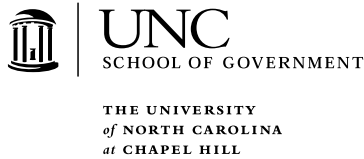


County Salaries	IN
North Carolina	2009
Compiled by the MAPS Group for the Institute of Government	

Based on data collected in the fall of 2008



The School of Government at the University of North Carolina at Chapel Hill works to improve the lives of North Carolinians by engaging in practical scholarship that helps public officials and citizens understand and improve state and local government. Established in 1931 as the Institute of Government, the School provides educational, advisory, and research services for state and local governments. The School of Government is also home to a nationally ranked graduate program in public administration and specialized centers focused on information technology, environmental finance, and civic education for youth.

As the largest university-based local government training, advisory, and research organization in the United States, the School of Government offers up to 200 courses, seminars, and specialized conferences for more than 12,000 public officials each year. In addition, faculty members annually publish approximately fifty books, book chapters, bulletins, and other reference works related to state and local government. Each day that the General Assembly is in session, the School produces the *Daily Bulletin*, which reports on the day's activities for members of the legislature and others who need to follow the course of legislation.

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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. Ninety of North Carolina's 100 counties participated in this year's survey of 126 appointed classes or positions and four elected positions (last year's survey included information from 96 counties about 120 classes and positions).

This report contains salary and wage profiles by position and information about fringe benefits that participating counties are offering for the 2008–2009 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 county population projections for 2008 and assessed property valuations for each county for fiscal year 2008–2009 are presented in Table 1 (Populations, Valuation). Both population estimates and property valuations are based on estimates provided by the individual counties in survey responses. For this reason, some information presented here differs from projections available from other sources.

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

Twenty-six reporting counties (down from twenty-eight last year) awarded performance pay increases for 2008–2009. Fifty-three counties (down from seventy-two last 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 3.0 percent (up from 2.9 percent last year). Eighteen counties (down from twenty-two 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. They 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 2009

County	Est. Pop'n 2009	Approx. Valuation 2007-2008 (Millions)	Chair Board of Commissioners	County Commissioner	County Manager/Administrator
Alamance	141,466	10,979	\$9,600 + \$1,500 travel	\$8,400 + \$1,500 travel	\$151,290
Alexander	36,000	2,541	\$8,185	\$8,185	\$111,524 + \$1,500 travel
Alleghany	11,000	1,762	4800	3000	\$67,798 ¹
Anson	25,800				
Ashe	25,759	3,602	\$9,700	\$8,400	\$98,820 ²
Avery	18,000	3,896	\$8,500	\$5,500	\$68,251 ²
Beaufort	46,070	4000	\$6,749 + \$3,000 travel	\$4,499 + \$1,800 travel	\$103,604 + \$5,700 travel
Bertie	19,355	1,062	\$11,356 + \$4,800 travel	\$9,937 + \$4,800 travel	\$101,725 + \$6,000 travel
Bladen	30,800	2,457	\$9,025 + \$4,800 travel	\$8,088 + \$3,600 travel	\$99,754 + \$7,199 travel
Brunswick	102,000	95,200	\$13,858 + \$50 per meeting	\$11,548 + \$50 per meeting	\$172,202 ²
Buncombe	220,000	no data	25310	17028	\$181,523
Burke	89,000	6,645	\$7,293 + \$720 travel	\$6,348 + \$720 travel	\$113,361 + \$5,000 travel
Cabarrus	158,903	20,938	13304	11656	\$171,881 + \$4,800 travel
Caldwell	78,000				
Camden	9,471	10	\$5,700 + \$50 for special meetings	\$5,400 + \$50 for special meetings	\$79,706 ²
Carteret	6,420	19,068	\$4,800 + \$3,456 travel	\$3,600 + \$2,592 travel	\$109,650+ \$6,000 travel
Caswell	23,857				
Catawba	151,000	13,481	\$11,400 + \$3,000 travel	\$9,000 + \$3,000 travel	\$198,934 + \$12,000 travel
Chatham	60,000				
Cherokee	25,000	2629	\$13,610 + \$3,600 travel	\$13,186 + \$1,200 travel	\$71,000 + \$3,600 travel
Chowan	14,695	1,290	7200	6000	\$110,000 + \$5,400 travel
Clay	9,850	1,326	\$16,788 + \$3,600 travel	\$11,850 + \$2,400 travel	\$63,150 + \$3,600 travel
Cleveland	97,121	6,335	\$10,752 + \$7,200 travel	\$8,574 + \$7,200 travel	\$149,862 + \$7,200 travel
Columbus	no data	no data	\$16,234 + \$1,500 travel	\$13,361 + \$1,500 travel	85000
Craven	96,746	6,693	\$12,792 + \$6,600 travel	\$11,544 + \$6,600 travel	\$150,000 + \$4,800 travel
Cumberland	302,965	no data	\$26,291 + \$6,000 travel	\$19,696 + \$4,800 travel	\$181,678 + \$8,100 travel
Currituck	26,000	8,033	\$15,600 + \$3,600 travel	\$14,400 + \$3,600 travel	\$106,803 ²
Dare	32,000	16,423	\$9,256 + \$4,800 travel	\$8,544 + \$3,600 travel	\$200,779
Davidson	149,690	10	\$11,292 + \$2,700 travel	\$9,860 + \$2,400 travel	\$131,040 + \$9,152 travel
Davie	40,516	3,490	\$6,038	\$4,012	\$106,590 + \$7,500 travel
Duplin	53,640	2,677	\$9,000	\$9,000	\$72,122 ³
Durham	257,947	28,458	22333	18971	\$170,000 + \$6,000 travel
Edgecombe	51,813	2,551	\$6,487 + \$5,400 travel	\$4,904 + \$4,620 travel	\$103,260 + \$6,600 travel
Forsyth	331,289	29,590	no data	no data	\$150,716
Franklin	56,000	3,835	\$12,937 + \$3,600 travel	\$11,270 + \$3,600 travel	\$92,500 ²
Gaston	197,200	14537	\$13,780 + \$5,400 travel	\$11,706 + \$5,100 travel	\$152,009 + \$7,200 travel
Gates	11,300				
Graham	7,966				
Granville	55,045	3618	\$11,400 + \$3,600 travel	\$10,200 + \$3,600 travel	\$105,570 + \$5,600 travel
Greene	20,000	979	\$5,227 + \$1,800 travel	\$4,534 + \$1,200 travel	\$95,657 + \$6,000 travel ⁴
Guilford	451,905	43,194	\$25,020 + \$1,500 travel	\$20,700 + \$1,500 travel	\$172,106 + \$7,200 travel
Halifax	60,052	3,427	10000	8600	102621
Harnett	108,100	5,651	\$8,732 + \$6,120 travel	\$8,116 + \$6,120 travel	\$144,455 + \$8,913 travel
Haywood	74,375	6,392	no data	no data	122866
Henderson	102,142	12,954	\$16,801 + \$3,650 travel	\$10,431 + \$3,650 travel	\$159,000 + \$7,800 travel

TABLE I. POPULATION, VALUATION, COUNTY COMMISSIONER, AND COUNTY MANAGER

January 2009

County	Est. Pop'n 2009	Approx. Valuation 2007-2008 (Millions)	Chair Board of Commissioners	County Commissioner	County Manager/Administrator
Hertford	22,468	1,192	13123	11755	93099
Hoke	44,000	1944	\$7,840	\$7,063	\$111,776 ²
Hyde	5,835	no data	5493	4120	\$89,042 ²
Iredell	146,206	20,047	\$10,917 + \$6,240 travel	\$10,137 + \$5,472 travel	\$165,157 + \$10,056 travel
Jackson	36,245				
Johnston	150,000	no data	\$6,892 + \$500 travel	\$5,080 + \$400 travel	\$148,899 + \$500 travel
Jones	10,600	712	\$10,488 + \$3,084 travel	\$9,828 + \$3,084 travel	\$75,018 ^{2,8}
Lee	61,622	4,697	\$11,440	\$9,928	\$120,060 + \$9,000 travel
Lenoir	58,172	3,358	17805	14204	\$98,470 + \$7,200 travel
Lincoln	70,000	8,383	\$6,000 + \$2,400 travel	\$4,800 + \$2,400 travel	105095
McDowell	43,000	3,019	9834	9834	\$95,682 + unspecified travel ⁵
Macon	33076	9500	\$11,269 + \$4,800 travel	\$9,390 + \$4,800 travel	\$130,000 + \$6,000 travel
Madison					
Martin	24,504	1,349	\$8,529 + \$6,000 travel	\$7,554 + \$6,000 travel	\$83,913 + \$3,600 travel ²
Mecklenburg	902,803	93,000	\$27,962 + \$3,528 travel	\$22,370 + \$3,528 travel	\$215,656 + \$12,149 travel
Mitchell	16,877	1,243	\$3,900 + \$3,600 travel	\$2,700 + \$3,000 travel	\$62,000
Montgomery	27,506	2,284	9336	8460	\$109,608+ \$7,200 travel
Moore	84,492	\$10,554	\$6,360 + \$2,700 travel	\$4,680 + \$2,700 travel	\$131,976 ¹
Nash	92,915	5,988	\$10,080	\$8,737	\$138,581 + \$8,400 travel
New Hanover	185,000	33,400	\$23,524	\$15,964	\$151,875
Northampton	21,483	no data	\$7,634	\$6,764	\$90,531 ¹
Onslow	169,466	11,621	\$12,589 + \$5,040 travel	\$11,595 + \$5,040 travel	vacant
Orange	127,344	12,580	\$17,902 + \$3,300 travel	\$13,721 + \$2,700 travel	\$149,289 ¹
Pamlico	14,000	no data	\$4,152	\$3,540	\$79,798 + \$2,400 travel
Pasquotank	40,880	3,240	\$8,400	\$7,200	\$102,166 ¹
Pender	50,000	4700	\$14,833 + \$4,800 travel	\$13,644 + \$4,800 travel	\$115,000 + \$10,000 travel
Perquimans	12,722	1,679	\$4,800	\$3,600	\$80,458 + \$3,000 travel
Person	37,341	3,860	\$12,324	\$9,792	\$97,500 + \$500 travel
Pitt	146,403	11,267	\$11,203 + \$4,800 travel	\$11,203 + \$2,400 travel	\$155,725 + \$5,000 travel ²
Polk	19,402	1,945	\$7,534	\$6,101	\$75,075 ²
Randolph	143,341	no data	\$8,400 + \$3,000 travel	\$6,000 + \$2,400 travel	\$126,690
Richmond	46,000	2,400	\$9,984 + \$3,000 travel	\$9,349 + \$2,400 travel	\$115,627 + \$4,800 travel
Robeson	129,931	5,310	\$17,480 + \$8,400 travel	\$13,360 + \$8,400 travel	\$125,696 ²
Rockingham	92,421	no data	9401	8201	\$138,732 + \$6,000 travel
Rowan	137,383	11,631	\$14,650 + \$3,600 travel	\$12,208 + \$3,600 travel	\$130,515 + \$4,200 travel
Rutherford	63,687	no data	\$9,916	\$9,916	\$98,201 + \$4,175 travel
Sampson	61,768	3,343	\$9,360	\$5,916	\$107,112 + \$3,600 travel
Scotland	37,180	1,861	9636	6276	\$91,656 + \$6,000 travel
Stanly	59,128				
Stokes	46072	3650	\$192 per meeting	\$174 per meeting	88000
Surry	72,380	5,338	\$8,304 + \$2,400 travel	\$7,476 + \$2,400 travel	\$106,140 + \$3,600 travel
Swain	13,980	no data	\$12,000 + \$3,900 travel	\$6,000 + \$3,250 travel	\$65,776 + \$2,600 travel
Transylvania	30,760	3,991	\$11,007	\$9,210	\$100,779
Tyrrell	4,200	474	\$450 meeting fee	\$150 meeting fee	\$30,384 ⁶

TABLE I. POPULATION, VALUATION, COUNTY COMMISSIONER, AND COUNTY MANAGER

January 2009

County	Est. Pop'n 2009	Approx. Valuation 2007-2008 (Millions)	Chair Board of Commissioners	County Commissioner	County Manager/Administrator
Union	188,000	23,000	\$10,074	\$8,682	\$150,000 + \$7,200 travel
Vance	44,000	2,500	\$8,588	\$6,120	\$117,312 + \$7,200 travel ⁷
Wake	868,121	984	\$22,395	\$19,096	\$214,127 + \$6,000 travel
Warren	19,800	1,300	\$12,200 + \$2,000 travel	\$10,160 + \$2,000 travel	\$93,119
Washington	13,300	675	\$11,100 + \$3,000 travel	\$9,900 + \$2,700 travel	\$98,500 + \$3,600 travel
Watauga	42,695	no data	\$8,266 + \$3,236 travel	\$6,861 + \$2,427 travel	\$136,571
Wayne	114,000	5,603	\$11,838	\$9,613	172416
Wilkes	66,925	6,096	\$6,500 + \$2,400 travel	\$6,500 + \$3,000 travel	\$89,250
Wilson	no data	no data	\$7,800 + \$1,800 travel	6600	133838
Yadkin	39,000	2,289	2101	1800	\$97,000 + \$6,000 travel
Yancey	19000				
1. Car available					
2. Car assigned					
3. Also HR director and clerk to the board					
4. Also clerk to the board					
5. Also economic development director					
6. Also finance officer and public utilities director					
7. Also purchasing agent					
8. Also personnel officer, county planner, and zoning code enforcement officer					

TABLE II. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER

January 2009

County	Comments	Assistant County Manager			Assistant to the Manager		
		Min.	Max.	Actual	Min.	Max.	Actual
Alamance		\$73,939	\$118,304	\$89,172	n/a		
Alexander		n/a			n/a		
Alleghany		n/a			clerk to the board		
Anson							
Ashe		n/a			35,712	50,460	37,521 ⁵
Avery		48,507	67,642	55,648	25,724	35,871	27,025
Beaufort		59,264	88,341	68,017 ^{12,13}	37,924	56,886	52,656 ⁸
Bertie		social services director			clerk to the board		
Bladen		n/a			n/a		
Brunswick		86,124	137,800	103,720 ⁹	n/a		
Buncombe	2 positions	103,876	147,801	123,709	n/a		
Burke	also finance director	71,314	110,534	80,418	31,110	48,223	34,179
Cabarrus	2 positions	95,507	147,445	109,514 ³	n/a		
Caldwell							
Camden		n/a			human resources director		
Carteret	2 positions	48323	77317	76352	n/a		
Caswell							
Catawba	2 positions	86,931	134,869	119,500	n/a		
Chatham							
Cherokee		n/a			n/a		
Chowan		n/a			n/a		
Clay		n/a			n/a		
Cleveland		86406	134904	101820 ²	n/a		
Columbus		n/a			35274	72185	51587
Craven		91,533	184,979	149,825 ¹⁰	n/a		
Cumberland	3 positions	66,713	158,476	122,756 ¹¹	38734	63911	54600
Currituck		n/a			n/a		
Dare				228375	n/a		
Davidson		63113	94670	84885 ¹⁵	40775	61163	49650
Davie		n/a			n/a		
Duplin		47,584	75,036	69,320 ¹³	32,023	50,498	33,983
Durham	2 positions	97,930	168,595	143,079	40261	69307	40261
Edgecombe		n/a			n/a		
Forsyth	2 positions			124,113	n/a		
Franklin		n/a			n/a		
Gaston		97,652	151,383	119,622 ³	n/a		
Gates							
Graham							
Granville		n/a			clerk to the board		
Greene		n/a			49796	69550	61999 ⁹
Guilford		115,009	195,516	155,000 ⁶	n/a		

TABLE II. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER

January 2009									
County	Comments	Assistant County Manager			Assistant to the Manager				
		Min.	Max.	Actual	Min.	Max.	Actual		
Halifax	2 positions	59,409	96,441	73,000		37,987	61,665	51,821	
Harnett		72,365	112,166	90,006	¹⁴	33916	52570	40699	
Haywood		63,606	95,411	82,863		n/a			
Henderson				106,045	²	n/a			
Hertford		48,676	75,448	60,591	¹⁷	n/a			
Hoke		n/a				29,174	41,222	29,174	
Hyde		n/a				32181	47506	31323	
Iredell	2 positions	76545	118721	114155	⁷	n/a			
Jackson									
Johnston		n/a				n/a			
Jones		n/a				32,007	40,414	32,007	¹⁹
Lee		n/a				n/a			
Lenoir		53,270	94,001	89472	⁵	n/a			
Lincoln		n/a				n/a			
McDowell		36,282	52,020	52,020	⁵	n/a			
Macon		61,677	92,516	78,000		n/a			
Madison									
Martin		n/a				n/a			
Mecklenburg	4 positions	125,319	195,811	173,044	¹⁶	51,552	93,403	65,439	¹⁸
Mitchell		n/a				n/a			
Montgomery		n/a				24,480	39,264	31,212	
Moore		81,097	127,322	98,880	⁵	n/a			
Nash		82,298	131,677	107,768	⁸	n/a			
New Hanover	3 positions	99171	152132	135429		n/a			
Northampton		\$52,713	\$93,018	no data		33979	59959	36592	⁵
Onslow	2 positions	\$83,730	\$133,968	\$98,379	¹	n/a			
Orange	2 positions	89,403	142,923	121,363	⁵	34,984	55,925	47,186	⁴
Pamlico		n/a				n/a			
Pasquotank		57,815	80,941	81,691	⁵	n/a			
Pender		62,648	100,236	64,345	⁵	n/a			
Perquimans		n/a				n/a			
Person		54527	84517	76716	⁹	n/a			
Pitt	chief financial officer	99,844	157,801	127,732		n/a			
	chief information officer	99,844	157,801	137,097					
Polk		n/a							
Randolph	finance director	66,976	103,979	96,533		43347	66976	48963	
Richmond		n/a				n/a			
Robeson		76340	94662	90000	⁵	n/a			
Rockingham	finance director	68,251	102,377	99,321	²¹	n/a			
Rowan		n/a				n/a			
Rutherford		n/a				n/a			

TABLE II. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER

January 2009

County	Comments	Assistant County Manager			Assistant to the Manager		
		Min.	Max.	Actual	Min.	Max.	Actual
Sampson		61,332	91,968	66,852	¹⁰ n/a		
Scotland		n/a			35,892	50,712	44,820
Stanly							
Stokes		n/a			n/a		
Surry		n/a			n/a		
Swain		n/a			n/a		
Transylvania		n/a			n/a		
Tyrrell		n/a			n/a		
Union		93246	139870	124025	²⁰ n/a		
Vance		n/a			n/a		
Wake	2 positions	104400	174100	149,339	52100	86900	64000
Warren		n/a			n/a		
Washington		n/a			n/a		
Watauga		71,655	111,065	93,703	n/a		
Wayne		n/a			n/a		
Wilkes		n/a			n/a		
Wilson		54,864	92,724	68,120	n/a		
Yadkin		n/a			n/a		
Yancey							
1. \$2,172 travel allowance							
2. \$3,600 travel allowance							
3. \$2,400 travel allowance							
4. Three positions							
5. Car available							
6. \$5,400 travel allowance							
7. Travel allowance of \$2,088 or \$6,072 depending on the position							
8. also clerk to the board							
9. Car assigned							
10. \$1,800 travel allowance							
11. \$2,000 travel allowance							
12. also human resources director							
13. also finance director and purchasing agent							
14. \$7,155 travel allowance							
15. \$1,000 travel allowance							
16. \$5,100 travel allowance							
17. also clerk to the board and risk manager							
18. 8 positions							
19. also clerk to the board, payroll clerk and human resources director							
20. \$4,800 travel allowance							

TABLE II. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER							
January 2009							
County	Comments	Assistant County Manager			Assistant to the Manager		
		Min.	Max.	Actual	Min.	Max.	Actual
21.	also finance director						

TABLE III. BOARD OF ELECTIONS, ELECTIONS DIRECTOR, AND ELECTIONS SPECIALIST

January 2009

County	Board of Elections		Elections Director			Elections Specialist			
	Chair	Member	Min.	Max.	Actual	No.	Min.	Max.	Actual
Alamance	\$50 per meeting	\$40 per meeting	\$39,926	\$63,879	\$53,988	1	\$30,660	\$49,053	\$32,796
Alexander	\$25 per meeting	\$25 per meeting	33,957	46,811	40,365	1	25,882	35,678	27,192
Alleghany	\$35 per meeting	\$35 per meeting	30,533	45,800	31,144		n/a		
Anson									
Ashe	n/a	n/a	37,278	52,674	42,177	1	31,386	44,346	31,386
Avery	\$200 per meeting	\$200 per meeting	32,831	45,784	33,488	1	27,010	37,666	27,550
Beaufort	\$25 per meeting + \$7.00 per hour	\$25 per meeting + \$7.00 per hour	36,291	54,436	46,456	1	26,667	40,000	28,663
Bertie	\$60 per meeting	\$50 per meeting	33,312	49,175	35,300		n/a		
Bladen	\$2,756	\$2,069	41,693	58,370	61,661	2	21,834	30,568	24,442
Brunswick	\$50 per meeting	\$50 per meeting	44,915	71,864	58,390	1	25,205	40,329	28,228
Buncombe	\$3,250	\$2,600	73,069	103,876	76,910	3	28,993	41,241	34,390
Burke	\$3,330	\$2,590	36,016	55,824	37,852	2	24,376	37,784	25,607
Cabarrus	\$75 per meeting	\$50 per meeting	50,562	78,195	73,368	1	34,284	52,908	40,264
Caldwell									
Camden	\$35 per meeting	\$35 per meeting	part-time		19,057	1	part-time		10390
Carteret	\$100 per election day + \$35 per meeting	\$100 per election day + \$35 per meeting	38,225	61,160	47,527	2	24,781	39,649	25,625
Caswell	n/a	n/a	27,672	45,612	34,020		n/a		
Catawba	\$100 per election day + \$75 per meeting	\$100 per election day + \$50 per meeting	48,399	75,093	69,291	2	25,646	39,817	29,336
Chatham									
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		n/a		
Clay	n/a	n/a			38,811	1			23,514
Cleveland	\$4,248	\$2,706	40,836	61,878	55,380	1	24,414	38,088	28,092
Columbus	\$45 per meeting	\$35 per meeting	31,957	65,397	45,597	1	17,667	36,157	19,117
Craven	\$70 per meeting	\$70 per meeting	37,568	75,895	41,258	2	23,507	47,492	27,176
Cumberland	\$5,131	n/a	55,639	91,804	87,609	2	35,348	66,865	39,052
Currituck	\$900 + \$9.00 per hour	\$300 + \$8.00 per hour	40,827	56,531	44,956	1	28,570	39,367	29,660
Dare	n/a	n/a			76496		28013	44821	37785
Davidson	n/a	n/a	42,784	64,177	60,954		n/a		
Davie	\$360	\$360	36,601	56,761	53,950	1	23591	36588	30240
Duplin	n/a	n/a	37,520	59,166	43,099	1	23,327	36,783	24,754
Durham	\$100 per election day + \$50 per meeting	\$100 per election day + \$40 per meeting	56,885	97,930	93,818		n/a		
Edgecombe	\$40 per meeting + \$8.00 per hour	\$40 per meeting + \$8.00 per hour	32,216	47,823	45,025	3	20,765	30,827	21,576
Forsyth	n/a	n/a			87,110		n/a		
Franklin	\$25 per meeting	\$25 per meeting	39,727	56,753	44,310	2	26,277	45,110	34,087
Gaston	3600	2400	49,180	76,239	60,244	2	24,768	38,395	30,804
Gates									
Graham									
Granville	3000	1500	34686	55497	51,356	1	21289	34064	28000
Greene	n/a	\$25 per meeting	32,265	45,003	43,317		n/a		
Guilford	no data	no data			90,237	5	30805	52369	33191
Halifax	n/a	n/a	34,393	55,832	45,203	1	21,991	35,699	29,264
Harnett	2400	\$1,800	40,137	62,212	54,009	1	28,659	44,421	34,393
Haywood	n/a	n/a	32,866	49,299	54,583	3	21,915	23,873	31,204

TABLE III. BOARD OF ELECTIONS, ELECTIONS DIRECTOR, AND ELECTIONS SPECIALIST

January 2009

County	Board of Elections		Elections Director			Elections Specialist				
	Chair	Member	Min.	Max.	Actual	No.	Min.	Max.	Actual	
Henderson	\$40 per meeting	\$40 per meeting	45,630	70,727	59,344	1	24356	37791	26111	
Hertford	\$50 per meeting	\$50 per meeting	27,105	42,012	31,355		n/a			
Hoke	\$100 + \$50 per meeting	\$50 + \$50 per meeting	39,096	55,241	47,634	1	22858	32298	24615	
Hyde	\$25 per meeting	\$25 per meeting			10,577				7,538	
Iredell	no data	\$20-75 per various meetings	42658	66163	52,599	²	2.5	23773	36873	27,899
Jackson										
Johnston	n/a	n/a	44590	75692	53050	18	24077	35541	22933	
Jones	\$25 per meeting	\$25 per meeting	27791	35054	32007		n/a			
Lee	2400	1800	44731	62624	45035	1	29842	41780	30401	
Lenoir	3919	2953	36892	65100	42783	2	20306	35832	26001	
Lincoln	\$2,800	\$2,400	54,536	82,984	63,245	1	33,282	50,642	40,551	
McDowell	\$50 per meeting	\$50 per meeting	40,068	58,902	40,068	¹	1	23196	34092	24684
Macon	\$40 per meeting	\$40 per meeting	28,256	42,383	40,158		n/a			
Madison										
Martin	\$60 per meeting	\$40 per meeting	\$27,649	\$44,200	\$38,113		n/a			
Mecklenburg	7183	4869	70,078	133,266	98,652	13	31,924	56,848	41,750	
Mitchell	2450	2400	33,658	48,083	32,585	1	part-time		\$11.27/hr.	
Montgomery	1800	1500	25,404	40,728	39,432		n/a			
Moore	2400	1800	40959	64306	59956	¹	1	30565	47987	37440
Nash	3000	\$50 per meeting	42,690	68,304	48,000	2	\$26,269	\$42,030	\$28,051	
New Hanover	\$4,020	\$2,500	47,990	73,635	55,702	2	28,642	43,992	31,834	
Northampton	\$30 per meeting	\$25 per meeting	30,820	54,385	33,189	¹	n/a			
Onslow	\$25 per meeting	\$25 per meeting	38,213	61,141	49,195	3	22,067	35,308	24,617	
Orange	\$60 per meeting	\$50 per meeting	66,477	106,271	76,688	3	31,693	50,665	43,521	
Pamlico	\$8.48 per hour	\$7.74 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	33223	53157	33555	
Perquimans	\$35 per meeting	\$35 per meeting	27,315	41,366	32,412		n/a			
Person	\$40 per meeting	\$40 per meeting	37,979	58,867	45,036	1	27538	42684	30372	
Pitt	1200	1200	56,883	89,905	56,883		n/a			
Polk	\$35 per meeting + \$135 election day	\$35 per meeting	30,171	49,439	43,697	1	23,640	38,737	25,458	
Randolph	2100	1200	43,347	66,976	48,963	3	23,858	39,437	26,402	
Richmond	2352	1644	34,315	49,954	39,319	1	27156	39517	27653	
Robeson	3900	2100	43,478	53,912	46,956	¹	n/a			
Rockingham	\$1,800	\$35 per meeting	43,947	65,921	56,597		n/a			
Rowan	1846	1404	48,381	76,801	50,819	2	24,305	42,571	28,188	
Rutherford	\$1,050 + \$480 travel	\$1,050 + \$480 travel	41,378	62,346	55,063	¹	1	25,175	37,932	25,175
Sampson	n/a	\$1,854	36,996	55,500	57,228		n/a			
Scotland	\$1,500	\$1,200	39,264	55,476	40,248	1	25044	35388	25668	
Stanly										
Stokes	\$30 per meeting + \$100 election day	\$30 per meeting + \$100 election day	38,515	62,716	40,078	1	24,056	39,172	27,929	
Surry	\$50 canvass day + \$35 per meeting	\$125 election day + \$60 per seminar	35,184	58,932	41,808	1	28,440	46,860	32,292	
Swain	\$50 per meeting	\$50 per meeting	30,707	45,252	37,102	¹	1	20663	30451	23076

TABLE III. BOARD OF ELECTIONS, ELECTIONS DIRECTOR, AND ELECTIONS SPECIALIST

January 2009

County	Board of Elections		Elections Director			Elections Specialist			
	Chair	Member	Min.	Max.	Actual	No.	Min.	Max.	Actual
Transylvania	\$26.52 per hour	\$22.11 per hour	48,339	72,508	42,299	3	29211	43816	35464
Tyrrell	\$50 per meeting	\$50 per meeting			\$12.60/hr		n/a		
Union	3000	2400	52,459	78,688	61,500		n/a		
Vance	3000	1700	33852	54168	42780	1	24876	39804	29640
Wake	\$25 per meeting	\$25 per meeting	63,550	105,950	105,949	7	28,700	47,800	40,968
Warren	\$25 per meeting	\$25 per meeting	33,597	53,913	33,597		22,739	36,487	23,414
Washington	\$30 per meeting	\$30 per meeting	26,988	39,064	27,672		n/a		
Watauga	\$3,600 + \$600 travel	\$2,400 + \$300 travel	37024	57387	55045	2	27207	42170	31841
Wayne	\$4,643	\$40 per hour	46,298	72,209	48,642	3	24,553	38,294	29,055
Wilkes	3000	1800	34,296	53,159	41,070	2	22,948	35,569	32,065
Wilson	2820	2172	43,416	73,392	59,604	2	29,844	50,460	36,168
Yadkin	\$55 per meeting	\$55 per meeting	28,159	40,769	33,470	1	21258	30769	26530
Yancey									
1. Car available									
2. \$3,480 travel allowance									
3. \$3,600 travel allowance									
4. Unspecified travel allowance									

TABLE IV. CLERK TO THE BOARD OF COUNTY COMMISSIONERS

January 2009

County	Clerk to the Board			County	Clerk to the Board		
	Min.	Max.	Actual		Min.	Max.	Actual
Alamance	\$32,037	\$51,261	\$54,336	Johnston	\$46,599	\$79,101	\$47,247
Alexander	27,191	37,484	36,570	Jones	assistant to county manager		
Alleghany	29,079	43,619	30,114	Lee	39087	54721	48770
Anson				Lenoir	payroll clerk		
Ashe	assistant to county manager			Lincoln	44,760	68,108	48,202
Avery	27,010	37,666	27,010	McDowell	25,620	37,668	22,908
Beaufort	assistant to county manager			Macon	county manager		
Bertie	31,939	47,148	36,278	Madison			
Bladen	34684	48558	38,001	Martin	30192	48264	42192
Brunswick	44,915	71,864	63,417	Mecklenburg	52,789	93,403	72,925
Buncombe	77,296			Mitchell	human resources director		
Burke	36,016	55,824	38,167	Montgomery	assistant to county manager		
Cabarrus	43,753	67,545	46,612	Moore	35,000	54,950	39,650
Caldwell				Nash	assistant county manager		
Camden	31653	47,477	42,590	New Hanover	67,530		
Carteret	50,642	81,027	61,504	Northampton	assistant to county manager		
Caswell				Onslow	39,742	63,587	47,766
Catawba	43,894	68,103	48,567	Orange	66,477	106,271	83,233
Chatham				Pamlico	27,148	48,209	33,092
Cherokee	county attorney			Pasquotank	32,493	45,491	46,300
Chowan	30,285	54,384	31,801	Pender	county manager		
Clay	county manager	additional	2,878	Perquimans	28,544	43,228	32,257
Cleveland	35,484	55,380	43,842	Person	39,536	61,281	53,004
Columbus	27,557	56,392	46,737	Pitt	44,997	71,117	54,929
Craven	43,237	87,359	69,105	Polk	61,680	51,911	38,599
Cumberland	44,353	73,182	71,412	Randolph	assistant to county manager		
Currituck	48,205	66,861	58,103	Richmond	assistant to county manager		
Dare	41,074	65,718	45,000	Robeson	40,490	50,208	50,208
Davidson	40,775	61163	49650	Rockingham	42,092	63,138	62,470
Davie	33,198	51,484	48,870	Rowan	36,016	57,182	45,163
Duplin	county manager			Rutherford	39,372	59,323	49,853
Durham	79,365			Sampson	assistant county manager		
Edgecombe	human resources director			Scotland	assistant to county manager		
Forsyth	55,244			Stanly			
Franklin	33,061	47,230	44,290	Stokes	41659	67835	47973
Gaston	74,220			Surry	28,440	46,860	32,976
Gates				Swain	24641	36313	31168
Graham				Transylvania	32,718	49,067	34,121
Granville	34,686	55,497	54,049	Tyrrell	29,844		
Greene	county manager			Union	74,000		
Guilford	71,388			Vance	33,852	54,168	51,168

TABLE V. COUNTY ATTORNEY

January 2009

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		county manager 88,152			higher	7		ABCDEFGHIJKLMOTUVW
Alexander	n/a							ABCDEFGHIJKLMNOSTUVW
Alleghany			\$15,000	\$0	normal		ace	ABCDEFIKLMOPTUVW
Anson				21,580	normal			ABCDEFHIKLMQSTUVW
Ashe								
Avery	n/a							
Beaufort			\$27,493		normal		acdef	ABCDEFGLMRSTV
Bertie				110,388	normal		acdef	ABCDEFHIKLMRSTUVW
Bladen			3,000	176,435	higher	1,5	aef	X
Brunswick		117,832			normal			ABCDEFGHIJKLMOPQRSTUWV
Buncombe	assistant	90,584						
Burke	assistant	87100		contracted			acdef	X
Cabarrus			9000	78,421	higher	1	acd	ABCDEFGHIJKLMOPTUVW
Caldwell				296,000	normal			ADL
Camden	no data							
Carteret			\$150/hr.		normal			ABCDEFGIKLMOPRTV
Caswell								
Catawba		106,004			normal			ABCDEFGHIJLMOTUVW
Chatham	assistant	77,086						
Cherokee			35,000				acdef	ABCDEFGHIKLMOSW
Chowan	n/a				normal			ABCDEFGHIKLMORSTUV
Clay				86,000	normal			ABCDEFGHIKLMOPRSTUW
Cleveland			19,200	104,977	higher	no data	acde	ABCDEFGHIJLMOTVW
Columbus		73,902			normal			X
Craven	assistant	67568						
Craven				145296	lower			ABCDEFGHIKLMQRSTVW
Cumberland		140,133			normal			ABCDEFGHIJLMNOSTUVW
Cumberland	assistant--2 positions	99,840						
Cumberland	staff attorney III--sheriff	101,643						
Cumberland	attorney--3 positions	61,305--101,153						
Currituck		170,000			higher	8		X
Currituck	assistant	40,319						
Dare		228375			normal			ABCDEFGHIKLMOPRTUW
Davidson		96,574			normal			ABCDEFGHIKLMOPTUVW
Davidson	assistant	35,680						
Davie			24000	71082	normal		acdef	X
Duplin		82,845			normal			X
Durham		168,400			normal			X
Durham	asst.—5 positions	35385						
Edgecombe			43991	7908	normal		abcdef	X

TABLE V. COUNTY ATTORNEY January 2009								
County	Comments	Full-time Salary	Retainer	Fees	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Forsyth		141,939			normal			ABCDEFGHIJKOUV
	asst.—6 positions	83,317						
Franklin			12000	100452	normal		acde	ABCDEFGHIJKLMOPQSTUVW
Gaston		132204			normal			X
	assistant	76031						
Gates								
Graham								
Granville			7800	79554	normal		acdef	ABCDEFGHIJKLMOTUVW
Greene	n/a							
Guilford		103,035			normal			ABCDEFGHIHLMNOTV
	deputy--5 positions	83719						
Halifax		90633			normal			ABCDEFGHIJLMORSTVW
Harnett			7,200	20752	normal		abcdef	A
	staff--all except DSS, sheriff--95,516							
Haywood			42000		normal		acdef	ABCDEFGHIJKLMOSTVW
Henderson		105,570			normal			ABCDEFGHIJKLMOPTVW
	assistant	82361						
	associate	39,019-60,470 range						
	deputy	51,324-79,560 range						
	sheriff's department	51,324-79,560 range						
Hertford			no data	no data	normal		acdef	ABCDEFGHIHLMOPRSTV
Hoke			4000	77664	normal		acdf	X
Hyde	no data				normal			ABCDEFGHIHLMOPRSTU
Iredell			16,800	82,203	normal		a	X
Jackson								
Johnston		117056			normal			X
	paralegal	35709						
Jones	no data							ABCDEFGHIHLMORSTWX
Lee		94,893						ABCDEFGHIJKPTUVWX
Lenoir			22500	20296	normal		acdef	ABCDEFGHIHLMOSUVW
Lincoln			115,316		normal		acdef	ABCDEFGHIJKLMOPVW
McDowell			\$14,218		normal		b	ABCDEFGHIJKLMOPSTUVWX
Macon		134,316 + 8,232 travel			normal			ABCDEFGHIKLMOSTW
	staff attorney--sheriff	55,944-83,916						
Madison								
Martin			7200	19218	higher	1	bcdef	X
Mecklenburg	attorney is contracted				normal		acdef	ACDEFGHIJNT
	managing attny--sheriff	109739						
	sr. associate--manager	67,706-133,266						
	assistant	132,825						
Mitchell				22,135	normal			ABCDEFGHIKNT
Montgomery				16,647	normal			ABCDEFGHIJKLMQRSTUVWX
Moore		94380			normal			ABCDEFGHIJKLMOPRTVW

TABLE V. COUNTY ATTORNEY								
January 2009								
County	Comments	Full-time Salary	Retainer	Fees	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Nash	asst.—2 positions	81302						
New Hanover		129703	18000	\$60-\$150/h	normal		acde	ABCEFGHIKLMORVW ABCDEFGHIJLMQTVW
	deputy assistant	87,281-133,878						
		71827						
Northampton			6000	77550	normal		a	ABCDEFGHIKLMOPRSTUVWX
Onslow			21348	153489	normal		acde	ABCDFGIJKLMOTUVW
Orange			no data	no data				ABCDEFGHIJKLMOPSTUVW
	staff—county manager--\$66,477-\$106,721							
Pamlico			no data	no data			acde	ABCEGIKLMRV
Pasquotank		81761			normal			ABCDEFGHIJKLMORUVW
Pender			48000	no data	normal		ac	ABCDEFGHIJKLMPTVW
Perquimans				12584	normal		acdef	ABCDEFGHIKLMOPRSTUVWX
Person			no data	no data				ABCDEFGHIJKLMOPSTV
Pitt		119110			normal			ABCDEFGHILMNOSTVW
	assistant	88838						
	staff attorney	62,474-98,741						
Polk			18,000	18,000	normal		acde	ABCDEFGHIJKLMNOSTVW
Randolph	staff attorney	81411	15,000	28,933	lower		a	AL
Richmond			6,000	60,379	normal		acdef	X
Robeson		132791		152,403	higher	2	acdef	ABCDEFGHIKLMOPRSTUVW
Rockingham		90518			normal			ABCDEFGHIJLMNOPRSTUVW
	assistant	75190						
Rowan			15,996	110331	normal		acdef	X
Rutherford			8,000	50,387	normal		ace	ABCDEFGHIJKLMSTVW
Sampson	104292							ABCDEFGHIJKMOPQRSTUV
Scotland			3,125	30,564	normal		a	ABCDEFGHIJKLMOPSTUVW
Stanly								
Stokes			60,000		normal		bcdef	ABCDEFGHIKLMNOPRSTVW
Surry			4800	82836	higher	1	acdef	ABCDEFGHIKLMOPSTUVW
Swain				45000	higher	1	bcdef	ABCDEFGHIKLMOSTW
Transylvania			no data	no data			acdef	ABCDFGIJKLMOSTVW
Tyrrell				no data				ABCDEFGHIIMPRTV
Union		112823			normal			X
	assistant	42,343						
	staff-legal	55396						
	staff-sheriff's dept	69535						
Vance			6,000	12,688	normal		acdef	ABCDEFGHILMOSTUVW
Wake		148500			normal			ABCDFGHJKLMNOVW
	asst.—10 positions	79140						
Warren			4,800	27,231	normal		ace	ACDEFGHIJKLMOPSTUVW
Washington		65000						X
Watauga				41,090	normal		acdef	ABDEFHIKLMSTVW

TABLE V. COUNTY ATTORNEY								
January 2009								
					Amount as		Services	Departments
County	Comments	Full-time	Retainer	Fees	Compared	Reason	Covered by	Served by
		Salary			with Past	if Higher	Retainer	County Attorney
	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 ACCOUNTS PAYABLE TECHNICIAN, AND PAYROLL TECHNICIAN

January 2009																			
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	
Alamance	\$54,332	\$86,932	\$78,792	\$45,560	\$72,899	\$58,428	1	\$36,561	\$58,498	\$48,720	4	\$28,075	\$44,921	\$37,152	1	\$33,480	\$53,568	\$51,060	
Alexander	62,956	86,786	84,670	n/a				n/a			1	30014	41375	34808	1	30014	41375	31534	
Alleghany	42,867	64,445	43,826	n/a				n/a				n/a				n/a			
Anson																			
Ashe	52,659	74,406	62,595	n/a			1	42,423	59,940	46,827	2	28,815	52,674	34,982		n/a			
Avery	assistant county manager			n/a			1	34,473	48,071	37,667	1	29,779	41,526	30,344	1	27,010	37,666	27,550	
Beaufort	assistant county manager and human resources director			n/a				n/a			1	34,728	52,091	44,932	1	29,120	43,681	30,552	
Bertie	50,754	74,922	59,409	n/a				n/a			1	28151	41555	30900		n/a			
Bladen	42,365	64,911	62,035	25,339	35,475	30,176	1	30012	42017	37887	2	26507	37110	29673	1	27675	38745	33618	
Brunswick	75,373	120,598	111,080	assistant county manager			1	III 61,040	97,664	87,987	3	32,372	51,796	37,781	1	34,164	54,662	40,760	
							3	II 50,290	80,465	54,683									
Buncombe			109,881	n/a			1	45,021	63,997	59,828	8	II 27,746	39,464	35,975		n/a			
Burke	deputy county manager			32666	50633	39,617	1	41,694	64,624	39,708	1	25,595	39,673	27,810	1	31,110	48,223	31,110	
Cabarrus	assistant county manager			37799	58338	56921	1	43753	67545	54219	4	31083	48002	40041	1	35989	55557	52908	
Caldwell																			
Camden	36,121	54,178	51,071	n/a				n/a				28,986	43,475	36,809		accounts payable technician			
Carteret	assistant county manager			n/a			4	36475	58360	50248	1	23643	37829	27173	1	30237	48379	33600	
Caswell																			
Catawba	68,103	105,675	103,128	41,804	64,864	64,864	1	48399	75093	55620	8	31198	48400	37358	8	31198	48400	37358	
Chatham																			
Cherokee	57,255	95,671	76,464	34,340	55,315	36,443		n/a			1	29,454	46,292	36,014		n/a			
Chowan	36,814	66,107	66,107	n/a				n/a			1	27470	49330	46981		n/a			
Clay			46,330	n/a				n/a				n/a				n/a			
Cleveland	68364	106710	vacant	32310	50442	35,484	1	35484	55380	40836	4	26808	41814	30858	1	29494	45942	43842	
Columbus	60,727	124,174	no data	31,957	65,397	44,484		n/a			1	23,762	48,727	40,300	1	21,527	41,930	33,078	
Craven	83,355	168,503	142,959	n/a				n/a				n/a			1	34203	69105	48631	
Cumberland	87,655	144,631	126,219 ²	46,394	76,550	57,502	7	46394	76550	57502	15	25623	55692	32072	2	30805	50528	22584	
Currituck	61,835	85,944	73,266	n/a				n/a			1	33,823	46,723	35,126		n/a			
Dare	88,303	141,285	141,285	39,155	62,647	62,464	1	43087	68938	53820	8	26706	47017	34321	1	29385	47017	45561	
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	72,471	112,383	96,900 ¹	n/a			1	40,353	62,579	42,452	2	28,677	44,473	38,416	1	36,601	56,761	52,077	
Duplin	47584	75,036	69,320 ⁵	30779	48,537	43,960	6	2	34,662	61,555	40,452	1	28,436	44,840	31,396	1	26,270	41,425	32,023
Durham	84,444	145,377	135,799	46,687	80,374	79,790	4	38,319	65,968	53,217	5	27,119	46,687	35,157	1	29,933	51,534	51,534	
Edgecombe	47,597	70,657	63,345	30,680	45,546	32,845	1	33,825	50,214	33,824	1	25,242	37,471	26,924	1	26,503	39,344	36,824	
Forsyth			149,905	n/a			2			53,196	17			32,129	2			40,528	
Franklin	62,886	89,837	80,786	n/a				n/a			1	IV 39,727	56,753	40,793	1	31,577	45,110	38,068	
											2	28,806	41,155	32,501					
Gaston	85,135	131,977	117,056	37,379	57,952	50,463	1	40,034	62,066	59,039	4	28,409	44,043	39,766		n/a			
Gates																			
Graham																			
Granville	51,239	81,981	81,153	n/a				n/a			1	31470	50352	42546	1	24644	39431	28860	
Greene	43,056	60,113	45,045	n/a				n/a			1	27932	38936	31962	1	27932	38936	27932	
Guilford	99350	168894	131,980	60992	103686	83,424	2	37,444	63,655	49,789	32	31,575	53,678	37,692	8	35,661	60,623	43,122	
Halifax	n/a			n/a			2	39,922	64,807	49,000	1	21,991	35,699	23,989	1	26,827	43,549	28,194	
Harnett	75,476	116,988	104,720	33,916	52,570	41,157	4	38,482	59,647	45,486	1	27,477	42,589	28,658	1	35,374	54,830	39,152	
Haywood	55,739	83,607	85,991	31,450	47,177	36,525		n/a			1	28539	42808	37915		n/a			
Henderson	67,548	104,715	90,262	n/a				n/a			3	27417	42471	30875	1	34671	53742	42296	
Hertford	44,151	68,434	53,621	n/a			1	31,377	48,635	38,854	1	24,585	38,107	27,317		accountant			
Hoke	73,721	104,166	77,450	n/a			1	37234	52611	43180	4	29173	41221	30650	1	35461	50105	41124	
Hyde	45,071	66,534	51,130	n/a				n/a			1	24996	36899	26312	1	29583	43670	31443	
Iredell	deputy county manager			40,782	63,253	62,626		n/a			2	27,207	42,199	34,767	2	31,137	48,294	45,399	
Jackson																			
Johnston	69,250	117,546	109,796	n/a			1	48696	82659	64992		n/a			1	42673	72433	46027	
Jones	51,006	64,876	51,006	n/a				n/a			1	25400	32007	29154	1	32007	40414	32007	
Lee	70,136	98,190	81,287	n/a				n/a			1	28531	39943	31472	1	34153	47815	35725	
Lenoir	46415	81,905	53,827	n/a				n/a			1	29322	51742	42467	1	29322	51742	36620	
Lincoln	66,447	101,108	71,556	n/a			2	34,967	53,206	38,126	6	27,316	41,564	29,177		n/a			
McDowell	48,888	71,856	65,874	31,254	45,942	33,258		n/a			1	31254	45942	32040	1	29736	43716	36282	
Macon	82,656	123,984	119,600	n/a			1	36,063	54,095	49140		n/a			1	28,256	42,383	20689	
Madison																			
Martin	48,988	78,317	56,813	n/a			2	28,881	57,574	36,955	2	23,175	38,742	25,252		n/a			
Mecklenburg	107,441	195,811	153,540	n/a			20	36,344	93,403	47,236	7	23,083	47,719	28,881	7	23,083	47,719	28,881	
Mitchell	49,820	71,172	55,051	n/a				n/a				n/a			1	27664	39521	27664	
Montgomery			vacant	n/a				n/a			1	22620	36300	27504		n/a			

