served by Pasquotank			served by Pasquotank			served by Pasquotank		
Carteret	40,660	65,056	42,630		n/a			56,471	90,354	56,471	40,660	65,056	50,750	40,660	65,056	56,300
Caswell																
Catawba	46,087	71,513	54,358	2	37,915	58,834	42,660	71,512	110,952	82,000	43,894	68,103	52,000	32,757	50,816	35,790
Chatham	43,491	64,256	58,236	3	37,568	55,507	41,092	55,507	82,009	64,178	47,948	70,842	56,717	n/a		
Cherokee	35,776	57,883	45,606	1	27,408	42,577	29,390	n/a			35,776	57,883	45,606	n/a		
Chowan	n/a			2	part-time		\$17.32/hr.	n/a			part-time		8,610	part-time		6,843
Clay	assistant director emergency medical svcs				n/a			n/a					4,381	3,600		
Cleveland	emergency management coordinator			2	28,566	44,598	35,484	n/a			41,544	64,848	51,612	29,424	45,942	40,836
Columbus	37,560	76,340	45,500		n/a			37,560	76,340	55,500	n/a			34,075	69,207	47,465
Craven	n/a				n/a			57,289	115,737	93,748	n/a			37,568	75,895	55,978
Cumberland	emergency management director			2	35,348	59,491	41,737	63,757	107,303	86,457	42,399	71,358	46,986	26,812	45,125	31,877
Currituck	39,858	55,160	47,199		n/a			52,357	72,662	57,670	29,142	40,154	32,112	n/a		
Dare	43,087	68,938	64,752		n/a			n/a			60,226	96,358	96,358	26,706	42,728	42,728
Davidson	42,784	64,177	42,784	4	31,973	48,044	37,428	63,113	94,670	67,594	36,994	55,490	36,994	31,973	48,044	39,956
Davie	n/a				n/a			n/a			42,371	65,708	56,683	30,111	46,697	43,629
Duplin																
Durham	65,968	113,569	102,757	3	42,298	72,816	57,557	n/a			42,298	72,816	65,168	38,319	65,968	51,871
Edgecombe	n/a				n/a			n/a			41,116	61,037	62,040	27,828	41,311	34,886
Forsyth	n/a				n/a			73,218	118,979	100,609	40,321	65,521	46,509	n/a		
Franklin	n/a				n/a			52,332	74,759	60,164	n/a			31,577	45,110	36,786
Gaston	52,672	81,653	64,522	1	37,379	57,952	42,052	n/a			52,672	81,653	64,522	28,409	44,043	34,565
Gates	emergency services director				n/a					48,291	n/a			n/a		
Graham	n/a				n/a			n/a			n/a			n/a		
Granville	34,686	58,272	58,272		n/a			n/a			29,963	50,337	45,226	part-time		9,800

	Fire Marshal			Fire Inspector				Emergency Services Director			Emergency Management Coordinator			Veterans' Services Officer		
County	Min.	Max.	Actual	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.
Greene																
Guilford	\$52,687	\$89,568	\$61,332	1	\$45,513	\$77,372	\$71,392	\$74,136	\$126,031	\$107,532	² \$45,513	\$77,372	\$60,550	\$32,345	\$54,987	\$34,316
Halifax	36,145	58,676	43,549		n/a			48,701	79,057	60,904	² 34,393	55,832	44,645	37,987	61,665	31,140
Harnett	49,541	76,789	62,843		n/a			66,522	103,109	81,526	² 43,662	67,676	52,748	36,896	57,189	49,485
Haywood																
Henderson	emergency management director			0	33,345	51,675		emergency management coordinator			² 60,060	93,054	88,262	30,810	47,795	36,465
Hertford	emergency management coordinator				emergency management coordinator			n/a			40,046	62,072	48,000	23,414	36,292	31,807
Hoke	52,392	74,029	56,419		n/a			n/a			n/a			part-time		14,951
Hyde	n/a				n/a			n/a			n/a			elections director		5,677
Iredell	46,673	72,390	62,642		36,711	50,036	42,013	53,415	82,846	75,356	² n/a			34,068	52,839	
Jackson																
Johnston	53,176	90,266	71,683		n/a			58,069	98,571	75,778	² 42,673	72,433	56,957	34,240	50,545	44,310
Jones	building inspector				building inspector			37,630	47,446	37,630	² emergency services director			part-time		
Lee	n/a			¹	37,368	52,315	37,368	64,102	89,743	64,500	37,368	52,315	39,278	part-time		17,077
Lenoir	30,700	54,174	37,406		n/a			40,441	71,362	60,034	emergency services director			n/a		
Lincoln	44,656	69,651	49,189	2	33,947	51,789	37,103	n/a			n/a			37,472	57,166	42,428
McDowell	n/a			1	25938	38139	25938	42,642	62,676	47,100	36,738	53,995	38,610	24,684	36,280	26,922
Macon	n/a			1	28,256	42,383	35,742	61,677	92,516	78,000	² n/a			28,256	42,383	37,343
Madison	n/a				n/a			n/a					42,120	n/a		
Martin	n/a				n/a			n/a			30,192	48,264	37,705	26,471	42,315	34,732
Mecklenburg	56,150	93,404	75,101	6	42,014	93,404	50,915	n/a			n/a			n/a		
Mitchell	n/a				n/a			n/a			39,374	56,249	44,813	28,771	41,102	31,412
Montgomery	n/a				n/a			45,396	72,720	48,842	n/a			25,404	40,728	31,224
Moore	40,959	64,306	45,897	1	37,152	58,329	43,392	70,054	109,985	76,600	² 52,277	82,074	70,839	32,093	50,386	49,918
Nash	n/a			2	38,869	62,190	41,425	68,225	109,160	94,635	² 49,137	78,619	55,923	n/a		
New Hanover	58094	89086	71,879	3	41,205	63,190	45,240	74,090	113,639	111,356	54,558	83,678	67,038	48,942	75,109	55,162
Northampton	n/a				n/a			n/a			52,713	93,018	41,326	30,820	54,385	33,189
Onslow	n/a				n/a			68,820	110,112	95,439	² n/a			48,352	77,363	58,600
Orange	38,615	61,730	52,000	1	38,615	61,730	44,395	80,994	129,481	115,000	² 40,570	64,854	62,367	34,984	55,925	51,312
Pamlico	emergency management coordinator				n/a			n/a			28,507	50,624	29,910	24,224	43,018	part-time
Pasquotank	n/a				n/a			n/a			37,558	52,581	48,421	n/a		
Pender	38,460	61,536	39,229	¹	n/a			n/a			46,749	74,798	57,750	44,522	71,236	47,639
Perquimans	n/a				building inspector			n/a			part-time		\$16.13/hr.	part-time		6,173
Person	n/a				n/a			n/a			n/a			part-time		no data
Pitt	48,098	76,022	58,715	1	39,875	63,021	47,569	66,782	105,550	76,868	48,098	76,022	55,363	34,644	54,752	42,797
Polk	n/a				n/a			n/a			see EMS director			part-time		\$17.95/hr
Randolph	43,347	66,976	50,149	3	31,304	52,603	37,704	57,907	89,690	60,736	² 39,437	60,736	41,371	32,802	50,149	39,437
Richmond																
Robeson	50,947	63,174	63,174	1	37,503	39,095	32,401	n/a			n/a			36,997	48,355	42,116
Rockingham	42,092	63,138	46,104		n/a			54,800	82,200	60,889	² 30,926	46,389	30,926	30,926	46,389	37,000
Rowan	46,058	73,114	64,339	2	32,645	51,821	33,961	64,983	103,155	86,417	² n/a			29,590	46,967	32,011

TABLE XX. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR										
January 2011										
Building, Electrical, Plumbing, or Mechanical Inspector Single Trade						Building, Electrical, Plumbing, or Mechanical Inspector Multiple Trade				
County	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Alamance	n/a					chief & inspector II	4	\$36,561	\$58,498	\$41,756
						code inspector I	1	33,480	53,568	38,628
Alexander	n/a					lead code enforcement	1	42,409	58,461	50,410
Alleghany	n/a					chief building inspector	1	35,346	53,019	42,577
						building inspector I	1	27,694	41,541	28,248
Anson	n/a					chief building inspector	1	40,171	59,300	60,911
						building inspector I	1	32,702	48,275	32,704
Ashe	n/a					chief building inspector	1	53,187	75,150	53,187
						building code inspector VI	1	46,686	65,964	54,141
						building code inspector IV	1	41,019	57,957	45,276
						building code inspector II	1	37,653	53,202	37,653
Avery	n/a					plumbing & electric inspector	2	33,816	47,157	35,391
						building & mech inspector	1	30,672	42,772	35,189
Beaufort	n/a					building inspector I	2	34,469	48,257	38,926
Bertie	n/a					code enforcement admin.	1	41,118	60,698	42,911
						building code inspector	1	33,312	49,175	33,312
Bladen	n/a					inspections director	1	45,940	58,188	58,188
						inspector II	2	39,679	50,261	43,209
Brunswick	inspector II	3	\$35,956	\$57,529	\$44,434	inspector IV	2	41,332	66,131	51,541
						inspector III	2	39,540	63,263	52,004
Buncombe	plans reviewer	2	42,396	64,818	51,516	n/a				
	mechanical inspector III	3	35,557	54,371	45,610					
	plumbing inspector III	3	35,557	54,371	44,946					
	electrical inspector III	2	35,557	54,371	44,910					
	building inspector III	4	35,557	54,371	44,655					
	electrical inspector II	1	34,041	51,989	42,830					
	building inspector I	2	32,526	45,021	42,830					
Burke	n/a					building inspector IV	1	36,016	55,824	45,976
						building inspector III	2	34,301	53,165	44,369
Cabarrus	building, electrical, mech.	6	36,889	56,947	52,230	building, plumbing, mech., electrical	7	36,889	56,947	52,230
Caldwell	n/a					senior inspector	2	35,777	59,629	57,119
						building code inspector IV	1	31,351	52,252	41,840
Camden	n/a					chief building inspector		38,279	57,418	41,378
						building code inspector III		33,067	49,600	37,843
Carteret	n/a					n/a				
Caswell										
Catawba	n/a					building services officer III	5	39,817	61,781	56,599
						building services officer II	5	37,915	58,834	46,914
Chatham	n/a					building inspector	4	37,568	55,507	43,145

County Salaries in North Carolina 2011

	Building, Electrical, Plumbing, or Mechanical Inspector					Building, Electrical, Plumbing, or Mechanical Inspector				
	Single Trade					Multiple Trade				
County	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Cherokee	n/a					asst. chief building inspector	1	\$35,776	\$57,883	\$41,724
						building code inspector II	1	34,340	56,315	40,913
						building code inspector I	2	33,039	52,903	35,586
Chowan	n/a					inspector III	2	35,059	66,107	54,451
Clay						building inspector III	1			44,941
						building inspector II	1			42,659
Cleveland	n/a					building code inspector IV	2	38,994	60,834	46,500
						building code inspector III	1	35,484	55,380	38,994
						building code inspector II	1	33,882	52,860	38,994
Columbus	building inspector	1	\$23,117	\$46,782	\$34,500	chief building inspector	1	32,457	65,897	58,566
						asst. chief building inspector	1	25,465	51,588	48,009
Craven	n/a					building inspector III		39,371	79,541	54,286
Cumberland	n/a					chief building inspector	2	38,734	65,189	52,047
						inspector III	3	37,025	62,313	38,918
						inspector II	2	33,753	56,806	33,401
						inspector I	1	32,247	54,272	34,704
Currituck	n/a					chief building inspector	1	47,001	65,161	60,321
						building inspector III	3	45,214	62,660	vacant
						building inspector II	1	38,072	52,658	vacant
Dare	electrician II	1	33,921	54,273	42,000	n/a				
	electrician I	1	28,013	44,821	30,000					
Davidson	n/a					inspector IV	1	36,994	55,490	36,147
						inspector III	1	35,221	52,831	47,725
Davie	n/a					building code inspector IV	1	44,490	68,993	63,244
						building code inspector III	2	36,601	56,761	51,320
						building code inspector II	1	34,858	54,058	45,569
Duplin										
Durham	n/a					n/a				
Edgecombe	n/a					inspector	1	29,219	43,376	36,603
Forsyth	n/a					n/a				
Franklin	n/a					code enforcement IV	1	41,594	59,421	62,787
						code enforcement III	2	39,727	56,753	54,426
						code enforcement II	1	37,944	54,206	45,123
						code enforcement I	1	36,242	51,773	46,176
Gaston	n/a					inspector IV	4	40,034	62,066	49,739
						inspector III	1	37,379	57,952	42,987
						inspector II	4	34,901	54,111	38,719
Gates	n/a					director of inspections	1			45,971
Graham	n/a					inspector	1	38,480	42,640	41,600
Granville	inspector II	2	34,686	58,272	50,542	n/a				
	inspector I	1	29,963	50,337	29,963					
Greene										

	Building, Electrical, Plumbing, or Mechanical Inspector					Building, Electrical, Plumbing, or Mechanical Inspector				
	Single Trade					Multiple Trade				
County	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Guilford	n/a					inspector II	8	\$41,282	\$70,179	\$62,637
						inspector I	4	39,316	66,837	52,889
Halifax	n/a					n/a				
Harnett	n/a					code enforcement officer III	2	47,498	73,622	55,663
						code enforcement officer II	1	43,662	67,676	50,728
						code enforcement officer I	1	40,137	62,212	41,947
Haywood										
Henderson	n/a					building code inspector IV	1	36,075	55,907	37,343
						building code inspector III	2	34,671	53,742	37,167
						building code inspector II	2	33,345	51,675	37,625
						building code inspector I	1	32,078	49,686	32,078
Hertford	n/a					n/a				
Hoke	n/a					chief building inspector	1	52,392	74,029	56,492
						building inspector III	2	47,521	67,146	55,110
Hyde	n/a					n/a				
Iredell	n/a					building code inspector IV	16	40,360	60,472	52,205
Jackson										
Johnston	n/a					code enforcement IV	10	46,599	79,101	56,422
						code enforcement III	1	42,673	72,433	48,895
						code enforcement II	4	39,078	57,678	43,496
Jones	n/a					inspector/fire marshal	1	45,246	57,473	47,446
Lee	n/a					n/a				
Lenoir	chief inspector	1	\$36,892	\$65,100	\$61,963	n/a				
	building inspector III	1	33,654	59,386	51,308					
Lincoln	n/a					chief building inspector	1	45,656	69,651	57,096
						building plan reviewer	1	39,369	60,060	55,746
						building inspector	4	35,666	54,411	40,402
McDowell	n/a					director of inspections	1	47,100	69,231	55,336
						building inspector II	1	31,644	46,516	34,092
						building inspector apprentice	2	25,938	38,139	25,938
Macon	n/a					code inspector III	3	29,668	44,503	38,023
						code inspector II	1	28,256	43,383	34,393
						code inspector I	1	26,910	40,366	28,255
Madison						inspector/coordinator	1			37,300
Martin	n/a					building inspector	1	30,192	48,264	45,939
Mecklenburg	n/a					inspector III	62	44,237	93,404	59,670
						inspector II	2	39,123	93,404	52,073
						inspector I	1	36,648	93,404	44,824
Mitchell	n/a					n/a				
Montgomery	n/a					inspector	1	29,748	47,676	35,225

	Building, Electrical, Plumbing, or Mechanical Inspector					Building, Electrical, Plumbing, or Mechanical Inspector				
	Single Trade					Multiple Trade				
County	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Moore	n/a					code enforcement supvr.	1	\$40,959	\$64,306	\$47,839
						code enforcement officer	4	37,152	58,329	39,960
Nash	n/a					chief enforcement officer	1	49,137	78,619	60,225
						code enforcement officer II	2	40,735	65,176	55,226
						code enforcement officer I	2	35,390	56,624	39,729
New Hanover	code enforcement III	18	\$41,205	\$63,190	\$46,569	n/a				
	code enforcement II	2	35,589	46,114	41,350					
	code enforcement I	1	34,861	46,114	37,731					
Northampton	code enforcement officer II	1	33,979	59,959	48,011	n/a				
	code enforcement officer I	1	29,352	51,796	29,352					
Onslow	n/a					code administrator	1	44,704	71,527	71,273
						sr. code enforcement	1	36,743	58,790	54,972
						code enforcement officer	8	33,971	54,354	38,638
Orange	n/a					code compliance officer III	7	40,570	64,854	54,197
Pamlico	n/a					building inspector	1	29,932	53,155	51,091
						asst. building inspector	1	24,710	43,879	34,960
Pasquotank	n/a					chief building inspector	1	38,824	54,353	50,268
						building inspector III	1	32,493	45,491	37,753
						building inspector II	1	28,695	40,173	32,797
Pender	n/a					sr. building inspector	2	36,629	58,606	51,984
						building inspector II	2	33,223	53,157	45,104
Perquimans	building inspector III	1	37,730	57,140	50,563	n/a				
	building inspector I	1	31,638	47,193	34,881					
Person	n/a					n/a				
Pitt	n/a					inspector IV	2	43,794	69,216	53,279
						inspector II	1	36,305	57,380	38,506
Polk	n/a					inspector IV	1	43,516	71,306	59,987
						inspector III	1	29,454	48,264	39,612
Randolph	n/a					building code inspector III	8	37,690	57,907	43,958
						building code inspector II	1	34,341	52,603	41,371
Richmond										
Robeson	inspector IV	1	40,490	50,208	48,588	n/a				
	inspector I	2	31,528	39,095	31,528					
Rockingham	n/a					n/a				
Rowan	n/a					code enforcement officer	5	37,835	60,064	48,456
Rutherford	n/a					building inspector IV	3	35,648	53,712	
						inspector II	1	33,919	51,107	33,919
						inspector I	1	30,711	46,274	30,711
Sampson										
Scotland	n/a					chief inspector	1	47,004	66,420	55,872
						code inspector III	1	39,264	55,476	50,526
						code inspector I	1	32,796	46,344	38,040

County	Building, Electrical, Plumbing, or Mechanical Inspector Single Trade					Building, Electrical, Plumbing, or Mechanical Inspector Multiple Trade				
	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Stanly	n/a					code enforcement III	3	\$35,351	\$53,026	\$48,653
Stokes										
Surry	n/a					code administrator	1	37,104	62,280	56,892
						assistant codes admin.	1	35,532	59,520	48,444
						building code inspector III	4	32,616	54,300	39,726
						inspector II/code enforcement	1	31,320	51,864	37,104
Swain	n/a					inspector I	1	27,750	37,946	28,061
						supervisor	1	30,707	45,252	36,597
Transylvania	n/a					code enforcement officer I	3	34,361	51,521	41,840
Tyrrell	n/a					n/a				
Union	electrical inspector III	4	\$42,023	\$63,033	\$57,031	B. P. M.. inspector III	3	42,023	63,033	56,744
Vance	code enforcement officer I	1	29,664	47,472	37,020	commercial plans examiner	1	38,640	61,812	63,228
						code enforcement officer II	2	32,400	51,840	51,084
Wake	n/a					inspections supervisor	2	47,250	78,750	71,242
						lead inspector	4	42,750	71,250	60,246
						general inspector	17	36,550	60,950	55,111
Warren	chief enforcement officer	1	30,474	48,902	34,385	n/a				
Washington	building inspector	1	38,040	55,080	40,008	n/a				
Watauga	n/a					code enforcement officer IV	1	42,251	65,489	42,779
						code enforcement officer III	1	40,432	62,670	43,890
						code enforcement officer II	1	38,691	59,970	39,362
Wayne	n/a					building code inspector III	3	39,954	62,377	43,045
Wilkes	advanced code inspector	4	32,945	51,065	50,430	n/a				
	building code inspector	2	28,054	47,122	33,211					
Wilson	n/a					inspector IV	2	34,356	58,092	48,447
Yadkin	n/a					inspector supervisor	1	37,285	53,987	55,337
						inspector	1	29,483	42,703	37,762
						code technician	2	25,643	37,112	28,014
Yancey	n/a					chief building inspector	1	30,137	45,055	42,919
						inspector	1	28,702	42,910	42,701

TABLE XXI. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)											
January 2011											
	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
County	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Alamance	n/a			n/a			n/a				
Alexander	n/a			n/a			n/a				
Alleghany	n/a			n/a			n/a				
Anson	\$53,578	\$79,092	\$53,579	\$35,507	\$52,415	\$47,239	water treatment plant superintendent	1	\$41,858	\$61,791	\$52,105
							collection/distribution system supvr.	1	35,507	52,415	40,404
							distribution system supervisor	3	30,119	44,462	34,011
							laboratory supervisor	1	28,905	42,670	37,350
							wastewater treatment plant operator—III	2	27,740	40,949	36,509
							plant maintenance mechanic	3	25,549	37,715	31,135
							water treatment plant operator—C	6	24,519	36,194	27,463
							wastewater treatment plant operator—II	1	24,519	36,194	26,857
							wastewater treatment plant operator—I	2	24,519	36,194	25,219
							utility maintenance worker	6	23,531	34,736	24,803
Ashe	n/a			n/a			n/a				
Avery	n/a			n/a			n/a				
Beaufort	n/a			52,561	73,585	63,074	distribution system supervisor	1	33,078	46,309	39,693
							water treatment plant superintendent	1	33,078	46,309	34,901
							water treatment plant operator—C	5	26,119	36,567	29,596
							distribution mechanic	6	24,728	34,619	24,728
Bertie	n/a			48,662	71,832	51,758	water field technician	3	24,809	36,624	24,809
Bladen	39,679	50,261	48,497	28,411	35,987	32,199	water treatment plant operator—C	4	23,402	29,642	24,832
Brunswick	86,125	137,801	131,740	59,859	94,797	87,606	distribution system supervisor	1	50,290	80,464	72,977
							collection/distribution system supvr.	4	35,956	57,529	49,642
							wastewater treatment plant super.	2	50,290	80,464	68,637
							water treatment plant superintendent	2	50,290	80,464	67,712
							laboratory technician	2	35,956	57,529	46,102
							water treatment plant operator—A	7	32,373	51,797	41,119
							distribution system technician	13	32,373	54,664	39,349
							wastewater treatment plant operator—III	2	32,373	51,797	37,995
							plant maintenance mechanic	3	30,581	48,928	35,797
							water treatment plant operator—B	3	30,581	48,928	40,523
							wastewater treatment plant operator—II	3	30,581	48,928	35,828
							water treatment plant operator—C	5	28,790	46,064	27,865
							wastewater treatment plant operator—I	2	28,790	46,064	28,790
Buncombe	n/a			n/a			n/a				
Burke	64,683	100,259	82,400	n/a			utility maintenance worker	2	23,214	35,984	23,233
Cabarrus	n/a			n/a			n/a				
Caldwell	n/a			n/a			n/a				
Camden	53,862	80,793	54,362				public utilities director				
							distribution system supervisor		38,279	57,418	45,373
							wastewater system supvr.		38,279	57,418	36,818
							water treatment plant superintendent		38,279	57,418	35,161
							water treatment plant operator—C		31,492	47,238	28,632

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County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Carteret	\$40,660	\$65,056	\$52,577	\$32,164	\$51,463	\$45,827	water treatment plant operator—B	1	\$30,691	\$49,106	\$34,294
							laboratory technician	1	25,153	40,245	33,652
Caswell											
Catawba	n/a			n/a			n/a				
Chatham	50,436	74,384	61,196	n/a			water treatment plant superintendent	1	39,447	58,282	48,010
							plant maintenance mechanic	1	39,447	58,282	48,010
							laboratory supervisor	1	34,706	50,346	34,417
							water treatment plant operator—B	2	34,076	50,346	34,417
							water treatment plant operator—C	2	30,909	45,666	30,909
							distribution system supervisor	1	28,035	41,420	32,426
							distribution system technician	3	26,699	39,447	28,524
							laboratory technician	1	25,427	37,568	25,427
							utility maintenance worker	4	24,216	35,780	26,120
Cherokee	n/a			n/a			n/a				
Chowan	n/a			28,844	51,796	42,613	water treatment plant operator—B	1	28,844	51,796	35,059
							utility maintenance worker	3	26,160	46,981	27,491
Clay			42,574	n/a			water treatment plant operator—B	1			40,574
							water treatment plant operator—C	1			32,763
							utility maintenance worker	2			26,250
Cleveland	n/a			n/a			n/a				
Columbus	37,560	76,340	50,500	n/a			distribution system supervisor	1	26,729	54,175	36,120
							water treatment plant operator—C	1	22,027	44,552	25,984
							utility maintenance worker	4	20,990	42,430	21,506
							distribution system technician	1	20,002	4,041	24,412
Craven	n/a			57,289	115,737	100,551	collection/distribution system supvr.	1	35,849	72,419	41,258
							water treatment plant operator—C	1	32,636	65,941	34,203
							water field technician I	3	27,055	54,663	29,737
Cumberland	n/a			n/a			n/a				
Currituck	68,430	95,166	73,973	50,574	70,164	52,613	water treatment plant superintendent	2	45,214	62,660	49,323
							distribution system supervisor	2	41,644	57,661	44,992
							water treatment plant operator—C	6	34,500	47,657	37,261
							wastewater treatment plant operator—I	1	34,500	47,657	35,828
							plant maintenance mechanic	3	30,929	42,656	33,398
							utility maintenance worker	1	25,571	35,190	27,627
Dare	63,175	101,080	92,707	n/a			distribution system supervisor	1	45,198	72,316	65,019
							water treatment plant superintendent	5	43,087	68,938	57,942
							water treatment plant operator—A	6	33,921	54,273	47,608
							wastewater treatment plant operator—IV	1	32,336	51,739	46,496
							water treatment plant operator—C	8	30,827	49,321	36,819
							water treatment plant operator—B	7	30,827	49,321	34,507
							plant maintenance mechanic	1	29,385	47,017	42,518
							wastewater treatment plant operator—I	1	28,013	44,821	40,584
							distribution system technician	13	28,013	44,821	31,589

