

# County Salaries in

# North Carolina

2010

Compiled by the MAPS Group for the UNC School of Government

Based on data collected in the fall of 2009



UNC  
SCHOOL OF GOVERNMENT

THE UNIVERSITY  
of NORTH CAROLINA  
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## Introduction

Since 1950 the School of Government has 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-two North Carolina counties participated in this year's survey of one hundred twenty-six appointed classes or positions and four elected positions.

This report contains salary and wage profiles by position and information about fringe benefits that participating counties are offering for the 2009–2010 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 2009 and assessed property valuations for each county for fiscal year 2009–2010 are presented on the North Carolina state map on page 1 and in Table 1 on page 2. Both population estimates and property valuations are based on estimates provided by the individual counties. For this reason, information presented here may vary from projections available from other sources.

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

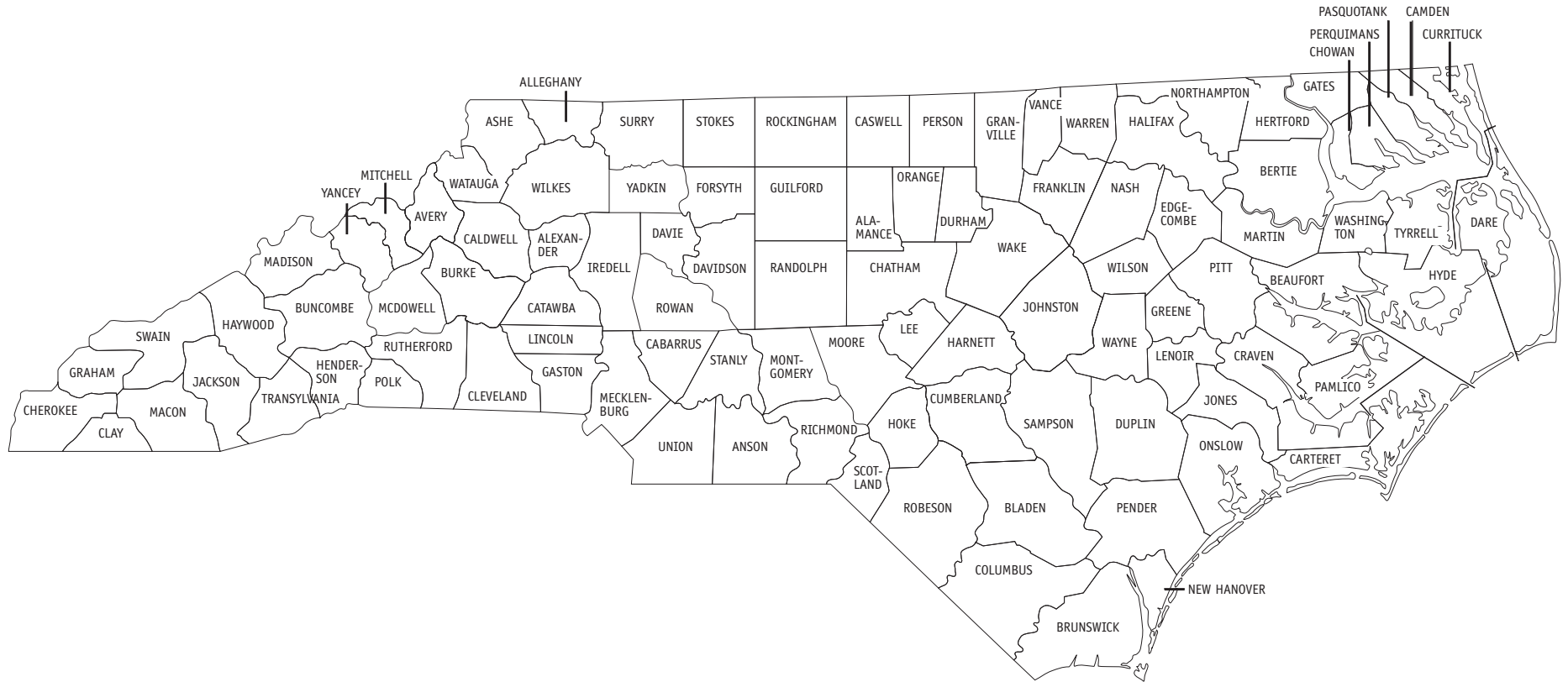
Five reporting counties awarded performance pay increases for 2009–2010. The percentage of performance increases ranged from a low of 1.0 percent to a high of 2.5 percent of base salary. The average performance increase was 1.9 percent.

Seven counties (down from fifty-three the previous year) reported awarding their employees an across-the-board cost of living adjustment (COLA). The COLAs ranged from a low of 1.0 percent to a high of 3.0 percent. The average COLA was 1.9 percent (down from 3.0 percent last year). Only one county (down from eighteen the previous year) reported awarding their employees both a COLA and the opportunity for performance pay increases.

The Institute 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 whose work makes this compilation possible.

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# North Carolina Counties



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

January 2010					
County	Est. Pop'n 2,009	Approx. Valuation 2008-2009 (Millions)	Chair Board of Commissioners	County Commissioner	County Manager/Administrator
Alamance	149,399	12,502	\$9,600 + \$1,500 travel	\$8,400 + \$1,500 travel	\$112,000 + \$3,000 travel
Alexander	36,000	2,499	\$8,186	\$8,186	\$111,524 + \$1,500 travel
Alleghany	11,000	1,777	4800	3000	\$67,798 <sup>1</sup>
Anson	25,275	1,387	\$9,012 + \$1,560 travel	\$7,665 + \$1,560 travel	\$85,280 + \$5,000 travel
Ashe	26,000	3,719	\$9,700	\$8,400	\$102,306 <sup>2</sup>
Avery	18,000	4,225	\$8,500	\$5,500	\$70,980 <sup>2</sup>
Beaufort	44,958	4190	\$11,500 + \$3,000 travel	\$9,500 + \$1,800 travel	\$103,640 + \$5,700 travel
Bertie	19,562	1,095	\$11,356 + \$4,800 travel	\$9,937 + \$4,800 travel	\$101,725 + \$6,000 travel
Bladen	30,800	2,457	\$9,026 + \$4,800 travel	\$8,088 + \$3,600 travel	\$99,754 + \$7,200 travel
Brunswick	105,000	33,063	13858	11548	\$172,202 <sup>2</sup>
Buncombe	228,909	no data	25335	17045	\$201,873
Burke	89,000	6,772	\$7,293 + \$720 travel	\$6,348 + \$720 travel	\$113,361 + \$5,000 travel
Cabarrus	168,740	20,274	13304	11656	176681
Caldwell	78,000	no data	no data	no data	\$106,700+ \$5,100 travel <sup>7</sup>
Camden	9,682	no data	\$5,700 + \$50 for special meetings	\$50 for special meetings	\$80,902 <sup>1</sup>
Carteret	64,826	18,675	\$4,800 + \$3,456 travel	\$3,600 + \$2,592 travel	\$109,650+ \$6,000 travel
Caswell					
Catawba	155,000	14,293	\$11,400 + \$3,000 travel	\$9,000 + \$3,000 travel	\$198,934 + \$12,000 travel
Chatham	60,000	8,500	\$16,050 + \$3,000 travel	\$15,000 + \$3,000 travel	\$132,000 + \$3,000 travel
Cherokee	26,568	4061	\$13,610 + \$3,600 travel	\$13,186 + \$1,200 travel	\$71,000 + \$3,600 travel
Chowan	14,565	1,453	6480	5400	\$118,000 + \$5,400 travel
Clay					
Cleveland	98,858	6,435	\$10,752 + \$7,200 travel	\$8,574 + \$7,200 travel	\$146,994 + \$7,200 travel
Columbus	54,749	3,200	\$16,234 + \$1,500 travel	\$13,361 + \$1,500 travel	93500
Craven	96,892	6,937	\$12,792 + \$6,600 travel	\$11,544 + \$6,600 travel	\$150,000 + \$4,800 travel
Cumberland	302,965	37,048	\$26,291 + \$6,000 travel	\$19,696 + \$4,800 travel	\$181,678 + \$8,100 travel
Currituck	26,000	8,185	\$15,600 + \$3,600 travel	\$14,400 + \$3,600 travel	\$108,939 <sup>2</sup>
Dare					
Davidson	149,690	10	\$11,292 + \$2,700 travel	\$9,860 + \$2,400 travel	\$131,040 + \$9,152 travel
Davie	40,971	3,845	\$6,038	\$4,012	\$111,920 + \$7,500 travel
Duplin					
Durham	262,715	29,027	22333	18971	\$179,000 + \$7,200 travel
Edgecombe	55,108	3,118	\$6,649 + \$5,400 travel	\$5,027 + \$4,620 travel	\$108,424 + \$6,600 travel
Forsyth	331,000	no data	no data	no data	\$153,732
Franklin	57,332	390	\$12,937 + \$3,600 travel	\$11,270 + \$3,600 travel	\$92,500 <sup>2</sup>
Gaston	202,535	14649	\$13,780 + \$6,300 travel	\$11,706 + \$5,700 travel	\$158,850 + \$7,200 travel
Gates	11,500	926	\$8,275 + \$1,500 travel	\$7,002 + \$1,200 travel	\$78,930
Graham					
Granville	no data	no data	\$11,400 + \$3,600 travel	\$10,200 + \$3,600 travel	\$109,529 + \$5,600 travel
Greene	19,829	989	\$7,027 + \$1,800 travel	\$5,735 + \$1,500 travel	\$95,657 + \$6,000 travel <sup>4</sup>
Guilford	472,216	40,472	\$25,020 + \$1,500 travel	\$20,700 + \$1,500 travel	\$176,000 + \$7,200 travel
Halifax	55,008	3,361	\$10,000 + \$1,800 travel	\$8,600 + \$1,500 travel	\$105,203 + \$7,200 travel
Harnett	112,030	5,689	\$8,732 + \$4,920 travel	\$8,116 + \$4,920 travel	\$130,000 + \$7,200travel
Haywood	76,539	6,112	\$14,149 + \$2,400 travel	\$12,405 + \$2,400 travel	\$122,866 + \$6,000 travel
Henderson	103,855	12,905	\$16,801 + \$3,650 travel	\$10,431 + \$3,650 travel	\$159,000 + \$7,800 travel
Hertford	22,468	1,192	13123	11755	93099

	Est.	Approx.			
	Pop'n	Valuation	Chair		
County	2,009	2008–2009	Board of	County	County
		(Millions)	Commissioners	Commissioner	Manager/Administrator
Hoke	46,000	1958	\$7,840	\$7,063	\$114,571 <sup>2</sup>
Hyde	5,181	1,090	5493	4120	\$96,875 <sup>2</sup>
Iredell	155,359	20,387	\$10,917 + \$4,680 travel	\$10,137 + \$4,104 travel	\$171,880 + \$7,542 travel
Jackson					
Johnston	150,000	11477	\$6,892 + \$500 travel	\$5,080 + \$400 travel	\$148,899 + \$500 travel
Jones	10,381	712	\$10,248 + \$3,120 travel	\$9,600 + \$3,120 travel	\$75,018 <sup>2</sup>
Lee	61,835	4,692	\$11,440	\$9,928	\$120,060 + \$9,000 travel
Lenoir	58,172	3,366	17805	14204	\$98,470 + \$7,200 travel
Lincoln	73,000	8,456	\$8,568 + \$3,600 travel	\$7,344 + \$3,600 travel	153494
McDowell	43,000	3,019	9834	9834	\$95,682 + unspecified travel <sup>5</sup>
Macon	33076	9200	\$11,269 + \$4,800 travel	\$9,390 + \$4,800 travel	\$130,000 + \$6,000 travel <sup>4</sup>
Madison	20,810	1,683	10068	6887	\$73,400 + \$4,800 travel;
Martin	24,580	14,983	\$8,529 + \$6,000 travel	\$7,554 + \$6,000 travel	\$83,913 + \$3,600 travel <sup>2,3</sup>
Mecklenburg	890,515	836	\$27,962 + \$7,200 travel	\$22,370 + \$7,800 travel	\$215,656 + \$12,149 travel
Mitchell	16,877	1,243	\$3,900 + \$3,600 travel	\$2,700 + \$3,000 travel	\$62,000
Montgomery	27,305	2,298	8460	8460	\$109,608 + \$7,200 travel
Moore	85,608	\$107,794	\$6,360 + \$2,700 travel	\$4,680 + \$2,700 travel	\$131,976 <sup>1</sup>
Nash	93,999	6,891	\$10,080	\$8,737	\$138,581 + \$8,400 travel
New Hanover	190,000	12,610	\$23,994	\$16,283	\$164,982
Northampton	21,483	no data	\$7,634	\$6,764	\$90,531 <sup>5</sup>
Onslow	176,004	11,964	\$12,589 + \$4,764 travel	\$11,595 + \$4,764 travel	\$125,000 + \$5,400 travel <sup>4</sup>
Orange	126,000	14,102	\$18,260 + \$275 travel	\$13,996 + \$225 travel	\$138,852 (interim)
Pamlico	14,000	no data	\$4,152	\$3,540	\$79,798 + \$2,400 travel
Pasquotank	41,330	3,305	\$8,400	\$7,200	\$102,166 <sup>1</sup>
Pender	51,314	4400	\$14,473 + \$4,800 travel	\$13,644 + \$4,800 travel	\$115,000 + \$10,000 travel <sup>4</sup>
Perquimans	12,931	1,702	\$4,800	\$3,600	\$82,470
Person	37,341	3,645	\$12,324	\$9,792	\$97,500 + \$6,000 travel
Pitt	155,607	11,375	\$11,427 + \$4,800 travel	\$11,427 + \$2,400 travel	\$158,840 + \$5,000 travel <sup>2</sup>
Polk					
Randolph	140,980	9,165	\$8,400 + \$3,000 travel	\$6,000 + \$2,400 travel	\$126,690
Richmond	47,000	2,841	\$9,976 + \$3,000 travel	\$9,345 + \$2,400 travel	\$112,000 + \$5,000 travel
Robeson	129,931	5,497	\$17,480 + \$700 travel	\$13,360 + \$700 travel	\$125,696 <sup>2</sup>
Rockingham	92,421	5,465	9401	8201	138752
Rowan	139,225	11,911	\$14,650 + \$3,600 travel	\$12,208 + \$3,600 travel	\$133,126 + \$4,200 travel
Rutherford	63,424	no data	\$9,916	\$9,916	\$98,201 + \$4,125 travel
Sampson					
Scotland	no data	no data	9636	6276	\$96,240 + \$6,000 travel <sup>7</sup>
Stanly	60,810	3,690	\$10,690 + \$6,000 travel	\$9,432 + \$6,000 travel	\$96,525 + \$6,000 travel
Stokes	46638	3613	\$192 per meeting + \$38.76 other meeting	\$174 per meeting + \$35.70 other meeting	\$88,000 <sup>1</sup>
Surry	72,468	5,380	\$8,388 + \$2,400 travel	\$7,548 + \$2,400 travel	\$107,196
Swain	13,000	1,298	\$12,000 + \$3,900 travel	\$6,000 + \$3,250 travel	\$65,776 + \$2,600 travel
Transylvania	30,998	5,820	\$11,007	\$9,210	\$100,779 <sup>1</sup>
Tyrrell	4,200	632	\$450 meeting fee	\$150 meeting fee	\$30,384 <sup>6</sup>
Union	191,142	23,231	\$10,074	\$8,685	\$150,000 + \$7,200 travel
Vance	44,000	2,530	\$8,588	\$6,120	\$117,312 + \$7,200 travel
Wake	902,689	953	\$22,395	\$19,096	\$223,227 + \$6,000 travel
Warren	20,000	2,400	12200	10160	\$93,119
Washington	13,300	777	11000	\$9,900	\$105,700 + \$3,600 travel

	<b>Est.</b>	<b>Approx.</b>			
	<b>Pop'n</b>	<b>Valuation</b>	<b>Chair</b>		
<b>County</b>	<b>2,009</b>	<b>2008–2009</b>	<b>Board of</b>	<b>County</b>	<b>County</b>
		<b>(Millions)</b>	<b>Commissioners</b>	<b>Commissioner</b>	<b>Manager/Administrator</b>
Watauga	42,695	no data	\$8,266 + \$3,236 travel	\$6,861 + \$2,427 travel	\$136,571
Wayne	113,671	6,500	\$11,838	\$9,613	162657
Wilkes	67,182	6,161	\$6,500 + \$3,000 travel	\$6,500 + \$2,400 travel	\$90,500
Wilson	no data	no data	7800	6600	133838
Yadkin	39,000	2,490	2101	1800	\$97,000 + \$6,000 travel
Yancey	no data	no data	8900	7688	84959
1. Car available					
2. Car assigned					
3. Also HR director					
4. Also clerk to the board					
5. Unspecified travel allowance					
6 Also finance officer and public utilities director					
7. Also finance director					



**TABLE II. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER**

January 2010								
County	Comments	Assistant County Manager			Assistant to the Manager			
		Min.	Max.	Actual	Min.	Max.	Actual	
Alamance		\$73,939	118304	94172	n/a			
Alexander		n/a			n/a			
Alleghany		n/a			clerk to the board			
Anson		n/a			n/a			
Ashe		n/a			36072	50967	38844	<sup>5</sup>
Avery		48,507	\$67,642	\$55,648	25724	35871	28107	
Beaufort		69,262	\$96,967	\$77,573	49778	69689	59733	<sup>8</sup>
Bertie		social services director			clerk to the board			
Bladen		n/a			n/a			
Brunswick		86,125	137801	110476	n/a			<sup>1,5</sup>
Buncombe	2 positions	103,980	147948	144000	n/a			
Burke	also finance director	71,314	110534	80418	31110	48223	34179	
Cabarrus	2 positions	95,507	\$147,445	\$118,407	finance director			
Caldwell		n/a			n/a			
Camden		n/a			n/a			
Carteret	finance director	67,145	107432	94954	n/a			
	2 positions	48,323	\$77,317	\$76,352				
Caswell								
Catawba	2 positions	95,839	148695	121635	n/a			<sup>2</sup>
Chatham		67,469	99682	84150	n/a			
Cherokee		n/a			n/a			
Chowan		n/a			n/a			
Clay								
Cleveland		86,406	\$134,904	104214	n/a			<sup>3</sup>
Columbus		n/a			35274	72185	51587	
Craven		91,533	\$184,979	\$149,825	n/a			<sup>10</sup>
Cumberland	finance director	87,655	\$144,631	\$126,219	38734	63911	54600	
	2 positions	66,713	158476	129097				<sup>11</sup>
Currituck		n/a			n/a			
Dare								
Davidson		63,113	\$94,670	\$84,885	40775	61163	49650	<sup>17</sup>
Davie	1 position	72,471	\$112,383	\$101,745	31617	49032	33198	<sup>4</sup>
Duplin								
Durham	2 positions	97,930	\$168,595	\$149,160	40261	69307	41268	<sup>6</sup>
Edgecombe		n/a			43171	64088	49656	
Forsyth	2 positions	105,395	171267	133161	n/a			
Franklin		n/a			n/a			
Gaston		97653	\$151,383	\$124,504	n/a			
Gates		n/a			n/a			
Graham								
Granville		n/a			clerk to the board			
Greene		n/a			25361	35340	34022	<sup>5</sup>
Guilford		126,798	215556	157000	n/a			<sup>14</sup>
Halifax	2 positions	\$59,409	\$96,441	no data	\$37,987	\$61,665	\$54,462	
Harnett		72,365	112166	\$96,000	33916	52570	42735	<sup>15, 16</sup> <sup>8</sup>

County	Comments	Assistant County Manager			Assistant to the Manager		
		Min.	Max.	Actual	Min.	Max.	Actual
Haywood		63,006	\$95,411	\$90,859	n/a		
Henderson				107636	n/a		
Hertford		48676	\$75,448	\$60,591	n/a		
Hoke		n/a			29174	41222	29174
Hyde		n/a			32889	48550	31323
Iredell		83,749	129895	108555	n/a		
Jackson							
Johnston		n/a			n/a		
Jones		n/a			32007	40414	32007
Lee		n/a			n/a		
Lenoir		53,270	\$94,001	\$89,472	n/a		
Lincoln		74,812	114131	86839	n/a		
McDowell		36282	52020	52020	n/a		
Macon		61,677	92516	78000	n/a		
Madison		n/a					30871
Martin		n/a			n/a		
Mecklenburg	3 positions	125,319	\$195,811	\$181,599	51553	93404	67730
Mitchell		n/a			n/a		
Montgomery		n/a			27468	44088	31212
Moore		81,097	\$127,322	vacant	n/a		
Nash		82,298	\$131,677	\$109,768	n/a		
New Hanover	3 positions	101,150	\$155,168	\$134,657	n/a		
Northampton		52,713	\$93,018	no data	n/a		
Onslow		finance director			n/a		
Orange	2 positions	89,403	\$142,923	\$143,450	n/a		
Pamlico		n/a			n/a		
Pasquotank		57815	\$80,941	\$81,691	n/a		
Pender		n/a			n/a		
Perquimans		n/a			n/a		
Person		54,527	\$84,517	\$76,716	n/a		
Pitt	chief information officer	101,841	\$160,957	\$141,400	n/a		
	chief financial officer	101,841	\$160,957	\$131,851			
Polk							
Randolph	finance director	66,976	103979	96533	43347	66976	50149
Richmond		n/a			clerk to the board		
Robeson	2 positions	76,340	94662	83170	n/a		
Rockingham	finance director	68,251	\$102,377	\$99,321	n/a		
Rowan		n/a			n/a		
Rutherford		n/a			n/a		
Sampson							
Scotland		n/a			35892	50712	44820
Stanly		n/a			n/a		
Stokes		n/a			n/a		
Surry	see finance manager and economic development				n/a		
Swain		n/a			n/a		
Transylvania		n/a			n/a		

County	Comments	Assistant County Manager			Assistant to the Manager		
		Min.	Max.	Actual	Min.	Max.	Actual
Tyrrell		n/a			n/a		
Union		93,246	\$139,870	\$124,025 <sup>20</sup>	n/a		
Vance		n/a			n/a		
Wake	2 positions	104400	174100	\$153,788	52100	86900	64000
Warren		n/a			n/a		
Washington		n/a			n/a		
Watauga		71,655	111065	93703	n/a		
Wayne		n/a			38090	59407	57958
Wilkes		n/a			n/a		
Wilson		54864	92724	71532	n/a		
Yadkin		n/a			n/a		
Yancey		n/a			n/a		
1.	also purchasing agent						
2.	\$6,000 travel allowance						
3.	\$3,600 travel allowance						
4.	\$7,500 travel allowance						
5.	Car available						
6.	\$3,000 travel allowance						
7.	\$4,554 travel allowance						
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						
14.	\$5,400 travel allowance						
15.	\$7,155 travel allowance						
16.	also tax administrator						
17.	\$1,000 travel allowance						
18.	\$5,100 travel						
19.	also clerk to the board, payroll technician and human resources director						
20.	\$4,800 travel allowance						
21.	6 positions						

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

January 2010										
	Board of Elections		Elections Director			Elections Specialist				
County	Chair	Member	Min.	Max.	Actual	No.	Min.	Max.	Actual	
Alamance	\$3,6000 + \$400 trave;	\$3,0000 + \$400 trave;	39926	63879	58000	1	30660	49053	32796	
Alexander	no data	\$25 per meeting	34807	47981	\$40,365	1	25882	35679	27192	
Alleghany	\$35 per meeting	\$35 per meeting	\$30,533	\$45,800	\$31,144	1	n/a			
Anson	\$50 per meeting	\$50 per meeting	\$32,220	\$47,563	34700	1	27332	40347	27331	
Ashe	n/a	n/a	37653	53202	\$43,665	1	31701	44793	31701	
Avery	\$200 per meeting	\$200 per meeting	\$32,831	\$45,784	33488	1	27010	37666	27550	
Beaufort	\$25 per meeting + \$7.25 per hour	\$25 per meeting + \$7.25 per hour	\$45,603	\$63,844	\$52,899	1	28903	40464	32371	
Bertie	\$60 per meeting	\$50 per meeting	\$33,312	\$49,175	35300		n/a			
Bladen	n/a	n/a	47191	59774	61661	1	29662	27572	34935	
Brunswick	\$50 per meeting	\$50 per meeting	44915	71863	\$62,275	1	25206	40329	30194	
Buncombe	3,250	2,600	73142	103980	97156	3	29022	41282	35018	
Burke	3,330	2,590	36016	55824	\$37,852	2	24376	37784	25607	
Cabarrus	\$75 per meeting	\$50 per meeting	50562	78195	\$77,041	1	34284	52908	no data	
Caldwell	no data	no data	\$34,236	\$57,061	\$40,119	1	23037	38397	26390	
Camden	\$35 per meeting	\$35 per meeting	part-time		19332	1	part-time		8436	
Carteret	\$100 per election day + \$35 per meeting	\$100 per election day + \$35 per meeting	\$38,225	\$61,160	\$49,903	1	24781	39649	25625	
Caswell										
Catawba	900	\$600 + \$100 election day	\$53,352	\$82,786	\$71,716	3	25647	39817	29172	
Chatham	3,600	2,400	39447	58282	\$50,626	1	29436	43491	33050	
Cherokee	\$50 per meeting	\$60 per meeting	33039	52903	42971	1	28408	44360	36384	
Chowan	\$40 per meeting	\$40 per meeting	28844	51796	32865	1	part-time		\$8/hr.	
Clay										
Cleveland	4,248	2,706	40836	61878	\$58,044	1	24414	38088	28092	
Columbus	\$45 per meeting	\$35 per meeting	31957	65397	45597	2	17667	36157	18614	
Craven	\$70 per meeting	\$70 per meeting	\$37,568	75895	\$46,401	1	23507	47492	27532	
Cumberland	5,131	n/a	55639	no data	87609		35348	no data	no data	
Currituck	\$75 per meeting	\$25 per meeting	\$41,644	\$57,661	45857	1	29142	40154	30253	
Dare										
Davidson	n/a	n/a	42784	64177	\$60,954	1	31973	48044	31973	
Davie	360	360	\$36,601	\$56,761	\$53,950	1	23591	36588	30240	
Duplin										
Durham	\$100 per election day + \$50 per meeting	\$100 per election day + \$40 per meeting	\$62,791	\$108,096	93818		n/a			
Edgecombe	\$40 per meeting	\$40 per meeting	\$32,216	\$47,823	\$43,076	3	20765	30827	23037	
Forsyth	n/a	n/a	66104	107420	87110		n/a			
Franklin	\$25 per meeting	\$25 per meeting	\$39,727	\$56,753	\$44,310	4	26277	45110	34087	
Gaston	3,600	2,400	49180	76239	\$62,702	2	26527	41126	26935	
Gates	\$25 per meeting	\$25 per meeting	27403	35496	32134		n/a			
Graham										
Granville	3,000	1500	\$34,686	\$58,272	\$53,261	1	21289	35767	28854	
Greene	\$150 per election day + \$25 per meeting	\$150 per election day + \$25 per meeting	\$32,265	\$45,003	\$43,317	1	n/a			
Guilford	no data	no data			\$93,052	3	32345	54987	33671	
Halifax	\$50 per election day + \$25 per meeting	\$50 per election day + \$25 per meeting	34393	55832	35258	1	21991	35699	24900	
Harnett	2,400	\$1,800	40137	62212	54009	1	28659	44421	34393	
Haywood	\$25 per meeting	\$25 per meeting	32127	48190	55675	2	21422	32134	26655	
Henderson	\$40 per meeting	\$40 per meeting	45630	70727	\$60,531	1	24356	37791	27027	
Hertford	\$50 per meeting	\$50 per meeting	\$27,105	\$42,012	31355		n/a			
Hoke	\$100 + \$50 per meeting	\$50 + \$50 per meeting	\$39,096	\$55,241	48826	1	22858	32298	22858	