TABLE VI. FINANCE DIRECTOR, PURCHASING AGENT, ACCOUNTANT, AND ACCOUNTING TECHNICIAN

January 2009																		
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
Moore	63,542	99,761	76,440	37,152	58,329	32,396	1	37,152	58,329	48,594	7	23,948	37,598	34,801	1	33,697	52,905	40,144
Nash	\$71,500	\$114,400	\$95,238	n/a			1	\$40,735	\$65,176	\$44,669	2	\$29,848	\$47,757	\$34,982	1	\$33,915	\$54,264	\$41,128
New Hanover	94,609	145,126	110,137	56,945	87,346	64,677		n/a			28	28,642	43,992	34,586		n/a		
Northampton	61,022	107,680	80,065 ⁴	26,623	46,981	32,439		n/a			4	24,184	42,612	28,466		n/a		
Onslow	deputy county manager			39742	63587	56159	2	36,743	58,790	39,560	4	26,848	42,957	33,826	1	29,039	46,462	33,946
Orange	80,994	129,481	114,520	44,781	71,588	68,751	1	44,781	71,588	64,045	4	33,297	53,228	39,123	1	36,754	58,756	58,227
Pamlico	44,227	78,542	63,095	n/a			1	29,932	53,155	42,000	2	23,284	41,347	28,850	1	23,284	41,347	35,594
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	27,333
Perquimans	38,845	58,826	47,215	n/a				n/a			1	part-time		25374		n/a		
Person	61,513	95,345	75,373	n/a				n/a			1	26,453	41,002	29,196	1	27,538	42,684	32,904
Pitt	assistant county manager			n/a			1	51,791	81,857	55,590		n/a			5	32,407	51,222	38,990
Polk	42,454	69,566	58,524	n/a				n/a			1	24822	40673	28786	1	24822	40673	31774
Randolph	assistant county manager			37690	57907	41371	1	43,347	66,976	53,914	4	28,600	43,347	34,268	1	34,341	52,603	42,349
Richmond	49,954	72,682	60,939	n/a			1	29833	43395	43395	2	23586	34315	26358		n/a		
Robeson	71,859	89,105	86,230	n/a				n/a			3	33022	40947	40067	1	33022	40947	40947
Rockingham	assistant county manager			n/a			3	36,809	55,214	43,382	3	28,242	42,363	36,409	1	28,242	42,363	29,500
Rowan	75,311	119,555	104,189	41,742	66,269	44,715	3	41,742	80,673	50,155	4	26,818	42,571	31,353	1	29,590	46,967	34,969
Rutherford	68011	102473	72370	finance director			1	35,648	53,712	37,001		n/a			2	27,806	41,894	33,919
Sampson	61,332	91,968	87,060	28,092	42,144	32,424	1	42,456	63,696	45,336	5	25,620	42,144	30,578	1	25,620	38,424	29,532
Scotland	county manager			39,264	55,476	42,288	2	41,076	58,032	42,114	9	23,940	40,500	28,172	1	26,196	37,008	28,212
Stanly																		
Stokes	45,057	73,368	54,978	32,923	53,610	40,980	1	35,610	57,985	38,946	1	24,056	39,172	26,573	1	26,020	42,369	29,319
Surry	assistant county manager			29,712	49,080	32,292		n/a			1	32,292	53,760	35,916	1	32,292	53,760	35,184
Swain	33,533	49,416	37,061	n/a				n/a			2	26,909	39,655	28,324		n/a		
Transylvania	64771	97,156	77,912	29211	43,816	38,532		n/a			1	26500	39741	30576	1	29211	43816	33969
Tyrrell	county manager			n/a				n/a			1	25,379	36,800	28,141				
Union	93,246	139,870	122,290	42,023	63,033	44,363	2	42023	63033	50156	2	32162	48244	36793	1	28409	44114	33948
Vance	57408	91860	74244	county manager				n/a			1	24876	39804	38772	1	31008	49608	44760
Wake	85,650	142,850	133,763	57,550	95,950	93,363	10	36,550	60,950	47,929	29	25,500	42,500	33,737	1	36,550	60,950	43,157
Warren	54,724	87,816	77,079	n/a				n/a			3	23876	38314	26519	1	26324	42241	36860
Washington	52,680	76,332	72,648	28,800	41,700	31,800		n/a			1	25,200	36,432	25,200		n/a		
Watauga	65,617	101,705	100,892	n/a				n/a			3	29710	50290	34571	1	32445	50290	46852
Wayne	79,186	123,503	87,406	39,994	62,377	43,069	1	41944	65496	41993	1	29844	46547	33766		n/a		
Wilkes	55,545	86,095	64,381	30,401	47,122	33,357		n/a				n/a				n/a		
Wilson	57,480	97,200	88,095	n/a				n/a			2	31,260	52,872	43,188	1	41,436	70,008	54,876
Yadkin	40,954	59,285	48,650	n/a				n/a			2	23,338	33,815	31,848		n/a		
Yancey																		

1. Also deputy county manager and includes \$7,500 travel
 2. Also serves as assistant county manager
 3. Also serves as assistant to the county manager
 4. Also serves as information technology director
 5. Also serves as purchasing agent and assistant county manager
 6. Reports deputy purchasing agent

TABLE VII. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN

January 2009

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	\$70,000	analyst	1	\$36,561	\$58,498	\$43,056	specialist	1	\$33,480	\$53,568	\$49,488
Alexander	40,365	55,644	54,287	HR Benefits Spec.	1	28,568	39,381	38,421			n/a		
Alleghany	n/a					n/a					n/a		
Anson													
Ashe	n/a					n/a					n/a		
Avery	n/a					n/a					n/a		
Beaufort	assistant county manager								technician	1	33,232	49,848	36,411
Bertie	n/a					n/a			HR officer	1	42,887	63,308	42,887
Bladen	39,357	55,100	45,934	admin. asst.	1	28,843	40,380	38,471			n/a		
Brunswick	62,831	100,531	80,928	asst. director	1	53,873	86,198	65,000	representative	1	32,372	51,796	34,000
				analyst	1	39,539	63,263	43,000					
				technician II	1	37,747	60,391	51,271					
Buncombe	95,107	135,251	109,881	analyst II	1	41,241	58,629	52,611	technician II	1	34,588	49,179	44,930
									technician I	6	30,278	43,054	39,393
Burke	58,668	90,938	66,950	analyst	1	41,694	64,624	42,750	specialist	1	32,666	50,633	44,581
									technician	1	28,218	43,740	29,658
Cabarrus	67,859	104,767	87,900	analyst	2	41,655	64,318	59,300	technician	1	32,631	50,390	46,166
Caldwell													
Camden	28,986	43,475	30,736			n/a					n/a		
Carteret	58,425	93,480	74,237			n/a			sr. admin asst.	1	30,237	48,379	35,657
Caswell													
Catawba	68,103	105,675	99,987	mgmt analyst	1	41,804	64,865	46,837	specialist	3	31,198	48,400	40,939
				HR analyst	1	39,817	61,781	47,050	technician	1	26,932	41,804	29,138
Chatham													
Cherokee	41,952	69,342	55,648			n/a					n/a		
Chowan	n/a					n/a					n/a		
Clay			27,233			n/a					n/a		
Cleveland	56,694	88,494	63,738	benefits coordinator	1	33,882	52,860	49,260	technician	1	29,424	45,942	36,342
				technician	1	33,882	52,860	41,814					
Columbus	40,908	83,712	61,321			n/a			admin asst	1	21,527	44,052	24,496
Craven	69,105	139,610	89,456	asst director	1	49,769	100,551	57,289	technician II	2	31,140	62,918	41,125
Cumberland	55,639	91,804	81,421	analyst II	2	46,394	76,550	73,324	technician II	2	35,348	58,324	42,041
				analyst I	1	42,399	69,958	51,974	technician I	2	33,753	55,692	35,605
Currituck	53,081	73,687	57,467			n/a			assistant	1	33,823	46,723	35,126
Dare	63,175	101,080	101,080			n/a			specialist III		47,412	75,859	54,633
									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 manager						n/a		supervisor	1	32,023	50,498	41,425
									HR clerk	1	25,250	39,817	26,270
Durham	76,502	131,706	123,999	sr. analyst	3	46,687	80,374	55,349	technician	4	31,449	54,143	34,987
				analyst	4	38,319	65,968	48,119					
Edgecombe	39,158	61,037	45,160			n/a					n/a		
Forsyth			105,060	senior consultant	5			50,989	technician	7			36,001
				consultant	1			42,723					
Franklin	45,595	65,136	52,615			n/a					n/a		
Gaston	64,706	100,317	vacant	compensation mgr	1	49,180	76,239	68,849		1	28,409	44,043	36,222
				analyst I	1	34,901	54,111	47,992					
Gates													
Graham													
Granville	n/a			benefits specialist	1	28,535	45,654	33,884			n/a		

TABLE VII. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN

January 2009

County	Human Resources Director			Human Resources Analyst					Human Resources Technician				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Greene	n/a					n/a					n/a		
Guilford	90,113	153,191	122,773	mgt consultant	1	52,687	89,568	63,461	specialist	6	33,963	57,737	48,910
				analyst I	1	43,346	73,688	45,139	technician	4	29,338	49,875	46,752
Halifax	51,182	83,085	55,832	sr. analyst	1	34,393	55,832	40,421			n/a		
				analyst	1	28,194	45,768	33,969					
Harnett	63,779	98,857	68,000	development coord	1	41,863	64,888	44,571	technician	1	31,177	48,324	31,177
				specialist	1	35,374	54,830	36,026					
Haywood	44,727	67,090	67,349	benefits specialist	1	28,539	42,808	39,977			n/a		
				compensation analyst	1	28,539	42,808	29,982					
Henderson	60,060	93,054	78,883	analyst	1	42,179	65,384	61,138	specialist	1	32,078	49,686	42,783
									technician II	1	30,810	47,795	35,412
Hertford	n/a					n/a					n/a		
Hoke	45,258	63,949	52,486			n/a			technician I	1	22,858	32,298	23,430
Hyde	n/a					n/a					n/a		
Iredell	55,872	86,657	86,657			n/a			technician	1	31,137	48,294	48,294
									assistant	1	27,207	42,199	39,353
									process asst IV	1	23,773	36,873	28,449
Jackson													
Johnston	66,269	112,485	99,285	asst. director	1	53,176	90,266	74,142	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		
Lee	61,284	85,797	68,468	training & develop	1	37,368	52,315	37,651	technician II	1	34,153	47,815	42,477
									assistant	1	31,215	43,702	31,216
Lenoir	36,892	65,100	53,431			n/a			benefit coord	1	29,322	51,742	34,855
Lincoln	60,198	91,598	64,827	analyst	1	36,737	55,900	39,562	specialist	1	33,282	50,642	34,967
McDowell	46,518	68,376	42,114			n/a			admin II	1	26,922	39,576	27,600
Macon	assistant county manager								specialist	1	26,910	40,366	35,080
Madison													
Martin	county manager								payroll officer	1	25,334	40,500	28,663
Mecklenburg	107,441	195,811	127,586	sr. consultant	5	50,080	93,403	61,516	specialist	7	35,116	93,403	43,101
				consultant	12	44,236	93,403	52,415	technician	7	28,040	56,848	34,531
Mitchell	42,587	60,839	53,730			n/a					n/a		
Montgomery	31,008	49,680	37,212			n/a					n/a		
Moore	57,634	90,485	67,314	admin officer II	1	39,009	61,244	55,094	technician II	1	30,565	47,987	31,590
									technician I	1	26,403	41,453	30,836
Nash	68,225	109,160	84,547	specialist	1	33,915	54,264	39,119			n/a		
				technician	1	29,848	47,757	34,958					
New Hanover	90,945	139,514	106,941	sr. analyst	3	56,945	87,346	70,493	technician	2	31,429	48,235	37,111
				analyst	1	47,990	73,635	50,000					
Northampton	47,811	84,370	61,204			n/a			technician	1	21,904	38,650	23,012
Onslow	68,820	110,112	68,820	training/development	1	46,492	74,388	47,887	technician	1	29,039	46,462	35,565
				technician	2	29,039	46,462	36,528	assistant	1	22,950	36,720	27,317
Orange	80,994	129,481	99,183	organization dev	1	57,323	91,637	58,477	technician	2	34,984	55,925	44,263
				benefits mgr	1	51,931	83,020	66,810					
				employment mgr	1	44,781	71,588	51,027					
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	n/a					n/a			technician	1	30,135	48,215	37,307
Perquimans	clerk to the board										n/a		
Person	50,316	77,990	50,319			n/a					n/a		
Pitt	75,361	119,110	89,905	analyst II	1	40,970	64,753	49,420			n/a		
				analyst I	1	40,970	64,753	46,084					

TABLE VIII. PLANNING DIRECTOR, COUNTY PLANNER, PLANNER, AND SENIOR PLANNER

January 2009

County	Planning Director			County Planner			Planner				Senior Planner			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual
Alamance	\$43,599	\$69,758	\$51,252	n/a			1	\$34,986	\$55,979	\$37,416		n/a		
Alexander	46,810	64,528	64,528	n/a				n/a				n/a		
Alleghany	n/a			\$33,663	\$50,495	\$34,336		n/a				n/a		
Anson														
Ashe	40,611	57,381	40,611	n/a				n/a				n/a		
Avery	39907	55650	45783	n/a				n/a				n/a		
Beaufort	n/a			33,232	49,848	vacant		n/a				n/a		
Bertie	48,662	71,832	50,903	n/a				n/a				n/a		
Bladen	41693	58370	50642	n/a				n/a				n/a		
Brunswick	73,582	117,731	93,326	n/a			1	143,122	68,996	48,157	1	\$44,915	\$71,864	\$54,330
Buncombe	assistant county manager			n/a			1	137,747	60,391	39,523				
Burke	67,917	105,273	71,381	n/a			1	34,588	49,179	40,068	6	47,024	66,907	63,265
Cabarrus	74,837	115,521	106,839	n/a			1	36,016	55,824	37,852	1	41,694	64,624	48,476
Cabarrus				n/a			1	39,687	61,249	43,728	2	45,930	70,902	47,203
Caldwell														
Camden	41,220	61,826	53,490	planning director				n/a				n/a		
Carteret	58425	93480	74637	n/a			1	36,475	58,360	vacant		n/a		
Caswell														
Catawba	64,864	100,638	98,537	n/a			2	37,915	58,834	44,126	1	41,804	64,865	50,529
Chatham														
Cherokee	n/a			n/a				n/a				n/a		
Chowan	33390	59962	vacant	n/a			1	33390	59962	33,390		n/a		
Clay	n/a			n/a				n/a				n/a		
Cleveland	54090	84426	82452	n/a			1	37194	58044	40836		n/a		
Columbus	n/a			38937	79676	no data		n/a				n/a		
Craven	69,105	139,610	113,086	n/a			1	37,568	75,895	39,371		n/a		
Cumberland	66,713	110,076	89,323	n/a			11	35,348	63,911	41,125	3	42,399	69,958	56,986
Currituck	70,589	98,203	73,376	n/a			3	37,325	51,826	41,389	2	46,079	63,884	50,818
Dare	69,517	111,228	111,228	n/a			1	31,155	62,647	43,252	1	49735	79576	71786
Davidson	57,322	85,983	76,728	n/a			1	36994	55490	48025		n/a		
Davie	n/a			n/a			1	33,198	51,484	33,232	1	36601	56761	47928
Duplin	n/a			40612	64042	50498		n/a				n/a		
Durham	n/a			n/a				n/a				n/a		
Edgecombe	47597	70657	52788	n/a			1	27828	41311	27828	1	35517	52726	35517
Forsyth	n/a			n/a				n/a				n/a		
Franklin	62,886	89,837	vacant	n/a			1	37,944	54,206	38,979	1	41,594	59,421	47,497
Gaston	69301	107431	95,285	n/a				n/a			1	45920	71189	57401
Gates														
Graham														
Granville	40157	64252	51497	n/a			2	31470	50352	39289		n/a		
Greene	49,796	69,550	61,999	n/a				n/a				n/a		
Guilford	77,843	132,333	vacant	n/a			2	39,316	66,837	46911	4	43346	73688	55075
Halifax	51,182	83,085	58,676	n/a				n/a				n/a		
Harnett	72,365	112,166	76,831	n/a			1	40,137	62,212	42,180	1	43662	67676	45846
Haywood	46,739	70,109	62,913	n/a			2	32,866	49,299	40,337		n/a		

TABLE VIII. PLANNING DIRECTOR, COUNTY PLANNER, PLANNER, AND SENIOR PLANNER

January 2009

County	Planning Director			County Planner			Planner				Senior Planner			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual
Henderson	62439	96798	80181	n/a			2	37499	58130	39507	1	43875	68016	57868
Hertford	economic development director			n/a				n/a				n/a		
Hoke	n/a			n/a				n/a				n/a		
Hyde	n/a			41431	61160	47000		n/a				n/a		
Iredell	61,130	94,813	92,018	n/a			2	35635	55270	38712	3	42658	66163	53164
Jackson														
Johnston	63416	107639	68196	n/a			2	39078	57678	40707		n/a		
Jones	n/a			county manager				n/a				n/a		
Lee	n/a			n/a				n/a				n/a		
Lenoir	n/a			n/a				n/a				n/a		
Lincoln	n/a			n/a			2	34967	53206	41564	1	54536	82984	73345
McDowell	n/a			36,282	53,328	49,500		n/a				n/a		
Macon	n/a			31152	46727	vacant		n/a				n/a		
Madison														
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			32292	51792	37878		n/a				n/a		
Moore	63,542	99,761	74,204	n/a			3	39,009	61,244	43,051	1	40,959	64,306	47,840
Nash	\$68,225	\$109,160	\$97,658	n/a			1	\$40,735	\$65,176	\$54,938	1	\$51,496	\$82,394	\$65,101
New Hanover	87281	133878	101920	n/a			2	50732	77812	66624	2	53496	82032	59657
Northampton	n/a			n/a				n/a				n/a		
Onslow	68,820	110,112	vacant	n/a			3	36,743	58,790	42,121		n/a		
Orange	80994	129481	107323	n/a			6.5	44,781	71,588	58,753	3	57323	91637	62184
Pamlico	n/a			n/a			1	34651	61536	47568		n/a		
Pasquotank	41,356	57,898	49,630	n/a				n/a				n/a		
Pender	62,648	100,236	72,030	n/a			2	38,460	61,536	41,967	1	42,402	67,844	46,163
							1	34885	55815	34900				
Perquimans	n/a			38,845	58,826	53,357		n/a				n/a		
Person	n/a			48334	74918	58788		n/a				n/a		
Pitt	78,979	124,826	96,414	n/a			1	47,155	74,531	53,042	1	51,791	81,857	55,590
							3	42,935	67,859	39,599				
							1	39093	61785	42460				
Polk	n/a			n/a			1	31,680	51,911	38,599		n/a		
Randolph	57907	89690	79,456	n/a			1	39437	60736	44408		n/a		
Richmond	45,474	66,175	57,506	n/a				n/a				n/a		
Robeson	52,440	65,025	62,928	n/a				n/a				n/a		
Rockingham	57,228	85,842	68,287	n/a			1	35,267	52,901	35,267		n/a		
Rowan	61,866	98,209	70,988	n/a			1	36,016	57,182	39,740	1	43848	69606	45163
Rutherford	building inspector director			43,846	65,523	49853		n/a				n/a		
Sampson	n/a			n/a				n/a				n/a		
Scotland	n/a			n/a				n/a				n/a		
Stanly														
Stokes	41,659	67,835	52,371	n/a				n/a				n/a		
Surry	47964	81708	58932	32,292	53,760	36,732		n/a				n/a		

TABLE IX. INFORMATION TECHNOLOGY DIRECTOR, SYSTEMS ADMINISTRATOR, AND PC CONSULTANT

January 2009

County	Information Technology Director			Systems Administrator				PC Consultant			
	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	\$38,043
Alexander	51,670	71,228	69,491	2	25882	35678	32727		n/a		
Alleghany	n/a				n/a				n/a		
Anson											
Ashe	65,184	92,103	65,184		n/a			1	40611	57381	40611
Avery	36196	50477	36196	1	32,831	45,784	33,488		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	44,029	61,641	61,360	1	48,701	68,181	68,597	1	34,684	48,558	39,653
Brunswick	62,831	100,531	84,207	1	52,082	83,331	63,965	1	48,498	77,598	55,921
								2	41,331	66,129	44,906
Buncombe	91,024	129,467	103,924		n/a				n/a		
Burke	58,668	90,938	62,211	1	37,815	58,616	39,744		n/a		
Cabarrus	74,837	115,521	97,868	3	55,846	86,195	64,249	1	43,753	67,545	53,432
Caldwell											
Camden	n/a				n/a				n/a		
Carteret	58,425	93,480	64,500	2	40059	64095	51381		n/a		
Caswell											
Catawba	68,103	105,675	104,160	1	53,352	82,786	71,133	6	37,915	58,834	47,876
Chatham											
Cherokee	45,695	75,980	60,746	1	43,798	72,577	52,440		n/a		
Chowan	42613	76526	76,526	1	35059	62958	49330		n/a		
Clay	n/a				n/a						27233
Cleveland	56,694	88,494	78,672	3	38,994	60,834	44,868		n/a		
Columbus	40,908	83,712	76,120	2	30,418	62,245	39,839		n/a		
Craven	75,895	153,418	124,201		n/a			1	35,849	72,419	38,465
Cumberland	76454	126149	109580	5	50,808	83,833	52,606		n/a		
Currituck	n/a			1	53,081	73,687	62,993		n/a		
Dare	66,269	106,032	106,032	4	49,735	79,576	57,480		n/a		
Davidson	63,113	94,670	88,155	3	38,884	58,327	39,532		n/a		
Davie	51,504	79,868	60,720	1	38,431	59,599	45,721	1	30111	46697	31747
Duplin	40,612	64,042	52,537		n/a			1	26,270	41,425	29,583
Durham	80,374	138,374	127,993	1	44,439	76,502	60,976	9	40,261	69,307	45,937
Edgecombe	45,330	67,291	49,061	2	35,517	52,726	37,568	1	29,219	43,376	31,624
Forsyth			129916	1			80,288	3			40241
Franklin	41,594	59,421	49,971		n/a			1	34,615	49,450	40,011
Gaston	74221	115058	96484		n/a			2	40034	62066	50544
Gates											
Graham											
Granville	n/a				n/a				n/a		
Greene	n/a				n/a				n/a		

TABLE IX. INFORMATION TECHNOLOGY DIRECTOR, SYSTEMS ADMINISTRATOR, AND PC CONSULTANT

January 2009

County	Information Technology Director			Systems Administrator				PC Consultant			
	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Guilford	94,619	160,852	138,607	3	55,322	94,047	82,581	7	37,444	63,655	45,212
Halifax	39,922	64,807	53,789	1	37,987	61,665	48,701	2	32,726	53,125	38,500
Harnett	72,365	112,166	88,394	1	58,628	90,873	70,354	1	40137	62212	40137
Haywood	44,727	67,090	46,964	1	35,893	53,838	43,299		n/a		
Henderson	64974	100698	81597	2	40560	62888	55487	5	29640	45962	37040
Hertford	n/a				n/a				n/a		
Hoke	47521	67146	51175		n/a			1	41051	58003	45310
Hyde	n/a				n/a				n/a		
Iredell	55,872	86,657	86,227	1	46,673	72,390	72,390	1	40782	63253	59579
Jackson											
Johnston	69250	117546	95456	3	53,176	90,266	67,831	2	46599	79101	50997
Jones	n/a				n/a				n/a		
Lee	67,050	93,871	67,050	1	48,943	68,520	50,200	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	60198	91598	64827	1	44760	66106	49407	2	34967	53206	35404
McDowell	n/a				n/a				n/a		
Macon	43834	65752	62618	1	39758	59640	58078	3	29688	44503	35782
Madison											
Martin	n/a				n/a				n/a		
Mecklenburg	107,441	195,811	149211	22	59,784	133,266	79,622	23	31924	56848	44145
Mitchell	n/a				n/a				n/a		
Montgomery	43,476	69,684	47,508		n/a				n/a		
Moore	57,634	90,485	87,542	5	35,383	55,551	40,689	5	43,008	67,522	51,928
Nash	68,225	109,160	86,235		n/a			2	46,886	75,018	49,155
New Hanover	90945	139514	128699	3	\$47,990	\$73,635	\$54,636	11	40394	64942	46820
Northampton	finance director			1	37,462	66,105	49,153		n/a		
Onslow	68,820	110,112	93,224	1	46,492	74,388	61,929	6	44,704	71,527	54,505
Orange	80994	129481	98063	1	51,931	83,020	64,621	1	34984	55925	40800
Pamlico	n/a				n/a				n/a		
Pasquotank	40,090	56,126	49,773		n/a				n/a		
Pender	54117	86588	57165	1	38460	61536	44342	1	31641	50626	31641
Perquimans	n/a				n/a				n/a		
Person	56,763	87,983	68,952	1	39,536	61,281	51,732	2	37,979	58,867	38,514
Pitt	assistant county manager-- information officer			1	65,473	103,480	77,181	2	40,970	no data	no data
Polk	38,507	63,099	43,567		n/a			1	24,822	40,673	28,786
Randolph	63794	99008	85,467	1	50,149	77,522	59,301	2	35984	55245	40435
Richmond	52,340	76,165	65,119	1	41,421	60,234	43,395		n/a		
Robeson	n/a			1	55,427	68,730	64,296		n/a		
Rockingham	62,623	93,935	81,605	1	45,948	68,922	54,531	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	33,807

TABLE X. TAX ADMINISTRATION														
January 2009														
County	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser				
	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
Graham														
Granville	44,270	70,833	48,859	n/a			n/a					n/a		
Greene	43,056	60,113	51,584	39,115	54,595	44,783	43,056	60,113	51,584	appraiser	1	24,170	33,673	28,918
Guilford			100,514	55,322	94,047	58,067	55,322	94,047	86,241	appraiser III	3	41,282	70,179	56,240
										appraiser I	4	33,963	57,737	42,047
Halifax	41,956	68,108	61,655	36,145	58,676	56,529	n/a			appraiser	2	32,726	53,125	38,700
Harnett	66,522	103,109	95,478	n/a			n/a			revaluation coordinator	1	43,662	67,676	52,395
Haywood	n/a			46,739	70,109	54,170	42,799	64,200	67,282	real property appraiser II	4	32,866	49,299	35,355
Henderson	n/a					89,000			67,102	property appraiser II	1	33,345	51,675	47,600
										property appraiser I	7	32078	49686	38363
Hertford	n/a			42,048	68,434	46,814	40,046	62,072	46,976			n/a		
Hoke	n/a			45,258	63,949	55,143	45,258	63,949	60,867	appraiser manager	1	60650	85697	66943
Hyde	47,010	69,395	65,821	n/a			n/a					n/a		
Iredell	61,130	94,813	94,813	n/a			46,673	72,390	72,390	real estate appraiser III	3			48,731
Jackson														
Johnston	69,250	117,546	107,707	n/a			n/a			chief real estate appraiser	1	46,599	79,101	56,493
										real estate appraiser	1	31,356	46,285	39,398
Jones	n/a			tax collector			40,414	51,006	51,006	appraiser/mapper	1	30,538	38,499	33,499
Lee	73,361	102,705	73,361	n/a			n/a			appraisal manager	1	53,550	74,970	54,997
										real property appraiser	3	40,884	57,237	40,885
Lenoir	48,595	85,752	56,356				n/a			senior appraiser	1	33,654	59,386	49,959
										real property appraiser	2	29,322	51,742	34,015
Lincoln	66,447	101,108	71,556	40,551	61,703	43,669	40,551	61,703	43,669	chief of appraisals	1	54,536	82,984	60,198
										real estate appraiser	2	33,282	50,642	34,561
McDowell	n/a			46,518	68,376	50,742	42,114	61,902	49,500	real property appraiser	1	28,296	41,592	31,644
										real property technician	1	23196	34092	23196
Macon	61,677	92,516	78,000	n/a			34,345	51,517	52,204	appraiser	3	28256	42383	33,582
Madison														
Martin	n/a			41,065	65,650	49,383	34,452	55,078	37,368			n/a		
Mecklenburg	78,972	103,651	107,397	tax administrator			59,784	133,266	82,236	real property appraiser IV	10	46,613	93,403	61,711
										real property appraiser I	1	29,919	56,848	33,312
Mitchell	n/a			46,061	65,802	no data	36,374	56,249	44,099			n/a		
Montgomery	38,124	61,092	56,112	n/a			n/a			tax appraiser	1	28,560	45,819	37,200
Moore	58,100	91,217	84,812	n/a			n/a			real property appraiser	4	33,697	52,905	36,475
Nash	65,100	104,160	90,029	n/a			n/a			real property appraiser	2	37,089	59,342	44,300
New Hanover	87,281	133,878	97,000	n/a			65,322	100,136	65,322	appraiser zone 2	2	35,589	54,558	46,925
										appraiser zone 1	5	34,174	52,437	38,043
Northampton	n/a			52,713	93,018	59,639	30,820	54,385	43,548	chief appraiser	1	29,352	51,796	31,610
										tax appraiser	1	28,636	50,532	30,839
Onslow	68,820	110,112	77,390	n/a			n/a			tax appraiser	7	31,408	50,254	39,529
Orange	n/a			73,377	117,303	93,449	73,377	117,303	82,954	appraiser II	4	44,781	71,588	54,628
										appraiser I	2	38,615	61,730	38,809
Pamlico	44,227	78,542	48,829	n/a			n/a			appraiser	1	27,148	48,209	38,562
Pasquotank	47,686	67,827	67,827	n/a			n/a			appraiser	1	24,897	34,856	29,168
Pender	n/a			54,117	86,588	57,311	51,540	82,464	58,143	appraiser I	3	33223	53157	33555
Perquimans	44,329	67,131	51,316	n/a			n/a					n/a		
Person	59,090	91,590	73,644	n/a			n/a			property revaluation manager	1	46,430	71,967	52512
										senior appraiser	1	29,842	46,255	34,548
Pitt	n/a			n/a			62,474	98,714	vacant			n/a		
Polk	n/a			42,454	69,566	54,345	31,680	51,911	36,739	appraiser II	1	34,927	57,232	44,709
										appraiser I	1	34,927	57,232	37,612
										admin appraisal asst.	1	26,827	43,959	26,827
Randolph	57,907	89,690	70,304	tax administrator			tax administrator			real property appraiser III	2	47,736	73,819	55,911

TABLE X. TAX ADMINISTRATION

January 2009

County	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser				
	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
Richmond	41,421	60,234	54,861	n/a			27,156	39,517	39,517	real property appraiser I	1	35,894	55,245	35,894
Robeson	85,302	105,775	85,302	n/a			40,490	50,208	50,208	tax appraiser I	4	28,461	41,421	30,032
Rockingham	65,366	98,049	76,385	n/a			n/a			appraiser	6	34,516	42,799	37,739
Rowan	71,697	113,817	106,254	n/a			n/a			appraiser II	3	35,267	52,901	43,026
										appraiser I	3	32,326	48,489	34,898
Rutherford	61,576	92,778	68,861	n/a			45,701	68,861	48,031	real & personal property mgr	1	50,819	80,673	60,663
										appraiser I	3	34,293	54,437	37,545
Sampson	46,536	69,804	58,956	n/a			33,756	50,628	41,976	revaluation appraiser II	1	50,476	76,055	53,047
										revaluation appraiser I	3	32,276	48,630	33,501
Scotland	51,432	72,660	59,640	n/a			37,536	53,040	40,428	real estate appraiser II	1	32,244	48,348	38,640
										real estate appraiser I	1	29,400	44,100	31,644
										revaluation coordinator	1	32,796	46,344	34,464
Stanly										revaluation appraiser	1	28,656	40,500	vacant
Stokes	45,057	73,368	55,764	tax administrator			tax administrator			lead appraiser II	1	30,429	49,566	34,300
Surry	47,964	81,708	61,668	n/a			41,808	70,956	55,044	real property appraiser I	1	26,020	42,369	29,613
										appraiser technician II	1	26,020	42,369	28,458
										revaluation project manager	1	40,080	67,668	53,760
										real estate appraiser II	3	31,008	51,348	35,700
Swain	33,533	49,416	40,001	tax administrator			tax administrator			tax assessor II	2	25,750	37,946	27,104
Transylvania	64,771	97,156	82,151	n/a			n/a			asst. tax assessor	1	46,030	69,056	56,545
Tyrrell			54,300	n/a			n/a			property appraiser II	2	29,211	43,816	29,816
Union	71,518	107,277	100,441	n/a			54,855	82,284	61,310	n/a				
Vance	54,936	87,900	79,872	n/a			n/a			real estate coordinator	2	42,023	63,033	49,029
										real estate appraiser tech.	2	33,622	50,434	34,336
Wake	85,650	142,850	110,000	n/a			n/a			n/a				
Warren	52,118	83,634	66,241	n/a			n/a			senior appraiser	2	42,750	71,250	55,946
										appraiser	10	36,550	60,950	46,241
Washington	38,760	57,540	48,384	28,800	41,700	28,800	n/a			real property appraiser	1	27,639	44,354	30,402
Watauga	62,791	97,325	92,068	n/a			n/a			n/a				
Wayne	56,276	87,771	79,516	n/a			44,094	68,771	47,484	appraiser II	1	37,024	57,387	44,648
										appraiser I	2	33,906	52,554	34,245
Wilkes	55,545	86,095	60,072	n/a			n/a			senior appraiser	1	46,298	72,209	52,382
										appraiser		32,903	51,318	35,433
Wilson	53,520	90,456	71,602	n/a			n/a			real property appraiser supvr	1	45,435	70,424	49,019
										real property appraiser	4	30,401	47,122	31,413
Yadkin	39,073	56,597	56,597	tax administrator			tax administrator			n/a				
Yancey										asst. assessor	1	37,285	53,987	50,133
										real estate appraiser	1	30,914	44,768	35,840

1. Also serves as GIS administrator

2. deputy tax collector

TABLE X. TAX ADMINISTRATION

January 2009

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.
Alamance			n/a			1	\$34,986	\$55,979	\$53,592	7	\$23,543	\$37,668	\$26,424	2	\$25,710	\$41,133	\$29,928
Alexander			n/a				n/a				n/a			5	22,318	30,765	24,196
Alleghany			n/a				n/a				n/a				n/a		
Anson																	
Ashe	tax mapping supv.	1	35,712	50,460	37,521	4	30,081	48,333	35,530	3	30,081	42,504	33,981		n/a		
	tax mapping clerk	1	30,081	42,504	30,081												
Avery			n/a			1	25,724	35,871	28,107	2	25,724	35,871	31,952	1	22,221	30,987	24,280
Beaufort	sr. land records	1	33,232	49,848	42,191	1	24,420	36,630	vacant	4	22,362	33,543	24,744		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	E911 addressing	1	24,171	33,839	23,922	1	24,171	33,839	27,057	4	21,834	30,568	24,442		n/a		
	GIS mapper	1	23,003	32,204	25,203												
Brunswick			n/a			1	37,747	60,391	40,819	6	28,789	46,062	32,793	3	28,789	46,062	30,262
										2	26,997	43,195	31,861	3	25,205	40,329	30,035
										8	25,205	40,329	29,828				
Buncombe	GIS mapper II	6	33,113	47,024	40,805	1	34,588	49,179	40,938	7	25,402	36,137	31,247		n/a		
Burke	mapping tech	1	25,595	39,673	29,746	1	36,016	55,824	37,852	2	24,376	37,784	25,672	3	24,376	37,784	26,183
Cabarrus	senior GIS mapper	2	37,799	58,338	49,039	1	35,989	55,557	47,530	9	26,860	41,471	35,083		n/a		
	GIS mapper	3	34,284	52,908	34,739												
Caldwell																	
Camden			GIS technician				22,257	33,384	26,690		22,257	33,384	vacant		22,257	33,384	24,966
Carteret			n/a			1	24,781	39,649	26,571	6	20,535	32,856	22,432	1	20,535	32,856	20,535
Caswell																	
Catawba	cadastral mapper	3	29,707	46,088	41,481	1	28,285	43,894	34,820		24,430	37,915	28,687		24,430	37,915	28,687
Chatham																	
Cherokee	mapping tech	1	30,587	48,317	33,879	1	27,408	42,577	34,993	2	24,592	37,833	26,894	2	25,518	39,369	29,674
Chowan	land records director	1	33,390	59,962	51,796		n/a			4	22,599	40,584	26,341		n/a		
	land records clerk	1	26,160	46,981	36,814												
Clay	mapper	1			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	22,236	34,680	28,092	6	24,414	38,088	29,424
	mapper	1	26,022	40,596	29,958												
Columbus	land records supv.	1	26,229	53,675	41,509	1	22,617	46,782	34,751	1	23,762	48,727	32,270	1	23,762	48,727	32,270
	technician	1	26,229	53,675	31,373												
Craven	property mapper	3	28,353	57,289	31,188	1	35,849	72,419	43,237	3	25,813	52,159	28,579	1	31,140	62,918	35,849
Cumberland	GIS technician II	5	33,753	55,692	67,786	2	44,353	73,182	50,779	1	37,035	61,091	39,521	14	28,087	46,344	28,464
	GIS technician I	1	30,805	50,828	30,805												
Currituck	GIS specialist	1	39,076	54,078	42,215		n/a			4	25,069	34,500	26,695		n/a		
Dare	land records mgr.	1	43,087	68,938	66,288	2	29,385	47,017	40,566	10	24,270	42,728	36,187		n/a		
	land records tech	1	33,921	54,273	48,311												
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	sr. land records	1	30,111	46,697	41,513	1	26,010	40,338	34,712	2	23,591	36,588	28,024	2	26,010	40,338	33,708
	land records spec.	1	28,677	44,473	34,897												
Duplin			n/a				n/a				n/a			7	24,268	38,271	26,571
Durham	GIS cartographer	5	34,714	59,763	46,027	5	31,449	54,143	37,263	15	27,119	46,687	35,617	4	29,933	51,534	36,731
Edgecombe			n/a			1	27,828	41,311	32,074	5	21,804	32,367	23,063	1	24,039	35,686	30,830
Forsyth	mapper	7			37,722		n/a				n/a			23			25,436
Franklin			n/a			1	31,577	45,110	36,851	8	23,971	37,539	29,690		n/a		
Gaston	GIS specialist III	1	42,876	66,466	43,948	1	40,034	62,066	45,038	6	23,126	35,853	23,994	2	28,409	44,043	35,512
	GIS specialist I	1	37,379	57,951	39,249												
Gates																	
Graham																	
Granville			n/a				n/a			8	24,644	39,431	30,080		n/a		
Greene			n/a				n/a			3	20,936	29,147	22,014		n/a		
Guilford	mapping tech	4	30,805	52,369	41,696	3	37,444	63,655	50,414	12	30,805	52,369	40,077		n/a		
Halifax			n/a			1	32,726	53,125	36,597	3	21,991	35,699	23,112	1	24,289	39,429	33,135
Harnett			n/a			1	38,896	57,189	44,275	10	27,477	42,589	30,767		n/a		

TABLE X. TAX ADMINISTRATION

January 2009

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.
Haywood			n/a			1	32,866	49,299	35,897	7	23,931	35,896	26,056		n/a		
Henderson	services spec.	2	26,364	40,833	33,647	2	26,364	40,833	39,458	3	23,420	36,309	24,551	4	26,364	40,833	28,777
Hertford	land records mgr	1	31,377	48,635	38,854		n/a				n/a				n/a		
	GIS technician	1	24,585	38,107	25,703												
Hoke	land records	1	33,772	47,719	35,481		n/a			2	25,201	35,609	25,515	2	24,660	34,843	26,207
Hyde			n/a				n/a			2	29,583	43,670	37,248		n/a		
Iredell	Sr. GIS mapper	1	32,570	50,516	49,271	2	34,068	52,839	38,031	2	23,773	36,873	28,316	3	26,102	40,343	36,433
	GIS mapping tech	2	29,768	46,170	32,845												
Jackson																	
Johnston			n/a				n/a			4	28,715	42,384	30,989	1	26,294	38,812	33,757
Jones			n/a				n/a			2	23,408	29,154	27,180		n/a		
Lee			n/a			2	35,725	50,015	38,765	3	24,930	34,902	26,671	1	27,276	38,187	27,825
Lenoir	land records mgr	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			7	24,747	37,655	27,193		n/a		
McDowell	tax mapper	2	23,196	34,092	27,258	1	21,000	30,870	23,778	1	19,980	29,370	21,000	1	19,014	27,948	20,484
Macon	mapper	2	21,085	31,627	29,136	1	28,256	42,383	34,000	2	24,409	36,612	26,505		n/a		
Madison																	
Martin	mapper	1	part-time		25,000		n/a				n/a			5	20,320	37,050	24,073
Mecklenburg	GIS analyst	5	46,613	93,403	60,269	10	46,613	93,403	61,711	10	26,280	56,848	32,622	10	26,280	56,848	32,622
	GIS technician	17	28,040	56,848	40,032												
Mitchell	land records mgr	1	32,363	46,233	36,732	1	27,664	39,521	28,079	1	27,664	39,521	no data		n/a		
Montgomery			n/a				n/a			6	21,288	34,164	24,874	1	21,288	34,164	27,732
Moore	senior mapper	2	30,565	47,987	37,440	3	29,110	45,702	36,300	4	23,948	37,598	31,990	1	26,403	41,453	30,836
Nash	tax mapping supv.	1	44,739	71,582	57,487	1	32,501	52,202	33,723	8	24,125	38,600	27,416		n/a		
	GIS mapping tech	2	31,146	49,834	38,147												
New Hanover	senior tax mapper	1	34,174	52,437	45,136		n/a				n/a			17	28,642	43,992	33,344
	tax mapper	2	31,429	48,235	37,773												
Northampton			n/a				n/a			5	21,904	38,650	23,826		n/a		
Onslow	land records tech	3	30,200	48,321	40,143		n/a			2	22,950	36,720	30,287	6	30,200	48,321	34,208
Orange	GIS mapper II	3	34,984	55,925	46,998	1	44,781	71,588	62,500	2	30,165	48,225	31,690	5	31,693	50,665	38,649
	GIS mapper I	1	31,693	50,665	34,296												
Pamlico			n/a			2	23,284	41,347	33,195	2	23,284	41,347	25,540		n/a		
Pasquotank			n/a				n/a			9	23,631	34,856	28,610		n/a		
Pender	tax mapper	2	27,333	43,733	33,794	1	28,700	45,919	30,732	4	26,031	41,650	26,552		n/a		
Perquimans	mapper	1	32,573	49,330	35,057		n/a			5	27,722	41,982	33,216		n/a		
Person			n/a			1	29,842	46,255	32,880	2	25,411	39,387	29,436		n/a		
Pitt			n/a			2	40,970	64,753	48,208	5	25,635	40,518	27,986		n/a		
Polk			n/a				n/a			3	22,515	36,893	28,487		n/a		
Randolph	GIS spec/mapper	2	32,802	50,149	39,957	2	35,984	55,245	40,404	6	23,858	39,437	27,903	2	23,858	39,437	30,358
Richmond			n/a			1	22,523	32,752	30,520	6	20,497	29,833	23,237	3	19,569	28,461	20,013
Robeson	mapper	3	30,035	37,242	36,041	1	33,022	40,947	35,664	3	24,060	29,834	25,022	9	22,566	29,834	26,388
Rockingham	GIS coordinator	1	42,092	63,138	48,131		n/a			2	25,929	38,894	29,966	3	27,101	40,652	31,738
	GIS technician	2	33,783	50,675	38,847												
Rowan	senior mapper	1	31,079	49,336	38,210	2	34,293	54,437	37,749	10	22,039	38,580	27,349		n/a		
Rutherford			n/a			1	41,378	62,346	42,418		n/a			3	23,955	36,094	26,988
Sampson	land records spec.	1	28,092	42,144	vacant	1	26,820	40,248	31,356	10	21,312	31,968	24,400		n/a		
	land records asst.	1	22,308	33,480	27,732												
Scotland	mapper	1	28,656	40,500	30,864	1	34,308	48,480	36,048	5	23,940	33,828	24,540	2	25,044	40,500	28,878
Stanly																	
Stokes			n/a			1	26,020	42,369	29,263		n/a			1	23,131	37,665	24,762
Surry	land records mgr.	1	33,684	56,328	50,220	1	28,440	46,860	31,632	8	23,316	37,500	25,962		n/a		
Swain	asst. GIS coordin.	1	26,909	39,656	34,058	2	25,750	37,946	27,104	4	20,663	30,451	21,751		n/a		
Transylvania			n/a			1	26,500	39,741	34,320	4	22,893	34,339	26,993		n/a		
Tyrrell			n/a				n/a			3	22,788	36,456	25,624	2	26,004	41,592	30,192
Union	GIS specialist	2	40,176	60,264	43,953	2	32,162	48,244	34,300	4	25,745	38,618	26,707		n/a		