County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Davidson	\$54,604	\$81,905	\$66,621	n/a			n/a				
Davie	42,371	65,708	53,125	n/a			water treatment plant superintendent	2	\$36,601	\$56,761	\$52,659
							water treatment plant operator—A	2	36,601	56,761	38,006
							distribution system supervisor	1	31,617	49,032	35,286
							wastewater treatment plant operator—II	1	30,111	46,697	32,407
							collection/distribution system supvr.	1	27,311	42,355	28,677
							water treatment plant operator—B	1	26,010	40,338	43,669
							water treatment plant operator—C	1	26,010	40,338	36,637
							utility maintenance worker	4	23,591	36,588	26,354
							distribution system technician	1	23,591	36,588	27,031
Duplin											
Durham	n/a			n/a			wastewater treatment plant super.	1	56,885	97,930	76,875
							laboratory supervisor	1	51,534	88,718	68,351
							wastewater treatment plant operator—IV	1	34,714	59,763	54,110
							wastewater treatment plant operator—III	2	29,933	51,534	46,670
							plant maintenance mechanic	1	29,933	51,534	44,588
							wastewater treatment plant operator—I	2	25,811	35,125	44,439
							laboratory technician	1	25,811	44,439	33,825
Edgecombe	41,116	61,037	44,494	\$30,680	\$45,546	\$38,797	water treatment plant superintendent	1	30,680	45,546	30,680
							distribution system technician	1	22,895	33,988	22,895
							utility maintenance worker	2	20,765	30,827	20,765
Forsyth	n/a			n/a			n/a				
Franklin	60,063	85,804	77,864	n/a			wastewater treatment plant super.	1	43,549	62,213	50,708
							collection/distribution system supvr.	1	41,594	59,421	49,016
							wastewater treatment plant operator—III	1	36,242	51,773	39,159
							laboratory supervisor	1	33,061	47,230	35,989
							utility maintenance worker	3	25,098	35,855	25,587
							wastewater treatment plant operator—I	1	25,098	35,855	vacant
Gaston	n/a			n/a			n/a				
Gates	n/a					59,962	water treatment plant operator—C	2			36,750
Graham	n/a			n/a			n/a				
Granville	n/a			n/a			n/a				
Greene											
Guilford	n/a			n/a			n/a				
Halifax	37,987	61,665	58,676	34,393	55,832	39,429	utility maintenance worker	8	23,112	37,518	26,496
Harnett	93,191	144,446	105,000	n/a			wastewater treatment plant super.	1	49,541	76,789	60,258
							collection/distribution system supvr.	2	41,863	64,888	54,675
							water treatment plant operator—A	4	31,177	48,324	44,454
							utility system technician	12	28,659	44,421	32,276
							laboratory analyst	2	35,374	54,830	43,849
							plant maintenance technician	3	32,518	50,403	37,577
							utility maintenance worker	1	24,216	37,535	24,216
Haywood											
Henderson	n/a			n/a			n/a				

County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Hertford	\$44,151	\$68,434	\$47,314	n/a			n/a				
Hoke	63,683	89,982	81,520	\$55,612	\$77,236	\$63,797	distribution system supervisor	1	\$39,096	\$55,241	\$45,340
							water treatment plant operator—C	1	27,785	39,259	29,191
							distribution system technician	3	26,908	31,978	28,988
							water treatment plant operator—B	1	25,201	35,609	27,137
Hyde	52,265	77,153	69,040	n/a			distribution system supervisor	1	31,533	46,549	38,785
							wastewater treatment plant operator—II	1	28,988	42,791	35,072
							water treatment plant operator—A	1	27,792	41,026	36,817
							water treatment plant operator—C	4	27,792	41,026	28,728
							distribution system technician	4	25,546	37,711	28,455
Iredell	n/a			n/a			n/a				
Jackson											
Johnston	n/a			53,176	90,266	73,537	distribution system supervisor	2	40,834	69,316	43,052
							collection/distribution system supvr.	1	53,176	90,266	71,233
							wastewater treatment plant superintend.	1	42,673	72,433	52,938
							water treatment plant superintendent	1	42,673	72,433	56,067
							laboratory supervisor	1	40,834	69,316	48,627
							water treatment plant operator—A	1	39,078	57,628	42,243
							wastewater treatment plant operator—IV	2	32,767	48,366	38,833
							laboratory technician	1	32,767	48,366	36,358
							water treatment plant operator—B	2	31,356	46,285	36,025
							water treatment plant operator—C	4	28,715	42,384	28,297
							utility maintenance worker	5	27,475	40,559	27,426
							wastewater treatment plant operator—II	2	27,475	40,559	26,821
							distribution system technician	2	28,715	42,384	27,143
							wastewater treatment plant operator—I	1	28,715	42,384	27,351
Jones	n/a			52,281	66,498	54,864	water treatment plant operator—C	2	28,486	39,461	32,807
							utility maintenance worker	1	26,035	32,807	26,035
Lee	n/a			n/a			n/a				
Lenoir	n/a			n/a			n/a				
Lincoln	67,776	103,397	95,971	n/a			water treatment plant superintendent	1	45,656	69,651	54,328
							wastewater treatment plant super.	1	45,656	69,651	47,982
							wastewater treatment plant operator—III	1	37,472	57,166	41,387
							wastewater treatment plant operator—II	3	33,947	51,789	35,684
							water treatment plant operator—A	5	32,312	49,294	36,707
							wastewater treatment plant operator—I	1	27,862	42,506	30,509
							utility maintenance worker	7	24,025	36,652	26,596
McDowell	n/a			n/a			n/a				
Macon	n/a			n/a			n/a				
Madison	n/a			n/a			n/a				
Martin	n/a			n/a			collection/distribution system supvr.	1	39,310	62,843	50,321
							distribution system technician	2	21,226	35,444	23,973
Mecklenburg	n/a			n/a			n/a				
Mitchell	n/a			n/a			n/a				

County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Montgomery	\$59,472	\$95,196	\$61,282	\$29,748	\$47,676	\$30,741	water treatment plant superintendent	1	\$27,468	\$44,088	\$37,532
							distribution system supervisor	1	24,468	44,088	26,939
							water treatment plant operator—C	5	24,448	39,264	27,713
							distribution system technician	4	23,520	37,228	29,031
							utility maintenance worker	2	22,620	36,300	24,727
Moore	63,542	99,761	96,954	45,158	70,899	61,462	wastewater treatment plant superintendent	1	40,959	64,306	63,000
							collection/distribution system supvr.	2	35,383	55,551	44,815
							laboratory supervisor	1	32,093	50,386	36,404
							wastewater treat. plant operator—II	4	30,565	47,987	34,493
							plant maintenance mechanic	3	27,723	43,526	35,020
							distribution system technician	3	27,723	43,526	29,278
							laboratory technician	1	26,403	41,453	29,064
							utility maintenance worker	15	26,403	41,453	28,675
							wastewater treatment plant operator—I	6	23,948	37,958	25,960
Nash	n/a			n/a			n/a				
New Hanover	n/a			n/a			n/a				
Northampton	52,713	93,018	55,382	n/a			distribution system supervisor	1	29,352	51,796	29,233
							plant maintenance mechanic	3	24,148	42,612	26,378
Onslow	n/a			n/a			n/a				
Orange	n/a			n/a			n/a				
Pamlico	n/a			36,385	64,614	48,379	water treatment plant superintendent	1	23,749	42,174	40,000
							distribution system supervisor	1	23,284	41,347	40,000
							water treatment plant operator—B	1	23,284	41,347	30,032
							distribution system technician	4	22,826	40,145	23,183
							water treatment plant operator—C	1	22,826	40,145	23,500
Pasquotank	n/a			48,952	68,533	70,539	wastewater treatment plant super.	1	41,356	57,898	57,422
							chief water treatment plant operator	1	35,025	49,036	47,036
							distribution system technician	1	24,897	34,856	33,690
							wastewater treatment plant operator—I	2	24,897	34,856	27,744
							water treatment plant operator—C	2	24,897	34,856	27,032
							laboratory technician	5	22,365	31,311	30,495
Pender	62,648	100,236	88,000	40,383	64,613	46,043	utility maintenance technician II	2	30,135	48,215	36,371
							utility maintenance technician I	2	27,333	43,733	30,520
Perquimans	n/a			33,062	50,069	42,197	water treatment plant superintendent	1	33,062	50,069	41,193
							distribution system technician	1	28,972	43,875	32,741
							water treatment plant operator—B	1	27,724	41,986	38,082
							utility maintenance worker	3	21,943	33,232	24,472
Person	n/a			n/a			n/a				
Pitt	n/a			n/a			n/a				
Polk	n/a			n/a			n/a				
Randolph	n/a			n/a			n/a				
Richmond											

County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Robeson	\$64,390	\$79,844	\$64,390	n/a			water treatment plant superintendent	1	\$49,453	\$61,322	\$61,322
							water treatment plant operator—A	1	38,997	48,355	45,236
							distribution system supervisor	1	36,009	44,652	44,652
							plant maintenance mechanic	2	30,035	42,799	39,331
							water treatment plant operator—B	2	30,035	37,242	36,642
							water treatment plant operator—C	2	28,540	35,390	31,965
							laboratory technician	1	25,553	31,685	28,619
							utility maintenance worker	3	25,553	31,685	25,894
Rockingham	n/a			n/a			n/a				
Rowan	n/a			n/a			n/a				
Rutherford	n/a			n/a			n/a				
Sampson											
Scotland	n/a			n/a			n/a				
Stanly	50,657	75,987	75,621	n/a			wastewater treatment plant superintendent	1	30,921	46,333	38,591
							wastewater treatment plant operator—IV	1	25,803	38,704	30,602
							wastewater treat. plant operator—III	2	25,803	38,704	30,518
							collection/distribution system supervisor	1	32,310	48,465	40,000
							utility maintenance worker	5	23,583	35,374	27,180
Stokes											
Surry	n/a			n/a			n/a				
Swain	n/a			n/a			n/a				
Transylvania	n/a			n/a			n/a				
Tyrrell	county manager		15,180			\$42,360	water treatment plant operator—B	4			29,181
							utility maintenance worker	1			22,980
Union	97,433	146,149	135,000	\$71,518	\$107,277	89,292	wastewater treatment plant superintendent	1	57,334	86,000	72,373
							wastewater treat. plant operator—IV	5	38,416	57,620	43,691
							laboratory supervisor	1	35,165	52,747	38,809
							wastewater treat. plant operator—II	1	32,162	48,244	39,386
							distribution system technician	10	32,162	48,244	35,310
							laboratory technician	2	29,409	44,114	31,632
							wastewater treat. plant operator—I	3	29,409	44,114	30,956
							plant maintenance mechanic	3	29,409	44,114	29,606
							utility maintenance worker	16	29,409	44,114	29,606
Vance	n/a			n/a			n/a				
Wake	n/a			n/a			laboratory supervisor	1	41,050	68,450	61,840
Warren	49,636	79,652	59,836	n/a			utility maintenance worker	2	23,876	38,314	23,876
Washington	54,264	78,624	76,692	38,040	45,228	40,008	water treatment plant operator—C	1	27,804	40,236	30,672
							utility maintenance worker	3	23,148	33,504	24,136
Watauga	n/a			n/a			n/a				
Wayne	n/a			n/a			n/a				
							laboratory technician	4	28,423	44,330	29,871
Wilkes	n/a			n/a			n/a				

County Salaries in North Carolina 2011

	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
County	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Wilson	n/a			n/a			distribution system director	1			\$56,240
							distribution system supervisor	1	\$43,416	\$73,392	56,240
							utility maintenance worker	3	24,768	41,856	28,340
Yadkin	n/a			n/a			n/a				
Yancey	n/a			n/a			n/a				

TABLE XXII. SOLID WASTE MANAGEMENT POSITIONS, PART ONE: SOLID WASTE DIRECTOR, LANDFILL SUPERVISOR, AND SOLID WASTE TRUCK DRIVER										
January 2011										
County	Solid Waste Director			Landfill Supervisor			Solid Waste Truck Driver			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	\$51,992	\$83,189	\$63,552	\$43,599	\$69,758	\$61,398		n/a		
Alexander	40,365	55,644	55,644	n/a			1	\$23,446	\$32,320	\$25,880
Alleghany	n/a			n/a				n/a		
Anson	n/a			n/a				n/a		
Ashe	53,187	75,150	61,680	37,653	53,202	40,548	5	29,106	53,202	34,871
Avery	37,282	51,992	40,736	32,206	44,911	32,206	5	22,887	31,916	24,150
Beaufort	n/a			n/a				n/a		
Bertie	n/a			n/a				n/a		
Bladen	55,955	70,884	70,884	29,663	37,573	31,641	4	24,655	31,229	28,045
Brunswick	n/a			41,331	66,129	57,981		contracted		
Buncombe	65,790	100,632	83,474	n/a			4	27,280	41,708	29,646
Burke	34,301	53,165	34,320	34,301	53,165	36,788	3	23,214	35,984	23,621
Cabarrus	44,847	69,234	69,234	n/a				n/a		
Caldwell	n/a			n/a				n/a		
Camden	n/a			n/a				n/a		
Carteret	n/a			n/a				n/a		
Caswell										
Catawba	46,087	71,513	60,794	37,915	58,834	57,358		n/a		
Chatham	50,436	74,384	74,384	29,436	43,491	34,663	6	26,699	39,447	28,355
Cherokee	40,228	66,212	53,220	35,776	57,883	46,830	3	25,518	39,369	32,444
Chowan	n/a			n/a				n/a		
Clay	n/a					34,041		n/a		
Cleveland	35,484	55,380	50,442	32,310	50,442	37,194	18	24,414	38,088	26,212
Columbus	n/a			n/a			1	20,002	40,410	21,089
Craven	47,491	95,944	61,479	n/a				n/a		
Cumberland	55,639	93,640	88,258	42,399	71,358	53,180	8	29,423	49,519	33,816
Currituck	n/a			n/a				n/a		
Dare	41,074	65,718	64,133	32,336	51,739	38,287	20	26,706	42,728	33,466
Davidson	n/a			n/a				n/a		
Davie	n/a			n/a				n/a		
Duplin										
Durham	n/a			n/a				n/a		
Edgecombe	37,293	55,361	37,293	n/a			3	22,895	33,988	25,632
Forsyth	n/a			n/a				n/a		
Franklin	47,738	68,197	54,019	n/a				n/a		
Gaston	n/a			40,034	62,066	54,058	1	26,527	41,126	30,506
Gates	n/a			n/a				n/a		
Graham	n/a			26,000	28,600	27,435	3	18,720	24,440	23,899
Granville	36,430	61,203	51,758	n/a				n/a		

County Salaries in North Carolina 2011

County	Solid Waste Director			Landfill Supervisor			Solid Waste Truck Driver			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Greene										
Guilford	n/a			n/a				n/a		
Halifax	\$34,987	\$61,665	\$50,550	n/a			2	\$21,991	\$35,699	\$24,593
Harnett	36,896	57,189	44,279	\$32,518	\$50,403	\$39,211		n/a		
Haywood										
Henderson	50,606	78,478		n/a				n/a		
Hertford	n/a			23,414	36,292	30,452	2	21,237	32,918	23,898
Hoke	55,012	77,730	62,238	n/a			3	27,785	39,259	29,708
Hyde	34,304	50,640	34,304	n/a				n/a		
Iredell	55,872	86,657		38,989	60,472			n/a		
Jackson										
Johnston	48,696	82,659	64,757	39,078	57,678	52,519	5	26,294	38,812	25,874
Jones	n/a			n/a				n/a		
Lee	44,731	62,624	50,911	34,153	47,815	37,767	1	31,215	43,702	33,242
Lenoir	36,892	65,100	50,856	n/a			1	21,259	37,514	27,213
Lincoln	45,656	69,651	49,189	37,472	57,166	38,414	7	26,520	40,458	27,582
McDowell	42,642	62,676	49,500	31,644	46,516	35,388	1	21,264	29,736	29,736
Macon	61,677	92,516	78,000	26,910	40,366	37,014		n/a		
Madison			45,324			31,616	3			28,891
Martin	n/a			30,192	48,264	30,946		n/a		
Mecklenburg	n/a			n/a				n/a		
Mitchell	37,860	54,086	33,017	n/a			2	22,739	32,484	23,421
Montgomery	n/a			n/a				n/a		
Moore	39,009	61,244	45,561	32,093	50,386	39,038	3	22,808	35,809	28,939
Nash	n/a			n/a				n/a		
New Hanover	48,942	75,109	62,280	51,750	79,373	54,631	4	29,224	44,866	33,935
Northampton	n/a			n/a				n/a		
Onslow	61,181	97,889	78,500	35,330	56,528	46,477	1	27,922	44,675	32,178
Orange	44,781	71,588	vacant	44,781	71,588	57,884	12	30,165	48,225	34,535
Pamlico	24,710	43,879	33,141	n/a				n/a		
Pasquotank	42,622	59,671	57,760	n/a			7	27,032	59,907	36,250
Pender	24,792	39,667	25,412	n/a				n/a		
Perquimans	n/a			n/a				n/a		
Person	n/a			n/a				n/a		
Pitt	60,807	96,102	vacant	38,048	60,136	vacant	4	28,719	45,389	34,079
Polk	n/a			n/a				n/a		
Randolph	n/a			n/a				n/a		
Richmond										
Robeson	64,390	79,844	66,965	43,478	53,912	53,912	5	27,046	37,242	31,032
Rockingham	43,947	65,921	45,975	36,809	55,214	37,913		n/a		
Rowan	46,058	73,114	72,408	37,835	60,064	51,322		n/a		
Rutherford	50,476	75,116	51,745	33,919	51,107	37,932	3	26,457	39,865	26,457

County Salaries in North Carolina 2011

County	Solid Waste Director			Landfill Supervisor			Solid Waste Truck Driver			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Sampson										
Scotland	\$39,264	\$55,476	\$44,424	\$28,656	\$40,500	\$36,684		n/a		
Stanly	n/a			n/a				n/a		
Stokes										
Surry	48,444	82,524	73,380	n/a				n/a		
Swain	32,088	47,288	43,639	25,750	37,946	29,805	3	\$23,580	\$34,749	\$28,897
Transylvania	55,952	83,928	57,314	31,158	46,737	38,813	3	25,626	40,373	29,952
Tyrrell	n/a			n/a				n/a		
Union	47,999	71,998	vacant	n/a			2	29,409	44,144	31,930
Vance	n/a			n/a			1	24,876	39,804	33,120
Wake	70,100	116,900	vacant	52,100	86,900	73,558		n/a		
Warren	49,636	79,652	61,052	29,022	46,572	31,254		n/a		
Washington	n/a			26,892	38,892	31,944		n/a		
Watauga	52,652	81,610	71,679	n/a			2	26,035	40,354	29,962
Wayne	51,044	79,611	70,364	32,903	51,318	37,227	2	23,384	36,471	24,000
Wilkes	40,276	62,428	62,025	34,296	53,159	51,610		n/a		
Wilson	47,652	80,580	61,318	36,000	60,840	36,000	2	25,932	43,872	25,932
Yadkin	30,914	44,768	34,967	n/a				n/a		
Yancey	n/a			n/a				n/a		

TABLE XXII. SOLID WASTE MANAGEMENT POSITIONS, PART TWO: LANDFILL EQUIPMENT OPERATOR, SOLID WASTE SITE ATTENDANT, AND EQUIPMENT MECHANIC												
January 2011												
County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	5	\$30,660	\$49,053	\$35,177	\$6	\$25,710	\$41,133	\$28,793		n/a		
Alexander	2	24,634	33,958	33,130	18			\$7.74/hr.		n/a		
Alleghany		n/a			2	21,699	32,548	19,529		n/a		
Anson		n/a				n/a				n/a		
Ashe	6	29,106	44,793	32,151		n/a				n/a		
Avery	4	22,887	31,916	24,963	17	13,651	19,036	14,639	1	\$26,495	\$36,947	\$30,395
Beaufort		n/a				n/a				n/a		
Bertie		n/a				n/a				n/a		
Bladen	1	24,655	31,229	25,751	1	24,655	31,229	27,941	3	29,663	37,573	30,138
Brunswick	4	26,997	43,196	34,438	1	32,373	51,797	36,149	6	30,581	51,797	38,788
Buncombe	7	27,280	41,708	29,998		n/a			3	27,280	41,708	32,926
Burke	4	26,874	41,656	28,996		n/a			2	26,874	41,656	31,571
Cabarrus	1	28,903	44,632	28,903	1	26,215	40,464	39,497	1	33,447	51,650	51,650
Caldwell		n/a			17	\$7.50/hr.	\$7.90/hr.	no data	2	25,158	41,930	27,953
Camden		n/a				n/a				n/a		
Carteret		n/a				n/a			4	22,863	36,581	27,489
Caswell												
Catawba	8	29,707	46,088	36,471	2	24,430	37,915	26,821	4	31,198	48,400	41,883
Chatham		n/a				n/a			1	26,699	39,447	36,773
Cherokee	2	25,518	39,369	32,444	11	19,066	28,030	21,336	1	25,518	39,369	32,444
Chowan		n/a				n/a				n/a		
Clay	2			21,439	2			24,465		n/a		
Cleveland		solid waste truck driver			33	18432	28764	\$8.87/hr.	2	30,858	48,132	35,484
Columbus		n/a				n/a				n/a		
Craven		n/a			8	22,425	45,313	25,270		n/a		
Cumberland	12	25,624	51,845	28,990	21	21,433	36,072	22,409	8	30,805	51,845	34,809
Currituck		n/a				n/a				n/a		
Dare	18	26,706	47,017	30,536	3	22,054	35,287	25,866	12	28,013	56,932	36,922
Davidson	6	30,493	45,739	32,864	18	20,565	30,847	22,135	7	30,375	45,562	34,026
Davie		n/a				n/a				n/a		
Duplin												
Durham		n/a			9	22,257	38,319	26,630	1	33,043	56,885	45,397
Edgecombe	3	22,895	33,988	24,892	45	part-time		\$7.25/hr		n/a		
Forsyth		n/a				n/a			11	27,299	44,361	31,085
Franklin	3	26,277	41,155	32,267	40	part-time				n/a		
Gaston	8	26,527	41,126	29,180	2	21,593	33,479	22,403	2	28,409	44,403	36,928
Gates		n/a				n/a				n/a		
Graham		n/a			1	20,800	24,440	23,899		n/a		
Granville	1	21,289	35,767	27,759	1	20,279	34,068	31,047		n/a		