County	Board of Elections		Elections Director			Elections Specialist				
	Chair	Member	Min.	Max.	Actual	No.	Min.	Max.	Actual	
Hyde	\$25 per meeting	\$25 per meeting			112550				8040	
Iredell	\$75 per day	\$75 per day	\$46,673	\$72,390	54749	2	2.75	23773	36873	29256
Jackson										
Johnston	53,050	n/a	\$44,590	\$75,692	\$53,050		49	24077	35541	23514
Jones	no data	\$25 per meeting	27791	35054	32007			n/a		
Lee	2,400	1800	44731	62624	\$45,035		1	29842	41780	30401
Lenoir	3,919	2,953	\$36,892	\$65,100	42783		2	20306	35832	26001
Lincoln	2,800	2,400	\$55,627	\$84,863	64569		1	33947	51789	41412
McDowell	\$50 per meeting	\$50 per meeting	40068	58902	40068	1	1	23196	34092	24684
Macon	\$40 per meeting	\$40 per meeting	\$28,256	\$42,383	40158			n/a		
Madison	\$2,400 + \$500 travel	\$2,400 + \$500 travel			36500		1			36317
Martin	\$60 per meeting	\$40 per meeting	27649	44200	38113			n/a		
Mecklenburg	7,535	5,112	70078	133266	103908	5	12	31924	56848	43326
Mitchell	2,450	2,400	33658	48083	32585		1	part-time		\$11.27/hr.
Montgomery	1,800	1,500	35148	56316	\$39,432			n/a		
Moore	2,400	1,800	\$40,959	\$64,306	\$60,855	1	1	30565	47987	38002
Nash	3,000	\$50 per meeting	42690	68304	\$48,000		2	26269	42030	26926
New Hanover	1,938	\$2,500	\$48,942	\$75,109	56816		1	29224	44866	32635
Northampton	\$30 per meeting	\$25 per meeting	\$30,820	\$54,385	\$33,189			n/a		
Onslow	\$25 per meeting	\$25 per meeting	\$38,213	\$61,141	\$49,195		3	22950	36720	25206
Orange	n/a	n/a	\$66,477	\$106,271	\$78,222		3	31693	50665	43806
Pamlico	\$9.30 per hour	\$9.00 per hour	\$31,428	\$55,814	35277			n/a		
Pasquotank	\$25 per meeting	\$25 per meeting	\$35,025	\$49,036	42784		1	26163	36628	29904
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	32340	50127	33957
Pitt	1,200	1,200	\$58,021	\$91,703	no data			n/a		
Polk										
Randolph	2,100	1,200	\$43,347	\$66,976	\$50,149		3	23858	39437	27622
Richmond	2,350	1,640	\$28,461	\$41,421	\$39,304		1	20497	29833	27642
Robeson	3,900	2,100	43478	53912	\$46,956	1	3	24060	29834	28230
Rockingham	1,800	\$35 per meeting	43947	65921	\$56,597			n/a		
Rowan	1,846	1,404	48381	76801	50819		2	24305	42571	28188
Rutherford	\$1,050 + \$480 travel	\$1,050 + \$480 travel	41378	62346	\$55,063	1	1	25175	37932	25175
Sampson										
Scotland	1,500	1,200	\$39,264	\$55,476	41256		1	25044	35388	26316
Stanly	\$30 per meeting (less than 4 hrs), \$60 (more than 4 hrs) + \$60 extra per mo.	\$30 per meeting (less than 4 hrs), \$60 (more than 4 hrs)	33351	53026	46956		2	25803	38704	30460
Stokes	\$30 per meeting + \$100 election day	\$30 per meeting + \$100 election day	38515	62716	40078		1	24056	39172	27929
Surry	\$50 canvass day + \$35 per meeting	\$125 election day + \$60 per seminar	\$35,532	\$59,520	\$43,188		1	28728	47328	33300
Swain	\$50 per meeting	\$50 per meeting	25750	37946	37102	1	1	21594	31822	23076
Transylvania	\$26.52 per hour	\$22.11 per hour	\$48,339	\$72,508	\$52,299		3	29211	43816	35464
Tyrrell	\$50 per meeting	\$50 per meeting			\$12.73/hr			n/a		
Union	3,000	2,400	\$54,459	\$78,688	\$61,500		7	25745	50434	32137
Vance	3,000	1,700	\$33,852	\$54,168	\$42,780			n/a		
Wake	\$25 per meeting	\$25 per meeting	\$63,550	\$105,950	105950		9	28700	47800	40037
Warren	\$25 per meeting	\$25 per meeting	33597	53913	\$45,000		1	22739	36487	30000
Washington	\$30 per meeting	\$30 per meeting	27804	\$33,036	28512			n/a		



**TABLE IV. CLERK TO THE BOARD OF COUNTY COMMISSIONERS**

January 2010							
Clerk to the Board				Clerk to the Board			
County	Min.	Max.	Actual	County	Min.	Max.	Actual
Alamance	\$32,037	\$51,261	\$58,336	Johnston	\$46,599	\$79,101	\$49,609
Alexander	27,192	\$37,484	36570	Jones	assistant to county manager		
Alleghany	29,079	43,619	\$30,114	Lee	39087	54721	48770
Anson	32,220	47,563	\$45,664	Lenoir	payroll administrator		
Ashe	assistant to county manager			Lincoln	44656	69651	49189
Avery	27,010	37,666	\$27,011	McDowell	25620	37668	22908
Beaufort	assistant to county manager			Macon	county manager		
Bertie	31,939	47,148	\$39,000	Madison	contract attorney		
Bladen	part-time		6445	Martin	30192	48264	42192
Brunswick	44,915	71,863	66784	Mecklenburg	52790	93404	75565
Buncombe			97542	Mitchell	human resources director		
Burke	36,016	55,824	36016	Montgomery	assistant to county manager		
Cabarrus	43,753	67,545	48711	Moore	35000	54950	47500
Caldwell	35,777	59,629	\$48,207	Nash	assistant county manager		
Camden	32,128	48,189	43229	New Hanover			72324
Carteret	50,642	81,027	\$61,504	Northampton	assistant to county manager		
Caswell				Onslow	county manager		
Catawba	46,087	71,513	\$50,267	Orange	66477	106271	84898
Chatham	35,780	52,864	54762	Pamlico	27148	48209	33092
Cherokee	county attorney			Pasquotank	32493	45491	46800
Chowan	30,285	54,384	29812	Pender	county manager		
Clay				Perquimans	28544	43228	32257
Cleveland	35,484	55,380	44868	Person	39536	61281	40329
Columbus	27,557	56,392	46737	Pitt	45897	72539	56702
Craven	43,237	87,359	\$72,419	Polk			
Cumberland	44,353	73,182	60710	Randolph	assistant to county manager		
Currituck	49,169	68,199	\$60,287	Richmond	34315	49954	56128
Dare				Robeson	40490	50208	50208
Davidson	40,775	61,163	49650	Rockingham	42092	63138	62470
Davie	33,198	51,484	\$48,870	Rowan	36016	57182	45163
Duplin				Rutherford	39372	59323	49853
Durham			vacant	Sampson			
Edgecombe	human resources director			Scotland	assistant to county manager		
Forsyth	55,236	89,758	58260	Stanly	29530	44295	30518
Franklin	33,061	47,230	\$44,290	Stokes	41659	67835	47973
Gaston			77560	Surry	28728	47328	36276
Gates	secretary to county manager		7500	Swain	24641	36313	31168
Graham				Transylvania	32718	49067	34121
Granville	34,686	58272	\$58,272	Tyrrell			30132
Greene	county manager			Union			74000
Guilford			74249	Vance	33852	54168	51168
Halifax	assistant to county manager			Wake			35715
Harnett	assistant to county manager			Warren	35277	56610	42128
Haywood	n/a			Washington	33408	48348	48348
Henderson	32,078	49,686	40502	Watauga	37024	57387	39524

<b>Clerk to the Board</b>					<b>Clerk to the Board</b>			
<b>County</b>	<b>Min.</b>	<b>Max.</b>	<b>Actual</b>		<b>County</b>	<b>Min.</b>	<b>Max.</b>	<b>Actual</b>
Hertford	assistant county manager				Wayne	assistant to county manager		
Hoke	43,103	60,904	\$55,176		Wilkes	40276	62428	58857
Hyde	administrative assistant to county manager				Wilson	assistant county manager		
Iredell	48,820	75720	\$68,190		Yadkin	30914	44768	37642
Jackson					Yancey	part-time		5000
1. Also assistant to county manager								
2. Also administrative assistant to county manager								
3. Also personnel officer								



**TABLE V. COUNTY ATTORNEY**

January 2010

County	Comments	Full-time Salary	Retainer	Fees	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Alamance		\$103,000						X
	assistant	75,000						
Alexander	n/a			no data				ABCDEFGHIJKLMOSTUVW
Alleghany			\$15,000	\$0	normal		ace	ABCDEFGHIKLMOPTUVW
Anson				6860	lower		acdef	ABCDEFGHIJKLMOPQRSTUW
Ashe				11,433	lower			ABCDEFGHIKLMQSTUVW
Avery	n/a							
Beaufort				no data	normal		acdef	ABCDEFGLMRSTVW
Bertie				87,193	normal		acdef	ABCDEFHIKLMRSTUVW
Bladen			no data	no data	higher	1,5	aef	X
Brunswick		120,598			normal			ABCDEFGHIJKLMOPQRSTUVW
	assistant	95,577						
Buncombe		129580						X
	1 position	vacant						
Burke			9000	no data	normal		ace	ABCDEFGHIJKLMOPTUVW
Cabarrus				335,448	normal			ADL
Caldwell	no data				normal		acdef	X
Camden	n/a							
Carteret			\$150/hr.		normal			ABCDEFGHIKLMOPRTV
Caswell								
Catawba		109,714						ABCDEFGHIJLMOTUVW
	assistant	79,784						
Chatham			50,000	57,600	higher	1,3,5	ac	ABCDEFGHIJKLMRPRVW
Cherokee			35,000				acdef	ABCDEFGHIKLMOSW
Chowan				31,421	normal		bc	ABCDEFHIKLMORTV
Clay								
Cleveland			19,200	61,871			acde	ABCDEFGHIJLMOTVW
Columbus		68,000			normal			X
	assistant	67568						
Craven				172225	normal			ABCDEFGHIKLMQRSTUV
Cumberland		122,408						ABCDEFGHIJLMNOSTUVW
	assistant	88,400						
	staff attorney III—sheriff	101,643						
Currituck		173,400			higher	8		X
	assistant	41,917						
Dare								
Davidson		96574			normal			ABCDEFGHIJKLMOPTUVW
	assistant	85,000						
Davie			24000	43224	normal		acdef	X
Duplin								
Durham		168,400			normal			X
	asst.—5 positions	35,973						
Edgecombe			44,000	6,338	normal		acdef	X
Forsyth		146,182			normal			ABCDEFGHIJKOUV
	asst.—6 positions	85,699						
Franklin				66,436	higher	1	acde	ABCDEFGHIJKLMOPQSTUVW
Gaston		130,250			normal			ABCDEFGHIJKLMOPSTVW
	assistant	76031						

County	Comments	Full-time Salary	Retainer	Fees	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Gates				5,253	lower		c	ABL
Graham								
Granville			7800	no data				no data
Greene	n/a		86540				acdef	ABCDEFGHJKLMNPRSTVWX
Guilford		vacant						ABCDEFGHILMNOTV
	deputy—4 positions	87,015						
Halifax		92913			normal			ABCDEFGHJLMOPSTVW
	assistant	31140						
Harnett			7,200	43219	normal		abcdef	A
	staff—all except DSS, sheriff—106,692							
Haywood			42000		normal		acdef	ABCDEFGHJKLMSTVW
Henderson		110,000			normal			ABCDEFGHJKLMOPTVWX
	assistant	84008						
	associate	39,020-60,470 range						
	deputy	51,324-79,560 range						
	senior deputy attorney	53,411-82,758 range						
Hertford			no data	no data	normal		acdef	ABCDEFHILMOPRSTV
Hoke			4000	77664	normal		acdf	X
Hyde	no data				normal			ABCDEFGHILMOPRSTU
Iredell			16,800	66,788	normal		ac	ABCDEFGHJKLMSTUVWX
Jackson								
Johnston		117056			normal			X
	paralegal	38387						
Jones	no data							ABCDEFGHIKLMOPRSTW
Lee		94,893			normal			ABCDEFGHIJKPTVWX
	assistant	89000						
Lenoir			22,500	294,290	normal		acdef	ABCDEFGHILMOSUVW
Lincoln			\$138,285		normal		acdef	ABCDEFGHJKLMOPTVW
McDowell			14218		normal		b	ABCDEFHIJKLMOPSTUVWX
Macon		134,316 + 8,232 travel						ABCDFGIKLMOSTVW
	staff attorney—sheriff	55,944-83,916						
Madison			12000	24350	higher	1	acdef	ABCDEFGHIKLMUVW
Martin			7200	13707	normal		bcdef	X
Mecklenburg	attorney is contracted				normal		acdef	ACDEFGHIJNT
	managing attny—sheriff	78,973-133,266						
	sr. associate—mgr office	67,706-133,266						
	associate—DSS	59,784-133,266						
Mitchell				22,135	normal			ABCDEFHIKNT
Montgomery				12,480	normal			ABCDEFGHIJKLMQRSTUVWX
Moore		94380			normal			ABCDEFGHJKLMOPRTVW
	asst.—2 positions	84,527						
Nash			18,000	\$60-\$150/hr.	normal		acde	ABCEFGHIKLMORVW
New Hanover		138911			normal			ABCDEFGHJLMQTVWX
	assistant	70332						
Northampton			6000	77550	normal		a	ABCDEFGHIKLMOPRSTUVWX
Onslow			20437	130277	normal		acde	ABCDFGIKLMOTUVW
Orange		115,000			normal			AX
	staff—\$81,692							
Pamlico			no data	no data			acde	ABCEGIKLMRV

		Full-time			Amount as		Services	Departments
County	Comments	Salary	Retainer	Fees	Compared with Past	Reason if Higher	Covered by Retainer	Served by County Attorney
Pasquotank		81761			normal			ABCDEFGHIJKLMORUVW
Pender			48000	no data	normal		ac	ABCDEFGHJKLMPTVW
Perquimans				18565	normal		acdef	ABCDEFGHIJKLMOPRSTUVWX
Person				\$150/hr.	normal			X
Pitt		125813			normal			ABCDEFGHILNOSTVW
	assistant	76868						
	staff attorney	63,723-100,716						
Polk								
Randolph	staff attorney	83450	17,500	9,485	lower		a	AL
Richmond			6,000	60,379	normal		acdef	X
Robeson		132791		189,434	normal		acdef	ABCDEFGHIJKLMOPRSTUVW
Rockingham		90518			normal			ABCDEFGHJKLMOPRSTUVW
	asst.—2 positions	53318						
Rowan			15,996	114876	normal		acdef	X
Rutherford			8,000	66,849	normal		ace	ABCDEFGHIJKLMSTVW
Sampson								
Scotland			3,125	41,624	normal		a	ABCDEFGHIJKLMOPSTUVW
Stanly		80,000						ABCDEFGHIJLMOPQSTV
Stokes			60,000		normal		bcdef	ABCDEFGHIJKLMOPRSTUVW
Surry			4800	109302	higher	1	acdef	ABCDEFGHIJKLMOPSTUVW
Swain			no data	no data				ABCDEFGHIJKLMOST
Transylvania			6,000	97,676	higher	1	acdef	ABCDEFGHIJKLMOSTVW
Tyrrell				31,748	normal		acdef	ABCDEFGHIJKLMPRTVW
Union	senior staff	112,823 + 4,800 travel		\$85-\$250/hr	normal		bcef	ABCDEFGHIJKLMPRTVW
	staff-legal	55,396						
	staff-sheriff's dept	69535						
Vance			6,000	21,460	normal		acdef	ABCDEFGHIJLMOSTUVW
Wake		160380			normal			ABCDFGHJKLMNOVW
	asst.—11 positions	81865						
Warren			4,800	14,375	normal		ace	ACDEFGHIJKLMOPSTUVW
Washington		75324						X
Watauga				40,642	normal		acdef	ABDEFHIJKLMSTVW
Wayne		96268			normal		acdef	X
Wilkes				219,375	normal			X
Wilson				no data	normal		acdef	ABCDEFGHIJLMORUVW
Yadkin	n/a							
Yancey			12,000	19,531	normal		bcdef	ABCDEFIKLMPTUVW
Codes for Departments Served by County Attorney								
A. Board of Commissioners								
B. General Administration								
C. Tax Supervisor								
D. Tax Collector								
E. Sheriff								
F. Register of Deeds								
G. Public Health								
H. Social Services								
I. Board of Elections								
J. Public Library								

County	Comments	Full-time Salary	Retainer	Fees	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
K. Recreation								
L. Planning								
M. Inspections								
N. Mental Health								
O. Emergency Medical Services								
P. Public Works								
Q. Airport Authority								
R. Water System								
S. Economic Development								
T. Veterans' Service								
U. Agricultural Extension								
V. Animal Control								
W. Landfill								
X. All departments								
Codes for Reason if Higher								
1. unusual litigation or complex business transaction								
2. substantial increase in salary or retainer								
3. revaluation year								
4. unusual number of tax foreclosures								
5. additional services requested by board of commissioners								
6. payments to more than one attorney								
7. also serves as county manager								
8. qualified candidate								
Codes for Services Covered by Retainer								
a. attendance at all regular and special meetings of the board of commissioners								
b. attendance at commissioners' meeting only on request								
c. available for routine consultation with board of commissioners and county department heads								
d. drafting ordinances and resolutions for commissioners								
e. preparation of routine legal documents (deeds, simple contracts, etc.)								
f. preparation of legal advertisements								

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

January 2010																		
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	\$83,792	\$45,560	\$72,899	\$58,428	1	\$36,561	\$58,498	\$48,720	4	\$28,075	\$44,921	\$38,359	1	\$33,480	\$53,568	\$56,613
Alexander	62957	86787	84670	n/a	n/a	n/a		n/a			1	30014	41375	34808	1	30015	41376	31534
Alleghany	42867	64445	43,826 <sup>6</sup>	n/a	n/a	n/a		n/a				n/a				n/a		
Anson	55,005	81,198	52,386	n/a	n/a	n/a		n/a			1	25,173	34,160	27,525	1	25,173	37,160	27,525
Ashe	53187	75150	64803	n/a	n/a	n/a		42849	60543	48480	2	33380	47163	35334		n/a		
Avery	assistant county manager			n/a	n/a	n/a		34473	48071	37667	1	29779	41526	30374	1	27010	37666	28377
Beaufort	assistant county manager and human resources director			n/a	n/a	n/a		n/a			1	28903	40464	34683	1	28903	40464	34683
Bertie	50754	74922	59409	n/a	n/a	n/a		n/a			1	28151	41555	30900		n/a		
Bladen	49694	62945	62034	27158	34401	30176		n/a			2	28411	35986	29673		n/a		
Brunswick	75375	120599	118757	assistant county manager			1	61040	97665	95160	3	32373	51797	39980	1	34165	54664	43169
Buncombe			130160	n/a	n/a	n/a		45066	64061	59888	6	27773	39503	36023		n/a		
Burke	deputy county manager			32666	50633	39617	1	41694	64624	41694	1	25595	39673	27810	1	31110	48223	32500
Cabarrus	assistant to county manager			37799	58338	56921	1	43753	67545	54219	4	31083	48002	40041	1	35989	55557	52908
Caldwell	county manager			30001	50002	41696		n/a			1	25158	41930	29617	1	27473	45789	38205
Camden	36663	54991	51837	n/a	n/a	n/a		n/a				29421	44127	37361		n/a		
Carteret	assistant county manager			n/a	n/a	n/a	5	41983	67172	59248	1	23643	37829	27173	1	30237	48379	33600
Caswell																		
Catawba	82786	128445	105675	43893	68102	64864	1	50814	78845	57566	8	32757	50815	36734	8	32757	50815	36734
Chatham	67469	99682	95728	34076	50346	46550	1	43491	64256	61656	1	28035	41420	34598	2	30909	45666	35943
Cherokee	57255	95671	76464	34340	55315	36443		n/a				n/a				n/a		
Chowan	36814	66107	61973	n/a	n/a	n/a		n/a			1	27470	49330	44042		n/a		
Clay																		
Cleveland	68364	106710	78672	32310	50442	36342	1	35484	55380	40836	4	26808	41814	30858	1	29494	45942	43842
Columbus	60727	124174	62500	31957	65397	44484		n/a			1	23762	48727	40300	1	21527	41930	33078
Craven	83355	168503	142959	n/a	n/a	n/a		n/a				n/a			1	34203	69105	49769
Cumberland	assistant county manager			46394	76550	57502	8	46394	87749	53266	25	25623	55692	32368	2	30805	50528	33868
Currituck	63072	87663	74732	n/a	n/a	n/a	1	34500	47657	35828	1	29142	40154	30253		n/a		
Dare																		
Davidson	63113	94670	89266	47158	70736	57673	1	49521	74282	62837	1	27656	41484	28005	3	36994	55490	48420
Davie	59622	92457	72258	n/a	n/a	n/a	1	49051	76065	51504	2	28677	44473	38416	1	36601	56761	52077
Duplin																		
Durham	84444	145377	141570	49052	84444	83181	4	40261	69307	54502	5	29933	51534	36728	1	33043	56885	53725
Edgecombe	47597	70657	64929	30680	45546	30680	1	33825	50214	34671	2	25242	37471	26735	1	26503	39344	37744
Forsyth	124416	202177	155521	n/a	n/a	n/a	2	44414	72173	53768	17	26600	43226	33002	2	29989	48733	42161
Franklin	62886	89837	80786	n/a	n/a	n/a		n/a			1	39727	56753	40793	1	31577	45110	38068
											2	28806	41155	32501				
Gaston	85135	131977	121312	37380	59951	52334	3	37380	57951	49833	8	26527	41126	36474		n/a		
Gates	47418	61418	47418	n/a	n/a	n/a		n/a			1	31334	40586	32606		n/a		
Graham																		
Granville	51239	86080	84197	n/a	n/a	n/a		n/a			1	31470	52870	44112	1	28535	47937	33188
Greene	43056	60113	47127	n/a	n/a	n/a		n/a			1	27932	38936	29212	1	27932	38936	27932
Guilford			125000	67244	114314	85927	2	37444	63655	51282	29	30805	52369	38259	10	35661	60623	42100
Halifax	assistant county manager			n/a	n/a	n/a	2	39922	64807	49694		n/a			1	26827	43549	28903
Harnett	75476	116988	107000	33916	52570	41157	4	38482	59647	45486	1	27477	42589	28658	1	35374	54830	39152
Haywood	55739	83607	87710	30743	46116	31255		n/a			1	27896	41846	31450	1	29152	43729	30582
Henderson	67548	104715	92970	n/a	n/a	n/a		n/a			3	27417	42471	31551	1	34671	53742	42296
Hertford	44151	68434	53621	n/a	n/a	n/a	1	31377	48635	38854	1	24585	38107	27317		accountant		
Hoke	73721	104166	77450	n/a	n/a	n/a		n/a			4	29173	41221	30650	1	35461	50105	42152
Hyde	46063	67997	51130	n/a	n/a	n/a		n/a			1	25546	37711	26312	1	32889	48550	40205
Iredell	76545	118721	117543	40782	63253	62626		n/a			2	27207	42199	35446	2	31137	48294	40939
Jackson																		
Johnston	69250	117546	81900	n/a	n/a	n/a	1	48696	82659	64992		n/a			1	42673	72433	46027 <sup>3</sup>
Jones	51006	64876	51006	n/a	n/a	n/a		n/a			1	25400	32007	29154	1	32007	40414	32007
Lee	70136	98190	81287	n/a	n/a	n/a		n/a			1	28531	39943	31472	1	34153	47815	35725
Lenoir	46415	81905	53827	n/a	n/a	n/a		n/a			1	29322	51742	42467	1	29322	51742	36620
Lincoln	67776	103397	73021	n/a	n/a	n/a	2	35666	54411	38909	6	27862	42506	29773		n/a		
McDowell	48888	71856	65874	31254	45942	33258		n/a			1	31254	45942	32040	1	29736	43716	36282
Macon	82656	123984	119600	36063	54095	40000	1	36063	54095	49140		n/a			1	28256	42383	20689
Madison			60652	n/a	n/a	n/a		n/a			1			40895		n/a		

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
Martin	48988	78317	56813	n/a			2	28881	57574	36955	2	23175	38742	25252				
Mecklenburg	107442	195811	160073	n/a			24	36344	93404	47260	8	23083	47720	28815	1	28777	56848	39157
Mitchell	49820	71172	55051	n/a				n/a				n/a			1	27664	39521	27664
Montgomery	62292	99732	72000	n/a				n/a			1	26436	42408	27504				
Moore	63542	99761	86607	37152	58329	43836	1	37152	58329	48594	7	23948	37598	34825	1	33697	52905	41148
Nash	71500	114400	97142	n/a			1	40735	65176	46009	2	29848	47757	34982	1	33915	54264	41128
New Hanover	96512	148034	112339	58094	89086	65970		n/a			25	29224	44866	33643				
Northampton	61022	107680	82,068 <sup>4</sup>	n/a			1	37462	66105	no data		n/a						
Onslow	83730	133968	103,429 <sup>1</sup>	39742	63587	57283	2	36743	58790	40695	4	26848	42957	34166	1	30200	48321	34077
Orange	80994	129481	114520	44781	71588	70126	1	44781	71588	64686	5	31693	50665	38144	3	33297	53228	37236
Pamlico	44227	78542	no data	n/a			1	36701	53155	44520	2	28490	41347	28490	1	28490	41347	30581
Pasquotank	56549	79168	73452	n/a				n/a			5	24897	40173	33318				
Pender	62648	100236	67973	n/a				n/a			2	30135	48215	31367	1	27333	43733	30000
Perquimans	38845	58826	49576	n/a				n/a			1	part-time		25374				
Person	61513	95345	75374	n/a			1	37979	58867	39878	1	26453	41002	29196	1	27538	42684	34549
Pitt	assistant county manager			n/a			1	52827	83494	58021		n/a			6	33055	52246	38054
Polk	assistant county manager			37690	54907	42349	1	43347	66976	55245	4	28600	43347	34268	1	34341	52603	43347
Richmond	49954	72682	60914	n/a			1	43395	63136	48764	3	23586	37696	28227				
Robeson	71859	89105	86230	n/a				n/a			3	33022	40947	39657	1	33022	40947	40947
Rockingham	assistant county manager			30926	38568	40619	3	38522	57783	44847	5	29557	44336	34134				
Rowan	75311	119555	104189	41742	66269	44715	3	41742	80673	50144	4	126818	42571	30687	1	29590	46967	34969
Rutherford	68011	102473	72370	finance director			1	35648	53712	37001		n/a			2	27806	41894	33919
Sampson	county manager			39264	55476	42288	2	41076	58032	43152	4	26196	40500	28170	1	26196	37008	28212
Stanly	60641	90961	63668	n/a			1	38677	58017	40619	3	26989	40484	31460				
Stokes	45057	73368	55528	32923	53610	41390	1	35610	57985	39336	1	24056	39172	26573	1	26020	42369	29319
Surry	55596	94872	86,448 <sup>1</sup>	30012	49572	33300		n/a			1	32616	54300	37104	1	32616	54300	35532
Swain	33533	47288	37,061 <sup>2</sup>	finance director				n/a			2	22565	33254	26515				
Transylvania	64771	97156	77912	29211	43816	29815		n/a			1	26500	39741	30576	1	29211	43816	33969
Tyrrell	county manager			n/a				n/a						20304				
Union	93246	139870	122290	50174	75260	50174	2	42023	63033	45613	14	29409	57620	36478	1	38413	57620	41000
Vance	57408	91860	74244	n/a				n/a			1	24876	39804	38772	1	31008	49608	44760
Wake	85650	142850	vacant	57550	95950	95949	11	36550	60950	49503	27	25500	42500	34839	1	36550	60950	43157
Warren	54724	87816	77079	n/a				n/a			3	23876	38314	26519	1	26324	42241	36860
Washington	54264	78624	74832	29664	42960	32760		n/a			1	25956	37536	25956				
Watauga	65617	101705	100892	n/a				n/a			2	29710	50290	32073	1	32445	50290	46852
Wayne	79186	123503	87406	44094	68771	45196	1	41944	65496	41994	1	29844	46547	33766	1	27070	42219	27746
Wilkes	55545	86095	64381	30401	41122	33357		n/a				n/a						
Wilson	57480	97200	92500	n/a			1	47652	80580	66000	2	31260	52872	39383	1	41436	70008	41808
Yadkin	40954	59285	49882	n/a				n/a			2	23338	33815	31848				
Yancey	31645	47308	25,835 <sup>5</sup>	n/a				n/a			1	22489	33621	18018 <sup>5</sup>				

1. Also deputy county manager  
2. Also serves as purchasing agent  
3. Also serves as assistant to the county manager, clerk to the board, and human resources director  
4. Also serves as information technology director  
5. Part-time position  
6. Also serves as human resources director and purchasing agent