TABLE X. TAX ADMINISTRATION

January 2009

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.
	GIS technician	1	36,762	55,142	36,762												
Vance			n/a				n/a			5	22,332	39,504	26,023				
Wake	mapping supvr.	2	47,250	78,750	50,648	2	42,750	71,250	55,946	35	28,700	47,800	34,890	35	28,700	47,800	34,890
	mapping technician	9	28,700	47,800	38,464												
Warren			n/a				n/a			2	22,739	36,487	22,739	2	22,739	36,487	22,739
Washington			n/a				n/a			2	21,576	31,212	21,456		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 specialist	1	28,054	43,484	29,457	1	28,054	43,484	29,969		n/a			3	23,889	37,028	27,463
Wilson			n/a				n/a				n/a				n/a		
Yadkin	land records supv.	1	35,577	51,524	39,258	1	25,643	37,112	26,927	3	23,338	35,431	24,909	1	24,478	35,431	26,344
	land records asst.	1	23,338	33,815	24,516												
Yancey																	
1. functions as motor vehicle appraiser																	

TABLE XI. GIS ADMINISTRATOR AND TECHNICIAN

January 2009

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			1	\$34,986	\$55,979	\$38,508
Alexander	1	36,569	50,410	47,981		n/a			1	28,568	39,381	35,678
Alleghany		n/a								n/a		
Anson												
Ashe		n/a				n/a				n/a		
Avery	1	36,197	50,477	39,549		n/a			1	24,498	34,164	24,498
Beaufort		n/a								n/a		
Bertie	1	41,118	60,698	46,175		n/a			1	33312	49175	33312
Bladen	1	31,179	43,651	36,389		n/a				n/a		
Brunswick		information technology director			1	46,707	74,731	66,180	5	32,372	51,796	34,984
Buncombe		n/a				n/a				n/a		
Burke	1	39,708	61,547	44,165		n/a			1	31,110	48,223	32,696
Cabarrus		n/a				n/a				n/a		
Caldwell												
Camden		n/a								31,653	47,477	32,000
Carteret	1	41,983	67,172	43,523		n/a			2	31,689	50,702	35,388
Caswell												
Catawba	1	46,087	71,513	65,748	2	37,915	58,834	42,596		n/a		
Chatham												
Cherokee	1	35,776	57,883	46,830	1	33,039	52,903	42,971	1	29,454	46,292	36,194
Chowan		n/a				n/a				n/a		
Clay		n/a				n/a				n/a		
Cleveland	1	38,994	60,834	54,090		n/a			1	28,092	43,842	37,194
Columbus	1	27,557	56,392	39,317		n/a			1	23,762	48,727	32,273
Craven	1	52,159	105,376	65,941	1	39371	79541	41262		n/a		
Cumberland	1	50,808	83,833	72,370	1	38,734	63,911	38,734	2	46,394	76,550	67,786
Currituck		n/a				n/a			1	39,076	54,078	43,839
Dare		n/a			1	47,412	75,859	54,600	1	32,336	51,739	40,401
Davidson		n/a			1	42,784	64,177	51,841	1	33,566	50,349	38,265
Davie	1	44,490	68,993	65,747		n/a				n/a		
Duplin		n/a			1	36064	56868	43960		n/a		
Durham		n/a			1	40261	69307	55647		n/a		
Edgecombe		n/a			1	29,219	43,376	29,219	1	26,503	32,997	27,165
Forsyth	1			64,168	1			53,996	7			37,722
Franklin	1	41,594	59,421	45,408		n/a			2	33,061	47,230	34,055
Gaston	1	49,100	76,238	72,519	1	45,920	71,189	64,289	1	42,876	66,466	54,665
Gates												
Graham												
Granville		n/a				n/a			1	31,470	50,352	42,667
Greene		n/a				n/a			1	37258	51994	40774
Guilford	1	55,322	94,047	82,240	3	47,789	81,241	62960	2	33,963	57,737	49714

TABLE XI. GIS ADMINISTRATOR AND TECHNICIAN

January 2009

County	GIS Administrator				GIS Analyst				GIS Technician			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Halifax	1	32,726	53,125	48,700		n/a			1	24,289	39,429	26,496
Harnett	1	51,671	80,090	62,700	1	45,539	70,585	55,261	3	35,374	54,830	42,736
Haywood	1	50,959	61,437	44,082		n/a			1	29,823	44,734	31,242
Henderson	1	42,179	65,384	vacant	1	34,671	53,742	47,463	3	29,640	45,962	41,379
Hertford		n/a				n/a				n/a		
Hoke		n/a				n/a			1	47,521	67,146	49,925
Hyde		n/a				n/a				n/a		
Iredell	1	53,415	82,846	62,971		42,658	66,163	vacant		35,635	55,270	40,166
Jackson												
Johnston	1	53,176	90,266	66,868	1	48,696	82,376	50,039	1	32,767	48,366	46,874
Jones		n/a				n/a			1	30,538	38,499	36,712
Lee	1	56,012	78,418	61,006		n/a			3	42,765	59,871	47,615
Lenoir	1	36,892	65,100	52,128		n/a				n/a		
Lincoln		n/a			1	40,551	61,703	57,297	2	33,282	50,642	35,939
McDowell		n/a				n/a				n/a		
Macon		n/a			1	32,710	49,065	34,346	1	25,629	38,445	35,086
Madison												
Martin		n/a				n/a				n/a		
Mecklenburg	1	73,123	133,266	97,929	5	46,613	93,403	60,269	17	28,040	56,848	40,032
Mitchell		n/a				n/a				n/a		
Montgomery	1	29,748	47,676	33,432		n/a				n/a		
Moore	1	57,634	90,485	79,378	2	40,959	64,306	44,396	1	33,383	55,551	36,571
Nash	1	49,137	78,619	52,968		n/a			1	31,146	49,834	32,703
New Hanover		n/a			1	47,990	73,635	53,379	1	34,174	52,437	40,951
Northampton	1	30,820	54,385	44,637		n/a			2	24,148	42,612	29,063
Onslow	1	\$48,352	\$77,363	\$70,258		n/a			3	\$30,200	\$48,321	\$40,350
Orange	1	38,615	61,730	62,350	2	44,781	71,588	58,537	1	38,615	61,730	50,658
Pamlico	1	27,148	48,209	42,810		n/a			1	22,826	40,145	24,823
Pasquotank	1	40,090	56,126	51,022		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	59,615	94,218	77,181	1	49,420	78,107	60,326		n/a		
Polk		n/a				n/a			1	30,171	49,439	34,136
Randolph	1	45,490	70,304	52,603	1	41,371	63,794	43,347	1	32,802	50,149	36,858
Richmond		n/a				n/a			1	27,156	39,517	31,257
Robeson	1	41,984	52,060	41,984		n/a			1	34,516	42,799	39,626
Rockingham	1	42,092	63,138	48,131		n/a			2	33,783	50,675	38,847
Rowan	1	43,848	69,606	51,821	1	39,740	63,091	41,742		n/a		
Rutherford	1	41,378	62,346	49,853	1	33,919	51,107	37,001		GIS analyst		
Sampson		n/a				n/a				n/a		

TABLE XII. LIBRARY DIRECTOR, PUBLIC HEALTH DIRECTOR, MENTAL HEALTH DIRECTOR, AND SOCIAL SERVICES DIRECTOR

January 2009

County	Library Director				Public Health Director				Social Services Director			
	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties
Alamance	\$56,778	\$90,844	\$63,036	2	\$80,743	\$129,191	\$100,000	1	\$64,793	\$103,669	\$85,644	1
Alexander	44,556	61,421	52,963	1	59,923	82,604	82,604	1	59,923	82,604	74,835	1
Alleghany	n/a				n/a				52,222	78,333	53,266	1
Anson												
Ashe	n/a				n/a				76,992	108,786	96,150	1
Avery	regional system				regional system				48,507	67,642	55,648	1
Beaufort	n/a						69,065	1			67,264	1
Bertie	see Hertford				n/a				62,645	92,476	87,425	1
Bladen	44,029	61,641	53,481	1	51,038	71,453	72,755	1	51,038	71,453	70,202	1
Brunswick	62,831	100,531	91,606	1	78,958	126,333	118,189	1	78,958	126,333	122,527	1
Buncombe	91,024	129,467	103,924	1	95,107	135,251	vacant	1	103,876	147,801	123,842	1
Burke	53,214	82,481	58,534	1	67,917	105,273	71,381	1	67,917	105,273	71,381	1
Cabarrus	67,859	104,767	104,767	1	n/a				82,496	127,352	116,072	1
Caldwell												
Camden	see Pasquotank				see Pasquotank				45,013	67,514	57,284	1
Carteret	n/a				67,145	107,432	99,197	1	67,145	107,432	84,755	1
Caswell												
Catawba	61,781	95,841	81,009	1	78,845	122,328	105,580	1	78,845	122,328	122,328	1
Chatham	see Alamance											
Cherokee	n/a				57,255	95,671	72,275	1	57,255	95,671	76,464	1
Chowan	see Washington				see Pasquotank				51,796	93,018	88,590	1
Clay	n/a						67,601	1			70,237	1
Cleveland	47,044	73,368	59,400	1	78,672	122,826	119,946	1	78,672	122,826	114,450	1
Columbus	38,937	79,679	52,877	1	49,842	101,997	71,113	1	49,842	101,997	64,575	1
Craven	n/a				83,355	168,503	142,959	1	79,542	160,781	107,906	1
Cumberland	66,713	110,076	93,600	1	91,756	151,397	119,495	1	91,756	151,397	121,577	1
Currituck	n/a				see Pasquotank				61,835	85,944	74,817	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	no data	1	59,622	92,457	79,844	1
Duplin	42,252	66,631	59,166	1	53,589	84,502	70,707	1	58,005	91,469	82,845	1
Durham	72,818	125,359	116,721	1	88,718	152,739	143,254	1	88,718	152,739	136,747	1
Edgecombe	n/a				73,838	109,612	73,838	1	66,974	99,422	71,955	1
Forsyth			112,528	1			172,598	1			135,033	1
Franklin	54,791	78,273	59,982	1	68,935	98,479	77,725	1	68,395	98,479	81,692	1
Gaston	64,706	100,317	90,592	2	85,135	131,977	108,544	1	79,491	123,228	105,322	1
Gates	see Hertford											
Graham												
Granville	40,157	64,252	49,322	1	see Vance				51,239	81,981	80,101	1
Greene	n/a				49,796	69,550	61,999	1	49,796	69,550	49,796	1
Guilford	n/a						141,811	1			118,558	1
Halifax	48,700	79,057	57,236	1	65,617	106,518	97,646	1	65,617	106,518	88,409	1
Harnett	53,893	83,534	5,900	1	72,365	112,166	83,277	1	72,365	112,166	86,838	1
Haywood	51,040	76,561	57,288	1	67,378	101,068	88,928	1	67,378	101,068	90,695	1
Henderson	62,439	96,798	90,168	1	70,259	108,908	96,941	1	70,259	108,908	97,497	1

TABLE XII. LIBRARY DIRECTOR, PUBLIC HEALTH DIRECTOR, MENTAL HEALTH DIRECTOR, AND SOCIAL SERVICES DIRECTOR												
January 2009												
County	Library Director				Public Health Director				Social Services Director			
	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties
Hertford	49,841	75,237	65,884	4	79,028	116,496	vacant	1	62,125	96,293	69,146	1
Hoke	n/a				66,867	94,481	79,476	1	66,867	94,481	70,249	1
Hyde	n/a				58,023	85,653	71,029	1	51,139	75,491	68,596	1
Iredell	58,442	90,644	90,644	1	73,178	113,500	100,696	1	73,178	113,500	113,500	1
Jackson												
Johnston			57,860	1	140,051	237,719	201,287	1	82,584	140,176	114,525	1
Jones	n/a				58,886	75,018	58,886	1	58,886	75,018	58,886	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	89,472	1
Lincoln	60,198	91,598	61,703		66,447	101,108	73,345	1	66,447	101,108	85,058	1
McDowell	46,518	65,058	52,020	1	n/a				56,748	83,394	67,530	1
Macon	n/a				64,762	97,144	87,360	1	64,762	97,144	91,728	1
Madison												
Martin	regional system				see Washington				55,930	89,413	69,848	1
Mecklenburg	107,441	195,811	170,974	1	107,441	195,811	165,598	1	107,441	195,811	150,000	1
Mitchell	n/a				n/a				53,886	76,980	68,338	1
Montgomery	n/a						vacant	1	59,472	95,196	80,844	1
Moore	n/a				70,054	109,985	98,540	1	70,054	109,985	77,116	1
Nash	n/a				74,392	119,891	107,084	1	74,392	119,891	93,380	1
New Hanover	87,281	133,878	94,000	1	94,609	145,126	123,570	1	94,609	145,126	113,279	1
Northampton	see Hertford				64,072	113,063	80,018	1	57,427	88,535	72,665	1
Onslow	\$66,173	\$105,877	\$88,246	1	\$74,436	\$119,097	\$109,860	1	\$74,436	\$119,097	\$87,785	1
Orange	73,377	117,303	91,306	1	80,994	129,481	113,309	1	80,994	129,481	111,367	1
Pamlico	n/a				48,759	86,588	vacant	1	51,197	90,917	68,220	1
Pasquotank	39,375	58,452	49,174	2	92,834	148,235	144,620	4	60,347	84,486	72,422	1
Pender	56,823	90,917	63,784	1	65,780	105,248	78,773	1	65,780	105,248	85,325	1
Perquimans	see Washington				n/a				46,324	70,152	57,715	1
Person	48,334	74,918	49,560	1	61,513	95,345	69,480		61,513	95,345	74,808	1
Pitt	n/a				114,922	181,634	153,593	1	82,771	130,819	88,838	1
Polk	40,431	66,251	54,376	1	n/a				49,147	80,532	69,443	1
Randolph	57,907	89,690	70,304	1	63,794	99,008	89,690	1	63,794	99,008	85,467	1
Richmond	n/a				63,136	92,009	87,021	1	57,506	83,647	66,175	1
Robeson	n/a				79,327	98,365	95,192	1	76,340	94,662	94,662	1
Rockingham	57,228	85,842	73,000	1	68,251	102,377	90,712	1	68,251	102,377	97,020	1
Rowan	64,983	103,155	73,847	1	75,311	119,555	103,155	1	75,311	119,555	90,773	1
Rutherford	55,750	84,002	57,155	1	n/a				68,011	102,493	71,475	1
Sampson	44,460	66,672	49,764	1	55,932	83,892	70,680	1	55,932	83,892	69,300	1
Scotland	47,004	66,420	54,504		67,356	95,172	69,036	1	67,356	95,172	72,540	1
Stanly												
Stokes	n/a				48,735	79,357	61,880	1	48,735	79,357	65,686	1
Surry	n/a				76,080	131,472	76,080	1	69,348	119,280	91,776	1
Swain	n/a				54,419	80,196	64,215	1	49,833	73,437	57,283	1
Transylvania	58,760	88,129	69,185	1	64,771	97,156	76,922	1	64,771	97,156	81,379	1
Tyrrell	see Washington				see Washington						44,000	1
Union	68,434	102,650	75,301	1	85,370	128,056	94,300	1	74,739	112,108	92,000	1

TABLE XIII. LIBRARIAN, LIBRARY BRANCH MANAGER, AND LIBRARY ASSISTANT

January 2009

County	Librarian			Library Branch Manager				Library Assistant						
	No.	Level	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Level	Min.	Max.	Avg.
Alamance	2		\$34,986	\$55,979	\$35,868	2	\$30,660	\$49,053	\$35,820	5		\$22,530	\$36,045	23,569
Alexander	1		27,191	37,484	27,871	1	part-time		\$13.00/hr	8		19,244	26,528	25,880
Alleghany			n/a				n/a					n/a		
Anson			n/a											
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			n/a			1	30,012	42,017	40,030	8		23,003	32,204	25,000
Brunswick			n/a			5	39,539	63,263	53,153	13		25,205	40,329	28,079
Buncombe			n/a			13	33,113	47,024	39,947	14		23,247	33,113	27,378
Burke			n/a			1	41,694	64,624	45,704	4		22,108	34,270	23,075
Cabarrus	2		39,687	61,249	50,271	3	48,239	74,470	67,090	13		28,198	43,543	33,796
Caldwell	1		34,456											
Camden			n/a				n/a					n/a		
Carteret			n/a				n/a					n/a		
Caswell			n/a											
Catawba	5		36,115	56,024	40,639	2	34,402	53,352	36,464	10		23,266	36,116	25,667
Chatham			n/a											
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	23,762	48,727	31,175	3		18,562	37,988	23,147
Craven			n/a				n/a					n/a		
Cumberland	21		33,753	61,091	37,116	8	40,524	73,182	46,337	95		21,433	50,828	21,720
Currituck			n/a				n/a			2		25,069	34,500	27,350
Dare	3		31,155	56,932	39,470	2	28,013	47,017	37,066	7		24,270	38,831	27,626
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									
	1	level I	35,221	52,831	42,978									
Davie	2		36,601	56,761	41,163		n/a			2		24,771	38,417	30,921
Duplin			n/a				n/a			12		18,394	38,271	17,726
Durham	27		34,714	59,763	40,629	5	44,439	76,502	68,151	14		23,384	40,261	30,865
Edgecombe			n/a				n/a					n/a		
Forsyth	28				37,105	16			50,549	37				28,560
Franklin	2		36,242	51,773	40,426	1	33,061	47,230	36,753	4		28,806	45,110	31,696
Gaston	4		34,901	54,111	42,538	8	32,507	50,520	43,581	7		23,126	35,853	31,344
Gates			n/a											
Graham			n/a											
Granville	2		29,963	47,940	33,405	1	24,644	39,431	29,683	2		20,279	32,446	28,016
Greene			n/a				n/a					n/a		
Guilford			n/a				n/a					n/a		
Halifax			n/a			3	24,289	39,429	25,846	1		18,975	30,755	21,452
Harnett	4		36,896	57,189	43,355	7	27,477	42,589	25,755	1		23,218	35,988	27,961

TABLE XIII. LIBRARIAN, LIBRARY BRANCH MANAGER, AND LIBRARY ASSISTANT

January 2009

County	Librarian			Library Branch Manager				Library Assistant						
	No.	Level	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Level	Min.	Max.	Avg.
Haywood	3		37,505	56,259	45,156		n/a			13		20,066	30,101	25,087
Henderson	7		36,075	55,907	41,193	11	26,364	40,833	31,794	16		22,523	34,925	25,589
Hertford			n/a			1	24,681	35,828	26,844	2		part-time		10,503
Hoke			n/a				n/a			5		24,001	33,914	25,058
Hyde			n/a				n/a					n/a		
Iredell	5		37,274	57,812	49,486	1	32,570	50,516	38,015	7		21,728	33,701	27,166
Jackson			n/a											
Johnston	1		35,783	52,815	36,514		n/a			3		17,693	26,118	17,693
Jones			n/a				n/a					n/a		
Lee	2		37,368	52,315	43,532		n/a			3		24,930	34,902	24,168
Lenoir			n/a				n/a					n/a		
Lincoln	1		27,316	41,564	35,841	4	30,152	45,879	31,692	7		23,554	35,841	25,189
McDowell	1		40,068	58,902	41,592	1	26,922	39,090	28,650	7		19,014	27,948	25,620
Macon			n/a				n/a					n/a		
Madison														
Martin			n/a				n/a					n/a		
Mecklenburg	84		36,344	93,403	46,317	21	50,080	93,403	66,710	115		24,629	56,848	29,211
Mitchell			n/a				n/a					n/a		
Montgomery	1		27,468	44,088	31,140		n/a			4		19,716	31,680	24,150
Moore			n/a			1	32,093	50,386	35,328	9		22,808	35,809	27,849
Nash			n/a				n/a					n/a		
New Hanover	7		47,990	73,635	53,322	2	56,945	87,346	62,848	12		28,642	43,992	33,172
Northampton			n/a				n/a					n/a		
Onslow	4		41,331	66,130	53,495	4	38,213	61,141	44,774	18		20,402	32,644	25,062
Orange	5		38,615	61,730	41,783		n/a			2		27,330	43,688	32,935
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	35,802		n/a			1		25,411	39,387	26,688
Pitt			n/a				n/a					n/a		
Polk	1		26,064	42,709	33,364	4	23,640	38,737	29,144	5		3 are part-time		23,172
Randolph	6		34,341	52,603	39,787	2	39,437	60,736	50,149	3	tech II	26,104	39,437	30,618
										4	tech I	23,858	35,984	24,554
										10	part-time	\$8.35/hr.	\$14.38/hr.	\$9.72/hr.
Richmond			n/a			2	27,156	39,517	35,559	7		21,457	31,257	23,240
Robeson			n/a				n/a					n/a		
Rockingham	2		35,267	52,901	44,543	3	36,809	55,214	50,176	8		22,703	34,055	27,698
Rowan	3		37,835	60,064	39,894	3	28,168	44,715	40,619	6		22,039	34,969	24,111
Rutherford	1		32,276	48,630	32,276	1	30,711	46,274	37,463	1		23,955	36,094	23,955
Sampson	2		29,400	44,100	33,504	3	25,620	38,424	30,324	4		19,452	29,172	21,180
Scotland			n/a				n/a			5		19,116	27,012	19,596
Stanly														
Stokes			n/a				n/a					n/a		
Surry			n/a				n/a					n/a		

TABLE XIV. REGISTER OF DEEDS, ASSISTANT REGISTER OF DEEDS, AND DEPUTY REGISTER OF DEEDS

January 2009

County	Register of Deeds			Assistant Register of Deeds					Deputy Register of Deeds				
	Min.	Max.	Avg.	No.		Min.	Max.	Avg.	No.		Min.	Max.	Avg.
Alamance	\$45,560	\$72,899	\$56,628	1	assistant	\$28,075	\$44,921	\$40,464	8	deputy II	\$25,710	\$41,133	\$26,770
Alexander	42,409	58,461	50,411			n/a			1	indexer	26,866	42,984	30,192
Alleghany	40,918	61,376	50,168	1	assistant	26,375	39,564	30,022	2	deputy	24,634	33,958	30,023
Anson									1	deputy	23,923	35,885	25,712
Ashe	46,221	65,310	65,310	1	assistant	31,386	44,346	37,308					
Avery	41,902	58,433	47,570	1	assistant	23,332	32,537	29,511	4	deputy	30,081	42,504	32,241
Beaufort	42,506	64,306	57,731	1	assistant	25,518	38,278	30,351	2	deputy	23,332	32,537	23,922
Bertie	41,118	60,698	58,435	1	assistant	25,876	38,199	26,912	3	deputy	22,362	33,543	26,642
Bladen	n/a			1	assistant	28,410	35,986	31,567	2	deputy	22,806	33,666	23,624
Brunswick			104,093	3	assistant	35,956	57,529	44,235	1	deputy	25,906	32,814	28,208
									5	deputy II	26,997	43,195	32,131
									9	deputy I	25,205	40,329	27,584
Buncombe			103,924			n/a			15	deputy II	36,139	51,371	40,878
									4	deputy I	33,113	47,024	38,643
Burke	50,679	78,552	56,561	2	assistant	26,874	41,656	27,560	3	deputy	23,214	35,984	23,668
Cabarrus	55,846	86,195	68,856	1	assistant	37,799	58,338	44,173	8	deputy	26,860	41,471	30,690
Caldwell													
Camden	36,121	54,178	48,700		assistant	22,257	33,384	24,685		deputy	20,382	30,756	22,928
Carteret	43,997	70,396	56,544	2	assistant	30,237	48,379	32,683	2	deputy III	24,781	39,649	26,571
									1	deputy I	19,219	30,750	22,622
Caswell													
Catawba	50,815	78,845	68,627	2	assistant II	32,757	50,816	47,770	5	deputy II	26,932	41,804	31,482
				1	assistant I	29,707	46,088	39,881	1	deputy I	24,430	37,915	24,430
Chatham													
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		33,627		deputy II			36,912
										deputy I			22,752
Cleveland	49,260	76,878	68,364	1	assistant	29,424	45,942	38,994	3	deputy	24,414	38,088	30,144
Columbus			65,987	2	assistant II	19,502	39,910	19,827			n/a		
				1	assistant I	18,562	37,988	30,113					
Craven			48,960	1	assistant	31,140	62,918	36,703	1	deputy II	25,813	52,159	28,295
									5	deputy I	23,507	47,492	26,337
Cumberland			116,129	1	sr assistant	48,539	80,089	76,534	13	deputy II/III	28,087	50,828	33,668
				3	assistant I	38,734	63,911	49,980	5	deputy I	25,623	42,278	21,883
Currituck			73,450	1	assistant	28,570	39,367	32,056	4	deputy	25,069	34,500	26,451
Dare	47,412	75,859	75,859	2	assistant	28,013	44,821	40,119	5	deputy	24,270	38,831	28,681
Davidson	57,322	85,983	57,322	1	assistant	33,566	50,349	45,193	6	deputy II	26,357	39,535	31,531
									2	deputy I	23,874	35,811	27,235
Davie	49,051	76,065	64,509	1	assistant	27,311	42,355	28,613	3	deputy	23,591	36,588	26,424
Duplin	42,252	66,631	53,589	1	assistant II	28,436	44,840	36,064	2	deputy III	24,268	38,271	28,457
				1	assistant I	28,436	44,840	34,662	2	deputy II	22,422	35,355	24,522
Durham			111200	2	assistant	34714	59763	48585	1	deputy III	27,119	46,687	38,590
									5	deputy I	23,384	40,261	30,886

TABLE XIV. REGISTER OF DEEDS, ASSISTANT REGISTER OF DEEDS, AND DEPUTY REGISTER OF DEEDS

January 2009

County	Register of Deeds			Assistant Register of Deeds					Deputy Register of Deeds				
	Min.	Max.	Avg.	No.		Min.	Max.	Avg.	No.		Min.	Max.	Avg.
Edgecombe	41,116	61,037	46,638	1	assistant	24,039	35,686	24,039	2	deputy II	21,804	32,367	21,804
Forsyth			86,798	1	assistant III			58,156	1	deputy I	20,765	30,827	20,765
				5	assistant I			43,996	16	deputy			28,619
Franklin	49,982	71,403	62,787	1	assistant	31,577	45,110	35,248	3	deputy	26,277	35,539	30,127
Gaston	56411	87459	80,391	1	assistant II	34901	54111	41,883	13	deputy	24768	38395	30,316
				1	assistant I	32,587	50,520	35,031					
Gates													
Graham													
Granville	40157	64252	61363	1	assistant	27,164	43,461	33,945	3	deputy	20,279	32,446	24,651
Greene	n/a					n/a			1	director			48,766
Guilford			99988	7	assistant	37444	63655	47687	21	deputy	32,345	54,987	37,778
Halifax	51,182	83,085	71,400	1	assistant	25,527	41,438	34,000	3	deputy II	23,112	37,518	31,500
									1	deputy I	20,925	33,969	22,266
Harnett	51,671	80,090	69,900	3	assistant I	29,892	46,333	36,470	1	chief deputy	28,659	46,333	36,470
									2	deputy	26,344	40,833	26,345
Haywood	42799	64200	60122	1	assistant	26133	39198	30675	3	deputy	23,931	35,896	26,839
Henderson			64,170	1	assistant	27,417	42,471	39,429	1	deputy II	25,350	39,273	35,100
									4	deputy I	24,356	37,791	27,510
Hertford	38,139	59,116	48,906	1	assistant	24,585	38,107	26,536	1	deputy	21,237	32,918	22,422
Hoke	\$37,234	\$52,611	\$51,328	1	assistant	\$26,462	\$37,389	\$28,496	1	deputy	\$27,785	\$39,259	\$30,668
Hyde	38085	56220	56790	1	assistant	24,996	36,899	31,166	1	clerk	23,966	35,379	26,208
Iredell	48820	75720	74,595	1	assistant II			46,637	3	deputy III			37,551
				1	assistant I			39,356	4	deputy I			29,067
Jackson													
Johnston	50888	86376	75,102	1	assistant	31,356	46,285	37,225	6	deputy	28,715	42,384	31,702
Jones	38,499	48,602	42,008	1	assistant	23,408	29,154	24,500			n/a		
Lee			62,640			n/a			5	deputy	27,276	38,187	28,550
Lenoir	n/a			1	assistant	24,400	43,057	27,607	2	deputy	21,259	37,514	24,963
Lincoln	60,198	91,598	64,827	1	assistant	33,282	50,642	42,604	1	deputy III	30,152	45,879	40,551
									2	deputy I	26,000	39,562	33,698
McDowell	42114	61902	49500	1	assistant	25620	37668	29736	2	deputy	19980	29370	22344
Macon	36,063	54,095	51,586	1	assistant	25,629	38,445	25,629	2	deputy	21,085	31,627	21,085
Madison													
Martin	39310	62843	55543	3	assistant	23,175	37,050	26,268			n/a		
Mecklenburg	77,060	133,266	102,266	1	assistant II	59,784	133,266	90,791			n/a		
Mitchell	42581	60839	51,813	1	assistant	25,578	36,540	27,113	1	deputy	25,578	36,540	29,758
Montgomery	n/a			1	assistant	21,288	34,164	24,480	1	deputy	22,620	36,300	30,048
Moore	59100	92787	82,836	1	chief asst.	35,383	55,551	42,900	8	deputy	26,403	41,453	32,446
				1	assistant	32,093	50,386	39,688					
Nash	51496	82394	74471	1	assistant	29848	47757	37677	1	sr. deputy	27,412	43,859	32,064
									3	deputy I	25,174	40,278	28,193
New Hanover	n/a			1	assistant	40394	61942	45302	15	deputy	28,642	43,992	32,307
Northampton	39,335	69,411	54,222			n/a			3	deputy	21,904	38,810	23,822
Onslow	41,331	66,130	55,965	5	assistant	26,848	42,957	31,593			n/a		

TABLE XIV. REGISTER OF DEEDS, ASSISTANT REGISTER OF DEEDS, AND DEPUTY REGISTER OF DEEDS

January 2009

County	Register of Deeds			Assistant Register of Deeds					Deputy Register of Deeds				
	Min.	Max.	Avg.	No.		Min.	Max.	Avg.	No.		Min.	Max.	Avg.
Orange	73377	117303	83009	1	assistant	38615	61730	58523	7	deputy II	30,165	48,225	33,526
				1	leadworker	31,693	50,665	37,911	2	deputy I	28,712	45,900	32,521
Pamlico	33,000	56,546	42,689	1	assistant	23,284	41,347	27,962	1	deputy	22,379	38,220	25,135
Pasquotank	46,420	64,988	64,207	1	assistant II	27,429	38,401	36,350	4	deputy II	23,631	33,083	27,409
				1	assistant I	27,429	34,856	37,350					
Pender	46,749	74,798	46,749	2	assistant I	28,700	45,919	28,700	2	deputy II	26,031	41,650	26,839
Perquimans	35,571	53,871	50,054	1	assistant	22,905	34,689	29,965	1	deputy	20,975	31,765	23,125
Person	46430	71967	53,508	1	assistant	28,667	44,434	34,848	3	deputy	25,411	39,387	31,336
Pitt			66857	1	assistant II	37302	58957	46084	2	deputy IV	30,922	48,877	37,328
				4	assistant I	25,635	40,518	28,120	2	deputy III	28,156	44,499	32,442
Polk	33,264	54,508	48,177			n/a			1	full-time	23,640	38,737	29,523
				1	part-time	23,640	38,737	\$13.06/hr.					
Randolph	57907	89690	72114	1	assistant	31304	47736	47736	6	deputy II	26,104	39,437	29,664
Richmond	47652	69351	47,652			n/a			1	deputy II	21,457	31,257	28,461
				2	deputy I	21,457	31,257	27,156					
Robeson	55,427	68,730	66,513	2	assistant II	30,035	37,242	36,642	1	deputy II	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	64,627	3	assistant	29,557	44,336	38,013	2	deputy II	25,929	38,894	31,100
									3	deputy I	22,703	34,055	25,273
Rowan	56,071	89,009	64,339	2	assistant	29590	46967	38213	8	deputy	24,305	38,580	29,505
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	46,536	69,804	57,888	1	assistant	28,092	42,144	32,304	1	supervisor	26,820	40,248	32,304
									5	deputy	25,620	38,424	30,168
Scotland	44,940	63,492	50,844	2	assistant	26,196	37,008	27,528	1	deputy	21,888	30,924	22,428
Stanly													
Stokes	45,057	73,368	50,772	1	assistant	25,019	40,739	28,822	1	deputy II	22,241	36,217	24,325
									1	deputy I	part-time	11,987	
Surry	47,964	81,708	57,588	1	assistant II	28,440	46,860	39,192	3	deputy II	23,316	37,500	27,528
				1	assistant I	26,244	42,756	32,976	3	deputy I	21396	34428	25648
Swain	32,088	47,288	41,587	1		n/a			1	deputy	22,565	33,254	25,075
Transylvania	50752	76128	58,511	1	assistant	32214	48301	32,975	3	deputy	25233	37849	26923
Tyrrell			39,324	1	assistant			26,232			n/a		
Union	50174	75260	71,750	1	assistant III	35,165	52,747	41,351	1	deputy III	36,926	42,171	30,011
				1	assistant I	29,409	44,144	34,885	1	deputy I	24,617	36,926	31,190
Vance	42192	67500	63408	1	assistant	27168	43464	32796	2	deputy	22,788	36,456	27,618
Wake			106,773	1	assistant	42,750	71,250	69,181	30	deputy	25,500	42,500	29,314
Warren	42,878	68,808	47,562	1	assistant	23,876	38,314	23,876	2	deputy	21,657	34,752	21,657
Washington	35,160	50,832	44,940	1	assistant	22,464	32,520	25,416			n/a		
Watauga	48,216	74,735	61,457			n/a			3	deputy III	31,048	48,124	37,253
				1.5	deputy I	26,035	40,354	27,944					
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	60,187	1	assistant	25,888	40,126	39,267	4	deputy	22,044	34,168	25,063
Wilson			74,142	1	assistant II	37,716	63,792	47,040	1	deputy V	28,488	48,132	31,488

TABLE XIV. REGISTER OF DEEDS, ASSISTANT REGISTER OF DEEDS, AND DEPUTY REGISTER OF DEEDS												
January 2009												
County	Register of Deeds			Assistant Register of Deeds			Deputy Register of Deeds					
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.		Min.	Max.	Avg.
								2	deputy IV	25,932	43,872	30,069
								1	deputy III	23,604	39,936	26,046
Yadkin	40,954	59,285	44,093					3	deputy	28,159	40,769	34,362
Yancey												
1. Also veterans services officer												

TABLE XV. PARKS AND RECREATION POSITIONS (A)

January 2009

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.
Graham													
Granville	n/a				n/a			38,246	61,193	56,287	n/a		
Greene	30,727	42,849	38,176		n/a			n/a			n/a		
Guilford	n/a				n/a			n/a			n/a		
Halifax	n/a				n/a			n/a			n/a		
Harnett	51,671	80,090	62,874	1	31,177	48,324	37,413	31,177	48,324	37,663	33,916	52,570	40,699
Haywood	37,505	56,259	44,276	1	31,450	47,177	37,000	n/a			n/a		
Henderson	47,444	73,574	65,723	4	32,078	49,686	39,302	n/a			n/a		
Hertford	n/a				n/a			31,377	48,635	43,920	n/a		
Hoke	57,762	81,617	68,661		n/a			35,461	50,106	36,346	27,785	38,259	30,668
Hyde	n/a				n/a			28,363	41,869	33,625	n/a		
Iredell	51,066	79,203	65,203	1	34,068	52,839	37,830	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			part-time		14,721
Lee	56,012	78,418	62,474	3	35,725	50,015	35,725	56,012	78,418	65,694	37,368	52,315	38,075
Lenoir	61,273	85,963	84,000		n/a			n/a			n/a		
Lincoln	60,198	91,598	64,827		n/a			38,597	58,730	38,597	n/a		
McDowell	42,114	61,902	35,888		n/a			n/a			n/a		
Macon	36,063	54,095	42,902	1	25,629	38,445	29,244	n/a			26,910	40,366	28,886
Madison													
Martin	n/a				n/a			32,968	52,705	35,503	n/a		
Mecklenburg	107,441	195,811	142,000	24	41,160	93,403	51,125	n/a			46,960	93,403	60,574
Mitchell	36,404	52,005	41,319		n/a			37,860	54,086	45,873	n/a		
Montgomery	35,148	56,316	41,124		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	44,823	2	31,146	49,834	31,925	33,915	54,264	36,139	29,848	47,757	29,848
New Hanover	68,964	105,898	96,540		n/a			n/a			56,945	87,346	87,346
Northampton	33,151	57,071	40,390	1	34,148	42,612	26,004	n/a			n/a		
Onslow	58,828	94,124	86,170	1	39,742	63,587	44,333	n/a			n/a		
Orange	51,931	83,020	79,004	1	42,622	68,138	44,000	40,570	64,854	48,974	40,570	64,854	49,382
Pamlico	28,507	50,624	44,954		n/a			34,651	61,536	37,507	n/a		
Pasquotank	31,227	42,718	38,350		n/a			n/a			n/a		
Pender	51,540	82,464	54,117		n/a			n/a			n/a		
Perquimans	35,571	53,871	40,199	1	27,315	41,366	29,398	26,139	39,584	30,259	part-time		\$7.43/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		

TABLE XV(b). PARKS AND RECREATION POSITIONS (B)
January 2009

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	31,033		n/a		
Alexander		n/a			2	24,634	33,958	25,250		n/a		
Alleghany		n/a				n/a				n/a		
Anson												
Ashe		n/a			1	26,454	37,380	26,454	2	34,206	48,333	36,152
Avery		n/a				n/a			1	31,268	43,602	31,893
Beaufort		n/a				n/a			1	29,120	43,681	36,547
Bertie		n/a				n/a			1	30,622	45,204	32,532
Bladen	1	25,339	35,475	27,762		n/a				n/a		
Brunswick	8	21,622	34,595	26,034	2	26,997	34,595	38,408	2	41,331	66,129	46,274
Buncombe		n/a				n/a				n/a		
Burke	1	25,595	39,673	31,220	2	21,057	32,638	22,160	1	32,666	50,633	45,670
Cabarrus		n/a				n/a			1	35,989	55,557	45,038
Caldwell												
Camden		26,543	39,812	22,257		n/a				n/a		
Carteret	1	34,804	55,686	38,700	6	20,535	32,856	21,865		n/a		
Caswell												
Catawba		n/a				n/a			1	32,757	50,816	49,037
Chatham												
Cherokee		n/a			1	22,929	34,968	25,865		n/a		
Chowan		n/a				n/a			1	27,470	49,330	35,059
Clay		n/a				n/a				n/a		
Cleveland		n/a				n/a			1	29,424	45,942	vacant
Columbus	1	20,490	41,930	33,074		n/a			1	35,274	72,182	45,310
Craven		n/a				n/a			1	35,849	72,419	43,237
Cumberland		n/a				n/a				n/a		
Currituck	1	30,322	41,820	31,483		n/a			1	39,076	54,078	46,274
Dare	8	39,155	62,647	41,624	9	23,136	40,732	36,979	1	33,921	54,273	33,921
Davidson		n/a			1	18,674	28,010	18,674		n/a		
Davie		n/a				n/a				n/a		
Duplin	1	32,023	50,498	35,355	2	18,394	29,004	19,908	2	28,436	44,840	32,030
Durham		n/a				n/a			1	36,472	62,791	55,660
Edgecombe		n/a				n/a			3	27,828	41,311	31,867
Forsyth	4			58,749	29			21,580	1			42,598
Franklin		n/a			1	25,098	35,855	28,071	2	33,061	47,230	37,326
Gaston	1	28,409	44,043	39,774		n/a			4	32,587	50,520	36,466
Gates												
Graham												
Granville	1	25,890	41,422	37,814		n/a			1	27,164	35,313	44,654
Greene		n/a				n/a				n/a		
Guilford		n/a				n/a			1	47,789	81,241	63,195
Halifax		n/a				n/a			3	26,827	43,549	28,194
Harnett		n/a			1	28,659	44,421	30,430	1	28,659	44,421	28,659

TABLE XV(b). PARKS AND RECREATION POSITIONS (B)
January 2009

County	Parks Maintenance Supervisor				Parks Maintenance Technician				Natural Resources Conservation Technician			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Haywood		n/a				n/a			2	34,345	51,518	35,113
Henderson	1	30,389	47,133	40,997	3	24,024	37,253	29,903	1	27,417	42,471	vacant
Hertford		n/a				n/a				n/a		
Hoke		n/a				n/a			1	30,633	43,283	34,656
Hyde		n/a				n/a			1	30,854	45,547	36,792
Iredell	1	31,137	48,294	37,635	3	27,207	42,199	31,795		n/a		
Jackson												
Johnston		n/a				n/a				n/a		
Jones		n/a				n/a				n/a		
Lee		n/a				n/a			1	34,153	47,815	38,928
Lenoir		n/a				n/a			2	26,747	47,196	38,081
Lincoln	1	33,282	50,642	35,841	3	23,554	35,841	24,148	1	30,152	45,879	30,905
McDowell	1	25,620	37,668	29,010	2	22,068	32,442	23,484	1	25,620	37,668	28,650
Macon		n/a				n/a			1	25,629	38,445	37,467
Madison												
Martin		n/a				n/a			1	31,560	50,454	45,708
Mecklenburg	4	39,123	93,403	47,843	32	39,123	93,403	32,750		n/a		
Mitchell		n/a				n/a				n/a		
Montgomery		n/a				n/a			1	24,480	39,264	29,340
Moore		n/a			2	20,688	32,479	20,779	2	35,383	55,551	45,799
Nash		n/a				n/a			3	33,915	54,264	42,332
New Hanover	3	40,394	61,942	50,125		n/a				n/a		
Northampton		n/a				n/a			1	26,623	46,981	28,670
Onslow	1	32,665	52,264	33,962		n/a			1	36,743	58,790	40,877
Orange	1	51,931	83,020	70,877	3	34,984	55,925	40,026	3	44,781	71,588	60,342
Pamlico		n/a				n/a			2	23,749	42,174	31,612
Pasquotank		n/a			1	19,833	27,766	23,801	1			31,833
Pender		n/a				n/a				n/a		
Perquimans		n/a			1	17,589	26,636	18,930	1	23,936	36,251	25,762
Person		n/a				n/a				n/a		
Pitt		n/a				n/a			1	39,093	61,785	40,970
Polk	1	30,171	49,439	38,621	2	24,822	40,673	26,403	2	24,822	40,673	31,933
Randolph		n/a				n/a			1	27,290	41,371	27,290
Richmond		n/a				n/a				n/a		
Robeson	1	33,022	40,947	39,626		n/a			1	31,528	39,095	31,528
Rockingham		n/a				n/a			1	32,326	48,489	33,296
Rowan	1	34,293	54,437	50,819	5	23,144	40,528	28,484	1			36,000
Rutherford	1	39,372	59,323	42,418		n/a			1	30,711	46,274	30,711
Sampson	1	29,400	44,100	33,252	1	22,308	33,480	24,204	3	32,244	48,348	40,256
Scotland		n/a				n/a			1	37,536	53,040	38,472
Stanly												
Stokes		n/a			1	18,281	29,768	18,734	1	27,060	44,063	35,339
Surry		n/a				n/a			1	28,440	46,860	29,712

TABLE XVI. SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS (A)