County Salaries in North Carolina 2011

County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Greene												
Guilford		n/a				n/a				n/a		
Halifax	1	\$24,289	\$39,429	\$26,169		n/a				n/a		
Harnett	7	29,892	46,333	34,589		n/a			1	\$29,892	\$35,887	vacant
Haywood												
Henderson	4	25,979	40,310	28,423	1	\$22,214	\$34,434	\$24,669		n/a		
Hertford	1	21,237	32,918	22,648		n/a				n/a		
Hoke	1	27,785	39,259	31,436	15	part-time		\$8.00/hr.	1	30,633	43,283	\$32,987
Hyde		n/a			3	22,516	36,158	23,634		n/a		
Iredell	6	23,773	44,140	30,668		22,728	35,251	30,668		31,137	48,294	39,754
Jackson												
Johnston	7	28,715	42,384	32,281	21	20,190	29,803	22,242	1	28715	42384	28724
Jones		n/a			1	22,965	28,486	27,234		n/a		
Lee		n/a				n/a				n/a		
Lenoir	7	21,259	37,514	26,935		n/a			1	26,747	47,198	28,804
Lincoln	6	27,862	42,506	28,928		n/a			3	29,273	44,658	30,261
McDowell	7	23,484	34,518	24,684	24	part-time		\$9.49/hr.	2	24,684	36,280	28,650
Macon	4	24,409	36,612	28,628	47	part-time		\$6.80-\$8.98/hr.	1	26,910	40,366	31,231
Madison	2			24,024	8			18,557	1			20,996
Martin	3	18,625	38,742	24,757		n/a				n/a		
Mecklenburg		n/a				n/a				n/a		
Mitchell		n/a			13	part-time		\$8.25/hr.		n/a		
Montgomery		n/a				n/a				n/a		
Moore	2	26,403	41,453	32,909	24	15,438	24,237	17,160		n/a		
Nash	3	27,412	43,859	36,064	38	part-time		\$9.14/hr.		n/a		
New Hanover	5	29,224	44,866	36,234		n/a				34,861	53,477	38,277
Northampton		n/a			2	24,148	42,612	34,165	1	29,352	51,796	35,699
Onslow	6	27,922	44,675	34,026	7	18,863	30,181	23,022	5	31,408	50,254	40,871
Orange	6	31,693	50,665	37,563	8	26,011	41,584	28,450	3	34,984	55,925	44,018
Pamlico		n/a			2	22,826	40,145	22,826		n/a		
Pasquotank		n/a			2	19,088	35,933	27,510		n/a		
Pender		n/a			2	24,792	39,667	24,916	1	33,223	53,157	33,223
Perquimans		n/a				n/a				n/a		
Person		n/a				n/a				n/a		
Pitt	4	27,402	43,309	30,050		n/a			2	34,644	60,136	46,400
Polk	1	24,231	39,705	25,458	2	part-time		\$7.25/hr		n/a		
Randolph		n/a			2	22,818	37,690			n/a		
Richmond												
Robeson	7	28,540	39,095	32,767		n/a			3	30,035	40,947	36,075
Rockingham	5	27,101	40,652	29,811		n/a			1	32,326	48,489	35,877
Rowan	8	26,818	46,967	29,673	11	22,039	34,969	22,901	2	29,590	51,821	40,276
Rutherford	5	26,457	39,865	27,004	2	20,637	31,095	26,457	1	30,711	46,274	30,711

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County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Sampson												
Scotland	4	\$23,940	\$33,828	\$25,971		n/a			2	\$32,796	\$46,344	\$35,832
Stanly		n/a			18	18,834	28,252	21,460		n/a		
Stokes												
Surry	5	II \$27,600	\$45,216	\$31,985	43	part-time		\$8.02/hr.	1	\$28,728	\$47,328	\$31,320
	1	I 26,508	43,188	30,600								
Swain		n/a			3	\$18,107	\$26,685	\$23,203		n/a		
Transylvania	3	25,626	40,373	29,952	7	22,152	33,218	23,379	1	31,158	46,738	40,893
Tyrrell		n/a				n/a				n/a		
Union	6	32,162	48,244	35,260	15	19660	29489	20,234		n/a		
Vance		n/a			1	20,868	33,384	24,756		n/a		
Wake		n/a			5	23,050	38,450	28,712	5	28,700	47,800	39,595
Warren		n/a			1	25,070	40,229	35,519		n/a		
Washington	1	22,224	32,160	26,412		n/a				n/a		
Watauga	5	27,207	46,051	38,538	10.5	22,815	35,364	22,815		n/a		
Wayne	6	23,384	36,471	25,182	15			\$8.00/hr	2	24,553	38,294	27,779
Wilkes	7	24,868	41,771	29,859		n/a				n/a		
Wilson	1	27,180	45,888	28,198		part-time		no data		n/a		
Yadkin	3	24,478	35,431	32,921	4	part-time		10,774		n/a		
Yancey	1	21,418	32,020	26,208	26	part-time		\$8.95/hr		n/a		

TABLE XXIII. ENVIRONMENTAL HEALTH SUPERVISOR AND SPECIALIST, INCOME MAINTENANCE CASEWORKER, AND SOCIAL WORKER																		
January 2011																		
County	Environmental Health Supervisor I				Environmental Health Specialist I				Income Maintenance Caseworker I				Social Worker II					
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.		
	Alamance	1	\$47,611	\$76,180	\$60,660	11	\$36,561	\$58,498	\$45,187	5	\$25,710	\$41,133	\$28,278	14	\$33,480	\$53,586	\$37,295	
Alexander	1	38,420	52,962	52,962	2	33,130	45,670	44,570	15	27,191	37,484	26,711	19	31,533	43,469	35,846		
Alleghany		n/a				n/a				n/a				n/a				
Anson		n/a			1	32,702	48,275	44,569	1	25,549	37,715	25,550	6	32,702	48,275	32,751		
Ashe		n/a				n/a				n/a			2	41,019	57,957	48,891		
Avery		n/a				n/a			1	24,031	33,512	26,495	2	30,672	42,772	34,733		
Beaufort	1	48,386	67,740	58,063	3	38,644	54,102	40,732	1	26,119	36,567	26,119	12	34,469	48,257	35,562		
Bertie		n/a				n/a			1	25,876	38,199	25,876	6	33,312	49,175	34,654		
Bladen	1	35,919	45,503	40,715	2	33,419	42,331	37,132		n/a			16	33,419	42,331	33,651		
Brunswick	1	62,832	100,532	91,777	3	43,124	68,998	53,051		n/a			11	39,540	63,263	46,727		
Buncombe		n/a			16	40,571	62,018	46,342	5	28,523	43,631	35,564	32	37,150	56,594	46,580		
Burke		n/a			4	34,301	53,165	38,517	8	24,376	37,784	24,376	10	32,666	50,633	34,307		
Cabarrus		n/a				n/a			3	28,903	44,632	28,903	28	36,889	56,947	45,039		
Caldwell		n/a				n/a				n/a			10	31,351	52,252	36,040		
Camden		n/a				n/a				n/a				n/a				
Carteret	1	52,668	84,269	57,149	3	33,708	53,933	38,247	1	23,998	38,397	25,883	14	33,708	53,933	36,017		
Caswell																		
Catawba	2	46,087	71,513	55,923	3	37,915	58,834	46,114	4	64	29,707	46,088	30,667	2	20	36,115	56,024	40,290
Chatham		n/a			4	37,568	55,507	44,460		n/a			4	34,076	50,436	35,742		
Cherokee	2	28,669	63,271	47,796	4	35,776	57,883	41,966	1	25,518	39,369	25,518	5	31,811	50,541	39,303		
Chowan		n/a				n/a			1	24,916	44,743	24,916	1	33,390	59,962	40,584		
Clay	1			43,127	1			44,473		n/a			2			34,112		
Cleveland		n/a			6	42,792	55,380	42,792	1	25,590	39,906	25,590	14	35,484	55,380	40,836		
Columbus	1	30,918	62,745	53,345	4	26,729	54,175	36,120		n/a			3	26,729	54,175	33,303		
Craven	1	43,237	87,359	49,769	7	37,568	75,895	41,467	4	28,353	57,289	29,736	6	35,849	72,419	39,309		
Cumberland	2	42,399	71,358	55,673	10	37,025	62,313	45,123	78	28,087	47,270	28,754	59	37,025	62,313	40,428		
Currituck		n/a				n/a				n/a			4	39,858	55,160	45,043		
Dare	1	49,735	79,576	63,432	8	37,326	59,723	42,883	17	29,358	47,017	32,061	10	35,583	56,932	39,615		
Davidson	2	49,521	74,282	64,493	1	8	36,994	55,490	44,033	3	26,357	39,535	32,946	27	35,221	52,831	33,325	
Davie	1	40,353	62,579	62,458	4	34,858	54,058	41,356		n/a			2	34,858	54,058	42,742		
Duplin																		
Durham	2	46,687	80,374	66,548	9	36,472	62,791	42,871		n/a			77	36,472	62,791	45,737		
Edgecombe		n/a			3	30,680	45,546	38,211		n/a			16	30,680	45,546	34,585		
Forsyth	4	44,762	72,738	58,391	19	34,342	55,805	43,522	109	27,685	44,988	30,000	34	31,763	51,615	41,132		
Franklin		n/a			3	36,242	51,773	44,920	7	27,512	39,304	27,369	10	36,242	51,773	39,221		
Gaston	2	42,876	66,460	61,088	10	37,379	57,952	51,766	70	30,427	47,168	35,979	38	34,901	54,111	42,111		
Gates		n/a				n/a				n/a				n/a				
Graham		n/a				n/a			2	17,107	26,030	26,030	6	23,344	35,520	35,520		
Granville		n/a				n/a			2	24,644	41,403	26,811	3	29,963	50,337	40,178		

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County	Environmental Health				Environmental Health				Income Maintenance				Social Worker II			
	Supervisor I				Specialist I				Caseworker I							
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Greene																
Guilford	1	\$50,178	\$85,303	\$66,837	18	\$37,444	\$63,655	\$47,551	151	\$30,805	\$52,369	\$34,362	55	\$37,444	\$63,655	\$45,796
Halifax	1	36,145	58,676	vacant	4	31,140	5,550	34,823	3	23,112	37,518	27,846	20	31,140	50,550	37,201
Harnett	1	43,662	67,676	60,973	4	38,482	59,647	48,928	12	27,477	42,589	28,855	16	35,374	54,830	39,239
Haywood																
Henderson		n/a			8	37,499	58,130	48,062	8	26,364	40,833	26,364	21	33,345	51,675	38,746
Hertford		n/a				n/a				n/a				n/a		
Hoke	1	43,103	60,904	53,830	3	39,096	55,241	45,375	8	25,201	35,609	25,102	10	33,772	47,720	34,785
Hyde	1	40,597	59,929	52,073		n/a				n/a				n/a		
Iredell	1	40,782	63,253	51,930		35,635	55,270	51,425		26,011	40,343	31,444		35,635	55,270	45,956
Jackson																
Johnston	1	42,673	72,433	56,234	8	37,394	55,193	43,101	11	28,715	42,384	27,704	5	37,394	55,193	42,487
Jones		n/a				n/a				n/a			4	32,807	41,424	33,571
Lee	1	53,550	74,970	68,781	4	46,790	65,506	51,263	7	29,842	41,780	30,964		n/a		
Lenoir	1	35,236	62,178	47,389	5	30,700	54,174	39,791	5	22,257	39,274	25,010	4	29,322	51,742	37,503
Lincoln	1	45,656	69,651	58,532	5	35,666	54,411	37,754	25	29,273	44,658	30,838	10	35,666	54,411	36,393
McDowell		n/a				n/a			4	25,938	38,159	25,938	9	33,258	48,886	33,258
Macon	1	39,758	59,640	51,106	7	33,345	51,517	36,766	6	23,246	34,870	22,746	1	31,152	46,727	42,523
Madison	1	31,659	46,344	43,223	1	29,336	42,547	34,200	3	23,548	34,560	23,548	7	29,336	42,547	31,637
Martin		n/a				n/a			1	23,175	37,050	23,175	6	25,334	40,500	30,572
Mecklenburg	13	51,236	93,404	67,824	60	39,123	93,404	46,957	254	31,019	56,848	34,203	242	43,731	93,404	49,730
Mitchell		n/a				n/a				n/a				n/a		
Montgomery	1	33,636	53,916	47,394	2	31,008	49,680	37,096	3	23,304	39,264	24,409	4	29,520	49,680	30,911
Moore	1	49,786	78,164	63,568	7	43,008	67,522	63,568		n/a			12	33,697	52,905	39,491
Nash		n/a			7	38,869	62,190	46,862		n/a			22	35,390	56,624	43,114
New Hanover	4	54,558	83,678	64,682	11	37,710	57,762	44,629	56	32,386	49,733	34,016	28	48,942	75,109	51,986
Northampton	1	39,335	69,411	56,971	1	33,979	59,959	38,444	2	24,148	42,612	24,148	11	24,148	42,612	36,157
Onslow	2	39,742	63,587	53,673	10	35,330	56,528	45,511	2	25,815	41,305	26,722	32	35,330	56,528	38,214
Orange	2	57,323	91,637	68,561	5	40,570	64,854	48,936	5	31,693	50,665	34,471	33	38,615	61,730	42,510
Pamlico	1	36,385	64,614	55,120	2	33,000	56,546	41,764	2	23,284	41,347	28,816	3	28,507	50,624	32,312
Pasquotank		n/a				n/a			8	23,631	33,083	25,411	8	32,493	45,491	38,992
Pender		n/a			2	36,629	58,606	47,616	7	27,333	43,733	27,333	8	36,629	58,606	38,159
Perquimans		n/a				n/a				n/a			1	31,638	47,913	34,051
Person	1	42,844	66,408	66,228	2	37,979	58,867	41,643		n/a			11	33,666	52,182	35,849
Pitt	2	48,098	76,022	59,414	8	41,789	66,048	47,690	4	28,719	45,389	33,677	32	38,048	60,136	43,369
Polk		n/a				n/a			10	21,978	43,777	29,428	3	25,442	55,870	26,613
Randolph	2	45,490	70,304	53,259	10	39,437	60,736	45,069		n/a			13	35,984	55,245	40,219
Richmond																
Robeson	1	44,971	55,765	46,770	7	36,009	44,652	43,211	87	27,046	33,538	29,210	41	36,009	44,652	41,770
Rockingham	1	48,032	72,048	66,683	7	36,809	55,214	41,536	1	25,929	38,894	25,929	17	33,783	50,675	38,687
Rowan	1	48,381	76,801	76,801	6	36,016	57,182	38,971		n/a			15	34,293	54,437	37,290

TABLE XXIV. OFFICE ASSISTANT/PROCESSING ASSISTANT, PUBLIC HEALTH NURSE, PHYSICIAN EXTENDER, AND NUTRITIONIST																	
January 2011																	
	Office Assistant III/																
	Processing Assistant III				Public Health Nurse II				Physician Extender I				Nutritionist I				
County	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Alamance	40	\$22,530	\$36,045	\$26,365	7	\$43,599	\$69,758	\$55,671	3	\$59,333	\$94,932	\$67,712	1	4	\$32,037	\$51,261	\$42,000
Alexander	4	19,244	26,528	24,275	5	36,569	50,410	44,421	1	69,491	95,794	74,834			n/a		
Alleghany		n/a				n/a				n/a					n/a		
Anson	5	21,672	31,992	21,980	3	40,171	59,300	43,730		n/a					n/a		
Ashe	3	26,721	37,755	26,721		n/a				n/a					n/a		
Avery	2	22,887	31,916	22,887		n/a				n/a					n/a		
Beaufort	11	23,336	32,670	25,858	4	42,819	59,947	46,811		n/a			1	31,686	44,360	34,469	
Bertie	4	21,866	32,279	23,332		n/a				n/a					n/a		
Bladen	10	20,898	28,057	23,134	12	39,678	50,261	43,863		n/a			1	29,663	37,573	30,323	
Brunswick	12	21,621	34,594	23,955	2	48,499	77,598	63,847		n/a			2	32,373	51,797	35,963	
Buncombe	47	23,899	36,610	29,896	39	46,282	70,752	56,760	5	68,782	105,146	84,342	1	3	31,127	47,601	35,895
Burke	14	22,108	34,270	24,251	6	37,815	58,616	42,991		n/a					n/a		
Cabarrus		n/a				n/a				n/a					n/a		
Caldwell	7	20,188	33,647	22,110	13	39,069	65,116	43,238		n/a					n/a		
Camden		n/a				n/a				n/a					n/a		
Carteret	5	19,507	31,212	23,951	3	42,612	68,180	48,393	2	68,152	109,043	68,152	1	32,164	51,463	42,630	
Caswell																	
Catawba		n/a			28	43,894	68,103	47,195	2			73,989	3	34,402	53,352	42,839	
Chatham		n/a			9	41,420	61,196	52,452		n/a					n/a		
Cherokee	7	22,187	33,659	27,967	4	38,669	63,271	47,050	1	52,335	87,270	69,802	1	27,408	42,577	27,408	
Chowan	2	20,498	36,814	20,498		n/a				n/a					n/a		
Clay	1			21,357	4			50,197		n/a			1			27339	
Cleveland	41	22,236	34,680	24,414	36	42,792	66,798	50,442		n/a					n/a		
Columbus	12	16,506	33,256	22,646	3	34,075	69,207	49,852	2	47,940	97,582	57,426			n/a		
Craven	29	23,507	47,492	25,897	16	43,237	87,359	45,401	4	65,941	133,216	71,342	1	5	31,140	62,918	38,168
Cumberland	47	23,443	39,455	24,794	29	46,394	78,081	41,507		n/a			7	30,805	51,845	31,245	
Currituck		n/a				n/a				n/a					n/a		
Dare	4	22054	35287	24342	16	41,074	65,718	45,470		n/a					n/a		
Davidson	24	22,692	34,039	25,549	31	47,158	67,368	52,261	5	69,614	104,421	43,509	1	6	33,566	50,349	39,725
Davie	9	22,468	36,588	26,443	10	44,490	68,993	54,629	1	62,603	97,080	75,921			n/a		
Duplin																	
Durham	61	23,384	40,261	29,625	37	46,687	80,374	58,886	2	54,143	93,210	70,273			n/a		
Edgecombe	11	18,835	27,961	21,939	16	43,171	64,088	43,701		n/a					n/a		
Forsyth	51	26,466	43,008	30,714	17	45,260	73,548	56,082		n/a			13	34,212	55,595	42,998	
Franklin	16	22,895	32,708	25,613	7	45,595	65,136	47,993		n/a			1	30,159	43,086	35,333	
Gaston	n/a				16	40,034	62,066	51,671	1	52,672	81,623	64,522	8	34,901	54,111	40,028	
Gates	n/a					n/a				n/a					n/a		
Graham	5	14,073	21,413	21,413	1	26,539	40,382	40,382	1	41,171	65,780	53,040			n/a		
Granville		n/a				n/a				n/a					n/a		

County Salaries in North Carolina 2011

	Office Assistant III/ Processing Assistant III				Public Health Nurse II				Physician Extender I				Nutritionist I			
County	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Greene	2	\$19,033	\$26,485	\$20,833	5	\$41,042	\$57,294	\$49,065	1	\$60,454	\$84,471	\$78,235	1	\$25,361	\$35,340	\$27,741
Guilford		n/a			43	50,178	85,303	59,249	12	74,136	126,031	77,201	5	35,661	60,623	36,359
Halifax	10	18,975	30,755	24,472	12	37,987	61,665	42,021	1	53,789	87,317	vacant	1	24,289	39,429	33,135
Harnett	15	23,218	35,988	26,059	12	45,539	70,585	51,275		n/a				n/a		
Haywood	6	22,800	30,069	23,417	13	41,837	62,757	44,393		n/a				n/a		
Henderson	22	22,523	34,925	24,182	20	43,875	68,016	49,442	0	55,517	86,054			32078	49,686	
Hertford		n/a				n/a				n/a				n/a		
Hoke	25	22,858	32,298	23,852	4	45,258	63,949	47,556		n/a				n/a		
Hyde		n/a			5	40,597	59,929	45,576		n/a			1	37,319	55,090	39,931
Iredell		21,728	33,701	28,454		44,620	69,207	52,867		n/a				28459	44,140	
Jackson																
Johnston	19	24,077	35,541	25,362	12	42,673	72,433	46,026	0	50,888	86,376		0	30,007	44,292	
Jones		n/a			4	47,446	60,358	47,446		n/a				n/a		
Lee	8	24,930	34,902	25,319	3	48,943	68,520	48,943		n/a			2	32,651	45,713	32,651
Lenoir	7	18,523	32,686	21,179	1	33,654	59,386	38,760		n/a				n/a		
Lincoln		n/a			8	39,369	60,060	49,587	1	82,579	125,980	125,979	2	35,666	54,411	37,023
McDowell	7	21,264	31,256	24,378		n/a				n/a				n/a		
Macon	10	19,125	28,687	24,351	5	39,758	59,640	41,549		n/a				n/a		
Madison	9	20,487	29,559	23,630	5	35,637	50,684	31,346		n/a				n/a		
Martin	5	19,454	31,099	20,592		n/a				n/a				n/a		
Mecklenburg		n/a			10	46,960	93,404	61,276		n/a			1	39,123	93,404	53,969
Mitchell		n/a				n/a				n/a				n/a		
Montgomery	10	21,288	34,164	25,116	5	38,124	61,092	43,787		n/a			1	26,436	42,408	27,240
Moore		n/a			4	45,158	70,899	50,838		n/a				n/a		
Nash	18	23,119	36,900	28,400	21	44,739	71,582	40,107	2	62,118	99,389	65,980	3	29,848	47,757	36,533
New Hanover		n/a			43	48,942	75,109	53,625	1	58,094	89,086	74,256	5	37,710	57,762	39,920
Northampton	6	19,867	35,057	26,360	15	41,301	72,881	53,670	1	64,072	113,063	90,531	1	30,820	54,385	36,178
Onslow	35	22,067	35,308	24,358	4	41,331	66,130	42,674		n/a			4	30,200	48,321	31,582
Orange		n/a			8	47,048	75,211	54,158		n/a				n/a		
Pamlico		n/a			2	46,438	71,238	46,438	1	54,285	100,239	no data		n/a		
Pasquotank		n/a				n/a				n/a				n/a		
Pender	13	22,487	35,979	24,441	5	42,402	67,844	42,741	1	62,648	100,236	65,780	2	34,885	55,815	41,931
Perquimans		n/a				n/a				n/a				n/a		
Person	12	22,525	34,914	24,244	5	42,844	66,408	47,530		n/a				n/a		
Pitt	5	23,808	37,626	29,293	7	48,098	76,022	59,332		n/a				n/a		
Polk	3	20,932	34,300	23,363		n/a				n/a				n/a		
Randolph	28	22,818	34,341	25,290	10	47,736	73,819	53,058		n/a				n/a		
Richmond	16	21,457	31,257	22,093	10	41,421	60,234	49,492		n/a			2	31,257	45,474	34,179
Robeson	34	21,072	26,129	23,601	20	43,478	53,912	45,217		n/a				n/a		
Rockingham	18	23,731	35,597	27,124	8	42,092	63,138	45,738		n/a				n/a		
Rowan		n/a			7	46,058	73,114	51,057	2	71,697	113,817	81,903		n/a		
Rutherford	2	23,955	35,648	no data		n/a				n/a				n/a		

County Salaries in North Carolina 2011

County	Office Assistant III/ Processing Assistant III				Public Health Nurse II				Physician Extender I				Nutritionist I			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Sampson																
Scotland	5	\$21,888	\$30,924	\$21,996	1	\$42,960	\$60,696	\$44,028		n/a			1	\$28,656	\$40,500	\$30,108
Stanly	12	21,555	31,188	27,260	7	42,318	63,477	43,143		n/a			1	30,921	46,333	33,160
Stokes	8	18,281	29,768	21,455	6	32,923	53,610	41,772	2	\$57,013	\$92,836	\$75,329 ¹	2	28,143	45,826	32,030 ²
Surry	31	21,612	34,776	24,444	30	42,228	71,664	47,348	1	50,724	86,448	60,900	1	31,320	51,864	43,188
Swain	3	18,923	27,885	20,914	4	36,619	53,963	38,796		n/a				n/a		
Transylvania	7	23,254	34,882	26,083	9	43,846	65,769	44,856		n/a				n/a		
Tyrrell		n/a				n/a				n/a				n/a		
Union	32	23,543	35,314	27,482	10	47,999	71,998	54,286		n/a			3	32,162	48,244	33,780
Vance		n/a				n/a				n/a				n/a		
Wake		n/a			113	41,050	68,450	56,183	13	57,350	96,650	78,071	16	32,600	54,400	44,749
Warren	15	19,643	31,521	21,629	6	38,893	62,412	40,929		n/a			1	27,639	44,354	vacant
Washington	1	19,500	26,736	19,500		n/a				n/a				n/a		
Watauga	5	23,841	36,952	26,893		n/a				n/a				n/a		
Wayne	28	20,200	31,505	20,705	9	41,994	65,496	45,223		n/a			1	27,070	42,219	31,336
Wilkes	9	22,948	35,569	24,801	7	38,690	59,970	44,711		n/a				n/a		
Wilson		n/a				n/a				n/a				n/a		
Yadkin	1	21,258	30,769	23,457	2	42,915	62,159	49,172		n/a				n/a		
Yancey	3	16,871	25,089	18,278		n/a				n/a				n/a		
Alleghany DHD ³	13	23,616	25,428	23,902	14	44,544	47,268	45,197		n/a			1			34,080
M-T-W DHD ⁴	14	20,924	40,637	24,479	15	43,211	86,246	45,293		n/a			1	27,332	53,749	27,332
R-P-M DHD ⁵	26	22,235	35,577	26,105	63	39,963	63,896	46,642		n/a			6	29,799	47,680	37,042
1. Reports Physician Extender II																
2. Reports Nutritionist II																
3. District Health Agency for Alleghany, Ashe, Watauga																
4. District Health Agency for Martin, Tyrrell and Washington																
5. District Health Agency for Rutherford, Polk and McDowell																