**TABLE VII. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN**

January 2010

County	Human Resources Director			Human Resources Analyst					Human Resources Technician				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Alamance	\$54,332	\$86,932	\$73,500	analyst II	1	\$36,561	\$58,498	\$43,056	specialist	1	\$33,480	\$53,568	\$49,488
Alexander	40366	55645	54288	benefits spec.	1	28568	39382	39382			n/a		
Alleghany	finance director					n/a					n/a		
Anson	44778	66101	55000			n/a					n/a		
Ashe	n/a					n/a					n/a		
Avery	n/a					n/a					n/a		
Beaufort	assistant county manager					n/a			technician	1	34469	48257	36411
Bertie	n/a					n/a			HR officer	1	42887	63308	42887
Bladen	42184	53433	46404	admin. asst.	1	30914	39159	39159			n/a		
Brunswick	62832	100532	85857	asst. director	1	53873	86197	66526	technician II	1	37748	60397	53322
				analyst	1	39540	63263	43093	representative	1	32373	51797	36118
Buncombe	95202	135386	130160	analyst II	1	41282	58687	52663	technician II	1	34622	49228	44975
									technician I	4	30309	43098	38498
Burke	58668	90938	66950	analyst	1	41694	64624	42750	technician	1	28218	43740	29658
Cabarrus	67859	104767	94563	analyst	2	41655	64318	59348	technician	1	32631	50390	48003
Caldwell	50878	84798	72000			n/a			technician I	2	26290	43817	29783
Camden	29421	44127	31197			n/a					n/a		
Carteret	58425	93480	74237			n/a			sr. admin asst.	1	30237	48379	35657
Caswell													
Catawba	71512	110952	no data	mgmt analyst	1	46087	71513	47540	specialist	4	34402	53352	40202
				HR analyst	1	41804	64865	47050					
Chatham	50436	74384	61196			n/a			technician	1	29436	43491	36379
Cherokee	41952	69342	55648			n/a					n/a		
Chowan	36814	66107	53534			n/a					n/a		
Clay													
Cleveland	56694	88494	65238	benefits coordinator	1	33882	52860	50432			n/a		
				technician	2	33882	52860	39951					
Columbus	40908	83712	61321			n/a			admin asst	1	21527	44052	24496
Craven	69105	139610	89456	asst director	1	49769	100551	57289	technician II	2	31140	62918	42097
Cumberland	55639	91804	81421	analyst II	1	46394	76550	76344	technician II	2	35348	58324	42041
				analyst I	1	42399	69958	51974	technician I	2	33753	55692	35605
Currituck	54143	75161	58616			n/a			assistant	1	34500	47657	35828
Dare													
Davidson	57322	85983	80798			n/a					n/a		
Davie	n/a					n/a					n/a		
Duplin													
Durham	76502	131706	129269	sr. analyst	3	49052	84444	56982	technician	3	33043	56885	37072
				analyst	3	40261	69307	49125					
Edgecombe	39158	58130	46288			n/a					n/a		
Forsyth	87348	141941	no data	senior consultant	6	46404	75406	51636	technician	7	29989	48766	36902
				consultant	1	38404	62406	44636					
Franklin	45595	65136	53930			n/a					n/a		
Gaston	69301	107431	93553	analyst I	1	34901	54111	49738	benefits specialist	1	28419	44043	37643
Gates	n/a					n/a					n/a		

County	Human Resources Director			Human Resources Analyst					Human Resources Technician				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Graham													
Granville	40157	67465	55000			n/a					n/a		
Greene	n/a					n/a					n/a		
Guilford	n/a			analyst I	2	43346	73688	46000	technician	1	32345	54987	48925
Halifax	51182	83085	58676	sr. analyst	1	34393	55832	41956			n/a		
				analyst	1	31140	50550	35258					
Harnett	63779	98857	68000	sr. development spec	1	41863	64888	46800			n/a		
				development specialist	2	35374	54830	33601					
Haywood	44727	67090	68695	benefits analyst	1	29152	43729	40777	assistant	1	29152	43729	25002
Henderson	60060	93054	80460	analyst	1	42179	65384	62361	specialist	1	32078	49686	33209
									technician II	1	30810	47795	36309
Hertford	n/a					n/a					n/a		
Hoke	45258	63949	52486			n/a			technician I	1	22858	32298	24016
Hyde	n/a					n/a					n/a		
Iredell	61130	94813	vacant			n/a			technician	1	31137	48294	48294
Jackson													
Johnston	66269	112485	99285	asst. director	1	53176	90266	76366	technician	1	32767	48366	33222
				analyst	1	48696	82659	66603					
				generalist	1	44590	75692	61205					
Jones	assistant to county manager					n/a					n/a		
Lee	61284	85797	68468	analyst III	1	39087	54721	39534	technician I	1	31215	43702	31216
Lenoir	36892	65100	53431			n/a			benefit coord	1	29322	51742	34885
Lincoln	61402	93673	66153	analyst	1	37472	57166	40371	specialist	1	33947	51789	35677
McDowell	46518	68376	42114			n/a			admin II	1	26922	39576	27600
Macon	assistant county manager					n/a			specialist	1	26910	40366	35080
Madison	n/a					n/a			payroll/benefits	1			39999
Martin	county manager					n/a			payroll officer	1	25334	40500	28663
Mecklenburg	107442	195811	132287	sr. consultant	1	50081	93404	64483	specialist	9	35116	93404	43638
				consultant	12	44237	93404	54263	technician	3	31019	56848	35043
Mitchell	42587	60839	53730			n/a					n/a		
Montgomery	35148	56316	37212			n/a					n/a		
Moore	57634	86177	vacant	admin officer II	1	39009	61244	55094	technician II	1	30565	47987	32618
									technician I	1	26403	41453	31144
Nash	68225	109160	84547	specialist	1	33915	54264	39119			n/a		
				technician	1	29848	47757	34958					
New Hanover	n/a			sr. analyst	3	58094	89086	71902	technician	2	32053	49192	36342
				analyst	1	48942	75109	48960					
Northampton	47811	84370	61204	analyst VI	1	21904	38650	23012			n/a		
Onslow	68820	110112	70885	technician	2	30200	48321	38801	technician	1	30200	48321	38801
									assistant	1	23868	38189	28683
Orange	80994	129481	100175	organization dev	1	57323	91637	58477	analyst	1	40570	64854	47473
				classification/pay mgr	1	51931	83020	67478	technician	1	34984	55925	44643
				benefits/employment	2	44781	71588	57127	admin asst II	1	31693	50665	49355
Pamlico	33000	56546	35337			n/a					n/a		
Pasquotank	35025	49036	42034			n/a			accounting clerk	1	22365	31311	24923
Pender	n/a					n/a			technician	1	30135	48215	37307
Perquimans	clerk to the board					n/a					n/a		



County	Human Resources Director			Human Resources Analyst					Human Resources Technician					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	
Person	50316	77990	50320			n/a				technician	1	31066	48152	31066
Pitt	76868	121492	93897	analyst II	1	41789	66048	51011			n/a			
				analyst I	1	41789	66048	48098						
Polk														
Randolph	63794	99008	83450	analyst	1	39437	60736	50149		technician	1	32802	50149	38542
Richmond	52340	76165	53553			n/a				aide	1	17445	25385	18653
Robeson	56921	70582	63751			n/a				benefits spec.	1	33022	40947	34342
										recruiting spec	1	33022	40947	34342
										HR technician	1	27046	33538	29210
Rockingham	62623	93935	87843			n/a				specialist II	1	36809	55214	43721
										specialist I	1	32326	48489	32526
Rowan	58895	93497	69606	analyst II	1	46058	73114	54437		benefits spec.	1	37835	60064	38970
										specialist I	1	29590	46967	34293
Rutherford	61576	92778	72370	executive assistant	1	33919	51107	38887		technician	1	27806	41894	27806
Sampson														
Scotland	n/a			manager	1	39264	55476	42288		personnel tech.	1	26196	37008	28212
Stanly	52987	79481	67802			n/a					n/a			
Stokes				clerk to the board		n/a					n/a			
Surry	46224	78660	56892	asst. HR officer	1	37104	62280	39588		technician	1	30012	49572	32616
Swain	33533	49416	41123			n/a					n/a			
Transylvania	58760	73444	66930	analyst	1	24024	36055	27164			n/a			
Tyrrell			22308			n/a					n/a			
Union	68434	102650	94164	classification & comp.	1	40176	60264	56670		personnel tech.	2	29409	44114	36686
										benefits tech.	1	35165	52747	46441
Vance	57572	84120	60012			n/a				finance/tech	1	28392	45420	32016
Wake	85650	142850	120000	consultant	11	38600	64400	54664		technician	5	25500	42500	34246
Warren	47273	75859	64505			n/a				admin. asst II	1	23876	38314	23876
Washington	n/a			specialist	1	30612	44280	30612			n/a			
Watauga	n/a					n/a				coordinator	1	37024	57387	40548
Wayne	79186	123503	83194	benefits coordinator	1	39994	62377	44146		admin. Secretary	1	25781	40209	26425
Wilkes	32945	51065	43938			n/a					n/a			
Wilson	45456	76908	54499			n/a				personnel tech II	2	32760	55416	36968
										personnel tech I	1	28488	48132	34379
Yadkin	28159	40769	32649			n/a					n/a			
Yancey	23614	35302	23614			n/a					n/a			

1. also Clerk to the Board

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

January 2010

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	\$55,252	n/a			1	\$34,986	\$55,979	\$37,000		n/a		
Alexander	46,810	64,529	64,529	n/a				n/a				n/a		
Alleghany	n/a			\$33,663	\$50,495	\$30,533		n/a				n/a		
Anson	n/a			39,579	58,426	45664		n/a				n/a		
Ashe	41,019	57,957	42,045	n/a				n/a				n/a		
Avery	39907	55650	45783	n/a				n/a				n/a		
Beaufort	n/a			n/a				n/a				n/a		
Bertie	48,662	71,832	50,903	n/a				n/a				n/a		
Bladen	44687	56604	50642	n/a				n/a				n/a		
Brunswick	73,582	117,731	99,883	n/a			1 II	39,540	63263	\$43,862	1	\$43,124	\$68,998	\$51,650
Buncombe	n/a			n/a			1 I	37,748	60397	38,029	6	47071	66,974	63,328
Burke	58,668	90,938	64,534	n/a			1	36,016	55824	37,852		n/a		
Cabarrus	74,837	115,521	109,489	n/a			1	39,687	61249	47,461	2	45930	70,902	47,662
Caldwell	n/a			n/a				n/a				n/a		
Camden	45,688	68,527	54,292	planning director				n/a				n/a		
Carteret	58425	93480	74637	n/a			1	36,475	58360	vacant		n/a		
Caswell														
Catawba	68,103	105,675	98,537	n/a			2	39,816	61781	44,889	1	43894	68,103	52,297
Chatham	58282	86109	58282	n/a			2	45666	67469	47835	1	50346	74384	58200
Cherokee	n/a			n/a				n/a				n/a		
Chowan	33390	59962	vacant	33390	59,962	31302		n/a				n/a		
Clay														
Cleveland	54090	84426	84426	n/a			1	37194	58044	41814		n/a		
Columbus	n/a			38937	79676	55000		n/a				n/a		
Craven	69,105	139,610	118,515	n/a			1	37,568	75895	40,315		n/a		
Cumberland	66,713	110,076	89,323	n/a			12	35,348	63911	41,114	2	42399	69,958	58,414
Currituck	72,001	100,167	74,844	n/a			5	39,544	57661	42,316	1	47001	65,161	48,834
Dare														
Davidson	57,322	85,983	76,728	n/a			1	36994	55490	48025		n/a		
Davie	51,504	79,868	51,504	n/a			1	33,198	51484	34874		n/a		
Duplin														
Durham	n/a			n/a				n/a				n/a		
Edgecombe	47597	70657	54107	n/a			1	27828	41311	28524	1	35517	52726	36405
Forsyth	n/a			n/a				n/a				n/a		
Franklin	62,886	89,837	67,681	n/a			1	37,944	54206	38,979	1	41594	59,421	47,497
Gaston	69301	107431	95,285	45920	71,189	59696		n/a				n/a		
Gates	n/a			47418	61418	47418		n/a				n/a		
Graham														
Granville	42166	70837	35857	n/a			1	31470	52870	41264		n/a		
Greene	n/a			n/a				n/a				n/a		
Guilford	85,822	145,897	vacant	n/a			1	41282	70179	54927	4	45513	77,372	56,021
Halifax	51,182	83,085	60,152	n/a			1	31,140	50550	36,597		n/a		
Harnett	72,365	112,166	81,835	n/a			1	40,137	62212	42180	1	43662	67,676	45,846
Haywood	45,688	68,533	67,631	n/a			1	32,127	48190	44,032		n/a		
Henderson	62439	96798	81785	n/a			2	37499	58130	40190	1	43875	68016	57868
Hertford	economic development director			n/a				n/a				n/a		
Hoke	n/a			n/a				n/a				n/a		
Hyde	42,343	62,506	47,000	n/a				n/a				n/a		
Iredell	63,942	99,175	92,026	n/a			3	42658	66163	54674	3	42658	66,163	54,674
Jackson														
Johnston	63416	107639	68196	n/a			1	39078	57678	40157		n/a		
Jones	n/a			n/a				n/a				n/a		
Lee	n/a			n/a				n/a				n/a		
Lenoir	n/a			n/a				n/a				n/a		
Lincoln	61402	93673	74904	n/a			1	35666	54411	40384	1	55627	84863	74949

County	Planning Director			County Planner			Planner				Senior Planner			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual
McDowell	n/a			36,282	53,328	49,500		n/a				n/a		
Macon	n/a			31,152	46,727	31,152		n/a				n/a		
Madison			44,645	n/a				n/a				n/a		
Martin	n/a			n/a				n/a				n/a		
Mecklenburg	n/a			n/a				n/a				n/a		
Mitchell	n/a			n/a				n/a				n/a		
Montgomery	n/a			32,292	51,792	50,000		n/a				n/a		
Moore	63,542	99,761	76,430	n/a			3	39,009	61,244	42,503		n/a		
Nash	\$68,225	\$109,160	\$99,611	n/a			1	\$40,735	65,176	\$54,938	1	\$14,966	\$82,394	\$65,101
New Hanover	92,747	142,293	103,958	n/a			2	51,750	79,373	67,957	1	54,558	83,678	56,270
Northampton	n/a			n/a				n/a				n/a		
Onslow	68,820	110,112	96,500	n/a			2	36,743	58,790	43,867		n/a		
Orange	80,994	129,481	108,396	n/a			3	44,781	71,588	60,347	2	57,323	91,637	62,101
Pamlico	n/a			n/a			1	34,651	61,536	47,568		n/a		
Pasquotank	41,356	57,898	49,630	n/a				n/a				n/a		
Pender	62,648	100,236	72,030	n/a			3 II	38,460	61,536	42,494	1	42,402	67,844	46,163
							1 I	34,885	55,815	34,900				
Perquimans	n/a			39,816	58,826	54,658		n/a				n/a		
Person	48,334	74,918	58,788	n/a				n/a				n/a		
Pitt	80,559	127,323	99,523	n/a			1 III	48,098	76,022	55,363	1	52,827	83,494	58,021
							3 II	43,794	69,216	41,353				
							1 I	39,875	63,021	43,309				
Polk														
Randolph	57,907	89,690	79,456	n/a			1	39,437	60,736	79,456		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	70,336	n/a			2	36,038	54,058	37,349		n/a		
Rowan	61,866	98,209	70,988	n/a			1	36,016	57,182	39,740	1	43,848	69,606	45,163
Rutherford	55,750	84,003	57,868	43,846	65,523	49,853		n/a				n/a		
Sampson														
Scotland	n/a			n/a				n/a				n/a		
Stanly	50,657	75,987	65,091	35,351	53,026	46,976					2	n/a		
Stokes	41,659	67,835	52,372	n/a				n/a				n/a		
Surry	48,444	82,524	55,596	32,616	54,300	37,104		n/a				n/a		
Swain	n/a			n/a				n/a				n/a		
Transylvania	n/a			43,846	65,769	56,003		n/a				n/a		
Tyrrell	n/a			n/a				n/a				n/a		
Union	74,739	112,108	103,196	n/a				n/a			2	50,174	75,260	59,874
Vance	44,088	70,536	46,308	n/a				n/a				n/a		
Wake	n/a			n/a			3	38,600	64,400	43,503	2	47,250	78,750	64,542
Warren	47,273	75,859	61,200	37,041	59,442	50,528		n/a				n/a		
Washington	n/a			n/a				n/a				n/a		
Watauga	62,791	97,325	91,501	n/a			1	42,251	65,489	52,417		n/a		
Wayne	48,613	75,820	57,786	n/a			1	25,781	40,209	26,425		n/a		
Wilkes	47,298	73,312	53,450	32,945	51,065	35,197		n/a				n/a		
Wilson	47,652	80,580	68,633	n/a				n/a			1	28,488	48,132	31,429
Yadkin	39,073	56,597	45,298	n/a				n/a				n/a		
Yancey	n/a			26,034	38,921	15,000	2	n/a				n/a		

1. also building inspections director  
2. part-time position

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

January 2010												
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	\$38,608	
Alexander	51,671	71,229	69,492	2	25882	35679	32727		n/a			
Alleghany	n/a				n/a				n/a			
Anson	50,660	74,784	67,464		n/a				n/a			
Ashe	65,838	93,027	67,482		n/a			1	41019	57957	41019	
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	n/a				n/a				n/a			
Brunswick	62,832	100,532	88,881	1	52,082	83,332	68,226	1	lead	48,499	77,598	
								2	tech	41,332	66,131	
Buncombe	91,115	129,597	124,197	1	n/a				n/a			
Burke	58,668	90,938	64,534	1	37,815	58,616	39,744	1	34,301	53,165	36,798	
Cabarrus	74,837	115,521	102,249	5	55,846	86,195	62,299	1	43,753	67,545	53,433	
Caldwell	48687	81146	61506	1	35777	59629	45330	3	28790	47849	33530	
Camden	n/a				n/a				n/a			
Carteret	58,425	93,480	64,500	2	40059	64095	47460		n/a			
Caswell												
Catawba	82,786	128,444	105,675	1	58,833	91,283	73,622	6	43,893	68,102	48,209	
Chatham	55,507	82,009	57,200	4	41,420	61,196	45,632	3	37,568	55,507	37,568	
Cherokee	45,695	75,980	60,746	1	43,798	72,577	52,440		n/a			
Chowan	42613	76526	50,982		n/a				n/a			
Clay												
Cleveland	56,694	88,494	80,574	3	38,994	60,834	45,942		n/a			
Columbus	40,908	83,712	76,120	2	30,418	62,245	39,839		n/a			
Craven	75,895	153,418	130,166		n/a			1	35,849	72,419	38,465	
Cumberland	76454	126149	109580	5	50,808	83,833	52,606		n/a			
Currituck	54,143	75,161	64,253		n/a			1	32,716	45,159	33,971	
Dare												
Davidson	63,113	94,670	88,155	3	38,884	58,327	39,532		systems administrator			
Davie	51,504	79,868	60,720	1	38,431	59,599	46,607	1	30111	46697	31747	
Duplin												
Durham	80,374	138,374	127,993	2	46,687	80,374	47,144	3	42,298	57,557	72,816	
Edgecombe	45,330	67,291	50,287	2	35,517	52,726	38,507	1	29,219	43,376	32,414	
Forsyth	92775	150759	134430	1	68,310	111,004	83,740	3	34046	55325	40906	
Franklin	41,594	59,421	49,971		n/a			1	34,615	49,450	40,011	
Gaston	74221	115058	100195	1	49180	76239	73732	3	40034	62066	48375	
Gates	n/a				n/a				n/a			
Graham												
Granville	n/a			1	27,164	45,634	35,313		n/a			
Greene	n/a				n/a				n/a			
Guilford			142,765	3	55,322	94,047	84,797	6	37,444	63,655	44,437	
Halifax	39,922	64,807	55,142		n/a				n/a			
Harnett	72,365	112,166	88,394	1	58,628	90,873	70,354	2	40137	62212	41141	
Haywood	43,722	65,581	53,651	1	36,662	54,994	40,174		n/a			

County	Information Technology Director			Systems Administrator				PC Consultant			
	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Henderson	64974	100698	81597	2	40560	62888	56297	4	29640	45962	37752
Hertford	n/a				n/a				n/a		
Hoke	47521	67146	52454		n/a			1	41051	58003	45310
Hyde	n/a				n/a				n/a		
Iredell	58,442	90,644	86,665	3	44,620	69,207	50,864	1	40782	63253	62004
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	61402	93673	66153	1	45656	69651	50426	3	35666	54411	36264
McDowell	n/a				n/a				n/a		
Macon	43834	65752	62618	1	39758	59640	58078	3	29688	44503	35782
Madison			41640		n/a			1			39312
Martin	n/a				n/a				n/a		
Mecklenburg	107,442	195,811	157270		n/a			23	31924	56848	45307
Mitchell	n/a				n/a				n/a		
Montgomery	43,476	69,684	47,508	1	35,148	56,316	35,148		n/a		
Moore	57,634	90,485	88,855	5	35,383	55,551	42,338	5	43,008	67,522	50,534
Nash	68,225	109,160	86,235		n/a			2	46,886	75,018	51,097
New Hanover	92747	142293	126022	3	\$48,942	\$75,109	\$54,948	10	41205	63190	45343
Northampton	finance director				n/a				n/a		
Onslow	68,820	110,112	93,224	1	41,331	66,130	56,528	6	44,704	71,527	56,760
Orange	80994	129481	100024	1	57,323	91,637	75,226	2	38615	61730	44274
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	1	37,979	58,867	37,992
Pitt	assistant county manager— information officer			1	66,782	105,550	80,559	2	41,789	66,048	47,931
Polk											
Randolph	63794	99008	66,976	1	50,149	77,522	50,149	2	35984	55245	40903
Richmond	52,340	76,165	65,119	1	41,421	60,234	43,395		n/a		
Robeson	55,427	68,730	64,296	2	40,490	50,208	45,348		n/a		
Rockingham	62,623	93,935	81,605	1	45,948	68,922	45,948	1	42,092	63,138	56,012
Rowan	75,311	119,555	111,608	1	53,381	84,739	76,056	3	31,079	49,336	33,420
Rutherford	55,750	84,003	60,065	3	37,463	56,447	37,932	1	35,648	53,712	35,648
Sampson											
Scotland	n/a			1	44,940	63,492	46,056	1	34308	48480	37172
Stanly	52,987	79,481	65,520	2	42,318	63,477	51,656		n/a		
Stokes	43,325	70,549	53,394		n/a			2	31,656	51,547	39,013
Surry	46,224	78,660	62,280	1	37,104	62,280	45,216	3	31320	51864	35808
Swain	n/a			1	39,988	56,391	52,273		n/a		
Transylvania	55952	83928	67470	1	43846	65769	54333		36067	54100	37000
Tyrrell	n/a				n/a				n/a		
Union	78128	117192	98868	1	43921	65882	vacant	2	36762	55142	52261

County	Information Technology Director			Systems Administrator				PC Consultant			
	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Vance	n/a				n/a				n/a		
Wake	94,500	157,500	140,219	20	42750	71250	57403	25	36550	60950	45799
Warren	45,024	72,248	50,024 <sup>2</sup>		n/a				n/a		
Washington	n/a			1	27,804	40,236	38,292		n/a		
Watauga	55,022	85,285	70,153	1	44,153	68,437	44,153	2	42,251	65,489	49,091
Wayne	79,186	123,503	81,165	5	34,548	53,884	39,284		n/a		
Wilkes	47,298	73,312	57,544	1	40,276	62,428	47,192		n/a		
Wilson	54,864	92,724	86,112	1	39,528	66,816	51,396	2	32760	55416	37398
Yadkin	47139	68252	49510	1	42915	62159	43987		n/a		
Yancey	n/a				n/a				n/a		
1. two persons serve as co-directors											
2. also GIS administrator											

**TABLE X. TAX ADMINISTRATION (Part 1)**

January 2010														
County	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser				
	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
Alamance			vacant	n/a			n/a			lead tax appraiser	1	\$38,206	\$61,131	\$52,272
Alexander	\$49,181	\$67,796	\$57,035	\$28,568	\$39,392	\$35,678	\$36,569	\$50,411	\$42,409	tax appraiser	6	34986	55979	39516
Alleghany	42967	64445	48827	n/a			n/a					n/a		
Anson	n/a			44778	66101	50332	41241	60879	45000	real estate appraiser I	1	25173	37160	30313
Ashe	53187	75150	66423	n/a			36072	50967	37896	real property appraiser supervisor	1	50916	71943	50916
Avery	n/a			41902	58433	48073	41902	58433	51457	tax appraiser	1	34551	48816	35412
Beaufort	66478	93069	79774	n/a			n/a			real property appraiser	4	27010	37666	28957
Bertie	50754	74922	57222	n/a			36240	53496	36240	appraiser	2	31686	44360	34855
Bladen	52199	66117	64958	n/a			28410	35986	29674			n/a		
Brunswick	69999	11998	78364	tax administrator			48499	77598	66628	appraiser	1	28410	35986	29042
										chief appraiser	4	44915	71863	51497
										real estate appraiser I	4	37748	60397	40994
Buncombe	95020	135386	130160	n/a			61298	87180	70404	real estate appraiser I	12	34622	49228	43670
										real property appraiser II	1	30309	43098	35014
Burke	58668	90938	64362	48265	74811	50727	39708	61547	39708	real property appraiser I	4	31110	48223	31949
Cabarrus			118704	n/a			50652	78195	55558	real estate tax appraiser	1	41655	64318	54220
										sr. real property appraiser	1	37799	58338	57027
Caldwell	50878	84798	61761	n/a			n/a			real property appraiser	5	32762	54604	39731
										appraiser supervisor	1	26290	43817	33723
										appraiser II	2	24074	40124	27553
										appraiser I	1	n/a		
Camden	40037	60050	47740	tax administrator			tax administrator					n/a		
Carteret	61239	97982	83502	n/a			n/a			sr. property appraiser	2	36475	58360	39704
										property appraiser	4	33210	53126	34771
Caswell														
Catawba	71512	110952	75000	50815	78845	70380	53362	82786	60000	senior real estate appraiser	2	39817	61781	44117
										real estate appraiser	4	36115	56024	37181
Chatham	55507	82009	55507	n/a			39447	58282	56523	chief appraiser	1	34076	50346	45335
										property appraiser	3	32453	47948	34816
Cherokee	50009	83319	50009	n/a			38669	63271	38669	lead tax appraiser	1	31811	50541	38743
										tax appraiser	1	30587	48317	35522
Chowan	36814	66107	60800	22599	40584	23357	22599	40584	29812			n/a		
Clay														
Cleveland	56694	88494	63238	n/a			47004	73368	52860	appraiser	3	33882	52860	39906
Columbus	40908	83712	62549	n/a			30418	62245	39126	tax appraiser	1	26229	53675	35620
										tax appraiser technician	1	26229	53675	26885
Craven	69105	139610	115737	n/a			n/a			chief appraiser	1	54663	110436	60039
										appraiser I	4	37568	75895	40079
Cumberland	69793	115158	107058	tax administrator			tax administrator			senior appraiser	1	44353	73182	46798
										appraiser	5	37025	61091	38466
Currituck	54143	75161	64253	n/a			30929	42656	37345	tax appraiser	5	37025	61091	38466
Dare														
Davidson	63113	94670	94669	38884	58327	52468	38884	58327	47556	appraiser III	3	36994	55490	44297
										appraiser II	2	35221	52831	36125
Davie	51504	79868	62461	n/a			31617	49032	38543	appraiser II	1	33198	51484	38431
										appraiser I	1	26010	40338	32703