January 2009													
County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Alamance	\$67,709	\$108,332	\$89,763	chief	1	\$51,992	\$83,189	\$72,896	detention admin.	1	\$47,611	\$76,180	\$63,346
				major	1	47,611	76,180	63,536	detention lieutenant	5	39,926	63,879	43,137
				captain	3	43,599	69,758	54,859	detention officer III	17	33,480	53,568	35,636
				lieutenant	12	39,926	63,879	49,295	detention officer II	30	32,037	51,261	32,602
				sergeant	31	36,561	58,498	42,089	detention officer I	36	30,660	49,053	32,854
				corporal	25	34,986	55,979	39,479		1			
				deputy III	33	33,480	53,568	38,900		1			
				deputy II	10	32,037	51,261	35,041		1			
				deputy I	20	30,660	49,053	33,109		1			
Alexander	54,287	74,835	67,798	chief	1	38,420	52,962	45,670	detention admin.	1	28,568	39,381	34,807
				captain	1	33,957	46,811	42,410	detention shift supvr.	1	25,882	35,678	no data
				investigations commander	1	33,957	46,811	42,410	detention officer	8	23,446	32,320	25,880
				detective/investigator	2	31,533	43,469	38,431					
				lieutenant	1	30,014	41,375	37,484					
				sergeant	2	28,568	39,381	33,958		1			
				DARE officer	1	28,568	39,381	32,322					
Alleghany	47,366	71,051	48,313	deputy	13	25,882	35,678	31,000					
				chief	1	32,060	48,090	42,548	detention admin.	1	30,533	45,800	33,379
				lieutenant	1	30,533	45,800	31,144	jailer, certified	7	22,785	34,177	24,380
				sergeant	1	27,694	41,541	28,248	jailer, non-certified	1	20,665	30,999	22,112
				detective/investigator	1	27,694	41,541	28,248					
deputy	5	25,120	37,679	25,623									
Anson	59,955	84,714	69,531	major	1	50,411	71,232	62,958	detention admin.	1	37,278	52,674	40,146
				lieutenant	1	44,292	62,583	52,650	jailer	7	28,815	40,713	29,229
				captain	1	44,292	62,583	46,536					
				detective/investigator	7	34,206	48,333	41,185					
				DARE officer	1	34,206	48,333	40,659					
				sergeant	2	34,206	48,333	39,209					
				deputy	9	31,386	44,346	31,786					
Avery	43,997	61,355	52,458	chief	1	34,473	48,071	43,603	detention admin.	1	34,473	48,071	41,525
				lieutenant	1	32,831	45,784	35,874	detention shift supvr.	1	27,010	37,666	28,377
				detective/investigator	4	32,831	45,784	35,835	detention officer	7	24,499	34,164	24,499
				investigator	1	32,831	45,784	33,488					
				sergeant	2	31,268	43,602	31,893					
				deputy	10	27,010	37,666	30,189					
				DARE officer	1	27,010	37,666	29,511					
Beaufort	53,931	80,896	78,791	chief	1	42,506	64,306	60,629	detention admin.	1	33,232	49,848	43,909
				lieutenant	1	36,291	54,436	52,344	detention officer	14	30,143	40,000	31,161
				sergeant	7	31,800	47,701	39,181					
				detective/investigator	10	30,430	45,647	34,060					
				deputy	19	29,259	41,801	31,901					
				DARE officer	1	29,259	41,801	30,726					
				corporal	6	29,120	43,681	33,921					
Bertie	52,937	78,144	60,862	chief	1	42,887	63,308	52,053	n/a				
				division commander	4	39,423	58,195	40,078					
				corporal	5	34,746	51,291	34,746					
				school resource officer	2	33,312	49,175	32,519					
				deputy	8	30,622	45,204	30,622					
Bladen	52,198	66,117	69,423	chief	1	42,183	53,433	53,433	detention admin.	1	39,678	50,260	45,854
				captain	1	38,426	48,674	44,406	jailer III	1	29,662	37,572	33,618
				lieutenant	2	35,923	45,503	39,915	jailer II	5	25,906	32,814	28,785
				DARE officer	1	34,671	43,916	40,836	jailer I	4	24,655	31,228	25,749
				sergeant	5	34,671	43,916	39,295					
				detective/investigator	8	34,671	43,916	38,523					
				corporal	5	33,418	42,330	35,647					
				deputy	19	29,662	37,572	29,662					
Brunswick	69,998	111,998	90,000	chief	1	55,665	89,065	89,065	detention admin.	1	43,122	68,996	65,958

TABLE XVI. SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS (A)

January 2009													
County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
				captain	4	48,498	77,598	64,618	detention shift supvr.	4	37,747	60,391	39,615
				lieutenant	6	43,122	68,996	52,223	jailer II	8	30,580	48,929	33,837
				sergeant	7	37,747	60,391	44,945	jailer I	57	28,789	46,062	29,670
				detective/investigator	21	37,747	60,391	42,255					
				patrol shift supvr.	6	37,747	60,391	41,720					
				DARE officer	2	33,372	51,796	35,308					
				deputy	69	32,372	51,796	35,281					
Buncombe			114,247	chief	1	58,629	83,351	77,161	detention admin.	1	58,629	83,351	77,161
				major	3	58,629	83,351	77,161	detention shift supvr.	15	36,137	51,371	40,048
				captain	5	49,179	69,893	65,679	jailer I	118	30,278	43,055	36,442
				patrol commander	1	49,179	69,893	62,215					
				investigations commander	1	49,179	69,893	62,215					
				patrol shift supvr.	5	43,055	61,237	50,287					
				lieutenant	24	43,055	61,237	47,739					
				sergeant	32	36,137	51,371	41,816					
				detective/investigator	22	36,137	51,371	41,252					
				deputy	73	31,639	45,021	37,956					
Burke	61,602	95,484	66,803	major	2	48,265	74,811	50,727	detention admin.	1	41,694	64,624	43,820
				investigations commander	2	39,708	61,547	50,070	detention shift supvr.	1	37,815	58,616	37,815
				lieutenant	7	37,815	58,616	39,473	transport officer	1	28,218	43,740	29,658
				sergeant	9	34,301	53,165	35,856	detention officer	13	26,874	41,656	27,484
				detective/investigator	13	32,666	50,633	34,284					
				DARE officer	1	31,110	48,223	32,696					
				deputy	31	29,630	45,926	30,813					
Cabarrus	74,837	115,521	96,425	chief	1	61,564	95,035	69,879	n/a				
				captain	3	48,239	74,470	67,003					
				lieutenant	9	43,753	67,545	56,374					
				investigator	2	39,687	61,249	51,097					
				sergeant	12	39,687	61,249	50,718					
				detective/investigator	8	39,687	61,249	46,924					
				deputy	134	32,631	50,390	42,439					
Caldwell													
Camden	39,445	59,163	50,000	chief		33,077	49,613	45,393	n/a				
				lieutenant		30,290	45,432	39,343					
				detective/investigator		28,986	43,475	40,127					
				deputy		26,543	39,812	no data					
Carteret	67,145	107,432	75,116	chief	1	55,637	89,019	57,781	detention admin.	1	38,225	61,160	45,150
				captain	2	41,983	67,172	48,198	detention shift supvr.	4	28,843	46,149	30,118
				detective/investigator	7	38,225	61,160	41,964	detention officer	18	23,643	37,829	25,765
				lieutenant	7	34,804	55,686	37,526					
				sergeant	5	31,689	50,702	34,458					
				DARE officer	1	31,689	50,702	32,853					
				deputy	19	28,843	46,149	29,715					
				corporal	3	24,781	39,649	28,540					
Caswell													
Catawba	68,103	105,675	105,675	major	1	56,024	86,932	74,307	detention officer	43	28,285	43,894	28,723
				captain	3	48,399	75,093	58,015					
				lieutenant	7	43,894	68,103	50,094					
				sergeant	13	39,817	61,781	43,420					
				detective/investigator	10	36,115	56,024	38,936					
				corporal	10	36,115	56,024	38,720					
				deputy	81	34,402	53,352	37,188					
Chatham													
Cherokee			61,000	chief	1	38,669	63,271	50,970	detention admin.	1	37,200	60,512	48,856
				lieutenant	2	35,776	57,883	46,830	detention sergeant	2	28,408	44,360	30,737
				sergeant	4	33,039	52,903	42,271	detention officer	14	26,426	40,926	28,283
				investigator	5	33,039	52,903	40,848					
				corporal	3	30,587	48,317	39,139					

TABLE XVI. SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS (A)

January 2009													
County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Chowan			83,002	deputy	8	29,454	46,292	31,725					
				chief	1	35,059	62,958	59,962	detention admin.	1	33,390	59,962	46,981
				lieutenant	1	33,390	59,962	49,330	detention lieutenant	1	30,285	54,384	35,059
				sergeant	3	31,801	57,106	46,981	detention sergeant	3	24,916	54,384	31,443
				investigator	2	31,801	57,106	43,072	jailer	5	24,916	44,943	26,461
Clay			50,589	deputy	10	30,285	57,106	33,772					
				chief	1			43,245	detention admin.				31,598
				detective/investigator				40,508	correctional shift supvr.				27,673
				DARE officer	2			34,484					
Cleveland	62,244	97,182	92,736	deputy				27,011					
				chief	1	51,612	80,574	76,878	detention admin.	1	42,792	66,798	60,834
				investigations commander	1	42,792	66,798	55,380	detention shift supvr.	9	29,424	45,942	33,882
				captain	3	42,792	66,798	51,612	detention officer	22	28,092	43,842	31,584
				patrol shift supvr.	3	35,484	55,380	40,836					
				sergeant	6	32,310	50,442	37,194					
				investigator	7	30,858	48,132	35,484					
				DARE officer	2	29,424	45,924	37,194					
Columbus	53,365	107,161	66,036	deputy	42	29,424	45,942	33,084					
				chief	1	40,908	83,712	45,375	detention admin.	1	35,274	72,185	45,596
				captain	3	35,274	72,185	43,613	chief jailer	1	26,229	37,060	35,619
				lieutenant	4	31,957	65,397	36,771	detention sergeant	4	26,229	37,060	27,287
				DARE officer	1	28,952	59,226	34,751	detention corporal	4	24,965	35,274	25,714
				sergeant	14	27,557	56,392	33,293	detention officer	24	23,762	33,575	25,074
				detective/investigator	8	27,557	56,392	30,034					
				deputy	31	26,229	53,675	28,208					
Craven			88,644	chief	1	47,491	95,944	81,446	detention admin.	1	57,289	115,737	vacant
				captain	4	45,313	91,553	63,817	detention shift supvr.	5	32,636	65,941	35,196
				lieutenant	8	37,568	79,541	48,475	jailer II	4	29,716	60,039	31,140
				DARE officer	1	34,203	69,105	43,237	jailer I	22	27,055	54,663	30,066
				sergeant	10	34,203	72,419	41,318					
				investigator	8	34,203	69,105	37,959					
				zone deputy	4	32,636	65,941	35,250					
Cumberland			147,820	deputy	24	31,140	62,918	33,081					
				chief	1	73,777	121,732	78,400	detention admin.	1	63,800	105,270	70,818
				major	4	63,800	105,270	71,010	detention sergeant specialist	5	40,111	66,183	43,969
				captain	7	52,203	95,702	68,516	detention shift supvr.	2	38,734	63,911	49,910
				lieutenant	12	48,510	84,044	53,456	detention sergeant	13	38,203	63,035	40,876
				sergeant	28	42,446	70,036	49,284	detention officer II	26	34,800	57,420	38,869
				detective/investigator	44	39,677	65,467	44,673	detention officer I	69	31,637	52,201	32,833
Currituck			74,147	deputy	165	35,152	60,902	46,727					
				chief	1	48,205	66,861	61,883	detention admin.	1	42,578	58,982	47,773
				lieutenant	2	44,327	61,431	51,236	detention shift supvr.	1	35,574	49,174	36,946
				sergeant	10	40,827	56,531	45,738	detention program director	1	33,823	46,723	36,531
				investigator	2	39,076	54,078	42,620	detention sergeant	5	32,074	44,274	35,303
				detective/investigator	1	37,325	51,626	40,319	intake officer	4	28,570	39,367	29,956
				deputy	45	32,074	44,274	37,578	detention officer	18	26,820	36,917	27,443
Dare	65,201	107,582	95,302	chief	1	54,673	90,211	75,055	detention admin.	1	43,873	72,391	63,709
				major	1	48,873	72,391	68,546	detention asst. admin.	1	41,984	69,274	56,273
				lieutenant	3	41,984	69,274	60,040	detention shift leader	4	36,792	60,705	44,212
				captain	19	33,690	55,590	43,397	detention asst. shift leader	4	32,239	53,196	37,792
				deputy	31	30,853	50,906	36,860	detention officer	27	29,523	48,713	34,401
Davidson	79,889	120,908	83,991	chief	1	47,158	70,736	65,785	detention major	1	47,158	70,736	60,320
				major	1	47,158	70,736	60,502	detention lieutenant	4	35,221	52,831	36,101
				captain	5	42,784	64,177	51,243	detention officer I	30	30,493	45,739	30,493
				lieutenant	14	38,884	58,327	44,721					
				sergeant	17	35,221	52,831	40,233					
				detective/investigator	11	33,566	50,349	37,270					
			corporal	3	33,566	50,349	36,533						

TABLE XVI. SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS (A)

January 2009													
County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Guilford			132,489	captain	1	32,265	45,003	32,265	jailer	7	21,970	30,594	no data
				detective/investigator	5	29,280	40,827	29,549					
				DARE officer	2	27,932	38,936	29,947					
				deputy	13	26,620	37,106	27,771					
				chief	1	81,735	138,950	101,609	detention admin.	4	64,042	108,871	82,807
				major	2	70,606	120,030	96,293	detention shift supvr.	14	52,687	89,568	63,063
				patrol commander	3	64,042	108,871	81,866	detention officer II	20	39,316	66,837	50,244
				captain	9	64,042	108,871	81,866	detention officer I	184	33,963	57,737	45,934
				lieutenant	7	55,322	94,047	71,418					
				investigations commander	5	52,687	89,568	65,806					
				patrol shift supvr.	31	52,687	89,568	65,276					
				sergeant	31	52,687	89,568	65,276	1				
	Halifax				82,000	deputy	23	39,316	66,837	53,473			
			DARE officer	3		39,316	66,837	53,334					
			corporal	57		39,316	66,837	51,433					
			deputy	106		33,963	57,737	43,241					
			chief	1		53,789	87,317	59,409	detention admin.	1	39,922	64,807	51,182
			major	2		51,182	83,085	53,000	chief jailer	1	29,630	48,099	39,922
			lieutenant	9		34,393	55,832	37,500	jail shift leader	5	28,194	45,768	30,000
			sergeant	5		32,726	53,125	34,700	detention shift supvr.	1	28,194	45,768	30,755
			detective/investigator	5		32,726	53,125	33,600	jailer	11	25,527	41,438	26,000
			patrol shift supvr.	8		29,630	48,099	30,500					
Harnett			83,257	deputy	19	26,827	43,549	27,840					
				major	2	56,210	87,126	63,709	detention admin.	1	45,539	70,585	57,136
				captain	1	49,541	76,789	59,450	detention lieutenant	1	40,137	62,212	44,943
				lieutenant	5	45,539	70,585	51,268	detention sergeant	4	33,916	52,570	39,409
				sergeant	10	40,137	62,212	44,951	detention officer	21	28,659	44,421	29,783
				detective/investigator	18	38,682	59,667	42,128					
				corporal	8	36,896	57,189	40,258					
				deputy	53	33,916	52,570	35,874					
Haywood			78,068	chief	1	40,959	61,437	44,672	detention lieutenant	2	29,823	44,734	32,836
				captain	1	37,505	56,259	44,082	detention sergeant	1	27,309	40,964	32,281
				lieutenant	6	37,345	51,518	38,669	detention officer	26	25,008	37,512	27,632
				detective/investigator	8	32,866	49,299	34,418					
				sergeant	6	31,450	47,177	33,774					
				DARE officer	3	28,539	42,808	31,395					
				deputy	26	28,539	42,808	31,232					
Henderson			82,800	chief	1	56,971	88,275	65,478	detention admin.	1	44,990	69,742	vacant
				major	2	48,672	75,442	71,090	correctional shift supvr.	3	38,480	59,634	48,797
				investigations commander	1	44,990	69,742	68,189	detention corporal	5	34,216	52,998	40,452
				patrol commander	1	44,990	69,742	57,692	1 detention officer III	13	32,864	50,981	38,806
				lieutenant	4	41,621	64,501	59,134	detention officer II	16	31,616	49,026	33,003
				sergeant	9	38,480	59,634	54,175	detention officer I	3	30,389	47,133	30,749
				patrol shift supvr.	6	38,480	59,634	51,712					
				corporal	12	34,216	52,998	44,822					
				deputy II	15	31,616	49,026	32,476					
Hertford			73,331	chief	1	38,139	59,116	48,115	chief jailer	1	31,377	48,635	no data
				captain		34,593	53,620	no data	detention lieutenant		27,105	42,012	no data
				lieutenant		32,946	51,066	no data	detention sergeant		24,585	38,107	no data
				sergeant		29,883	46,319	no data	detention officer		22,299	34,564	no data
				deputy		27,105	42,012	no data					
Hoke			81,423	chief	1	57,762	81,617	62,204	detention admin.	1	45,258	63,949	49,954
				major	1	52,392	74,029	56,419	jail lieutenant	1	32,169	45,447	33,793
				captain	3	39,076	55,241	43,152	jail sergeant	4	29,174	41,222	29,903
				lieutenant	2	35,461	50,106	40,121	jail corporal	2	27,785	39,259	27,785
				detective/investigator	7	35,461	50,106	38,188	jailer	38	26,462	37,389	27,123
				sergeant	8	32,164	45,447	34,637					
				corporal	4	30,633	43,283	31,398					

TABLE XVI. SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS (A)

January 2009													
County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Hyde				deputy	27	29,174	41,222	31,417					
				chief	1	38,085	56,220	38,923	chief jailer	1	30,854	45,547	39,792
				sergeant	1	33,565	49,549	36,018					
				DARE officer	1	30,854	45,547	39,792					
				corporal	1	30,854	45,547	31,533					
Iredell			97,710	deputy	5	29,583	43,671	30,234					
				chief	1	55,872	86,657	78,040	detention shift supvr.	4	35,635	55,270	43,192
				major	2	48,820	75,720	66,296	jailer III	9	32,570	50,516	38,664
				captain	3	44,620	69,207	55,545	jailer II	21	31,137	48,294	34,716
				lieutenant	15	40,782	63,253	54,894	jailer I	28	29,768	46,170	32,556
				sergeant	20	35,635	55,270	45,016					
				detective/investigator	21	35,635	55,270	40,106					
			deputy	44	31,137	48,294	36,440						
Jackson													
Johnston	69,250	117,546	104,477	captain	5	46,599	79,101	59,180	detention admin.	1	42,673	72,433	56,577
				lieutenant	8	40,834	69,316	47,531	detention lieutenant	7	34,240	50,545	38,394
				detective/investigator	10	37,394	55,193	39,399	detention sergeant	3	31,356	46,285	33,881
				sergeant	4	35,783	52,815	39,920	detention officer	34	28,715	42,384	30,383
Jones	40,414	51,006	44,142	deputy	55	34,240	50,545	36,048					
				major	1	29,154	36,712	29,154	n/a				
Lee			84,772	deputy	9	27,791	35,054	27,791					
				chief	1	56,012	78,418	59,670	detention admin.	1	44,731	62,624	44,731
				captain	3	46,790	65,506	51,254	assistant chief jailer	1	34,153	47,815	34,153
				major	1	46,790	65,506	49,680	correctional shift supvr.	4	32,651	45,713	34,009
				lieutenant	5	40,884	57,237	42,818	jailer	18	31,215	43,702	32,230
				sergeant	17	39,087	54,721	39,393					
				detective/investigator	1	39,087	54,721	39,087					
Lenoir	53,270	94,001	91,708	deputy	16	34,153	47,815	34,494					
				major	2	36,892	65,100	60,452	detention admin.	1	33,654	59,386	45,260
				captain	1	33,654	59,386	43,229	detention shift supvr.	4	28,007	49,421	33,630
				patrol shift supvr.	4	32,143	56,720	45,702	jailer I	8	24,400	43,057	24,860
				lieutenant	3	32,143	56,720	43,141					
				detective/investigator	12	30,700	54,174	36,065					
				sergeant	4	29,322	51,742	39,276					
				deputy II	19	26,747	47,198	32,104					
Lincoln	73,345	111,604	77,059	deputy	4	25,547	45,080	29,816					
				chief	1	60,198	91,598	64,827	detention admin.	1	40,551	61,703	44,760
				captain	1	49,407	75,179	49,407	detention sergeant	5	34,967	53,206	36,571
				lieutenant	7	40,551	61,703	47,981	detention corporal	4	30,152	45,879	31,108
				sergeant	7	38,597	58,730	42,470	senior detention officer	4	28,699	43,669	30,915
				corporal	14	34,967	53,206	37,221	detention officer	22	27,316	41,564	29,372
				detective/investigator	9	31,678	48,202	40,685					
				sr. deputy	13	31,678	48,202	35,333					
				deputy	34	30,152	45,879	32,830					
McDowell	no data	no data	no data	chief	1	46,518	68,376	56,046	detention admin.	1	36,282	53,328	36,738
				detective/investigator	6	40,068	53,328	39,090	jailer III	1	36,282	53,328	36,738
				captain	2	38,136	56,046	42,262	jailer I	9	26,922	39,576	29,370
				lieutenant	5	34,518	50,742	38,610	jailer trainee	5	25,620	54,668	25,938
				DARE officer	1	29,736	43,716	34,950					
Macon	61,677	92,516	78,000	deputy	21	25,620	37,668	27,948					
				chief	1	36,063	54,095	45,995	detention admin.	1	32,710	49,065	43,303
				lieutenant	2	32,710	49,065	42,758	detention sergeant	2	26,910	40,366	33,759
				sergeant	9	28,256	42,383	37,818	detention officer	13	24,409	36,612	30,000
				investigator	7	26,910	40,366	37,928					
				corporal	3	26,910	40,366	33,215					
Madison				deputy	17	26,910	40,366	31,138					
Martin	51,187	81,829	56,502	chief	1	37,634	60,161	43,643	n/a				

TABLE XVI. SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS (A)

January 2009													
County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
				lieutenant	2	34,452	55,078	37,113					
				detective/investigator	5	31,560	50,464	33,029					
				DARE officer	1	31,560	50,464	29,774					
				sergeant	5	30,192	48,264	34,085					
				corporal	5	28,881	52,705	30,622					
				deputy	13	27,649	44,200	29,418					
Mecklenburg	107,442	195,175	150,896	chief	1	92,113	195,811	118,325	detention admin.	1	92,113	195,811	118,325
				major	6	59,784	133,266	92,785	detention captain	22	55,708	93,403	80,394
				captain	16	55,708	93,403	72,574	detention sergeant	59	46,613	93,403	61,268
				sergeant	24	46,613	93,403	57,646	detention officer	576	31,924	56,848	41,519
				deputy	210	31,924	56,848	43,148					
Mitchell	49,820	71,172	57,987	chief	1	40,949	58,499	51,254	n/a				
				investigations commander	2	35,004	50,006	39,213					
				detective/investigator	2	32,363	46,233	35,323					
				deputy	8	28,771	41,102	33,250					
Montgomery			63,444	chief	1	35,148	56,316	42,408	detention admin.	1	27,468	44,088	33,936
				major	1	32,292	51,792	39,420	asst. jail admin.	1	23,520	37,728	27,012
				captain	2	29,748	47,676	36,528	jailer II	5	23,520	37,728	26,093
				detective/investigator	4	29,748	47,676	32,166	jailer I	4	21,780	34,968	22,581
				lieutenant	3	27,468	44,088	35,268					
				sergeant	5	27,468	44,088	34,152					
				DARE officer	1	27,468	44,088	33,576					
				deputy	12	25,404	40,728	28,712					
Moore	70,000	109,900	111,800	chief	1	57,634	90,485	77,350	detention admin.	1	47,416	74,443	65,531
				captain	7	47,416	74,443	62,600	detention supervisor	5	32,093	50,386	35,400
				lieutenant	3	43,008	67,522	49,992	detention officer	20	29,110	45,702	32,323
				detective/investigator	14	37,152	58,329	43,227					
				sergeant	8	37,152	58,329	43,498					
				deputy	39	33,697	52,905	39,298					
Nash	68,225	109,160	89,258	chief	1	59,273	94,837	64,324	detention admin.	1	51,496	82,394	54,069
				lieutenant	6	51,496	82,394	56,591	asst. detention admin.	2	42,690	68,304	48,622
				sergeant	9	42,690	68,304	49,554	detention shift supvr.	4	37,089	59,342	39,535
				detective/investigator	11	37,089	59,342	44,643	senior detention officer	5	31,146	49,834	35,119
				corporal	6	37,089	59,342	42,438	detention officer	37	28,604	45,766	32,371
				deputy	40	33,915	54,264	37,474					
New Hanover			141,398	chief	2	77,234	118,496	95,000	detention sergeant	2	40,394	61,942	44,689
				major	2	67,529	103,563	84,419	detention corporal	3	34,174	52,437	37,953
				captain	6	57,095	87,624	71,239	detention officer	61	31,429	48,235	32,946
				lieutenant	22	48,069	73,757	60,053					
				sergeant	40	44,554	68,349	52,772					
				detective/investigator	32	40,394	61,942	45,850					
				corporal	22	36,962	56,638	44,236					
				deputy	151	34,445	52,811	38,546					
Northampton	52,713	93,018	70,892	chief	1	39,335	69,411	44,504	detention sergeant	3	27,955	49,329	32,438
				DARE officer	1	35,678	62,958	40,367	detention officer	14	24,148	42,612	32,063
				investigations commander	1	35,678	62,958	39,382					
				patrol shift supvr.	2	35,678	62,958	38,023					
				investigator	4	32,361	57,105	33,627					
				deputy	14	30,820	54,385	31,029					
Onslow	68,820	110,112	95,561	chief	1	63,628	101,805	71,228	detention admin.	1	42,985	68,776	45,755
				major	4	54,389	87,023	62,867	jail lieutenant	1	38,213	61,141	42,511
				captain	7	44,704	71,527	53,996	jailer	24	26,848	42,957	28,620
				lieutenant	5	41,331	66,130	47,775					
				investigator	13	38,238	61,141	40,901					
				sergeant	14	38,213	61,141	45,743					
				detective/investigator	2	33,971	54,354	38,344					
				deputy	52	31,408	50,254	35,292					
Orange	80,994	129,481	118,764	major	1	63,272	101,150	75,969	detention deputy I	40	34,984	55,925	36,539

TABLE XVI. SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS (A)

January 2009													
County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
				captain	3	51,931	83,020	64,191	detention officer	27	31,693	50,665	32,616
				lieutenant	8	47,048	75,211	54,688					
				sergeant	12	42,622	68,138	48,580					
				detective/investigator	8	38,615	61,730	49,332					
				deputy	20	36,754	58,756	43,623					
Pamlico	44,227	78,542	63,750	captain	2	31,428	55,814	44,563	detention admin.	1	27,148	48,209	44,682
				investigator	1	25,856	45,916	43,431	asst. jail administrator	1	23,284	41,347	32,731
				detective/investigator	2	24,710	43,879	37,205	shift sergeant	4	23,284	41,347	27,261
				DARE officer	1	24,710	43,879	35,454	detention officer	16	22,826	40,145	24,661
Pasquotank	57,815	79,168	71,136	deputy	6	23,749	42,174	26,899					
				chief	1	41,356	57,898	52,131	n/a				
				lieutenant	2	37,558	52,581	47,540					
				sergeant	6	35,025	49,036	44,475	1				
				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
				captain	4	49,086	78,538	50,436	detention sergeant	1	40,383	64,613	40,787
				patrol commander	1	49,086	78,538	50,068	1 detention shift supvr.	2	36,629	58,606	36,812
				investigations commander	1	49,086	78,538	50,068	detention deputy II	1	33,223	53,157	33,223
				lieutenant	4	42,402	67,844	42,982	detention shift leader	4	31,641	50,626	31,720
				detective/investigator	8	40,383	64,613	40,395	detention deputy I	1	30,135	48,215	30,135
				sergeant	6	36,629	58,606	37,691	detention officer	7	28,700	45,919	28,823
				patrol shift supvr.	3	36,629	58,606	36,629					
				deputy II	4	33,223	53,157	33,886					
				Perquimans	44,329	67,131	56,576	deputy I	28	30,135	48,215	30,243	
detective/investigator	2	32,573	49,330					36,361	n/a				
sergeant	2	31,170	47,203					33,547					
deputy	6	28,134	42,607					29,842					
Person	61,513	95,345	71,748	chief	1	50,316	77,990	54,804	detention admin.	1	42,844	66,408	49,848
				investigations commander	1	41,157	63,793	50,304	detention shift supvr.	4	31,066	48,152	36,180
				patrol commander	1	41,157	63,793	49,296	senior detention officer	4	28,667	44,434	32,112
				DARE officer	1	35,046	54,321	42,840	detention officer	21	27,538	42,684	31,284
				patrol shift supvr.	9	35,046	54,321	42,833					
				deputy	12	31,066	48,152	35,446					
Pitt			82,651	chief	3	59,615	94,218	66,620	detention admin.	1	62,474	98,741	68,617
				captain	3	54,277	85,786	57,260	detention officer advanced	5	37,302	58,957	42,459
				lieutenant	2	49,420	78,107	56,675	detention officer intermediate	4	35,593	56,255	38,433
				detective/investigator	2	49,420	78,107	54,873	detention officer basic	58	33,965	53,678	35,786
				advanced sergeant	7	42,935	67,859	48,829					
				intermediate sergeant	2	40,970	64,753	45,267					
				deputy advanced	10	37,302	58,957	44,111					
				deputy intermediate	7	35,593	56,255	41,479					
				DARE officer	2	33,965	56,255	40,602					
				deputy basic	33	33,965	53,678	37,573					
	Polk	42,454	69,566	58,524	chief	1	34,927	57,232	35,800	detention admin.	1	31,680	51,911
captain					1	33,264	54,508	39,541	senior detention officer	1	27,366	44,842	31,774
lieutenant					3	30,171	49,439	34,482	detention sergeant	1	24,822	40,673	26,078
sergeant					7	28,736	47,086	31,417	certified detention officer	4	22,515	36,893	23,655
deputy					11	27,366	44,842	29,352	entry detention officer	6	22,515	36,893	\$10.30/hr.
Randolph	70,013	108,597	93,808	chief	1	57,595	89,336	73,507	detention admin.	1	54,912	85,093	54,912
				major	1	54,912	85,093	62,026	detention captain	1	45,427	70,013	47,623
				investigations commander	1	49,962	77,189	54,912	detention lieutenant	4	39,416	60,466	44,647
				patrol commander	1	49,962	77,189	54,912	1 detention sergeant	4	34,195	52,395	38,043
				captain	5	45,427	70,013	55,981	detention corporal	6	32,656	49,962	35,162
				patrol shift supvr.	4	45,427	70,013	50,804					
				investigator	11	45,427	70,013	48,192					
				lieutenant	1	43,347	66,664	48,776					
				DARE officer	2	35,838	66,664	42,422					

TABLE XVI. SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS (A)

January 2009													
County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Richmond	92,009	134,471	97,166	sergeant	12	35,838	57,595	39,927					
				detective/investigator	12	34,195	52,395	37,988					
				corporal	17	34,195	52,395	37,771					
				deputy	69	31,158	47,632	34,735					
				major	2	39,517	57,506	45,474	detention admin.	1	34,315	49,954	35,978
				chief	1	39,517	57,506	39,517	detention officer	15	22,523	32,752	24,461
				captain	4	35,978	52,340	39,083					
				lieutenant	5	32,752	47,652	35,341					
Robeson	79,327	98,365	98,365	sergeant	5	29,833	43,395	32,974					
				deputy	27	28,461	41,421	31,818					
				chief	1	49,453	61,344	59,344	detention admin.	1	44,971	55,765	53,966
				major	2	49,453	61,344	58,355	detention shift supvr.	7	33,022	40,947	39,437
				lieutenant	12	38,997	48,355	46,535	jailer II	8	30,035	37,242	35,290
				sergeant	16	34,516	42,799	39,348	jailer I	51	28,540	35,390	32,480
				detective/investigator	22	34,516	42,799	38,595					
Rockingham	68,251	102,377	85,446	deputy	58	30,035	40,947	32,600					
				major	1	52,401	78,602	64,849	detention admin.	1	48,032	72,048	48,752
				captain	3	48,032	72,048	52,619	detention shift supvr.	8	38,522	57,783	39,164
				lieutenant	6	42,092	63,138	46,583	jailer II	28	30,926	46,389	31,607
				sergeant	6	38,522	57,783	41,196	jailer I	2	29,557	44,336	29,779
				detective/investigator	13	33,783	50,675	37,956					
				deputy	45	32,326	48,489	34,958					
Rowan	71,697	113,817	103,155	chief	1	53,381	84,739	84,739	detention admin.	1	46,058	73,114	65,267
				major	1	50,819	80,673	80,673	detention shift supvr.	5	36,016	57,182	43,677
				captain	2	46,058	73,114	61,939	master detention officer	5	31,079	49,336	33,234
				lieutenant	9	39,740	63,091	54,950	detention officer	39	29,590	46,967	30,982
				sergeant	10	36,016	57,182	47,897					
				detective/investigator	16	32,645	51,821	40,148					
				deputy	46	29,590	46,967	33,474					
Rutherford	68,011	102,473	77,008	chief	1	55,750	84,002	60,075	detention admin.	1	39,372	59,323	49,853
				captain	2	45,701	68,761	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	no data	detention officer		27,806	41,894	no data
				detective/investigator	9	33,919	51,107	no data					
				DARE officer	1	32,276	48,630	36,094					
				corporal	16	32,276	48,630	no data					
				deputy	22	29,221	44,030	no data					
Sampson	58,560	87,840	70,800	chief	1	44,460	66,672	56,328	detention admin.	1	38,736	58,128	47,412
				major	1	38,736	58,128	47,748	dual certification officer	9	26,820	40,248	28,584
				captain	4	36,996	55,500	42,372	detention shift supvr.	3	25,620	38,424	30,376
				lieutenant	2	33,756	50,628	39,300	detention master deputy	15	24,468	36,696	29,354
				sergeant	6	30,804	46,176	37,534	detention officer	20	23,388	35,052	25,227
				detective/investigator	12	28,092	42,144	32,279					
				deputy	9	26,820	40,248	28,485					
Scotland	56,268	79,500	72,024	chief	1	47,004	66,420	60,168	detention admin.	1	39,264	55,476	46,668
				captain	3	39,264	55,476	44,812	asst. jail administrator	1	32,796	46,344	34,464
				detective/investigator	5	34,308	48,480	36,053	detention shift supvr.	4	27,396	38,712	29,526
				patrol shift supvr.	5	32,796	46,344	37,010	detention officer II	7	26,196	37,008	26,940
				lieutenant	4	32,796	46,344	36,021	detention officer I	11	25,044	35,388	25,102
				deputy	19	27,396	42,360	29,457					
Stanly	52,711	85,832	66,541	chief	1	41,659	67,835	51,557	detention admin.	1	38,515	62,716	48,621
				captain	2	38,515	62,716	48,144	detention shift supvr.	4	27,060	44,063	28,930
				narcotics deputy	1	30,439	49,566	39,426	jailer	12	26,020	42,369	26,808
				domestic violence officer	1	28,143	45,826	34,830					
				sergeant	4	28,143	45,826	33,580					
DARE officer	1	28,143	45,826	29,578									

TABLE XVI. SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS (A)

January 2009														
County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	
Surry	57,588	98,328	72,648	detective/investigator	6	28,143	45,826	29,393						
				corporal	4	27,060	44,063	30,585						
				deputy II	6	26,020	42,369	28,961						
				school resource officer	4	26,020	42,369	27,099						
				deputy I	6	25,019	40,739	25,143						
				chief	1	43,740	74,376	53,760	detention admin.	1	36,732	61,668	43,740	
				captain	1	36,732	61,668	44,772	detention sergeant	4	32,292	53,760	34,842	
				lieutenant	5	35,184	58,932	40,714	detention officer II	9	26,244	42,756	30,617	
				sergeant	7	32,292	53,760	38,014	detention officer I	15	25,248	40,944	26,593	
				sr. deputy	4	31,008	51,348	38,667						
				detective/investigator	7	31,008	51,348	35,016						
				deputy II	3	29,712	49,080	38,372						
				deputy I	12	28,440	46,860	32,232						
Swain	39,988	58,930	46,350	school resource officer	1	28,440	46,860	30,300						
				deputy	16	27,324	44,772	29,484						
				chief	1	30,707	45,252	38,407	detention admin.	1	28,119	41,438	34,876	
				lieutenant	2	28,119	41,438	33,949	detention sergeant	4	23,580	34,749	24,822	
				sergeant	5	26,909	39,655	28,324	detention officer	17	21,594	31,822	22,730	
				deputy	7	25,750	37,946	27,105						
Transylvania	64,771	97,157	70,977	chief	1	50,752	76,128	60,825	detention admin.	1	46,030	69,056	57,362	
				captain	1	46,030	69,056	57,100	detention officer	5	29,682	44,512	31,138	
				patrol commander	1	46,030	69,056	56,343	1					
				investigations commander	1	39,770	59,654	55,120						
				lieutenant	2	39,770	59,654	42,411						
				patrol shift supvr.	4	39,770	no data	48,797						
				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						
				chief		no data	no data	32,508	detention admin.				25,500	
				sergeant		no data	no data	30,468	detention officer/dispatcher	3			23,242	
deputy	6	no data	no data	28,932										
Union	78,128	117,192	103,661	chief	1	65,459	98,188	72,387	detention officer II	1	33,622	50,434	37,377	
				captain	4	50,174	75,260	62,694	detention officer I	31	32,162	48,244	33,819	
				lieutenant	13	45,905	68,857	56,933						
				sergeant	22	42,023	63,033	48,708	1					
				corporal	8	38,413	57,620	42,854						
				detective/investigator	8	35,165	52,747	43,121						
				investigator	5	35,165	52,747	42,573						
				DARE officer	1	33,622	50,434	37,466						
				deputy	79	32,162	48,244	34,461						
				captain	1	42,192	67,500	58,572	detention admin.	1	40,368	64,596	46,332	
				lieutenant	5	36,972	59,148	53,457	detention operations supvr.	1	35,376	56,604	49,644	
				sergeant	9	32,400	51,840	42,719	detention supvr.	3	32,400	51,840	37,648	
				detective/investigator	8	31,008	49,608	36,882	detention shift supvr.	7	28,392	45,420	31,413	
deputy	26	28,392	45,420	32,195	detention liaison	1	29,664	47,472	32,376					
					detention officer	28	24,876	39,804	26,660					
Wake			136,954	chief	1	78,000	130,000	101,866	detention admin.	1	63,550	105,950	93,874	
				major	3	70,100	116,900	87,986	detention shift supvr.	7	47,250	78,750	60,019	
				captain	9	57,550	95,950	76,812	detention lieutenant	21	41,050	68,450	50,080	
				lieutenant	12	46,500	77,500	68,524	detention sergeant	35	36,550	60,950	56,366	
				sergeant	35	41,050	68,450	56,336	detention master deputy	130	28,700	47,800	44,899	
				detective/investigator	22	36,550	60,950	45,415	detention officer	174	28,700	47,800	29,940	
				investigator	22	36,550	60,950	45,415						
				deputy	72	32,600	54,400	35,530						
	Warren	54,724	87,816	73,559	captain	1	38,893	62,412	43,057	detention admin.	1	35,277	56,610	38,610
					lieutenant	2	35,277	56,610	35,310	1	detention shift supvr.	5	29,022	46,572

TABLE XVI. SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS (A)

January 2009													
County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Washington	48,708	70,488	55,000	patrol commander	1	35,277	56,610	35,277	detention officer	9	25,070	40,229	25,070
				sergeant	7	31,997	51,346	33,602					
				patrol shift supvr.	7	31,997	51,346	33,602					
				investigator	3	31,997	51,346	31,997					
				deputy	11	29,022	46,572	29,354					
				chief	1	36,924	53,472	37,836	detention admin.	1	29,712	42,984	29,712
				captain	1	34,212	49,548	37,764	detention officer	12	23,352	33,840	24,552
				lieutenant	1	34,212	49,548	35,988					
				detective/investigator	2	33,324	48,228	33,324					
				sergeant	2	32,424	46,932	33,492					
Watauga	65,617	101,705	77,953	corporal	2	31,488	45,612	32,532					
				deputy	6	29,712	42,984	29,712					
				captain	4	44,153	68,437	47,789	asst. chief detention officer	1	33,906	52,554	39,315
				lieutenant	5	38,691	59,970	42,351	detention shift supvr.	2	32,445	50,290	37,639
				sergeant	8	35,432	54,919	40,427	jailer II	19	31,048	48,124	32,570
				detective/investigator	5	33,906	52,554	37,522	jailer I	4	29,710	46,051	29,710
				deputy	18	31,048	50,290	33,552					
Wayne			90,000	major	2	41,994	65,496	48,699	detention admin.	1			50,006
				captain	1	36,276	56,578	46,436	detention shift supvr.	2	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
				patrol shift supvr.	4	31,336	48,876	36,341					
				detective/investigator	4	31,336	48,876	34,589					
				corporal	8	28,423	44,330	35,496					
				deputy	23	27,070	42,219	32,177					
Wilkes	60,193	93,299	78,839	chief	1	47,298	73,312	60,187	detention shift supvr.	2	32,945	51,065	36,465
				major	1	43,646	67,651	56,258	detention supvr	7	28,054	43,484	30,423
				captain	7	41,927	64,987	36,217	detention officer I	18	25,888	40,126	27,094
				lieutenant	4	35,702	55,338	39,715					
				sergeant	8	31,647	49,053	36,414					
				detective/investigator	11	31,647	49,053	34,430					
				deputy	30	28,054	43,484	30,050					
Wilson	79,776	134,916	131,379	major	1	49,956	84,456	74,208	detention admin.	1	49,956	84,456	65,519
				captain	4	37,716	63,792	47,980	detention lieutenant	3	32,760	55,416	40,147
				lieutenant	3	36,000	60,840	47,158	detention sergeant	6	31,260	52,872	36,615
				sergeant	7	34,356	58,092	47,293	detention officer II	7	29,844	50,460	31,303
				detective/investigator	7	32,760	55,416	40,473	detention officer I	25	28,488	48,132	32,034
				deputy II	10	31,260	52,872	34,935					
				deputy	30	29,844	50,460	33,010					
Yadkin	51,762	74,941	71,324	major	1	40,954	59,285	59,285	detention admin.	1	30,914	44,768	37,642
				captain	1	37,285	53,987	51,378	detention officer	8	26,861	38,901	28,397
				lieutenant	3	33,960	49,179	40,416					
				sergeant	4	30,914	44,768	33,927	1				
				detective/investigator	4	29,483	42,703	31,984					
Yancey													
								Yes	No	No Data			
Are deputies paid (or given compensatory time) for court appearances outside regular working hours?								62	13	#			
Are county cars provided?								86		4			
1. Position functions as patrol unit supervisor													
2. Also \$5,700 travel allowance													

**Table XVI. TELECOMMUNICATOR (B)
January 2009**

Telecommunications						Telecommunications					
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
Alamance	telecommunicator supvr.	19	\$34,986	\$55,979	\$52,956	Jones	jailer/dispatcher	8	\$23,408	\$29,154	\$22,906
Alexander	telecommunicator supvr.	1	27,192	37,484	27,872	Lee	telecommunicator	4	29,842	41,780	32,270
	telecommunicator	6	23,446	32,320	no data	Lenoir	operations manager	1	30,700	54,174	40,281
Alleghany	telecommunicator supvr.	1	27,694	41,541	28,248		squad supervisor	4	26,747	47,198	28,984
	telecommunicator	4	23,923	35,885	24,962		telecommunicator	2	21,259	37,514	25,743
Anson						Lincoln	telecommunicator supvr.		40,551	61,703	48,202
Ashe	chief telecommunicator	1	35,712	50,460	35,712		sr. telecommunicator	4	28,699	43,669	34,824
	assistant chief	1	32,784	46,320	33,603		telecommunicator	14	26,000	39,562	29,977
	telecommunicator	5	30,081	42,504	31,022	McDowell	telecommunicator supvr.	1	38,136	56,046	38,136
Avery	telecommunicator supvr.	1	36,197	50,477	36,920		telecommunicator II	2	26,922	39,090	30,486
	shift supvr.	1	28,361	39,549	28,361		telecommunicator	3	25,620	37,668	27,258
	dispatcher/trainer--EMD	3	25,724	35,871	27,780	Macon	n/a				
	dispatcher	4	24,499	34,164	24,499	Madison					
Beaufort	telecommunicator supvr.	1	33,232	49,848	36,874	Martin	telecommunicator supvr.	1	26,471	42,315	42,315
	telecommunicator	8	24,420	36,630	27,537		telecommunicator III	1	25,334	40,500	31,637
Bertie	shift supvr.	1	30,622	45,204	29,730		telecommunicator II	4	24,234	38,142	26,457
	telecommunicator II	2	24,809	36,624	25,842		telecommunicator I	2	22,172	35,444	22,172
	telecommunicator I	2	24,809	36,624	23,628	Mecklenburg	telecommunicator	8	26,280	56,848	34,076
Bladen	telecommunicator supvr.	1	29,662	37,572	32,958	Mitchell	n/a				
	dispatcher II	1	27,158	34,401	29,572	Montgomery	n/a				
	dispatcher I	3	24,655	31,228	26,846	Moore	telecommunicator supvr.	1	29,120	45,718	43,451
	dispatcher	5	24,655	31,228	26,297		telecommunicator	4	26,395	41,434	34,866
Brunswick	telecommunicator supvr.	1	44,915	71,864	66,359	Nash	n/a				
	shift supvr.	4	30,580	48,929	36,575	New Hanover	telecommunicator supvr.		40,394	61,942	52,474
	telecommunicator I	19	26,997	43,195	28,238		shift supvr.	4	31,429	48,235	42,947
Buncombe	telecommunicator supvr.	1	49,179	69,893	43,622		telecommunicator--zone 2	4	29,224	44,824	38,106
	telecommunicator II	6	30,278	43,055	34,892		telecommunicator--zone 1	45	28,642	43,992	31,085
	telecommunicator I	14	27,746	39,464	31,632	Northampton	telecommunicator	3	24,148	42,612	24,968
Burke	telecommunicator	8	25,595	39,673	27,335	Onslow	shift supvr.	4	30,200	48,321	36,860
Cabarrus	telecommunicator	6	31,083	48,002	34,695		telecommunicator--EMD	20	23,868	38,189	27,043
Caldwell						Orange	telecommunications supvr.	1	38,615	61,730	57,849
Camden	n/a						shift supvr.	8	34,984	55,925	43,359
Carteret	telecommunicator supvr.	1	31,689	50,702	31,689		telecommunicator	11	33,297	53,228	35,321
	lead telecommunicator	1	23,643	37,829	29,011	Pamlico	system coordinator	1	23,284	41,347	28,046
	telecommunicator	8	22,525	36,041	24,189		telecommunicator	4	22,826	40,145	26,257
Caswell						Pasquotank	shift supvr.	2	27,429	38,401	35,428
Catawba	telecommunicator supvr.	1	48,399	75,093	53,438		telecommunicator	13	26,163	38,401	29,993
	shift supvr.	3	32,757	50,816	36,634	Pender	telecommunications supvr.	1	40,383	64,613	31,000
	telecommunicator--EMD	20	28,285	43,894	31,324		shift supvr.	4	31,641	50,626	31,878
Chatham							telecommunicator--EMD	12	28,700	45,919	28,867
Cherokee	telecommunicator--EMD	8	26,426	40,926	31,070	Perquimans	chief telecommunicator	1	27,315	41,366	37,520
Chowan	communications director	1	33,390	59,962	44,743		telecommunicator	7	29,449	44,600	32,998
	telecommunicator supvr.	4	24,916	44,743	32,296	Person	shift supvr.	1	29,842	46,255	39,072
	dispatcher	4	24,916	44,743	26,848		senior telecommunicator	4	28,667	44,434	33,246
Clay	telecommunications supvr.				35,862		telecommunicator	10	27,538	42,684	29,000
Cleveland	shift supvr.	4	33,882	52,860	38,088	Pitt	telecommunications supvr.	1	39,093	61,785	47,722
	telecommunicator	11	28,092	43,842	31,584		shift supvr.	5	35,593	56,255	41,232