TABLE XXV. PUBLIC HEALTH EDUCATOR, FOREIGN LANGUAGE INTERPRETER, BUSINESS OFFICER, MEDICAL RECORDS ASSISTANT, AND SUBSTANCE ABUSE COUNSELOR																				
January 2011																				
Public Health Educator I				Foreign Language Interpreter II				Business Officer I				Medical Records Assistant III				Substance Abuse Counselor I				
County	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	1	\$29,338	\$46,941	\$29,340	1	\$24,601	\$39,363	\$28,368	1	\$43,599	\$69,758	\$66,192		n/a				n/a		
Alexander	1	25,882	35,678	32,321	1	31,533	43,469	33,957		n/a				n/a				n/a		
Alleghany		n/a				n/a				n/a				n/a				n/a		
Anson		n/a				n/a				n/a				n/a				n/a		
Ashe		n/a				n/a				n/a				n/a				n/a		
Avery		n/a				n/a				n/a				n/a				n/a		
Beaufort		n/a			2	27,511	38,515	28,612	1	48,386	67,740	48,386	1	\$23,336	\$32,670	\$28,003		n/a		
Bertie		n/a				n/a				n/a				n/a				n/a		
Bladen	1	28,411	35,987	29,042	3	24,655	31,229	26,115		n/a				n/a				n/a		
Brunswick	1	32,373	51,797	42,246	1	26,997	43,196	32,255		n/a				n/a				n/a		
Buncombe		n/a			4	27,280	41,708	30,264		n/a				n/a				n/a		
Burke		n/a			3	26,874	41,656	27,706		n/a				n/a				n/a		
Cabarrus		n/a				n/a				n/a				n/a				n/a		
Caldwell		n/a				n/a			1	40,827	68,046	47,632	1	20,188	33,647	25,344		n/a		
Camden		n/a				n/a				n/a				n/a				n/a		
Carteret	1	27,808	44,493	29,651	1	25,153	40,245	25,782		n/a				n/a				n/a		
Caswell																				
Catawba	4	34,402	53,352	42,839	1	4	26,932	41,804	30,680	5	48,399	75,093	53,726	2	n/a			n/a		
Chatham		n/a			6	25,427	37,568	26,286		n/a				n/a				n/a		
Cherokee	1	27,408	42,577	27,408		n/a				n/a				n/a				n/a		
Chowan		n/a				n/a				n/a				n/a				n/a		
Clay	1			31,598		n/a				n/a				1		30,972		n/a		
Cleveland	6	29,424	45,942	33,882		n/a				n/a				n/a				n/a		
Columbus	1	26,729	54,175	38,500	1	19,062	38,488	21,702		n/a				1	16,506	33,256	19,711		n/a	
Craven	1	37,568	75,895	39,371	1	2	31,140	62,918	32,636	1	47,491	95,944	62,918		n/a			n/a		
Cumberland	5	30,805	51,845	33,301	8	26,812	45,125	28,040		n/a				12	23,443	39,455	25,364		n/a	
Currituck		n/a				n/a				n/a				n/a				n/a		
Dare		n/a			1	24,270	38,831	25,483		n/a				n/a				n/a		
Davidson	1	29,075	43,613	35,298	1	29,075	43,613	30,493		n/a				n/a				n/a		
Davie	1	28,677	44,473	30,111	1	24,771	38,417	26,908	1	34,858	54,058	45,421		n/a				n/a		
Duplin																				
Durham	5	34,714	59,763	40,554	7	27,119	46,687	31,233	1	54,143	93,210	77,058		n/a			2	\$29,933	\$51,534	\$40,290
Edgecombe	3	25,242	37,471	27,828	1	24,039	35,686	24,760		n/a				n/a				n/a		
Forsyth	14	31,232	50,752	34,307		n/a				n/a				n/a			1	33,723	54,800	37,898
Franklin		n/a				n/a				n/a				n/a				n/a		
Gaston	3	26,527	41,126	33,160	1	52,672	81,653	72,422	1	52,672	81,653	72,422	33	21,593	33,479	26,456		n/a		
Gates		n/a				n/a				n/a				n/a				n/a		
Graham		n/a				n/a				n/a				n/a				n/a		
Granville		n/a				n/a				n/a				n/a				n/a		
Greene																				

County	Public Health Educator I				Foreign Language Interpreter II				Business Officer I				Medical Records Assistant III				Substance Abuse Counselor I			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Guilford	17	\$35,661	\$60,623	\$36,359	14	\$29,338	\$49,875	\$32,562	8	\$37,444	\$63,655	\$51,039	6	\$27,941	\$47,500		27	\$37,444	\$63,655	\$46,073
Halifax	1	24,289	39,429	vacant	1	24,289	39,429	25,527		n/a				n/a				n/a		
Harnett		n/a			3	29,892	46,333	33,877		n/a				n/a				n/a		
Haywood																				
Henderson	0	28,490	44,187		5	23,420	36,309	28,022		n/a				n/a				n/a		
Hertford		n/a				n/a				n/a				n/a				n/a		
Hoke		n/a			4	21,776	30,766	23,871		n/a				n/a				n/a		
Hyde		n/a				n/a				n/a				n/a				n/a		
Iredell		n/a				24,867	44,140	35,477		n/a				n/a				n/a		
Jackson																				
Johnston	0	30,007	44,292		3	25,163	37,142	26,148		n/a			0	24,077	35,541		0	31,356	46,285	
Jones		n/a				n/a				n/a				n/a				n/a		
Lee		n/a			2	28,531	39,943	28,531		n/a				n/a				n/a		
Lenoir		n/a			2	21,259	37,514	23,014		n/a				n/a				n/a		
Lincoln	3	35,666	54,411	36,571		n/a				n/a				n/a				n/a		
McDowell		n/a				n/a				n/a				n/a				n/a		
Macon		n/a				n/a			1	26,910	40,366	39,758		n/a				n/a		
Madison		n/a				n/a				n/a				n/a				n/a		
Martin		n/a			1	23,175	40,500	25,334		n/a				n/a				n/a		
Mecklenburg		n/a			6	26,280	56,848	28,990		n/a			6	28,040	56,848	\$35,888	21	34,726	93,404	43,555
Mitchell		n/a				n/a				n/a				n/a				n/a		
Montgomery	1	26,436	42,408	27,240	2	23,520	37,728	26,252		n/a				n/a				n/a		
Moore		n/a				n/a				n/a				n/a				n/a		
Nash	1	32,501	52,002	29,848	4	26,269	42,030	32,642	1	44,739	71,582	54,309		n/a				n/a		
New Hanover	4	37,710	57,762	38,376	4	29,224	44,866	31,330	3	51,750	79,373	54,542		n/a				n/a		
Northampton	2	32,361	52,105	45,725		n/a				n/a				n/a				n/a		
Onslow		n/a			1	26,848	42,957	27,250		n/a				n/a				n/a		
Orange		n/a			1	40,570	64,854	42,210	2	51,931	83,020	56,302	5	27,330	43,688	29,966		n/a		
Pamlico		n/a				n/a				n/a				n/a				n/a		
Pasquotank		n/a			1	26,163	36,628	29,155		n/a				n/a				n/a		
Pender	1	34,885	55,815	36,280		n/a				n/a				n/a				n/a		
Perquimans		n/a				n/a				n/a				n/a				n/a		
Person		n/a			1	28,667	44,434	30,100		n/a				n/a				n/a		
Pitt		n/a			5	31,540	49,855	34,834	1	50,048	79,669	55,363		n/a				n/a		
Polk		n/a			1	24,231	39,705	26,746		n/a				n/a				n/a		
Randolph		n/a			4	26,104	39,437	28,928		n/a				n/a				n/a		
Richmond																				
Robeson	1	30,035	37,242	31,236	6	25,553	31,685	25,553		n/a			1	22,566	27,982	27,982		n/a		
Rockingham		n/a				n/a				n/a				n/a				n/a		
Rowan	3	34,293	54,437	41,412	4	25,531	40,528	27,766		n/a				n/a				n/a		
Rutherford		n/a				n/a				n/a				n/a				n/a		
Sampson																				

County	Public Health Educator I				Foreign Language Interpreter II				Business Officer I				Medical Records Assistant III				Substance Abuse Counselor I			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Scotland		n/a				n/a				n/a				n/a				n/a		
Stanly		n/a			2	\$23,583	\$35,374	\$26,988		n/a				n/a				n/a		
Stokes																				
Surry	4	\$32,616	\$54,300	\$32,967	6	24,492	39,588	27,074		n/a			2	\$21,612	\$34,776	\$26,232		n/a		
Swain	1	29,384	43,302	33,133		n/a				n/a				n/a				n/a		
Transylvania		n/a				n/a				n/a				n/a				n/a		
Tyrrell		n/a				n/a				n/a				n/a				n/a		
Union		n/a			11	28,113	48,244	32,170	1	\$45,905	\$68,857	\$51,997		n/a				n/a		
Vance		n/a			1	27,168	43,464	27,168	1	42,192	67,500	50,952		n/a				n/a		
Wake	21	32,600	54,400	43,289	10	25,500	42,500	32,622	6	52,100	86,900	70,190		n/a			8	\$32,600	\$54,400	\$44,618
Warren	2	27,639	44,354	27,639	1	22,739	36,487	22,739		n/a				n/a				n/a		
Washington		n/a				n/a				n/a				n/a				n/a		
Watauga		n/a				n/a				n/a				n/a				n/a		
Wayne	4	27,070	42,219	34,270	4	23,384	36,471	24,500	1	44,094	68,771	45,223		n/a				n/a		
Wilkes	1	26,949	41,771	34,065	2	23,889	37,028	27,226		n/a				n/a				n/a		
Wilson		n/a				n/a				n/a				n/a				n/a		
Yadkin	2	28,159	40,769	28,510	3	28,159	40,769	24,039		n/a				n/a				n/a		
Yancey		n/a				n/a				n/a				n/a				n/a		
Alleghany DHD ³	2	33,252	34,920	34,066		n/a				n/a				n/a				n/a		
M-T-W DHD ⁴	4	27,332	53,749	35,211		n/a				n/a				n/a				n/a		
R-P-M DHD ⁵	1	29,799	47,680	35,000	3	22,235	35,577	24,637		n/a				n/a				n/a		
1. Reports Public Health Educator II																				
2. Reports Business Manager II																				
3. District Health Agency for Alleghany, Ashe, Watauga																				
4. District Health Agency for Martin, Tyrrell and Washington																				
5. District Health Agency for Rutherford, Polk and McDowell																				

TABLE XXVI. COUNTY ENGINEER, CUSTODIAN, AND GROUNDS MAINTENANCE WORKER											
January 2011											
County	County Engineer			Custodian				Grounds Maintenance Worker			
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	n/a			1	\$20,630	\$33,008	\$20,630	1	\$24,601	\$39,363	\$24,601
Alexander	n/a			2			\$9.25/hr,	2	20,218	27,871	24,755
Alleghany	n/a			1	18,744	28,117	18,744		n/a		
Anson	n/a				n/a				n/a		
Ashe	n/a			1	29,106	41,124	29,832		n/a		
Avery	n/a			2			17,139		n/a		
Beaufort	n/a				n/a				n/a		
Bertie	n/a			2	19,272	28,449	21,758	3	22,806	33,666	22,806
Bladen	n/a			7	19,646	24,884	20,457	1	24,655	31,229	29,037
Brunswick	\$53,873	\$83,197	vacant	15	19,830	34,594	26,751	1	23,414	37,462	25,168
Buncombe	n/a				n/a				n/a		
Burke	n/a				n/a			1	21,057	32,638	21,070
Cabarrus	n/a			17	22,639	34,953	24,703	7	23,795	36,701	29,111
Caldwell	n/a				n/a				n/a		
Camden	n/a				21315	31,473	16,522		24,675	37,012	27,123
Carteret	56,471	90,354	\$89,467	5	19,507	31,212	21,348		n/a		
Caswell											
Catawba	58,834	91,284	85,684		n/a				n/a		
Chatham	67,469	99,682	96,000	6	21,966	32,453	24,781		n/a		
Cherokee	n/a			3	17,971	26,083	22,535	3	17,971	26,083	21,190
Chowan	n/a			7	16,866	42,613	21,276		n/a		
Clay	n/a			3			20,887	2			28,441
Cleveland	n/a			4	17,604	27,456	19,782		n/a		
Columbus	n/a			7	15,735	31,678	19,886		n/a		
Craven	n/a			3	19,482	39,371	23,907	2	24,635	49,769	26,758
Cumberland	63757	107303	111,642	24	17,206	30,269	19,324	8	26,812	49,519	28,599
Currituck			100,290	4	22,000	30,154	25,695	3	27,357	37,656	28,558
Dare	n/a			5	21,025	33,639	27,904	4	23,136	37,017	29,899
Davidson	n/a			5	17,728	26,593	22,161	7	27,656	41,484	34,571
Davie	n/a				n/a				n/a		
Duplin											
Durham	76,502	131,706	123,097		n/a			11	25,811	44,439	30,405
Edgecombe	n/a			7	15,496	23,003	17,804		n/a		
Forsyth	82,694	134,378	118,706	40	16,571	26,928	18,587	30	20,818	33,830	20,227
Franklin	n/a			6	19,948	28,497	21,896		n/a		
Gaston	60,416	93,666	78,544		n/a			5	21,593	33,479	29,585
Gates	n/a			3			25,102		n/a		
Graham	n/a			4	14,560	26,000	20,176		n/a		
Granville	n/a			2	18,397	30,906	27,397	1	21,289	35,767	24,727
Greene											
Guilford	58,088	98,749	93,439	7	24,137	41,032	28,012		See Custodian		
Halifax	n/a			2	17,212	27,846	21,217	2	14,174	22,826	21,326
Harnett	69,381	107,541	96,000	5	20,463	31,718	25,189	1	24,216	37,535	29,060
Haywood											

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County	County Engineer			Custodian				Grounds Maintenance Worker			
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Henderson	\$66,602	\$103,251	\$103,500	5	\$23,109	\$35,818	\$26,333		n/a		
Hertford	n/a			3	16,640	25,792	17,600	1	\$18,346	\$28,436	\$19,275
Hoke	n/a			3	19,746	27,901	20,762		n/a		
Hyde	n/a			1	21,588	31,868	23,963		n/a		
Iredell	n/a				n/a				22,728	48,294	35,802
Jackson											
Johnston	79,026	131,139	121,060	5	19,321	28,521	22,200	1	22,051	32,548	24,247
Jones	n/a			3	20,120	25,113	20,739		n/a		
Lee	n/a			6	22,785	31,899	22,973	6	27,276	38,187	28,164
Lenoir	n/a				n/a				n/a		
Lincoln	55,627	84,863	58,461	7	20,717	31,605	23,432	3	24,025	36,652	24,630
McDowell	n/a			3.5	17,214	25,302	22,344		n/a		
Macon	n/a			10	19,125	28,687	21,490	7	21,095	31,627	25,070
Madison	n/a			1			16,640		n/a		
Martin	n/a			4	17,043	38,742	21,343		n/a		
Mecklenburg	n/a				n/a				n/a		
Mitchell	n/a			1	19,438	27,768	23,958		n/a		
Montgomery	n/a			4	19,632	31,512	22,149	1	22,620	36,300	27,469
Moore	57,634	90,485	71,121	12	18,765	29,460	23,912		n/a		
Nash	59,273	94,837	80,708	6	22,155	35,448	27,543	1	23,119	36,900	24,275
New Hanover	78,770	120,869	86,879	22	23,566	36,192	25,835	13	23,566	36,192	25,579
Northampton	n/a			6	17,162	30,283	21,485	2	18,920	33,388	19,394
Onslow	n/a			18	17,440	27,904	23,277	14	22,950	36,720	26,734
Orange	57,323	91,637	57,323	17	26,011	41,584	27,774	2	28,712	45,900	29,556
Pamlico	n/a			4	18,742	33,282	21,586	1	22,826	40,145	vacant
Pasquotank	n/a			15	17,300	25,993	19,793	1	22,365	31,311	27,341
Pender	n/a			3	21,416	34,266	21,701	3	26,031	41,650	30,164
Perquimans	n/a			4	17,853	27,035	20,427	1	25,388	38,448	29,390
Person	54,527	84,517	76,716	3	20,786	32,218	22,955	3	21,638	33,539	25,276
Pitt	69,989	110,617	vacant		n/a			3	21,678	34,260	26,626
Polk	n/a			2	24,231	39,705	23,670	1	30,925	50,674	34,135
Randolph	69,794	99,008	83,450	1	18,158	27,290	22,318		n/a		
Richmond											
Robeson	n/a			13	18,084	26,129	19,264	4	21,072	29,834	30,391
Rockingham	n/a			5	18,219	27,329	20,485		n/a		
Rowan	n/a			3	19,022	30,173	23,404	4	24,305	38,580	25,872
Rutherford	n/a			5	20,637	31,095	20,792	1	35,648	53,712	35,648
Sampson											
Scotland	67,356	95,172	86,220	5	19,116	27,012	19,596	1	22,884	32,340	25,260
Stanly	n/a			1	18,834	28,252	23,809		n/a		
Stokes											
Surry	n/a			4	19,980	31,944	22,088	7	22,524	36,276	25,293
Swain	n/a			2	15,184	22,377	18,880	6	18,107	26,685	19,441
Transylvania	55,952	83,928	66,590	6	20,093	30,118	22,589		n/a		
Tyrrell	n/a				n/a			1.5			22,519
Union	n/a				n/a				n/a		

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County	County Engineer			Custodian				Grounds Maintenance Worker			
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Vance	n/a			3	19,968	31,994	24,084	1	22,788	36,456	30,384
Wake	n/a				n/a			7	\$23,050	\$38,450	\$24,799
Warren	n/a			9	\$18,708	\$30,019	\$18,708	3	22,739	36,487	22,739
Washington	n/a			2	17,568	25,392	17,778	2	22,224	32,160	23,058
Watauga	n/a			8	21,833	36,952	25,649		n/a		
Wayne	n/a			17	16,618	25,919	18,802	3	18,322	28,576	18,779
Wilkes	n/a			3	18,771	38,545	23,020		n/a		
Wilson	n/a				n/a			2	20,520	34,704	22,643
Yadkin	n/a			1	23,333	33,815	33,815		n/a		
Yancey	n/a			1	19,427	29,043	23,054	1	part-time		

TABLE XXVII. ZONING CODE ENFORCEMENT OFFICER, ECONOMIC DEVELOPMENT DIRECTOR, TOURISM DIRECTOR, AND PUBLIC INFORMATION OFFICER														
January 2011														
County	Zoning Code Enforcement Officer				Economic Development Director			Tourism Director			Public Information Officer			
	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance		n/a			n/a			n/a				n/a		
Alexander		n/a			\$55,645	\$76,707	\$76,707	n/a				n/a		
Alleghany		n/a			n/a			n/a				n/a		
Anson		n/a			49,346	72,844	49,348	n/a				n/a		
Ashe	1	\$34,551	\$48,816	\$35,412	60,555	85,563	62,070	n/a				n/a		
Avery	1	33,816	47,157	34,492	n/a			n/a				n/a		
Beaufort		n/a			88,745	124,243	115,850	n/a				n/a		
Bertie		n/a			50,754	74,922	50,754	n/a				n/a		
Bladen		n/a			55,955	70,877	70,255	n/a				n/a		
Brunswick	2	34,165	54,664	39,960			95,400	n/a				county attorney		
Buncombe		n/a			n/a			n/a				n/a		
Burke	2	31,110	48,223	32,708	n/a			n/a				n/a		
Cabarrus	2	40,680	62,781	53,734	n/a			n/a			1	\$49,445	\$76,332	\$63,397
Caldwell		n/a			76,056	126,018	118,000	n/a			1	35,777	59,629	39,753
Camden		planning director			planning director			\$46,528	\$69,792	\$45,309		n/a		
Carteret	5	30,691	49,106	40,967	n/a			n/a				n/a		
Caswell														
Catawba	3	34,402	53,352	37,072	n/a			n/a			3	41,804	64,864	50,627
Chatham	1	34,076	50,436	35,412	n/a			41,420	61,196	56,737	1	61,196	90,414	81,011
Cherokee		n/a			n/a			n/a				n/a		
Chowan		n/a			n/a			n/a				n/a		
Clay		n/a			n/a			n/a				n/a		
Cleveland		n/a			n/a			n/a				n/a		
Columbus		n/a			53,865	107,661	73,000	30,918	62,745	37,922		n/a		
Craven		n/a			83,355	168,503	139,610	69,105	139,610	79,542		n/a		
Cumberland	5	32,247	59,491	41,359	n/a			n/a			2	34,348	71,358	41,287
Currituck	2	34,500	47,657	36,239	63,072	87,663	65,554	50,574	70,164	62,527	1	39,858	55,160	41,403
Dare	1	35,583	56,932	41,193	n/a			n/a			1	47,412	75,859	75,859
Davidson	3	33,566	50,349	43,202	n/a			n/a				n/a		
Davie		n/a			n/a			n/a				n/a		
Duplin														
Durham		n/a			n/a			n/a			1	76,502	131,706	95,515
Edgecombe		n/a			n/a			n/a				n/a		
Forsyth		n/a			n/a			n/a				n/a		
Franklin	1	34,615	49,450	39,863	65,841	94,060	75,055	n/a				n/a		
Gaston	1	56,411	87,459	76,159	79,491	128,228	117,216	49,180	76,239	63,932		n/a		
Gates		n/a			n/a			n/a				n/a		
Graham	1	n/a			n/a			22,880	28,080	26,998		n/a		
Granville	1	23,479	39,445	25,102	51,239	86,080	75,000	n/a				n/a		
Greene														

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County	Zoning Code Enforcement Officer				Economic Development Director			Tourism Director			Public Information Officer			
	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Guilford	3	\$32,545	\$54,897	\$44,042	n/a			n/a				n/a		
Halifax	2	32,726	53,125	35,939	\$68,960	\$111,944	\$89,514	n/a				n/a		
Harnett	1	35,374	54,830	36,431	72,365	112,166	108,000	n/a				n/a		
Haywood														
Henderson	1	32,078	49,686	44,343	n/a			\$47,444	\$73,574	\$81,949	1	\$39,020	\$60,470	\$71,828
Hertford	2	29,883	51,066	38,351	44,151	68,434	58,869	n/a				n/a		
Hoke		n/a			n/a			n/a				n/a		
Hyde		n/a			n/a			n/a				n/a		
Iredell	3	38,589	42,213	38,772	n/a			n/a				n/a		
Jackson														
Johnston	2	34,240	50,545	35,516	72,368	122,835	vacant			73,500		HR staff		
Jones		n/a			part-time		\$35.49/hr.	n/a				n/a		
Lee		n/a					97,207	n/a				n/a		
Lenoir		n/a			53,270	94,001	77,152	33,654	59,386	41,003		n/a		
Lincoln	1	32,312	49,294	37,506	n/a			n/a				n/a		
McDowell		n/a			county manager			31,644	46,516	35,385	1	22,344	32,848	23,196
Macon		n/a			37865	47332	37865	n/a				n/a		
Madison	1			33,500	n/a			n/a				n/a		
Martin		n/a			n/a					46,125		n/a		
Mecklenburg		n/a			77,061	133,266	96,000	n/a			9	43,233	93,404	57,171
Mitchell		n/a			n/a			n/a				n/a		
Montgomery		n/a			n/a			n/a				n/a		
Moore	2	33,697	52,905	37,484	n/a			n/a			1	39,009	61,244	48,925
Nash	4	35,390	56,624	47,477	n/a			42,690	68,304	51,556		n/a		
New Hanover	3	37,710	57,762	41,739	n/a			n/a			1	51750	79373	73975
Northampton	1	41,301	72,881	47,897	52,713	93,018	88,534	part-time		6,000		n/a		
Onslow	4	29,039	46,462	33,552	n/a			n/a				n/a		
Orange	1	57,323	91,637	59,732	73,377	117,303	96,044	66,477	106,271	77,439	1	40,570	64,854	59,152
Pamlico		n/a			n/a			n/a				n/a		
Pasquotank	1	32,493	45,491	34,352	n/a			43,000	55,000	50,000		n/a		
Pender	1	31,641	50,626	32,068	n/a			40,383	64,613	49,500		n/a		
Perquimans		building inspector			n/a			n/a				n/a		
Person	2	33,666	52,182	44,246	n/a			n/a				n/a		
Pitt		n/a			97,174	153,585	109,305	n/a			1	50,408	79,669	52,827
Polk	1	23,078	37,816	26,763	39,470	64,676	50,525	30,925	50,674	43,696		n/a		
Randolph	1	32,802	50,149	36,858	n/a			50,149	77,522	55,245		n/a		
Richmond	1	24,718												
Robeson	1	31,528	39,095	39,095	58,416	72,435	70,098	n/a				n/a		
Rockingham	2	30,926	55,214	38,372	n/a			n/a			1	43,947	65,921	46,807
Rowan	2	36,016	57,182	41,166	n/a			n/a				n/a		
Rutherford		n/a			n/a			41,378	61,576	vacant		n/a		
Sampson														