County	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser				
	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
Duplin														
Durham			97500	n/a			n/a			mass appraisal specialist I	1	38319	65968	48255
										residential tax appraiser	10	34714	59763	44669
Edgecombe	n/a			41116	61037	51536	37293	55361	42860	tax appraiser	2	29219	43376	31535
Forsyth	84657	137568	130832	n/a			n/a			appraiser	9	31047	50451	34749
Franklin	62886	89837	68688	n/a			n/a			property appraiser	2	36242	51773	38975
Gaston	69301	107431	100982	n/a			60416	93666	67214	property appraiser III	2	42876	66466	55737
										property appraiser I	2	37379	57952	43922
Gates	41209	53375	52324	n/a			n/a					n/a		
Graham														
Granville	44270	74375	50433	27164	45634	40469	n/a					n/a		
Greene	43056	60113	53596	39115	54595	44783	24170	33673	28918	property appraiser	1	24170	33673	25276
Guilford			102000	55322	94047	59809	55322	94047	88829	appraiser III	3	43346	73688	57397
										appraiser I	5	35661	60623	39992
Halifax	n/a			36145	58676	57952	36145	58676	63216			n/a		
Harnett	assistant county manager			n/a			n/a			chief appraiser	1	47498	73622	56998
										revaluation coordinator	1	43662	67676	52395
Haywood	41837	62757	67282	45688	68553	55253	41837	62757	67282	real property appraiser II	1	32127	48190	34195
										appraiser	3	29152	43729	33971
Henderson	n/a					89000	n/a			property appraiser II	1	33345	51675	47600
										property appraiser I	7	32078	49686	38688
Hertford	n/a			42048	68434	46814	40046	62072	46976			n/a		
Hoke	n/a			45258	63949	55143	45258	63949	60867	appraiser manager	1	60650	85694	66943
Hyde	52265	77153	65821	n/a			n/a					n/a		
Iredell	61130	94813	94813	n/a			46673	72390	72390	real estate appraiser III	3	38989	60472	49170
Jackson														
Johnston	69250	117546	107707	n/a			n/a			chief real estate appraiser	1	46599	79101	56493
										real estate appraiser	3	31356	46285	44561
Jones	40414	51006	51006	tax administrator			tax administrator			appraiser/mapper	1	30538	38499	33499
Lee	73361	102705	77209	n/a			n/a			appraisal manager	1	53550	74970	54997
										real property appraiser	2	40884	57237	40885
Lenoir	48595	85752	56356	tax administrator			n/a			senior appraiser	1	33654	59386	49959
										real property appraiser	2	29322	51742	34015
Lincoln	67776	103397	73021	41362	63100	44562	41632	63100	44562	chief of appraisals	1	55627	84863	61439
										real estate appraiser	2	33947	51789	35688
McDowell	n/a			46518	68376	50742	42114	61902	49500	real property appraiser	1	28296	41592	31644
										real property technician	1	23196	34092	23196
Macon	61677	92516	78000	n/a			34345	51517	52204	appraiser	3	28256	42383	33582
Madison			54000			52536			38319	deputy tax assessor	1			35443
										real property appraiser	1			31500
Martin	n/a			41065	65650	49383	34452	55078	37368			n/a		
Mecklenburg	n/a			78973	133266	119795	78973	133266	107397			n/a		
Mitchell	n/a			46061	65802	no data	36374	56249	44099			n/a		
Montgomery	45396	72720	56112	n/a			n/a			tax appraiser	1	28560	45819	37200
Moore	58100	91217	84812	n/a			n/a			real property appraiser	4	33697	52905	37471
Nash	65100	104160	83000	n/a			n/a			real property appraiser	2	37089	59342	44351
New Hanover	89024	136552	94982	n/a			66643	102128	66628	appraiser zone 2	3	36296	55640	44810
										appraiser zone 1	7	34861	53477	37880



County	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser					
	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual	
Northampton	52713	93018	64224	29352	51796	32399	30820	54385	42486			n/a			
Onslow	68820	110112	78938	n/a			n/a			tax appraiser	6	31408	50254	40178	
Orange	n/a			73377	117303	95318	57323	91637	66099	appraiser II	4	44781	71588	55051	
										appraiser I	2	38615	61730	39197	
Pamlico	44227	78542	48829	n/a			n/a			appraiser	1	27148	48209	38562	
Pasquotank	47686	67827	50552	n/a			n/a			appraiser	1	24897	34856	29168	
Pender	n/a			54117	86588	57311	51540	82464	58143	appraiser I	2	33223	53157	33555	
Perquimans	44329	67131	52599	n/a			n/a					n/a			
Person	59090	91590	73644	n/a			28667	44434	31620	property revaluation manager	1	46430	71967	52512	
										senior appraiser	1	26453	41002	30636	
Pitt	76868	121492	82504	n/a			n/a					n/a			
Polk															
Randolph	57907	89690	72114	tax administrator			tax administrator			real property appraiser III	2	47736	73819	56576	
										real property appraiser I	1	35894	55245	37690	
Richmond	41421	60234	54861	n/a			27156	39517	39501	tax appraiser I	4	28461	41421	30032	
Robeson	85302	105775	85302	n/a			n/a			division manager	2	43478	53912	50434	
										appraiser	7	34576	42799	38658	
Rockingham	65366	98049	76385	n/a			33783	50675	no data	appraiser II	6	35267	52901	no data	
										appraiser I	3	32326	48489	35545	
Rowan	71697	113817	106254	n/a			n/a			real & personal property manager	1	50819	80673	60663	
										appraiser I	3	34293	54437	37545	
Rutherford	61576	92778	68861	n/a			45701	68861	48031	revaluation appraiser II	1	50476	76055	53048	
										revaluation appraiser I	3	32276	48630	33501	
Sampson															
Scotland	n/a			51432	72660	59640	37536	53040	40428	revaluation coordinator	1	32796	46344	34464	
										appraiser	1	28656	40500	28656	
Stanly	55424	83138	74256	n/a			n/a			real property appraiser supervisor	1	35351	53026	48126	
										real property appraiser	3	30921	46333	39527	
Stokes	45057	73368	55764	1	tax administrator			tax administrator			lead appraiser II	1	30429	49566	34643
										revaluation coordinator	1	26020	42369	29319	
										real property appraiser I	1	26020	42369	29909	
Surry	48444	82524	62280	n/a			35532	59520	39588	revaluation project manager	1	40476	68340	54300	
										real estate appraiser II	2	31320	51864	35940	
Swain	33533	49416	40001	n/a			n/a			tax assessor II	1	25750	37946	27104	
Transylvania	64771	97156	82151	n/a			n/a			asst. tax assessor	1	46030	69056	56545	
										property appraiser II	2	29211	43816	29816	
Tyrrell			39828	n/a			n/a			asst. administrator	1			20712	
Union	71518	107277	100441	57334	86000	70899	54855	82284	61310	real estate appraiserspecialist	3	36762	55142	39711	
										real estate appraiser technician	2	33622	50434	34336	
Vance	54936	87900	no data	n/a			n/a					n/a			
Wake	85650	142850	110000	n/a			n/a			senior appraiser	3	42750	71250	56808	
										appraiser	10	36550	60950	47850	
Warren	52118	83634	66241	n/a			n/a			real property appraiser	1	27639	44354	30402	
Washington	39924	59268	47436	29664	42960	29664	29664	42960	29664	appraiser	1	38040	55080	41988	
Watauga	62791	97325	92068	n/a			n/a			appraiser II	1	37024	57387	44648	
										appraiser I	2	33906	52554	34245	
Wayne	56276	87771	79516	n/a			44094	68771	47484	chief appraiser	1	46298	72209	52382	
										appraiser	2	32903	51318	35433	

County	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser				
	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
Wilkes	55545	86095	60072	n/a			n/a			real property appraiser supervisor	1	45435	70424	49019
Wilson	54864	92724	71602	n/a			n/a			real property appraiser	3	30401	47122	32400
										tax appraiser	1	36000	60840	40692
Yadkin	39073	56597	56597	tax administrator			tax administrator			appraiser I	1	31260	52872	32022
										asst. assessor	1	37285	53987	51378
Yancey	n/a			31644	47308	40047	27336	40867	30855	real estate appraiser	2	30914	26914	35385
1. Also serves as GIS administrator 2. deputy tax collector														

**TABLE X. TAX ADMINISTRATION (Part 2)**

January 2010

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	8	\$23,543	\$37,668	\$26,064	2	\$25,710	\$41,133	\$29,928
Alexander			n/a				n/a			1	23,446	32,321	27,190	4	22,318	30,766	28,579
Alleghany			n/a				n/a				n/a				n/a		
Anson	GIS analyst	1	39,579	58,426	39,579					2	22,251	32,846	22,251	3	23,185	34,226	25,230
Ashe	tax mapping supv.	1	36,072	50,967	38,844	4	31,755	44,867	35,888	3	30,384	42,930	34,322		n/a		
	tax mapping clerk	1	30,384	42,930	30,384												
Avery			n/a			1	24,499	34,164	28,107	2	27,010	37,666	31,952	1	22,221	30,987	24,280
Beaufort	sr. land records	1	35,861	50,205	43,033	1	31,686	44,360	vacant	4	26,119	36,567	28,990		n/a		
Bertie	land records spec.	1	26,989	39,841	26,989		n/a			2	23,787	35,115	26,725		n/a		
Bladen			n/a			1	25,907	32,815	27,058	4	23,402	29,642	25,481		n/a		
Brunswick	senior GIS mapper	1	35,956	57,529	45,702	1	37,748	60,397	43,666	6 III	28,790	46,064	33,417	4	25,206	40,329	29,504
										2 II	26,997	43,196	33,979				
										8 I	25,206	40,329	27,309				
Buncombe	GIS mapper II	5	33,147	47,071	41,578	1	37,763	53,731	44,879	7	25,427	36,174	31,570		n/a		
	GIS mapper I	1	30,309	43,098	37,182												
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	49,957	1	35,989	55,557	49,655	8	26,860	41,471	36,956		n/a		
	GIS mapper	3	34,284	52,908	34,874												
Caldwell	land records tech	1	25,158	41,930	30,914	1	32,762	54,604	36,403	2	22,045	36,743	23,883	2	26,290	43,817	28,981
Camden			GIS technician				n/a				n/a				n/a		
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	31,198	48,400	42,395	2	31,198	48,400	33,270	6	24,430	37,915	29,693		n/a		
Chatham	mapper	2	29,436	43,491	37,528	1	32,453	47,948	32,453	5	26,699	39,447	26,699	1	26,699	39,447	35,424
Cherokee	mapping tech	1	27,408	42,577	33,879	1	27,408	42,577	34,993	2	24,592	37,833	25,698	2	25,518	39,369	29,674
Chowan	land records clerk	1	26,160	46,981	34,511		n/a				n/a				n/a		
Clay																	
Cleveland	mapper supv.	1	29,424	45,942	39,906	1	26,808	41,814	30,858	4	22,236	34,680	28,764	6	24,414	38,088	29,424
	mapper	1	26,808	41,814	30,858												
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	33,077
	appraiser technician	1	26,229	53,675	31,373												
Craven	property mapper	3	28,353	57,289	30,429	1	35,849	72,419	43,237	2	25,813	52,159	28,353	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	15	28,087	46,344	28,330
	GIS technician I	1	30,805	50,828	30,805												
Currituck	GIS specialist	1	39,858	55,160	43,059		n/a			4	25,571	35,190	27,760		n/a		
Dare																	
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	land records spec.	1	28,677	44,473	34,897	1	26,010	40,338	34,712	2	23,591	36,588	28,024	1	26,010	40,338	34,712
Duplin																	
Durham	GIS cartographer	4	34,714	59,763	44,669	5	31,449	54,143	38,320	13	27,119	46,687	37,641	6	29,933	51,534	43,542
Edgecombe			n/a			1	27,828	41,311	32,876	5	21,804	32,367	23,163	1	24,039	35,686	26,002
Forsyth	mapper	7	30,287	49,216	38,878		n/a				n/a			23	22,040	35,816	25,170
Franklin			n/a			1	31,577	45,110	36,851	8	23,971	37,539	29,402		n/a		
Gaston	GIS specialist III	1	42,876	66,466	45,019	1	40,034	62,066	46,040	3	23,126	35,853	31,990	6	23,126	35,853	28,956
	GIS specialist I	1	40,034	62,066	41,118												
Gates			n/a				n/a			2	20,933	27,113	24,423		n/a		
Graham																	
Granville			n/a				n/a			7	22,356	37,569	27,481		n/a		
Greene			n/a				n/a				n/a				n/a		
Guilford	mapping tech	4	32,345	54,987	43,101	5	39,316	66,837	47,134	11	30,805	52,369	41,547		n/a		
Halifax			n/a			3	32,726	53,125	38,794		n/a				n/a		
Harnett			n/a			1	36,896	57,189	44,275	10	27,477	42,589	31,532		n/a		
Haywood			n/a			1	41,837	62,757	36,615		n/a				n/a		
Henderson	services spec.	2	26,364	40,833	33,969	2	26,364	40,833	40,043	1	23,420	36,309	25,116	4	26,364	40,833	29,552

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.
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	27,792	41,026	34,996		n/a		
Iredell	tax mapping supv.	1	32,570	50,516	49,271	2	34,068	52,839	38,594	3	23,773	36,873	28,905	4	26,011	40,343	36,183
	GIS mapping tech	2	29,768	46,170	34,407												
Jackson																	
Johnston			n/a				n/a			4	28,715	42,384	30,595	1	28,715	42,384	32,758
Jones			n/a				n/a			2	23,408	29,154	27,180		n/a		
Lee			n/a			2	35,725	50,015	38,765	2	24,930	34,902	24,931	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			8	25,242	38,508	24,483		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	2	24,409	36,612	27,333
Madison			n/a				n/a			4			27,480	1			28,881
Martin	mapper	1	part-time		25,000		n/a				n/a			5	20,320	37,050	24,073
Mecklenburg			n/a			12	46,614	93,404	60,759	10	26,280	56,848	30,475	10	26,280	56,848	30,475
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			5	21,288	34,164	24,605	1	21,288	34,164	25,212
Moore	senior mapper	2	30,565	47,987	37,713	3	29,110	45,702	36,470	5	26,403	41,453	32,543		n/a		
Nash	tax mapping supv.	1	44,739	71,582	59,211	1	32,501	52,202	34,126	8	24,125	38,600	27,406		n/a		
	GIS mapping tech	2	31,146	49,834	38,148												
New Hanover	senior tax mapper	1	34,861	53,477	46,030		n/a			17	29,224	44,866	33,560		n/a		
	tax mapper	2	32,053	49,192	38,532												
Northampton			n/a				n/a			5	21,904	38,650	26,181		n/a		
Onslow	land records tech	3	30,200	48,321	40,500	1	27,922	44,675	40,252	3	22,950	36,720	30,403	6	30,200	48,321	34,689
Orange	GIS mapper II	3	34,984	55,925	47,336	1	44,781	71,588	63,125	1	31,693	50,665	32,011	3	30,165	48,225	30,569
	GIS mapper I	2	31,693	50,665	34,228												
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	3	26,031	41,650	26,161		n/a		
Perquimans	mapper	1	32,573	49,330	35,057		n/a			5	27,722	41,982	33,216		n/a		
Person	land records tech	1	27,538	42,684	31,140	1	29,842	46,255	32,880	2	25,411	39,387	29,436	2	26,453	41,002	30,636
Pitt			n/a			1	41,789	66,048	51,011	4	26,148	41,328	28,235		n/a		
Polk																	
Randolph	GIS spec/mapper	2	32,802	50,149	40,903	2	35,984	55,245	41,392	6	23,858	39,437	28,122	2	23,858	39,437	30,909
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	division manager	1	43,478	53,912	48,695	2	33,022	40,947	36,984	6	24,060	31,685	28,614	2	22,566	27,982	22,566
	mapper	3	30,035	37,242	36,041												
Rockingham	GIS coordinator	1	43,947	65,921	48,733		n/a			6	24,274	36,411	27,547		n/a		
	GIS technician	2	33,783	50,675	40,013												
Rowan	senior mapper	1	31,074	49,336	38,210	2	34,293	54,437	37,749	10	22,039	38,580	27,502		n/a		
Rutherford			n/a			1	41,378	62,346	42,418		n/a			3	23,955	36,094	26,988
Sampson																	
Scotland	mapper	1	28,656	40,500	30,864	1	34,308	48,480	36,048	5	23,940	33,828	24,420	1	25,044	35,388	27,648
Stanly	property appraiser	1	29,530	44,295	36,075	1	28,231	42,346	35,939	5	23,583	35,374	30,225	1	24,668	30,834	27,437
Stokes			n/a			1	26,020	42,369	29,263		n/a			1	23,131	37,665	25,299
Surry	land records mgr.	1	34,020	56,892	51,864	1	28,728	47,328	32,616	8	23,544	37,872	26,258		n/a		
Swain			n/a			1	25,750	37,946	27,104	2	20,663	30,451	21,751		n/a		
Transylvania	mapper	1	26,500	39,741	33,287	1	26,500	39,741	34,320	4	22,893	34,339	26,993		n/a		
Tyrrell			n/a				n/a			2			30,120		n/a		
Union	GIS senior specialist	2	40,176	60,264	43,953	3	25,745	48,244	31,533	3	28,113	42,171	29,186	1	28,113	42,171	29,680
	GIS technician		36,762	55,142	vacant												
Vance			n/a				n/a			3	22,788	36,456	23,904	2	26,004	41,592	30,192
Wake	mapping supvr.	2	47,250	78,750	52,589	3	42,750	71,250	56,808	36	28,700	47,800	35,715	36	28,700	47,800	35,715
	mapping technician	8	28,700	47,800	41,032												
Warren			n/a				n/a			2	22,739	36,487	22,739	2	22,739	36,487	22,739

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.
Washington			n/a				n/a			2	22,224	32,160	22,776		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	3	22,270	34,734	24,707	3	22,270	34,734	24,707
	mapper	1	25,781	40,209	26,472												
Wilkes	GIS specialist	1	28,054	43,484	29,972	1	28,054	43,484	31,468		n/a			3	23,889	37,028	24,276
Wilson			n/a				n/a				n/a				25,932	43,872	28,772
Yadkin	land records supv.	1	35,577	51,524	40,239	1	25,643	37,112	27,603	3	23,338	35,431	25,117	1	24,478	35,431	26,344
	land records asst.	1	23,338	33,815	25,140												
Yancey	mapping supvr.	1	27,336	40,867	33,639		n/a			1	23,613	35,302	30,309	1	22,489	33,621	26,180
	mapping technician	1	23,613	35,302	26,203												
1. functions as motor vehicle appraiser																	

**TABLE XI. GIS ADMINISTRATOR AND TECHNICIAN**

January 2010												
County	GIS Administrator				GIS Analyst				GIS Technician			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	1	\$45,560	\$72,899	\$67,765		n/a			2	\$34,986	\$55,979	\$38,508
Alexander	1	36,569	50,410	49,181		n/a			1	25,882	35,678	31,535
Alleghany		n/a				n/a				n/a		
Anson		n/a			1	39,579	58,426	39,579		n/a		
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				n/a		
Bertie	1	41,118	60,698	46,175		n/a			1	33312	49175	33312
Bladen		n/a			1	23,402	29,642	24,442	1	24,655	31,222	25,203
Brunswick		information technology director			1	46,707	74,731	70,002	3	32,373	51,797	35,644
Buncombe		n/a				n/a				n/a		
Burke	1	39,708	61,547	44,165		n/a			1	31,110	48,223	32,696
Cabarrus		n/a				n/a				n/a		
Caldwell	1	34,236	57,061	43,701		n/a			2	26,290	43,817	32,059
Camden		n/a				n/a				32,128	48,189	34,104
Carteret	1	41,983	67,172	43,523		n/a			2	31,689	50,702	35,388
Caswell												
Catawba	1	50,815	78,845	68,049	2	43,894	68,103	44,989		n/a		
Chatham	1	39,447	58,282	47,088		n/a				n/a		
Cherokee	1	35,776	57,883	46,830	1	33,039	52,903	42,971	1	29,454	46,292	36,194
Chowan		n/a				n/a				n/a		
Clay												
Cleveland	1	38,994	60,834	55,380		n/a			1	28,092	43,842	38,088
Columbus	1	27,557	56,392	39,317		n/a			1	23,762	48,727	32,273
Craven	1	52,159	105,376	67,525	1	39371	79541	42253		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	39,858	55,160	44,715
Dare												
Davidson		information technology director			1	42,784	64,177	51,841	1	33,566	50,349	38,265
Davie	1	44,490	68,993	65,747		n/a			1	27311	42355	32603
Duplin												
Durham		n/a				n/a				n/a		
Edgecombe		n/a			1	29,219	43,376	29,949	1	26,503	39,344	27,845
Forsyth	1	46,849	76,130	66,352	1	39,058	63,469	55,827	7	30,287	49,216	38,878
Franklin	1	41,594	59,421	45,408		n/a			2	33,061	47,230	35,836
Gaston	1	49,180	76,239	65,161	1	42,876	66,466	51,450	1	37,379	57,952	41,118
Gates		n/a				n/a				n/a		
Graham												
Granville		n/a				n/a			1	29,963	50,337	42,666
Greene		n/a				n/a			1	37258	51994	42657
Guilford	1	55,322	94,047	84,296	3	47,789	81,241	64088	2	35,661	60,623	50337
Halifax	1	32,726	53,125	49,926		n/a			1	24,289	39,429	26,827
Harnett	1	51,671	80,090	62,700	1	45,539	70,585	55,261	3	35,374	54,830	42,736
Haywood	1	40,038	60,056	50,086	1	29,152	50,150	47,553	1	29,152	43,729	31,867

County	GIS Administrator				GIS Analyst				GIS Technician			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Henderson	1	42,179	65,384	vacant	1	34,671	53,742	48,887	3	29,640	45,962	41,584
Hertford		n/a				n/a				n/a		
Hoke		n/a				n/a			1	47,521	67,146	51,175
Hyde		n/a				n/a				n/a		
Iredell	1	53,415	82,846	62,971	1	42,658	66,163	43,301		n/a		
Jackson												
Johnston	1	53,176	90,266	vacant	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	41,362	63,100	60,041	2	33,947	51,789	36,676
McDowell		n/a				n/a				n/a		
Macon	1	36,063	54,095	44,090	1	32,710	49,065	34,346	1	25,629	38,445	35,086
Madison		n/a			1			44,391		n/a		
Martin		n/a				n/a				n/a		
Mecklenburg	1	73,123	133,266	103,026	5	46,614	93,404	60,269	18	28,040	56,848	38,954
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	81,759	3	40,959	64,306	46,386		n/a		
Nash	1	49,137	78,619	52,968		n/a			1	31,146	49,834	38,439
New Hanover		n/a			1	48,942	75,109	52,269		n/a		
Northampton	1	30,820	54,385	45,753		n/a			2	24,148	42,612	29,432
Onslow	1	\$48,352	\$77,363	\$72,014		n/a			3	\$30,200	\$48,321	\$40,770
Orange	1	57,323	91,637	79,332	2	44,781	71,588	62,013	2	40,570	64,854	49,724
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	60,807	96,102	79,669	1	50,408	79,669	61,533		n/a		
Polk												
Randolph	1	45,490	70,304	52,603	1	41,371	63,794	45,490	1	32,802	50,149	35,984
Richmond		n/a				n/a			1	27,156	39,517	31,257
Robeson	1	43,478	53,912	50,434		n/a			1	33,022	40,947	39,626
Rockingham	1	43,947	65,921	48,733		n/a			2	33,783	50,675	40,013
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	1	32,276	48,630	32,276
Sampson												
Scotland		n/a				n/a				n/a		
Stanly	1	44,264	66,397	46,469		n/a			1	32,310	48,465	33,926
Stokes		tax administrator				n/a			1	28,143	45,826	31,938
Surry	1	35,532	59,520	42,228	1	32,616	54,300	37,104	2	30,012	49,572	36,444
Swain	1	32,088	47,288	47,128		n/a			1	26,909	39,655	34,058
Transylvania		n/a				n/a				n/a		
Tyrrell		n/a				n/a			1	also asst. tax collector		5,628
Union	2	43,921	65,882	53,360	2	40,176	60,264	45,070		36,762	55,142	vacant
Vance	1	36,972	59,148	43,560		n/a				n/a		

County	GIS Administrator				GIS Analyst				GIS Technician			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Wake	1	78,000	130,000	111,549	6	52,100	86,900	66,402	8	28,700	47,800	41,032
Warren	1	45,024	72,248	50,024 <sup>1</sup>		n/a				n/a		
Washington	1	34,332	49,680	36,036		n/a				n/a		
Watauga		n/a				n/a			1	31,048	48,124	39,040
Wayne	1	38,090	59,407	46,409		n/a				n/a		
Wilkes	1	38,690	59,970	42,945		n/a			2	28,054	43,484	29,715
Wilson		n/a			1	34,356	58,032	36,000	1	31,260	52,872	34,594
Yadkin	1	40,954	59,285	43,021		n/a				n/a		
Yancey		n/a				n/a				n/a		
1. also information technology director												



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

January 2010																
	Library Director				Public Health Director				Mental Health Director				Social Services Director			
County	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties
Alamance	\$56,778	\$90,844	\$67,000	2	\$80,743	\$129,191	\$102,500	1	\$71,959	\$116,378	\$101,886	2	64793	103669	85644	1
Alexander	44,556	61,421	52,964	1	59,923	82,605	82,605	1	see Burke				59923	82605	82605	1
Alleghany	n/a				n/a				see Watauga				77763	109878	99543	1
Anson	n/a				55,005	81,198	61,201	1	see Moore				52788	77925	64894	1
Ashe	n/a				n/a				see Watauga				76992	108786	96150	1
Avery	regional system				regional system				see Watauga				48507	67642	55648	1
Beaufort	n/a				63,695	89,173	73,886	1	80,891	125,489	99,838	5	63695	89173	76434	1
Bertie	see Hertford				see Pasquotank				see Hertford				62645	92476	87425	1
Bladen	47,191	59,774	53,480	1	54,703	69,289	72,755	1	see Robeson				54703	69289	70202	1
Brunswick	62,832	100,532	97,203	1	78,958	126,331	126,275	1	see New Hanover				78958	126331	126331	1
Buncombe	91,115	129,597	124,197	1	95,202	135,386	121,277	1	68,398	121,933	110,627	8	103980	147948	144135	1
Burke	53,214	82,481	58,534	1	67,917	105,273	71,381	1			94,000	4	67917	105273	71381	1
Cabarrus	67,859	104,767	80,110	1	n/a				90,468	151,810	144,237	5	82496	127352	105292	1
Caldwell	48,687	81,146	48,687	1	58,061	96,769	81,205	1	see Burke				66280	110429	86646	1
Camden	see Pasquotank				see Pasquotank				see Pasquotank				n/a			
Carteret	n/a				67,145	107,432	99,197	1	see Craven				67145	107432	84755	1
Caswell																
Catawba	64,864	100,638	81,009	1	61,780	95,840	109,275	1	77,291	119,917	112,659	1	86931	134869	125000	1
Chatham	47,498	70,842	62,697	1	64,256	94,936	93,280	1	see Orange				64256	94936	90100	1
Cherokee	n/a				57,255	95,671	vacant	1	see Jackson				57255	95671	76464	1
Chowan	see Washington				see Pasquotank				see Pasquotank				51796	93018	vacant	1
Clay																
Cleveland	47,044	73,368	60,834	1	78,672	122,826	122,826	1	18,614				78672	122826	90576	1
Columbus	38,937	79,679	52,887	1	49,842	101,997	71,113	1	see Robeson				49842	101997	no data	1
Craven	n/a				83,355	168,503	113,086	1			107,292	4	79542	160781	110436	1
Cumberland	66,713	110,076	93,600	1	91,756	151,397	110,000	1	84,834	139,976	112,411	1	91756	151397	121577	1
Currituck	n/a				see Pasquotank				see Pasquotank				63072	87663	76313	1
Dare																
Davidson	57,322	85,983	65,370	1	69,614	104,421	90,347	1	see Cabarrus				69614	104421	90112	1
Davie	49,051	76,065	68,868	1	65,733	101,934	79,800	1					59622	92457	79844	1
Duplin																
Durham	72,818	125,359	120,514	1	88,718	152,739	138,500	1			115,027	1	88718	152739	129000	1
Edgecombe	n/a				73,838	109,612	75,684	1	see Nash				66974	99422	73754	1
Forsyth	72,255	133,664	116,209	1	128,727	209,181	179,108	1	no data				102328	166283	141232	1
Franklin	54,791	78,273	59,982	1	68,935	98,479	77,725	1	see Vance				68395	98479	81692	1
Gaston	64,706	100,317	93,828	2	85,135	131,977	112,800	1					79491	123228	109296	1
Gates	n/a				n/a				see Hertford				57395	74339	61534	1
Graham																
Granville	40,157	67,465	60,017	1	see Vance				see Vance				51239	86080	83104	1
Greene	n/a				49,796	69,550	61,999	1	see Wilson				49796	69550	54510	1
Guilford	n/a						146,245	1			149,078	1			125778	1
Halifax	48,701	79,057	60,152	1	65,617	106,518	100,103	1	64,232	104,072	83,282	1	65617	106518	90633	1
Hamett	53,893	83,534	59,000	1	72,365	112,166	89,838	1	see Lee				72365	112166	89838	1
Haywood	49,893	74,839	58,147	1	65,864	98,796	90,707	1	see Jackson				65864	98796	91500	1
Henderson	62,439	96,798	90,168	1	70,259	108,908	96,941	1	see Buncombe				70259	108908	97497	1
Hertford	49,841	75,237	65,884	4	79,028	116,496	vacant	1	86,244	123,432	96,912	4	62125	96293	69146	1
Hoke	n/a				66,867	94,481	79,476	1	see Moore				66867	94481	72006	1
Hyde	n/a				59,300	87,538	78,132	1					59300	87538	80956	1
Iredell	61,130	94,813	90,651	1	80,066	124,182	100,713	1	see Surry				80066	124182	113519	1
Jackson																
Johnston			57,860	1	140,051	237,719	201,287	1	75,772	111,839	101,876	1	82584	140176	114525	1
Jones	n/a				58,886	75,018	58,886	1	see Craven				58886	75018	58886	1
Lee	58,589	82,024	68,561	1	73,361	102,705	80,700	1	74,604	162,624	90,552	2	73361	102705	85611	1
Lenoir	n/a				53,270	94,001	77,152	1	see Sampson				53270	94001	89472	1
Lincoln	61,402	93,673	64,530	1	67,776	103,397	74,858	1					67776	103397	87978	1
McDowell	46,518	65,058	52,020	1	n/a				see Burke				56748	83394	67530	1
Macon	n/a				64,762	97,144	87,360	1	see Jackson				64762	97144	91728	1
Madison			40300	1	54,069	78,185	65920	1					54069	78185	65923	1
Martin	regional system				see Washington				see Beaufort				55930	89413	69848	1
Mecklenburg	107,442	195,811	170,974	1	107,442	195,811	170,971	1	104,515	189,859	142,290	1	107442	195811	150000	1
Mitchell	n/a				n/a				see Buncombe				53886	76980	68338	1
Montgomery	n/a				56,916	91,116	vacant	1	see Moore				56916	91116	80844	1