**Table XVI. TELECOMMUNICATOR (B)
January 2009**

Telecommunications						Telecommunications					
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
Columbus	telecommunicator supvr.	1	24,965	51,088	34,921		telecommunicator advanced	3	33,965	53,678	41,312
	shift supvr.	2	23,762	48,727	32,269		telecommunicator intermediate	2	32,407	51,222	37,320
	telecommunicator III	4	21,527	44,052	28,978		telecommunicator basic	1	30,922	48,877	30,922
	telecommunicator II	4	20,490	41,930	21,230	Polk	telecommunications supvr.	1	31,680	51,911	35,137
	telecommunicator I	1	19,502	39,910	19,502		shift supvr.	1	24,822	40,673	31,774
Craven	communications supvr.	1	35,849	72,419	39,371		telecommunicator III	1	22,515	36,893	29,542
	telecommunicator II	2	29,716	60,039	33,869		telecommunicator II	4	22,515	36,893	23,951
	telecommunicator I	8	27,055	54,663	28,466		telecommunicator I	7	22,515	36,893	\$10.31/hr.
Cumberland	dispatch supervisor	1	33,753	55,692	37,586	Randolph	n/a				
	dispatcher II	8	29,423	48,548	31,753	Richmond	telecommunicator	5	22,523	32,752	25,633
	dispatcher I	5	28,087	46,344	22,472	Robeson	telecommunications supvr.	1	37,503	46,504	45,004
Currituck	telecommunicator supvr.	1	39,076	54,078	43,839						
	telecommunicator	6	30,322	41,820	31,716		shift supvr.	4	31,528	39,095	37,834
	telecommunicator trainee	1	28,570	39,367	28,670		telecommunicator	11	28,540	35,390	30,408
Dare	telecommunicator--EMD	1	40,176	66,292	48,775	Rockingham	telecommunications supvr.	1	42,092	63,138	49,073
	shift supvr.	4	33,690	55,590	42,953		shift supvr.	4	30,926	46,389	38,279
	telecommunicator II	4	30,853	50,906	34,609		lead telecommunicator	4	30,926	46,389	38,279
	telecommunicator I	12	28,254	46,618	31,075		telecommunicator	12	29,557	44,336	32,284
Davidson	telecommunicator I	4	27,656	41,484	31,618	Rowan	telecommunications supvr.		56,071	89,009	62,477
Davie	telecommunicator supvr.	1	34,858	54,058	56,264		shift supvr.	4	32,645	51,821	37,918
	shift supvr.	1	30,111	46,697	40,803		telecommunicator	16	26,818	42,571	29,016
	telecommunicator	1	28,677	44,473	34,837	Rutherford	telecommunicator director	1	39,372	59,323	49,853
	telecommunicator--EMD	8	26,010	42,355	34,300		telecommunications supvr.	1	35,648	53,712	37,932
Duplin	telecommunicator supvr.	1	37,520	59,166	39,817		shift supvr.	4	29,221	44,030	30,332
	shift supvr.	2	26,270	41,425	29,608		telecommunicator	12	26,457	39,865	26,875
	shift leader	4	25,250	39,817	27,334	Sampson	telecommunications supvr.	1	35,340	53,004	40,980
	telecommunicator I	12	23,327	36,783	24,809		shift supvr.	4	25,620	38,424	29,562
Durham	telecommunicator II	1	31,449	54,143	48,017	Scotland	senior telecommunicator	1	26,196	37,008	28,788
	telecommunicator I	8	28,491	49,052	38,014		telecommunicator	3	25,044	35,388	26,316
Edgecombe	telecommunicator supvr.		29,219	43,376	30,534	Stanly					
	shift supvr.	5	25,880	35,686	25,904	Stokes	telecommunications supvr.	1	30,439	49,566	32,312
	telecommunicator	5	23,925	33,988	24,612		telecommunicator/TAC officer	1	27,060	44,063	35,056
Forsyth	n/a						telecommunicator--EMD	8	26,020	42,369	27,164
Franklin	telecommunicator supvr.	1	36,242	51,773	41,060	Surry	n/a				
	shift supvr.	4	30,159	43,086	33,014	Swain	telecommunicator--EMD	6	21,594	31,822	24,115
	telecommunicator--EMD	8	28,806	41,155	29,672	Transylvania	telecommunicator	4	25,626	38,459	30,826
Gaston	warrant/records clerk	8	26,527	41,126	31,738	Tyrrell	telecommunicator	1			23,436
	telecommunicator	2	23,126	35,853	27,604	Union	telecommunications supvr.	1	40,176	60,264	42,329
Gates							shift supvr.	4	35,165	43,956	36,438
Graham							telecommunicator III	3	32,162	48,244	34,079
Granville	telecommunicator supvr.	1	29,963	47,940	35,019		telecommunicator II	13	30,759	46,138	31,877
	telecommunicator II	2	25,890	41,422	31,155		telecommunicator I	16	29,409	44,144	31,554
	telecommunicator I	10	23,479	37,567	26,238	Vance	telecommunications supvr.	1	28,392	45,420	44,112
Greene	shift supvr.	1	25,361	35,340	30,352		shift supvr.	4	27,168	43,464	38,835
	telecommunicator	6	24,100	32,099	24,134		senior telecommunicator	4	26,004	41,592	32,724
Guilford	telecommunicator supvr.	4	35,661	60,623	45,453		telecommunicator--EMD	6	24,876	39,804	27,802
	shift supvr.	3	39,316	66,837	51,417		telecommunicator	1	24,876	39,804	24,876

**Table XVI. TELECOMMUNICATOR (B)
January 2009**

Telecommunications					Telecommunications						
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
	telecommunicator	7	32,345	54,987	40,886	Wake	telecommunications supvr.	1	38,600	64,400	50,992
Halifax	telecommunications supvr.	1	37,987	61,665	39,922		telecommunicator II	4	32,600	54,400	44,132
	shift supvr.	4	29,630	48,099	30,000		telecommunicator I	12	28,700	47,800	32,473
	telecommunicator II	4	25,527	41,438	27,200	Warren	telecommunications supvr.	1	37,041	59,442	42,591
	telecommunicator--EMD	9	24,289	39,429	24,289		shift supvr.	1	26,324	42,241	26,324
Harnett	communications manager	1	40,137	62,212	50,068		telecommunicator	8	23,876	38,314	24,072
	telecommunicator supvr.	4	31,177	48,324	35,543	Washington	telecommunications supvr.	1	24,264	35,172	27,456
	telecommunicator--EMD	7	28,659	44,421	32,448		telecommunicator	7	22,464	32,520	25,416
Haywood	telecommunicator II	2	26,133	39,198	37,303	Watauga	telecommunications supvr.	1	33,906	52,554	42,354
	telecommunicator I	13	26,008	37,512	25,632		shift supvr.	2	32,445	50,290	36,485
Henderson	director communications	1	44,990	69,742	58,393		telecommunicator II	6	31,048	48,124	33,246
	telecommunicator V	2	35,568	55,120	45,022		telecommunicator I	2	28,432	44,070	28,716
	telecommunicator IV	4	32,864	50,981	42,593	Wayne	telecommunications supvr.	1	34,548	53,884	44,225
	telecommunicator III	4	30,389	47,133	35,828		shift supvr.	3	31,336	48,874	34,590
	telecommunicator I	1	27,040	41,891	vacant		telecommunicator--EMD	23	28,423	44,330	29,862
Hertford	shift supvr.	1	24,585	38,107	32,910	Wilkes	telecommunications supvr.	1	34,296	53,159	42,945
	dispatcher	3	21,237	32,918	21,662		shift supvr.	2	28,054	43,484	36,310
Hoke	telecommunicator I	10	27,123	38,324	28,496		telecommunicator	7	25,888	40,126	27,330
Hyde	telecommunicator supvr.	1	24,996	36,899	27,590	Wilson	shift supvr.		34,356	58,092	no data
	telecommunicator II	2	24,996	36,899	26,568		telecommunicator II		31,260	52,872	no data
	telecommunicator I	2	24,996	36,899	25,801		telecommunicator I		29,844	50,460	no data
Iredell	telecommunicator supvr.	4	32,570	50,516	38,859	Yadkin	telecommunications supvr.	1	32,411	46,914	38,504
	telecommunicator--EMD	32	28,459	44,140	32,084		telecommunicator	13	25,643	37,112	27,040
Jackson						Yancey					
Johnston	sr. telecommunicator	6	3,007	44,292	35,927						
	telecommunicator	4	28,715	42,384	29,658						

**TABLE XVII: ANIMAL CONTROL OFFICER, ANIMAL SHELTER ATTENDANT
January 2009**

County	Animal Control Officer				Animal Shelter Attendant				
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	control officer III	1	\$33,480	\$53,568	\$37,334		n/a		
Alexander	control officer	1	27,192	37,484	32,322	1	27,192	37,484	27,192
Alleghany	officer		part-time		11,392		n/a		
Anson									
Ashe	supervisor	1	37,278	52,674	40,146		n/a		
	officer	3	31,386	44,346	31,908				
Avery			n/a				n/a		
Beaufort	chief officer	1	27,867	41,801	33,650		n/a		
	control officer	4	22,362	33,543	24,829				
Bertie	sr. control officer	1	28,151	41,555	28,151		n/a		
Bladen	control officer	1	27,158	34,401	29,572		n/a		
	officer I	1	24,655	31,228	25,749				
Brunswick	supervisor	1	34,164	54,662	46,066	2	21,622	34,595	23,048
	officer II	5	32,372	51,796	35,390				
	officer I	1	28,789	46,062	25,896				
Buncombe	supervisor	1	43,055	61,237	49,432		n/a		
Burke	supervisor	1	37,815	58,616	39,743	1	24,376	37,784	26,220
	deputy/sergeant	1	36,016	55,824	36,016				
	deputy officer	2	29,630	45,926	30,399				
Cabarrus			n/a				n/a		
Caldwell									
Camden			n/a				n/a		
Carteret	officer II	3	23,643	37,829	27,114		n/a		
Caswell									
Catawba	supervisor	1	39,817	61,781	49,490	1	24,430	37,915	26,170
	officer	4	28,285	43,894	28,391				
Chatham									
Cherokee			n/a				n/a		
Chowan	supervisor	1	31,801	57,106	38,652	1	20,498	36,814	20,448
	officer II	1	23,729	42,613	26,160				
	officer I	1	22,599	40,584	23,729				
Clay			n/a				n/a		
Cleveland	supervisor	1	32,310	50,442	vacant	1	22,236	34,680	23,286
	officer II	1	28,092	43,842	32,310				
	officer I	6	25,590	39,906	29,424				
Columbus	supervisor	1	27,557	56,392	46,115		n/a		
	officer II	2	20,490	41,930	23,044				
	officer I	1	19,502	39,910	20,589				
Craven	supervisor	1	29,716	60,039	35,849	1	24,635	49,769	27,703
	officer II	1	28,353	57,289	31,140				
	officer I	1	25,813	52,159	29,030				
Cumberland	supervisor	1	38,734	63,911	38,734	6	21,433	38,681	22,298
	officer II	3	29,423	48,548	28,552				
	officer I	2	26,812	44,240	26,812				
Currituck	supervisor	1	32,074	44,274	34,637		n/a		

**TABLE XVII: ANIMAL CONTROL OFFICER, ANIMAL SHELTER ATTENDANT
January 2009**

County	Animal Control Officer				Animal Shelter Attendant				
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Dare	officer	3	28,570	39,367	30,055				
Davidson	supervisor	1	35,221	52,831	35,221	2	n/a		
	deputy I	2	30,493	45,739	32,932		23,874	35,811	28,063
Davie	officer	1			11,875		n/a		
Duplin	officer	1	32,023	50,498	33,316	1	13,796	21,753	14,931
	deputy officer	1	25,250	39,817	26,795				
Durham	administrator	1	49,052	84,444	73,001		n/a		
	field supervisor	2	31,449	54,143	49,465				
Edgecombe	officer I	10	27,119	46,687	33,151				
	supervisor	1	24,039	35,686	24,039		n/a		
Forsyth	officer I	1	20,765	33,988	24,597				
	supervisor	1			53,934	6			19,680
Franklin	officer I	8			38,298				
	supervisor	1	43,549	62,213	45,391		n/a		
Gaston	officer	3	27,512	39,304	31,069				
			n/a			4	21,593	33,479	28,745
Gates									
Graham									
Granville	supervisor	1	27,164	43,461	38,687	1	19,310	30,896	19,310
	officer	3	23,479	37,567	24,329				
Greene									
Guilford	supervisor	3	33,963	57,737	35,805		n/a		
	specialist	12	27,941	47,500	30,627		n/a		
Halifax	lead officer	1	23,112	37,518	37,000	1	17,212	27,846	17,212
	officer II	3	21,991	35,699	22,545				
Harnett	officer I		19,249	31,229	no data				
	supervisor	1	32,518	50,403	41,985	2	23,218	35,988	25,000
Haywood	officer I	5	26,344	40,833	29,593				
	supervisor	1	29,823	44,734	39,054		n/a		
Henderson	officer I	7	23,931	35,896	25,180				
	supervisor II	1	41,621	64,501	59,238	1	21,665	33,579	22,425
Hertford	officer II	2	31,616	49,026	34,840				
	officer	1	22,299	34,564	no data		n/a		
Hoke	supervisor	1	29,174	41,222	34,679	2	21,873	30,907	22,173
	officer II	1	26,462	37,389	28,496				
Hyde	officer I	1	24,001	33,913	24,600				
			n/a				n/a		
Iredell	supervisor	1	31,137	48,294	43,060	5	23,773	36,873	25,789
	officer I	6	28,459	44,140	33,079				
Jackson									
Johnston	director	1	44,590	75,692	62,984	2	25,163	37,142	26,294
	sr. control officer	1	31,356	46,285	38,095				
Jones	control officer	3	28,715	42,384	31,196				
			n/a				n/a		

**TABLE XVII: ANIMAL CONTROL OFFICER, ANIMAL SHELTER ATTENDANT
January 2009**

County	Animal Control Officer				Animal Shelter Attendant				
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Lee	supervisor	1	35,725	50,015	35,725		n/a		
	officer II	3	31,215	43,702	30,686				
Lenoir	officer II	2	22,257	39,274	23,969		n/a		
Lincoln	supervisor	1	34,967	53,206	40,551	4	26,000	39,562	28,016
McDowell	officer II	1	25,620	37,668	25,938	2	part-time		no data
	officer I	1	23,196	34,092	23,484				
Macon			n/a			n/a			
Madison									
Martin	officer II	1	22,172	35,444	29,818		n/a		
	officer I	1	22,172	35,444	22,727				
Mecklenburg			n/a			n/a			
Mitchell			n/a			n/a			
Montgomery	officer	2	25,404	40,728	26,064		n/a		
Moore	officer II	4	29,110	45,702	33,515	8	21,723	34,105	27,216
Nash	supervisor	1	28,604	45,766	36,290		n/a		
	officer II	4	27,412	43,859	34,033				
New Hanover	supervisor	1	40,394	61,942	53,274	3	23,109	35,485	24,702
	officer	7	28,642	43,992	34,012				
Northampton	officer II		24,148	42,612	33,290		n/a		
Onslow	supervisor	1	32,665	52,264	46,575	2	20,402	32,644	21,936
	officer II	6	25,815	41,305	32,116				
Orange	supervisor	1	51,931	83,020	52,452	6	26,011	41,584	26,185
	officer	6	31,693	50,665	33,359				
Pamlico	officer	1	22,826	40,145	25,582		n/a		
Pasquotank	officer	3	24,897	34,856	27,982		n/a		
Pender	supervisor	1	33,223	53,157	35,460		n/a		
	officer II	1	28,700	45,919	31,878				
	officer I	1	26,031	41,650	26,232				
Perquimans	officer I	1	25,013	37,880	26,921		n/a		
	part-time officer	1	25,013	37,880	25,639				
Person	supervisor	1	36,483	56,549	39,288	1	25,411	39,387	28,860
	officer	2	27,538	42,684	31,140				
Pitt	supervisor	1	42,935	67,859	44,997		n/a		
	officer	4	28,156	44,499	33,381				
Polk	officer	1	24,822	40,673	24,822		n/a		
Randolph	supervisor		32,802	50,149	vacant	4	21,861	32,802	24,274
	officer II	3	27,290	41,371	27,290				
Richmond	officer	2	22,523	32,752	24,426		n/a		
Robeson	officer II	3	27,046	33,538	30,653	1	21,072	26,129	24,444
Rockingham	officer	2	29,557	44,336	35,736		n/a		
Rowan	supervisor	1	36,016	57,182	51,821		n/a		
	officer II	1	28,168	44,715	33,624				
	officer I	5	25,531	40,528	28,728				
Rutherford	supervisor	1	32,276	48,630	32,276	1	25,175	37,932	25,175
	deputy	1	29,221	44,030	29,221				

TABLE XVIII. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS

January 2009

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					
Catawba	53,352	82,786	70,636	n/a			2,184	fluctuating wkweek	training officer	1	43,894	68,103	51,745
									shift supervisor	4	39,817	61,781	54,483
									crew chief	13		additional	\$300/mo
									EMT—paramedic	64	34,402	53,352	39,128
									EMT—intermediate	2	28,285	43,894	35,042
									EMT—basic	4	25,646	39,817	29,512
									telecommunicator—EMD	20	28,285	43,894	31,324
Chatham													
Cherokee	41,952	69,342	51,000	33,039	52,903	42,971	2,184	time one-half pay	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	57,106	36,814
									crew chief	1	35,059	62,958	35,059
									shift supervisor	2	30,285	57,106	34,308
									EMT—paramedic	1	33,390	59,962	33,390
									EMT—intermediate	3	30,285	54,384	30,790
									EMT—basic	10	27,470	49,330	28,026
Clay			48,891						training officer	1			38,313
									EMT—paramedic	5			31,243
									EMT—basic	2			26,191
									EMT—intermediate	2			25,908
													44,375
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	53	30,858	48,132	34,446
									EMT—intermediate	1	26,022	40,596	28,566
									telecommunicator	17	28,092	43,842	31,584
													n/a
Columbus	n/a			n/a									
Craven	n/a			n/a									
Cumberland	n/a			n/a					telecommunicator—EMD	9	30,805	50,858	31,474
									telecommunicator	13	28,087	48,548	27,112
Currituck	61,835	85,944	66,801	n/a			2,184	both	shift supervisor	5	44,327	61,431	49,228
									training officer	1	44,327	61,431	47,850
									EMT—paramedic	37	37,325	51,626	39,860
									EMT—intermediate	15	30,322	41,820	32,648
									EMT—basic	9	26,820	36,917	28,077
									telecommunicator—EMD	6	30,322	41,820	31,716
													n/a
Dare	60,226	96,358	96,358	49,735	79,576	79,356	2,080		training officer	1	49,735	79,576	79,356
									crew chief	9	43,445	37,326	59,723
									shift supervisor	3	43,087	68,938	56,907
									EMT—paramedic	33	32,336	51,739	36,091
									EMT—intermediate	24	29,385	47,017	32,620
									EMT—basic	10	25,457	40,732	26,816
Davidson	n/a			n/a					crew chief	3	38,884	58,327	49,221
									training officer	1	38,884	58,327	43,527
									shift supervisor	1	33,566	50,349	33,566
									EMT—paramedic	42	30,493	45,739	34,441
									EMT—paramedic (reserve)	28	30,493	45,739	34,327
									telecommunicator—EMD	23	29,075	43,613	31,358
Davie	46,715	72,443	59,480	n/a			2,184	time one-half pay	training officer	1	36,601	56,761	41,064

TABLE XVIII. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS

January 2009

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					
Duplin	n/a			34,662	54,660	39,037	2,080	fluctuating wkweek	shift supervisor	3	34,858	54,058	44,589
									EMT—paramedic	17	33,198	51,484	37,930
									EMT—intermediate	1	28,677	44,473	29,287
									EMT—basic	1	26,010	40,338	27,517
									training officer	1	34,662	54,660	39,037
									shift supervisor	4	30,779	48,537	34,676
									EMT—paramedic	38	28,436	44,840	29,498
									EMT—intermediate	20	25,250	39,817	27,344
Durham	62,791	108,096	95,615	49,052	84,444	81,404	2,080	time one-half pay	EMT—basic	6	23,327	36,783	25,013
									training officer	1	42,298	72,816	72,816
									shift supervisor	4	36,472	62,791	60,471
									EMT—paramedic	67	27,119	46,687	32,766
									EMT—intermediate	31	23,384	40,261	26,188
									n/a				
Edgecombe	37,293	55,361	37,293	n/a					n/a				
Forsyth			84,593			67,641	2,184 or 2,912	time one-half pay	shift supervisor	4			53,578
									training officer	4			52,028
									EMT—paramedic	86			29,427
									EMT—basic	16			23,327
									EMT—intermediate	6			20,358
Franklin	n/a			n/a			2,080	time one-half pay	telecommunicator	42			30,841
									training officer	1	39,727	56,753	44,725
									shift supervisor	4	34,615	49,450	40,448
									EMT—paramedic	33	31,577	45,110	34,531
									EMT—intermediate	7	28,806	41,155	29,672
									EMT—basic	1	26,277	37,539	25,026
									training officer	1	42,876	66,466	56,809
									EMT—paramedic	77	30,427	54,111	39,310
Gaston	64,706	100,317	97,018	49,180	76,239	70,078	2,080	fluctuating wkweek	telecommunicator	28	28,409	44,043	32,470
Gates													
Graham													
Granville	n/a			n/a					shift supervisor	4	34,686	55,497	46,593
									crew chief	4	31,470	50,352	42,629
									EMT—paramedic	23	29,963	47,940	34,939
									EMT—intermediate	9	29,963	47,940	26,766
									EMT—basic	4	25,890	41,422	24,561
Greene	41,042	57,294	51,079	n/a			2,080	fluctuating wkweek	EMT—intermediate	6	25,361	35,340	26,531
									EMT—basic	2	21,970	30,594	26,788
									telecommunicator	1	30,727	42,849	35,167
									shift supervisor	4	45,513	77,372	65,784
Guilford	n/a			60,992	103,686	85,975	2,912		training officer	3	45,513	77,372	61,640
									crew chief	13	41,282	70,179	55,369
									EMT—paramedic	79	33,963	57,737	39,609
									EMT—intermediate	10	27,941	47,500	28,165
									EMT—basic	3	25,343	43,084	25,596
									telecommunicator	2	30,805	52,369	42,123
									shift supervisor	3	31,140	50,550	33,969
									training officer	1	29,630	48,099	32,726
Halifax	n/a			41,956	68,108	47,502	2,080	fluctuating wkweek	crew chief	3	29,630	48,099	32,726
									EMT—paramedic	15	29,630	48,099	33,969

TABLE XVIII. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS

January 2009

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					
Harnett	n/a			53,893	83,534	66,009	2,920	time one-half pay	EMT—intermediate	11	26,827	43,549	27,502
									EMT—basic	4	26,827	43,549	24,900
									telecommunicator—EMD	9	24,289	39,429	24,000
									training officer	1	45,539	70,585	58,922
									shift supervisor	3	44,122	68,388	54,042
									senior paramedic	3	40,559	62,866	45,716
									EMT—paramedic	22	38,885	60,273	42,917
									EMT—intermediate	2	32,859	50,932	34,673
									EMT—basic	6	28,960	44,888	32,523
Haywood	51,040	76,561	63,426	n/a					telecommunicator	1	26,344	31,613	29,067
									training officer	1	39,193	58,790	45,793
									shift supervisor	4	31,450	47,177	36,762
									EMT—paramedic	34	29,823	44,734	32,066
Henderson	53,411	82,758	75,264	n/a			2,184	time one-half pay	training officer	1	39,020	60,470	58,929
									shift supervisor	4	38,480	59,634	53,581
									EMT—paramedic	38	30,389	47,133	35,291
Hertford	36,323	56,307	39,283	n/a					EMT—intermediate	7	27,105	42,012	no data
									EMT—basic	5	23,414	36,292	no data
Hoke	n/a			n/a					n/a				
Hyde	51,139	75,491	70,262				2,080	time one-half pay	EMT—intermediate	11	27,193	40,142	30,570
Iredell	55,872	86,657	65,214	n/a			2,912	fluctuating wkweek	training officer	1	38,989	60,472	54,187
									shift supervisor	3	37,274	57,812	44,183
									crew chief	3	35,635	55,270	43,732
									EMT—paramedic	46	31,137	48,294	36,024
									EMT—intermediate	1	28,459	44,140	28,459
Jackson													
Johnston	n/a			n/a					training officer	1	39,078	57,678	45,972
									shift supervisor	4	37,394	55,193	41,095
									EMT—paramedic	28	32,767	48,366	31,997
									EMT—intermediate	2	31,356	46,285	29,036
									EMT—basic	11	27,475	40,559	26,609
									telecommunicator	27	28,715	42,384	31,510
Jones	33,496	42,008	33,499	n/a			2,016	fluctuating wkweek	EMT—intermediate	7	25,400	32,007	25,901
									telecommunicator	8	23,408	29,154	23,956
Lee	n/a			n/a					n/a				
Lenoir	33,654	59,386	46,394	n/a			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	66,447	101,108	69,811	49,407	75,179	50,642	2,185		training officer	1	44,760	68,108	45,879
									shift supervisor	4	38,597	58,730	40,557
									EMT—paramedic	28	33,282	50,642	35,047
									EMT—intermediate	4	30,152	45,879	32,272
									EMT—basic	7	27,316	41,564	28,319
									telecommunicator	13	23,306	41,126	26,933
McDowell	42,114	61,902	44,814	n/a				fluctuating wkweek	training officer	1	31,254	45,942	48,888
									shift supervisor	3	31,254	45,942	48,888
									EMT—paramedic	11	29,736	43,176	32,442

TABLE XVIII. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS

January 2009

County	Emergency Medical Services Direct			Assistant Director—EMS			Other EMS Positions		Title	No.	Min.	Max.	Actual								
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method													
Macon	n/a			n/a			2,288	both	EMT—intermediate	2	31,254	45,942	26,262								
									telecommunicator	4	26,922	39,576	30,486								
									crew chief	2	31,152	46,727	46,817								
									training officer	1	29,668	44,503	43,678								
									EMT—paramedic	29	28,256	42,383	34,684								
									EMT—intermediate	3	25,629	38,445	26,061								
								telecommunicator—EMD	8	23,246	34,870	26,273									
Madison																					
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	30,000								
Montgomery	n/a			n/a					telecommunicator	9	22,620	36,308	27,147								
Moore	n/a			52,277	82,074	66,088	3,328	time one-half pay	shift supervisor	3	45,160	70,886	55,200								
									training officer	1	45,136	70,886	51,246								
									crew chief	3	40,968	64,297	46,692								
									EMT—paramedic	38	37,107	61,235	41,757								
									EMT—intermediate	1	32,092	50,386	36,421								
									EMT—basic	3	29,087	45,693	30,085								
									telecommunicator—EMD	16	26,395	41,434	30,691								
																	training officer	1	49,137	78,619	51,593
																	shift supervisor	3	42,690	68,304	46,759
																	EMT—paramedic	27	35,390	56,624	38,455
								EMT—intermediate	17	35,390	56,624	32,164									
								EMT—basic	5	28,604	45,766	30,981									
								telecommunicator—EMD	1	29,848	47,757	31,568									
								telecommunicator	11	28,604	45,766	30,981									
New Hanover	n/a			n/a					n/a												
Northampton	43,367	76,525	54,160	37,462	66,105	no data			EMT—paramedic	8	33,979	59,959	36,322								
									EMT—intermediate	5	30,820	54,385	31,262								
									EMT—basic	2	27,955	49,329	29,369								
									telecommunicator—EMD	12	24,148	42,612	23,061								
Onslow	61,181	97,889	76,391	54,389	87,023	64,643	2,184		shift supervisor	4	46,492	74,388	64,411								
									crew chief	4	41,333	66,130	53,269								
									EMT—paramedic	48	35,330	56,528	38,841								
									telecommunicator	20	23,868	38,189	27,043								
																	crew chief	4	42,622	68,138	53,818
								shift supervisor	2	38,615	61,730	49,643									
								training officer	1	38,615	61,730	44,839									
								EMT—paramedic	16	34,984	55,925	39,733									
								EMT—basic	20	30,165	48,225	30,902									
								telecommunicator	11	33,297	53,228	35,321									
Pamlico	n/a			n/a					n/a												
Pasquotank	46,420	64,988	56,209	37,558	52,581	45,069	2,080		training officer	1	35,025	49,036	40,032								
									EMT—paramedic	11	33,759	47,263	38,582								
									EMT—intermediate	5	29,961	41,946	35,807								
									EMT—basic	2	27,429	38,401	32,346								
Pender	n/a			n/a					telecommunicator—EMD	12	28,700	45,919	28,867								
Perquimans	32,573	49,330	36,810	n/a				time one-half pay	EMT—intermediate	4	29,828	45,171	33,120								
									EMT—basic	1	26,139	39,584	28,132								

TABLE XVIII. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS

January 2009

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					
Person	48,334	74,918	52,032	n/a			2,080	time one-half pay	crew chief	4	35,046	54,321	39,144
									training officer	1	35,046	54,321	37,728
									EMT—paramedic	19	31,066	48,152	34,037
									EMT—intermediate	1	26,453	41,002	31,068
									EMT—basic	1	22,525	34,914	27,012
Pitt	n/a			n/a					EMT—paramedic	9	32,407	51,222	33,676
									telecommunicator II	8	30,922	48,877	33,649
									telecommunicator I	2	28,156	44,499	28,495
Polk	42,454	69,566	58,524	n/a			2,184	fluctuating wkweek	shift supervisor	2	31,680	51,911	43,165
									EMT—paramedic	19	30,171	49,439	36,988
									EMT—intermediate	9	24,822	40,673	26,324
Randolph	45,490	70,304	51,355	n/a			2,912		shift supervisor	3	25,272	38,667	31,283
									crew chief	3	24,086	36,899	28,912
									EMT—paramedic	25	22,942	35,173	25,771
									EMT—intermediate	4	19,906	30,534	21,278
									EMT—basic	7	19,011	29,120	20,280
									communications supvr.	1	36,275	55,307	41,850
									lead telecommunicator	3	30,014	46,010	35,235
									telecommunicator—EMD	16	28,642	43,846	31,491
Richmond	n/a			n/a					telecommunicator—EMD	12	23,586	49,954	30,506
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	43,729
									EMT—paramedic	36	37,503	46,504	41,337
									EMT—intermediate	13	31,528	39,095	32,401
Rockingham	n/a			n/a			2,080	fluctuating wkweek	shift supervisor	3	38,522	57,783	48,704
							and		training officer	1	36,809	55,214	43,725
							2,184		crew chief	3	35,267	52,901	44,182
									EMT—paramedic	22	30,926	46,389	33,340
									EMT—intermediate	4	27,101	40,652	29,346
									EMT—basic	1	24,816	37,224	30,926
									telecommunicator	12	29,557	44,336	32,284
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	46,967
									crew chief	3	34,294	54,437	42,646
									EMT—paramedic	33	31,079	49,336	32,367
									EMT—intermediate	2	26,817	42,570	27,347
									EMT—basic	4	25,530	40,527	25,975
Rutherford	61,576	92,778	63,125	41,378	62,346	46,821			shift supervisor	3	37,463	56,447	40,242
									EMT—paramedic	20	30,711	46,240	no data
									EMT—intermediate	12	29,221	44,030	no data
Sampson	emergency management director			35,340	53,004	40,272	2,976	both	shift supervisor	2	36,996	55,500	50,808
									crew chief	5	26,820	40,248	31,490
									EMT—paramedic	16	26,820	40,248	28,962
									EMT—intermediate	8	25,620	38,424	29,580
									telecommunicator	12	24,468	36,696	26,727
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	37,440
									EMT—paramedic	9	31,356	44,304	33,028
									EMT—intermediate	2	27,396	38,712	27,738

TABLE XVIII. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS

January 2009

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					
									telecommunicator—EMD	3	27,396	44,304	29,244
Stanly													
Stokes	45,057	73,368	55,164	41,659	67,835	47,527	varies	time one-half pay	shift supervisor	3	32,923	53,610	37,112
									training officer	1	32,923	53,610	36,007
									EMT—paramedic	30	29,269	47,660	32,027
Surry				41,808	70,956	46,860			senior shift supvr.	1	38,412	64,560	46,860
									emergency services director				
									asst director communications	1	38,412	64,560	46,860
									shift supervisor	4	36,732	61,668	45,312
									training officer	1	36,732	61,668	43,740
									asst. shift supervisor/training	6	32,292	53,760	41,570
									asst. communications supvr.	1	32,292	53,760	38,412
									EMT—paramedic	47	31,008	51,348	34,962
									EMT—intermediate	3	27,324	44,772	28,440
									telecommunicator II	2	28,440	46,860	31,320
									telecommunicator I	10	26,244	42,756	28,753
Swain	32,088	47,288	46,350	28,119	41,438	40,000			crew chief	4	24,641	36,313	33,052
									EMT—paramedic	15	24,641	36,313	31,382
									EMT—intermediate	1	21,594	31,822	29,872
									telecommunicator—EMD	6	21,594	31,822	24,115
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		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					n/a				
Vance	n/a			n/a					n/a				
									shift supervisor/fire captain	3	36,972	59,148	51,556
									crew chief/fire lieutenant	3	32,400	51,840	40,640
									EMT—paramedic	4	29,664	47,472	35,463
									EMT—intermediate	1	24,876	39,804	24,876
									EMT—basic	15	23,808	38,088	24,682
Wake	63,550	105,950	101,821	47,250	78,750	70,830	2,928	fluctuating wkweek	shift supervisor	8	41,050	68,450	58,798
									and				
							2,184		training officer	4	41,050	68,450	56,766
									EMT—paramedic	116	32,600	54,400	41,008
									EMT—intermediate	13	25,500	42,500	29,435
Warren	38,893	62,412	60,011	n/a			2,080	both	shift supervisor	3	33,597	53,913	38,041
									EMT—paramedic	8	30,474	48,902	30,749
									EMT—basic	1	25,070	40,229	26,162
Washington	45,972	66,564	52,020	n/a			2,080		EMT—paramedic	13	29,712	42,984	34,464
									EMT—intermediate	6	22,464	32,520	24,804
Watauga	n/a			n/a					n/a				
Wayne	44,094	68,771	57,855	n/a				fluctuating wkweek	shift supervisor	3	31,336	48,874	36,341
									training officer	1	29,844	46,547	32,139
									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	4	35,702	55,338	45,221
									training officer	2	32,945	51,065	38,428
									EMT—paramedic	24	30,401	47,122	35,343

TABLE XVIII. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS

January 2009

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					
Wilson									EMT—intermediate	4	26,949	41,771	28,491
									EMT—basic	1	24,868	38,545	26,111
									telecommunicator	7	25,888	40,126	27,330
	54,864	92,724	91,935	45,456	76,908	58,724	2,206		shift supervisor	3	37,716	63,792	43,063
									training officer	1	34,356	58,092	44,471
									crew chief	9	34,356	58,092	38,759
Yadkin									EMT—paramedic	19	31,260	52,872	31,571
	35,577	51,524	49,033	n/a					training officer	1	33,960	49,179	44,543
									shift supervisor	3	33,960	49,179	45,316
									EMT—paramedic	26	30,914	44,768	34,237
Yancey									EMT—intermediate	3	29,483	42,703	32,124
1. 1 is full-time and 8 are part-time													
2. 10 are full-time and 9 are part-time													

TABLE XIX. FIRE MARSHAL, FIRE INSPECTOR, EMERGENCY SERVICES DIRECTOR, EMERGENCY MANAGEMENT COORDINATOR, VETERAN SERVICES OFFICER

January 2009																	
County	Fire Marshal			No.	Fire Inspector			Emergency Services Director			Emergency Management Coordinator			Veterans' Services Officer			
	Min.	Max.	Actual		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			30660	49053	52008	
Alexander	n/a				n/a			n/a			n/a			n/a			
Alleghany	n/a				emergency management coordinator			n/a			32,060	48,090	35,705	3	26,375	39,564	20,177
Anson																	
Ashe	n/a				n/a			n/a			42,423	59,940	45,684		34,206	48,333	48,333
Avery	34,473	48,071	41,525		n/a			n/a			fire marshal				part-time	18,385	
Beaufort	n/a			1	part-time		23,915	n/a			34,728	52,091	40,706		29,120	43,681	32,321
Bertie	n/a				n/a			n/a			36,240	53,496	42,692		part-time		17,616
Bladen	n/a				n/a			n/a			n/a				41,693	58,370	61,661
Brunswick	41,331	66,129	58,265	1	34,164	54,662	36,594	emergency management coordinator			64,623	103,397	91,413		41,331	66,129	43,009
Buncombe	n/a				n/a			n/a			34,588	49,179	42,416		41,241	58,629	40,592
Burke	39,708	61,547	44,010	1	31,110	48,223	32,696	53,214	82,481	58,512	2	n/a			31,110	48,223	33,781
Cabarrus	45,930	70,902	51,649	2	39,687	61,249	46,259	61,564	95,035	64,948		n/a			39,687	61,249	51,147
Caldwell																	
Camden	served by Pasquotank				served by Pasquotank			served by Pasquotank			served by Pasquotank			served by Pasquotank			
Carteret	40,059	64,095	42,000		n/a			55,637	89,019	55,637	2	40,059	64,095	50,000	40,059	64,095	55,468
Caswell																	
Catawba	43,894	68,103	52,520	2	34,402	53,352	38,098	64,864	100,638	83,823	2	43,894	68,103	52,000	31,198	48,400	33,420
Chatham																	
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			38,652	69,412	51,796		part-time		12,637
Clay	asst. direct. emergency			4,381	n/a			n/a			emergency medical services director			part-time			3,600
Cleveland	41,544	64,848	50,442	2	28,566	44,598	35,484	n/a			fire marshal			29,424	45,942	38,994	
Columbus	28,952	59,246	no data		n/a			37,060	75,840	no data	n/a				33,575	68,707	46,965
Craven	n/a				n/a			57,289	115,737	89,456	n/a				37,568	115,737	53,410
Cumberland	emergency management director			3	35,348	58,324	37,763	63,757	105,199	84,762		42,399	69,958	42,399	26,812	44,240	28,389
Currituck	39,076	54,078	46,274		n/a			51,330	71,237	59,740		33,823	46,723	36,531	n/a		
Dare	43,087	68,938	64,752		n/a			n/a			60,226	96,358	96,358		26,706	42,017	43,102
Davidson	40,775	61,163	50,970		fire marshal			57,322	85,983	61,334	2	32,275	48,412	33,566	31,973	48,044	39,956
Davie	n/a				n/a			n/a			42,371	65,708	51,382		30,111	46,697	39,572
Duplin	34,662	54,660	40,612	1	25,250	39,817	26,795	42,252	66,631	56,868		34,662	54,660	38,271	26,270	41,425	27,878
Durham	65,968	113,569	98,568	3	42,298	72,816	50,460	n/a			42,298	72,816	63,082		38,319	65,968	49,756
Edgecombe	n/a				n/a			41,116	61,037	60,527		n/a			27,828	41,311	34,035
Forsyth	n/a				n/a			n/a			n/a				n/a		
Franklin	39,727	56,753	40,777		n/a			52,332	74,759	59,136		n/a			31,577	45,110	35,889
Gaston	52,672	81,653	61,889		n/a			n/a			52,672	81,653	61,889		28,409	44,043	33,381
Gates																	
Graham																	
Granville	n/a			1	29,963	47,940	42,432	44,270	70,833	57,766	2	34,686	55,497	54,814	part-time		no data
Greene	n/a				n/a			41,042	57,294	51,079		n/a			part-time		11,934
Guilford	45,513	77,372	53,773	3	41,282	70,179	44,091	74,136	126,031	104,400	2	45,513	77,372	61,707	32,345	54,987	33,316
Halifax	36,145	58,676	41,438		n/a			46,340	75,225	56,529	2	34,393	55,832	43,549	29,630	48,099	no data
Harnett	47,498	73,622	59,850	3	24,216	37,535	26,130	61,149	94,781	77,644	2	41,863	64,888	50,236	36,896	57,189	49,845
Haywood	32,127	49,299	48,351	1	28,539	42,808	37,080	44,727	67,090	59,698		n/a			28,539	42,808	34,293
Henderson	emergency management director				n/a			60,060	93,054	86,531	2	n/a			part-time		18,414
Hertford	emergency management coordinator				emergency management coordinator			n/a				40,046	62,072	48,906	23,414	36,292	31,183
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				register of deeds		
Iredell	46,673	72,390	66,174	1	32,570	50,516	34,235	53,415	82,846	72,409		38,989	60,472	48,799	34,068	52,839	48,062
Jackson																	
Johnston	44,590	75,692	no data	2	42,673	72,433	49,399	58,069	98,571	no data	2	42,673	72,433	50,429	34,240	50,545	44,310
Jones	building inspector				n/a			n/a				30,538	38,499	32,007	4	n/a	
Lee	53,550	74,970	59,143		n/a			61,284	85,797	61,284		n/a			part-time		17,272
Lenoir	30,700	54,174	37,406		n/a			40,441	71,362	60,034		emergency services director			n/a		
Lincoln	44,760	68,108	48,202	2	33,282	50,642	34,114	60,198	91,598	64,827		n/a			36,737	55,900	41,564
McDowell	n/a				n/a			42,114	61,902	44,814		n/a			24,378	35,832	26,592

TABLE XIX. FIRE MARSHAL, FIRE INSPECTOR, EMERGENCY SERVICES DIRECTOR, EMERGENCY MANAGEMENT COORDINATOR, VETERAN SERVICES OFFICER

January 2009

County	Fire Marshal			No.	Fire Inspector			Emergency Services Director			Emergency Management Coordinator			Veterans' Services Officer				
	Min.	Max.	Actual		Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.		
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																		
Martin	n/a				n/a			n/a				30,192	48,264	36,785	26,471	42,315	34,732	
Mecklenburg	56,150	93,403	72,739	6	42,014	93,403	51,838	n/a				n/a			59,784	133,266	80,086	
Mitchell	n/a				n/a			n/a				39,374	56,249	43,508	28,771	41,102	30,497	
Montgomery	n/a				n/a			45,396	72,720	49,800		n/a			23,520	37,728	31,836	
Moore	n/a			2	35,383	55,551	40,729	70,054	109,985	72,408	²	52,277	82,074	69,792	32,093	50,386	48,464	
Nash	n/a			2	38,869	62,190	41,909	68,225	109,160	91,679	²	49,137	78,619	54,294	n/a			
New Hanover	56,945	87,346	70,470	3	40,394	61,942	46,114	72,627	111,469	101,566		47,990	73,635	57,341	47,990	73,635	54,074	
Northampton	n/a				n/a			36,335	39,411	40,317		n/a			37,955	49,329	28,654	
Onslow	41,331	66,130	50,577	1	33,971	54,354	34,482	68,820	110,112	80,002	²	n/a			48,352	77,363	58,600	
Orange	57,323	91,637	68,077		n/a			80,994	129,481	110,438	²	n/a			34,984	55,925	50,804	
Pamlico	emergency management director				n/a			n/a				28,507	50,624	29,910	24,224	43,018	part-time	
Pasquotank	n/a				n/a			38,824	54,353	46,825		37,558	52,581	47,949	n/a			
Pender	38,460	61,536	39,229		n/a			n/a				46,749	74,798	47,684	⁴	44,522	71,236	47,639
Perquimans	part-time		\$18.72/hr.		fire marshal			n/a				part-time		\$15.74/hr.	part-time		6,082	
Person	37,979	58,867	57,192	1	33,666	52,182	45,168	n/a				n/a			36,483	56,549	40,260	
Pitt	47,155	74,531	54,929		n/a			65,473	103,480	71,910	²	47,155	74,531	51,791	33,965	53,678	40,970	
Polk	n/a				n/a			n/a				emergency medical services director			part-time		\$17.51/hr.	
Randolph	43,347	66,976	50,149	2	31,304	52,603	36,016	57,907	89,690	79,456	²	39,437	60,736	46,592	32,802	50,149	39,437	
Richmond	n/a			1	34,315	49,954	41,421	41,421	60,234	48,784		n/a			28,461	41,421	30,520	
Robeson	50,947	63,174	63,174	1	37,503	39,095	32,401	n/a				n/a			38,997	48,355	42,116	
Rockingham	42,092	63,138	46,104	1	36,809	55,214	39,576	54,800	82,200	60,889	²	30,926	46,389	30,926	30,926	46,389	35,158	
Rowan	41,742	66,269	64,339	2	32,645	51,821	33,637	64,983	103,155	86,417	²	n/a			29,590	46,967	31,391	
Rutherford	41,378	62,346	48,630	1	35,648	53,712	37,932	emergency medical services director				emergency medical services director			35,648	53,712	39,865	
Sampson	emergency management director			1	28,092	42,144	37,716	48,732	73,104	65,880	²	n/a			35,340	53,004	43,176	
Scotland	n/a				n/a			n/a				n/a			29,976	42,360	32,280	
Stanly																		
Stokes	38,515	62,716	41,707	1	30,439	49,566	31,362	emergency medical services director				30,439	49,566	33,624	23,131	37,665	15,179	
Surry	35,184	58,932	45,768	2	29,712	49,080	34,104	47,964	81,708	70,956	²	emergency services director			28,440	46,860	38,412	
Swain	25,750	37,946	32,789		n/a			n/a				32,088	47,288	46,350	²	register of deeds	4,285	
Transylvania	43,846	65,769	53,900		n/a			64,771	97,156	78,939		n/a			part-time		\$14.98/hr.	
Tyrrell			33,144		n/a			n/a						32,532	¹	part-time	3,037	
Union	50,174	75,260	66,532	1	32,162	48,244	32,479	59,922	89,884	88,044	⁵	38,413	57,620	39,975	42,023	63,033	48,000	
Vance	n/a				n/a			n/a				40,368	64,596	63,036	28,392	45,420	35,952	
Wake	63,550	105,950	87,932	3	41,050	68,450	56,019	n/a				47,250	78,750	80,000	32,600	54,400	50,274	
Warren	47,273	75,859	59,000	1	30,474	48,902	30,474	fire marshal				47,273	75,859	59,000	30,474	48,902	vacant	
Washington	n/a				n/a			n/a				39,672	57,396	49,512	part-time		9,552	
Watauga	40,432	62,670	47,758	1	38,691	59,970	38,691	n/a				n/a			37,024	57,387	48,226	
Wayne	32,903	51,318	43,171		n/a			79,186	123,503	83,194		32,903	51,318	43,172	29,844	46,547	40,137	
Wilkes	37,166	57,607	41,070	2	29,204	45,266	34,216	n/a				35,702	55,338	41,993	31,647	49,053	48,062	
Wilson	emergency management coordinator				n/a			43,416	73,393	57,993		n/a			n/a			
Yadkin	33,960	49,179	44,543	1	29,483	42,703	36,821	n/a				37,285	51,378	53,987	29,483	31,762	42,703	
Yancey																	15,000	