County Salaries in North Carolina 2011

County	Zoning Code Enforcement Officer				Economic Development Director			Tourism Director			Public Information Officer			
	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Scotland		n/a			\$56,268	\$79,500	\$57,672	n/a				n/a		
Stanly	1	\$30,921	\$46,333	\$32,468	55,424	83,138	91,000	n/a				n/a		
Stokes														
Surry	2	30,012	49,572	34,398	55,596	94,872	73,380 ¹	economic development/ assistant co. mgr				n/a		
Swain		n/a			30,707	45,252	33,966	\$30,707	\$45,252	\$38,760		n/a		
Transylvania		n/a			58,760	88,129	77,392	n/a				n/a		
Tyrrell		n/a			n/a			n/a				n/a		
Union		n/a			n/a			n/a			1	\$47,999	\$71,998	\$63,716
Vance	1	29,664	47,472	29,676	54,936	87,900	58,620	42,192	67,500	62,196		n/a		
Wake		n/a			n/a			n/a			1	52,000	86,900	56,150
Warren		n/a			47,273	75,859	vacant	n/a				n/a		
Washington		n/a			n/a			n/a				n/a		
Watauga		n/a			n/a			n/a				n/a		
Wayne	1	32,903	51,318	34,569	62,044	96,767	89,858	n/a				n/a		
Wilkes	1	30,401	47,122	35,087	n/a			n/a				n/a		
Wilson		n/a			n/a			n/a				n/a		
Yadkin		n/a			n/a			n/a				n/a		
Yancey		n/a			n/a			n/a				n/a		
1. Also assistant county manager														

TABLE XXVIII. ADMINISTRATIVE SUPPORT SPECIALISTS, OFFICE ASSISTANT, AND UTILITY CUSTOMER SERVICE REPRESENTATIVES																				
January 2011																				
Administrative Support Specialist					Senior Administrative Support Specialist					Office Assistant—Journey Level					Utility Customer Service Representative					
County	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance		n/a				n/a			1	\$26,866	\$42,984	\$41,140		n/a				n/a		
Alexander	6	\$25,882	\$41,375	\$32,537		n/a			7	21,243	29,284	23,404		n/a				n/a		
Alleghany		n/a				n/a				n/a				n/a				n/a		
Anson	2	23,531	34,736	30,768	1	\$25,549	\$37,715	\$32,975		n/a			2	\$22,582	\$33,336	\$22,585		n/a		
Ashe		n/a			1	48,762	68,901	56,550	2	29,106	44,793	30,404		n/a				n/a		
Avery		n/a				n/a				n/a				n/a				n/a		
Beaufort	3	24,728	34,619	31,879	4	26,119	36,567	31,349	3	23,336	32,670	24,892		n/a			2	\$26,119	\$36,567	\$27,164
Bertie		n/a				n/a			1	21,866	32,279	21,762	2	24,809	36,624	24,809	1	33,312	49,175	34,151
Bladen	8			23,376	11			34,529	3			28,151	1	25,907	32,815	29,937	1	28,411	35,987	33,462
Brunswick	8	32,373	51,797	40,854	10	35,956	57,529	47,361	14	21,621	34,594	24,615	1	23,414	37,462	24,857	1	28,790	46,064	32,491
Buncombe	18 III	23,899	36,610	28,937	8	31,127	47,601	38,575	28 IV	26,114	39,953	31,216		n/a				n/a		
Burke	4	24,376	37,784	26,624	9	25,595	39,673	30,247		n/a				n/a				n/a		
Cabarrus	10	28,903	44,632	35,179	7	31,861	49,203	42,043	1	part-time		14,555		n/a				n/a		
Caldwell		n/a				n/a				n/a				n/a				n/a		
Camden		n/a				n/a				n/a				27,204	40,806	25,331		28,564	42,846	26,935
Carteret	3	20,843	33,349	26,356	6	23,998	38,397	28,288	5	19,507	31,212	22,302		n/a				n/a		
Caswell																				
Catawba		n/a			17	31,198	48,400	35,339	41	24,430	37,915	28,446		n/a				n/a		
Chatham	7	26,699	39,447	31,523	4	29,436	43,491	36,211		n/a			1	26,699	39,447	28,375	1	30,909	45,666	37,107
Cherokee		n/a				n/a			1	22,187	33,659	30,081		n/a				n/a		
Chowan		n/a				n/a				n/a			1	21,523	38,652	47,470		n/a		
Clay		n/a				n/a				n/a				n/a				n/a		
Cleveland	15	22,236	34,680	24,996	4	24,414	38,088	28,092	1	24,414	38,088	28,764		n/a				n/a		
Columbus		n/a				n/a				n/a			1	19,062	38,488	19,572	1	25,465	51,588	29,500
Craven		n/a			2	34,203	69,105	51,561	4 IV	25,813	52,159	27,549	2	25,813	52,159	29,098	1	28,353	57,289	29,716
Cumberland	13	30,805	56,806	33,097	7	38,734	65,189	46,053	11	20,508	34,515	22,592		n/a				n/a		
Currituck		n/a				n/a				n/a			2	25,571	35,190	26,068	1	30,929	42,656	33,398
Dare	8	26,706	42,728	36,068	5	29,385	47,017	41,110	12	23,136	37,017	30,822	2	25,457	40,372	32,171	2	28,013	44,821	37,368
Davidson	48	22,692	34,039	28,366	4	27,656	41,484	34,570		n/a				n/a				n/a		
Davie	6	24,771	38,417	29,112	1	27,311	42,355	33,224	1	21,398	33,187	30,258		n/a			2	26,010	40,338	34,093
Duplin																				
Durham	64	21,186	36,472	25,479	4	34,714	59,763	41,920	7	23,384	40,261	30,159		n/a				n/a		
Edgecombe	10	22,895	33,988	24,580		n/a			10	18,835	27,961	23,218	2	22,895	33,988	27,471		n/a		
Forsyth	11	29,371	47,728	35,405	3	32,308	52,501	47,681	105	22,041	35,816	24,047		n/a				n/a		
Franklin	9	26,277	41,155	31,490	5	31,577	45,110	36,118	3	23,971	34,245	26,592	1	26,277	37,539	29,872		n/a		
Gaston	12	20,161	31,257	27,849	10	28,409	44,043	39,555	14	21,593	33,479	29,037		n/a				n/a		
Gates		n/a				n/a				n/a				n/a				n/a		
Graham	1	22,880	28,080	27,040	1	22,880	27,040	26,000	1	24,071	36,627			n/a				n/a		
Granville	1	25,890	43,493	43,493		n/a			4	22,356	37,559	29,030		n/a				n/a		

	Administrative Support				Senior Administrative				Utility Customer Service											
	Specialist				Support Specialist				Office Assistant—Journey Level			Representative			Senior Utility Customer Service					
County	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Greene																				
Guilford	120	\$25,343	\$43,084	\$29,259	101	\$27,941	\$47,500	\$32,868		n/a				n/a				n/a		
Halifax		n/a				n/a			11	\$18,975	\$30,755	\$23,401	1	\$24,289	\$39,429	\$28,903		n/a		
Harnett	10	26,344	40,883	30,365	5	28,659	44,421	34,005	2	18,035	27,954	18,118	5	27,477	42,589	29,712	1	\$29,892	\$46,333	\$34,855
Haywood																				
Henderson	1 III	22,523	34,925	24,141	15	27,417	42,471	34,781	2 IV	24,356	37,791	31,285		n/a				n/a		
Hertford	0	21,237	32,918	no data	0	24,585	38,107	no data		n/a				n/a				n/a		
Hoke	16	22858	32298	24526		n/a				n/a				n/a				n/a		
Hyde		n/a				n/a				n/a			1	25,546	37,711	26,489	1	32,889	48,550	39,937
Iredell		26,011	52,839	28,454	6	37,274	57,812	42,217		21,728	42,199	30,591		n/a				n/a		
Jackson																				
Johnston	17	26,294	38,812	28,811	14	28,715	42,384	32,323		n/a			2	28,715	42,384	29,587	1	30,007	44,292	33,945
Jones		n/a				n/a				n/a			1	26,035	32,807	29,883		n/a		
Lee		n/a				n/a				n/a				n/a				n/a		
Lenoir		n/a				n/a			14	20,306	35,832	23,922		n/a				n/a		
Lincoln		n/a				n/a				n/a			6	\$25,242	\$38,508	\$27,103		n/a		
McDowell		n/a				n/a				n/a				n/a				n/a		
Macon	3	\$19,125	\$28,687	\$21,608	2	\$25,629	\$38,445	\$33,714	6	\$21,085	\$31,627	\$27,522		n/a				n/a		
Madison	3			24,379	5			34,972	4			27,827		n/a				n/a		
Martin		n/a				n/a				n/a			1	22,172	35,444	22,728		n/a		
Mecklenburg	151	26,280	56,848	33,266	141	29,919	56,848	38,309	151	26,280	56,848	33,266		n/a				n/a		
Mitchell		n/a				n/a				n/a				n/a				n/a		
Montgomery	5	21,288	34,164	27,902	1	27,468	44,088	41,463	3	21,288	34,164	22,824	1	22,620	36,300	25,327	1	\$27,468	\$44,088	\$35,060
Moore	19	27,723	43,526	35,652	7	39,009	61,244	48,085	15	21,723	34,105	26,297	2	27,723	43,526	30,743	1	30,565	47,987	37,922
Nash		n/a			3	27,412	43,859	33,239	2	29,848	47,757	27,823	1	25,174	40,278	26,433	1	29,848	47,757	34,121
New Hanover	75	29,224	44,866	32,781	24	32,053	49,192	39,435	8	26,437	40,518	28,574		n/a				n/a		
Northampton	3	26,623	46,981	31,738	2	32,361	51,705	48,599	9	21,904	38,650	25,879	3	26,623	46,951	27,289	1	32,361	57,105	50,473
Onslow	2	26,848	42,957	42,348	2	29,039	46,462	38,653	2	20,402	32,644	21,048		n/a				n/a		
Orange	19	31,693	50,665	37,187	5	34,984	55,925	42,010	24	28,712	45,900	32,388		n/a				n/a		
Pamlico		n/a				n/a				n/a			3	25,959	38,220	28,031	1	25,856	45,916	32,521
Pasquotank	7	24,897	36,628	30,209		n/a			14	21,099	33,083	28,668	3	21,099	34,856	27,831	1	26,163	36,628	37,473
Pender		n/a			2	33,223	53,157	39,897		n/a			2	23,611	37,778	24,286	1	31,641	50,626	33,225
Perquimans		n/a				n/a				n/a			1.5	23,293	35,276	28,109		n/a		
Person	4	25,411	39,387	28,682	6	27,538	42,684	31,100	2	22,525	34,914	23,095		n/a				n/a		
Pitt	7	31,540	49,855	35,123	7	34,644	54,752	43,282	11	23,808	45,389	30,747		n/a				n/a		
Polk	1	20,932	34,932	24,127	8	38,050	45,963	34,573	2	25,442	41,690	26,298		n/a				n/a		
Randolph	2	22,818	34,341	27,061	6	28,600	47,736	33,942	7	23,858	43,347	30,258		n/a				n/a		
Richmond																				
Robeson		n/a				n/a				n/a			7	24,060	29,834	25,575	1	44,971	55,765	55,765
Rockingham		n/a				n/a				n/a				n/a				n/a		
Rowan	35	22,039	34,969	24,936	9	26,818	42,571	33,659	23	24,305	38,580	27,697		n/a				n/a		

County	Administrative Support				Senior Administrative				Utility Customer Service												
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Rutherford		n/a				n/a			7	\$26,211	\$40,478	\$27,962		n/a				n/a			
Sampson																					
Scotland	12	\$25,044	\$38,712	\$27,593	4	\$26,196	\$48,480	\$35,760	10	23,940	33,828	24,792		n/a				n/a			
Stanly	9	23,583	35,374	28,772	7	28,231	42,346	30,125	13	25,803	38,708	29,874	2	\$23,583	\$35,374	\$30,615	1	\$26,989	\$40,484	\$35,822	
Stokes																					
Surry	4	21,612	34,776	26,382		n/a			18	23,544	37,872	26,998		n/a				n/a			
Swain		n/a				n/a				n/a				n/a				n/a			
Transylvania	7	23,254	34,882	25,210	3	29,682	44,512	33,426	4	32,718	49,067	35,755		n/a				n/a			
Tyrrell		n/a				n/a				n/a				n/a				n/a			
Union	4	25,745	42,171	32,167	4	33,622	50,434	43,258	9	30,759	46,138	36,770	4	29,409	44,144	31,063		n/a			
Vance	1	22,788	36,456	26,016	5	24,876	39,804	28,606		n/a				n/a				n/a			
Wake	133	23,050	38,450	30,776	10	28,700	47,800	40,292	41	25,500	42,500	37,761		n/a				n/a			
Warren	15	19,643	31,521	21,629	8	23,876	38,314	24,691	8	21,657	34,752	25,924	2	23,876	38,314	23,876		n/a			
Washington		n/a				n/a			1	20,352	29,448	22,440	1	20,352	29,448	20,856	1	32,436	46,992	38,540	
Watauga	7	29,710	46,051	34,427	5	32,445	50,290	41,313		n/a				n/a				n/a			
Wayne	5	20,200	31,505	23,383	4	23,384	36,471	25,167	3	24,553	38,294	28,491		n/a				n/a			
Wilkes	1	22,948	35,569	26,193	6	24,868	38,545	28,691	4	21,176	32,823	25,593		n/a				n/a			
Wilson		n/a				n/a				n/a				n/a				1	28,488	48,132	31,442
Yadkin		n/a				n/a				n/a				n/a				n/a			
Yancey		n/a				n/a				n/a				n/a				n/a			

TABLE XXIX. RISK MANAGER AND SAFETY COORDINATOR													
January 2011													
	Risk Manager			Safety Coordinator				Risk Manager			Safety Coordinator		
County	Min.	Max.	Actual	Min.	Max.	Actual	County	Min.	Max.	Actual	Min.	Max.	Actual
Alamance	n/a			n/a			Johnston	\$44,590	\$75,692	\$53,320	n/a		
Alexander	\$35,677	\$49,181	\$42,409	n/a			Jones	n/a			n/a		
Alleghany	n/a			n/a			Lee	n/a			n/a		
Anson	n/a			n/a			Lenoir	n/a			emergency services director		
Ashe	n/a			n/a			Lincoln	n/a			n/a		
Avery	n/a			n/a			McDowell	n/a			n/a		
Beaufort	n/a			n/a			Macon	n/a			n/a		
Bertie	n/a			n/a			Madison	n/a			n/a		
Bladen	n/a			part-time		\$7,878	Martin	n/a			n/a		
Brunswick	50,290	80,464	59,227	risk manager			Mecklenburg	n/a			n/a		
Buncombe	48,342	73,970	64,642	\$44,262	\$67,702	57,744	Mitchell	n/a			n/a		
Burke	n/a			n/a			Montgomery	n/a			\$45,396	\$72,720	\$51,538
Cabarrus	n/a			47,079	72,675	61,275	Moore	43,008	67,522	50,936	n/a		
Caldwell	human resources director			31,351	52,252	34,835	Nash	n/a			40,735	65,176	45,500 ²
Camden	human resources director			human resources director			New Hanover	51,750	79,373	51,750	48,942	75,109	57,706 ¹
Carteret	40,660	65,056	51,582	n/a			Northampton	n/a			n/a		
Caswell							Onslow	50,286	80,458	51,287	n/a		
Catawba	50,815	78,845	61,892	risk manager			Orange	n/a			n/a		
Chatham	n/a			32,453	47,948	44,096	Pamlico	n/a			n/a		
Cherokee	n/a			n/a			Pasquotank	n/a			n/a		
Chowan	n/a			n/a			Pender	n/a			46749	74798	57750
Clay	n/a			n/a			Perquimans	n/a			building inspector		
Cleveland	n/a			sr. HR technician			Person	n/a			36,483	56,549	47,700
Columbus	n/a			n/a			Pitt	50,408	76,669	67,585	n/a		
Craven	49,769	100,551	60,039	risk manager			Polk	see payroll technician			see EMS Director		
Cumberland	55,639	93,640	71,572	42,399	71,358	55,237	Randolph	39,437	60,736	46,592	risk manager		
Currituck	n/a			n/a			Richmond						
Dare	47,412	75,859	54,633	n/a			Robeson	n/a			n/a		
Davidson	47,158	70,736	55,702	risk manager			Rockingham	43,947	65,921	61,227	n/a		
Davie	38,431	59,599	49,021	n/a			Rowan	43,848	69,606	47,901	n/a		
Duplin							Rutherford	assistant Fire Marshall			assistant Fire Marshall		
Durham	54,143	93,210	78,815	42,298	72,816	59,269	Sampson						
Edgecombe	n/a			n/a			Scotland	39,264	55,476	42,288	n/a		
Forsyth	62,296	101,231	71,573	43,531	70,738	67,787	Stanly	n/a			n/a		
Franklin	n/a			n/a			Stokes						
Gaston	n/a			n/a			Surry	n/a			human resources director		
Gates	n/a			n/a			Swain	33,533	49,416	41,945	30,707	45,252	36,597
Graham	n/a			n/a			Transylvania	n/a			n/a		
Granville	n/a			n/a			Tyrrell	n/a			n/a		
Greene							Union	59,922	89,884	82,748	n/a		

TABLE XXX. SOCIAL SERVICES ATTORNEY							
January 2011							
County	Full-Time Salary	Retainer	Fees	County	Full-Time Salary	Retainer	Fees
Alamance	\$68,208			Johnston			\$242,537
Alexander	\$66,144			Jones	n/a		
Alleghany			\$90/hr	Lee	n/a		
Anson			\$55,260	Lenoir			\$294,290
Ashe	\$77,655			Lincoln	\$66,234		
Avery	n/a			McDowell	\$60,384		
Beaufort	\$68,084			Macon			\$60,000
Bertie			\$25,774	Madison	n/a		
Bladen	n/a			Martin			\$7,200
Brunswick			\$90,000	Mecklenburg	no data		
Buncombe	\$80,591			Mitchell			\$23,214
Burke	\$64,385			Montgomery	\$69,297		
Cabarrus	no data			Moore	n/a		
Caldwell	2 positions—\$59,076 and \$72,856			Nash	\$80,092		
Camden	n/a			New Hanover	3 positions—\$73,191		
Carteret	\$60,900			Northampton	n/a		
Caswell				Onslow	2 positions—\$56,565–\$101,805 ranges, average \$74,466		
Catawba	\$77,780			Orange	n/a		
Chatham			\$163,000	Pamlico	n/a		
Cherokee	n/a			Pasquotank	n/a		
Chowan			\$66,689	Pender	n/a		
Clay	n/a			Perquimans		\$105 per hour/ \$7,820	
Cleveland	n/a			Person			\$1,250
Columbus	n/a			Pitt	n/a		
Craven	\$79,542			Polk			\$20,442
Cumberland	2 positions—\$68,568 and \$88,721			Randolph	\$60,736 and \$63,794—2 positions		
Currituck	n/a			Richmond			
Dare		\$600		Robeson	n/a		
Davidson	\$63,113			Rockingham	\$61,242		
Davie		\$18,000	\$153,810	Rowan	\$74,989		
Duplin				Rutherford			\$87,986
Durham	\$115,126			Sampson			
Edgecombe	n/a			Scotland	n/a		
Forsyth	n/a			Stanly	\$73,625		
Franklin	n/a			Stokes			
Gaston	\$74,274—3 positions			Surry			\$62,893
Gates			\$2,000	Swain	n/a		
Graham	\$50,000			Transylvania			\$120,307
Granville	no data	\$7,800	\$92,000	Tyrrell	n/a		
Greene				Union	n/a		\$100-\$140/hr.
Guilford	n/a			Vance	n/a		
Halifax	\$87,317			Wake	n/a		
Harnett	\$80,362			Warren	\$21,294		

County Salaries in North Carolina 2011

County	Full-Time Salary	Retainer	Fees	County	Full-Time Salary	Retainer	Fees
Haywood				Washington	n/a		
Henderson	assistant county attorney			Watauga	n/a		
Hertford	n/a			Wayne	n/a		
Hoke	\$66,987			Wilkes			\$223,302
Hyde	n/a			Wilson		yes	
Iredell	\$83,691			Yadkin		\$5,225	
Jackson				Yancey	\$66,836		

TABLE XXXI. NORTH CAROLINA COOPERATIVE EXTENSION SERVICE COUNTY EXTENSION DIRECTOR							
January 2011							
County Extension Director			County Extension Director			County Extension Director	
County	Actual		County	Actual		County	Actual
Alamance	\$74,087		Forsyth	\$81,605		Onslow	\$72,593
Alexander	80,221		Franklin	58,000		Orange	86,000
Alleghany	See Yadkin	*	Gaston	69,149		Pamlico	73,495
Anson	70,839		Gates	83,686		Pasquotank	See Perquimans
Ashe	61,908		Graham	66,340		Pender	58,600
Avery	65,640		Granville	76,728		Perquimans	85,810
Beaufort	NE District	*	Greene	67,000		Person	75,339
Bertie	84,137		Guilford	79,900		Pitt	90,964
Bladen	66,788		Halifax	68,346		Polk	60,764
Brunswick	42,250		Harnett	40,617		Randolph	79,040
Buncombe	72,395		Haywood	73,374		Richmond	39,583
Burke	75,971		Henderson	74,930		Robeson	85,600
Cabarrus	67,031		Hertford	54,850		Rockingham	61,652
Caldwell	See Alexander	*	Hoke	59,592		Rowan	78,900
Camden	38,737		Hyde	78,256		Rutherford	52,500
Carteret	59,957		Iredell	101,946		Sampson	79,997
Caswell	71,660		Jackson	62,500		Scotland	48,240
Catawba	73,380		Johnston	73,733		Stanly	70,003
Chatham	72,100		Jones	74,068		Stokes	52,000
Cherokee	78,780		Lee	76,041		Surry	72,068
Chowan	40,506		Lenoir	69,578		Swain	See Jackson
Clay	See Cherokee		Lincoln	77,552		Transylvania	72,842
Cleveland	74,856		Macon	68,118		Tyrrell	73,831
Columbus	65,981		Madison	64,840		Union	80,184
Craven	80,224		Martin	See Pitt	*	Vance	60,000
Cumberland	62,086		McDowell	57,371		Wake	85,932
Currituck	57,000		Mecklenburg	65,400		Warren	58,514
Dare	70,678		Mitchell	58,948		Washington	55,520
Davidson	69,700		Montgomery	51,500		Watagua	63,000
Davie	46,060		Moore	66,488		Wayne	85,961
Duplin	52,485		Nash	76,396		Wilkes	73,086
Durham	64,037	*	New Hanover	79,396		Wilson	73,769

County Extension Director			County Extension Director			County Extension Director		
County	Actual		County	Actual		County	Actual	
Cherokee Indians	\$71,311	**	Northampton	\$56,107		Yadkin	\$77,405	
Edgecombe	63,972					Yancey	55,685	
* Incumbent is serving as Interim Director								
** Eastern Band of the Cherokee Indians								
Note: As of January 1, 2011, the State is responsible for fully funding these positions								
Source: North Carolina Cooperative Extension Service, North Carolina State University								