County	Library Director				Public Health Director				Mental Health Director				Social Services Director			
	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties
Moore	n/a				70,054	109,985	101,496	1	72,312	143,124	128,016	6	70054	109985	79468	1
Nash	n/a				74,392	119,891	107,084	1	74,292	117,036	80,076	2	74392	119891	80000	1
New Hanover	89,024	136,552	95,880	1	96,512	148,034	121,000	1	86,986	128,616	128,616	3	96512	148034	110922	1
Northampton	see Hertford				64,072	113,063	82,019	1	see Hertford				52713	93018	76344	1
Onslow	\$71,573	\$114,516	\$94,512	1	\$74,436	\$119,097	\$109,860	1	\$60,425	\$84,596	\$78,192	1	74436	119097	90419	1
Orange	73,377	117,303	78,000	1	80,994	129,481	115,576	1	86,959	130,439	117,608	3	80994	129481	111367	1
Pamlico	n/a				58,511	86,588	70,000	1					51197	90917	68220	1
Pasquotank	39,375	58,452	49,174	2	92,834	148,235	144,620	4			318,000	6	60347	84486	72422	1
Pender	56,823	90,917	63,784	1	65,780	105,248	78,773	1	see New Hanover				65780	105248	85325	1
Perquimans	see Washington				n/a				see Pasquotank				52863	80055	58281	1
Person	35,046	54,321	49,560	1	51,513	95,345	69,480	1	see Vance				51513	95345	74808	1
Pitt	n/a				117,220	185,267	178,752	1			106,393	1	84426	133435	92725	1
Polk																
Randolph	57,907	89,690	72,114	1	63,794	99,008	89,690	1	see Moore				63794	99008	85467	1
Richmond	n/a				63,136	92,009	89,486	1	see Moore				57506	83647	66148	1
Robeson	n/a				79,327	98,365	95,192	1	78,924	126,276	interim	4	76340	94662	94662	1
Rockingham	57,228	85,842	75,190	1	68,251	102,377	90,712	1					68251	102377	99931	1
Rowan	64,983	103,155	73,847	1	75,310	119,555	103,155	1	see Cabarrus				75310	119555	90773	1
Rutherford	55,750	84,003	57,155	1	n/a				see Buncombe				68011	102493	71475	1
Sampson																
Scotland	47,004	66,420	54,504	1	67,356	95,172	69,036	1	see Robeson				67356	95172	72540	1
Stanly	52,987	79,481	69,732	1	66,349	99,524	87,536	1	see Cabarrus				66349	99524	84942	1
Stokes	n/a				48,735	79,357	62,499	1					48735	79357	65686	1
Surry	n/a				76,836	132,792	80,532	1	60,182	130,275	113,395	3	70044	120468	94872	1
Swain	n/a				54,419	80,196	64,215	1	see Jackson				49833	73437	57283	1
Transylvania	58,760	88,129	69,185	1	64,771	97,156	76,922	1					64771	97156	76000	1
Tyrrell	see Washington				see Washington				see Beaufort						48420	1
Union	62,434	102,650	75,301	1	85,370	128,056	94,300	1	see Cabarrus				74739	112108	94300	1
Vance	46,068	73,716	70,404	1			199,402	2			111,384	5	60000	95988	88116	1
Wake	78,000	130,000	vacant	1	104,400	174,100	161,200	1	combined w/public health director				104400	174100	161200	1
Warren	47,273	75,859	61,200	1	60,333	96,816	66,000	1					60333	96816	66300	1
Washington	44,016	62,904	62,904	4	no data	no data	no data	3	see Beaufort				60192	82908	78912	1
Watauga	n/a				n/a				65,760	135,396	106,236	5	68570	106282	89007	1
Wayne	n/a				75,415	117,621	81,214	1					62044	96767	85528	1
Wilkes	n/a				65,230	101,107	89,297	1	see Watauga				65230	101107	89297	1
Wilson	47,652	80,580	67,562	1	69,324	117,240	92,978	1	70,476	106,488	87,768	2	69324	117240	119190	1
Yadkin	n/a				51,762	74,941	67,895	1	see Surry				51762	74941	71324	1
Yancey	n/a				n/a								n/a			

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

January 2010

County	Librarian				Library Branch Manager				Library Assistant					
	No.	Level	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Level	Min.	Max.	Avg.
Alamance	1		\$34,986	\$55,979	\$34,992	2	\$30,660	\$49,053	\$35,820	5		\$22,530	\$36,045	\$23,942
Alexander	1		27,192	37,484	27,872		n/a			5		23,446	32,321	25880
Alleghany			n/a				n/a					n/a		
Anson			n/a				n/a			4		24,158	35,662	24676
Ashe			n/a				n/a					n/a		
Avery			n/a				n/a					n/a		
Beaufort			n/a				n/a					n/a		
Bertie			n/a				n/a					n/a		
Bladen	2		27,158	34,401	30,176	1	32,167	40,745	40,030	6		22,151	28,057	23626
Brunswick			n/a			5	39,540	63,263	48,835	14		25,206	40,329	29036
Buncombe			n/a			13	33,147	47,071	39,634	14		20,395	29,022	24960
Burke	1		34,301	53,165	34,301	1	41,694	64,624	45,704	4		22,108	34,270	23075
Cabarrus	2		39,687	61,249	50,271	3	48,239	74,470	67,090	13		28,198	43,543	33796
Caldwell	2		34,236	57,061	38,041		n/a			7		24,074	40,124	27884
Camden			n/a				n/a					n/a		
Carteret			n/a				n/a					n/a		
Caswell														
Catawba	5		36,115	56,024	41,768	2	34,402	53,351	37,088	9		23,265	36,115	26187
Chatham	1		39,447	58,282	42,000	2	30,909	45,666	33,685	4		25,427	37,568	28254
Cherokee			n/a				n/a					n/a		
Chowan			n/a				n/a					n/a		
Clay														
Cleveland	2		30,858	48,132	33,882	1	25,590	39,906	29,424	4		25,590	39,906	28092
Columbus			n/a			5	23,762	48,727	31,175	3		18,562	37,988	23147
Craven			n/a				n/a					n/a		
Cumberland	24		33,753	61,091	36,733	9	40,524	73,182	46,480	104		21,433	50,828	23179
Currituck			n/a			2	30,929	42,656	34,682	5		25,571	35,190	27205
Dare														
Davidson	1	level III	40,775	61,163	50,928	3	31,973	48,044	39,304	7		21,629	32,443	27036
	3	level II	38,884	58,327	40,245									
Davie	2		36,601	56,761	41,163		n/a			2		24,771	38,417	30921
Duplin														
Durham	27		36,472	62,791	42,451	6	46,687	80,374	69,165	11		24,567	42,298	30458
Edgecombe			n/a				n/a					n/a		
Forsyth	25		34,205	55,584	38,595	1	42,543	69,132	60,528	37		25,538	41,499	29130
Franklin	2		36,242	51,773	40,426	1	33,061	47,230	36,753	4		28,806	45,110	31656
Gaston	5		34,901	54,111	42,668	11	32,587	50,520	41,916	16		23,126	35,853	29378
Gates			n/a				n/a					n/a		
Graham														
Granville	1		31,470	52,870	36,807	1	24,644	41,403	30,694	2		20,279	34,068	30771
Greene			n/a				n/a					n/a		
Guilford			n/a				n/a					n/a		
Halifax			n/a			3	24,289	39,429	26,866	1		18,975	30,755	21720
Harnett	3		36,896	57,189	41,816	6	27,477	42,589	28,670	1		23,218	35,988	27961
Haywood	4		36,662	54,994	43,988		n/a			10		19,615	29,424	27078
Henderson	6		36,075	55,907	40,869	9	26,364	40,833	32,858	14		22,523	34,925	26247
Hertford			n/a			1	24,681	35,828	26,844	2		part-time		10503
Hoke			n/a				n/a			5		24,001	33,914	25058
Hyde			n/a				n/a					n/a		

County	Librarian				Library Branch Manager				Library Assistant					
	No.	Level	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Level	Min.	Max.	Avg.
Iredell	4		37,274	57,812	52,176	1	32,570	50,516	38,781	7		21,728	33,701	27924
Jackson														
Johnston	1		35,783	52,815	36,514		n/a			3		17,693	26,118	17693
Jones			n/a				n/a					n/a		
Lee	2		37,368	52,315	43,532		n/a			3		24,930	34,902	25648
Lenoir			n/a				n/a					n/a		
Lincoln	1		27,862	42,506	36,620	4	30,755	46,918	32,336	9		24,025	36,652	25336
McDowell	1		40,068	58,902	41,592	1	26,922	39,090	28,650	7		19,014	27,948	25620
Macon			n/a				n/a					n/a		
Madison			n/a			2			26,939	3				13767
Martin			n/a				n/a					n/a		
Mecklenburg	82		36,344	93,404	46,997	22	55,081	93,404	69,239	104		24,630	56,848	30069
Mitchell			n/a				n/a					n/a		
Montgomery	1		27,468	44,088	31,140		n/a			4		19,716	31,680	24150
Moore			n/a			1	32,093	50,386	36,404	9		22,808	35,809	28172
Nash			n/a				n/a					n/a		
New Hanover	7		48,942	75,109	54,389	2	58,094	89,086	62,948	12		29,224	44,866	33168
Northampton			n/a				n/a					n/a		
Onslow	4		41,331	66,130	54,987	3	38,213	61,141	45,443	16		20,402	32,644	25814
Orange	6		38,615	61,730	38,770		n/a			4		27,330	45,900	29524
Pamlico			n/a				n/a					n/a		
Pasquotank			n/a				n/a			9		21,099	31,311	24425
Pender			n/a			1	44,522	71,236	46,748	1		27,333	43,733	28426
Perquimans			n/a				n/a					n/a		
Person	2		33,666	52,182	35,802	1	35,046	54,321	41,616	1		27,538	42,684	28932
Pitt			n/a				n/a					n/a		
Polk														
Randolph	6		34,341	52,603	39,953	2	39,437	60,736	50,149	3	tech II	26,104	39,437	29280
										4	tech I	23,858	35,984	25985
										10	part-time	\$8.35/hr.	\$14.38/hr.	\$9.83/hr.
Richmond			n/a			2	27,156	39,517	35,162	6		21,457	31,257	21983
Robeson			n/a				n/a					n/a		
Rockingham	2		36,809	55,214	45,661		n/a			8		23,731	35,597	28246
Rowan	3		37,835	60,064	38,840	2	28,168	44,715	44,281	6		22,039	34,969	24111
Rutherford	1		32,276	48,630	32,276	1	30,711	46,274	37,463	1		23,955	36,094	23955
Sampson														
Scotland	1		37,536	53,040	38,472		n/a			4		19,116	30,924	21720
Stanly	4		36,977	55,467	46,664	4	30,921	46,333	34,112	11		22,546	33,819	29153
Stokes			n/a				n/a					n/a		
Surry			n/a				n/a					n/a		
Swain			n/a				n/a					n/a		
Transylvania	3		34,361	51,524	39,663		n/a			4		26,500	39,741	27705
Tyrrell			n/a				n/a					n/a		
Union	7		32,162	60,264	42,038	6	30,759	52,747	40,212	27		24,617	50,434	32168
Vance	2		32,400	51,840	36,420		n/a			7		20,868	33,384	27758
Wake	69		35,050	58,450	44,611	28	42,750	71,250	56,127	121		23,050	38,450	29642
Warren			n/a				n/a			4		23,876	38,314	25184
Washington			n/a				n/a					n/a		
Watauga			n/a				n/a					n/a		
Wayne			n/a				n/a					n/a		
Wilkes			n/a				n/a					n/a		

County	Librarian				Library Branch Manager				Library Assistant					
	No.	Level	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Level	Min.	Max.	Avg.
Wilson	3		43,416	73,392	52,929	5	24,768	41,856	28,070	2		23,604	39,936	26702
Yadkin			n/a				n/a					n/a		
Yancey			n/a				n/a					n/a		

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

January 2010													
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	\$40,000	2	indexer	\$26,866	\$42,984	\$30,486
									7	deputy II	25,710	41,133	26,764
Alexander	42,409	58,461	50,411	1	assistant	25,882	35,679	32,323	2	deputy	24,634	33,958	30,024
Alleghany	40,918	61,376	50,168	1	assistant	26,375	39,564	30,022	1	deputy	23,923	35,885	25,712
Anson	41,241	60,879	41,402	1	assistant II	24,158	35,662	27,525	1	deputy	23,184	34,226	26,460
Ashe	46,686	65,964	65,964	1	assistant	31,701	44,793	37,683	4	deputy	30,384	42,930	33,379
Avery	41,902	58,433	48,999	1	assistant	24,499	34,164	26,770	2	deputy	23,331	32,537	23,331
Beaufort	52,561	73,585	63,073	1	assistant	30,294	42,412	35,141	3	deputy	24,728	34,619	27,695
Bertie	41,118	60,698	58,435	1	assistant	25,876	38,199	26,912	1	deputy	22,806	33,666	24,442
Bladen	44,687	56,604	56,605	1	assistant	28,410	35,986	31,567	1	deputy	25,906	32,814	28,208
									1	part-time	25,906	32,814	13,730
Brunswick	52082	83332	72500	3	assistant	35,956	57,529	47,578	1	deputy III	30,581	48,928	37,045
									5	deputy II	26,997	43,196	33,890
									9	deputy I	25,206	40,329	29,278
Buncombe			124,197			n/a			16	deputy II	36,174	51,422	40,091
									4	deputy I	33,147	47,071	38,673
Burke	50,679	78,552	56,561	1	assistant	26,874	41,656	26,874	3	deputy	23,214	35,984	23,668
Cabarrus	55,846	86,195	68,857	1	assistant	37,799	58,338	44,173	8	deputy	26,861	41,471	31,058
Caldwell	42,665	71,108	65,062	1	assistant	27,473	45,789	34,298	4	deputy	24,074	40,124	31,468
Camden	36,663	54,991	50,200		assistant	22,591	33,885	25,055		deputy	20,688	31,217	23,272
Carteret	43,997	70,396	43,997	2	assistant	30,237	48,379	30,237	1	deputy III	24,781	39,649	26,571
									1	deputy I	19,219	30,750	25,000
Caswell													
Catawba	56,024	86,932	71,029	3	assistant II	32,757	50,816	41,630	3	deputy III	29707	46088	30943
									3	deputy I	24,430	37,915	25,975
Chatham	50,436	74,384	60,000	5	assistant	28,035	41,420	33,352			n/a		
Cherokee			43,170	1	assistant	26426	40926	33,676	1	deputy	24592	37833	31,213
Chowan	38652	69412	44,743	1	assistant	22599	40584	25,751	1	deputy	21523	38652	23,357
Clay													
Cleveland	59,260	78,878	68,364	1	assistant	29,424	45,942	39,906	3	deputy	24,414	38,088	30,144
Columbus	57,801	81,672	65,987	3	assistant II	19,502	39,910	19,827			n/a		
				1	assistant I	18,562	37,988	no data					
Craven			48960	1	assistant	31140	62918	36703	1	deputy II	25,813	52,159	28,353
									5	deputy I	23,507	47,492	25,350
Cumberland			116129	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			74,919	1	assistant	29,142	40,154	33,278	4	deputy	25,571	35,190	28,158
Dare													
Davidson	57,322	85,983	58,755	1	assistant	33,566	50,349	45,193	6	deputy III	26,357	39,535	36,627
									2	deputy I	23,874	35,811	27,235
Davie	49,051	76,065	64,509	1	assistant	27,311	42,355	30,044	3	deputy	23,591	36,588	27,280
Duplin													
Durham			112000	2	assistant	38319	65968	50650	1	deputy III	29,933	51,534	40,230
									4	deputy I	25,811	44,439	31,700
Edgecombe	41,116	61,037	47,804	1	assistant	24,039	35,686	24,640	1	deputy II	21,804	32,367	22,349
									2	deputy I	20,765	30,827	21,284
Forsyth	78,359	127,333	79,622	2	assistant II	33,404	54,281	40,196	15	deputy	23,003	37,380	29,664
				4	assistant I	28,393	46,139	45,916					
Franklin	49,982	71,403	62,787	1	assistant	31,577	45,110	35,248	3	deputy	26,277	35,539	30,127

County	Register of Deeds			Assistant Register of Deeds					Deputy Register of Deeds				
	Min.	Max.	Avg.	No.		Min.	Max.	Avg.	No.		Min.	Max.	Avg.
Gaston	56411	87459	83,192	1	sr. asst.	34901	54111	43,628	12	deputy	24768	38395	30,804
Gates	41209	53375	44,181	1	assistant	32,587	50,520	36,661					
Graham						n/a			1	deputy	20,933	27,113	21,839
Granville	40157	67465	47523	1	assistant	27,164	45,634	32,082	2	deputy II	22,356	37,559	27,101
									1	deputy I	20,279	34,068	20,279
Greene			48766			n/a			2	deputy	19,033	26,485	23,800
Guilford			103,117	5	assistant	37,444	63,655	47,107	20	deputy	32,345	54,987	37,913
Halifax	51182	83085	76165	1	assistant	25527	41438	34823	3	deputy II	23,112	37,518	29,672
									1	deputy I	20,925	33,969	23,112
Harnett	51671	80090	69,900	2	assistant I	29,892	46,333	36,008	1	chief deputy	28,659	44,421	34,393
									2	deputy	26,344	40,833	27,662
Haywood	41,837	62,757	60,122	1	assistant	25,546	38,317	29,888	3	deputy	23,393	35,089	26,734
Henderson			64,170	1	assistant	27,417	42,471	40,209	2	deputy II	25,350	39,273	33,501
										deputy I	24,356	37,791	27,671
Hertford	\$38,139	\$59,116	\$48,906	1	assistant	\$24,585	\$38,107	\$26,536	1	deputy	\$21,237	\$32,918	\$22,422
Hoke	37234	52611	51328			n/a			1	deputy II	27,785	39,259	30,668
									1	deputy I	26,462	37,389	26,462
Hyde	38,924	57,458	47,877	1	assistant	25,546	37,711	36,270			n/a		
Iredell	48,820	75,720	75,720	1	assistant II	31,137	48,294	48,294	3	deputy III	27207	42199	38448
				1	assistant I	28,459	44,140	40,958	4	deputy I	23,773	36,873	29,880
Jackson													
Johnston	50,888	86,376	75,102	1	assistant	31,356	46,285	37,225	6	deputy	28,715	42,384	31,702
Jones	38,499	48,602	38,499	1	assistant	23,408	29,154	23,408			n/a		
Lee			62,640	1	assistant	32,651	45,713	32,651	3	deputy	27,276	38,187	29,319
Lenoir	n/a			1	assistant	24,400	43,057	27,607	2	deputy	21,259	37,514	24,963
Lincoln	61402	93673	66153	1	assistant	33947	51789	45739	1	deputy III	30755	46918	41437
									2	deputy I	25,242	38,508	28,282
McDowell	42,114	61,902	49,500	1	assistant	25,620	37,668	29,736	2	deputy	19980	29370	22344
Macon	36063	54095	51586	1	assistant	25,629	38,445	25,629	2	deputy	21085	31627	21085
Madison			43,313	1	assistant			30,177	1	deputy			26,848
Martin	39310	62843	55,543	2	assistant	23,175	37,050	26,292	1	deputy	21,226	33,935	21,226
Mecklenburg	77060	133266	86,693			n/a					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	82836	1	chief asst.	35383	55551	44187	3	deputy III	29,110	45,702	36,882
				1	assistant	32,093	50,386	39,688	5	deputy II	26,403	41,453	31,182
Nash	51,496	82,394	74,471	1	assistant	29848	47757	37677	1	sr. deputy	27,412	43,859	33,026
									3	deputy I	25,174	40,278	28,193
New Hanover	48,942	75,109	52,636	2	assistant	41,205	53,190	42,991	13	deputy	29,224	44,866	33,376
Northampton	24148	42612	26655			n/a			3	deputy	21,904	38,650	24,781
Onslow	41,331	66,130	41,331	1	assistant II	29,039	46,462	29,979	1	deputy	25,815	41,305	25,815
				4	assistant I	26,848	42,957	28,108					
Orange	73,377	117,303	86,363	1	assistant	38,615	61,730	58,523	7	deputy II	30,165	48,225	33,958
				1	leadworker	31,693	50,665	38,290	1	deputy I	28,712	45,900	30,000
Pamlico	33,000	54,546	42,689	1	assistant	23,284	41,347	27,962	1	deputy	22,379	38,220	25,135
Pasquotank	46,420	64,988	48,750	1	assistant II	27,429	38,401	31,066	3	deputy II	23,631	33,083	26,783
				1	assistant I	27,429	34,856	37,350					
				1	assistant I	27429	34856	37350					
Pender	46,749	74,798	46,749	1	assistant II	30,135	48,215	30,135	1	deputy II	26,031	41,650	26,031
				2	assistant I	28,700	45,919	28,987					

County	Register of Deeds			Assistant Register of Deeds					Deputy Register of Deeds				
	Min.	Max.	Avg.	No.		Min.	Max.	Avg.	No.		Min.	Max.	Avg.
Perquimans	35,571	53,871	50,054	1	assistant	22,905	34,689	29,965	1	deputy	20,975	31,765	23,703
Person	46430	71967	53508	1	assistant	28667	44434	34848	3	deputy	25,411	39,387	31,336
Pitt			57,000	1	assistant II	38048	60136	38966	2	deputy IV	31,540	49,855	35,097
									2	deputy II	26,148	41,328	28,061
Polk													
Randolph	57,907	89,690	72,114	1	assistant	31,304	47,736	47,736	6	deputy II	26,104	39,437	29,775
Richmond	47,652	69,351	47,652			n/a			1	deputy II	21,457	31,257	28,461
									2	deputy I	21,457	31,257	27,156
Robeson	n/a			2	assistant II	30035	37242	36642	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	66,566	2	assistant	29,557	44,336	37,424	1	deputy III	27,101	40,652	34,148
									3	deputy I	22,703	34,055	25,867
Rowan	56071	89009	56071	2	assistant	29590	46967	34809	6	deputy	24,305	38,580	27,756
Rutherford	50,476	76,055	63,914			n/a			1	deputy II	25,175	37,932	28,860
									2	deputy I	25,175	37,932	25,175
Sampson													
Scotland	44940	63492	52116	2	assistant	26,196	37,008	27,528	1	deputy	21,888	30,924	22,428
Stanly	46,300	69,449	48,614	1	assistant	28,231	42,346	29,133	1	deputy II	24,668	37,000	25,916
									2	deputy I	22546	33819	23290
Stokes	45,057	73,368	52,310	1	assistant	25,019	40,739	28,822	1	deputy II	22,241	36,217	24,326
									1	deputy I	part-time		12107
Surry	48,444	82,524	58,164	1	assistant II	28,728	47,328	39,588	3	deputy II	23,544	37,872	28,036
				1	assistant I	26,508	43,188	34,020	3	deputy I	21,612	34,776	26,060
Swain	32,088	47,288	46,496	1	assistant	19,775	29,141	22,840	1	deputy	19,775	29,141	21,258
Transylvania	50752	76128	58511	1	assistant	32214	48301	32975	3	deputy	25,233	37,849	26,923
Tyrrell			39,660	1	assistant			26,460			n/a		
Union	50,174	75,260	71,750	1	assistant III	35,165	52,747	41,351		deputy III	28,113	42,171	vacant
				1	assistant I	29,409	44,144	34,855	1	deputy I	24617	36926	31190
Vance	42,192	67,500	63,408	1	assistant	27168	43464	32796	2	deputy	22,788	36,456	27,618
Wake			110,777	1	assistant	42750	71250	71249	26	deputy	25,500	42,500	30,397
Warren	42878	68808	47,562	1	assistant	23,876	38,314	23,876	2	deputy	21,657	34,752	21,657
Washington	36,216	52,368	46,296	1	assistant	23,148	33,504	26,184			n/a		
Watauga	48,216	74,735	61,475			n/a			3	deputy III	31,048	48,124	37,253
									1	deputy I	26,035	40,354	26,295
Wayne			56,000	2	assistant	27,070	42,219	35,549	7	deputy I	21,210	33,080	21,514
Wilkes	43,646	67,651	no data	1	assistant	25,888	40,126	39,267	4	deputy	22,044	34,168	25,062
Wilson	47,652	80,580	74,142	1	assistant II	37,716	63,792	47,040	2	deputy IV	25,932	43,872	30,045
									1	deputy III	23,604	39,936	26,046
Yadkin	40954	59285	45192			n/a			2	deputy	28159	40769	36053
Yancey	42407	63398	59241	1	assistant II	24794	37067	28042	1	deputy	21418	32020	25664