1. Also building and grounds supervisor

2. Also manages emergency medical function

3. Also fire inspector

4. Also safety coordinator

5. Also emergency management director and major in sheriff's department

6. Also director of homeland security

TABLE XX. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR

January 2009

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.
Alamance	code inspector III	5	\$36,561	\$58,498	\$42,187	n/a				
	code inspector I	1	33,480	53,568	38,628					
Alexander	maint mech/electrical spec	1	33,957	46,811	40,364	n/a				
Alleghany	n/a					chief building inspector	1	33,663	50,495	41,794
						building inspector I	2	27,694	41,541	28,248
Anson										
Ashe	n/a					chief building inspector	1	52,659	74,406	52,659
						building code inspector IV	1	46,221	65,310	52,296
						building code inspector III	1	40,611	57,381	43,734
						building code inspector II	1	35,712	50,460	35,712
Avery	n/a					plumbing & electric inspector	1	32,831	45,784	34,493
						building & mech inspector	1	31,268	43,602	32,850
Beaufort	n/a					code administrator	1	43,277	64,916	vacant
						building code inspector	3	29,120	43,681	37,659
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					building CDS director	1	42,183	53,433	52,496
						CDS inspector II	3	39,678	50,260	43,207
Brunswick	inspector II	4	35,956	57,529	41,730	inspector IV	2	no data	no data	48,422
						inspector III	1	no data	no data	54,593
Buncombe	plans reviewer	2	41,241	58,629	50,112	n/a				
	electrical inspector III	3	34,588	49,179	44,431					
	mechanical inspector III	3	34,588	49,179	44,367					
	plumbing inspector III	3	34,588	49,179	43,721					
	building inspector III	4	34,588	49,179	43,448					
	electrical inspector II	1	33,113	47,024	41,633					
	building inspector I	2	31,639	45,021	39,537					
Burke	n/a					building inspector IV	1	36,016	55,824	45,068
						building inspector III	3	34,301	53,165	42,020
						building inspector II	1	32,666	50,633	43,149
Cabarrus	building, electrical, mech.	12	35,989	55,557	40,136	building, plumbing, mech.	6	35,989	55,557	54,031
						building, plumbing, mech.	3	35,989	55,557	40,692
Caldwell										
Camden	n/a					building code inspector III		26,543	39,812	40,164
						building code inspector II		26,543	39,812	34,599
Carteret	n/a				n/a					
Caswell										
Catawba	n/a					building services officer III	6	36,115	56,024	55,268
						building services officer II	7	34,402	53,352	48,267
						building services officer I	3	31,198	48,400	38,825
Chatham										
Cherokee	n/a					asst. chief building inspector	1	35,776	57,883	41,724
						building code inspector II	1	34,340	55,315	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
						inspector I	1	31,801	57,106	36,814
Clay	inspector II	2			40,659	n/a				
Cleveland	n/a					building code inspector IV	2	38,994	60,834	44,598

TABLE XX. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR

January 2009

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.
Columbus	n/a					building code inspector III	1	35,484	55,380	38,994
						building code inspector II	1	33,882	52,860	35,484
						chief building inspector	1	31,957	65,397	58,066
						asst. chief building inspector	1	24,965	51,088	47,509
Craven	n/a					building inspector III	3	39,371	79,541	53,869
Cumberland	n/a					building inspector II	1	37,568	75,895	vacant
						chief building inspector	2	38,734	63,911	51,027
						inspector III	3	37,025	61,091	41,977
Currituck	n/a					inspector I	3	32,247	53,208	33,890
						chief building inspector	1	46,079	63,884	58,044
						building inspector III	2	44,327	61,431	48,817
						building inspector II	1	40,827	56,531	46,706
Dare	n/a					prob. building inspector II	1	37,325	51,626	40,270
	building inspector III	1	39,155	62,647	61,957	n/a				
	chief inspector	1	39,155	62,647	57,201					
Davidson	building inspector II	2	37,326	59,723	41,498					
	n/a					inspector IV	1	36,994	55,490	36,147
Davie	n/a					inspector III	1	35,221	52,831	47,725
						building code inspector IV	1	40,353	62,579	63,244
Duplin	n/a					building code inspector III	2	36,601	56,761	50,712
						building code inspector II	1	34,858	54,058	42,825
						chief building inspector	1	37,520	59,166	53,589
						inspector I	2	27,331	43,099	29,583
Durham	n/a					n/a				
Edgecombe	n/a					chief building inspector	1	33,825	50,214	54,621
						inspector I	1	29,219	43,376	32,409
Forsyth	n/a					n/a				
Franklin	n/a					code enforcement II	1	37,944	54,206	54,029
						code enforcement I	4	36,242	51,773	45,791
Gaston	inspector V	1	42,876	66,466	58,952	n/a				
	inspector IV	2	40,034	62,066	49,543					
	inspector III	3	37,379	57,952	43,143					
	inspector II	2	34,901	54,111	39,483					
	inspector I	3	32,587	50,520	34,488					
Gates										
Graham										
Granville	n/a					chief building inspector	1	40,157	64,252	63,717
						inspector II	2	34,686	55,497	47,661
						inspector I	1	29,963	47,940	30,712
Greene	building code inspector III	1	32,265	45,003	33,748	chief building inspector	1	41,042	57,294	51,079
Guilford	n/a					inspector II	10	39,316	66,837	60,940
						inspector I	4	37,444	63,655	52,489
						building maintenance worker III	1	28,194	45,768	33,549
Halifax	n/a					building maintenance worker II	4	25,527	41,438	28,546
						building maintenance worker I	1	23,112	37,518	27,502
						n/a				
Harnett	n/a					n/a				
Haywood	n/a					n/a				
Henderson	n/a					building code inspector IV	1	36,075	55,907	41,457

TABLE XX. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR

January 2009

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.
						building code inspector III	2	34,671	53,742	37,255
						building code inspector II	3	33,345	51,675	37,544
Hertford	n/a					n/a				
Hoke	n/a					chief building inspector	1	52,392	74,029	55,044
						building inspector IV	1	47,521	67,146	56,492
Hyde	n/a					n/a				
Iredell	n/a					inspector III	8	38,989	60,472	55,194
						inspector II	10	35,635	55,270	45,021
						inspector I	1	32,570	50,516	39,761
Jackson										
Johnston	n/a					code enforcement IV	9	46,599	79,101	56,888
						code enforcement III	1	42,673	72,433	54,278
						code enforcement II	4	39,078	57,678	42,878
						code enforcement I	2	35,783	52,815	36,159
Jones						inspector/fire marshal	1	40,414	51,006	42,008
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	54,536	82,984	60,198
						building plan reviewer	1	38,597	58,730	54,536
						building inspector	10	34,967	53,206	37,189
McDowell	n/a					director of inspections	1	46,518	68,376	54,672
						building inspector II	1	31,254	45,942	33,672
						building inspector apprentice	2	25,620	37,668	25,620
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										
Martin	n/a					building inspector	1	30,192	48,264	45,939
Mecklenburg	inspector II	3	39,123	93,403	47,844	inspections supervisor	7	47,852	93,403	71,793
	inspector I	6	36,648	93,403	44,256	inspector III	117	44,236	93,403	58,187
						inspector II	3	39,123	93,403	47,844
Mitchell	n/a					n/a				
Montgomery	n/a					inspector	1	29,748	47,676	35,916
Moore	n/a					code enforcement supvr.	1	40,959	64,306	56,264
						code enforcement officer	5	37,151	58,329	39,026
Nash	n/a					chief enforcement officer	1	49,137	78,619	58,471
						code enforcement officer II	2	40,735	65,176	54,451
						code enforcement officer I	2	35,390	56,624	31,660
New Hanover	code enforcement III	23	40,394	61,942	46,986	n/a				
	code enforcement II	3	34,882	45,226	41,180					
	code enforcement I	3	34,174	45,226	37,862					
Northampton	n/a					code enforcement officer III	1	37,462	66,105	46,841
						code enforcement officer II	1	37,829	53,059	31,589
Onslow	n/a					code administrator	1	44,704	71,527	57,620
						sr. code enforcement	1	36,743	58,790	47,766
						code enforcement officer	8	33,971	54,354	37,581
Orange	n/a					code compliance officer III	8	40,570	64,854	53,625

TABLE XX. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR

January 2009

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.
Pamlico	n/a					building inspector	1	29,932	53,155	51,091
Pasquotank	n/a					asst. building inspector	1	24,710	43,879	32,944
						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 III	1	34,885	55,815	40,905
						building inspector II	3	33,223	53,157	43,521
						building inspector I	1	31,641	50,626	32,289
Perquimans	building inspector III	2	34,171	51,749	49,179	n/a				
						building inspector I	1	31,170	47,203	33,547
Person	n/a					code administrator	1	41,157	63,793	56,530
						code enforcement officer	2	33,666	52,182	40,716
Pitt	inspector IV	2	42,935	67,859	50,837	n/a				
						inspector III	2	40,970	64,753	47,622
Polk	n/a					community dev. Director	1	42,454	69,566	58,524
						code enforcement officer III	1	28,736	47,086	38,646
						code enforcement officer II	1	28,736	47,086	33,324
						building code inspector III	8	37,690	57,907	43,958
Randolph	n/a					building code inspector II	1	34,341	52,603	41,371
						building code supervisor	1	39,517	57,506	52,340
Richmond	n/a					building code inspector III	1	34,315	49,954	39,517
						n/a				
Robeson	inspector IV	1	40,490	50,208	48,588	n/a				
						inspector I	2	31,528	39,095	31,528
Rockingham	n/a					code enforcement officer IV	1	40,266	60,399	51,337
Rutherford	n/a					code enforcement officer III	2	36,809	55,214	40,855
						building inspector director	1	55,750	84,002	57,868
						building inspector IV	2	35,648	53,712	41,894
						inspector II	1	33,919	51,107	33,919
						inspector I	1	30,711	46,274	30,711
Sampson	n/a					building code inspector IV	2	35,340	53,004	44,934
						building code inspector III	1	32,244	48,348	39,432
						building code inspector I	1	29,400	44,100	31,644
						chief inspector	1	47,004	66,420	54,504
Scotland	n/a					code inspector III	1	35,892	50,712	45,936
						code inspector I	1	32,796	46,344	38,080
						n/a				
Stanly						chief code enforcement officer	1	38,515	62,715	50,890
Stokes	n/a					code enforcement officer II	1	34,240	55,755	45,500
						code enforcement officer I	1	30,439	49,566	31,362
						n/a				
Surry	n/a					code administrator	1	36,732	61,668	55,044
						assistant codes admin.	1	35,184	58,932	46,860
						building code inspector III	5	32,292	53,760	39,768
						inspector II/code enforcement	1	31,008	51,348	35,916
						inspector I	3	25,750	37,946	27,511
Transylvania	n/a					code enforcement officer I	5	34,361	51,521	45,394
Tyrrell	n/a					n/a				
Union	electrical inspector III	8	42,023	63,033	54,076	B. P. M.. inspector III	6	42,023	63,033	52,275

TABLE XX. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR

January 2009

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.
Vance	n/a					lead code enforcement officer	1	40,368	64,596	58,008
						code enforcement officer III	1	36,972	59,148	36,972
						code enforcement officer II	1	32,400	51,840	41,028
						code enforcement officer I	1	29,664	47,472	37,020
Wake	n/a					inspections supervisor	3	47,250	78,750	70,149
						lead inspector	3	42,750	71,250	59,061
						general inspector	24	36,550	60,950	51,818
Warren	chief enforcement officer	2	30,474	48,902	32,430	n/a				
Washington	building inspector	1	36,924	53,472	43,908	n/a				
Watauga	n/a					code enforcement officer IV	1	42,251	65,489	42,779
						code enforcement officer II	2	38,691	59,970	41,278
						code enforcement officer I	1	37,024	57,387	37,487
Wayne	n/a					building code inspector III	3	39,954	62,377	43,045
Wilkes	advanced code inspector	5	32,945	51,065	49,322	n/a				
	building code inspector	3	28,054	47,122	30,644					
Wilson	n/a					n/a				
Yadkin	n/a					inspector supervisor	1	37,285	53,987	53,987
						inspector I	1	29,483	42,703	36,821
Yancey										
1. Also planning director										

TABLE XXI. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)											
January 2009											
County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	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											
Ashe	n/a			n/a			n/a				
Avery	n/a			n/a			n/a				
Beaufort	n/a			43277	64916	56754	water treatment plant superintendent	1	30430	45647	32136
							distribution system supervisor	1	27867	41801	34451
							water treatment plant operator—C	5	\$24,420	\$36,630	\$26,026
							distribution mechanic	6	\$22,362	\$33,543	\$22,548
Bertie	n/a			\$48,662	\$71,832	\$51,758	water field technician	3	\$24,809	\$36,624	\$24,809
Bladen	37020	51828	47615	\$26,507	\$37,110	\$31,567	water treatment plant operator—A	2	\$21,834	\$30,568	\$26,001
							water treatment plant operator—B	2	21,834	30,568	23,992
							water treatment plant operator—C	4	21,834	30,568	24,442
Brunswick	\$86,124	\$137,800	\$122,701	\$59,858	\$94,797	\$82,345	distribution system supervisor	1	50,290	80,465	68,511
							collection/distribution system supvr.	1	50,290	80,465	64,592
							wastewater treatment plant super.	2	50,290	80,465	64,374
							water treatment plant superintendent	2	50,290	80,465	63,652
							distribution system technician	1	35,956	57,529	50,332
							laboratory technician	2	35,956	57,529	43,596
							water treatment plant operator—A	6	32,372	51,796	38,402
							utility maintenance worker	14	32,372	51,796	36,339
							wastewater treatment plant operator—III	2	32,372	51,796	35,550
							water treatment plant operator—B	1	30,580	48,929	41,259
							plant maintenance mechanic	4	30,580	48,929	36,790
							wastewater treatment plant operator—II	3	30580	48929	34935
							wastewater treatment plant operator—I	1	28,789	46,062	30,202
water treatment plant operator—C	7	26997	46062	33299							
Buncombe	n/a			n/a			n/a				
Burke	64,683	100,259	82,400	n/a			utility maintenance worker	3	23,214	35,984	23,608
Cabarrus	n/a			n/a			n/a				
Caldwell											
Camden	37,746	56,616	52,767	public utilities director			collection/distribution system supvr.		31,653	47,477	42,331
							water treatment plant superintendent		31,653	47,477	31,653
							wastewater treatment plant super.		31653	47477	29500
							distribution system technician		24306	36457	31028
							water treatment plant operator—C		24,306	36,457	26,127
Carteret	40,059	64,095	51,800	31,689	50,702	45,150	water treatment plant operator—B	1	30,237	48,379	32,288
							laboratory technician	1	24,781	39,649	30,155
Caswell											
Catawba	n/a			n/a			n/a				
Chatham											
Cherokee	n/a			n/a			n/a				

TABLE XXI. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)											
January 2009											
County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Graham											
Granville	n/a			n/a			n/a				
Greene	41042	57294	53073	26620	37106	34386	utility maintenance worker	5	23,045	32,099	26,376
Guilford	n/a			n/a			n/a				
Halifax	51,182	83,085	72,473	34,393	55,832	37,518	collection/distribution system supvr.	1	28,194	45,768	32,726
Harnett	93,191	144,446	113,761	58,628	90,873	80,103	utility maintenance worker	8	23,112	37,518	26,496
							wastewater treatment plant super.	1	49,541	76,789	80,103
							water treatment plant superintendent	1	45,539	70,585	57,680
							collection/distribution system supvr.	1	41,863	64,888	54,675
							water treatment plant operator—A	3	41,739	45,714	46,022
							wastewater treatment plant operator—IV	1	41,739	45,714	42,230
							water treatment plant operator—B	1	39,751	43,726	40,223
							wastewater treatment plant operator—II	3	37,412	41,739	38,675
							laboratory analyst	2	35,374	54,830	43,849
							wastewater treatment plant operator—I	1	32,736	37,412	32,956
							plant maintenance technician	2	32,518	50,403	38,505
							utility system technician	14	28,659	44,421	31,328
							utility maintenance worker	1	24,216	37,535	29,257
Haywood	n/a			n/a			n/a				
Henderson	n/a			n/a			n/a				
Hertford	44,151	68,434	46,386	n/a			n/a				
Hoke	63,683	89,982	79,532	55,612	77,236	60,723	distribution system supervisor	1	39,096	55,241	45,340
							water treatment plant operator—C	1	27,785	39,259	28,478
							distribution system technician	3	26,908	31,978	28,988
							water treatment plant operator—B	1	25,201	35,609	26,476
							water treatment plant operator—A	2	32,181	47,506	40,356
Hyde	47,010	69,395	58,013	n/a			distribution system supervisor	1	30,854	45,547	38,785
							wastewater treatment plant superintend.	1	28,363	41,869	35,072
							water treatment plant operator—C	1	27,193	40,142	32,238
							distribution system technician	2	24,996	36,899	30,348
							n/a			n/a	
Iredell	n/a			n/a			n/a				
Jackson											
Johnston	79026	134139	121060	40834	69316	40018	wastewater treatment plant superintend.	1	53,176	90,266	66,852
							water treatment plant superintendent	1	42,673	72,933	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	6	28,715	42,384	28,672
							wastewater treatment plant operator—II	2	27,475	40,559	26,821
							utility maintenance worker	6	27,475	40,559	26,662
							distribution system technician	2	27,475	40,559	26,488

TABLE XXI. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)											
January 2009											
County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Jones	n/a			38499	48602	38499	water treatment plant operator—C	1	30,538	38,499	30,538
							utility maintenance worker	1	30,538	38,499	30,538
Lee	n/a			n/a			n/a				
Lenoir	n/a			n/a			n/a				
Lincoln	66447	101108	91598	n/a			water treatment plant superintendent	1	44,760	68,108	47,026
							wastewater treatment plant super.	1	44,760	68,108	47,026
							water treatment plant operator—C	1	36,737	55,900	43,669
							wastewater treatment plant operator—II	2	33282	50642	35404
							water treatment plant operator—A	5	27,316	41,564	35,926
							wastewater treatment plant operator—I	1	27,316	41,564	31,678
							utility maintenance worker	7	23,554	35,841	25,438
McDowell	n/a			n/a			n/a				
Macon	n/a			n/a			n/a				
Madison							n/a				
Martin	n/a			n/a			collection/distribution system supvr.	1	39,310	62,843	50,322
							distribution system technician	2	21226	35444	23369
Mecklenburg	n/a			n/a			n/a				
Mitchell	n/a			n/a			n/a				
Montgomery	59472	95196	66624	29748	47676	32352	water treatment plant superintendent	1	27,468	44,088	38,268
							distribution system supervisor	1	27,468	44,088	31,344
							water treatment plant operator—C	5	24,480	39,264	27,832
							distribution system technician	4	23,520	37,228	29,355
							utility maintenance worker	2	22,620	36,300	27,150
Moore	63542	99761	96954	45158	70899	60554	wastewater treatment plant superintendent	1	40959	64306	51012
							collection/distribution system supvr.	2	39,009	61,244	45,561
							distribution system supervisor	2	35,383	55,551	44,213
							laboratory supervisor	1	32,093	50,386	35,334
							wastewater treat. plant operator—IV	3	30,565	47,987	37,370
							plant maintenance mechanic	2	27,723	43,526	36,340
							distribution system technician	3	27,723	43,526	29,900
							laboratory technician	1	26,403	41,453	28,210
							utility maintenance worker	17	26,403	41,453	28,182
							wastewater treatment plant operator—I	7	23,948	37,958	26,796
Nash	n/a			n/a			n/a				
New Hanover	n/a			n/a			plant maintenance mechanic	8	34,714	52,537	38,031
Northampton	n/a			n/a			distribution system technician	3	26,623	46,981	27,573
							utility maintenance worker	3	24,148	42,612	24,791
Onslow	n/a			n/a			n/a				
Orange	n/a			n/a			n/a				
Pamlico	n/a			n/a			water treatment plant superintendent	1	36,385	64,614	42,400
							water treatment plant operator—B	2	23,284	41,347	29,276
							distribution system technician	4	22,826	40,145	23,540
Pasquotank	n/a			48952	68533	70039	wastewater treatment plant super.	1	35,025	50,536	50,536

TABLE XXI. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)											
January 2009											
County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
							water treatment plant operator—A	1	28,695	41,703	41,703
							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	22365	31311	30495
Pender	62648	100236	88000	40,383	64,613	46,043	utility maintenance technician II	2	30,135	48,215	36,371
							utility maintenance technician I	1	27,333	43,733	32,960
Perquimans	n/a			32573	49330	41573	water treatment plant superintendent	1	32,573	49,330	39,593
							distribution system technician	1	28,544	43,228	32,257
							water treatment plant operator—B	1	27,315	41,366	37,520
							utility maintenance worker	3	21,618	32,740	24,110
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	52340	76165	70983	n/a			water treatment plant superintendent	1	39,517	57,506	45,474
							distribution system supervisor	1	39517	57506	42382
							water treatment plant operator—A	1	34315	49954	37696
							plant maintenance mechanic	1	27156	39517	33328
							water treatment plant operator—B	2	25903	37696	29129
							water treatment plant operator—C	2	21,457	31,257	24,170
							utility maintenance worker	5	20,497	35,978	26,347
Robeson	64390	79844	79844	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			collection/distribution system supervisor	1	32,326	48,489	36,573
							utility maintenance worker	1	21,703	32,555	22,354
Rowan	n/a			n/a			n/a				
Rutherford	n/a			n/a			n/a				
Sampson	51024	76536	69636	n/a			utility maintenance worker	4	24468	36696	29343
Scotland	n/a			n/a			n/a				
Stanly											
Stokes	43,325	70,549	47,384	n/a			utility maintenance worker	1	26,020	42,369	26,020
Surry	n/a			n/a			n/a				
Swain	n/a			n/a			n/a				
Transylvania	n/a			n/a			n/a				
Tyrrell	county manager		15180			41,988	water treatment plant operator—B	3			29,420
							water treatment plant operator—C	1			25,500

TABLE XXI. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)											
January 2009											
County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Union	97,433	146,149	vacant	71518	107277	89292	wastewater treatment plant super.	1	57334	86000	72373
							water treatment plant superintendent	1	57334	86000	69185
							wastewater treat. plant operator—IV	5	38413	57620	44279
							wastewater treat. plant operator—III	1	35165	52747	39463
							wastewater treat. plant operator—II	1	32,162	48,244	39,386
							distribution system technician	5	32,162	48,244	35,715
							wastewater treat. plant operator—I	2	29,409	44,114	31,724
							plant maintenance mechanic	9	29,409	44,114	31,019
							laboratory technician	2	29,409	44,114	30,905
							utility maintenance worker	8	29,409	44,114	30,384
Vance	n/a			n/a			n/a				
Wake	n/a			n/a			laboratory supervisor	1	41,050	68,450	59,461
Warren	49636	79652	59836	n/a			utility maintenance worker	2	23,876	38,314	23,876
Washington	52680	76332	72276	n/a			water treatment plant operator—C	1	36,924	53,472	37,836
							utility maintenance worker	4	22,464	32,520	27,360
Watauga	n/a			n/a			n/a				
Wayne	n/a			n/a			laboratory supervisor	1	44094	68771	47484
							laboratory technician	6	28,423	44,330	30,605
Wilkes	n/a			n/a			n/a				
Wilson	n/a			n/a			distribution system supervisor	1	\$43,416	\$73,392	\$56,240
							plant maintenance mechanic	2	24,768	41,856	29,403
Yadkin	n/a			n/a			n/a				
Yancey											
1. Assistant public utilities director											
2. Also county engineer											

TABLE XXII. SOLID WASTE MANAGEMENT

January 2009

County	Solid Waste Manager			Landfill Supervisor			Solid Waste Truck Driver			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	\$45,560	\$72,899	\$57,000	\$43,599	\$69,758	\$61,398		n/a		
Alexander	38,420	52,962	50,410	n/a				n/a		
Alleghany	n/a			n/a				n/a		
Anson										
Ashe	52,659	74,406	58,125	37,278	52,674	39,165	4	28,815	52,674	36,338
Avery	36,197	50,477	39,549	22,221	30,987	25,492	6	22,221	30,987	22,826
Beaufort	n/a			n/a				n/a		
Bertie	n/a			n/a				n/a		
Bladen	51,038	71,453	77,510	27,675	38,745	32,958	8			25,203
Brunswick	53,873	86,198	65,840	41,331	66,129	54,541		contracted		
Buncombe	63,997	91,024	81,198	n/a			3	26,536	37,725	28,425
Burke	34,301	53,165	34,301	34,301	53,165	36,050	3	23,214	35,984	23,372
Cabarrus	43,753	67,545	66,889	n/a				n/a		
Caldwell										
Camden	n/a			n/a				n/a		
Carteret	n/a			n/a				n/a		
Caswell										
Catawba	41,804	64,865	60,794	37,915	58,834	57,358		n/a		
Chatham										
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					30,957		n/a		
Cleveland	35,484	55,380	49,260	32,310	50,442	37,194	18	24,414	38,088	26,808
Columbus	37,060	75,840	69,567	n/a			2	20,490	41,930	22,963
Craven	47,491	95,944	55,978	n/a				n/a		
Cumberland	55,639	91,804	86,528	38,734	63,911	39,011	7	29,423	48,548	33,798
Currituck	n/a			n/a				n/a		
Dare	35,583	56,932	no data	32,336	51,739	38,287	24	26,706	42,728	33,107
Davidson	49,521	74,282	73,530	42,784	64,177	44,923	4	27,656	41,484	29,215
Davie	n/a			n/a				n/a		
Duplin	36,064	56,868	58,005	solid waste manager			9	25,250	39,807	32,341
Durham	n/a			n/a				n/a		
Edgecombe	37,293	55,361	47,509	n/a			3	22,895	33,988	26,910
Forsyth	n/a			n/a				n/a		
Franklin	47,738	68,197	54,019	n/a				n/a		
Gaston	40,034	62,066	52,046	n/a			1	26,527	41,126	29,846
Gates										
Graham										
Granville	36,430	58,289	48,547	n/a				n/a		
Greene	30,727	42,849	35,167	41,042	57,294	53,073		n/a		
Guilford	n/a			n/a				n/a		
Halifax	37,987	61,665	46,919	n/a			2	21,991	35,699	27,000
Harnett	36,896	57,189	44,279	32,518	50,403	39,211		n/a		
Haywood	42,799	64,200	67,000	28,539	42,808	30,583	4	26,133	39,198	29,557
Henderson	41,621	64,501	58,478	38,480	59,634	57,491		n/a		

TABLE XXII. SOLID WASTE MANAGEMENT**January 2009**

County	Solid Waste Manager			Landfill Supervisor			Solid Waste Truck Driver			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Hertford	n/a			23,414	36,292	29,854	2	21,237	32,918	23,380
Hoke	55,012	77,730	60,720	n/a			2	27,785	39,259	29,920
Hyde	31,967	49,549	31,967	n/a				n/a		
Iredell	55,872	86,657	71,339	38,989	60,472	53,918	8	28,459	44,140	34,298
Jackson										
Johnston	48,696	63,547	64,757	39,078	57,678	52,519	3	26,294	38,812	26,000
Jones	n/a			26,570	33,499	26,570	2	22,405	27,791	22,906
Lee	44,731	62,624	50,911	34,153	47,815	37,765	2	31,215	43,702	33,071
Lenoir	36,892	65,100	50,856	n/a			1	21,259	37,514	27,213
Lincoln	n/a			44,760	68,108	48,202	3	27,316	41,564	28,704
McDowell	42,114	61,902	48,888	31,254	45,942	34,950	2	21,000	30,870	23,778
Macon	61,677	92,516	78,000	26,910	40,366	37,014		n/a		
Madison										
Martin	n/a			30,192	48,264	34,159		n/a		
Mecklenburg	n/a			n/a				n/a		
Mitchell	37,860	54,086	32,055	n/a			2	22,739	32,484	22,739
Montgomery	n/a			n/a				n/a		
Moore	32,093	50,386	39,702	32,093	50,386	38,652	2	22,808	35,809	28,801
Nash	n/a			n/a				n/a		
New Hanover	47,990	73,635	61,058	50,732	77,812	53,560	3	28,642	43,992	30,413
Northampton	n/a			32,361	57,105	40,416		n/a		
Onslow	61,181	97,889	79,185	35,330	56,528	46,477		n/a		
Orange	80,994	129,481	106,649	63,272	101,150	78,731	13	30,165	48,225	36,594
Pamlico	24,710	43,879	33,141	n/a				n/a		
Pasquotank	42,622	59,671	57,198	n/a			5	24,897	38,401	32,526
Pender	n/a			n/a				n/a		
Perquimans	n/a			n/a				n/a		
Person	n/a			n/a				n/a		
Pitt	59,615	94,218	61,055	37,302	58,957	48,295	4	28,156	44,499	32,079
Polk	n/a			n/a				n/a		
Randolph	n/a			n/a				n/a		
Richmond	41,421	60,234	44,409	n/a			6	22,523	39,517	24,523
Robeson	64,390	79,844	66,965	43,478	53,912	53,912	5	27,046	37,242	31,032
Rockingham	42,092	63,138	45,407	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	76,055	51,745	33,919	51,107	37,932	3	26,457	39,865	26,457
Sampson	n/a			n/a				n/a		
Scotland	39,264	55,476	44,424	28,656	40,500	36,684		n/a		
Stanly										
Stokes	n/a			30,439	49,566	34,585	4	20,564	33,484	23,025
Surry	47,964	81,708	70,956	n/a				n/a		
Swain	32,088	47,288	42,783	25,750	37,946	29,221	3	23,580	34,749	29,137
Transylvania	55,952	83,928	66,950	31,158	46,737	38,813	3	25,626	40,373	29,952
Tyrrell	n/a			n/a				n/a		
Union	n/a			n/a			6	29,409	44,144	34,659

TABLE XXII. SOLID WASTE MANAGEMENT

January 2009

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	5	\$25,710	\$41,133	\$32,151		n/a		
Alexander	2	24,634	33,958	30,849	17	15,409	21,242	17,553	2	25,882	35,678	27,548
Alleghany		n/a			2	19,682	29,523	18,406		n/a		
Anson												
Ashe	5	28,815	44,346	31,782		n/a			1	34,206	48,333	46,002
Avery	1	25,723	35,871	25,723	17	13,254	18,482	14,420	1	25,724	35,871	29,511
Beaufort		n/a				n/a				n/a		
Bertie		n/a				n/a				n/a		
Bladen		n/a				n/a				n/a		
Brunswick	4	26,997	43,195	32,528	1	32,372	51,796	34,674	7	30,580	48,929	36,105
Buncombe	7	26,536	37,725	29,573	2	22,265	31,639	25,011	4	26,536	37,725	32,953
Burke	4	26,874	41,656	28,274		n/a			2	26,874	41,656	30,347
Cabarrus	2	28,198	43,543	35,950	1	25,575	39,477	36,697	3	32,631	50,390	44,558
Caldwell												
Camden		n/a				n/a				n/a		
Carteret		n/a				n/a			4	22,525	36,041	27,083
Caswell												
Catawba	10	28,285	43,894	33,878	2	23,266	36,116	25,614	4	28,285	43,894	41,350
Chatham												
Cherokee	2	25,518	39,369	32,444	11	19,066	28,030	21,769	1	25,518	39,369	32,444
Chowan		n/a				n/a				n/a		
Clay				26,397	2			22,345		n/a		
Cleveland		n/a			35	part-time		\$8.87/hr	2	30,858	48,132	34,680
Columbus		n/a				n/a				n/a		
Craven		n/a			8	22,425	45,313	25,042		n/a		
Cumberland	14	25,623	50,828	29,116	20	21,433	35,364	23,408	8	30,805	50,828	33,964
Currituck		n/a				n/a				n/a		
Dare	18	26,706	42,728	30,672	3	22,054	35,287	25,699	16	30,827	56,932	33,867
Davidson	6	30,493	45,739	32,864	18	20,565	30,847	22,135	1	29,075	43,613	29,075
Davie		n/a				n/a				n/a		
Duplin	2	25,250	39,817	32,341	19	18,394	29,004	17,479	3	28,436	44,840	31,214
Durham		n/a			8	22,257	38,319	25,676	1	33,043	56,885	43,546
Edgecombe	3	22,895	33,988	24,285	50	part-time		\$7.14/hr		n/a		
Forsyth		n/a				n/a			11			30,532
Franklin	3	26,277	41,155	32,278	40	part-time		8,583		n/a		
Gaston		n/a				n/a				n/a		
Gates												
Graham												
Granville	1	21,289	27,677	23,065	1	21,289	34,064	29,047		n/a		
Greene		n/a				n/a				n/a		
Guilford		n/a				n/a				n/a		
Halifax	1	21,991	35,699	25,527		n/a				n/a		
Harnett	7	29,892	46,333	34,589	2	28,659	44,421	33,208		n/a		
Haywood	13	25,008	37,512	26,718	18	17,585	26,378	17,830		n/a		
Henderson	3	25,979	40,310	27,879	1	22,214	34,434	24,669		n/a		

TABLE XXII. SOLID WASTE MANAGEMENT

January 2009

County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Hertford	1	21,237	32,918	22,203		n/a				n/a		
Hoke	1	27,785	39,259	30,668	15	part-time		\$8.00/hr.	1	30,633	43,283	32,987
Hyde		n/a			4	22,031	32,522	22,968		n/a		
Iredell	7	26,011	40,343	35,007	11	22,728	32,251	26,509		n/a		
Jackson												
Johnston	5	28,715	42,384	32,006	20	20,190	29,803	20,943		n/a		
Jones		n/a				n/a				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	2	30,152	45,879	32,876		n/a			3	28,699	43,669	33,024
McDowell	4	22,068	32,442	24,378	25	part-time		\$8.28/hr.	2	25,620	37,668	25,620
Macon	4	24,409	36,612	28,628	47	part-time		\$6.80-\$8.90	1	26,910	40,366	31,231
Madison												
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	32,466	24	15,438	24,237	17,160		n/a		
Nash	3	27,412	43,859	34,847	38	part-time		\$9.14/hr.		n/a		
New Hanover	7	28,642	43,992	35,304		n/a			6	34,174	52,437	37,264
Northampton	2	24,148	42,612	29,791		n/a				n/a		
Onslow	6	27,922	44,675	34,689	8	18,863	30,181	25,199	6	30,200	48,321	37,311
Orange	6	31,693	50,665	37,191	7	26,011	41,584	28,803	3	34,984	55,925	42,485
Pamlico		n/a			3	22,826	40,145	22,826		n/a		
Pasquotank		n/a			2	16,034	22,448	19,848		n/a		
Pender		n/a				n/a			1	33,223	53,157	33,223
Perquimans		n/a				n/a				n/a		
Person		n/a				n/a				n/a		
Pitt	4	26,865	42,460	29,170		n/a			2	33,965	58,957	43,985
Polk	1	23,640	38,737	23,640	2	part-time		\$6.55/hr.		n/a		
Randolph		n/a			2	22,818	37,690	27,061		n/a		
Richmond	1	22,523	32,752	22,523		n/a			5	20,497	47,652	32,505
Robeson	7	28,540	39,095	32,767		n/a			3	30,035	40,947	36,075
Rockingham	4	27,101	40,652	29,860		n/a			1	32,326	48,489	35,877
Rowan	7	26,818	46,967	30,857	11	22,039	34,969	22,797	2	29,590	51,821	40,276
Rutherford	5	26,457	39,865	27,004	1	20,637	31,095	26,457	1	30,711	46,274	30,711
Sampson		n/a				n/a				n/a		
Scotland	4	23,940	33,828	25,911		n/a			1	32,796	46,344	37,116
Stanly												
Stokes	1	21,386	34,824	24,098		part-time		\$6.55/hr.	1	21,386	34,824	vacant
Surry	5	27,324	44,772	31,270	44	part-time		\$7.66/hr.	1	28,440	46,860	37,500
	1	26,244	42,756	29,712								
Swain		n/a			3	18,107	26,685	20,221		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		

**TABLE XXIII. ENVIRONMENTAL HEALTH SUPERVISOR AND SPECIALIST,
January 2009**

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	10	\$36,561	\$58,498	\$46,352	5	\$25,710	\$41,133	\$26,916	17	\$33,480	\$53,586	\$37,681		
Alexander	1	3,842	52,962	52,962	2	33,130	45,670	45,670	1	27,192	37,484	27,192	7	31,533	43,469	31,533		
Alleghany		n/a				n/a				n/a				n/a				
Anson																		
Ashe		n/a				n/a				n/a			3	40,611	57,381	42,885		
Avery		n/a				n/a				n/a			1	32,831	45,784	34,493		
Beaufort	1	42,277	64,916	54,417	3	36,291	54,436	41,040		n/a			11	31,800	47,701	33,928		
Bertie		n/a				n/a			2	25,876	38,199	25,260	6	33,312	49,175	34,654		
Bladen	1	35,923	45,503	39,915	2	33,418	42,330	36,389		n/a			7	33,418	42,330	37,874		
Brunswick	1	62,831	100,531	85,342	6	43,122	68,996	54,800	42	32,372	51,796	34,384	12	39,539	63,263	45,455		
Buncombe	2	47024	66907	60655	18	36,137	51,371	44,857	11	27,746	39,463	34,628	37	36,137	51,371	45,191		
Burke	1	50,679	78,552	53,263	4	34,304	53,165	38,101	5	24,376	37,784	24,376	14	32,666	50,633	34,044		
Cabarrus		n/a				n/a				n/a			31	35,989	55,557	42,769		
Caldwell																		
Camden		n/a				n/a				n/a				n/a				
Carteret	1	51,890	83,023	56,305	6	33,210	53,136	36,793	30	27,397	43,835	29,038	4	14	33,210	53,136	35,803	
Caswell																		
Catawba	2	43,894	68,103	54,930	9	36,115	56,024	45,235	51	28,285	43,894	31,223	17	34,402	53,352	38,692		
Chatham																		
Cherokee	2	28,669	63,271	47,796	5	35,776	57,883	41,784	4	25,518	39,369	26,099	5	31,811	50,541	41,177		
Chowan		n/a				n/a				n/a				n/a				
Clay				41,047				43,433		n/a						34,112		
Cleveland		n/a			8	35,484	55,380	38,994	7	25,590	39,906	25,590	13	35,484	55,380	39,906		
Columbus	1	30,418	62,245	52,946	4	26,229	53,675	35,620		n/a			2	26,229	53,675	33,621		
Craven	1	43,237	87,359	49,769	10	37,568	75,895	40,886	3	28,353	57,289	29,716	27	35,849	72,419	39,232		
Cumberland	2	42,399	69,958	64,564	14	37,025	61,091	43,967	61	28,087	46,344	28,714	66	30,805	50,828	39,595		
Currituck		n/a				n/a				n/a			3	39,076	54,078	43,047		
Dare	1	49,735	79,576	61,584	7	37,326	59,723	42,060	4	26,706	42,728	30,286	6	35,583	56,932	39,137		
Davidson	2	49,521	74,282	64,493	1	7	36,994	55,490	43,486	4	26,357	39,535	26,357	14	35,221	52,831	44,026	
Davie	1	40,353	62,579	62,458	4	34,858	54,058	40,443	4	26,010	40,338	27,214	4	34,858	54,058	39,652		
Duplin	1	36,064	56,568	52,537	5	32,023	54,660	39,244	39	24,268	44,840	33,773	24	26,270	54,660	34,825		
Durham	2	44,439	76,502	65,271	11	34,714	59,763	44,642		n/a			80	34,714	59,763	44,885		
Edgecombe		n/a			3	30,680	45,546	36,742		n/a			19	30,680	45,546	31,186		
Forsyth	4			56,061	18			45,263	107			29,791	42			38,859		
Franklin		n/a			4	36,242	51,773	42,589	8	27,512	39,304	27,949	9	36,242	51,773	37,989		
Gaston	2	42,076	66,466	60,016	11	37,379	51,952	51,478	5	65	30,427	47,168	36,080	4	35	34,901	54,111	42,306
Gates																		
Graham																		
Granville		n/a				n/a			1	22,356	35,770	22,357	6	29,963	47,940	35,944		
Greene		n/a				n/a			3	23,045	32,099	26,768	4	30,727	42,849	35,180		
Guilford	11	39,316	66,837	59,263	21	37,444	63,655	46,793	155	29,338	49,875	35,381	58	35,661	60,623	46,124		
Halifax		n/a			6	31,140	50,550	42,000	3	23,112	37,518	24,700	20	31,140	50,550	35,299		

**TABLE XXIII. ENVIRONMENTAL HEALTH SUPERVISOR AND SPECIALIST,
January 2009**

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.
Stokes	1	38,515	62,716	47,466	3	34,240	55,755	37,366		n/a			6	27,060	44,063	28,405
Surry	1	38,412	64,560	64,560	2	33,684	56,328	44,136	38	27,324	44,772	30,208	16	32,292	53,760	36,999
Swain		n/a			3	29,384	43,302	37,132	3	24,641	36,313	25,938	4	29,384	43,302	30,931
Transylvania	1	46,030	69,056	58,863	3	37,877	56,805	46,384	1	28267.2	42390.4	28267.2	2	37,877	56,805	44,845
Tyrrell		n/a				n/a			1			23,436	2			31,368
Union	4	45,905	68,857	58,840	14	40,176	60,264	44,470	1	29,409	44,144	29,409	14	36,762	55,142	41,814
Vance		n/a				n/a			29	27,168	45,420	30,206	8	32,400	51,840	36,215
Wake	7	47,250	78,750	63,532	30	36,550	60,950	42,171	194	28,700	47,800	35,067	67	32,600	54,400	40,670
Warren	1	42,878	68,808	49,579	2	37,041	59,442	37,498		n/a			8	35,277	56,610	38,662
Washington		n/a				n/a			11	25,344	34,836	25,956	9	30,852	42,324	31,596
Watauga		n/a				n/a				n/a			3	37,024	57,387	40,932
Wayne	1	38,090	59,407	48,757	5	32,903	51,318	39,112	12	24,553	38,294	27,070	21	32,903	51,318	35,433
Wilkes	1	38,690	59,970	61,556	8	34,296	57,607	43,360	2	24,868	38,545	25,241	12	31,647	49,053	34,167
Wilson	1	45,456	76,908	no data		n/a				n/a				n/a		
Yadkin		n/a			4	33,960	49,179	46,378		n/a			2	33,960	49,179	43,193
Yancey																

1. Reports Environmental Health Supervisor II
2. Reports various programs together (Day Care, Food Stamps, MAD)
3. Reports Social Worker III
4. Reports Income Maintenance Caseworker II
5. Reports Environmental Health Specialist III
6. Reports Environmental Health Director I