TABLE XXXII. HOLIDAYS AND VACATION LEAVE														
January 2011														
														Vacation Carryover
County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Max
Alamance	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 13 days after 6 years, 16 days after 11 years, 21 days after 16 years, 25 days after 21 years	30
Alexander	11	X	X	X	X	X	X	X	X	X	2		11.75 days during first year, 13.76 after 2 years, 16.76 days after 5 years, 19.76 days after 10 years, 22.76 days after 15 years, 25.76 days after 20 years	30
Alleghany	4	Holidays Reduced from Norm Due to Furloughs							X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Anson	10 or 11	X	X	X	X	X	X		X	X	X	1-2	10.7 days during first year, 12.8 days after 2 years, 16 days after 5 years, 19.2 days after 10 years, 22.4 days after 15 years	30
Ashe	13	X	X	X	X	X	X	X	X	X	3	1	5 days during first year, 10 days after 1 year, 15 days after 3 years, 20 days after 10 years, 25 days after 15 years, 30 days after 20 years	30
Avery	11	X	X	X	X	X	X	X	X	X	2		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30
Beaufort	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 1 year, 18 days after 8 years	30

County	Holidays	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover	
	(Total)													Max	
Bertie	11	X	X	X	X	X	X	X	X	X	2		8 days during first year, 10 days after 2 years, 15 days after 5 years, 17 days after 9 years, 22 days after 15 years, 25 days after 25 years	30	
Bladen	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Brunswick	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30	
Buncombe	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 16 days after 5 years, 19 days after 10 years, 22 days after 15 years, 25 days after 20 years, if hired since 8/1/2002	varies ¹	
Burke	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 2 years, 18 days after 5 years, 21 days after 10 years, 24 days after 15 years, 27 days after 20 years	30	
Cabarrus	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 13 days after 5 years, 15 days after 10 years, 17 days after 15 years, 20 days after 20 years	30	
Caldwell	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 26 days after 20 years	30	

County Salaries in North Carolina 2011

County	Holidays											Paid Vacation Leave Days Earned Per Year	Vacation Carryover		
	(Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas		Other	Max	
Camden	11	X	X	X	X	X	X	X	X	X	2		11 days during first year, 13 days after 2 years, 16 days after 5 years, 19 days after 10 years, 22 days after 15 years, 25 days after 20 years	30	
Carteret	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years	30	
Caswell															
Catawba	11	X	X	X	X	X	X		X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30	
Chatham	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 15 days after 3 years, 18 days after 6 years, 21 days after 12 years, 25 days after 18 years		
Cherokee	13-14	X	X	X	X	X	X	X	X	X	2-3	2	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Chowan	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Clay	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Cleveland	11	X	X	X	X	X	X	X	X	X	2		7 days during first year, 8 days after 2 years, 10 days after 5 years, 12 days after 10 years, 14 days after 15 years, 16 days after 20 years	30	

County	Holidays											Paid Vacation Leave Days Earned Per Year		Vacation Carryover	
	(Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Max		
Columbus	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30	
Craven	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 20 years	30	
Cumberland	12	X	X	X	X	X	X	X	X	X	3		9 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Currituck	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30	
Dare	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 4 years, 20 days after 14 years		
Davidson	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 3 years, 15 days after 6 years, 18 days after 9 years	30	
Davie	12.5	X	X	X	X	X	X	X	X	X	3	0.5	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Duplin	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first 5 years, 15 days after 5 years	30	
Durham	11	X	X	X	X	X	X		X	X	2	1	11.87 days during first year, 13.87 days after 2 years, 16.87 days after 5 years, 19.87 days after 10 years,	30	

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover	
														Max	
													22.87 days after 15 years, 25.87 days after 20 years		
Edgecombe	11	X	X	X	X	X	X	X	X	X	2		7.5 days during first year, 13.5 days after 1 year, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25 days after 20 years	30	
Forsyth	10.5	X	X	X	X	X	X		X	X	X	2.5	6 days during first year, 12 days after 2 years, 14 days after 5 years, 17 days after 8 years, 20 days after 13 years, 23 days after 18 years	30	
Franklin	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 13.5 after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30	
Gaston	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Gates	13	X	X	X	X	X	X	X	X	X	3	1	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30	
Graham	3								X	X	X		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	20	
Granville Greene	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30	

County Salaries in North Carolina 2011

County	Holidays	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover	
	(Total)													Max	
Guilford	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 23 days after 20 years	no limit	
Halifax	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 22 days after 15 years	30	
Harnett	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Haywood															
Henderson	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Hertford	11	X	X	X	X	X	X		X	X	3		11.5 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 25.5 days after 20 years	30	
Hoke	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 15 days after 4 years, 18 days after 15 years, 20 days after 20 years	30	
Hyde	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 13 days after 2 years, 17 days after 5 years, 19 days after 10 years, 23 days after 15 years, 25 days after 20 years	30	

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover	
														Max	
Iredell	11	X	X	X	X	X	X	X	X	X	2		6.157 days during first year, 7.38 days after 2 years, 9.25 days after 5 years, 11.077 days after 10 years, 12.92 days after 15 years, 14.76 days after 20 years	30	
Jackson															
Johnston	12-13	X	X	X	X	X	X	X	X	X	2-3	1	12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years	30	
Jones	12	X	X	X	X	X	X	X	X	X	3		7.83 days during first year, 9.17 days after 2 years, 11.17 days after 5 years, 13.17 days after 10 years, 15.17 days after 15 years, 17.17 days after 20 years	30	
Lee	11 or 12	X	X	X	X	X	X	X	X	X	2-3		15.75 days during first year, 18.75 days after 5 years, 21.75 days after 10 years, 24.75 days after 15 years, 27.75 days after 20 years	30	
Lenoir	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30	
Lincoln	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 17 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
McDowell	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover	
														Max	
Macon	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Madison	11	X	X	X	X	X	X	X	X	X	2		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30	
Martin	11	X	X	X	X	X	X	X	X	X	2		11.5 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 25.5 days after 20 years	30	
Mecklenburg	10	X	X	X	X	X	X		X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Mitchell	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Montgomery	14	X	X	X	X	X	X	X	X	X	4	1	12 days during first year, 15 days after 2 years, 18 days after 5 years, 21 days after 10 years, 24 days after 15 years, 27 days after 20 years, 30 days after 25 years	30	
Moore	11-12	X	X	X	X	X	X	X	X	X	2-3		8 days during first year, 9 days after 2 years, 11 days after 5 years, 13 days after 10 years, 15 days after 15 years, 17 days after 20 years	30	

County Salaries in North Carolina 2011

County	Holidays											Paid Vacation Leave Days Earned Per Year	Vacation Carryover			
	(Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas		Other	Max		
Nash	11-12	X	X	X	X	X	X	X	X	X	X	2-3	12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 22 days after 15 years, 25 days after 20 years	30		
New Hanover	11-12	X	X	X	X	X	X	X	X	X	X	2-3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 24 days after 20 years	40		
Northampton	12	X	X	X	X	X	X	X	X	X	X	3	11 days during first year, 13 days after 2 years, 16 days after 5 years, 19 days after 10 years, 22 days after 15 years, 26 days after 20 years	30		
Onslow	15	X	X	X	X	X	X	X	X	X	X	3	3	13.5 days during first year, 16.5 days after 5 years, 19.5 days after 10 years, 21 days after 15 years, 22.5 days after 20 years	30	
Orange	11	X	X	X	X	X	X	X	X	X	X	3	12 days during first year, 14.4 days after 2 years, 18 days after 5 years, 21.6 days after 10 years, 25.2 days after 15 years, 28.8 days after 20 years	30		
Pamlico	11	X	X	X	X	X	X	X	X	X	X	2	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 20 years	30		
Pasquotank	11	X	X	X	X	X	X	X	X	X	X	2	10 days during first year, 11 days after 2 years, 12 days after 4 years, 14 days after 6 years, 16 days after 9 years, 18 days after 12 years	30		

County	Holidays	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover	
	(Total)													Max	
Pender	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Perquimans	varies	X	X	X	X	X	X	X	X	X	X ²		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Person	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 21 days after 20 years	30	
Pitt	11-12	X	X	X	X	X	X	X	X	X	2-3		11.63 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30	
Polk	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 22 days after 20 years, 25 days after 25 years		
Randolph Richmond	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 20 years	30	
Robeson	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years, 27 days after 25 years	30	

County	Holidays	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover	
	(Total)													Max	
Rockingham	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30	
Rowan	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30	
Rutherford Sampson	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30	
Scotland	14	X	X	X	X	X	X	X	X	X	2	3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30	
Stanly Stokes	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 14 days after 5 years, 16 days after 10 years, 18 days after 15 years, 20 days after 20 years	30	
Surry	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30	
Swain	11-12	X	X	X	X	X	X	X	X	X	2-3		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30	

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover	
														Max	
Transylvania	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 3 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 24 days after 20 years	30	
Tyrrell	12	X	X	X	X	X	X	X	X	X	3		6 days during first year, 12 days after 1 year, 15 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years	30	
Union	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30	
Vance	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 22 days after 15 years	30	
Wake	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30	
Warren	12 or 13	X	X	X	X	X	X	X	X	X	2-3	1	11 days during first year, 13 days after 2 years, 16 days after 5 years, 19 days after 10 years, 22 days after 15 years, 25 days after 20 years		
Washington	12-13	X	X	X	X	X	X	X	X	X	2-3	1	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years, 27 days after 25 years	30	

County	Holidays	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover	
	(Total)													Max	
Watauga	12	X	X	X	X	X	X	X	X	X	X	2	12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Wayne	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 14 days after 5 years, 17 days after 10 years, 20 days after 15 years, 23 days after 20 years, 26 days after 25 years	30	
Wilkes	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Wilson	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14.25 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30	
Yadkin	11	X	X	X	X	X	X	X	X	X	2		9 days during first year, 12 days 1 year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Yancey	12	X	X	X	X	X	X	X	X	X	2	1	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
1. Equal to two years accrual amount															
2. Number varies															

TABLE XXXIII. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE											
January 2011											
County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave		Excess	County Sick Leave Applies			
	Annual Leave	Sick Leave	Holidays	Health Insurance	Earned Days	Carryover Max	Annual Converted	Public Health	Social Services	Cooperative Extension	
Alamance	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes	
Alexander	yes	yes	yes	yes	12	no data	yes	yes	yes	yes	
Alleghany	no	no	no	no	12	no limit	yes	no	yes	no	
Anson	no	no	no	no	12	no data	yes	yes	yes	no	
Ashe	no	no	no	no	12	no limit	yes	no	yes	no	
Avery	yes	yes	yes	no	12	no data	yes	no	no	no	
Beaufort	no	no	no	no	12	no limit	yes	yes	yes	yes	
Bertie	yes	yes	no	yes	12	no data	yes	no	yes	no	
Bladen	yes	yes	yes	yes	12	no data	yes	no	no	no	
Brunswick	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Buncombe	yes	yes	yes	no	12	no data	yes	yes	yes	no	
Burke	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes	
Cabarrus	yes	yes	yes	no	8	10	yes	no	yes	no	
Caldwell	no	no	no	no	12	no data	yes	yes	yes	no	
Camden	yes	yes	yes	no	12	no data	yes	no	yes	no	
Carteret	yes	yes	no	no	12	no limit	yes	yes	yes	no	
Caswell											
Catawba	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes	
Chatham	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Cherokee	no	no	no	no	12	no limit	yes	yes	yes	no	
Chowan	yes	yes	yes	no	12	no limit	yes	no	yes	no	
Clay	no	no	no	no	12	no limit	yes	yes	yes	yes	
Cleveland	no	no	no	no	12	no limit	yes	yes	yes	no	
Columbus	no	no	no	no	12	no limit	yes	yes	yes	no	
Craven	no	no	no	no	12	no limit	yes	yes	yes	no	
Cumberland	yes	yes	yes	no	15	no limit	yes	yes	yes	yes	
Currituck	no	no	no	no	12	no limit	yes	no	yes	no	
Dare	no data	no data	no data	no data	12	no limit	yes	yes	yes	yes	
Davidson	yes	yes	yes	no	12	no limit	yes	no	no	no	
Davie	no	no	no	no	12	no limit	yes	yes	yes	no	
Duplin	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Durham	yes	yes	yes	no	12	no limit	yes	yes	yes	yes	
Edgecombe	yes	yes	yes	yes	12	no limit	yes	yes	yes	no	
Forsyth	yes	yes	yes	no	12	no limit	yes	no	no	no	
Franklin	no	no	no	no	12	no data	yes	yes	yes	no	
Gaston	no	no	no	no	no data	no limit	yes	yes	yes	no	
Gates	no	no	no	no	12	no data	no data	no	yes	no	
Graham	no	no	no	no	11.25	10 days	no	yes	yes	no	
Granville	no	no	no	no	12	no limit	yes	no	yes	no	
Greene											
Guilford	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes	
Halifax	no	yes	no	no	12	no limit	yes	yes	yes	yes	
Harnett	yes	yes	yes	yes	12	no limit	yes	yes	yes	no	

County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave		Excess	County Sick Leave Applies		
	Annual Leave	Sick Leave	Holidays	Health Insurance	Earned Days	Carryover Max	Annual Converted	Public Health	Social Services	Cooperative Extension
Haywood										
Henderson	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Hertford	no	no	no	no	12	no limit	yes	no	yes	no
Hoke	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Hyde	yes	yes	no	no	12	no limit	yes	yes	yes	yes
Iredell	no	no	no	no	12	no limit	yes	no	no	no
Jackson										
Johnston	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Jones	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Lee	yes	yes	yes	no	12	no data	yes	yes	yes	no
Lenoir	no	no	no	no	12	no limit	yes	yes	yes	no
Lincoln	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
McDowell	yes	yes	yes	yes	12	no limit	yes	no	yes	yes
Macon	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Madison	yes	yes	yes	no	12	no data	yes	yes	yes	yes
Martin	yes	yes	yes	no	12	no limit	yes	no	yes	yes
Mecklenburg	no	yes	yes	no	12	no data	yes	yes	yes	no
Mitchell	yes	yes	yes	yes	12	no data	yes	no	yes	no
Montgomery	yes	yes	yes	yes	15	no limit	yes	yes	yes	no
Moore	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Nash	yes	yes	yes	yes ¹	no data	no limit	yes	yes	yes	no
New Hanover	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Northampton	yes	yes	yes	yes	32	no data	yes	yes	yes	no
Onslow	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Orange	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Pamlico	yes	yes	yes	no	12	no data	yes	yes	yes	yes
Pasquotank	yes	yes	no	no	12	no limit	yes	no	yes	no
Pender	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Perquimans	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Person	no	no	no	no	12	no limit	yes	yes	yes	yes
Pitt	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Polk	yes	yes	yes	no	12	no limit	no data	no	yes	yes
Randolph	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Richmond										
Robeson	no	no	no	no	12	no limit	yes	yes	yes	no
Rockingham	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Rowan	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Rutherford	no	no	no	no	12	no limit	yes	no	yes	no
Sampson										
Scotland	no	no	no	no	12	no limit	yes	yes	yes	no
Stanly	no	no	no	no	12	no data	yes	yes	yes	no
Stokes										
Surry	yes	yes	no	no	12	no limit	yes	yes	yes	no
Swain	no	no	no	no	12	no limit	yes	yes	yes	yes
Transylvania	yes	yes	yes	no	12	no limit	yes	yes	yes	no

County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave		Excess	County Sick Leave Applies		
	Annual Leave	Sick Leave	Holidays	Health Insurance	Earned Days	Carryover Max	Annual Converted	Public Health	Social Services	Cooperative Extension
Tyrrell	no	no	no	no	12	no limit	yes	no	yes	no
Union	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Vance	yes	yes	yes	yes	12	no limit	yes	no	no	no
Wake	yes	yes	yes	yes	12	no limit	yes	no	yes	no
Warren	yes	yes	yes	no	no data	no limit	yes	yes	yes	no
Washington	yes	yes	no	no	12	no limit	yes	no	yes	no
Watauga	yes	yes	yes	yes	12	no limit	yes	no	yes	no
Wayne	yes	yes	yes	no	12	no data	yes	yes	yes	yes
Wilkes	yes	yes	yes	yes	no data	no limit	yes	yes	yes	yes
Wilson	no	no	no	no	12	no limit	yes	yes	yes	no
Yadkin	yes	yes	yes	yes	12	no limit	yes	no	yes	no
Yancey	yes	yes	yes	yes	10	no limit	yes	no	no	no
1 . Health Insurance if work 30 hours or more schedule										

TABLE XXXIV. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS								
January 2011								
County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Alamance	no data	no data	no data	1062	1032	no	n/a	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years
Alexander	50.0¢	38	38	no data	no data	yes	cash	1.5% after 5 years; increases 0.1% per year to a maximum of 4.0% at 30 years
Alleghany	40.5¢	40	40	107	106	yes	both	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years
Anson	IRS	29	29	256	240	yes	both	1.0% after 3 years; 2.0% after 5 years; 4.0% after 10 years; 6% after 15 years; 8.0% after 20 years, max \$1,600
Ashe	28.5¢	actual costs	actual costs	192	187	yes	cash	2.5% Increase (one-step) after 4, 7, 9, 11 and 13 years
Avery	45.0¢	36	36	176	176	yes	time off	1.0% after 10 years; 2.0% after 15 years; 3.0% after 20 years; 4.0% after 25 years
Beaufort	50.0¢	31.75	31.75	305	295	yes	cash	none
Bertie	50.0¢	38	38	140	133	yes	time off	\$200 after 0 years; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1000 after 20 years
Bladen	IRS	21	26	no data	no data	yes	cash	1.5% after 5 years; 2.25% after 10 years; 3.00% after 15 years; 4.00% after 20 years; 5.00 % after 25 years; 6.00% after 30 years
Brunswick	50.0¢	46	46	985	978	yes	cash	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5 % after 25 years
Buncombe	no data	no data	no data	no data	no data	no data	no data	\$25 after hire; \$50 after 1 year; 1.25% after 5 years; 1.5% after 10 years; 1.75% after 20 years; 2.0% after 25 years if hired since 7/6/2008
Burke	45.0¢	actual costs	actual costs	643	621	no	n/a	2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years
Cabarrus	50.0¢	no data	no data	1061	918	no	n/a	none
Caldwell	IRS	no data	no data	502	500	yes	both	\$450 after 5 years then \$50 more each subsequent year
Camden	IRS	21	21	no data	no data	yes	no data	1.0% after 3 years; 1.5% after 5 years; 2.0% after 10 years; 2.5% after 15 years; 3.0% after 20 years
Carteret	50.0¢	44	44	429	422	yes	time off	\$50 first year plus \$20 for each additional year of service
Caswell								
Catawba	IRS	35	35	no data	1133	no	n/a	\$500 after 5 years, \$650 after 10 years, \$800 after 15 years, \$1,000 after 20 years

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County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
								\$1,500 after 25 years
Chatham	50.5¢	30	30	458	432	yes	cash	none
Cherokee	no data	30	30	291	286	yes	both	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years 4.0% after 25 years
Chowan	55.0¢	36	36	no data	131	yes	cash	11 none
Clay	58.0¢	30	30	195	195	yes	cash	none
Cleveland	45.0¢	35.15	37.5	782	748	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Columbus	no data	35.15	35.15	535	529	yes	time off	1.00% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years 4.50 after 25 years
Craven	IRS	actual cost	actual cost	no data	no data	yes	cash	\$200 after 5 years plus \$25/year after 5 years to a maximum of \$1,000
Cumberland	50.0¢	39 no receipts 54 with receipts	39 no receipts 54 with receipts	no data	no data	no data	no data	0.75% after 3 years; 1.0% after 5 years; 1.25% after 7 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years;
Currituck	50.0¢	39	46	357	352	yes	cash	10 4.0% after 5 years; 6.0% after 8 years; 8.0% after 11 years; 10.0% after 14 years; 12.0% after 17 years
Dare	50.0¢	no data	no data	744	725	yes	cash	6 1.0% after 4 years; 2.0% after 9 years; 3.0% after 14 years
Davidson	no data	40	40	1636	1113	yes	cash	\$35 per year after 3 years; \$50 per year after 10 years; \$75 after 20 years
Davie	40.0¢	actual cost	actual cost	316	310	yes	cash	\$50 after first year, \$30 additional per year after first year
Duplin	50.0¢	varies	varies	no data	501	yes	both	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Durham	50.0¢	35	35	1896	1784	yes	both	\$400 after 5 years; \$500 after 10 years; \$600 after 15 years; \$700 after 20 years; \$800 after 25 years
Edgecombe	42¢	actual cost	actual cost	465	465	yes	time off	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years; 6.5% after 25 years
Forsyth	58.5¢	35	45	no data	no data	yes	time off	\$680 after 7 years, increases \$40 per year to maximum of \$2000
Franklin	IRS	30	68	479	458	no	both	\$300 after 3 years; \$400 after 8 years; \$500 after 12 years; \$600 after 17 years; \$700 after 21 years; \$800 after 26 years; \$900 after 30 years; \$1,000 after 34 years; \$1,100 after 38 years; \$1,200 after 41 years

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Gaston	50.0¢	no data	no data	1501	1448	yes	no data	1.5% after 8 years; 2.5% after 11 years; 3.5% after 14 years; 4.5% after 17 years; 5.0% after 20 years
Gates	IRS	34	34	92	89	yes	time off	none
Graham	40.5¢	35	35	170	170	no	n/a	none
Granville	38.0¢	actual cost	actual cost	261	256	yes	cash	5 none
Greene								
Guilford	50.0¢	actual cost	actual cost	2459	2396	yes	time off	7 \$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000
Halifax	IRS	29	39	539	512	yes	cash	2.0% after 5 years; 3.0% after 10 years
Harnett	IRS	no data	no data	1008	984	yes	no data	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Haywood								
Henderson	no data	actual cost	actual cost	761	734	yes	cash	none
Hertford	48.0¢	41	41	no data	no data	yes	time off	\$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years
Hoke	no data	25	50	376	366	yes	time off	2.5% after 1 year
Hyde	no data	no data	no data	123	122	yes	no data	\$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years
Iredell	50.0¢	46	46	939	912	no	n/a	none
Jackson								
Johnston	50.0¢	actual cost	actual cost	unknown	865	yes	both	\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years
Jones	48.0¢	no data	no data	114	117	no	n/a	none
Lee	50.0¢	39	39	350	348	yes	cash	2.0% after 5 years; 3.0% after 10 years; 4.0% after 15 years; 5.0% after 20 years; 6.0% after 25 years
Lenoir	50.0¢	actual cost	actual cost	449	429	yes	no data	1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years; 3.0% after 25 years
Lincoln	50.0¢	35	35	671	no data	yes	cash	none
McDowell	no data	25	25	436	436	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.25% after 25 years
Macon	IRS	34	34	373	367	no	n/a	1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Madison	44.0¢	30.5	30.5	276	264	yes	time-off	none
Martin	IRS	no data	no data	221	221	yes	both	\$300 after 5 years; \$400 after 10 years; \$500 after 15 years; \$600 after 20 years; \$700 after 25 years; \$800 after 30 years

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County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Mecklenburg	no data	no data	no data	4589	4293	no data	no data	25.0% of bi-wkly after 10 years; 50.0% of bi-wkly after 15 years; 75.0% of bi-wkly after 20 years; 100.0% of bi-wkly after 25 years Program being phased out 07/2004.
Mitchell	40.5¢	no data	no data	no data	no data	no data	no data	1.0% after 10 years; 1.5% after 15 years; 2.0% after 20 years; 2.25% after 25 years;
Montgomery	50.0¢	30.5	32.5	226	213	yes	cash	none
Moore	IRS	39	39	no data	no data	yes	cash	9 no data
Nash	50.0¢	no data	no data	643	599	yes	no data	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years; 6.5% after 25 years
New Hanover	50.0¢	33	33	1624	1472	yes	cash	2 none
Northampton	43.0¢	no data	no data	284	274	yes	no data	1.5% after 5 years; 2.5% after 10 years 2.75% after 15 years; 3.0% after 20 years 3.5% after 25 years
Onslow	50.0¢	no data	no data	1110	1012	yes	cash	13 none
Orange	50.0¢	no data	no data	856	no data	yes	cash	5 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Pamlico	50.0¢	46	46	161	157	yes	cash	1.5% after 5 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Pasquotank	50.0¢	30.5	31.5	no data	no data	yes	cash	\$500 after 10 years; \$750 after 15 years; \$1,000 after 20 years; \$1,500 after 25 years \$2,000 after 30 years
Pender	IRS	30	30	361	347	yes	time off	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Perquimans	50.5¢	actual cost	actual cost	121	119	yes	cash	none
Person	50.0¢	28	28	402	381	yes	cash	\$50 after 1 year; \$100 after 2 years; 1.0% after 5 years; 2.0% after 10 years; 3.25% after 15 years; 4.50% after 20 years; 5.75% after 25 years
Pitt	no data	no data	no data	900	no data	yes	no data	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Polk	48.0¢	38	38	203	203	yes	both	4
Randolph	IRS	25	25	736	736	yes	cash	12 none
Richmond								
Robeson	40.0¢	28	30	1080	1032	yes	time off	no data
Rockingham	55.0¢	32	32	649	644	yes	cash	1.5% after 6 years; 2.0% after 8 years; 2.5% after 10 years; 3.0% after 12 years; 3.5% after 14 years; 4.0% after 16 years; 4.5% after 18 years; 5.0% after 20 years