1. Also veterans services officer



**TABLE XV. PARKS AND RECREATION POSITIONS (Part 1)**

January 2010

County	Parks and Recreation Director			Recreation Program Supervisor				Senior Center Supervisor			Nutrition Program Supervisor		
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	Min.	Max.	Avg.	Min.	Max.	Avg.
Alamance	\$49,754	\$79,606	\$66,494	1	36561	\$58,498	\$39,960	n/a			n/a		
Alexander	34,807	47,981	36,568		n/a			28,568	39,382	33,959	n/a		
Alleghany	30,533	45,800	31,144		n/a			n/a			n/a		
Anson	42,973	63,437	49,359	2	28,479	42,041	30,335	37,984	56,070	43,064			
Ashe	41,019	57,957	42,045	1	31,701	44,793	32,493	n/a			n/a		
Avery	34,473	48,071	35,162	2	25,724	35,871	31,763	39,907	55,650	48,073	24,499	34,164	29,511
Beaufort	n/a				n/a			n/a			n/a		
Bertie	37,798	55,797	37,798		n/a			36,240	53,496	37,844	20,100	29,672	22,063
Bladen	43,434	55,018	50,194	2	27,158	34,401	27,158	32,167	40,745	37,886	37,174	47,089	43,786
Brunswick	55,665	89,066	74,364	5	37,748	60,397	45,218	n/a			n/a		
Buncombe	n/a				n/a			n/a			n/a		
Burke	48,265	74,811	52,160		n/a			43,778	67,857	46,011	n/a		
Cabarrus	55,846	86,195	76,306	1	41,655	64,319	60,069	n/a			39,688	64,250	53,433
Caldwell	n/a				n/a			n/a			n/a		
Camden	32,128	48,189	41,439		28,153	42,227	30,187	23,608	35,410	28,000	senior center supervisor		
Carteret	43,997	57,196	49,909	1	30,237	48,379	vacant	n/a			n/a		
Caswell													
Catawba	n/a				n/a			25,647	39,817	26,237	43,894	68,103	52,775
Chatham	41,420	61,196	51,935	1	28,035	41,420	28,590	47,948	70,842	58,300	n/a		
Cherokee	33,039	52,903	42,971		n/a			31,811	50,541	33,325	22,187	33,659	26,515
Chowan	51,796	93,018	68,323	1	27,470	49,330	32,865	36,814	66,107	38,046	n/a		
Clay													
Cleveland	n/a				n/a			n/a			n/a		
Columbus	33,575	68,707	39,603		n/a			47,440	97,082	64,425	26,229	53,675	35,620
Craven	49,769	100,551	77,718	2	35,849	72,419	45,765	37,568	75,895	40,315	20,417	41,258	24,353
Cumberland	n/a				n/a			n/a			n/a		
Currituck	45,214	62,660	49,792	2	29,142	40,154	31,161	39,858	55,160	43,059	n/a		
Dare													
Davidson	47,158	70,736	63,203	1	31,973	48,044	41,167	33,566	50,348	36,298	27,656	41,484	30,954
Davie	n/a				n/a			38,431	59,599	47,474	21,398	33,187	23,564
Duplin													
Durham	n/a				n/a			n/a			n/a		
Edgecombe	n/a				n/a			29,219	43,376	29,949	n/a		
Forsyth	79,698	129,509	99,236		n/a			n/a			43,715	71,037	59,924
Franklin	43,549	62,213	vacant	1	33,061	47,230	41,175	49,982	71,403	66,952	n/a		
Gaston	52,672	81,653	73,738	2	34,901	54,111	37,956	42,876	66,466	48,235	40,034	62,066	46,040
Gates	n/a				n/a			n/a			n/a		
Graham													
Granville	n/a				n/a			38,246	64,253	58,398	n/a		
Greene	30,727	42,849	38,176		n/a			25,361	35,340	27,741	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	40,137	62,212	48,164
Haywood	36,662	54,994	44,719	1	30,743	46,116	37,000	n/a			23,011	29,626	32,000

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.
Henderson	47,444	73,574	67,037		4	32,078	49,686	39,839	n/a			40,560	62,888	56,927
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	37,256	7,785	10,782	7,785
Hyde	n/a					n/a			28,988	42,791	33,625	n/a		
Iredell	53,415	82,846	67,863		1	32,570	50,516	33,892	n/a			n/a		
Jackson														
Johnston	n/a					n/a			n/a			n/a		
Jones	26,570	33,499	30,529			n/a			n/a			n/a		
Lee	56,012	78,418	62,474		3	35,725	50,015	35,725	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	61,402	93,673	66,153			n/a			39,369	60,060	42,415	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			34,555			n/a					43,658	n/a		
Martin	n/a					n/a			32,968	52,705	35,503	n/a		
Mecklenburg	107,442	195,811	146,730		4	41,160	93,404	50,316	n/a			46,960	93,404	66,846
Mitchell	36,404	52,005	41,319			n/a			37,860	54,086	45,873	n/a		
Montgomery	n/a					n/a			n/a			n/a		
Moore	45,158	70,899	no data			n/a			n/a			27,723	43,526	29,585
Nash	42,690	68,304	44,823		2	31,146	49,834	33,194	33,915	54,264	36,139	29,848	47,757	31,340
New Hanover	70,346	108,014	98,471			n/a			n/a			n/a		
Northampton	n/a				1	24,148	42,612	26,655	n/a			n/a		
Onslow	n/a				1	39,742	63,587	45,220	42,985	68,776	46,822	n/a		
Orange	73,377	117,303	79,794		1	42,622	68,138	48,699	47,048	75,211	55,623	n/a		
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	n/a					n/a			n/a			n/a		
Perquimans	35,571	53,871	41,179		1	27,315	41,366	30,115	26,139	39,584	30,259	part-time		\$7.73/hr.
Person	50,316	77,990	54,108		1	36,483	56,549	41,292	n/a			n/a		
Pitt	n/a					n/a			n/a			n/a		
Polk														
Randolph	n/a					n/a			n/a			n/a		
Richmond	31,257	45,474	32,752			n/a			29,833	43,395	35,140	20,497	29,833	29,129
Robeson	49,453	61,322	61,322		1	37,503	46,504	40,504	n/a			n/a		
Rockingham	n/a					n/a			n/a			n/a		
Rowan	56,071	89,009	63,722			n/a			56,071	89,009	75,311	11,020	17,484	11,981
Rutherford	n/a					n/a			41,378	62,346	43,486	30,711	46,274	30,711
Sampson														
Scotland	43,004	66,420	54,504		1	34,308	48,480	39,792	n/a			n/a		
Stanly	n/a					n/a			n/a			29,530	44,295	35,549
Stokes	n/a					n/a			22,241	36,217	25,945	30,439	49,566	39,862
Surry	46,224	78,660	50,724		1	30,012	49,572	33,300	n/a			n/a		
Swain	29,384	43,302	35,052		1	25,750	37,946	27,924	n/a			n/a		
Transylvania	50,752	76,128	62,506		3	32,214	48,301	35,757	n/a			n/a		
Tyrrell	n/a					n/a					26,556	n/a		
Union	59,922	89,884	70,180			n/a			n/a			29,409	44,114	30,500
Vance	n/a					n/a			40,368	64,596	46,284	n/a		

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.
Wake	63,550	105,950	78,353		n/a			n/a			n/a		
Warren	38,893	62,412	50,960	1	25,070	40,229	25,070	33,597	53,913	38,500	23,876	38,314	23,876
Washington	26,892	31,944	37,956		n/a			23,148	33,504	28,908	n/a		
Watauga	48,216	74,735	60,425		n/a			33,906	54,919	37,394	35,432	54,919	44,522
Wayne	n/a				n/a			38,090	59,407	46,409	n/a		
Wilkes	41,927	64,987	52,594		n/a			n/a			n/a		
Wilson	n/a				n/a			28,488	48,132	33,812	n/a		
Yadkin	32,411	46,914	41,470		n/a			n/a			n/a		
Yancey	27,336	40,867	39,142	1	24794	37067	33300	n/a			n/a		
1. Reports Nutrition Program Director													

**TABLE XV. PARKS AND RECREATION POSITIONS (Part 2)**

January 2010

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	29,548		n/a		
Alexander	4	24,634	33,958	24,700		n/a				n/a		
Alleghany		n/a				n/a				n/a		
Anson	1	27,332	40,347	30,909	1	23,185	34,226	26,460		n/a		
Ashe		n/a			1	26,721	37,755	26,721	2	34,551	48,816	36,906
Avery		n/a				n/a			1	31,268	43,602	32,849
Beaufort		n/a				n/a				n/a		
Bertie		n/a				n/a			1	30,622	45,204	32,532
Bladen		n/a				n/a				n/a		
Brunswick	1	37,748	60,397	55,684	5	21,621	34,594	27,538	1	41,332	66,131	55,977
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	55,558	46,613
Caldwell		n/a				n/a				n/a		
Camden		n/a				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	41,804	64,864	50,754
Chatham		n/a			3	23,063	34,076	23,063	2	34,076	50,436	42,981
Cherokee		n/a			1	22,929	34,968	25,865		n/a		
Chowan	1	50,982	93,018	50,982	1	23,729	42,613	22,244	1	27,470	49,330	35,059
Clay												
Cleveland		n/a				n/a			1	29,424	45,942	29,424
Columbus	1	20,490	41,930	33,074		n/a			1	35,274	72,182	45,310
Craven		n/a			3	27,055	54,663	28,375	1	35,849	72,419	44,277
Cumberland		n/a				n/a				n/a		
Currituck	1	30,929	42,656	32,113		n/a			1	39,858	55,160	48,027
Dare												
Davidson		n/a			1	18,674	28,010	18,674		n/a		
Davie		n/a				n/a				n/a		
Duplin												
Durham		n/a				n/a			1	40,261	69,307	57,469
Edgecombe		n/a				n/a				n/a		
Forsyth	3	27,299	44,361	32,385	28	20,818	33,829	21,235	1	32,229	52,373	43,846
Franklin		n/a			1	25,098	35,855	28,071	2	33,061	47,230	37,739
Gaston	1	28,409	44,043	41,195	7	21,593	33,479	28,035	4	32,587	50,519	37,343
Gates		n/a				n/a				n/a		
Graham												
Granville	1	25,890	43,493	41,595	1	23,479	39,445	30,524	1	27,164	45,634	45,634
Greene		n/a			1	20,936	29,147	21,894		n/a		
Guilford		n/a				n/a			1	50,178	85,303	65,091
Halifax		n/a				n/a			2	26,827	43,549	30,038
Harnett		n/a			1	28,659	44,421	30,430	1	28,659	44,421	30,092
Haywood	1	part-time		12,171	1	part-time		9,309		n/a		

County	Parks Maintenance Supervisor				Parks Maintenance Technician				Natural Resources Conservation Technician			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Henderson	1	30,389	47,133	40,997	3	24,024	37,253	29,910	1	28,490	44,187	39,000
Hertford		n/a				n/a				n/a		
Hoke		n/a				n/a			1	30,633	43,283	35,525
Hyde		n/a				n/a			1	31,553	46,549	36,792
Iredell	1	31,137	48,294	39,167	3	27,207	42,199	32,740		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	\$33,947	\$51,789	\$36,574	3	\$24,025	\$36,652	\$24,836	1	30,755	46,918	31,528
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		n/a				n/a			2			40,898
Martin		n/a				n/a			1	31,560	50,454	45,708
Mecklenburg	12	34,313	93,404	41,808	87	23,083	47,720	27,974		n/a		
Mitchell		n/a				n/a				n/a		
Montgomery		n/a				n/a			1	25,404	40,728	29,340
Moore		n/a			2	20,688	32,479	20,779	2	35,383	55,551	46,242
Nash		n/a				n/a			3	33,915	54,264	42,332
New Hanover	2	41,205	63,190	49,050		n/a				n/a		
Northampton		n/a				n/a			1	33,979	59,959	33,980
Onslow	1	32,665	52,264	34,093		n/a			1	36,743	58,790	41,034
Orange	1	40,570	64,854	47,483	2	31,693	50,665	34,180		n/a		
Pamlico		n/a				n/a			2	23,749	42,174	31,612
Pasquotank		n/a			1	19,833	27,766	23,801		n/a		
Pender		n/a				n/a				n/a		
Perquimans		n/a			1	17,589	26,636	19,391	1	23,936	36,251	25,762
Person	1	36,483	56,549	41,292	1	27,538	42,684	27,538		n/a		
Pitt		n/a				n/a			1	39,875	63,021	42,797
Polk												
Randolph		n/a				n/a			1	27,290	41,371	28,600
Richmond		n/a				n/a			1	23,586	34,315	25,293
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	33,196
Rowan	1	34,293	54,437	50,819	5	23,144	40,528	28,585	1			36,000
Rutherford	1	39,372	59,323	42,418		n/a			1	30,711	46,274	30,711
Sampson												
Scotland	1	37,536	53,040	41,436		n/a			1	37,536	53,040	38,472
Stanly		n/a				n/a				n/a		
Stokes		n/a			1	18,281	29,768	vacant	1	27,060	44,063	35,339
Surry		n/a				n/a			1	28,728	47,328	30,600
Swain		n/a				n/a			1	24,641	36,313	26,461
Transylvania		n/a			1	21,801	32,701	no data	1	43,846	65,769	no data
Tyrrell		n/a				n/a				n/a		
Union	1	35,165	52,747	43,550	3	29,409	46,138	35,213		n/a		
Vance		n/a				n/a				n/a		

County	Parks Maintenance Supervisor				Parks Maintenance Technician				Natural Resources Conservation Technician			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Wake	9	32,600	54,400	36,575	6	23,050	38,450	29,109	3	41,050	68,450	59,930
Warren		n/a			1	23,876	38,314	23,876	1	30,474	48,902	31,390
Washington		n/a				n/a				n/a		
Watauga		n/a				n/a			1	31,048	48,124	35,008
Wayne		n/a				n/a			3	28,423	44,330	36,584
Wilkes		n/a			2	22,948	35,569	22,415		30,401	47,122	36,855
Wilson		n/a				n/a			1	31,260	52,872	41,175
Yadkin		n/a			2	32,411	46,914	32,060	2	32,411	49,179	34,941
Yancey		n/a				n/a				n/a		

**TABLE XVI. SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS**

January 2010

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	\$70,000	detention admin.	1	\$47,611	\$76,180	\$63,346
				major	2	47,611	76,180	57,374	detention shift supvr.	5	39,926	63,879	43,257
				captain	3	43,599	69,758	55,108	detention officer III	37	33,480	53,568	37,674
				lieutenant	12	39,926	63,879	48,578	detention officer II	14	32,037	51,261	32,712
				sergeant	28	36,561	58,498	42,702	detention officer I	39	30,660	49,053	31,617
				corporal	26	34,986	55,979	39,995					
				deputy III	39	33,480	53,568	37,865					
				deputy II	6	32,037	51,261	34,931					
Alexander	54,287	74,835	67,798	deputy I	15	30,660	49,053	32,142					
				chief	1	38,420	52,963	45,669	detention admin.	1	28,568	39,382	34,808
				captain	1	33,130	45,671	43,470	detention shift supvr.	1	24,634	33,958	26,528
				detective/investigator	3	31,533	43,469	37,514	detention officer	7	23,446	32,321	25,522
				lieutenant	1	30,015	41,376	37,484					
				sergeant	5	28,568	39,382	34,765					
				deputy	13	25,882	35,679	27,777					
Alleghany	47,366	71,051	48,313	DARE officer	3	25,882	35,679	27,192					
				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	55,005	81,198	71,511	captain	2	44,778	66,101	44,777	detention admin.	1	30,921	45,646	41,240
				lieutenant	2	37,984	56,071	37,983	detention shift supvr.	4	27,332	40,347	27,331
				patrol shift supvr.	4	32,220	47,563	32,913	detention officer	9	26,230	38,721	26,789
				detective/investigator	7	30,921	45,646	32,161					
				deputy	11	27,332	40,347	28,930					
Ashe	60,555	85,563	70,227	major	1	50,916	71,943	65,178	detention admin.	1	37,653	53,202	40,548
				captain	1	44,736	63,210	60,165	detention shift supvr.	1	31,701	44,793	37,683
				lieutenant	3	41,110	58,088	48,783	jailer	8	29,106	41,124	29,565
				detective/investigator	3	35,058	49,533	35,953					
				DARE officer	1	34,551	48,816	42,096					
				sergeant	5	34,551	48,816	37,997					
				deputy	8	31,701	44,793	31,899					
Avery	43,997	61,355	54,032	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	5	32,831	45,784	35,497	detention officer	7	24,499	34,164	25,278
				sergeant	2	31,268	43,602	32,849					
				deputy	11	27,010	37,666	28,782					
Beaufort	73,437	102,812	92,124	chief	1	59,520	83,328	75,424	detention admin.	1	45,603	63,844	49,000
				major	1	49,778	69,689	63,733	detention officer	16	30,294	42,412	31,496
				investigations captain	2	45,603	63,844	61,282					
				lieutenant	4	44,211	61,895	44,211					
				sergeant	6	37,253	52,154	42,390					
				DARE officer	1	33,078	46,309	42,370					
				corporal	5	33,078	46,309	38,782					
				detective/investigator	10	33,078	46,309	36,322					

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Bertie	52,937	78,144	60,862	deputy	20	31,686	44,360	33,656					
				chief	1	42,887	63,308	52,053	n/a				
				division commander	4	39,423	58,195	40,078					
				corporal	7	34,746	51,291	34,746					
				school resource officer	2	33,312	49,175	32,519					
				deputy	7	30,622	45,204	30,622					
Bladen	52,198	66,117	69,423	deputy	7	30,622	45,204	30,622					
				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	2	24,655	31,228	25,749
				sergeant	5	34,671	43,916	39,295	jailer	4	24,655	31,228	25,203
				detective/investigator	8	34,671	43,916	38,523					
				investigator	7	34,671	43,916	36,213					
				corporal	5	33,418	42,330	35,647					
				deputy	19	29,662	37,572	29,662					
Brunswick	69,999	111,998	92,604	deputy	19	29,662	37,572	29,662					
				chief	1	55,665	89,066	88,132	detention admin.	1	48,499	77,598	69,256
				captain	4	48,499	77,598	71,526	detention lieutenant	1	43,124	68,998	57,476
				lieutenant	6	43,124	68,998	58,138	detention sergeant	5	37,748	60,397	38,397
				patrol shift supvr.	7	37,748	60,397	45,717	detention shift supvr.	5	37,748	48,928	38,397
				sergeant	11	37,448	60,397	44,751	jailer II	8	30,581	48,928	35,635
				detective/investigator	21	37,748	60,397	44,704	jailer I	54	28,790	46,064	30,446
				deputy	60	32,373	51,797	37,280					
				DARE officer	2	32,373	51,797	36,578					
				deputy	2	32,373	51,797	36,578					
Buncombe			114,361	deputy	2	32,373	51,797	36,578					
				chief	1	58,687	83,434	77,244	detention admin.	1	58,687	83,434	77,244
				major	3	58,687	83,434	77,244	detention shift supvr.	15	36,174	51,422	39,987
				investigations commander	1	49,228	69,963	67,281	jailer I	114	31,671	45,066	36,720
				captain	5	49,228	69,963	63,278					
				patrol commander	1	49,228	69,963	62,276					
				lieutenant	20	43,098	61,298	51,089					
				sergeant	32	36,174	51,422	41,658					
				detective/investigator	22	36,174	51,422	41,212					
				deputy	68	31,671	45,066	38,299					
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	6	37,815	58,616	39,428	transport officer	1	28,218	43,740	29,658
				sergeant	7	34,301	53,165	35,550	detention officer	13	26,874	41,656	27,484
				detective/investigator	12	32,666	50,633	34,144					
				DARE officer	1	31,110	48,223	32,696					
				deputy	28	29,630	45,926	30,834					
Cabarrus	74,837	115,521	96,426	chief	1	61,564	95,035	73,028	detention officer	25	31,084	48,003	31,588
				captain	3	48,239	74,470	38,253					
				lieutenant	13	43,754	67,545	57,527					
				sergeant	25	39,688	61,250	48,285					
				detective/investigator	8	39,688	61,250	45,032					
				deputy	134	32,632	50,390	37,810					
Caldwell	58,061	96,769	71,985	chief	1	46,591	77,652	54,481	detention admin.	1	42,665	71,108	47,406
				investigations commander	1	42,665	71,108	50,875	detention shift supvr.	4	27,473	45,789	30,526
				patrol commander	1	42,665	71,108	49,658	detention officer	21	26,290	43,817	29,211



County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
				captain	4	42,665	71,108	48,836					
				patrol shift supvr.	4	35,777	59,629	39,753					
				lieutenant	5	35,770	59,629	39,653					
				sergeant	9	32,762	54,604	34,664					
				detective/investigator	9	30,001	50,002	34,370					
				school resource officer	5	27,473	45,789	31,108					
				deputy	22	27,473	45,789	30,611					
Camden	no data	no data	no data	chief		40,037	60,050	51,500	n/a				
				major		33,573	50,357	46,073					
				detective/investigator		30,744	46,113	41,528					
				investigator		29,421	44,127	39,929					
				DARE officer		26,941	40,409	35,176					
				deputy		26,941	40,409	35,000					
Carteret	67,145	107,432	75,116	chief	1	55,637	89,019	57,781	detention admin.	1	38,225	61,160	45,150
				major	1	46,110	73,776	52,106	detention shift supvr.	4	28,843	46,149	30,118
				captain	1	41,983	67,172	41,983	senior detention officer	3	24,781	39,649	28,557
				detective/investigator	6	38,225	61,160	41,568	detention officer	18	23,643	37,829	25,765
				lieutenant	6	34,804	55,686	39,065					
				sergeant	6	31,689	50,702	33,810					
				DARE officer	1	31,689	50,702	32,853					
				deputy	20	28,843	46,149	30,370					
Caswell													
Catawba	71,512	110,952	105,675	major	1	56,024	86,932	76,908	detention officer	42	29,707	46,088	29,952
				captain	3	48,399	75,092	60,046					
				lieutenant	7	43,894	68,103	51,325					
				sergeant	14	39,817	61,781	44,346					
				detective/investigator	8	39,816	61,781	38,980					
				corporal	11	36,115	56,024	39,598					
				deputy	76	34,402	53,352	37,918					
Chatham	67,469	99,682	90,000	major	1	50,436	74,384	63,645	detention shift supvr.	4	29,436	43,491	30,878
				investigations commander	1	43,491	64,256	55,722	detention officer	13	26,699	39,447	27,568
				patrol commander	1	43,491	64,256	55,373					
				captain	4	43,491	64,256	54,378					
				lieutenant	4	39,447	58,282	45,339					
				sergeant	4	35,780	52,864	39,284					
				detective/investigator	12	35,780	52,864	38,421					
				patrol shift supvr.	4	34,076	50,436	37,698					
				DARE officer	4	34,076	50,436	35,827					
				corporal	6	30,909	45,666	32,110					
				deputy	28	29,436	43,491	31,556					
Cherokee			61,000	chief	1	38,669	63,271	50,971	detention admin.	1	37,200	60,512	48,856
				lieutenant	2	35,776	57,883	46,830	detention shift supvr.	4	28,408	44,360	29,826
				sergeant	3	33,039	52,903	42,039	detention officer	14	26,426	40,926	27,846
				investigator	7	33,039	52,903	40,009					
				corporal	3	30,587	48,317	39,139					
				deputy	9	29,454	46,292	30,945					
Chowan			83,002	chief	1	35,059	62,958	59,962	detention admin.	1	33,390	59,962	vacant
				lieutenant	1	31,801	57,106	49,330	detention lieutenant	1	30,285	54,384	35,059

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	
Clay				sergeant	1	31,801	57,106	46,981	detention sergeant	3	24,916	54,384	31,443	
				investigator	1	31,801	57,106	36,814	jailer	5	24,916	44,743	26,461	
				deputy	12	30,285	57,106	34,293						
Cleveland	62,244	97,182	92,736	chief	1	51,612	80,574	76,878	detention admin.	1	42,792	66,798	62,244	
				investigations commander	1	42,792	66,798	56,694	detention shift supvr.	9	29,424	45,942	34,680	
				patrol commander	1	42,792	66,798	56,694	detention officer	22	28,092	43,842	31,584	
				captain	2	42,792	66,798	52,860						
				patrol shift supvr.	3	35,484	55,380	41,814						
				sergeant	6	32,310	50,442	38,088						
				investigator	7	30,858	48,132	36,342						
				DARE officer	1	29,424	45,924	38,088						
Columbus	53,365	107,161	66,036	deputy	43	29,424	45,942	33,882						
				chief	1	40,908	83,712	52,620	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						
Craven			88,644	deputy	31	26,229	53,675	28,208						
				chief	1	47,491	95,944	85,359	detention admin.	1	57,289	115,737	60,039	
				captain	3	45,313	91,553	62,149	detention shift supvr.	5	32,636	65,941	34,367	
				lieutenant	8	37,568	79,541	48,060	jailer II	4	29,716	60,039	31,140	
				sergeant	10	34,203	72,419	41,498	jailer I	30	27,055	54,663	28,661	
				investigator	7	34,203	69,105	37,613						
				zone deputy	4	32,636	65,941	35,033						
Cumberland			147,820	deputy	25	31,140	62,918	32,962						
				chief	1	73,777	121,732	78,400	detention admin.	1	63,800	105,270	70,818	
				major	4	63,800	105,270	72,755	detention sergeant spec	5	40,111	66,183	44,195	
				captain	7	52,203	95,702	68,516	detention shift supvr.	2	38,734	63,911	49,910	
				lieutenant	27	48,510	84,044	55,785	detention sergeant	13	38,203	63,035	41,646	
				sergeant	28	42,446	70,036	49,596	detention officer II	27	34,800	57,420	39,398	
				detective/investigator	47	39,677	65,467	43,847	detention officer I	75	31,637	52,201	32,580	
				deputy	180	35,152	60,902	38,242						
Currituck			79,710	chief	1	49,169	68,199	63,121	detention admin.	1	43,430	60,162	48,729	
				lieutenant	2	45,214	62,660	52,261	detention shift supvr.	1	36,286	50,158	37,685	
				sergeant	10	41,644	57,661	46,722	detention program direct	1	34,500	47,657	37,978	
				investigator	2	39,858	55,160	44,729	detention sergeant	5	32,716	45,159	36,009	
				detective/investigator	1	39,858	55,160	41,126	intake officer	4	29,142	40,154	31,463	
				deputy	45	34,500	52,658	41,126	detention officer	18	27,357	37,656	28,397	
Dare														
	Davidson	79,889	120,908	83,991	chief	1	54,604	81,905	67,429	detention captain	1	42,784	64,177	53,291
					major	2	52,004	78,005	61,921	detention shift supvr.	4	38,884	58,327	38,884
					captain	5	47,158	70,736	53,497	detention lieutenant	4	38,884	58,327	38,884
					lieutenant	13	40,775	61,163	46,606	detention officer II	1	31,973	48,044	31,973
					sergeant	16	36,994	55,490	41,685	detention officer I	29	30,493	45,739	32,042
					detective/investigator	10	35,221	52,831	38,583					
					corporal	6	33,566	50,349	38,628					

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Davie	56,783	88,054	73,870	deputy II	41	31,973	48,044	37,031					
				deputy I	36	30,493	45,739	34,919					
				chief	1	49,051	76,065	51,504	detention admin.	1	44,490	68,993	49,418
				captain	3	44,490	68,993	49,092	asst.detention admin.	1	38,431	59,599	40,257
				lieutenant	7	38,431	59,599	41,608	detention sergeant	4	33,198	51,484	34,377
				detective/investigator	7	33,198	51,484	36,278	detention officer II	4	31,617	49,032	33,442
				sergeant	9	33,198	51,484	34,408	detention officer I	15	28,677	44,473	31,332
				DARE officer	1	31,617	49,032	34,704					
				corporal	5	31,617	49,032	32,249					
				investigator	1	28,677	44,473	34,847					
Duplin				deputy	12	28,677	44,473	30,676					
Durham			122,090	chief	1	62,791	108,096	91,741	detention admin.	1	59,763	102,888	82,876
				major	2	54,143	93,210	77,885	detention shift supvr.	5	44,439	76,502	61,712
				captain	5	51,534	88,718	77,620	detention staff sergeant	10	40,261	69,307	54,312
				lieutenant	10	46,687	80,374	64,362	detention sergeant	27	38,319	65,968	50,697
				sergeant	16	40,261	69,307	60,655	detention officer II	26	33,043	56,885	50,621
				corporal	17	36,472	62,791	50,700	detention officer I	122	29,333	51,534	34,075
				deputy	106	33,043	56,885	41,188					
Edgecombe	55,099	81,794	76,574	investigator	5	33,043	56,885	34,896					
				captain	1	47,171	55,361	48,351	detention admin.	1	37,588	47,823	41,698
				lieutenant	4	43,606	50,214	46,117	detention lieutenant	1	33,168	43,376	37,348
				sergeant	12	38,479	45,546	42,271	detention sergeant	6	27,996	37,471	31,524
				detective/investigator	5	35,571	43,376	38,188	detention corporal	13	25,880	35,686	26,283
				corporal	6	32,884	41,311	35,612	detention officer	29	23,925	33,988	24,523
Forsyth	99,181	161,170	115,065	deputy	20	30,401	39,344	31,161					
				major	1	64,128	104,209	78,790	detention admin.	1	67,780	110,142	80,683
				captain	5	56,742	92,206	63,306	detention officer	186	32,485	52,789	35,591
				lieutenant	10	51,722	84,048	61,121					
				sergeant	26	46,955	76,302	53,999					
				corporal	25	39,053	63,462	45,031					
				detective/investigator	18	36,518	59,342	40,459					
Franklin	65,841	94,060	71,438	deputy	125	32,485	52,789	35,650					
				chief	1	45,595	65,136	48,636	detention admin.	1	37,944	54,206	44,310
				lieutenant	2	43,549	62,213	46,219	detention shift supvr.	4	31,577	45,110	34,398
				patrol shift supvr.	4	36,242	51,773	40,131	detention officer	23	28,806	41,155	29,576
				detective/investigator	13	36,242	51,773	38,908					
				DARE officer	2	33,061	47,230	40,226					
				deputy	29	33,061	47,230	33,877					
Gaston	69,307	107,431	102,190 <sup>2</sup>	chief	1	64,706	100,317	87,356	detention admin.	1	56,411	87,459	74,749
				major	2	56,411	87,459	70,517	detention officer	67	30,427	47,168	33,923
				investigations commander	6	56,411	87,459	66,050					
				captain	11	49,180	76,239	57,562					
				patrol shift supvr.	21	42,876	66,466	58,032					
				sergeant	22	40,034	62,066	47,268					
				master police officer	32	37,379	57,952	46,799					
				detective/investigator	68	34,901	54,111	42,652					
				deputy	85	32,576	50,520	38,362					