TABLE XXIV. OFFICE ASSISTANT/PROCESSING ASSISTANT, PUBLIC HEALTH NURSE, PHYSICIAN EXTENDER, NUTRITIONIST

January 2009																
County	Office Assistant/Processing Assistant				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.
Alamance	40	\$22,530	\$36,045	\$26,758	11	\$43,599	\$69,758	\$58,018	3	\$59,333	\$94,932	\$67,712	4	\$32,037	\$51,261	\$37,112 ²
Alexander	9	19,244	26,529	25,881	6	40,366	55,645	42,409		n/a				n/a		
Alleghany		n/a				n/a				n/a				n/a		
Anson																
Ashe	3	26,454	37,380	26,901		n/a				n/a				n/a		
Avery		n/a				n/a				n/a				n/a		
Beaufort	2	20,477	30,716	24,829	4	42,506	64,306	45,145		n/a			1	26,667	40,000	29,000
Bertie	5	21,866	32,279	23,039		n/a				n/a				n/a		
Bladen	9	22,151	28,057	23,135	9	39,678	50,260	43,207	1	52,198	66,117	57,997	1	29,662	37,572	30,981
Brunswick	15	21,622	34,545	23,262	2	48,498	77,598	52,800	1	64,623	103,397	90,618	2	32,372	51,796	36,307
Buncombe	67	23,247	33,113	27,414	46	45,021	63,997	54,818	7	66,907	95,107	79,113	3	30,278	43,055	34,916
Burke	15	22,108	34,270	24,254	8	37,815	58,616	41,402	1	55,875	86,606	55,875 ¹	2	31,110	48,223	36,351 ²
Cabarrus	5	24,368	37,615	30,989		n/a				n/a				n/a		
Caldwell																
Camden		n/a				n/a				n/a				n/a		
Carteret	6	19,219	30,750	24,050	5	41,983	67,172	47,435	2	67,145	107,432	67,145 ¹	1	31,689	50,702	42,000 ²
Caswell																
Catawba		n/a			26	41,804	64,864	43,910	1			73,891	3	32,757	50,816	41,391
Chatham																
Cherokee	8	22,187	33,659	27,245	4	52,335	87,270	69,802	1	52,335	87,270	69,802		27,408	42,577	vacant
Chowan		n/a				n/a				n/a				n/a		
Clay				23,985				52,000				65,077		n/a		
Cleveland	48	22,236	34,680	24,414	20	42,792	66,798	49,260		n/a			1	28,092	43,842	36,342
Columbus	12	16,006	32,756	22,945	4	33,575	68,707	49,290	2	47,440	97,082	56,926		n/a		
Craven	30	23,507	47,492	25,809	18	43,237	87,359	46,520	4	65,941	133,216	69,934 ¹	5	31,140	62,918	37,867 ²
Cumberland	50	23,443	38,681	24,535	27	46,394	76,550	42,232	1	63,757	105,199	80,045	3	30,805	50,828	31,318
Currituck	4	25,069	34,500	26,858		n/a				n/a				n/a		
Dare		n/a			19	41,074	65,718	45,574	2	63,175	101,080	73,196	1	32,336	51,739	42,967
Davidson	52	22,692	34,039	28,366	28	44,912	67,368	56,140	1	69,614	104,421	43,509 ³	6	33,566	50,349	35,530 ²
Davie	10	22,468	34,846	27,618	10	44,490	68,993	54,273	2	69,020	107,031	79,814	2	36,601	56,761	46,323
Duplin	9	20,714	35,355	24,681	11	34,662	61,555	50,114	3	53,589	84,502	66,664		n/a		
Durham	60	23,384	40,261	30,476	34	44,439	76,502	56,993	2	49,052	84,444	70,273		n/a		
Edgecombe	18	18,835	27,961	22,525	17	43,171	64,088	43,171		n/a				n/a		
Forsyth	114			23,887	14			56,474		n/a			12			41,977
Franklin	15	22,895	32,708	26,347	8	45,595	65,136	45,560		n/a			1	30,159	43,086	35,333
Gaston		n/a			16	40,034	62,066	50,792	1	52,672	81,623	59,257	5	30,427	47,168	36,968
Gates																
Graham																
Granville		n/a				n/a				n/a				n/a		
Greene		n/a			6	41,042	57,294	48,733		n/a			1	25,361	35,340	27,741
Guilford		n/a			42	45,513	77,372	57,803	12	70,606	120,030	78,742	4	35,661	60,623	39,461

TABLE XXIV. OFFICE ASSISTANT/PROCESSING ASSISTANT, PUBLIC HEALTH NURSE, PHYSICIAN EXTENDER, NUTRITIONIST

January 2009																	
County	Office Assistant/Processing Assistant				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.	
Halifax	14	18,975	30,755	24,775	14	37,987	61,665	43,500		n/a			1	24,289	39,429	31,500	
Harnett	15	23,218	35,988	26,430	15	43,662	67,676	50,699	2	63,779	98,857	75,423	1	2	33,916	52,570	40,699
Haywood	14	21,915	32,873	23,579	15	42,799	64,200	44,394		n/a				n/a			
Henderson	24	22,523	34,925	24,992	20	43,875	68,016	49,062	1	53,411	82,758	53,411		n/a			
Hertford		n/a				n/a				n/a				n/a			
Hoke	24	22,858	32,298	24,016	4	45,258	63,949	47,549		n/a				n/a			
Hyde		n/a			3	39,723	58,638	44,065		n/a			1	36,515	53,903	39,931	
Iredell		n/a			7	44,620	69,207	52,590		n/a			3	28,459	44,140	34,176	
Jackson																	
Johnston	13	24,077	35,541	26,464	8	42,673	72,433	45,994		n/a				n/a			
Jones		n/a			1	46,289	58,866	46,289		n/a				n/a			
Lee	10	24,930	34,902	25,652	7	48,943	68,520	48,738	1	67,050	93,871	85,000	2	32,651	45,713	32,651	
Lenoir	7	18,523	32,686	21,179	1	33,654	65,386	38,760		n/a				n/a			
Lincoln		n/a			16	38,597	58,730	43,099	1	80,960	123,170	123,190	2	34,967	53,206	36,289	
McDowell	2	25,620	37,668	26,922		n/a				n/a				n/a			
Macon	9	19,125	28,687	24,475	5	39,758	59,640	35,889		n/a				n/a			
Madison																	
Martin	5	19,454	31,099	20,054		n/a				n/a				n/a			
Mecklenburg	176	29,919	56,848	38,183	6	46,960	93,403	60,718	1	59,778	93,403	78,353	1	39,123	93,403	52,934	
Mitchell		n/a				n/a				n/a				n/a			
Montgomery	12	20,280	34,164	24,500	7	38,124	61,092	44,540		n/a			1	26,436	42,408	27,240	
Moore		n/a			4	45,158	70,899	48,562		n/a			1	27,723	43,526	32,380	
Nash	18	23,119	36,900	27,885	23	44,739	71,582	48,505	2	62,118	99,389	70,249	2	29,848	47,757	38,148	
New Hanover		n/a			46	47,990	73,635	49,545	2	56,945	87,346	79,391	4	36,962	56,638	35,055	
Northampton		n/a			14	41,301	72,881	44,449	1	64,072	113,063	88,324		n/a			
Onslow	36	22,067	35,308	25,006	12	41,331	66,130	46,927		n/a			4	30,200	48,321	30,728	
Orange		n/a			9	47,048	75,211	53,713	3	57,323	91,637	68,190		n/a			
Pamlico		n/a			2	36,385	64,614	no data		n/a				n/a			
Pasquotank		n/a				n/a				n/a				n/a			
Pender	9	22,487	35,979	23,323	7	42,402	67,844	42,767	1	62,648	100,236	65,780	1	34,885	55,815	43,862	
Perquimans		n/a				n/a				n/a				n/a			
Person	15	22,525	34,914	24,508	7	41,157	63,793	44,010		n/a				n/a			
Pitt	12	23,341	36,888	25,703	1	47,155	74,531	50,614		n/a				n/a			
Polk	3	20,421	33,462	22,769		n/a				n/a				n/a			
Randolph	29	22,818	34,341	25,370	13	47,736	73,819	53,123		n/a				n/a			
Richmond	14	21,457	31,257	22,178	9	41,421	60,234	49,718		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	16	23,731	35,597	27,530	12	42,092	63,138	46,586		n/a				n/a			
Rowan		n/a			8	46,058	73,114	50,920	2	71,697	113,817	79,536		n/a			
Rutherford		n/a				n/a				n/a				n/a			
Sampson	12	19,452	29,172	22,712	6	38,736	58,128	42,042	2	51,024	76,536	59,424	1	29,400	44,100	31,644	

TABLE XXIV. OFFICE ASSISTANT/PROCESSING ASSISTANT, PUBLIC HEALTH NURSE, PHYSICIAN EXTENDER, NUTRITIONIST

January 2009

County	Office Assistant/Processing Assistant				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.
Scotland	5	21,888	30,924	23,258	3	42,960	60,696	44,396	n/a				1	28,656	40,500	29,376
Stanly																
Stokes	7	18,281	29,768	20,958	11	32,923	53,610	42,942	2	57,013	92,836	73,846	¹ 2	28,143	45,826	30,657
Surry	29	21,396	34,428	24,351	18	41,808	70,956	46,960	1	50,220	85,596	58,932	1	31,008	51,348	33,684
Swain	3	20,663	30,451	21,910	4	36,619	53,963	38,546	n/a				1	28,119	41,438	31,078
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	31	23,543	35,314	27,413	8	47,999	71,998	54,396	2	71,518	107,277	74,131	3	32,162	48,244	34,150
Vance	2	20,868	33,384	23,928		n/a				n/a				n/a		
Wake		n/a			180	41,050	68,450	54,642	28	57,350	95,650	74,155	15	32,600	54,400	45,160
Warren	16	19,643	31,521	22,026	7	38,893	62,412	40,939	1	52,118	83,634	vacant	1	27,639	44,354	27,639
Washington	1	18,924	25,956	18,372		n/a				n/a				n/a		
Watauga	5	23,841	36,952	26,896		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	31,366
Wilkes	9	22,948	35,569	24,920	7	38,690	59,970	43,120		n/a				n/a		
Wilson		n/a				n/a				n/a				n/a		
Yadkin	1	21,258	30,769	25,894	2	42,915	62,159	47,974		n/a				n/a		
Yancey																
1. Reports Physician Extender II																
2. Reports Nutritionist II																
3. Position is part-time																

**TABLE XXV. PUBLIC HEALTH EDUCATOR, SPANISH INTERPRETER, BUSINESS OFFICER, MEDICAL RECORDS ASSISTANT, AND SUBSTANCE ABUSE COUNSELOR
January 2009**

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.
Alamance	1	\$29,338	\$46,941	\$29,340	1	\$24,601	\$39,363	\$28,368	1	43599	69758	66192		n/a				n/a		
Alexander	1	31,533	43,469	41,600	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																				
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	26,667	40,000	26,000		n/a				n/a				n/a		
Bertie		n/a				n/a				n/a				n/a				n/a		
Bladen	1	33,418	42,330	39,360	1	24,655	31,228	26,845		n/a				n/a				n/a		
Brunswick	1	32,372	51,796	38,931	1	26,997	43,195	30,412					3	26,997	43,195	28,391		n/a		
Buncombe	1	33,113	47,024	33,588	7	26,536	37,725	32,540	1	49,179	69,893	89,006		n/a				n/a		
Burke	1	32,666	50,633	35,644	2	26,874	41,656	28,102	1	37,815	58,616	39,020	1	n/a				n/a		
Cabarrus		n/a			3	25,575	39,477	31,713		n/a				n/a				n/a		
Caldwell																				
Camden		n/a				n/a				n/a				n/a				n/a		
Carteret	2	27,397	43,835	30,305	2	24,781	39,649	25,091		n/a				n/a				n/a		
Caswell																				
Catawba	3	34,402	53,352	45,221	3	26,932	41,804	30,866	4	48,399	75,093	51,160		n/a				n/a		
Chatham																				
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		n/a				n/a				n/a				n/a				n/a		
Cleveland	9	29,424	45,942	33,883		n/a				n/a				n/a				n/a		
Columbus		n/a			1	18,562	37,988	21,207		n/a				n/a				n/a		
Craven	1	37,568	75,895	39,371	3	31,140	62,918	33,028		n/a				n/a				n/a		
Cumberland	2	30,805	50,828	30,825	4	26,812	44,240	30,804		n/a			7	23,443	38,681	24,459		n/a		
Currituck		n/a				n/a				n/a				n/a				n/a		
Dare	1	29,385	47,017	29,385		n/a				n/a				n/a				n/a		
Davidson	1	29,075	43,613	35,298	1	30,493	45,739	32,663		n/a				n/a				n/a		
Davie	1	34,858	54,058	36,602	2	24,771	38,417	28,758	2	31,617	49,032	46,114		n/a				n/a		
Duplin	2	26,270	41,425	30,779	4	23,327	36,783	25,757		n/a			3		22,484			n/a		
Durham	7	33,043	56,885	39,186	6	27,119	46,687	30,820	1	56,885	97,930	77,058		n/a			3	29,933	51,534	39,518
Edgecombe		n/a			1	20,765	30,827	24,156		n/a				n/a				n/a		
Forsyth	14			33,889	7			29,509	4			52,598		n/a			1			35,838
Franklin		n/a				n/a				n/a				n/a				n/a		
Gaston	7	34,901	54,111	44,948	3	26,527	41,126	32,275	2	52,672	81,653	68,472		n/a				n/a		
Gates																				
Graham																				
Granville		n/a				n/a				n/a				n/a				n/a		
Greene		n/a			2	14,951	27,768	21,289		n/a				n/a				n/a		
Guilford	14	35,661	60,623	43,728	10	29,338	49,875	32,576	6	37,444	63,655	49,784	6	27,941	47,500	33,263	26	35,661	60,623	50,345
Halifax		n/a			1	24,289	39,429	24,289		n/a				n/a				n/a		
Harnett	1	35,374	54,830	42,449	3	29,892	46,333	32,881		n/a				n/a				n/a		
Haywood	4	31,450	47,177	35,353	2	25,008	37,512	26,226		n/a				n/a				n/a		
Henderson	1	28,490	44,187	28,490	9	23,420	36,309	28,674		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	22,314		n/a				n/a				n/a		
Hyde		n/a				n/a				n/a				n/a				n/a		
Iredell	1	28,459	44,140	28,459	1	24,867	38,569	29,753	2	44,620	69,207	61,883		n/a				n/a		
Jackson																				
Johnston		n/a			4	25,163	37,142	26,627	1	46,599	79,101	59,817		n/a				n/a		
Jones	2	35,054	44,142	35,054	1	26,570	33,499	26,570		n/a				n/a				n/a		
Lee	1	32,651	45,713	31,216	2	28,531	39,943	28,531		n/a				n/a				n/a		

TABLE XXV. PUBLIC HEALTH EDUCATOR, SPANISH INTERPRETER, BUSINESS OFFICER, MEDICAL RECORDS ASSISTANT, AND SUBSTANCE ABUSE COUNSELOR

January 2009

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.
Lenoir		n/a			2	21,259	37,514	23,014		n/a				n/a				n/a		
Lincoln	2	34,967	53,206	36,289		n/a				n/a			6	27,316	41,564	26,761		n/a		
McDowell		n/a				n/a				n/a				n/a				n/a		
Macon	1	26,910	40,366	33,528	1	22,140	33,208	23,246	1	26,910	40,366	38,680		n/a				n/a		
Madison																				
Martin		n/a			1	25,334	40,500	25,334		n/a				n/a				n/a		
Mecklenburg		n/a			8	26,280	56,848	27,919	8	52,789	93,403	73,756	7	26,280	56,848	34,411	22	34,725	93,403	44,074
Mitchell		n/a				n/a				n/a				n/a				n/a		
Montgomery	1	26,436	42,408	27,240	3	23,520	37,728	26,004		n/a				n/a				n/a		
Moore		n/a				n/a				n/a				n/a				n/a		
Nash	2	32,501	52,002	38,354	3	26,269	42,030	32,064	1	44,739	71,582	52,727		n/a				n/a		
New Hanover	3	36,962	56,638	37,268	4	50,732	77,812	58,392		n/a				n/a				n/a		
Northampton		n/a				n/a				n/a				n/a				n/a		
Onslow		n/a				n/a				n/a				n/a				n/a		
Orange		n/a				n/a			2	51,931	83,020	56,011	6	27,330	43,688	31,589		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	2	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	30,120		n/a				n/a				n/a		
Pitt		n/a			4	30,922	48,877	33,004	1	49,420	78,107	62,474		n/a				n/a		
Polk		n/a			1	23,640	38,737	26,094		n/a				n/a				n/a		
Randolph		n/a			5	26,104	39,437	28,862		n/a				n/a				n/a		
Richmond		n/a				n/a				n/a			1	21,457	31,257	21,457		n/a		
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			5	24,816	37,224	28,791		n/a			5	23,731	35,597	29,117	1	29,557	44,336	29,557
Rowan	4	34,293	54,437	41,412	3	25,531	40,528	27,994		n/a				n/a				n/a		
Rutherford		n/a				n/a				n/a				n/a				n/a		
Sampson	1	30,804	46,176	vacant	2	4	25,620	38,424	27,141		n/a		1	19,452	29,172	22,488		n/a		
Scotland		n/a				n/a				n/a				n/a				n/a		
Stanly																				
Stokes	1	27,060	44,063	26,020		n/a				n/a			2	19,773	32,197	21,733		n/a		
Surry	4	32,292	53,760	33,828	6	24,252	39,192	25,948		n/a			2	21,396	34,428	25,878		n/a		
Swain	1	29,384	43,302	32,483		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			9	28,113	42,171	30,270	1	45,905	68,857	51,997		n/a				n/a		
Vance		n/a			1	27,168	45,420	27,168	1	42,192	67,500	50,952		n/a				n/a		
Wake	27	32,600	54,400	40,957	13	25,500	42,500	31,382	3	52,100	86,900	77,667		n/a			14	32,600	54,400	41,666
Warren	2	27,639	44,354	27,639	1	22,739	36,487	vacant		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	31,366	4	23,384	36,471	24,500	1	44,094	68,771	45,223		n/a				n/a		
Wilkes	1	26,949	41,771	32,794	4	23,889	41,771	29,953		n/a				n/a				n/a		
Wilson		n/a				n/a				n/a				n/a				n/a		
Yadkin		n/a			1	28,159	40,769	28,159	1	33,960	49,179	45,669		n/a				n/a		
Yancey																				

1. Reports business officer II

2. Reports Public Health Educator II

TABLE XXVI. COUNTY ENGINEER, CIVIL ENGINEER, AND CUSTODIAN

January 2009

County	County Engineer				Custodian				Grounds Maintenance Worker			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance		n/a				n/a				n/a		
Alexander		n/a				n/a				n/a		
Alleghany		n/a			1	18,744	28,117	19,119		n/a		
Anson												
Ashe		n/a			1	28,815	40,713	36,882		n/a		
Avery		n/a				n/a				n/a		
Beaufort		n/a				n/a				n/a		
Bertie		n/a			3	19,272	28,449	21,903	3	22,806	33,666	22,444
Bladen		n/a				n/a				n/a		
Brunswick		53,873	86,198	68,259	17	19,830	31,728	23,754	2	19,830	31,728	23,409
Buncombe		n/a				n/a				n/a		
Burke		n/a				n/a			1	21,057	39,673	21,057
Cabarrus		n/a			17	22,086	34,100	23,955	6	23,214	35,805	28,426
Caldwell												
Camden		n/a				n/a		14,648		19,505	29,254	25,965
Carteret		55,637	89,019	88,145	6	19,219	30,750	21,281	1	27,397	43,835	27,397
Caswell												
Catawba		56,024	86,932	85,684		n/a				n/a		
Chatham												
Cherokee		n/a			3	17,971	26,083	22,535	4	17,971	26,083	21,190
Chowan		n/a			8	16,866	33,390	20,626	1	23,729	42,613	23,729
Clay		n/a			4			21,598	2			33,820
Cleveland		n/a			4	17,604	27,456	20,718		n/a		
Columbus		n/a			7	15,235	31,179	19,458		n/a		
Craven		n/a			3	19,482	39,371	25,401	1	24,635	49,769	27,055
Cumberland		63,757	105,199	109,453	31	17,206	29,675	22,445	6	26,812	48,548	27,883
Currituck				98,324	4	21,568	29,563	25,088	3	26,820	36,917	27,840
Dare		n/a			8	21,025	49,321	24,458	4	23,136	37,017	29,508
Davidson		n/a			3	17,728	26,593	17,729	6	27,656	41,484	33,542
Davie		n/a				n/a				n/a		
Duplin		n/a				n/a				n/a		
Durham		69,307	119,318	118,079		n/a			14	25,811	44,439	30,478
Edgecombe		n/a			3	15,496	23,003	17,190	3	17,085	25,363	19,097
Forsyth				113,110	42			20,816	29			21,580
Franklin		n/a			6	19,948	28,497	22,635		n/a		
Gaston	1	60,416	93,666	vacant		n/a			6	21,593	33,479	27,981
Gates												
Graham												
Granville		n/a			2	18,397	29,434	25,932	2	21,289	34,064	29,432
Greene		n/a			3	16,517	22,957	19,690	1	19,951	27,768	22,817
Guilford	1	55,322	94,047	90,178	12	22,987	39,078	27,895		n/a		
Halifax		n/a			3	16,934	26,496	23,000	2	18,071	29,264	21,500
Harnett		n/a			5	20,463	31,718	24,984	2	24,216	37,535	29,060
Haywood	1	55,739	83,607	70,485	10	20,066	30,101	19,585	7	18,376	27,565	24,098
Henderson	1	66,602	103,251	106,234	5	23,109	35,818	25,330		n/a		

TABLE XXVI. COUNTY ENGINEER, CIVIL ENGINEER, AND CUSTODIAN

January 2009

County	County Engineer				Custodian				Grounds Maintenance Worker			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Hertford		n/a			3	16,640	25,792	17,311	1	18,346	28,436	18,897
Hoke		n/a			3	19,746	27,901	20,746		n/a		
Hyde		n/a			1	19,418	28,664	20,043		n/a		
Iredell		n/a				n/a				n/a		
Jackson												
Johnston	1	79,026	134,139	121,060	18	20,190	29,803	16,865	2	22,051	38,812	26,267
Jones		n/a			4	19,629	24,500	20,082	1	23,408	29,154	25,400
Lee		n/a			9	22,785	31,899	24,578	5	27,276	38,187	28,273
Lenoir		n/a				n/a				n/a		
Lincoln	1	54,536	82,984	57,297	7	20,311	30,905	23,273	3	23,554	35,841	24,143
McDowell		n/a			4	17,214	25,302	22,344		n/a		
Macon		n/a			10	19,125	28,687	21,877	7	21,095	31,627	25,070
Madison												
Martin		n/a			5	17,043	38,742	22,836		n/a		
Mecklenburg	1	59,784	133,266	81,561	107	23,083	47,719	28,447	107	23,083	47,719	28,447
Mitchell		n/a			1	19,438	27,768	23,260		n/a		
Montgomery		n/a			5	19,632	31,512	23,138	1	22,620	36,300	28,008
Moore	1	57,634	90,485	70,070	12	18,765	29,460	23,830		n/a		
Nash	1	59,273	94,837	78,188	6	22,155	35,448	26,422	1	23,119	36,900	23,119
New Hanover	1	90,945	139,514	95,492	24	23,109	35,485	25,322	21	23,109	35,485	25,297
Northampton		n/a			5	17,162	30,283	20,920	2	18,920	33,388	18,920
Onslow		n/a			18	16,769	26,831	22,315	14	22,950	36,720	25,788
Orange	1	77,092	123,243	109,783	19	26,011	41,584	28,546	3	28,712	45,900	30,135
Pamlico		n/a			4	18,742	33,282	20,875		n/a		
Pasquotank		n/a			15	17,300	25,993	19,793	1	22,365	31,311	27,341
Pender		n/a			4	21,416	34,266	21,630	1	26,031	41,650	29,052
Perquimans		n/a			4	17,589	26,636	20,125	1	25,013	37,880	28,956
Person		n/a			4	20,786	32,218	22,548	3	21,638	33,539	23,512
Pitt	1	95,269	150,574	vacant		n/a			3	21,253	33,588	24,720
Polk		n/a			3	17,641	28,906	\$10.70/hr.	1	30,171	49,439	33,303
Randolph	1	63,794	99,008	83,450	1	18,158	27,290	22,318		n/a		
Richmond		n/a			1	20,497	29,833	23,586		n/a		
Robeson		n/a			13	18,084	26,129	19,264	4	21,072	29,834	30,391
Rockingham		n/a			4	18,219	27,329	20,031		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		n/a				n/a				n/a		
Scotland	1	67,356	95,172	86,220	3	19,116	27,012	19,596	4	22,884	32,340	25,266
Stanly												
Stokes		n/a			2	17,578	28,623	21,793		n/a		
Surry		n/a			4	19,788	31,632	21,102	7	22,296	35,916	24,187
Swain		n/a			4	15,184	22,377	18,000	6	18,107	26,685	19,823
Transylvania	1	55,952	83,928	66,950	6	20,093	30,118	22,589		n/a		
Tyrrell		n/a				n/a						20,988
Union		n/a				n/a				n/a		

TABLE XXVII. ZONING ENFORCEMENT OFFICER, ECONOMIC DEVELOPMENT DIRECTOR, TOURISM DIRECTOR, AND PUBLIC INFORMATION OFFICER														
January 2009														
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	1	\$33,957	\$46,811	\$40,364	57,036	78,624	76,707	n/a				n/a		
Alleghany		n/a			n/a			n/a				n/a		
Anson														
Ashe	1	31,386	44,346	31,386	54,966	77,667	54,966	n/a				n/a		
Avery	1	32,831	45,784	32,831	n/a			n/a				n/a		
Beaufort		n/a			76,694	115,850	115,850	n/a				n/a		
Bertie		n/a			50,754	74,922	50,754	n/a				n/a		
Bladen		n/a			48,701	68,181	68,389	n/a				n/a		
Brunswick	1	34,164	54,662	34,165			95,400	n/a				county attorney		
Buncombe		n/a			n/a			n/a				n/a		
Burke	2	31,110	48,223	32,697	n/a			n/a				n/a		
Cabarrus	4	39,687	61,249	55,748	n/a			n/a			1	45,930	70,902	56,370
Caldwell														
Camden	1	30,290	45,432	34,570	planning director			planning director				county manager		
Carteret	7	30,237	48,379	39,148	n/a			n/a				n/a		
Caswell														
Catawba	3	31,198	48,400	35,391	n/a			n/a			2	41,804	64,865	49,234
Chatham														
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			53,365	107,161	55,000	30,418	62,245	37,422		n/a		
Craven		n/a			83,355	168,503	136,415	69,105	139,610	113,086		n/a		
Cumberland	5	32,247	58,324	36,581	n/a			n/a			3	35,348	69,958	44,770
Currituck	1	33,823	46,723	37,233	61,835	85,944	64,269	49,582	68,789	61,301		n/a		
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	1			27,675	n/a			n/a				n/a		
Duplin		n/a			47,584	75,036	vacant	40,612	64,042	47,584		n/a		
Durham		n/a			n/a			n/a			1	76,502	131,706	91,621
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	73,224	n/a				n/a		
Gaston	3	30,427	47,168	39,297	79,491	123,328	113,270	49,180	76,239	vacant	1	52,673	81,653	71,105
Gates														
Graham														
Granville	1	23,479	37,567	23,479	n/a			n/a				n/a		
Greene		n/a			49,796	69,550	61,999	n/a				n/a		
Guilford	1	32,545	54,897	50,128	n/a			n/a			1	41,282	70,179	52,819

TABLE XXVII. ZONING ENFORCEMENT OFFICER, ECONOMIC DEVELOPMENT DIRECTOR, TOURISM DIRECTOR, AND PUBLIC INFORMATION OFFICER														
January 2009														
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.
Halifax		n/a			68,960	111,944	87,317	n/a				n/a		
Harnett	2	35,374	54,830	36,091	63,779	98,857	79,751	n/a				n/a		
Haywood		n/a			48,842	73,263	81,789	n/a			1	34,345	51,518	42,966
Henderson	2	32,078	49,686	38,210	n/a			47,444	73,574	80,342	1	39,020	60,470	50,473
Hertford	2	32,946	51,066	44,417	44,151	68,434	57,714	n/a				n/a		
Hoke	1	45,258	63,949	45,258	n/a			n/a				n/a		
Hyde		n/a			n/a			n/a				n/a		
Iredell		n/a			n/a			n/a				n/a		
Jackson														
Johnston	2	34,240	50,545	34,988	72,368	122,835	102,662	n/a				n/a		
Jones		county manager			n/a			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	31,678	48,202	47,026	n/a			n/a				n/a		
McDowell		n/a			county manager			31,254	45,942	34,950		n/a		
Macon		n/a			n/a			n/a				n/a		
Madison														
Martin		n/a			n/a					46,125		n/a		
Mecklenburg		n/a			n/a			n/a			20	43,232	93,403	55,854
Mitchell		n/a			n/a			n/a				n/a		
Montgomery		n/a			n/a			n/a				n/a		
Moore	2	33,697	52,905	35,958	n/a			n/a			1	39,009	61,244	58,240
Nash	4	35,390	56,624	46,197	n/a			42,690	68,304	49,169		n/a		
New Hanover	5	36,592	56,638	39,927	n/a			n/a			1	50,732	77,812	72,525
Northampton	1	41,301	72,881	46,729	52,713	93,018	86,375			6,000		n/a		
Onslow	4	29,039	46,462	34,343	n/a			n/a				n/a		
Orange	1	44,781	71,588	53,038	73,377	117,303	95,093	66,477	106,271	76,672	1	40,570	64,854	57,992
Pamlico		n/a			n/a			n/a				n/a		
Pasquotank	2	32,493	45,491	36,794	n/a			43,000	55,000	48,000		n/a		
Pender		n/a			n/a			40,383	64,613	vacant		n/a		
Perquimans	1	23,936	36,251	25,762	n/a			n/a				n/a		
Person		n/a			61,513	95,345	78,540	n/a				n/a		
Pitt		n/a			95,269	150,574	102,255	n/a			1	49,420	78,107	vacant
Polk	1	22,515	36,893	24,246	38,507	63,099	49,293	30,171	49,439	42,631		n/a		
Randolph	1	32,802	50,149	36,858	n/a			50,149	77,522	52,603		n/a		
Richmond	1	24,718	35,978	30,520	87,747	128,241	95,591	n/a			1	35,978	52,340	42,598
Robeson	1	31,528	39,095	39,095	58,416	72,435	70,098	n/a				n/a		
Rockingham	1	29,557	44,336	36,000	n/a			n/a			1	38,522	57,783	50,295
Rowan	2	36,016	57,182	41,166	n/a			n/a				n/a		
Rutherford		n/a			n/a			41,378	62,346	57,155		n/a		
Sampson		n/a			51,024	76,536	76,920	n/a				assistant county manager		

TABLE XXVIII. OFFICE ASSISTANT AND CUSTOMER SERVICE REPRESENTATIVE

January 2009

County	Administrative Support Specialist				Office Assistant—Journey Level				Senior Administrative Support Specialist				Utility Customer Service Representative				Senior Utility Customer Service Representative				
	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Alamance		n/a			1	\$26,866	\$42,984	\$41,140		n/a				n/a				n/a			
Alexander		n/a				n/a				n/a				n/a				n/a			
Alleghany		n/a				n/a				n/a				n/a				n/a			
Anson																					
Ashe		n/a				n/a				n/a				n/a				n/a			
Avery		n/a			3	20155	28106	23123		n/a				n/a				n/a			
Beaufort	4	22,362	33,543	25,646	3	20,477	30,716	22,494		n/a				n/a			2	\$24,420	\$36,630	\$24,047	
Bertie		n/a			1	21866	32279	21762		n/a				2	24,809	36,624	24,809	1	33,312	49,175	34,151
Bladen		n/a				n/a				n/a				n/a				1	26,507	37,110	32,829
Brunswick	15	32,372	51,796	35,413	15	21,622	34,595	29,240	11	35,956	57,529	45,896	2	23,413	37,462	26,201	1	28,789	46,062	30,236	
Buncombe	25	III	23,247	33,113	27,415	27	IV	25,402	36,137	30,391	8	30278	43055	37667	n/a			n/a			
Burke	5		24,376	37,784	26,315			n/a		n/a	8	25,595	39,673	28,944	n/a			n/a			
Cabarrus		n/a			1	23,214	35,805	34,100		n/a				n/a				n/a			
Caldwell																					
Camden		22,257	33,384	23,370		n/a				n/a				n/a				22,257	33,384	24,852	
Carteret	2	21,118	33,788	28,392	6	19,219	30,750	21,203	6	23,643	37,829	27,930		n/a				n/a			
Caswell																					
Catawba		n/a			46	24,430	37,915	27,828	15	29707	46088	36083		n/a				n/a			
Chatham																					
Cherokee		n/a			2	22,187	33,659	29,515		n/a				n/a				n/a			
Chowan		n/a				n/a				n/a				1	21523	38652	27470		n/a		
Clay		n/a						20532		n/a				n/a				n/a			
Cleveland		n/a			44	22,236	34,680	24,414		n/a				n/a				n/a			
Columbus		n/a				n/a				n/a				1	18,562	37,988	19,072	1	21,527	44,052	27,333
Craven		n/a			2	IV	25,813	52,159	27,379	2	34,203	69,105	47,516	2	25,813	52,159	29,098	1	28,353	57,289	29,716
Cumberland	15	30,805	55,692	33,935	9	20,508	33,838	20,952	7	38734	63911	44512		n/a				n/a			
Currituck		n/a				n/a				n/a				2	25,069	34,500	25,791	1	30,322	41,820	30,987
Dare	24	23,136	37,017	28,946	6	22,054	38,831	28,491	10	29,385	47,017	41,883	2	25,457	40,732	31,775	2	28,013	44,821	36,518	
Davidson	54	22,692	34,039	28,366		n/a				4	27656	41484	41484		n/a				n/a		
Davie	6	24771	38417	30357	1	21398	33187	30258	2	27,311	42,355	30,951	2	26,010	40,338	32,492		n/a			
Duplin		n/a				n/a				n/a				3	24,268	38,271	26,342	1	32,023	50,498	33,983
Durham	183	21,186	36,472	26,324	6	23,384	40,261	29,152	16	29933	51534	39444		n/a				n/a			
Edgecombe	3	22,895	33,988	23,976	10	18,835	27,961	22,140	1	27,828	41,311	30,164	1	22,895	33,988	31,266		n/a			
Forsyth	11			35,568	114			23,887	3			45,787		n/a				n/a			
Franklin	9	26,277	41,155	31,728	3	23,971	34,245	28,225	3	31,577	45,110	36,583	1	26277	37539	29872		n/a			
Gaston		n/a			18	21,593	33,479	28,269		n/a				n/a				n/a			
Gates																					
Graham																					
Granville	1	22,356	35,770	22,356	3	22,356	35,770	29,181		n/a				n/a				n/a			
Greene		n/a			2	19951	27768	22367		n/a				3	21,005	29,244	23,672	1	24,276	33,673	32,416
Guilford	143	25,343	43,084	30,498		n/a			104	27941	47500	32638		n/a				n/a			
Halifax		n/a			5	20,925	33,936	25,000		n/a				2	28,194	45,768	31,700		n/a		
Harnett	12	26,344	40,883	29,673		25,258	39,150	30,310	8	28,659	44,421	34,933	5	27,477	42,589	27,551	1	29,892	46,333	34,855	
Haywood		n/a				n/a				n/a				n/a				n/a			
Henderson	2	III	22,523	34,925	28,607	2	IV	24,356	37,791	29,250	11	27417	42471	35256		n/a		n/a			
Hertford		21237	32918	no data		20226	31350	no data		24,585	38,107	no data		n/a				n/a			
Hoke		n/a			15	22,858	32,298	24,016		n/a				3	25,201	35,609	26,477	1	29,174	41,222	31,417
Hyde		n/a				n/a				n/a				1	23,966	35,379	25,228	1	27,193	40,142	35,017
Iredell	28	21,728	33,701	27,452	14	23,733	36,873	29,281	6	28459	44140	35339		n/a				n/a			
Jackson																					
Johnston	17	26,294	38,812	28,811		n/a			14	28,715	42,384	32,323	4	28,715	42,384	28,469	1	30,007	44,292	32,323	
Jones		n/a				n/a				n/a				2	24500	30529	26145		n/a		
Lee	3	24,930	34,902	28364		n/a				n/a				n/a				n/a			
Lenoir		n/a			14	20,306	35,832	23,922		n/a				n/a				n/a			
Lincoln		n/a			12	24,747	37,655	25,957		n/a				6	24,747	37,655	27,776		n/a		
McDowell		n/a				n/a				n/a				n/a				n/a			
Macon	3	19,125	28,687	24226	8	21,085	31,627	24,823	3	25629	38445	34291		n/a				n/a			
Madison																					
Martin		n/a				n/a				n/a				1	22172	35444	22728		n/a		

TABLE XXIX: RISK MANAGER AND SAFETY COORDINATOR

January 2009

County	Risk Manager			Safety Coordinator			County	Risk Manager			Safety Coordinator		
	Min.	Max.	Actual	Min.	Max.	Actual		Min.	Max.	Actual	Min.	Max.	Actual
Alamance	n/a			n/a			Johnston	\$44,590	\$75,692	\$50,259	n/a		
Alexander	n/a			31,533	43,469	38,421	Jones	n/a			emergency management director		
Alleghany	n/a			n/a			Lee	n/a			n/a		
Anson							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						
Bladen	44,029	61,641	77,510	n/a			Martin	n/a			n/a		
Brunswick	50,290	80,465	55,282	risk manager			Mecklenburg	n/a			n/a		
Buncombe	47,024	66,907	62,880	43,055	61,237	56,169	Mitchell	n/a			n/a		
Burke	n/a			n/a			Montgomery	n/a			38,124	61,092	52,548
Cabarrus	43,753	67,545	54,744	n/a			Moore	43,008	67,522	49,452	n/a		
Caldwell							Nash	n/a			40,735	65,176	46,206
Camden	human resources director			human resources director			New Hanover	50,732	77,812	75,318	47,990	73,635	57,177
Carteret	40,059	64,095	46,200	n/a			Northampton	n/a			n/a		
Caswell							Onslow	n/a			33,971	54,354	48,128
Catawba	46,087	71,513	59,799	n/a			Orange	n/a			n/a		
Chatham							Pamlico	n/a			n/a		
Cherokee	n/a			n/a			Pasquotank	n/a			n/a		
Chowan	n/a			42,613	76,526	62,958	Pender	n/a			emergency management director		
Clay	n/a			n/a			Perquimans	n/a			code enforcement officer		
Cleveland	n/a			n/a			Person	n/a			n/a		
Columbus	n/a			n/a			Pitt	49,420	78,107	64,753	n/a		
Craven	49,769	100,551	58,661	n/a			Polk	payroll technician			EMS director		
Cumberland	55,639	91,804	70,168	42,399	69,958	54,154	Randolph	39,437	60,736	46,592	risk manager		
Currituck	n/a			n/a			Richmond	n/a			n/a		
Dare	n/a			n/a			Robeson	n/a			n/a		
Davidson	47,158	70,736	55,702	risk manager			Rockingham	42,092	63,138	60,471	42,092	63,138	60,471
Davie	n/a			n/a			Rowan	43,848	69,606	47,901	n/a		
Duplin	n/a			n/a			Rutherford	n/a			33,919	51,107	33,919
Durham	49,052	84,444	78,815	42,298	72,816	56,853	Sampson	finance officer			n/a		
Edgecombe	n/a			n/a			Scotland	39,264	55,476	42,288	n/a		
Forsyth			67,412			65,083	Stanly						
Franklin	n/a			n/a			Stokes	n/a			n/a		
Gaston	n/a			34,901	54,111	52,332	Surry	n/a			human resources director		
Gates							Swain	n/a			30,707	45,252	35,879
Graham							Transylvania	n/a			n/a		
Granville	n/a			n/a			Tyrrell	n/a			n/a		
Greene	n/a			n/a			Union	59,922	89,884	82,748	35,165	52,747	43,000
Guilford	60,992	103,686	88,958	43,346	73,688	60,556	Vance	n/a			n/a		
Halifax	n/a			n/a			Wake	63,550	105,950	86,463	38,600	64,400	vacant
Harnett	45,539	70,585	54,648	n/a			Warren	n/a			n/a		

TABLE XXX. SOCIAL SERVICES ATTORNEY

January 2009

County	Full-Time Salary	Retainer	Fees	County	Full-Time Salary	Retainer	Fees
Alamance	\$68,208			Johnston	n/a		
Alexander	n/a			Jones	n/a		
Alleghany			\$90/hr	Lee	n/a		
Anson				Lenoir			219,991
Ashe	75,009			Lincoln	64,827		
Avery	n/a			McDowell	n/a		
Beaufort	63,306			Macon	59,800		
Bertie			47,900	Madison			
Bladen	n/a			Martin			14,587
Brunswick			95,935	Mecklenburg	10 positions--\$59,784--\$133,266		
Buncombe	78,629			Mitchell			23,214
Burke	57,001			Montgomery	70,656		
Cabarrus	78,981			Moore	n/a		
Caldwell				Nash	77,513		
Camden	n/a			New Hanover	\$53,496--\$87,346--2 positions		
Carteret	55,637			Northampton	n/a		
Caswell				Onslow	2 positions--\$56,565-\$101,805 ranges		
Catawba	73,772			Orange	n/a		
Chatham				Pamlico	n/a		
Cherokee			52,115	Pasquotank	n/a		
Chowan			69,360	Pender	n/a		
Clay	n/a			Perquimans			12,386
Cleveland	86,994			Person	n/a		
Columbus	n/a			Pitt	n/a		
Craven	72,419			Polk			22,410
Cumberland	\$68,380--3 positions and \$86,982--1 position			Randolph	\$63,794 and \$72,114--2 positions		
Currituck	n/a			Richmond	n/a		
Dare	n/a			Robeson	n/a		
Davidson	90,282			Rockingham	58,724		
Davie		18,000	163,596	Rowan	\$64,983-\$103,155-\$74,989--2 positions		
Duplin	n/a			Rutherford			109,540
Durham	111,502			Sampson		\$80.00/hr.	99,621
Edgecombe	n/a			Scotland			58,564
Forsyth	n/a			Stanly			
Franklin	n/a			Stokes	64,142		
Gaston	\$58,442-\$90,644--2 positions			Surry			45,395
Gates				Swain	n/a		
Graham				Transylvania	n/a		
Granville		7,800	56,805	Tyrrell	n/a		
Greene	n/a			Union	n/a		
Guilford	120,275			Vance			131,985
Halifax	87,317			Wake	n/a		
Harnett	76,535			Warren	15,581		
Haywood	n/a			Washington			15,054
Henderson	associate county attorney			Watauga	n/a		
Hertford	n/a			Wayne	n/a		
Hoke	66,987			Wilkes			210,540
Hyde	n/a			Wilson			no data
Iredell	\$66,202--2 positions			Yadkin	n/a		
Jackson				Yancey			

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

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
Alamance	12	X	X	X	X	X	X	X	X	X	3		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		11.76 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 25 years	30
Alleghany	11 or 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
Anson														
Ashe	12	X	X	X	X	X	X	X	X	X	3		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 or 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

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

County	Holidays												Paid Vacation Leave Days Earned Per Year	Max
	(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		
Bertie	12	X	X	X	X	X	X	X	X	X	3		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	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
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 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 18 days after 5 years, 21 days after 10 years, 24 days after 15 years, 27 days after 20 years	varies 1
Burke	12	X	X	X	X	X	X	X	X	X	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
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

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

County	Holidays												Paid Vacation Leave Days Earned Per Year	Max	
	(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			
Caldwell															
Camden	12	X	X	X	X	X	X	X	X	X	3		no data	no data	
Carteret	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	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															
Cherokee	12	X	X	X	X	X	X	X	X	X	1	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,	30	

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

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 after 5 years, 12 days after 10 years, 14 days after 15 years, 16 days after 20 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, 21 days after 15 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	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
Dare	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 20 days after 15 years	30
Davidson	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 3 years, 15 days after 6 years, 18 days after 9 years	30

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

County	Holidays												Paid Vacation Leave Days Earned Per Year	Max	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			
Davie	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	
Duplin	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 15 days after 5 years	30	
Durham	12	X	X	X	X	X	X		X	X	3	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, 22.87 days after 15 years, 25.87 days after 20 years	30	
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	2.5		12 days during first year, 14 days after 7 years, 17 days after 12 years, 20 days after 13 years, 23 days after 17 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,	30	

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

County	Holidays												Paid Vacation Leave Days Earned Per Year	Max	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				
Gates														15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years		
Graham																
Granville	12	X	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	
Greene	12	X	X	X	X	X	X	X	X	X	X	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	
Guilford	12	X	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	12	X	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, 22 days after 15 years	30	
Harnett	11 or 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,	30	

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

County	Holidays												Paid Vacation Leave Days Earned Per Year	Max
	(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		
Haywood	11 or 12	X	X	X	X	X	X	X	X	X	2-3		21 days after 15 years, 24 days after 20 years 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
Henderson	12-Jan	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	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 15 days after 4 years, 18 days after 14 years; 20 days after 20 years	30
Hyde	12	X	X	X	X	X	X	X	X	X	3		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
Iredell	11 or 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,	30

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

County	Holidays												Paid Vacation Leave Days Earned Per Year	Max
	(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		
Jackson													20 days after 15 years, 23 days after 20 years	
Johnston	12 or 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		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
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		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
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,	30

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

County	Holidays												Paid Vacation Leave Days Earned Per Year	Max	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			
Macon	11 or 12	X	X	X	X	X	X	X	X	X	2-3		15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Madison													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		
Martin	12	X	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	
Mecklenburg	10	X	X	X	X	X	X		X	X	3-Jan		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,	30	

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

County	Holidays												Paid Vacation Leave Days Earned Per Year	Max	
	(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			
														24 days after 15 years, 27 days after 20 years, 30 days after 25 years	
Moore	11 or 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
Nash	11 or 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, 25 days after 20 years	30
New Hanover	11 or 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, 20 days after 15 years, 24 days after 20 years	40
Northampton	13	X	X	X	X	X	X	X	X	X	3	1 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, 26 days after 20 years	30
Onslow	12	X	X	X	X	X	X	X	X	X	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

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

County	Holidays												Paid Vacation Leave Days Earned Per Year	Max
	(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		
Orange	11	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, 24.3 days after 15 years, 29.4 days after 20 years	30
Pamlico	12	X	X	X	X	X	X	X	X	X	1	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	12	X	X	X	X	X	X	X	X	X	3		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
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 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
Person	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, 20 days after 15 years,	30

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

County	Holidays												Paid Vacation Leave Days Earned Per Year	Max	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			
Pitt	11 or 12	X	X	X	X	X	X	X	X	X	2-3		21 days after 20 years 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 or 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	30	
Randolph	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, 21 days after 20 years	30	
Richmond	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, 19 days after 10 years, 23 days after 15 years, 26 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	
Rockingham	11 or 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,	30	