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County	Reimbursements			Number of Positions Budget	Filled	On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State			Provided	Basis	
Rowan	50.0¢	36	36	768	755	yes	time off	15 none
Rutherford	no data	no data	no data	411	408	yes	no data	0.5% after 5 years; 0.75% after 10 years; 1.125% after 15 years; 1.25% after 20 years; 2.25% after 25 years
Sampson								
Scotland	40.0¢	IRS guidelines	IRS guidelines	no data	no data	yes	cash	\$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years; \$700 after 25 years
Stanly	IRS	26	26	452	431	yes	both	1.5% after 5 years; 2.25% after 10 years; 3.25% after 15 years; 4.5% after 20 years 5.25% after 25 years
Stokes								
Surry	50.0¢	IRS guidelines	IRS guidelines	973	874	yes	both	14 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Swain	25.0¢	no data	no data	215	215	yes	cash	1 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Transylvania	41.0¢	40	40	313	303	no	n/a	2.0% after 5 years; 3.0% after 11 years; 4.0% after 16 years; 5.0% after 21 years; maximum of \$1,250.
Tyrrell	50.0¢	no data	no data	82	82	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Union	no data	no data	no data	974	940	yes	no data	none
Vance	50.0¢	actual cost	actual cost	348	321	yes	no data	\$50 after 1 year; \$100 after 2 years; \$200 after 6 years; \$300 after 10 years; \$400 after 15 years; \$500 after 20 years; \$750 after 25 years; \$1,000 after 31 years
Wake	IRS	IRS guidelines	IRS guidelines	3690	3322	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years. Program being phased out. Employees hired after 6/16/1995 not eligible.
Warren	58.5¢	30	40	300	293	yes	both	none
Washington	50.0¢	32	32	no data	no data	no data	no data	1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years; 3.0% after 25 years
Watauga	50.5¢	34	34	284	282	yes	cash	\$100 after 1 month; 1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years 2.5% after 20 years; 3.0% after 25 years
Wayne	no data	varies	varies	1032	1009	no	n/a	1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years; 3.0% after 25 years

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County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Wilkes	40.0¢	30	30	no data	850	no	n/a	\$300 after 1 year, \$600 after 5 years, \$800 after 10 years, \$1,200 after 15 years, \$1,500 after 20 years
Wilson	IRS	no data	no data	no data	no data	yes	cash	2.5% after 5 years; 3.0% after 10 years; 3.5% after 15 years; 4.0% after 20 years
Yadkin	40.0¢	29.5	29.5	264	258	yes	time off	0.50% after 10 years; 0.75% after 15 years; 1.0% after 20 years; 1.25% after 25 years 1.5% after 30 years
Yancey	50.0¢	35.15	35.15	no data	199	yes	cash	2.25% after 15 years; 3.25% after 20 years 4.5% after 25 years
1. Social Services are paid \$250/week								
2. 6.25% of hourly rate times number of hours on standby								
3. \$15/day for supervisors; \$12/day for others								
4. DSS pager \$200/month, Sheriff Investigator/911 Director 1 hour/day on call status								
5. Minimum of 2 hours paid								
6. \$300 per week.								
7. \$120/week, Holiday rate higher								
8. Social Services are paid, others receive time off								
9. \$10/day Mo–Th, \$20/day Fr–Su, \$30/holiday								
10. DSS only, flat fee per weekend								
11. \$70/week								
12. DSS \$100/wk; DSS Supv \$50/wk; Animal Control \$50/wk, overtime + 2 hours if called								
13. \$15/day for pager; time and one-half for non-exempt hours; \$35 /hr for exempt hours								
14. EMS and C-Comm paid according to IRS co-efficient scale; TPT paid at time and one-half								
15. Maximum accrual of 40 hours								

TABLE XXXV. WORKWEEK AND OVERTIME POLICIES						
January 2011						
		Exempt Employees		Nonexempt Employees		
County	Workweek Hours	Compensated for Overtime	Time Off Or Paid	Straight Time or Time and One-Half	Cash or Time and One-Half	Choice of Compensation Method by Employee
Alamance	40	no	n/a	n/a	time off	no
Alexander	40	yes	time off	straight time	time off	no
Alleghany	40	no	n/a	n/a	no data	no data
Anson	37.5	no	n/a	n/a	time off	no
Ashe	40	yes	time off	time & one half	time off	no
Avery	40	no	n/a	n/a	both	yes
Beaufort	40	no	n/a	n/a	no data	no data
Bertie	37.5	no	n/a	n/a	time off	no
Bladen	37.5	no	n/a	n/a	time off	no
Brunswick	40	no	n/a	n/a	both	no
Buncombe	40	no	n/a	n/a	no data	no data
Burke	40	yes	time off	straight time	time off	no
Cabarrus	40	yes	time off	straight time	time off	no
Caldwell	40	no	n/a	n/a	time off	no
Camden	40	yes	time off	straight time	time off	no
Carteret	40	no	n/a	n/a	time off	no
Caswell						
Catawba	40	yes	time off	straight time	time off	no
Chatham	40	no	n/a	n/a	time off	no
Cherokee	40	yes	time off	straight time	both	yes
Chowan	40	no	n/a	n/a	both	no
Clay	40	no data	no data	no data	both	no
Cleveland	40	yes	time off	straight time	time off	no
Columbus	37.5	yes	no data	no data	time off	no
Craven	40	no	n/a	n/a	time off	no
Cumberland	40	yes	time off	straight time	both	yes
Currituck	40	no	n/a	n/a	time off	no
Dare	37.5	no	n/a	n/a	time off	no
Davidson	40	no	n/a	n/a	cash	no
Davie	37.5-40	no	n/a	n/a	time off	no
Duplin	40	yes	time off	straight time	both	no
Durham	37.5	no	n/a	n/a	both	yes
Edgecombe	40	yes	time off	straight time	time off	no
Forsyth	40	yes	both (employee choice)	straight time	no data	no
Franklin	40	no	n/a	n/a	both	no
Gaston	40	no	n/a	n/a	both	yes
Gates	37.5	yes	Time Off	time and one-half	time off	no
Graham	40	no	n/a	n/a	time off	no
Granville	37.5	yes	time off	straight time	time off ¹	no
Greene						
Guilford	40	no data	no data	no data	time off	no
Halifax	37.5	yes	time off	straight time	both	no
Harnett	40	yes	time off	straight time	time off	no

		Exempt Employees			Nonexempt Employees		
County	Workweek Hours	Compensated for Overtime	Time Off Or Paid	Straight Time or Time and One-Half	Cash or Time and One-Half	Choice of Compensation Method by Employee	
Haywood							
Henderson	37.5	no	n/a	n/a	cash	no	
Hertford	37.5	yes	time off	straight time	time off	no	
Hoke	40	yes	time off	straight time	time off	no	
Hyde	40	no	n/a	n/a	cash	no	
Iredell	40	no	n/a	n/a	time off	no	
Jackson							
Johnston	40	yes	time off	straight time	both	no	
Jones	40	yes	time off	straight time	time off	no	
Lee	40	no	n/a	n/a	time off	no	
Lenoir	37.5	yes	time off	straight time	time off	no	
Lincoln	40	no	n/a	n/a	cash	no	
McDowell	40	yes	time off	straight time	cash	no	
Macon	40	no	n/a	n/a	both	no	
Madison	40	no	n/a	n/a	time off	no	
Martin	40	yes	no data	no data	both	no	
Mecklenburg	40	no	n/a	n/a	cash	no	
Mitchell	40	no data	no data	no data	no data	no data	
Montgomery	40	no	n/a	n/a	time off	yes	
Moore	40	no	n/a	n/a	both	yes	
Nash	40	no	n/a	n/a	both	no	
New Hanover	40	no	n/a	n/a	cash	no	
Northampton	37.5	no	n/a	n/a	time off	no	
Onslow	40	yes	time off	straight time	both	yes	
Orange	40	no	n/a	n/a	time off	no	
Pamlico	40	no	n/a	n/a	time off	no	
Pasquotank	40	no	n/a	n/a	time off	no	
Pender	40	yes	time off	straight time	time off	no	
Perquimans	40	no	n/a	n/a	time off	no	
Person	37.5	no	n/a	n/a	both	yes	
Pitt	40	no	n/a	n/a	no data	no data	
Polk	37.5-40	yes	time off	straight-time	time off	no	
Randolph	40	no	n/a	n/a	time off	no	
Richmond							
Robeson	40	no	n/a	n/a	time off	no	
Rockingham	40	no	n/a	n/a	time off	no	
Rowan	40	yes	time off	straight time	time off	no	
Rutherford	37.5	no	n/a	n/a	n/a	n/a	
Sampson							
Scotland	40	yes	time off	straight time	both	no	
Stanly	37.5	no	n/a	straight time	cash	no	
Stokes							
Surry	40	yes	time off	straight time	time off ¹	no	
Swain	40	yes	time off	straight time	time off	no	
Transylvania	37.5	no	n/a	n/a	both	yes	

County	Workweek Hours	Exempt Employees		Nonexempt Employees		
		Compensated for Overtime	Time Off Or Paid	Straight Time or Time and One-Half	Cash or Time and One-Half	Choice of Compensation Method by Employee
Tyrrell	varies	no	n/a	n/a	time off	no
Union	40	no	n/a	n/a	both	no
Vance	37.5	no	n/a	n/a	both	no
Wake	40	no	n/a	n/a	cash	no
Warren	37.5	yes	time off	straight time	time off	no
Washington	37.5-40	no	n/a	n/a	both	yes
Watauga	40	yes	time off	straight time	time off	no
Wayne	40	no	n/a	n/a	time off	no
Wilkes	37.5	no	n/a	n/a	time off	no
Wilson	40	yes	time off	straight time	cash	no
Yadkin	40	no	n/a	n/a	both	no
Yancey	37.5	yes	time off	straight time	time off	no
1. Normally time off						

TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE										
January 2011										
Health Insurance (Employee Only Coverage)							Health Insurance for Retirees			
County	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost	Employee Pays	County Pays	% Paid on Family Coverage	Retirees under Age 65	Retirees Age 65 or More
Alamance	no	\$300	\$20	2,000	\$500	0.00	\$500	0%	100% county paid after 25 years of service; 75% after 20 years of service; 50% after 15 years of service	Medicare supplement to be defined in 2010
Alexander	no	3500	\$25	2,500	480.00	0.00	480.00	0%	no	no
Alleghany	yes	500	\$15	250	539.00	0.00	539.00	0%	100% county paid Local Govt Retirement	100% county paid Local Govt Retirement
Anson	no	1000	\$25	4,000	555.00	0.00	555.00	0%	100% county paid after 30 years service	County pays \$115 after 10 years service/age 62; \$229 after 20 years/age 62; \$286 after 25 years/age 60; \$343 after 30 years/any age
Ashe	no	1000	\$100	3,000	529.00	0.00	529.00	0%	100% county paid after 25 years service with Ashe County	no
Avery	no	200	\$10	2,000	916	0.00	916.00	no data	100% county paid after 20 years service	Up to \$2,000 county paid after 20 years service Medicare supplement
Beaufort	no	600	\$25	2,750	410.80	0.00	410.80	0%	100% county paid after 20 years/age 60 or after 30 years regardless of age	no
Bertie	no	1000	\$35	3,000	534.00	0.00	534.00	0%	50% county paid after 15 years service and age 55; 100% county paid after 20 years continuous or 25 years noncontinuous	100% county paid Medicare supplement
Bladen	no	600	\$25	3,350	411.00	0.00	411.00	0%	no data	no data
Brunswick	no	500	\$20	1,500	678.00	0.00	678.00	0%	100% county paid for disability retiree with 5 years or service retiree with 10 years	100% county paid for disability retiree with 5 years or service retiree with 10 years
Buncombe	yes	no data	no data	no data	no data	no data	no data	no data	100% county paid after 5 years service at any age	no
Burke	no	1000	\$30	3,000	541.00	0.00	541.00	0%	20% county paid after 5 years; 45% paid after 10 years; 60% paid after 15 years; 75% paid after 20 years; 100% paid after 25 years	no
Cabarrus	yes	0	\$20	2,000	580.00	50.00	530.00	0%	100% county paid after 25 years service	no
Caldwell	no	1000	n/a	3,000	530.00	30.00	500.00	0%	no	no

County	Health Insurance (Employee Only Coverage)					Employee Pays	County Pays	% Paid on Family Coverage	Health Insurance for Retirees	
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost				Retirees under Age 65	Retirees Age 65 or More
Camden	no	750	\$15	3,000	441.88	0.00	441.88	0%	100% county paid after 20 years service	no
Carteret	no	1000	\$20	2,000	555.78	0.00	555.78	0%	100% county paid after 20 years service, age 50	no
Caswell										
Catawba	yes	1200	all	4,000	420.00	0.00	420.00	0%	100% after 30 years service	no
Chatham	no	0	10%	2,000	621.00	0.00	621.00	0%	100% county paid after 30 years of service; 75% paid after 25 years; 50% after 20 years	no
Cherokee	no	500	\$25	3,000	650.00	0.00	650.00	0%	100% county paid after 30 years of service	no
Chowan	no	no data	\$35	6,000	428.00	0.00	428.00	0%	100% county paid if retired in NCLGERS and 20 years service with county	100% county paid if retired in NCLGERS and 20 years service with county
Clay	no	1500	no data	5,000	638.59	50.00	588.59	0%	100% county paid after 20 years of service/age 60	no
Cleveland	yes	1500	no data	3,500	484.00	52.00	432.00	0%	100% county paid after 20 years of continuous service with the county	no
Columbus	no	750	\$30	3,000	510.36	0.00	510.36	0%	100% county paid after 20 years/age 55	100% county paid Medicare supplement
Craven	no	400	20%	1,500	435.00	0.00	435.00	0%	Sliding scale based on service after 20 years of service, eligible to remain on plan after 15 years with Craven County	no
Cumberland	no	1000	\$30	2,000	505.00	26.00	479.00	0%	96% County paid after 25 years service	100% County paid after 25 years service
Currituck	no	750	\$15	4,750	511.16	0.00	511.16	0%	50% county paid after 10 years, 75% after 15 years, 100% after 20 years with full retirement system eligibility; those hired since 9/1/2007 must have 20 years continuous service with the county	50% county paid after 10 years, 75% after 15 years, 100% after 20 years with full retirement system eligibility; those hired since 9/1/2007 must have 20 years continuous service with the county
Dare	no	1000	20%	1,000	570.00	0.00	570.00	0%	90% county paid with 20 years service, 95% paid with 25 years and 100% paid with 30 years service	90% county paid with 20 years service, 95% paid with 25 years and 100% paid with 30 years service
Davidson	yes	0	\$30	2,000	588.00	76.00	512.00	48%	1/3 county paid after 20 years, 2/3 after 25 years, 100% after 30 years, all age 55	1/3 county paid after 20 years, 2/3 after 25 years, 100% after 30 years

County	Health Insurance (Employee Only Coverage)					Employee Pays	County Pays	% Paid on Family Coverage	Health Insurance for Retirees	
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost				Retirees under Age 65	Retirees Age 65 or More
Davie	no	1000	\$20	2,000	542.00	0.00	542.00	0%	50% county paid after 20 years and age 60; 75% paid after 25 years any age and 100% paid after 30 years of service at any age	50% county paid after 20 years; 75% paid after 25 years and 100% paid after 30 years of service
Duplin	no	1250	\$30	2,250	557.92	0.00	557.92	0%	50% county paid if hired before 8/18/2008 and with 10 years service; 50% county paid if hired before 8/18/2008 and with 25 years service	50% county paid if hired before 8/18/2008 and with 10 years service; 50% county paid if hired before 8/18/2008 and with 25 years service
Durham	yes	500	\$20	2,500	490.00	0.00	490.00	0%	100% county paid after 20 years	100% county paid after 20 years for Medicare supplement
Edgecombe	no	850	\$25	3,000	555	0.00	555	0%	100% county paid after 30 years	no
Forsyth	no	750	\$20	no data	581	57.00	524	75%	County pays same as for active employees if have 20 years continuous service with county	no

County	Health Insurance (Employee Only Coverage)						County Pays	% Paid on Family Coverage	Health Insurance for Retirees	
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost	Employee Pays			Retirees under Age 65	Retirees Age 65 or More
Franklin	yes	500	\$20	1,000	606.42	50.00	556.42	0%	100% county paid after 20 years/age 55 or after 30 years regardless of age	Retirees may have coverage, county pays for basic Medicare plan, retiree pays for upgrade
Gaston	yes	1500	\$25	0	410.00	0.00	410.00	85%	no	no
Gates	no	1000	\$15	no data	538.29	0.00	538.29	0%	100% county paid after 20 years continuous service	100% county paid after 20 years continuous service, Medicare primary
Graham	no	2000	\$0	no data	450.00	0.00	450.00	0%	no	no
Granville	no	750	\$20	2,000	392.00	0.00	392.00	0%	100% county paid after 22 years/age 62 or 25 years/age 55 or 30 years regardless of age	Medicare supplement with 20 years service
Greene										
Guilford	yes	n/a	\$15	1,000	391.00	23.00	368.00	80%	75% after 25 years, 100% after 30 years regardless of age	75% after 25 years, 100% after 30 years
Halifax	no	1500	\$35	85,000	430.00	0.00	430.00	0%	100% paid with 30 years service	100% paid with 30 years service, Medicare supplement
Harnett	no	500	\$30	3,000	573.00	0.00	573.00	0%	50% county paid after 15 years, 75% after 20 years, 85% after 25 years, 100% after 30 years regardless of age	County reimburses \$200 for Medicare supplement
Haywood										
Henderson	no	500	\$15	2,500	724.00	60.00	664.00	0%	50% county paid after service/age total of 70, 75% after total of 75, 80% after total of 80	no
Hertford	no	no data	no data	no data	498.00	0.00	498.00	0%	no data	no data
Hoke	no	1000	\$35	5,000	442.00	0.00	442.00	0%	25% county paid after 12 years; 50% after 15 years; 75% after 25 years; 100% after 30 years at any age	no
Hyde	no	1000	20%	5,000	502.00	0.00	502.00	0%	30% county paid after 20 years/60% county paid after 25 years/100% county paid after 30 years	no
Iredell	yes	no data	no data	no data	562.00	0.00	562.00	0%	25% county paid after 15 years/age 55; 50% paid after 20 years/age 55; age 50, 75% after 25 years/age 55, 100% after 30 years/any age	no
Jackson										

County	Health Insurance (Employee Only Coverage)					Employee Pays	County Pays	% Paid on Family Coverage	Health Insurance for Retirees	
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost				Retirees under Age 65	Retirees Age 65 or More
Johnston	yes	500	\$20	3,350	525.00	0.00	525.00	no data	100% county paid if receiving NCLGERS benefits with 10 years with county prior to 2007; 20 years after 1/1/2007	100% county paid (secondary)
Jones	no	1000	\$20	2000	504	126.00	378	0%	no	no
Lee	yes	1000	\$20	2,000	417.94	34.63	383.31	0%	same as active employees	100% county paid supplement
Lenoir	no	700	\$35	3,500	554	20.00	534	0%	100% county paid after 25 years/age 60 or after 30 years/any age	no
Lincoln	yes	1000	\$30	2,000	610.00	54.00	556.00	43%	90% county paid after 25 years	100% county paid after 25 years
McDowell	no	1000	\$20	50,000	self-funded	0.00	all	0%	25% county paid after 15 years, 50% paid after 20 years, 75% paid after 25 years, 100% paid after 30 years	no
Macon	no	500	\$25	1,500	500.00	0.00	500.00	73%	100% county paid after 15 years	100% county paid after 25 years
Madison	no	300	10%	1,500	602.00	0.00	602.00	0%	no	no
Martin	no	500	\$0	2,500	520.00	0.00	520.00	0%	100% county paid after 25 years/age 60 or after 20 years/age 50 or after 30 years at any age; last 10–20 years must be with the county	50% county paid with 15 years all with Martin or 20 years, 10 with Martin plus a Medicare supplement is provided
Mecklenburg	yes	200	\$15	1,000	685.00	102.00	583.00	no data	50% county paid after 10 years, 100% paid after 20 years of service	50% county paid after 10 years, 100% paid after 20 years of service
Mitchell	yes	150	\$20	no data	377.00	0.00	377.00	0%	75% county paid after 20 years, 87.50% after 25 years, 100% after 30 years of service	75% county paid after 20 years, 87.50% after 25 years, 100% after 30 years of service
Montgomery	no	1000	\$20	4,000	397.00	0.00	397.00	0%	100% county paid after 12 years/age 62 or 100% after 30 years regardless of age	County pays \$125/month after 12 years of continuous service
Moore	no	500	\$20	2,500	659.00	0.00	659.00	0%	25% county paid after 15 years, 50% paid after 20 years, 100% paid after 30 years	25% county paid after 15 years, 50% paid after 20 years
Nash	no	500	\$20	2,000	506.00	0.00	506.00	0%	100% county paid after 20 years, 75% paid after 15 years, 100% paid after 20 years (pre-07/2007 employees) ¹	100% county paid after 20 years, 75% paid after 15 years, 100% paid after 20 years (Medicare only); above is for pre-2001 retirees

County	Health Insurance (Employee Only Coverage)					Employee Pays	County Pays	% Paid on Family Coverage	Health Insurance for Retirees	
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost				Retirees under Age 65	Retirees Age 65 or More
New Hanover	yes	1000	\$25	200,000	641.00	43.00	598.00	44%	25% county paid after 15 years, 50% paid after 20 years, 75% after 25 years, 91% paid after 30 years	25% county paid after 15 years, 50% paid after 20 years, 75% after 26 years, 91% paid after 30 years
Northampton	no	no data	no data	no data	577.00	29.00	548.00	0%	100% county paid after 30 years or 20 years and age 60	100% Medicare supplement after 20 years
Onslow	yes	1000	\$30	4,000	475.00	0.00	475.00	0%	100% county paid after 10 years; must be hired prior to 07/01/2009	no
Orange	yes	250	\$15	0	499.00	0.00	499.00	1%	100% county paid after 10 years	100% county paid after 10 years, 50% after 5 years for disability
Pamlico	no	500	no data	3,000	452.00	0.00	452.00	0%	no data	no data
Pasquotank	no	0	\$5	6,000	437.00	0.00	437.00	0%	100% county paid after 25 years	100% county paid after 25 years
Pender	no	500	\$20	3,000	531.00	0.00	531.00	0%	100% county paid after 30 years, 100% county paid after 25 years/age 55	100% county paid after 20 years; Medicare supplement only
Perquimans	no	none	\$35	5,000	428.00	0.00	428.00	0%	100% county paid after 20 years service	no

County Salaries in North Carolina 2011

County	Health Insurance (Employee Only Coverage)					Employee Pays	County Pays	% Paid on Family Coverage	Health Insurance for Retirees	
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost				Retirees under Age 65	Retirees Age 65 or More
Person	no	500	\$20	2,000	419.00	0.00	419.00	0%	50% county paid after 20 years, 75% paid after 25 years; 100% paid after 30 years	no
Pitt	no	500 + 10%	\$20	2,500	636.00	40.00	596.00	0%	100% county paid after 20 years/age 60 or 100% after 30 years	no
Polk	no	500	\$25	2,500	439.00	0.00	439.00	0%	no	no
Randolph	no	1000	\$25	2,000	480.00	0.00	480.00	0%	0% county paid with 10 years service, 50% county paid after 20 years, 75% after 25 years, 100% after 30 years	no
Richmond										
Robeson	yes	1250	\$25	125,000	650.00	0.00	650.00	0%	100% county paid after 20 years and age 50 or 30 years of service at any age	100% county paid after 30 years
Rockingham	no	1000	n/a	2,500	423.00	0.00	423.00	0%	50% county paid after 20 years service; 75% paid after 25 years and 100% paid after 30 years of service	100% county paid after 30 years if hired before 8/16/07. No contribution after that date
									Various grandfather dates	
Rowan	no	750	\$20	2,500	670.00	0.00	670.00	0%	100% county paid after 20 years with the county and age 55	no
Rutherford	no	600	\$25	2,750	411.00	0.00	411.00	0%	100% county paid after 5 years	100% county paid after 5 years
Sampson										
Scotland	no	0	\$30	4,500	522.50	0.00	522.50	0%	100% county paid after 15 years service	100% county paid after 15 years only if hired before 7/1/04
Stanly	no	500	\$20	3,000	691.00	0.00	691.00	0%	100% county paid after 30 years; 50% paid after 25 years	no
Stokes										