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Gates	43,240	56,007	56,596	chief	1	37,659	48,779	37,659	n/a				
				deputy	9	28,661	37,121	30,507					
Graham													
Granville	56,489	94,899	77,797	chief	1	42,166	70,837	51,703	detention admin.	1	36,430	61,203	50,903
				lieutenant	3	38,246	64,253	52,187	detention shift supvr.	4	28,535	47,937	32,480
				sergeant	7	33,036	55,499	46,497	detention officer	13	25,890	43,493	27,647
				detective/investigator	5	33,036	55,499	43,473					
				corporal	5	31,470	52,870	39,704					
				deputy	21	29,963	50,337	33,740					
Greene			48,746	major	1	33,843	47,215	38,741	detention supvr.	1	26,620	37,106	30,460
				captain	1	32,265	45,003	33,748	jailer	7	21,970	30,594	23,890
				lieutenant	1	30,727	42,849	32,138					
				sergeant	1	29,280	40,827	32,036					
				detective/investigator	5	29,280	40,827	29,804					
				STAR/school resource	3	27,932	38,936	30,192					
				deputy	11	26,620	37,106	27,864					
Guilford			136,493	chief	1	81,735	138,950	101,609	detention admin.	4	64,042	108,871	85,549
				major	2	70,606	120,030	99,182	detention shift supvr.	14	52,687	89,568	64,741
				patrol commander	9	64,042	108,871	81,775	detention officer II	5	39,316	66,837	45,819
				captain	9	64,042	108,871	81,775	detention officer I	205	33,963	57,737	45,960
				lieutenant	7	55,322	94,047	72,960					
				patrol shift supvr.	30	52,687	89,568	65,276					
				sergeant	30	52,687	89,568	65,276					
				investigations commander	5	52,687	89,568	64,910					
				DARE officer	3	39,316	66,837	53,334					
				detective/investigator	20	39,316	66,837	52,221					
				corporal	52	39,316	66,837	51,966					
				deputy	117	33,963	57,737	42,992					
	Halifax	56,529	91,766	86,239	chief	1	53,789	87,317	62,436	detention admin.	1	39,922	64,807
major					2	51,182	83,085	55,142	detention shift supvr.	1	28,194	45,768	31,529
lieutenant					8	34,393	55,832	40,966					
sergeant					5	32,726	53,125	36,363					
investigator					5	32,726	53,125	35,107					
Harnett	72,365	112,166	87,420	detective/investigator	5	32,726	53,125	33,600					
				major	2	56,210	87,126	63,708	detention admin.	1	47,498	73,622	59,993
				captain	1	49,541	76,789	53,103	detention sergeant	3	41,863	64,888	49,049
				lieutenant	6	47,498	73,622	54,028	detention officer	31	38,482	59,647	42,214
				sergeant	10	41,863	64,888	47,247	detention shift supvr.	4	33,916	52,570	37,712
				detective/investigator	18	38,482	59,647	42,214					
Haywood	67,815	78,068	70,000	corporal	6	38,482	59,647	41,312					
				deputy	55	33,916	52,570	35,554					
				chief	1	40,959	61,437	50,046	detention admin.	1	29,152	43,729	36,885
				captain	1	36,667	54,994	44,523	detention lieutenant	1	29,152	43,729	29,735
				lieutenant	6	33,573	50,359	38,081	detention sergeant	1	24,446	36,669	32,427
				detective/investigator	10	32,127	48,190	34,236	detention officer	30	24,446	26,669	25,711
				sergeant	4	30,743	46,116	33,607					
DARE officer	5	27,897	41,846	30,628									
deputy	29	27,897	41,846	26,761									

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Henderson			82,800	chief	1	56,971	88,275	65,478	detention admin.	1	44,990	69,742	62,000
				major	1	48,672	75,442	72,702	correctional shift supvr.	4	38,480	59,634	48,464
				captain	1	44,990	69,742	66,189	detention corporal	5	34,216	52,998	39,250
				investigations commander	1	44,990	69,742	62,000	detention officer III	12	32,864	50,981	38,667
				patrol commander	1	44,990	69,742	62,000	detention officer II	21	31,616	49,026	32,947
				lieutenant	4	41,621	64,501	55,723					
				sergeant	9	38,480	59,634	53,227					
				patrol shift supvr.	6	38,480	59,634	52,395					
				corporal	16	34,216	52,998	45,157					
Hertford	68,492	106,163	73,331	deputy II	17	31,616	49,026	32,469					
				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
Hoke	70,211	99,206	81,423	deputy		27,105	42,012	no data					
				chief	1	57,762	81,617	62,204	detention admin.	1	45,258	63,949	48,736
				major	1	52,392	74,029	56,419	jail lieutenant	1	32,169	45,447	33,793
				captain	2	39,076	55,241	42,100	jail sergeant	3	29,174	41,222	30,650
				lieutenant	4	35,461	50,106	41,099	jail corporal		27,785	39,259	27,785
				detective/investigator	5	35,461	50,106	38,188	jailer	46	26,462	37,389	27,123
				sergeant	6	32,164	45,447	34,637					
				corporal	8	30,633	43,283	32,182					
Hyde	59,300	87,538	65,823	deputy	15	29,174	41,222	31,417					
				chief	1	38,924	57,458	40,495	chief jailer	1	34,304	50,640	41,637
				sergeant	1	34,304	50,640	43,114					
				DARE officer	1	31,533	46,549	40,742					
				corporal	1	31,533	46,549	34,371					
Iredell	66,884	103,737	101,688	deputy	9	30,234	44,631	31,104					
				chief	1	55,872	86,657	78,040	detention admin.	1	44,620	69,207	52,603
				major	1	48,820	75,720	62,025	detention shift supvr.	4	35,635	55,270	43,185
				captain	3	44,620	69,207	57,534	jailer III	5	32,570	50,516	40,700
				lieutenant	15	40,782	63,253	56,488	jailer I	32	29,768	46,170	32,770
				detective/investigator	7	35,635	55,270	47,031					
				sergeant	13	35,635	55,270	44,597					
				DARE officer	8	31,137	48,294	37,680					
Jackson				deputy	45	31,137	48,294	37,214					
Johnston	69,250	117,546	104,477	chief	1	55,571	94,325	58,350	detention admin.	1	42,673	72,433	56,577
				captain	5	46,599	79,101	54,365	detention lieutenant	6	34,240	50,545	35,730
				lieutenant	9	40,834	69,316	47,198	detention sergeant	4	31,356	46,285	35,507
				detective/investigator	21	37,394	55,193	39,462	detention officer	37	28,715	42,384	33,209
				sergeant	5	35,783	52,815	39,409					
Jones	44,142	56,071	48,602	deputy	57	34,240	50,545	36,232					
				chief	1	32,007	40,414	32,007	detention admin.	1	29,154	36,712	29,154
				major	1	30,538	38,499	30,538	jailer/dispatcher	8	23,408	29,154	23,408
				detective/investigator	2	29,154	36,712	29,154					
				DARE officer	1	27,791	35,054	27,791					
			deputy	7	27,791	35,054	27,791						

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Lee			84,772	chief	1	56,012	78,418	59,670	assistant chief jailer	1	34,153	47,815	34,153
				captain	3	46,790	65,506	51,254	detention shift supvr.	4	32,651	45,713	34,009
				major	1	46,790	65,506	49,680	jailer	18	31,215	43,702	32,230
				lieutenant	5	40,884	57,237	42,818					
				sergeant	17	39,087	54,721	39,393					
				detective/investigator	7	39,087	54,721	39,393					
				deputy	16	34,153	47,815	34,494					
Lenoir	53,270	94,001	91,708	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 II	18	25,547	45,080	29,310
				lieutenant	3	32,143	56,720	43,141	jailer I	8	24,400	43,057	24,860
				detective/investigator	12	30,700	54,174	36,065					
				sergeant	4	29,322	51,742	39,276					
				deputy	13	25,547	45,080	29,816					
Lincoln	74,812	114,131	78,624	chief	1	61,402	93,673	66,153	detention admin.	1	41,362	63,100	46,833
				captain	1	50,395	76,882	51,663	detention sergeant	4	35,666	54,411	37,259
				1st sergeant	7	39,369	60,060	43,650	detention corporal	4	30,755	46,918	31,930
				sergeant	15	35,666	54,411	38,138	senior detention officer	5	29,273	44,658	32,359
				investigator	11	32,312	49,294	41,170	detention officer	23	27,862	42,506	30,255
				sr. deputy	11	32,312	49,294	35,319					
				deputy	41	30,755	46,918	33,207					
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					
				deputy	21	25,620	37,668	27,948					
Macon	61,677	92,516	78,000	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	10	28,256	42,383	38,124	detention officer	13	24,409	36,612	30,000
				investigator	6	26,910	40,366	36,012					
				corporal	4	26,910	40,366	33,537					
				deputy	18	26,910	40,366	30,582					
Madison			60,400	chief	1			48,950	detention shift supvr.	2			29,400
				detective/investigator	3			40,950	detention officer III	3			28,825
				sergeant	3			36,400	detention officer I	1			22,048
				deputy	10			33,560					
Martin	51,187	81,829	56,502	chief	1	37,634	60,161	43,643	n/a				
				lieutenant	2	34,452	55,078	37,113					
				detective/investigator	5	31,560	50,464	32,709					
				DARE officer	1	31,560	50,464	29,774					
				sergeant	5	30,192	48,264	34,085					
				corporal	4	28,881	52,705	31,057					
				deputy	14	27,649	44,200	29,886					
Mecklenburg	107,442	195,811	157,611	chief	1	92,114	195,811	118,325	detention captain	28	55,709	93,404	79,888
				major	6	59,784	133,266	93,657	detention sergeant	63	46,614	93,404	60,547
				captain	16	55,709	93,404	81,810	detention officer	640	31,924	56,848	40,155
				sergeant	24	46,614	93,404	64,030					

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Mitchell	49,820	71,172	57,987	deputy	211	31,924	56,848	44,167					
				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					
Montgomery			63,444	deputy	8	28,771	41,102	33,250					
				chief	1	35,148	56,316	41,400	detention admin.	1	32,292	51,793	36,481
				captain	2	29,748	47,676	36,852	asst. jail admin.	1	23,520	37,728	28,368
				detective/investigator	5	29,748	47,676	32,525	jailer II	7	23,520	37,728	27,453
				patrol shift supvr.	4	27,468	44,088	33,387	jailer I	12	21,780	34,968	21,780
				lieutenant	1	27,468	44,088	33,334					
				sergeant	2	27,468	44,088	37,548					
				DARE officer	1	27,468	44,088	33,576					
Moore	70,000	109,900	111,800	deputy	12	25,404	40,728	28,712					
				chief	1	57,634	90,485	79,671	detention admin.	1	47,416	74,443	65,531
				captain	7	47,416	74,443	62,672	detention shift supvr.	5	32,093	50,386	36,124
				lieutenant	3	43,008	67,522	51,496	detention officer	20	29,110	45,702	32,313
				sergeant	8	37,152	58,329	44,240					
				detective/investigator	16	37,152	58,329	43,437					
Nash	68,225	109,160	89,258	deputy	38	33,697	52,905	39,540					
				chief	1	59,273	94,837	64,324	detention admin.	1	51,496	82,394	54,071
				lieutenant	6	51,496	82,394	55,898	asst. detention admin.	2	42,690	68,304	48,622
				sergeant	9	42,690	68,304	48,400	detention shift supvr.	4	37,089	59,342	39,535
				detective/investigator	11	37,089	59,342	44,390	senior detention officer	5	31,146	49,834	39,536
				corporal	6	37,089	59,342	41,351	detention officer	37	28,604	45,766	31,926
				deputy	40	33,915	54,264	37,331					
New Hanover			110,000	chief	2	78,770	120,869	94,400	detention officer	63	32,053	49,192	33,646
				major	1	68,890	105,643	85,721					
				captain	6	58,240	89,378	73,248					
				lieutenant	20	49,026	75,234	60,672					
				sergeant	38	45,448	69,722	52,539					
				detective/investigator	32	41,205	63,190	46,099					
				corporal	22	37,710	57,762	45,093					
				deputy	149	35,131	53,872	38,564					
Northampton	52,713	93,018	72,665	chief	1	39,335	69,411	45,617	detention sergeant	3	27,955	49,329	31,995
				DARE officer	1	35,678	62,958	41,376	detention officer	15	24,148	42,612	30,116
				patrol shift supvr.	2	35,678	62,958	38,973					
				investigator	2	32,361	57,105	35,350					
				deputy	16	30,820	54,385	31,980					
Onslow	68,820	110,112	95,561	chief	1	63,628	101,805	73,365	detention admin.	1	42,985	68,776	53,000
				major	4	54,389	87,023	64,134	detention lieutenant	1	41,331	66,130	50,400
				captain	7	44,704	71,527	54,974	detention 1st sergeant	4	38,213	61,141	42,311
				lieutenant	5	41,331	66,130	48,418	detention sergeant	4	33,971	54,354	35,669
				patrol shift supvr.	5	39,742	63,587	48,169	detention officer	25	26,848	42,957	28,597
				sergeant	14	38,213	61,141	45,947					
				detective/investigator	15	38,213	61,141	43,555					
Orange	80,994	129,481	121,139	deputy	52	31,408	50,254	36,208					
				major		63,272	101,150	vacant	detention officer	27	31,693	50,665	32,798
				captain	3	51,931	83,020	64,632					

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
				lieutenant	7	47,048	75,211	54,965					
				sergeant	10	42,622	68,138	48,976					
				investigator	8	38,615	61,730	49,763					
				DARE officer	2	36,754	58,756	44,037					
				corporal	5	36,754	58,756	40,390					
				deputy	53	34,984	55,925	38,580					
				detective/investigator	1	31,693	50,665	34,465					
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	23,546	41,347	32,731
				detective/investigator	2	24,710	43,879	37,205	shift sergeant	4	23,546	41,347	27,261
				DARE officer	1	24,710	43,879	35,454	detention officer	16	23,546	40,145	25,004
				deputy	7	23,749	42,174	26,714					
Pasquotank	57,815	79,168	71,136	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					
				investigator	7	35,025	49,036	44,347					
				deputy	23	31,227	45,491	36,838					
Pender	69,069	110,510	70,450	major	1	54,117	86,588	55,199	detention admin.	1	49,086	78,538	57,540
				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	detention shift supvr.	2	36,629	58,606	36,812
				investigations commander	1	49,086	78,538	50,068	detention shift leader	4	31,641	50,626	31,720
				lieutenant	5	42,402	67,844	43,124	detention deputy I	1	30,135	48,215	30,135
				detective sergeant	7	40,383	64,613	40,816	detention officer	7	28,700	45,919	28,741
				detective/investigator	2	38,460	61,536	38,460					
				sergeant	5	36,629	58,606	36,999					
				deputy II	4	33,228	53,157	33,770					
				deputy I	25	30,135	48,215	30,208					
Perquimans	44,329	67,131	56,576	detective/investigator	1	32,573	49,330	35,912	n/a				
				sergeant	2	31,170	47,203	33,547					
				deputy	9	28,544	43,228	30,221					
Person	64,035	99,254	75,335	chief	1	52,379	81,187	57,544	detention admin.	1	42,844	66,408	49,848
				captain	3	46,430	71,967	52,114	detention shift supvr.	4	31,066	48,152	36,180
				lieutenant	2	37,979	58,867	47,206	detention lieutenant	1	35,046	54,321	40,764
				DARE officer	1	36,483	56,549	44,982	senior detention officer	5	28,667	44,434	32,642
				sergeant	5	36,483	56,549	44,782	detention officer	20	27,538	42,684	30,059
				detective/investigator	6	35,046	54,321	41,768					
				deputy	10	32,340	50,127	37,074					
Pitt			84,304	chief	3	60,807	96,102	69,657	detention admin.	1	63,723	100,716	71,678
				captain	3	55,363	87,502	60,257	detention shift lieutenant	6	50,408	79,669	57,971
				detective/investigator	3	50,408	79,669	59,768	detention officer advanced	5	43,794	69,216	41,641
				lieutenant	6	50,408	79,669	57,971	detention officer interme	2	36,305	57,380	38,966
				advanced sergeant	8	43,794	69,216	50,790	detention officer basic	83	39,875	63,021	36,338
				intermediate sergeant	2	41,739	66,048	45,183					
				basic sergeant	1	39,875	63,021	40,837					
				deputy advanced	12	38,048	60,136	45,865					
				deputy intermediate	9	36,305	57,380	42,815					
				DARE officer	2	34,644	57,380	42,143					
				deputy basic	37	34,644	54,752	37,827					





County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
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 sergeant	4	27,396	38,712	29,526
				lieutenant	5	32,796	48,480	36,953	detention officer II	7	26,196	37,008	26,940
				patrol shift supvr.	4	32,796	46,344	34,044	detention officer I	11	25,044	35,388	25,384
Stanly	60,641	75,802	66,417	deputy	18	27,396	46,344	29,032					
				chief	1	48,429	72,645	51,111	detention admin.	1	42,318	63,477	42,411
				captain	3	42,318	63,477	46,314	detention shift supvr.	4	30,921	46,333	34,714
				lieutenant	4	38,677	58,017	41,412	senior detention officer	4	28,231	42,346	32,763
				sergeant	11	33,796	50,695	38,602	detention officer	26	26,989	40,484	30,422
Stokes	52,711	85,832	66,541	DARE officer	1	29,530	44,295	34,260					
				deputy	26	29,530	44,295	33,102					
				chief	1	41,659	67,835	51,557	detention admin.	1	38,115	62,716	38,515
				captain	2	38,515	62,716	48,144	detention shift supvr.	4	27,060	44,063	28,942
				narotics deputy	1	30,439	49,566	39,821	jailer	12	26,020	42,369	27,108
				DARE officer	1	28,143	45,826	35,527					
				domestic violence officer	1	28,143	45,826	34,830					
				sergeant	4	28,143	45,826	33,768					
				detective/investigator	8	28,143	45,826	29,446					
				corporal	4	27,060	44,063	30,660					
Surry	58,164	99,312	76,836	deputy II	6	26,020	42,369	28,783					
				school resource officer	5	26,020	42,366	26,446					
				deputy I	6	25,019	40,739	25,615					
				chief	1	44,172	75,120	56,892	detention admin.	1	37,104	62,280	47,328
				lieutenant	5	35,532	59,520	41,640	detention sergeant	4	32,616	54,300	36,318
				sergeant	7	32,616	54,300	39,123	detention officer II	9	26,508	43,188	29,849
				sr. deputy	5	31,320	51,864	40,418	detention officer I	17	25,500	41,352	27,133
				detective/investigator	7	31,320	51,864	34,699					
				deputy II	8	30,012	49,572	36,386					
				deputy I	12	28,728	47,328	32,825					
Swain	39,988	61,580	46,350	DARE officer	1	28,728	47,328	30,600					
				deputy	9	27,600	45,216	29,827					
				chief	1	30,707	58,930	46,350	detention admin.	1	28,119	41,438	29,599
				lieutenant	3	28,119	41,438	32,000	detention shift supvr.	4	23,580	34,749	24,822
				sergeant	5	26,909	39,655	30,676	detention officer	12	21,594	31,822	22,730
Transylvania	64,771	97,157	70,977	deputy	5	25,750	37,946	29,235					
				chief	1	50,752	76,128	60,825	detention admin.	1	46,030	69,056	57,100
				captain	1	46,030	69,056	56,343	detention shift supvr.	4	34,362	51,522	35,048
				investigations commander	1	39,770	59,654	55,120	detention sergeant	2	34,362	51,522	35,048
				patrol shift supvr.	4	39,770	no data	48,797	detention corporal	4	31,158	46,738	31,408
				lieutenant	2	39,770	59,654	42,411	detention officer	14	29,682	44,512	31,138
				detective/investigator	4	36,067	54,101	45,178					
				investigator	2	36,067	54,101	43,618					
				sergeant	5	36,067	54,101	43,493					
				DARE officer	6	31,158	46,738	39,208					
Tyrrell			45,984	deputy	16	31,158	46,738	33,509					
				chief	1	no data	no data	32,820	detention admin.				25,752
				sergeant	1	no data	no data	30,768	detention officer/dispatcl	3			23,736

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Union	72,128	117,192	103,661	deputy	7	no data	no data	29,863					
				chief	1	65,459	98,188	72,387	detention admin.	1	42,023	63,033	47,231
				captain	4	50,174	75,260	62,694	detention officer master	1	35,165	52,747	38,958
				lieutenant	11	45,905	68,857	56,932	detention officer I	31	32,162	48,244	33,642
				sergeant	16	42,023	63,033	50,213					
				corporal	4	38,416	57,620	40,151					
				detective/investigator	8	35,165	52,747	42,996					
				investigator	5	35,165	52,747	42,713					
Vance	57,408	91,860	90,420	deputy	105	32,162	52,747	36,197					
				chief	1	44,088	70,536	55,104	detention admin.	1	40,368	64,596	46,332
				captain	1	42,192	67,500	58,572	detention supvr.	3	32,400	51,840	38,812
				lieutenant	5	36,972	59,148	52,402	detention shift supvr.	6	28,392	45,420	30,652
				sergeant	6	32,400	51,840	41,294	detention officer	23	24,876	39,804	26,614
				detective/investigator	8	31,008	49,608	35,907					
				deputy	27	28,392	45,420	31,602					
				chief	1	78,000	130,000	107,316	detention admin.	1	63,550	105,950	98,098
Wake			142,090	major	3	70,100	116,900	91,517	detention shift supvr.	7	47,250	78,750	63,086
				captain	9	57,550	95,950	78,324	detention lieutenant	21	41,050	68,450	52,414
				lieutenant	12	46,500	77,500	70,509	detention sergeant	35	36,550	60,950	42,319
				sergeant	35	41,050	68,450	57,848	detention master deputy	155	28,700	47,800	35,740
				detective/investigator	26	36,550	60,950	47,053	detention officer	125	28,700	47,800	30,370
				investigator	26	36,550	60,950	47,053					
				deputy	73	32,600	54,400	36,146					
				captain	1	38,893	62,412	43,057	detention admin.	1	35,277	56,610	38,610
Warren	54,724	87,816	73,559	lieutenant	2	35,277	56,610	35,310	detention shift supvr.	5	29,022	46,572	30,027
				patrol commander	2	35,277	56,610	35,310	detention officer	8	25,070	40,229	25,070
				sergeant	7	31,997	51,346	33,727					
				patrol shift supvr.	7	31,997	51,346	33,727					
				investigator	4	31,997	51,346	32,498					
				deputy	15	29,022	46,572	29,022					
				chief	1	38,040	55,080	41,988	detention admin.	1	30,612	44,280	30,612
				captain	1	35,244	51,063	38,904	detention corporal	4	25,296	34,860	25,938
Washington	50,172	72,612	59,400	investigator	3	34,332	51,036	35,244	certified detention officer	2	24,060	34,860	24,378
				sergeant	2	33,408	48,348	34,260	uncertified detention officer	5	23,148	33,504	23,148
				corporal	1	32,436	46,992	33,264					
				deputy	8	26,892	40,236	29,331					
				captain	4	44,153	68,437	47,789	chief jailer	1	38,691	59,970	46,884
				lieutenant	5	38,691	59,970	42,279	asst. chief jailer	1	33,906	52,554	39,315
				sergeant	7	35,432	54,919	40,533	jailer II	20	31,048	48,124	32,461
				detective/investigator	6	33,906	52,554	36,729	jailer I	3	29,710	46,051	29,710
Watauga	65,617	101,705	77,953	deputy	20	31,048	50,290	32,869					
				major	1	41,994	65,496	52,445	detention admin.	1	48,613	75,820	63,784
				captain	3	36,276	56,578	48,787	detention shift supvr.	4	29,844	46,547	33,765
				lieutenant	5	34,548	53,884	42,094	detention officer III	15	25,781	40,209	27,779
				sergeant	8	31,336	48,874	40,089	detention officer I	34	24,553	38,294	27,101
				corporal	9	28,423	44,330	33,786					
				detective/investigator	4	27,844	46,507	35,433					
				deputy	26	27,070	42,219	31,392					
Wayne			90,000	deputy	26	27,070	42,219	31,392					

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Wilkes	no data	no data	no data	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	8	28,054	43,484	30,348
				captain	7	41,927	64,987	46,566	detention officer I	18	25,888	40,126	27,231
				lieutenant	4	35,702	55,338	39,715					
				sergeant	8	31,647	49,053	36,750					
				detective/investigator	11	31,647	49,053	34,009					
Wilson			144517	deputy	33	28,054	43,484	29,950					
				major	2	49956	84456	69407	detention admin.	1	49956	84456	68795
				captain	4	37716	63792	46852	detention lieutenant	4	36000	60840	40078
				lieutenant	3	36000	60840	46330	detention sergeant	6	31260	52872	35993
				sergeant	7	34356	58092	41654	detention officer II	8	29844	50460	31329
				detective/investigator	7	32760	55416	40445	detention officer I	33	28488	48132	29580
				deputy II	12	31260	52872	34908					
Yadkin	51762	74941	71324	deputy	28	29844	50460	33022					
				major	1	40954	59285	59285	detention admin.	1	30914	44768	37642
				captain	1	37285	53987	51378	detention officer	7	30914	44768	37642
				lieutenant	2	33960	49179	40941					
				sergeant	5	30914	44768	34834					
Yancey	51545	77060	61360	detective/investigator	5	29483	49179	34178					
				chief	1	33227	49674	42500	detention admin.	1	26034	38921	29178
				lieutenant	2	30138	45056	38678	detention officer	10	23614	35302	28431
				sergeant	1	27336	40866	37674					
				deputy	9	24794	37067	31500					
						Yes	No	No Data					
Are deputies paid (or given compensatory time) for court appearances outside regular working hours?						69	9	14					
Are county cars provided?						85	1	6					
1. Position functions as patrol unit supervisor													
2. Also \$5,700 travel allowance													
3. Also telecommunications supervisor													