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

County	Holidays												Paid Vacation Leave Days Earned Per Year	Max	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			
Rowan	11 or 12	X	X	X	X	X	X	X	X	X	2-3		23 days after 15 years, 26 days after 20 years 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	11 or 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	
Sampson	11 or 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	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 10 years, 21 days after 15 years	30	
Stanly Stokes	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	24	
Surry	11 or 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,	30	

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

County	Holidays												Paid Vacation Leave Days Earned Per Year	Max
	(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		
Swain	11 or 12	X	X	X	X	X	X	X	X	X	2-3		22.5 days after 15 years, 25.5 days after 20 years 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
Transylvania	11 or 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	3	1	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 or 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	20
Vance	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 15 days after 10 years	20-30
Wake	11 or 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

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

County	Holidays												Paid Vacation Leave Days Earned Per Year	Max	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			
Warren	11 or 12	X	X	X	X	X	X	X	X	X	2-3		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, 25 days after 20 years		
Washington	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, 24 days after 20 years, 27 days after 25 years	30	
Watauga	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	
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 or 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 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14.25 days after 2 years,	30	

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2009

County	Holidays												Paid Vacation Leave Days Earned Per Year	Max	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			
Yadkin	11	X	X	X	X	X	X	X	X	X	2		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	
Yancey													12 days during first year, 15 days after 5 years, 18 days after 10 years		
1. Equal to two years accrual amount															
2. Election day in year with a National Election															
3. Number varies															

TABLE XXXIII. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE

January 2009

County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave		Excess Annual Converted	County Sick Leave Applies		
	Annual Leave	Sick Leave	Holidays	Health Insurance	Earned Days	Carryover Max		Public Health	Social Services	Cooperative Extension
Alamance	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Alexander	yes	no	yes	yes	12	no limit	yes	yes	yes	no
Alleghany	no	no	no	no	12	no limit	yes	no	yes	no
Anson										
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	no
Bertie	yes	yes	no	yes	12	no limit	yes	no	yes	no
Bladen	yes	yes	yes	yes	12	no limit	yes	no	no	no
Brunswick	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Buncombe	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Burke	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Cabarrus	yes	yes	yes	no	12	no limit	yes	no	yes	yes
Caldwell										
Camden	yes	yes	yes	no	no data	no limit	no data	no	yes	yes
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										
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 2	yes	yes	yes
Cleveland	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Columbus	no	no	no	no	12	no data	yes	yes	yes	no
Craven	no	no	no	no	12	no limit	yes	yes	yes	no
Cumberland	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Currituck	no	no	yes	no	12	no limit	yes	no	yes	no
Dare	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Davidson	yes	yes	yes	no	12	no limit	no data	no	no	no
Davie	no	no	no	no	12	no limit	yes	yes	yes	no
Duplin	yes	yes	yes	no	12	no limit	yes	no	no	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	12	no limit	yes	yes	yes	no
Gates										
Graham										
Granville	no	no	no	no	12	no limit	yes	no	yes	no
Greene	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Guilford	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Halifax	no	yes	no	no	12	no limit	yes	yes	yes	no
Harnett	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Haywood	yes	yes	yes	yes	12	no limit	yes	yes	yes	no

TABLE XXXIII. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE

January 2009

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
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	yes	yes	yes	yes	12	no limit	up to 10 days	yes	yes	no
Jackson										
Johnston	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Jones	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Lee	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Lenoir	no	no	no	no	12	no limit	yes	yes	yes	no
Lincoln	yes	yes	yes	yes	13	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										
Martin	yes	yes	yes	no	12	no limit	yes	no	yes	yes
Mecklenburg	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Mitchell	yes	yes	yes	yes	12	no data	yes	no	yes	no
Montgomery	yes	yes	yes	yes	12-15 ⁴	no limit	yes	yes	yes	no
Moore	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Nash	yes	yes	yes	yes ³	no data	no limit	yes	yes	yes	no
New Hanover	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Northampton	yes	yes	yes	yes	13	no limit	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	no
Pamlico	yes	yes	yes	no	12	no limit	no data	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	no	yes	no
Person	no	no	no	no	12	no limit	yes	yes	yes	no
Pitt	yes	yes	no	no	12	no limit	yes	yes	yes	no
Polk	yes	yes	yes	no	12	no limit	yes	no	yes	yes
Randolph	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Richmond	no	no	no	no	12	no limit	yes	yes	yes	yes
Robeson	no	no	yes	no	12	no data	yes	yes	yes	yes
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	yes
Sampson	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Scotland	no	no	no	no	12	no limit	yes	yes	yes	no
Stanly										
Stokes	yes	yes	yes	no	12	no limit	yes	yes	yes	no
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

TABLE XXXIII. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE

January 2009

County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave		Excess Annual Converted	County Sick Leave Applies		
	Annual Leave	Sick Leave	Holidays	Health Insurance	Earned Days	Carryover Max		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	no	10	no limit	yes 1	no	no	no
Wake	yes	yes	yes	yes	12	no limit	yes	no	yes	no
Warren	yes	yes	yes	no	8	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	no data	no data	yes	yes	yes	yes
Wilkes	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Wilson	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Yadkin	no	no	no	no	12	no limit	yes	no	no	no
Yancey										
1. Up to 2 days per year										
2. Up to 40 hours										
3. Health Insurance if work 30 hours or more schedule										

TABLE XXXIV. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS

January 2009

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	\$45.00	\$45.00	1049	985	no	n/a	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years
Alexander	50.5¢	38	38	no data	no data	yes	no data	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	107	yes	both	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years
Anson								
Ashe	58.5¢	actual costs	actual costs	173	171	yes	cash	2.5% Increase (one-step) after 4, 7, 9, 11 and 13 years
Avery	45.0¢	36	36	235	235	yes	time off	none
Beaufort	50.5¢	31.75	n/a	321	311	yes	cash	none
Bertie	50.5¢	38	38	147	139	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	443	331	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	58.5¢	actual costs	actual costs	1005	969	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	yes	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
Burke	45.0¢	actual costs	actual costs	661	650	no	n/a	2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years
Cabarrus	58.5¢	39	39	960	no data	yes	no data	none
Caldwell								
Camden	no data	21	21	no data	no data	yes	time off	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	58.5¢	44	44	410	406	yes	time off	¹⁶ \$50 first year plus \$20 for each additional year of service
Caswell								
Catawba	58.5¢	35	35	1089	1032	no	n/a	\$500 after 5 years, \$650 after 10 years, \$800 after 15 years, \$1,000 after 20 years \$1,500 after 25 years
Chatham								
Cherokee	50.5¢	30	30	302	283	yes	time off	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	58.5¢	36	actual cost	no data	160	yes	cash	¹³ none
Clay	58.5¢	30	30	190	190	yes	cash	none
Cleveland	53.0¢	34	36.25	7623	737	no	n/a	1.5% after 10 years; 2.25% after 15 years;

TABLE XXXIV. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS

January 2009

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Columbus	48.5¢	no data	no data	860	860	yes	time off	3.25% after 20 years; 4.5% after 25 years 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	58.5¢	actual cost	actual cost	no data	no data	yes	cash	\$200 after 5 years, increases \$25 per year. to a Maximum of \$1000
Cumberland	50.5¢	39 no receipts 54 with receipts	39 no receipts 54 with receipts	no data	no data	no	n/a	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; 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
Currituck	58.5¢	39	46	355	333	no	n/a	2.0% after 5 years; 4.0% after 10 years; 6.0% after 15 years
Dare	48.5¢	per diem	per diem	no data	no data	yes	no data	\$35 per year after 3 years; \$50 per year after 10 years; \$75 after 20 years
Davidson	50.0¢	40	40	1830	1356	yes	cash	\$50 after first year, \$30 additional per year after first year
Davie	40.0¢	actual cost	actual cost	306	291	yes	cash	none
Duplin	46.0¢	31	33	612	580	yes	cash	\$400 after 5 years; \$500 after 10 years; \$600 after 15 years; \$700 after 20 years; \$800 after 25 years
Durham	58.5¢	35	35	2056	1837	yes	both	
Edgecombe	41.5¢	actual cost	actual cost	485	no data	yes	cash	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	2863	2600	yes	time off	\$680 after 7 years, increases \$40 per year to maximum of \$2000
Franklin	IRS	30	68	479	457	yes	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
Gaston	no data	no data	no data	1508	1298	yes	cash	none
Gates								
Graham								
Granville	38.0¢	actual cost	actual cost	299	298	yes	no data	none
Greene	no data	actual cost	actual cost	188	188	yes	cash	none
Guilford	58.5¢	44	61	2613	2481	yes	time off	\$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000
Halifax	44.0¢	no data	no data	556	no data	yes	cash	2.0% after 5 years; 3.0% after 10 years
Harnett	50.5¢	28	no data	773	752	yes	time off	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years;

TABLE XXXIV. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS

January 2009

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Haywood	58.5¢	39	39	no data	no data	no	n/a	4.50% after 25 years 2.0% after 5 years; 2.5% after 10 years;
				534	534	no	n/a	3.0% after 15 years; 3.5% after 20 years;
								4.0% after 30 years
Henderson	58.5¢	actual cost	actual cost	787	748	no	n/a	1.0% after 5 years; 2.0% after 10 years;
								3.0% after 15 years; 5.0% after 20 years;
								7.5% after 25 years
Hertford	no data	no data	no data	194	192	yes	time off	\$400 after 5 years; \$600 after 10 years;
								\$800 after 15 years; \$1,000 after 20 years
Hoke	58.5¢	25	50	366	358	yes	time-off ⁹	2.5% increase after 1 year and 2 years, then
								2.5% every third year through 32 years
Hyde	no data	no data	no data	142	127	yes	cash ⁷	\$250 after 5 years; \$400 after 10 years;
								\$550 after 15 years; \$700 after 20 years
Iredell	IRS	actual cost	actual cost	936	901	yes	time off	none
Jackson								
Johnston	58.5¢	actual cost	actual cost	no data	1004	yes	cash/time	\$300 after 5 years; \$450 after 10 years;
								\$600 after 15 years; \$750 after 20 years
Jones	45.0¢	no set amount	no set amount	117	111	yes	cash ⁶	none
Lee	no data	39	39	370	365	yes	cash/time	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	58.5¢	actual cost	actual cost	443	423	yes	cash/time ¹⁶	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	58.0¢	40	40	660	no data	yes	no data	none
McDowell	50.0¢	25	25	no data	no data	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	370	366	no	n/a	1.50% after 10 years; 2.25% after 15 years;
								3.25% after 20 years; 4.50% after 25 years
Madison								
Martin	IRS	actual cost	actual cost	222	220	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
Mecklenburg	no data	actual cost	actual cost	5872	5305	yes	time off	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.
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	58.5¢	30.5	32.5	237	220	yes	cash ²	1.5% after 5 years; 2.5% after 10 years;
								3.5% after 15 years; 4.5% after 20 years;

TABLE XXXIV. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS

January 2009

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Moore	IRS	28	28	678	651	yes	both	10 5.5% after 25 years; 6.5% after 30 years 1.0% after 3 years; 2.0% after 6 years; 3.0% after 11 years; 4.0% after 16 years; 5.0% after 21 years
Nash	58.5¢	no data	no data	643	589	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	IRS	33	33	1625	1546	yes	cash	none
Northampton	no data	no data	no data	no data	no data	yes	no data	2.5% after 10 years; 2.75% after 15 years; 3.0% after 20 years; 4.25% after 25 years
Onslow	58.5¢	actual cost	actual cost	1135	985	yes	cash	22 none
Orange	50.5¢	33	33	881	840	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Pamlico	no data	no data	no data	165	no data	no data	no data	1.5% after 5 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Pasquotank	58.5¢	30.5	32.5	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	58.5¢	30	30	363	336	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	128	121	yes	cash	11 none
Person	58.5¢	28	28	400	392	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	50.5¢	28	28	924	no data	yes	cash	17 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Polk	48.5¢	38	38	205	205	yes	both	13 none
Randolph	IRS	25	25	733	733	yes	cash	15 none
Richmond	58.5¢	30	30	355	355	yes	cash	19 \$100 after 5 years; \$250 after 10 years; \$350 after 15 years; \$500 after 20 years
Robeson	40.0¢	28	30	1132	1033	yes	time off	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years 5.0% after 25 years
Rockingham	58.5¢	32	32	no data	696	yes	both	20 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
Rowan	58.5¢	36	36	783	756	yes	time off	16 none
Rutherford	no data	no data	no data	412	no data	yes	no data	\$50 after 1 year, 0.5% after 5 years; 0.75% after 10 years; 1.125% after 15 years;

TABLE XXXIV. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS

January 2009

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Sampson	58.5¢	actual cost	actual cost	588	579	yes	cash	1.25% after 20 years; 2.25% after 25 years 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Scotland	IRS	IRS guidelines	IRS guidelines	no data	no data	yes	cash	8 \$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years; \$700 after 25 years
Stanly								
Stokes	34.5¢	30.5	30.5	304	285	yes	time off	20 1.0% after 6 months and annually; 1 step increase at 4,6,8 years; 2 steps at 10,15,20,25 years
Surry	58.5¢	28	28	930	863	yes	both	20 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Swain	48.5¢	30	30	215	215	yes	cash	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Transylvania	41.0¢	30	30	309	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	58.5¢	no data	no data	no data	no data	no data	no data	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Union	no data	actual cost	actual cost	1190	1123	yes	cash	none
Vance	58.5¢	actual cost	actual cost	346	317	yes	cash	\$50 after 1 year; \$100 after 2 years; \$200 after 5 years; \$300 after 10 years; \$400 after 15 years; \$500 after 20 years; \$750 after 25 years; \$1,000 after 31 years
Wake	58.5¢	IRS guidelines	IRS guidelines	4035	3486	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	no data	no data	yes	cash	none
Washington	50.5¢	32	32	no data	199	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
Watauga	50.5¢	34	34	299	292	yes	cash	16 \$100 after 1 month; 1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years 2.5% after 20 years
Wayne	no data	actual costs	actual costs	1032	1010	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
Wilkes	40.0¢	30	30	no data	708	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	actual costs	actual costs	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	no data	no data	no data	no data	no data	yes	time off	0.50% after 10 years; 0.75% after 15 years;

TABLE XXXIV. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS

January 2009

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Yancey								1.0% after 20 years; 1.25% after 25 years 1.5% after 30 years
	1. Social Services are paid, others receive time off if called in 2. 7.5% of base, paid monthly 3. 2 hour minimum per call out 4. DSS \$100 per weekend; Deputys \$25 5. One hour per day of "On-Call" 6. \$100 per week. 7. \$50 hr Admin/Recert - \$25 hr all other 8. Animal Control, DSS & Health \$200/week 9. Time and one-half time off 10. \$10/day Mo-Th, \$20/day Fr-Su, \$30/holiday 11. \$100 per weekend 12. \$70/week 13. DSS \$200/mo 14. DSS \$100/wk; DSS Supv \$50/wk; Animal Control \$50/wk, overtime + 2 hours if called 15. 4 hours per week on call 16. \$1.00 per hour of on-call 17. \$10/weekday; \$25/weekend day; \$40 Holidays 18. \$50/week, time worked paid 1.5 times, one hour minimum 19. Varies by department 20. \$15/day							

TABLE XXXV. WORKWEEK AND OVERTIME POLICIES

January 2009

County	Work-Week 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
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						
Ashe	40	yes	time off	time & one half	time off	no
Avery	40	no	n/a	n/a	both	no
Beaufort	40	no	n/a	n/a	cash	no
Bertie	37.5	no	n/a	n/a	time off	no
Bladen	37.5	no	n/a	n/a	both ¹	no
Brunswick	40	no	n/a	n/a	both	no
Buncombe	40	no	n/a	n/a	no data	no data
Burke	40	no	n/a	n/a	both	no
Cabarrus	40	yes	time off	straight time	time off	no
Caldwell						
Camden	40	no	n/a	n/a	time off	no
Carteret	40	no	n/a	n/a	time off	no
Caswell						
Catawba	40	yes	time off	straight time	cash	no
Chatham						
Cherokee	40	yes	time off	straight time	both	yes
Chowan	40	no	n/a	n/a	both ³	no
Clay	40	no data	no data	no data	no data	no data
Cleveland	40	yes	time off	straight time	time off	no
Columbus	37.5	no data	no data	no data	no data	no data
Craven	40	no	n/a	n/a	no data	no data
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	both	yes
Davidson	40	no	n/a	n/a	cash	no
Davie	37.5	no	n/a	n/a	time off	no
Duplin	40	yes	time off	time and one-half	both ⁵	no
Durham	37.5	no	n/a	n/a	both	yes
Edgecombe	40	yes	time off	straight time	time off	no
Forsyth	40	yes	cash/time off (emp choice)	straight time	cash	no
Franklin	40	no	n/a	n/a	both	no
Gaston	40	no	n/a	n/a	both	yes
Gates						
Graham						
Granville	37.5	yes	time off	straight time	cash	no
Greene	40	no	n/a	n/a	time off	no
Guilford	40	yes	time off	straight time	time off	no
Halifax	37.5	yes	time off	straight time	time off	no
Harnett	40	yes	time off	straight time	time off	no
Haywood	40	yes	time off	straight time	time off	no

TABLE XXXV. WORKWEEK AND OVERTIME POLICIES

January 2009

County	Work-Week 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
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	yes	time off ⁴	straight time	both	no
Jackson						
Johnston	40	yes	time off	straight time	both	yes
Jones	40	yes	time off	straight time	cash	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	time off	no
Macon	40	no	n/a	n/a	both	no
Madison						
Martin	40	yes	time off	straight time	both ³	no data
Mecklenburg	40	no	n/a	n/a	both	no data
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	no data	no data	no data	no data	no data	no data
Onslow	40	yes	time off	straight time	both	yes
Orange	40	no	n/a	n/a	both	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	yes	time off	straight time	both	yes
Pitt	40	no	n/a	n/a	time off ³	no
Polk	37.5 - 40	yes	time off	straight time	time off	no
Randolph	40	no	n/a	n/a	time off	no
Richmond	40	no	n/a	n/a	both	yes
Robeson	40	no	n/a	n/a	time off	no
Rockingham	40	no	n/a	n/a	both	no
Rowan	40	yes	time off	straight time	both	no
Rutherford	37.5	no	n/a	n/a	no data	no data
Sampson	40	yes	time off	straight time	time off	no
Scotland	40	yes	time off	straight time	both	no
Stanly						
Stokes	37.5	yes	time off	straight time	time off	no
Surry	40	yes	time off	straight time	time off ¹	yes
Swain	40	yes	time off	straight time	time off	no
Transylvania	37.5	no	n/a	n/a	both	yes

TABLE XXXV. WORKWEEK AND OVERTIME POLICIES

January 2009

County	Work-Week 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	35 - 40	no	n/a	n/a	time off	no
Union	40	no	n/a	n/a	time off	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	no	n/a	n/a	cash	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	both 2	no
Yadkin	40	no	n/a	n/a	time off 1	no
Yancey						
1. Normally time off						
2. Only a few employees get cash						
3. Public Safety employees are paid cash; others time off						
4. After 48 hours worked in a week						
5. Paid if the time can not be taken within 3 payroll cycles						

TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE

January 2009

County	Health Insurance (Employee Only Coverage)								Health Insurance for Retirees	
	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	\$300.00	20%	2,000	500.00	0.00	500.00	0%	Grandfathering out of county participation reduced for those hired after 6/30/05, eliminated for those hired after 6/30/08	Grandfathering out of county participation reduced for those hired after 6/30/05, eliminated for those hired after 6/30/09
Alexander	no	500	100%	200	no data	no data	no data	0%	100% county paid after 20 years	100% county paid after 20 years
Alleghany	yes	250	\$15	250	529.00	0.00	529.00	0%	100% county paid Local Govt Retirement	100% county paid Local Govt Retirement
Anson										
Ashe	no	1000	\$100	3,000	428.00	0.00	428.00	0%	100% county paid after 25 years service with Ashe County	no
Avery	no	200	10%	no data	377.37	0.00	377.37	no data	no data	no data
Beaufort	no	300	\$20	2,050	346.38	0.00	346.38	0%	100% county paid after 20 years/ age 60 or after 30 years regardless of age	no
Bertie	no	500	\$20	2,000	453.00	0.00	453.00	0%	50% county paid after 15 years service and age 55; 100% county paid after 20 years continuous or 25 years non-continuous	100% county paid Medicare supplement
Bladen	no	600	\$25	n/a	346.00	0.00	346.00	0%	100% county paid	100% county paid
Brunswick	yes	250	\$10	1,000	637.00	0.00	637.00	100%	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 Medicare
Buncombe	yes	0	\$15	n/a	735.00	30.00	705.00	31%	100% county paid after 5 years service at any age	no
Burke	no	500	\$15	3,000	470.00	0.00	470.00	0%	45% county 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	0.00	580.00	0%	100% county paid after 25 years service 50% county paid after 10 years service	no
Caldwell										
Camden	no	750	\$15	3,000	436.36	0.00	436.36	0%	no	no
Carteret	no	500	\$25	3,000	555.32	0.00	555.32	0%	100% county paid after 20 years service, age 50	no
Caswell										
Catawba	no	500	\$15	1,500	332.00	0.00	332.00	50%	100% after 30 years service	no
Chatham										
Cherokee	no	350	\$25	2,000	541.00	0.00	541.00	0	100% county paid after 30 years of service	no
Chowan	no	no data	\$20	4,000	412.00	0.00	412.00	0	100% county paid if retired in NCLGERS	no
Clay	no	1000	no data	2,000	517.00	0.00	517.00	0%	100% county paid after 10 years age 60	no
Cleveland	yes	1000	\$20	3,000	420.00	40.00	380.00	0	100% county paid after 20 years of service with the county	no
Columbus	no	500	\$20	1,000	489.00	0.00	489.00	0%	100% county paid after 20 years/ age 55	100% county paid after 20 years 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	500	\$20	2,500	410.00	21.00	389.00	60%	90% County paid after 10 years service	100% County paid after 10 years service
Currituck	no	750	\$15	2,750	420.00	0.00	420.00	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	no
Dare	no	500	10%	2,000	488.00	0.00	488.00	100%	90% county paid after 20 years, 95% after 25 years, 100% after 30 years	90% county paid after 20 years, 95% after 25 years, 100% after 30 years

TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE

January 2009

County	Health Insurance (Employee Only Coverage)								Health Insurance for Retirees	
	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
Davidson	yes	1000	n/a	3,000	431.00	31.46	431.00	79%	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, all age 55
Davie	no	1000	\$20	2,000	467.09	0.00	467.09	10.27%	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	750	\$20	no data	489.00	0.00	489.00	0%	50% county paid after 25 years of service	50% county paid after 25 years of service
Durham	yes	250	\$20	2,250	450.66	0.00	450.66	0	100% county paid after 20 years	100% county paid after 20 years for medicare supplement
Edgecombe	no	850	\$25	3,000	477	depends on flex choice	477	0	100% county paid after 30 years	no
Forsyth	no	750	\$20	750	564	55	509	50%	County pays same as for active employees if have 20 years continuous service with county	no
Franklin	yes	0	\$10	0	551.25	0.00	551.25	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	500	\$25	3,000	410.00	0.00	410.00	45%	no data	no data
Gates										
Graham										
Granville	no	750	\$20	2,000	487.00	0.00	487.00	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	no	1000	\$20	3,000	429.56	0.00	429.56	0%	100% county paid with 25 years service	no
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 regardless of age
Halifax	no	no data	no data	no data	no data	no data	no data	no data	no data	100% paid with 30 years service
Harnett	no	500	20%	500	514.07	0.00	514.07	no data	50% county paid after 15 years, 75% after 20 years, 85% after 25 years, 100% after 30 years regardless of age	no
Haywood	no	no data	\$20	50,000	no data	0.00	100%	0%	67% county paid after 20 years/ age 50, 93% after 28 years/age 50, 50% after 15 years/ age 60, 100% after 30 years	no
Henderson	no	500	\$15	2,000	656.37	48.62	607.75	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	411.00	0.00	411.00	0%	no data	no data
Hoke	no	1000	20%	4,000	349.00	0.00	349.00	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	500	\$20	5,000	362.00	0.00	362.00	0%	30% county paid after 20 years/ 60% county paid after 25 years/ 100% county paid after 30 years	no
Iredell	no	1000	20%	3,000	550.00-580	0 - 30.00	550.00	0%	50% county paid after 10 years/ age 50, 75% after 15 years/age 50, 100% after 20 years/age 50	no
Jackson										
Johnston	yes	350	20%	3,350	525.00	0.00	525.00	\$415	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%	2,000	489.00	122.00	367.00	0	no	no

TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE										
January 2009										
County	Health Insurance (Employee Only Coverage)							Health Insurance for Retirees		
	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
Lee	no	500	\$20	3,000	589.00	0.00	5896.00	0	100% county paid after 20 years	no
Lenoir	no	700	\$35	3,500	553.75	20	533.75	0	100% county paid after 25 years/ age 60 or after 30 years/any age.	no
Lincoln	no	750	\$15	2,000	500.00	0.00	500.00	78%	100% county paid after 20 years	100% county paid after 20 years
McDowell	no	450	\$20	1,750	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	650.00	0.00	650.00	54%	100% county paid after 15 years	100% county paid after 25 years
Madison										
Martin	no	500	15%	2,500	501.00	0.00	501.00	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	580.00	25.00	555.00	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	346.00	0.00	346.00	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	500	\$20	3,500	443.00	0.00	443.00	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	no data	0.00	all	0%	50% county paid after 10 years, 75% paid after 15 years, 100% paid after 20 years (pre-07/2007 employees)	50% county paid after 10 years, 75% paid after 15 years, 100% paid after 20 years (Medicare only)
New Hanover	yes	500	\$25	2,000	615.00	31.12	584.00	28%	25% county paid after 15 years, 50% paid after 20 years, 75% after 25 years, 100% paid after 20 years (all are % of what county would pay)	25% county paid after 15 years, 50% paid after 20 years, 75% after 25 years, 94% paid after 20 years (all are % of what county would pay)
Northampton	no data	no data	no data	no data	no data	no data	no data	no data	100% county paid after 30 years or 80-95% with 24-28 years service, at 30 years 10 must be with county, 20 years with county for less than 30 year contributions	\$229 on Medicare supplement after 30 years, 75-95% after 24-28 years of service. Same service requirements with the county
Onslow	no	1000	25%	3,000	475.00	0.00	475.00	0	100% county paid after 10 years and age 55 or after 30 years at any age	no
Orange	yes	250	0	0	406.00	0.00	406.00	40%	100% county paid after 10 years	100% county paid after 10 years, 50% after 5 years service
Pamlico	no	500	no data	no data	500.00	0.00	500.00	0%	no data	no data
Pasquotank	no	0	0	4,000	412.00	0.00	412.00	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 20 years
Perquimans	no	none	\$20	4,000	412.00	0.00	412.00	0%	100% county paid after 25 years/ age 55	Medicare supplement only
Person	no	500	\$20	1,500	433.00	0.00	433.00	0%	100% County paid after 20 years service	no
Pitt	no	500	\$20	no data	572.00	20.00	552.00	0%	50% county paid after 20 years, 75% paid after 25 years; 100% paid after 30 years.	no
Polk	no	500	\$25	2,500	439.00	0.00	439.00	0%	100% county paid after 20 years/ age 60 or 100% after 30 years	100% Medicare supplement with 20 years service and age 60 or any age with 30 years
Randolph	no	1000	20%	2,000	430.00	0.00	430.00	0	0% county paid with 10 years service,	no

**TABLE XXXVII. DENTAL AND NCLGERS DEATH BENEFIT
January 2009**

County	Dental Insurance (Employee Only Coverage)					Annual Max	NCLGERS ² Death Benefit
	Total Cost	Employee Pays	County Pays	Preventive % Paid	Other Expenses ¹ % Paid		
Alamance	33.00	0.00	33.00	100%	85%	1500	yes
Alexander	Offered	no data	no data	no data	no data	no data	no data
Alleghany	26.00	26.00	0.00	100%	50%	1000	yes
Anson							
Ashe	27.00	0.00	27.00	100%	80%	1000	yes
Avery	Offered	no data	no data	100%	80%/50%	no data	yes
Beaufort	30.46	30.46	0.00	100%	80%	1000	yes
Bertie	20.00	0.00	20.00	100%	80%/50%	1000	no
Bladen	not provided						no
Brunswick	23.00	0.00	23.00	100%	80%	1000	yes
Buncombe	49.00	49.00	0.00	100%	80%	1500	yes
Burke	34.00	0.00	34.00	100%	80%/50%	750	yes
Cabarrus	15.00	15.00	0.00	100%	50%	no data	yes
Caldwell							
Camden	24.45	0.00	24.45	100%	80%	1000	yes
Carteret	15.92	0.00	15.92	100%	50%	1000	yes
Caswell							
Catawba	26.00	0.00	26.00	100%	80%/50%	1250	yes
Chatham							
Cherokee	29.00	0.00	29.00	100%	80%/50%	1000	yes
Chowan	22.00	0.00	22.00	100%	80%/50%	1000	yes
Clay	27.00	0.00	27.00	100%	80%/50%	1000	yes
Cleveland	33.00	0.00	33.00	100%	70%/50%	varies ³	yes
Columbus	23.38	23.28	0.00	no data	no data	no data	yes
Craven	32.00	0.00	32.00	100%	80%/50%	1500	yes
Cumberland	Offered	no data	no data	no data	no data	no data	yes
Currituck	27.00	0.00	27.00	100%	80%	1000	yes
Dare	no data	no data	no data	no data	no data	no data	yes
Davidson	12.00	12.00	0.00	100%	varies	no data	yes
Davie	24.88	0.00	24.88	100%	50%	1000	yes
Duplin	24.00	24.00	0.00	100%	50%	1000	yes
Durham	34.66	depends on flex choice		100%	80%/50%	2000	yes
Edgecombe	10.00	0.00	10.00	100%	80%	1000	yes
Forsyth	29.00	0.00	29.00	varies	50%	1200	yes ⁴
Franklin	Included w/Health			100%	80%	1000	yes
Gaston	9.00	0.00	9.00	50%	50%	500	yes
Gates							
Graham							
Granville	20.00	20.00	0.00	100%	50%	750	yes
Greene	no data	100.00%	0.00%	no data	no data	no data	yes
Guilford	23.65	2.65	21.00	100%	80%	500	yes
Halifax	provided	0.00	1.00	no data	no data	no data	yes
Harnett	33.78	0.00	33.78	100%	80%/50%	1000	yes
Haywood	provided	no data	no data	no data	no data	no data	yes

**TABLE XXXVII. DENTAL AND NCLGERS DEATH BENEFIT
January 2009**

County	Dental Insurance (Employee Only Coverage)			Preventive % Paid	Other Expenses ¹ % Paid	Annual Max	NCLGERS ² Death Benefit
	Total Cost	Employee Pays	County Pays				
Henderson	34.75	0.00	34.75	100%	0% - 80%	1500	yes
Hertford	23.00	20.00	3.00	no data	no data	no data	yes
Hoke	21.00	21.00	0.00	100%	50%	1000	yes
Hyde	24.00	0.00	24.00	no data	no data	no data	yes
Iredell	33.00	33.00	0.00	100%	90%/50%	1000	yes
Jackson							
Johnston	17.48	17.48	0.00	100%	90% ⁵	1000	yes
Jones	27.00	27.00	0.00	100%	80%	1000	yes
Lee	not provided						yes
Lenoir	Included w/Health			100%	80%/50%	1000	yes
Lincoln	27.00	0.00	27.00	100			yes
McDowell	19.00	0.00	19.00	100%	80%	1500	yes
Macon	not provided						yes
Madison							
Martin	21.00	0.00	21.00	100%	80%/50%	1000	yes
Mecklenburg	32.00	7.00	25.00	100%	75%	1000	yes
Mitchell	not provided						yes
Montgomery	Included w/Health			100%	80%/50%	1000	yes
Moore	Included w/Health			90%	50%	1000	yes
Nash	27.72	0.00	27.71	100%	80%/50%	1000	yes
New Hanover	31.00	0.00	31.00	100%	80%/50%	1000	yes
Northampton	no data	no data	no data	no data	no data	no data	no
Onslow	25.41	0.00	25.41	100%	80%	1000	yes
Orange	24.00	0.00	24.00	100%	80%/50%	1200	yes
Pamlico	no data	no data	no data	no data	no data	no data	yes
Pasquotank	24.00	24.00	0.00	100%	80%/50%	1000	yes
Pender	Included w/Health			100%	80%/50%/20%	1000	yes
Perquimans	22.00	0.00	22.00	100%	80%/50%	1000	no
Person	25.00	0.00	25.00	100%	80%	1000	yes
Pitt	Offered	no data	no data	100%	50%	650	yes
Polk	29.00	29.00	0.00	100%	80%/50%	1000	yes
Randolph	28.40	28.40	0.00	100%	80%/50%	1000	yes
Richmond	23.00	0.00	23.00	100%	80%/50%	1000	yes
Robeson	28.00	28.00	0.00	100%	80%	no data	yes
Rockingham	30.00	0.00	30.00	100	80%/50%	1000	yes
Rowan	26.70	26.70	0.00	100%	80%/50%	1000	yes
Rutherford	25.52	0.00	25.52	100%	80%/50%	1500	yes
Sampson	22.00	0.00	22.00	100%	80%	1000	yes
Scotland	23.00	12.00	11.00	100%	80%	1000	yes
Stanly							
Stokes	22.00	0.00	22.00	100	80%/50%	1000	yes
Surry	not provided						yes
Swain	no data	no data	no data	no data	no data	no data	yes
Transylvania	Included w/Health			100%	80%/50%	1000	yes

TABLE XXXVII. DENTAL AND NCLGERS DEATH BENEFIT

January 2009

County	Dental Insurance (Employee Only Coverage)					Annual Max	NCLGERS ² Death Benefit
	Total Cost	Employee Pays	County Pays	Preventive % Paid	Other Expenses ¹ % Paid		
Tyrrell	31.33	31.33	0.00	100%	80%/50%	1200	yes
Union	32.00	no data	no data	100%			yes
Vance	25.00	0.00	25.00	100%	80%	1000	yes
Wake	65.00	41.00	24.00	100%	50%	1000	yes
Warren	no data	no data	no data	no data	no data	no data	no data
Washington	30.00	0.00	30.00	no data	no data	no data	yes
Watauga	22.00	0.00	22.00	100%	80%/50%	1500	yes
Wayne	16.00	16.00	0.00	100%	50%	no data	yes
Wilkes	28.00	0.00	28.00	100%	80%/50%	1000	yes
Wilson	28.56	23.56	5.00	100%	80%/50%	1500	yes
Yadkin	24.02	24.02	0.00	100%			yes
Yancey							

1. Many counties cover dental expenses beyond the preventive tier. Entries in this column reflect additional coverage, sometimes in multiple tiers. Details of coverage and tiers is beyond the scope of the survey questions.

2. North Carolina Local Governmental Employee Retirement System

3. 70% of \$300 after first \$150/50% of next \$650

4. Law enforcement only

5. Of reasonable and customary

**TABLE XXXVIII. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM
January 2009**

County	401k Plan	Non-Law E Contributi	Classificati Plan	Last Update	Pay Plan	Last Update	Probation Increase	Performance Appraisal System	Posted on Web	FY 08-09 Cost of Living Increase (COLA)	FY 08-09 Anticipated Merit Increase
Alamance	yes	2.00%	yes	2008	yes	2008	0	no	no	2.50%	0.00%
Alexander	yes	5.00%	yes	2003	yes	2003	2.50%	yes	no	2.50%	0.00%
Alleghany	yes	0.00%	yes	2007	yes	2007	0	no	no	0.00%	3.00%
Anson											
Ashe	yes	2.00%	yes	2006	yes	2006	4.00%	yes	no	4.00%	0.00%
Avery	yes	3.00%	yes	2006	yes	2006	no data	no	no	3.00%	n/a
Beaufort	yes	5%-6%	yes	2008	yes	2008	0	no	no	3.00%	n/a
Bertie	yes	0.00%	yes	2007	yes	2008	5.00%	no	no	2.00%	no data
Bladen	yes	5.00%	yes	2004	yes	2004	no data	no	no	2.50%	n/a
Brunswick	yes	5.00%	yes	2004	yes	2008	n/a	yes	no	0.00%	no data
Buncombe	yes	8.00%	no data	no data	no data	no data	0.00% to 4.50%	no	no	no data	no data
Burke	yes	2.00%	yes	2007	yes	2008	0	no	no	3.00%	n/a
Cabarrus	yes	5.00%	yes	2005	yes	2005	0	yes	no	4.00%	2.50%
Caldwell											
Camden	yes	5.00%	yes	no data	yes	no data	5.00%	yes	no	3.00%	0.00%
Carteret	yes	5.00%	yes	2008	yes	2005	0	yes	no	0.00%	2.5% - 7.5% for 60% emps
Catawba	yes	0.00%	yes	2008	yes	2008	no data	yes	yes *	1.00%	2.90%
Chatham											
Cherokee	yes	0.00%	yes	2008	yes	2008	no data	yes	yes *	no data	no data
Chowan	yes	0.00%	yes	no data	yes	2003	no data	yes	no	0	0.00%
Clay	yes	0.00%	no data	no data	yes	2007	no data	no	no	no data	no data
Cleveland	yes	5.00%	yes	2008	yes	2008	0	yes	yes *	unknown	2.40%
Columbus	yes	1.00%	yes	2004	yes	2006	no data	no	no	no data	no data
Craven	yes	no data	yes	2008	yes	2008	4.80%	yes	no	4.00%	no data
Cumberland	yes	1.00%	yes	2008	yes	2008	n/a	yes	yes *	4.00%	n/a
Currituck	yes	4.97%	yes	2008	yes	2008	2.50%	no	no	3.00%	0.00%
Dare	yes	5.00%	yes	2008	yes	2008	5.00%	yes	no	2.00%	no data
Davidson	yes	1.50%	yes	2008	yes	2008	0	no	no	4.00%	n/a
Davie	yes	3.00%	yes	no data	yes	no data	5.00%	no	no	3.00%	n/a
Duplin	yes	0.00%	yes	no data	yes	no data	0	yes	no	no data	no data
Durham	yes	5.00%	yes	2001	yes	2008	2.50%	yes	no	1.00%	3.25%
Edgecombe	yes	2.00%	yes	2008	yes	2008	no data	no	no	no data	no data
Forsyth	yes	5.00%	yes	2007	yes	2007	no data	yes	no	no data	no data
Franklin	yes	4.00%	yes	2003	yes	2008	2.5%-5.0%	yes	no	3.00%	n/a
Gaston	yes	0.00%	no data	no data	no data	no data	no data	no data	no data	no data	no data
Gates											
Graham											
Granville	yes	no data	yes	1997	yes	2005	5.00%	yes	yes *	0.00%	3.50%
Greene	yes	6.00%	no data	no data	no data	no data	no data	no data	no	3.00%	n/a
Guilford	yes	5.00%	yes	no data	yes	no data	no data	yes	no	n/a	3.00%
Halifax	yes	0.00%	yes	2008	yes	2008	n/a	yes	no	3.50%	varies
Harnett	yes	no data	yes	2008	yes	2008	n/a	yes	yes *	3.00%	0.00%
Haywood	yes	5.50%	yes	no data	yes	1999	no data	yes	no	2.30%	no data

**TABLE XXXVIII. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM
January 2009**

County	401k Plan	Non-Law Employee Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Performance Appraisal System	Posted on Web	FY 08-09 Cost of Living Increase (COLA)	FY 08-09 Anticipated Merit Increase
Henderson	yes	2.00%	yes	2008	yes	2008	0	yes	no	3.50%	2.00%
Hertford	yes	0.00%	yes	2007	yes	unknown	0	no	no	no data	no data
Hoke	yes	0.00%	yes	2008	yes	2008	0	yes	no	3.00%	0.00%
Hyde	yes	no data	yes	2008	yes	2008	no data	no	no	no data	no data
Iredell	yes	5.00%	yes	2008	yes	2008	4.50%	yes	no	2.5% ¹	2.0 - 4.0%
Jackson											
Johnston	yes	5.00%	yes	2008	yes	2008	0	yes	no	no data	no data
Jones	yes	0.00%	yes	2008	yes	2008	n/a	no	no	3.00%	n/a
Lee	yes	5.00%	yes	2008	yes	2008	0	yes	yes *	4.40%	no data
Lenoir	yes	5.00%	yes	2008	yes	2008	n/a	no	no	5.00%	n/a
Lincoln	yes	0.00%	yes	2008	yes	2008	2.50%	no	no	0.00%	0.00%
McDowell	yes	\$32.20/mo	yes	2006	yes	2006	0	no	no	5.00%	no data
Macon	yes	0.02	yes	2007	yes	2007	no data	yes	yes *	4.00%	no data
Madison											
Martin	yes	3.00%	yes	1999	yes	1999	0	no	no	3.00%	n/a
Mecklenburg	yes	5.00%	yes	no data	yes	2007	n/a	yes	no	0	3.50%
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	5.00%	yes	2001	yes	2001	5.00%	yes	no	3.00%	2.00%
Moore	yes	3.00%	yes	2008	yes	2008	n/a	yes	no	3.00%	2.50%
Nash	yes	5.00%	yes	2008	yes	2008	5.00%	yes	no	3.00%	0.00%
New Hanover	yes	0.00%	no data	no data	no data	no data	varies	yes	yes	2.00%	0
Northampton	yes	5.00%	yes	2003	yes	2006	2.50%	yes	no	2.50%	no data
Onslow	yes	5.00%	yes	2005	yes	2008	n/a	yes	yes *	4.00%	2.00%
Orange	yes	no data	yes	2002	yes	2006	0	yes	no	2.25%	1.00%
Pamlico	yes	no data	yes	no data	yes	no data	6.00%	no data	no data	no data	no data
Pasquotank	yes	2.00%	yes	2005	yes	2005	1.50%	yes	no	1.50%	1.00%
Pender	yes	0.00%	yes	2008	yes	2008	n/a	no	no	unknown	n/a
Perquimans	yes	2.50%	yes	2004	yes	2004	one step	yes	no	4.00%	n/a
Person	yes	5.00%	yes	2006	yes	2006	5.00%	no	no	1.50%	no data
Pitt	yes	4.98%	yes	2000	yes	2000	2.40%	yes	no	4.37%	2.40%
Polk	yes	0.00%	yes	2004	yes	2004	5.00%	yes	no	2.50%	0.00%
Randolph	yes	2.00%	yes	2008	yes	2008	5.00%	yes	yes *	2.50%	2.50%
Richmond	yes	7.00%	yes	2008	yes	2008	no data	yes	no	4.00%	no data
Robeson	yes	4.00%	yes	no data	yes	2004	n/a	yes	no	3.00%	no data
Rockingham	yes	1.00%	yes	2008	yes	2008	0	yes	yes *	n/a	3.00%
Rowan	yes	3.00%	yes	2008	yes	2008	2.00%	yes	yes *	4.10%	0.00%
Rutherford	yes	4.00%	yes	2004	yes	2004	0	yes	no	2.50%	no data
Sampson	yes	2.53%	yes	2004	yes	2007	5.00%	yes	no	\$756	n/a
Scotland	yes	3.75%	yes	2008	yes	2008	2.50%	yes	no	3.00%	0.00%
Stanly											
Stokes	yes	1.00%	yes	2007	yes	2007	1.00%	no	no	n/a	n/a
Surry	yes	0.00%	yes	2008	yes	2008	2.50 - 3.00%	yes	no	1.50%	2.50%
Swain	yes	0.00%	yes	2007	yes	2007	3.00%	yes	no	3.00%	no data
Transylvania	yes	0.00%	yes	2008	yes	2008	0	yes	no	3.00%	1.70%

**TABLE XXXVIII. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM
January 2009**

County	401k Plan	Non-Law E Contributi	Classificati Plan	Last Update	Pay Plan	Last Update	Probation Increase	Performance Appraisal System	Posted on Web	FY 08-09 Cost of Living Increase (COLA)	FY 08-09 Anticipated Merit Increase
Tyrrell	yes	0.00%	no data	no data	no data	no data	no data	no	no	no data	no data
Union	yes	no data	yes	2007	yes	2007	no data	yes	yes *	n/a	n/a
Vance	yes	0.00%	yes	2008	yes	2008	0	yes	no	2.00%	0 - 4.5%
Wake	yes	5.00%	yes	2004	yes	2004	n/a	yes	yes *	n/a	0.0375
Warren	yes	0	yes	2007	yes	2008	0	yes	no	unknown	n/a
Washington	yes	3.00%	yes	1998	yes	2001	no data	no	no	3.00%	0.00%
Watauga	yes	5.00%	yes	2008	yes	2008	0	yes	no	4.50%	2.00%
Wayne	yes	2.00%	yes	2007	yes	2007	0	yes	no	2.30%	2.00%
Wilkes	yes	0.00%	yes	2008	yes	2008	5.00%	no	no	3.00%	n/a
Wilson	yes	5.00%	yes	1995	yes	1995	0	no	no	2.50%	2.50%
Yadkin	yes	5.00%	no data	no data	no data	no data	no data	no	no	2.50%	no data
Yancey											
* - Web Addresses of Pay Plans											
Catawba	www.catawbacountync.gov/depts/pers/SalaryPlan.pdf										
Cherokee	www.cherokeecounty-nc.gov										
Cleveland	www.clevelandcounty.com										
Cumberland	www.co.cumberland.nc.us										
Granville	www.hgranvillecounty.org										
Harnett	www.harnett.org										
Lee	www.leecountync.gov										
Macon	www.maconnc.org										
Onslow	www.onslowcountync.gov										
Randolph	www.co.randolph.nc.us										
Rockingham	www.co.rockingham.nc.us/pp/salarypayplan.pdf										
Rowan	www.rowancountync.gov										
Union	www.co.union.nc.us										
Wake	www.wakegov.com/employment/countyjobs/classification.htm										
1. Minimum of \$1,000											