County	Health Insurance (Employee Only Coverage)					Employee Pays	County Pays	% Paid on Family Coverage	Health Insurance for Retirees	
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost				Retirees under Age 65	Retirees Age 65 or More
Surry	yes	1000	\$30	4,000	591.00	95.00	496.00	0%	50% county paid after 20 years/age 55; 50% paid after 30 years/age 65; 50% paid after 30 years/age 65; 50% paid after 30 years/age 65	Employee may take supplement at own cost
Swain	yes	500	\$15	3,000	370.00	30.00	340.00	0	100% of employer share paid after 30 years, or 25 years/age 55, or 10 years/age 62	no
Transylvania	no	750	\$25	2,000	481.00	0.00	481.00		60% county paid after 5 years/age 60, 80% after 20 years/age 55, 100% after 30 years; all service must be with the county	no
Tyrrell	no	500/1000	10%/30%	2000/4000	585.00	0.00	585.00	0%	100% county paid after 10 years service	100% Medicare supplement after 10 years of service
Union	no	1650	20%	2,750	518.00	0.00	518.00	50%	100% county paid after 20 years	100% Medicare supplement
Vance	no	750	\$20	2,250	582.00	0.00	582.00	0	100% county paid after 15 years	100% county paid supplement after 15 years
Wake	yes	1000	20%	2,500	420.00	21.00	399.00	0	50% after 10 years service, 100% after 20 years service	50% after 10 years service, 100% after 20 years service
Warren	yes	750	\$20	3,000	488.70	0.00	488.70	0%	No county contribution, employee can participate with 20 years with county and age 60 or 30 years in NCLGERS, 20 years with county and age 55	No county contribution, employee can participate with 20 years with county and age 60 or 30 years in NCLGERS, 20 years with county and age 56
Washington	yes	600	\$25	2,750	411.00	0.00	411.00	no data	no data	no data
Watauga	no	750	\$15	2,000	499.00	0.00	499.00	\$30/month	\$300 county paid after 20 years service, \$400 paid after 25 years	no
Wayne	yes	1000	\$20	2,000	550.00	0.00	550.00	no data	100% county paid after 15 years, none for employees hired after 7/1/09	100% county paid after 25 years, none for employees hired after 7/1/09
Wilkes	no	750	\$20	3,000	725.00	0.00	725.00	no data	100% county paid after 30 years, 75% after 25 years, 75% after 20 years and age 55, 75% after 10 years and age 62	100% county paid after 30 years, 75% after 25 years
Wilson	no	1000	25%	no data	516.00	0.00	516.00	0%	no data	no data
Yadkin	no	1500	\$0	no data	394.66	0.00	394.66	0%	100% county paid after 5 years	100% county paid after 5 years

County	Health Insurance (Employee Only Coverage)					Employee Pays	County Pays	% Paid on Family Coverage	Health Insurance for Retirees	
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost				Retirees under Age 65	Retirees Age 65 or More
Yancey	yes	1000	\$20	1,500	693.89	183.68	510.21	54.5%	100% county paid after 20 years	100% county paid after 20 years
1. Several different grandfathered benefits exist, reported practice applies to employees hired since 07/01/2007										

TABLE XXXVII. DENTAL AND LIFE INSURANCE										
January 2011										
Dental Insurance (Employee Only Coverage)						NCLGERS		Term Life Insurance		
County	Total Cost	Employee Pays	County Pays	Preventive % Paid	Other Expenses % Paid	Annual Max	Death Benefit	Life Max Amount	County Paid	Employee Paid
Alamance	33.00	0.00	33.00	100%	85%/50%	1,500	yes	70,000	100%	0%
Alexander	27.00	0.00	27.00	100%	80%/50%	1,000	yes	12,500	100%	0%
Alleghany	27.00	27.00	0.00	100%	50%	1,000	yes	10,000	100%	0%
Anson	varies	all	0.00	100	varies	1,000	yes	25,000	100%	0%
Ashe	28.00	0.00	28.00	100%	80%	1,000	yes	provided	no data	no data
Avery	Included w/Health			100%	80%	2,000	yes	50,000	100%	0%
Beaufort	31.32	31.32	0.00	100%	80%	1,000	yes	10,000	100%	0%
Bertie	20.00	0.00	20.00	100%	80%/50%	1,000	no	50,000	100%	0%
Bladen	31.00	31.00	0.00	no data	no data	no data	yes	10,000	100%	0%
Brunswick	provided	no data	no data	100%	80%	1,000	yes	150,000	0%	100%
Buncombe	provided	no data	no data	100%	80%	1,500	yes	provided	no data	no data
Burke	39.00	0.00	39.00	100%	80%/50%	750	yes	10,000	100%	0%
Cabarrus	29.98	29.98	0.00	100%	80%/50%	1,250	yes	50,000	0%	100%
Caldwell	22.00	5.00	17.00	100%	80%	2,000	yes	50,000	100%	0%
Camden	23.54	0.00	23.54	100%	80%/50%	1,000	yes	n/a		
Carteret	20.84	0.00	20.84	100%	50%	1,000	yes	165,000	15000	remainder
Caswell										
Catawba	26.00	0.00	26.00	100%	80%/50%	1,250	yes	n/a		
Chatham	35.00	0.00	35.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Cherokee	30.00	0.00	30.00	100%	80%	1,000	yes	Elective	15000	remainder
Chowan	22.00	0.00	22.00	100%	80%	1,000	yes	Elective	0%	100%
Clay	27.41	0.00	27.41	100%	80%/50%	1,500	yes	n/a		
Cleveland	42.00	0.00	42.00	no data	no data	1,100	yes	n/a		
Columbus	24.00	24.00	0.00	100%	80%	1,000	yes	Elective	0%	100%
Craven	32.00	0.00	32.00	100%	50%	1,500	yes	Elective	10000	remainder
Cumberland	28.00	28.00	0.00	100%	80%/50%	1,000	yes	100,000	5000	remainder
Currituck	29.84	0.00	29.84	80%	80%	1,000	yes	n/a		
Dare	29.00	29.00	0.00	100%	80%/50%	1,000	yes	30,000	100%	0%
Davidson	15.00	15.00	0.00	100%	varies	1,500	yes	Elective	0%	100%
Davie	24.82	24.82	0.00	100%	80%/50%	1,000	yes	40,000	100%	0%
Duplin	24.04	24.04	0.00	100%	50%	1,500	yes	100,000	0%	100%
Durham	48.00	0.00	48.00	100%	100%/80%	1,500	yes	annual salary	100%	0%
Edgecombe	no data	0.00	no data	100%	80%	1,000	yes	20,000	100%	0%
Forsyth	30.00	0.00	30.00	varies	50%	1,200	no	no data	0%	100%
Franklin	Included w/Health			100%	80%/50%	1,000	yes	annual salary	100%	0%
Gaston	9.00	0.00	9.00	50%	50%	500	no	n/a		
Gates	19.76	0.00	19.76	80%	80%	1,000	yes	n/a		
Graham	18.00	0.00	18.00	100%	80%	no data	yes	25,000	100%	0%
Granville	20.00	20.00	0.00	100%	50%	750	yes	10,000	100%	0%
Greene										
Guilford	24.00	3.00	21.00	100%	80%	500	yes	2 X salary	50%	50%
Halifax	28.00	0.00	28.00	100%	80%	1,000	yes	no data	0%	100%
Harnett	27.00	27.00	0.00	100%	80%/50%	1,000	yes	annual salary	100%	0%

County Salaries in North Carolina 2011

County	Dental Insurance (Employee Only Coverage)					Annual Max	NCLGERS	Term Life Insurance		
	Total Cost	Employee Pays	County Pays	Preventive % Paid	Other Expenses % Paid		Death Benefit	Life Max Amount	County Paid	Employee Paid
Haywood										
Henderson	38.00	0.00	38.00	100%	0% - 80%	3,000	yes	250,000	0%	100%
Hertford	provided	no data	no data	no data	no data	no data	yes	100,000	0%	100%
Hoke	21.00	21.00	0.00	100%	50%	1,000	yes	10,000	100%	0%
Hyde	26.00	26.00	0.00	no data	no data	no data	yes	20,000	100%	0%
Iredell	33.10	33.14	0.00	100%	50%	1,000	yes	10,000	100%	0%
Jackson										
Johnston	20.58	20.58	0.00	100%	90% ¹	1,000	yes	200,000	100%	0%
Jones	25.00	25.00	0.00	100%	80%	1,000	yes	Elective	0%	100%
Lee	32.74	32.74	0.00	100%	80%	1,000	yes	15,000	100%	0%
Lenoir	Included w/Health			100%	80%/50%	1,000	yes	no data		
Lincoln	29.00	0.00	29.00	100%	80%/50%	1,000	yes	100,000	0%	100%
McDowell	self funded	0.00	all	100%	80%	1,500	yes	1,500	100%	0%
Macon	not provided						yes	30,000	100%	0%
Madison	33.00	33.00	0.00	100%	80%/50%	1,000	yes	20,000	100%	0%
Martin	23.00	0.00	23.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Mecklenburg	37.00	8.00	29.00	100%	100%/75%	1,000	yes	annual salary	100%	0%
Mitchell	not provided						yes	no data		
Montgomery	23.00	0.00	23.00	100%	80%	1,000	yes	annual salary	100%	0%
Moore	Included w/Health			90%	50%	1,000	yes	2 X salary	100%	0%
Nash	29.31	0.00	29.31	100%	80%/50%	1,000	yes	no data		
New Hanover	31.00	0.00	31.00	100%	80%/50%	1,000	yes	n/a		
Northampton	no data	no data	no data	no data	no data	no data	yes	15,000	100%	0%
Onslow	28.00	0.00	28.00	100%	80%/50%	1,000	yes	22,500	0%	100%
Orange	24.15	24.15	0.00	100%	85%/50%	1,200	yes	50,000	100%	0%
Pamlico	22.00	0.00	22.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Pasquotank	25.00	25.00	0.00	100%	80%/50%	1,000	yes	no data		
Pender	Included w/Health			100%	80%	1,000	yes	10,000	100%	0%
Perquimans	22.00	0.00	22.00	100%	80%/50%	1,000	no	300,000	0%	100%
Person	5.00	0.00	5.00	100%	80%	750	yes	10,000	100%	0%
Pitt	reimbursement plan			100%	50%	650	yes	500,000	100%	0%
Polk	29.00	29.00	0.00	100%	80%/50%	1,000	yes	15,000	100%	0%
Randolph	29.76	29.76	0.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Richmond										
Robeson	29.00	29.00	0.00	100%	80%	1,200	yes	25,000	100%	0%
Rockingham	33.00	0.00	33.00	100	80%/50%	1,000	yes	n/a		
Rowan	25.46	25.46	0.00	100%	80%/50%	1,000	yes	n/a		
Rutherford	26.00	0.00	26.00	100%	80%/50%	no data	no	10,000	100%	0%
Sampson										
Scotland	27.00	14.00	13.00	100%	80%	1,000	yes	20,000	50%	50%
Stanly	23.00	0.00	23.00	100%	80%	1,000	yes	n/a		
Stokes										
Surry	not offered						yes	Elective	\$30	remainder
Swain	24.00	12.00	12.00	100%	80%	1,000	yes	10,000	100%	0%
Transylvania	Included w/Health			100%	80%/50%	1,000	yes	10,000	100%	0%

County	Dental Insurance (Employee Only Coverage)					Annual Max	NCLGERS	Term Life Insurance		
	Total Cost	Employee Pays	County Pays	Preventive % Paid	Other Expenses % Paid		Death Benefit	Life Max Amount	County Paid	Employee Paid
Tyrrell	35.00	35.00	0.00	100%	80%/50%	1,200	yes	60,000	100%	0%
Union	32.00	0.00	32.00	100%	80%	1,000	yes	provided	0%	100%
Vance	27.00	0.00	27.00	100%	80%	1,000	yes	25,000	100%	0%
Wake	65.00	41.00	24.00	100%	50%	1,000	yes	500,000	0%	100%
Warren	Included w/Health			100%	80%/50%	1,000	yes	20,000	100%	0%
Washington	31.00	0.00	31.00	100%	no data	1,000	yes	no data		
Watauga	19.00	0.00	19.00	100%	80%/50%	2,000	yes	80,000	100%	0%
Wayne	16.00	16.00	0.00	100%	50%	no data	yes	annual salary	100%	0%
Wilkes	28.00	0.00	28.00	100%	no data	no data	yes	no data		
Wilson	29.00	24.00	5.00	no data	no data	no data	yes	no data	0%	100%
Yadkin	26.00	26.00	0.00	100%	80%/50%	1,000	yes	10,000	0%	100%
Yancey	15.80	15.80	0.00	no data	no data	no data	yes	15,000	100%	0%
1. Of reasonable and customary										

TABLE XXXVIII. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM											
January 2011		Non-Law						Performance		FY 10-11	FY 10-11
County	401k Plan	Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Appraisal System	Posted on Web	Cost of Living Increase (COLA)	Anticipated Merit Increase
Alamance	yes	2.00%	yes	2010	yes	2010	0	no	no	0.00%	0.00%
Alexander	yes	5.00%	yes	2003	yes	2003	2.50%	no	no	no data	no data
Alleghany	yes	0.00%	yes	2007	yes	2007	no data	no	no	0.00%	3.00%
Anson	yes	1.00%	yes	2008	yes	no data	2.50%	no	no	0.00%	0.00%
Ashe	yes	2.00%	yes	2006	yes	2006	0	yes	no	0.00%	no data
Avery	yes	3.00%	yes	2006	yes	2006	no data	no	no	3.00%	no data
Beaufort	yes	0.50%	yes	2010	yes	2010	0	no	no	0.00%	0.00%
Bertie	yes	0.00%	yes	2007	yes	2010	5.00%	no	no	0.00%	no data
Bladen	yes	0.00%	yes	2005	yes	2005	no data	yes	no	n/a	n/a
Brunswick	yes	5.00%	yes	2008	yes	2009	no data	yes	no	0.00%	0.00%
Buncombe	yes	8.00%	no data	no data	no data	no data	no data	no data	no data	no data	no data
Burke	yes	2.00%	yes	2007	yes	2010	0	no	no	0.00%	0.00%
Cabarrus	yes	5.00%	yes	2010	yes	2010	0	yes	no	2.50%	0.00%
Caldwell	yes	0.00%	yes	2010	yes	2010	5.00%	yes	yes *	n/a	n/a
Camden	yes	5.00%	yes	no data	yes	no data	5.00%	yes	no	1.50%	n/a
Carteret	yes	5.00%	yes	2010	yes	2005	0	yes	no	1.50%	0.00%
Catawba	yes	0.00%	yes	2009	yes	2009	0	yes	yes *	0.00%	0.00%
Chatham	yes	4.50%	yes	no data	yes	no data	0	yes	no	unknown	unknown
Cherokee	yes	0.00%	yes	2010	yes	2010	0	yes	yes *	0.00%	0.00%
Chowan	yes	0.00%	yes	no data	yes	2003	no data	no	no	0.00%	0.00%
Clay	yes	0.00%	no data	no data	yes	2008	no data	no	no	no data	no data
Cleveland	yes	5.00%	yes	2010	yes	2010	0	yes	yes *	0.00%	0.00%
Columbus	yes	0.00%	yes	2010	yes	2010	0	yes	no	no data	no data
Craven	yes	to 4.0%	yes	2010	yes	2010	4.80%	yes	no	0.00%	appx 1.0%
Cumberland	yes	0.00%	yes	2008	yes	2008	no data	no data	no data	2.00%	n/a
Currituck	yes	4.97%	yes	2009	yes	2009	2.00%	yes	no	0.00%	0.00%
Dare	yes	0.00%	yes	2009	yes	2010	no data	yes	no	0.00%	0.00%
Davidson	yes	1.50%	yes	2008	yes	2008	0	no	no	0.00%	n/a
Davie	yes	3.00%	yes	2005	yes	2005	5.00%	no	no	0.00%	0.00%
Duplin	yes	0.00%	yes	2010	yes	2010	0	yes	no	0.00%	0.00%
Durham	yes	5.00%	yes	2001	yes	2009	2.50%	yes	no	0.00%	0.00%
Edgecombe	yes	2.00%	yes	2010	yes	2010	0	no	no	0.00%	0.00%
Forsyth	yes	0.00%	yes	2007	yes	2007	no data	yes	yes *	no data	1.00%
Franklin	yes	4.00%	yes	2003	yes	2008	2.5%-5.0%	yes	yes *	0.00%	0.00%
Gaston	no	n/a	yes	2010	yes	2010	0	yes	yes *	no data	no data
Gates	yes	0.00%	yes	no data	yes	2006	0	yes	no	0.00%	0.00%
Graham	yes	0.00%	no	n/a	no	n/a	no data	no	no	0.00%	0.00%
Granville	yes	0.00%	yes	1997	yes	2005	2.50%	yes	no	0.00%	3.00%
Greene											
Guilford	yes	5.00%	yes	no data	yes	no data	no data	yes	yes *	n/a	0.00%
Halifax	yes	0.00%	yes	2008	yes	2008	0	yes	no	0.00%	0.00%
Harnett	yes	0.00%	yes	2010	yes	2010	no data	yes	yes *	no data	0.00%
Haywood											

County Salaries in North Carolina 2011

		Non-Law						Performance		FY 10-11	FY 10-11
County	401k Plan	Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Appraisal System	Posted on Web	Cost of Living Increase (COLA)	Anticipated Merit Increase
Henderson	yes	no data	yes	2010	yes	2010	0	yes	no	0.00%	0.00%
Hertford	yes	0.00%	yes	2007	yes	unknown	0	yes	no	no data	no data
Hoke	yes	0.00%	yes	2010	yes	2010	0	yes	no	0.00%	0.00%
Hyde	yes	no data	yes	2008	yes	2008	no data	no	no	no data	no data
Iredell	yes	5.50%	yes	2008	yes	2008	4.50%	yes	no	2.00%	1.0-4.0%
Jackson											
Johnston	yes	5.00%	yes	2010	yes	2010	5.00%	yes	yes *	0.00%	0.00%
Jones	yes	0.00%	yes	2010	yes	2010	0	no	no	3.00%	0.00%
Lee	yes	5.00%	yes	2010	yes	2010	0	yes	yes *	0.00%	0.00%
Lenoir	yes	5.00%	yes	2010	yes	2010	n/a	no	no	2.5	0.00%
Lincoln	yes	0.00%	yes	2008	yes	2009	2.50%	yes	no	0.00%	0.00%
McDowell	yes	\$33.40/mo	yes	2010	yes	2006	0	no	yes *	5.00%	0.00%
Macon	yes	2.00%	yes	2007	yes	2007	no data	yes	yes *	0.00%	0.00%
Madison	yes	0	no	n/a	no	n/a	0	no	no	0.00%	no data
Martin	yes	2.00%	yes	1999	yes	1999	0	no	no	0.00%	n/a
Mecklenburg	yes	0.00%	yes	no data	yes	2007	no data	no data	no data	no data	0.00%
Mitchell	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data
Montgomery	yes	0.00%	yes	2001	yes	2001	5.00%	yes	no	no data	no data
Moore	yes	3.00%	yes	2010	yes	2010	0	yes	no	0.00%	0.00%
Nash	yes	5.00%	yes	2008	yes	2010	5.00%	yes	no	0.00%	1.25%
New Hanover	yes	0.00%	yes	2010	yes	2010	0	yes	yes *	0.00%	0.00%
Northampton	yes	0.00%	yes	2003	yes	2006	2.50%	yes	no	0.00%	0.00%
Onslow	yes	1.00%	yes	2005	yes	2008	0	yes	yes *	0.00%	0.00%
Orange	yes	5.00%	yes	2009	yes	2009	0	yes	no	0.00%	0.00%
Pamlico	yes	0.00%	yes	no data	yes	no data	6.00%	no data	no	0.00%	0.00%
Pasquotank	no	n/a	yes	2006	yes	2006	1.50%	yes	no	0.00%	0.00%
Pender	yes	0.00%	yes	2010	yes	2010	n/a	no	no	0.00%	0.00%
Perquimans	yes	0.00%	yes	2004	yes	2004	0	no	no	1.50%	0.00%
Person	yes	2.50%	yes	2010	yes	2010	5.00%	yes	no	no data	no data
Pitt	yes	4.98%	yes	201	yes	2010	1.20-2.40%	yes	no	0.00%	0.00%
Polk	yes	0.00%	yes	2004	yes	2009	5.00%	yes	no	0.00%	0.00%
Randolph	yes	0.00%	yes	2010	yes	2010	5.00%	yes	yes *	0.00%	0.00%
Richmond											
Robeson	yes	no data	yes	no data	yes	2004	n/a	yes	no	no data	no data
Rockingham	yes	0.00%	yes	2008	yes	2010	0	yes	yes *	0.00%	0.00%
Rowan	yes	3.00%	yes	2010	yes	2010	2.00%	yes	yes *	0.00%	0.00%
Rutherford	yes	3.75%	yes	2004	yes	2004	no data	yes	no	n/a	n/a
Sampson											
Scotland	yes	3.75%	yes	2010	yes	2010	2.50%	yes	no	0.00%	0.00%
Stanly	yes	0.00%	yes	no data	yes	no data	5.00%	yes	no	0.00%	0.00%
Stokes											
Surry	yes	0.00%	yes	2010	yes	2010	2.50-3.00%	yes	no	0.00%	2.50%
Swain	yes	0.00%	yes	2010	yes	2010	3.00%	yes	no	no data	no data
Transylvania	yes	0.00%	no	2007	yes	2007	0	yes	no	0.00%	0.00%
Tyrrell	yes	0.00%	no	n/a	yes	2008	0	no	no	0.00%	0.00%

County Salaries in North Carolina 2011

		Non-Law						Performance		FY 10-11	FY 10-11
County	401k Plan	Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Appraisal System	Posted on Web	Cost of Living Increase (COLA)	Anticipated Merit Increase
Union	yes	5.00%	yes	2010	yes	2010	n/a	yes	yes *	n/a	n/a
Vance	yes	0.00%	yes	2010	yes	2010	0	yes	no	0.00%	0.00%
Wake	yes	5.00%	yes	2004	yes	2004	n/a	yes	yes *	n/a	n/a
Warren	yes	0.00%	yes	2010	yes	2010	0	yes	no	unknown	0.00%
Washington	yes	3.00%	yes	1998	yes	2001	no data	no	no	no data	no data
Watauga	yes	5.00%	yes	2009	yes	2009	0	yes	no	0.00%	0.00%
Wayne	yes	2.00%	yes	2007	yes	2007	0	yes	no	0.00%	0.00%
Wilkes	yes	0.00%	yes	2008	yes	2008	5.00%	no	no	0	0.00%
Wilson	yes	5.00%	yes	1995	yes	1995	0	no	no	0.00%	0.00%
Yadkin	yes	1.00%	yes	2010	yes	2010	no data	no	no	1.00%	no data
Yancey	yes	0.00%	yes	2010	yes	2010	no data	no	no	0.00%	0.00%
* Web Addresses of Pay Plans											
Caldwell	www.caldwellcountync.org										
Catawba	www.catawbacountync.gov/depts/pers/SalaryPlan.pdf										
Cherokee	www.cherokeecounty-nc.gov										
Cleveland	www.clevelandcounty.com										
Forsyth	www.forsyth.cc										
Franklin	http://www.co.franklin.nc.us/										
Gaston	www.co.gaston.nc.us										
Guilford	www.co.guilford.nc.us										
Harnett	www.harnett.org										
Johnston	www.johnstonnc.com										
Lee	www.leecountync.gov										
McDowell	www.mcdowellgov.com										
Macon	www.maconnc.org										
New Hanover	www.nhcgov.com										
Onslow	www.onslowcountync.gov										
Randolph	www.co.randolph.nc.us										
Rockingham	www.co.rockingham.nc.us										
Rowan	www.rowancountync.gov										
Union	www.co.union.nc.us										
Wake	www.wakegov.com/employment/countyjobs/classification.htm										