**TELECOMMUNICATOR (Part 2)**

January 2010

Telecommunications						Telecommunications					
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
Alamance	telecommunicator supvr.	1	\$34,986	\$55,979	\$57,956	Jones	jailer/dispatcher	8	\$23,408	\$29,154	\$23,408
	shift supvr.	4	32,037	51,261	40,883	Lee	telecommunicator	4	29,842	41,780	30,804
	telecommunicator--EMD	20	29,338	46,941	31,084	Lenoir	telecommunicator	2	21,259	37,514	25,743
Alexander	telecommunicator supvr.	1	34,806	47,981	37,484	Lincoln	sr. telecommunicator	4	29,273	44,658	35,563
	telecommunicator	6			21,732		telecommunicator	14	30,755	46,918	30,582
Alleghany	telecommunicator	3	23,923	35,885	24,228	McDowell	telecommunicator supvr.	1	38,136	56,046	38,136
Anson	telecommunicator supvr.	1	33,574	49,561	35,388		telecommunicator II	2	26,922	39,090	30,486
	sr. telecommunicator	4	27,332	40,347	27,331		telecommunicator	3	25,620	37,668	27,258
	telecommunicator	5	26,230	38,721	26,230	Macon	n/a				
Ashe	chief telecommunicator	1	36,072	50,967	36,972	Madison	telecommunicator supvr.	1			29,973
	assistant chief	1	33,114	46,788	34,791		telecommunicator	4			27,269
	telecommunicator	5	30,384	42,930	31,793	Martin	telecommunicator supvr.	1	26,471	42,315	42,315
Avery	telecommunicator supvr.	1	36,197	50,477	36,920		telecommunicator III	1	25,334	40,500	31,637
	shift supvr.	1	28,361	39,549	28,361		telecommunicator II	4	24,234	38,142	26,457
	dispatcher/trainer--EMD	3	25,724	35,871	26,689		telecommunicator I	3	22,172	35,444	2,546
	dispatcher	5	24,498	34,164	24,498	Mecklenburg	telecommunicator	8	26,280	56,848	35,478
Beaufort	telecommunicator supvr.	1	35,861	50,205	40,730	Mitchell	n/a				
	telecommunicator	8	27,511	38,515	31,805	Montgomery	n/a				
Bertie	shift supvr.	1	30,622	45,204	30,622	Moore	telecommunicator supvr.	1	29,120	45,718	43,451
	telecommunicator II	2	24,809	36,624	25,842		telecommunicator	5	26,395	41,433	34,715
	telecommunicator I	2	24,809	36,624	24,218	Nash	n/a				
Bladen	telecommunicator--EMD	9	27,158	34,401	29,572	New Hanover	telecommunications supvr.	1	54,558	83,678	52,376
Brunswick	telecommunicator supvr.	1	44,915	71,863	70,600		shift supvr.	4	41,205	63,190	44,444
	shift supvr.	4	30,581	48,928	36,619		telecommunicator--zone 2	4	29,806	45,718	37,674
	telecommunicator I	26	26,997	43,196	28,398		telecommunicator--zone 1	44	29,224	44,866	31,233
Buncombe	telecommunicator supvr.	1	39,503	56,152	43,665	Northampton	telecommunications supvr.	1	26,623	46,981	32,439
	telecommunicator II	5	30,309	43,098	34,927		telecommunicator	12	24,148	42,612	27,507
	telecommunicator I	14	27,773	39,503	31,593	Onslow	telecommunications supvr.	1	58,828	94,124	63,004
Burke	telecommunicator	8	25,595	39,673	27,335		shift supvr.	4	30,200	48,321	37,255
Cabarrus	n/a						telecommunicator--EMD	18	23,868	38,189	27,279
Caldwell	telecommunicator supvr.		39,069	65,116	45,365	Orange	telecommunications supvr.	1	47,048	75,211	50,276
	shift supvr.	3	25,158	41,930	29,980		shift supvr.	4	38,615	61,730	57,139
	telecommunicator II	7	24,074	40,124	27,820		asst. supervisor	8	34,984	55,925	43,652
	telecommunicator I	3	23,037	38,397	25,598		telecommunicator--EMD	10	33,297	53,228	35,196
Camden	n/a					Pamlico	system coordinator	1	23,546	41,347	28,046
Carteret	telecommunicator supvr.	1	31,689	50,702	31,689		telecommunicator	4	23,546	40,145	26,257
	lead telecommunicator	1	23,643	37,829	29,011	Pasquotank	telecommunications supvr.	1	38,824	54,353	47,325
	telecommunicator	8	22,525	36,041	23,951		shift supvr.	2	27,429	38,401	35,428
							telecommunicator II	2	30,566	35,043	33,375
Caswell							telecommunicator I	11	26,163	38,401	29,316
Catawba	telecommunicator supvr.	1	50,815	78,845	55,308	Pender	telecommunications supvr.	1	40,383	64,613	40,383
	shift supvr.	3	34,402	53,352	37,713		shift supvr.	4	31,641	50,626	31,560
	telecommunicator--EMD	19	29,708	46,088	32,261		telecommunicator--EMD	11	28,700	45,919	28,955
Chatham	telecommunicator supvr.	1	35,780	52,864	42,128	Perquimans	chief telecommunicator	1	27,315	41,366	37,520
	shift supvr.	4	30,909	45,666	35,555		telecommunicator	8	22,905	34,689	31,173
	telecommunicator--EMD	10	28,035	41,420	30,734	Person	telecommunications supvr.	1	31,066	39,609	39,609
Cherokee	telecommunicator--EMD	8	26,426	44,360	35,552		shift supvr.	1	31,066	39,609	34,839
Chowan	communications director	1	33,390	59,962	46,981	Pitt	shift supvr.	5	36,305	57,380	42,618
	telecommunicator supvr.	4	24,916	44,743	32,296		telecommunicator advanced	3	34,644	54,752	42,799
	dispatcher	4	24,916	44,743	26,848						

Telecommunications						Telecommunications					
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
Clay							telecommunicator intermediate	2	33,055	52,246	38,971
Cleveland	shift supvr.	4	33,882	52,860	38,994		telecommunicator basic	3	31,540	49,855	33,334
	telecommunicator	12	28,092	43,842	32,310	Polk					
Columbus	telecommunicator supvr.	1	24,965	51,088	34,921	Randolph	n/a				
	shift supvr.	2	23,762	48,727	32,269	Richmond	telecommunicator	5	22,523	32,752	25,633
	telecommunicator III	4	21,527	44,052	28,978	Robeson	telecommunications supvr.	1	37,503	46,504	45,004
	telecommunicator II	2	20,490	41,930	20,797		shift supvr.	4	31,528	39,095	37,834
	telecommunicator I	4	19,502	39,910	20,252		telecommunicator	11	28,540	35,390	30,408
Craven	communications supv.	1	35,849	72,419	41,258	Rockingham	telecommunications supvr.	1	42,092	63,138	49,073
	telecommunicator II	2	29,716	60,039	35,062		lead telecommunicator	4	30,926	46,389	38,861
	telecommunicator I	8	27,055	54,663	28,607	Rowan	telecommunications supvr.	1	56,071	89,009	62,477
Cumberland	dispatch supervisor	4	no data	no data	38,234		shift supvr.	4	32,645	51,821	37,918
Currituck	telecommunicator supvr.	1	39,858	55,160	44,715		telecommunicator	16	26,818	42,571	28,704
	shift supvr.	2	32,716	45,159	35,330	Rutherford	telecommunicator director	1	39,372	59,323	49,853
	telecommunicator--EMD	10	30,929	42,656	32,113		telecommunications supvr.	1	35,648	53,712	37,932
Dare							shift supvr.	4	29,221	44,030	30,333
Davidson	telecommunicator I	4	27,656	41,484	31,746		telecommunicator--EMD	12	26,457	39,865	27,462
Davie	telecommunicator supvr.	1	34,858	54,058	56,264	Sampson					
	shift supvr.	1	30,111	46,697	38,408	Scotland	senior telecommunicator	1	27,396	38,712	28,788
	telecommunicator	2	27,311	42,355	36,517		telecommunicator	3	25,044	35,388	26,316
	telecommunicator--EMD	7	26,010	40,338	31,809	Stanly	telecommunications supvr.	1	44,264	66,397	54,990
Duplin							shift supvr.	1	33,796	50,695	45,669
Durham	telecommunicator II	1	33,043	56,885	50,058		telecommunicator III	9	30,921	46,333	36,816
	telecommunicator I	7	29,933	51,534	36,184		telecommunicator II	4	28,231	42,346	29,211
Edgecombe	telecommunicator supvr.	1	29,219	43,326	31,298		telecommunicator I	2	25,803	38,704	28,111
	shift supvr.	5	24,039	35,686	26,674	Stokes	telecommunications director	1	38,515	62,716	42,842
	telecommunicator	5	22,895	33,988	24,523		shift supvr.		30,439	49,566	33,290
Forsyth	telecommunicator supvr.	1	47,614	77,373	56,929		telecommunicator/TAC officer	1	27,060	44,063	35,056
	shift supvr.	8	32,223	52,362	45,337		EMD quality mgmt admin	1	27,060	44,063	29,012
Franklin	telecommunicator supvr.	1	36,242	51,773	41,060		telecommunicator--EMD	8	26,020	42,369	26,685
	shift supvr.	4	30,159	43,086	33,014	Surry	n/a				
	telecommunicator--EMD	11	28,806	41,155	29,548	Swain	telecommunicator--EMD	6	21,594	31,822	23,634
Gaston	shift supvr.	5	37,379	57,952	51,581	Transylvania	telecommunicator III	1	29,682	44,512	37,482
	telecommunicator--EMD	37	26,527	41,126	31,997		telecommunicator II	7	25,626	38,459	30,826
Gates	telecommunicator II	1	26,280	34,037	26,280	Tyrrell	telecommunications supvr.		detention admin		
	telecommunicator I	3	23,885	30,937	24,045		telecommunicator	1			23,664
Graham						Union	telecommunications supvr.	1	40,176	60,264	42,329
Granville	telecommunicator supvr.	1	31,470	52,870	36,150		shift supvr.	8	33,622	52,747	35,367
	telecommunicator II	2	25,890	43,493	32,164		master dispatcher	1	32,162	48,244	40,423
	telecommunicator I	10	23,479	39,445	27,000		dispatcher I	6	29,409	44,114	33,509
Greene	telecommunicator supvr.	1	25,361	35,340	31,527		telecommunicator--EMD	24	29,409	48,244	31,872
	telecommunicator	6	23,045	32,099	24,863	Vance	telecommunications supvr.	1	28,392	45,420	44,112
Guilford	telecommunicator supvr.	4	35,661	60,623	46,692		shift supvr.	4	27,168	43,464	38,835
	shift supvr.	2	39,316	66,837	51,482	Wake	telecommunications supvr.	1	38,600	64,400	53,363
	telecommunicator	7	32,345	54,987	41,262		telecommunicator II	5	32,600	54,400	42,749
Halifax	n/a						telecommunicator I	12	28,700	47,800	33,479
Harnett	communications manager	1	43,662	67,676	52,571	Warren	telecommunications supvr.	1	37,041	59,442	42,591
	shift supvr.	4	33,916	52,570	38,256		shift supvr.	1	26,324	42,241	26,324
	telecommunicator--EMD	9	31,177	48,324	35,112		telecommunicator	8	23,876	38,314	24,221
Haywood	shift supvr.	1	25,546	38,317	32,438	Washington	telecommunications supvr.	1	24,996	36,228	28,284
	telecommunicator supvr.	1	25,546	38,317	31,145		shift supvr.	1	23,148	33,504	26,856

Telecommunications						Telecommunications					
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
Henderson	telecommunicator I	6	24,446	36,689	34,664	Watauga	telecommunicator	5	23,148	33,504	25,704
	director communications	1	44,990	69,742	62,620		telecommunications supvr.	1	33,906	52,554	42,354
	telecommunicator V	2	35,568	55,120	45,490		shift supvr.	2	32,445	50,290	38,386
	telecommunicator IV	4	32,864	50,981	42,702		telecommunicator II	4	31,048	48,124	31,678
	telecommunicator III	6	30,389	47,133	35,651		telecommunicator I	3	28,432	44,070	28,432
Hertford	telecommunicator I	1	27,040	41,891	27,040	Wayne	n/a				
	shift supvr.	1	24,585	38,107	32,910	Wilkes	telecommunications supvr.	1	34,296	53,159	42,945
Hoke	dispatcher	3	21,237	32,918	21,662		shift supvr.	3	28,054	43,484	29,776
	telecommunicator I	10	27,123	38,324	28,496		telecommunicator	7	25,888	40,126	27,104
Hyde	telecommunications supvr.	1	25,546	37,711	29,368	Wilson	telecommunications supvr.	1	52,344	88,488	71,952
	telecommunicator II		25,546	37,711	25,748		telecommunicator IV	5	34,356	58,092	40,759
Iredell	telecommunicator supvr.	1	40,782	63,253	57,535		telecommunicator III	3	31,260	52,872	36,500
	shift supvr.	4	32,570	50,516	39,123		telecommunicator II	13	29,844	50,460	31,619
	telecommunicator--EMD	17	26,011	40,343	32,505	Yadkin	telecommunications supvr.	1	32,411	46,914	39,470
Jackson							telecommunicator--EMD	14	25,643	37,112	27,269
Johnston	telecommunications supvr.	1	31,356	46,285	43,388	Yancey	telecommunicator	8	23,613	35,302	27,027
	sr. telecommunicator	5	30,007	44,292	36,036						
	telecommunicator	5	28,715	42,384	29,827						





County	Animal Control Officer					Animal Shelter Attendant			
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Davidson	supervisor	1	40,775	61,163	49,903	3	23,874	35,811	27,347
	deputy	3	30,493	45,739	33,613				
Davie	deputy officer	1	28,677	44,473	31,617		n/a		
Duplin									
Durham	supervisor	2	33,043	56,885	51,073		n/a		
	officer II	2	29,933	51,534	39,093				
	officer I	8	28,491	49,052	32,775				
Edgecombe	supervisor	1	24,039	35,686	24,640		n/a		
	officer I	1	20,765	30,827	21,282				
Forsyth	supervisor	1	37,129	60,335	54,579	6	18,228	29,620	19,136
	officer I	8	32,485	52,789	39,306				
Franklin	supervisor	1	43,549	62,213	45,391		n/a		
	officer	3	27,512	39,304	31,069				
Gaston	supervisor	2	34,901	54,111	51,901		n/a		
Gates			n/a				n/a		
Graham									
Granville	supervisor	1	27,164	45,634	39,797	1	19,310	32,441	19,310
	officer	3	23,479	39,445	24,976				
Greene	officer II	1	23,045	32,099	28,639		n/a		
	officer	1	20,936	29,147	23,944				
Guilford	supervisor	2	33,963	57,737	36,408		n/a		
	specialist	10	27,941	47,500	31,552				
Halifax	lead officer	1	23,112	37,518	no data		n/a		
	officer II	2	21,991	35,699	no data				
Harnett	supervisor	1	36,896	57,189	44,275	2	23,218	35,988	23,218
	officer I	5	28,659	44,421	32,098				
Haywood	supervisor	1	44,737	37,279	39,050		n/a		
	officer I	9	23,393	35,089	24,050				
Henderson	supervisor II	1	41,621	64,501	60,861	1	21,665	33,579	23,322
	officer II	2	31,616	49,026	34,965				
Hertford	officer	1	22,299	34,564	no data		n/a		
Hoke	supervisor	1	29,174	41,222	34,679	2	20,733	29,296	21,783
	officer II	1	26,462	37,389	28,496				
	officer I	1	24,001	33,913	24,001				
Hyde			n/a				n/a		
Iredell	supervisor	1	40,782	63,253	57,822	5	23,773	36,873	25,977
	officer I	5	28,459	44,140	34,627				
Jackson									
Johnston	director	1	44,590	75,692	62,984	2	25,163	37,142	27,167
	sr. control officer	1	31,356	46,285	38,095				
	control officer	3	28,715	42,384	31,196				
Jones			n/a				n/a		
Lee	supervisor	1	35,725	50,015	35,725		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	39,369	60,060	46,847	2	24,025	36,652	24,939
	officer	4	26,520	40,458	28,760				
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	director	1	36,063	54,095	40,122	1	22,140	33,208	22,140
	officer I	2	25,629	38,445	27,283				

County	Animal Control Officer				Animal Shelter Attendant				
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Madison	supervisor	1			29,400	3			20,696
	officer	2			22,901				
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	supervisor	1	26,436	42,408	27,900		n/a		
	officer	1	24,480	39,264	24,480				
Moore	officer II	4	29,110	45,702	34,258	8	21,723	34,105	25,982
Nash	supervisor	1	28,604	45,766	36,834		n/a		
	officer II	4	27,412	43,859	34,033				
New Hanover	supervisor	6	41,205	63,190	54,330	3	26,437	40,518	28,025
	officer	7	29,224	44,866	32,839				
Northampton	officer II	1	24,148	42,612	33,290	1	18,920	33,388	19,394
Onslow	supervisor	1	32,665	52,264	46,575	2	20,402	32,644	22,350
	officer II	5	25,815	41,305	33,412				
Orange	supervisor	1	51,931	83,020	52,977	5	26,011	41,584	26,223
	officer	6	31,693	50,665	33,645				
Pamlico	officer	1	22,826	40,145	25,582		n/a		
Pasquotank	officer	2	24,897	34,856	28,100		n/a		
Pender	supervisor	1	38,460	61,536	38,460	2	24,792	32,229	24,792
	officer II	1	28,700	45,919	31,878				
	officer I	3	26,031	41,650	26,098				
Perquimans	officer I	2	25,013	37,880	25,967		n/a		
Person	supervisor	1	39,536	61,281	41,252	1	25,411	39,387	28,860
	officer	2	27,538	42,684	31,140				
Pitt	supervisor	1	43,794	69,216	47,006		n/a		
Polk									
Randolph	supervisor	1	32,802	50,149	32,802	3	21,861	32,802	23,372
	officer II	3	27,290	41,371	29,307				
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	36,231		n/a		
Rowan	supervisor	1	36,016	57,182	51,821		n/a		
	officer II	1	28,168	44,715	33,624				
	officer I	6	25,531	40,528	29,770				
Rutherford	supervisor	1	32,276	48,630	32,276	1	25,175	37,932	25,175
	deputy	1	29,221	44,030	30,333				
Sampson									
Scotland	officer II	1	26,196	37,008	29,640		n/a		
	officer I	1	23,940	33,828	25,152				
Stanly	supervisor	1	30,921	46,333	37,265		n/a		
	officer II	4	26,989	40,484	32,231				
Stokes	supervisor	1	26,020	42,369	27,621	1	19,773	32,197	19,971
	officer I	2	21,386	34,824	21,817				
Surry	officer II	2	27,600	45,216	29,424	1	19,773	32,197	20,170
	vet tech II	1	27,060	45,216	29,424				
	officer I	1	25,500	41,352	38,796				
	officer trainee	1	23,544	37,872	23,904				
Swain			n/a				n/a		
Transylvania	supervisor	1	31,158	46,738	43,014		n/a		

County	Animal Control Officer				Animal Shelter Attendant				
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Tyrrell	officer I	2	26,915	40,373	36,109				
Union	supervisor	1	45,905	68,857	56,719	2	22,496	33,744	31,579
	master deputy	1	35,165	52,747	39,149				
	officer I	5	32,162	48,244	34,287				
Vance	supervisor	1	31,008	49,608	35,640		n/a		
	lead officer	1	26,004	41,592	31,608				
	officer	2	24,876	39,804	26,958				
Wake	supervisor	1	32,600	54,400	48,000	6	20,400	34,100	25,293
	officer	5	25,500	42,500	36,093				
Warren	supervisor	1	37,041	59,442	42,000	1	19,643	31,521	\$10.07/hr.
	officer I	2	23,876	38,314	23,876				
Washington	officer	1	24,060	34,860	25,296		n/a		
Watauga	supervisor	1	32,445	50,290	37,639		n/a		
	officer	1	29,710	46,051	32,395				
Wayne	supervisor	1	39,994	62,377	42,018	3	22,270	34,734	22,270
	officer II	2	24,553	38,294	24,859				
	officer I	2	22,270	34,734	22,270				
Wilkes	supervisor	1	34,296	53,159	51,611	4	24,868	38,545	26,246
	officer	3	26,949	41,771	30,231				
	specialist	2	22,948	35,569	25,743				
Wilson	officer	4	29844	50460	30285	2	20,520	34,704	25,628
Yadkin	supervisor	1	30914	44768	37470	1	23,338	33,185	23,920
	officer	2	23338	33815	23629				
Yancey			n/a				n/a		

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

January 2010														
	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions							
County	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method	Title	No.	Min.	Max.	Actual	
Alamance	\$47,611	\$76,180	\$72,000	n/a			2,208	both	training officer	1	\$36,561	\$58,498	52,956	
									crew chief	4	36,561	58,498	48,253	
									EMT—paramedic	65	32,037	51,261	36,206	
									EMT—intermediate	5	28,075	44,921	28,876	
									EMT—basic	4	25,710	41,133	27,594	
Alexander	40,366	55,645	49,182	n/a				EMT—paramedic	23	30,014	41,376	32,852		
Alleghany	n/a			n/a			2,920		shift supervisor	3	30,533	45,800	37,550	
									training officer	1	part-time		no data	
									EMT—paramedic	9	27,694	41,541	28,715	
Anson	n/a			\$34,984	\$51,643	\$34,984			shift supervisor	2	33,547	49,561	33,682	
									EMT—paramedic	6	29,675	43,806	30,297	
									EMT—intermediate	1	27,332	40,347	31,504	
									EMT—basic	6	26,230	38,721	26,213	
									telecommunicator—EMD	2	27,332	40,347	27,311	
								telecommunicator	5	26,230	38,721	26,230		
Ashe	n/a			n/a					n/a					
Avery	38,007	53,000	43,603	34,473	48,071	39,549	2,496	fluctuating wkweek	crew chief	4	34,473	48,071	35,997	
									EMT—paramedic	12	32,831	45,784	34,490	
									EMT—intermediate	3	27,010	37,666	28,950	
Beaufort	n/a			n/a					n/a					
Bertie	n/a			n/a					n/a					
Bladen	54,703	69,289	61,999	n/a			2,016	fluctuating wkweek	training officer	1	34,971	43,916	35,441	
									EMT—paramedic	10	30,914	39,158	30,915	
									EMT—intermediate	16	27,158	34,401	27,762	
									EMT—basic	18	25,906	32,814	25,906	
									telecommunicator—EMD	10	24,655	31,228	26,846	
Brunswick	emergency services director			55,665	89,066	80,873	2,184	time one-half pay	shift supervisor	6	39,540	63,263	57,411	
									training officer	1	39,540	63,263	47,000	
									EMT—paramedic	47	34,165	54,664	41,257	
									EMT—intermediate	9	30,581	48,928	31,015	
									EMT—basic	5	26,997	43,196	27,478	
									telecommunicator—EMD	4	30,581	48,928	36,619	
									telecommunicator	26	26,997	43,196	28,398	
									training officer	1	43,098	61,298	61,136	
Buncombe	n/a			n/a			2,912		shift supervisor	3	41,282	58,688	61,743	
									EMT—paramedic	42	33,147	47,071	45,522	
									EMT—intermediate	19	29,022	41,282	37,338	
									telecommunicator	19	27,773	39,503	30,052	
									shift supervisor	4	33,717	50,576	40,944	
Burke	45,969	71,250	50,565	n/a			2,230	time one-half pay	EMT—paramedic	32	29,123	43,685	34,669	
									EMT—intermediate	2	25,332	37,999	29,945	
									telecommunicator—EMD	6	26,874	45,926	28,343	
									shift supervisor	3	43,753	67,545	67,545	
Cabarrus	61,564	95,035	81,684	48,239	74,470	73,369	2,470	fluctuating wkweek	crew chief	30	37,799	58,338	47,020	
									EMT—paramedic	28	34,284	52,908	35,564	
									EMT—basic	1	28,198	43,544	28,749	
									telecommunicator	7	31,084	48,003	33,909	

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					
Caldwell	40,827	68,046	55,115	n/a			2,912	time one-half pay	shift supervisor	4	35,777	59,629	48,456
									crew chief	4	31,351	52,252	42,323
									training officer	1	30,001	50,002	45,528
									EMT—paramedic	34	27,473	45,789	37,088
									EMT—intermediate	2	25,158	43,930	33,900
									EMT—basic	6	23,037	38,397	31,100
Camden	n/a			n/a					n/a				
Carteret	38,225	61,160	46,680	36,475	58,360	39,299	2,080	time one-half pay	shift supervisor	3	33,210	53,136	34,341
									EMT—paramedic	5	30,237	48,379	31,292
Caswell													
Catawba	56,024	86,932	73,108	n/a			2,184	time one-half pay	training officer	1	46,087	71,513	51,745
									shift supervisor	4	41,804	64,864	55,613
									crew chief	13		additional	\$300/mo
									EMT—paramedic	65	36,115	56,024	40,227
									EMT—intermediate	3	29,707	46,088	31,699
									EMT—basic	6	26,932	41,804	26,936
									telecommunicator—EMD	19	29,707	46,088	31,970
Chatham	n/a			n/a					n/a				
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	72,882	57,106	n/a			2,080	fluctuating wkweek	training officer	1	30,285	54,384	30,285
									shift supervisor	3	30,285	57,106	32,805
									EMT—paramedic	2	33,390	59,962	43,887
									EMT—intermediate	5	30,285	54,384	30,588
									EMT—basic	3	27,470	49,330	28,408
Clay													
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	50	30,858	48,132	38,994
									EMT—intermediate	7	26,022	40,596	26,808
									EMT—basic	3	25,590	39,906	25,590
									telecommunicator	18	28,092	43,842	32,310
Columbus	n/a			n/a					n/a				
Craven	n/a			n/a					n/a				
Cumberland	n/a			n/a					telecommunicator—EMD	20	30,805	50,858	32,465
Currituck	63,072	87,663	68,137	49,169	68,199	53,089	2,184	time one-half pay	training officer	1	45,214	62,660	52,696
									shift supervisor	5	45,214	62,660	50,370
									EMT—paramedic	39	38,072	52,658	41,075
									EMT—intermediate	14	30,929	42,656	33,344
									EMT—basic	11	27,357	37,656	28,397
Dare													
Davidson	n/a			n/a			3,120	fluctuating wkweek	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	62,461	38,431	59,599	51,381	2,184	time one-half pay	training officer	1	36,601	56,761	43,117

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					
									shift supervisor	4	34,858	54,058	43,801
									EMT—paramedic	19	33,198	51,484	36,141
									EMT—intermediate	3	28,677	44,473	29,008
									EMT—basic	4	26,010	40,338	26,677
Duplin													
Durham	62,791	108,096	99,679	54,143	93,210	88,718	2,080	time one-half pay	training officer	1	46,687	80,374	76,457
									shift supervisor	4	42,298	72,816	68,073
									EMT—paramedic	69	31,449	54,143	36,050
									EMT—intermediate	26	27,119	46,687	30,263
Edgecombe	37,293	55,361	38,225	n/a					n/a				
Forsyth	73,218	118,979	99,216	56,757	92,231	68,785	2,184	time one-half pay	shift supervisor	4	47,614	77,373	56,156
									or	4	47,614	77,373	54,698
							2,912		EMT—paramedic	89	32,485	52,789	33,187
									EMT—intermediate	5	29,236	47,509	14,925
									EMT—basic	32	26,313	42,759	25,807
									telecommunicator	39	29,293	47,602	31,058
Franklin	n/a			n/a			2,080	time one-half pay	training officer	1	39,727	56,753	44,725
									shift supervisor	4	34,615	49,450	40,448
									EMT—paramedic	29	31,577	45,110	34,324
									EMT—intermediate	8	28,806	41,155	29,937
									EMT—basic	2	26,277	37,539	25,652
Gaston	64,706	100,317	100,317	49,180	76,239	72,519	2,080	time one-half pay	training officer	1	42,876	66,466	58,952
									shift supervisor	5	40,034	62,066	55,240
									EMT—paramedic	48	30,427	47,168	36,606
									EMT—intermediate	1	24,768	38,395	24,768
									EMT—basic	3	26,527	33,479	21,953
									telecommunicator—EMD	37	26,527	33,479	21,953
Gates	n/a			n/a					n/a				
Graham													
Granville	44,270	74,375	59,210	n/a			2,184		shift supervisor	4	34,686	58,272	47,694
									crew chief	4	31,470	52,870	41,235
									EMT—paramedic	30	29,963	50,337	35,000
									EMT—intermediate	4	25,890	43,493	27,363
									EMT—basic	2	25,890	43,493	24,595
									telecommunicator—EMD	2	25,890	43,493	32,164
									telecommunicator	10	23,479	34,445	27,000
Greene	41,042	57,294	51,079	n/a			2,080	fluctuating wkweek	EMT—intermediate	10	25,361	35,340	26,197
									EMT—basic	3	21,970	30,594	23,746
Guilford	n/a			60,992	103,686	88,554	2,912		shift supervisor	4	45,513	77,372	67,758
									training officer	3	45,513	77,372	64,263
									crew chief	16	41,282	70,179	54,300
									EMT—paramedic	78	33,963	57,737	38,778
									EMT—intermediate	14	27,941	47,500	28,061
									EMT—basic	3	25,343	43,084	28,918
									telecommunicator	7	32,345	54,987	41,262
Halifax	46,340	75,225	57,952	n/a			2,080		training officer	1	34,393	55,832	32,322
									EMT—paramedic	14	29,630	48,099	no data
									EMT—intermediate	11	26,827	43,549	no data
									EMT—basic	7	24,289	39,429	no data

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			56,210	87,126	69,309	2,080	fluctuating wkweek	training officer	1	47,498	73,622	61,868
									shift supervisor	3	28,659	44,421	35,337
									senior paramedic	3	25,258	39,150	29,272
									EMT—paramedic	27	24,216	37,535	27,166
									EMT—intermediate	4	20,643	31,718	22,053
									EMT—basic	11	18,035	27,954	20,577
									telecommunicator	1	26,344	40,833	31,978
Haywood	49,893	74,840	64,695	n/a					training officer	1	38,312	57,468	46,709
									shift supervisor	4	30,743	46,116	37,277
									EMT—paramedic	40	29,152	43,729	32,933
									EMT—intermediate	7	23,393	35,089	20,718
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	52,707
									EMT—paramedic	37	30,389	47,133	35,526
									EMT—intermediate	1	28,122	43,555	28,122
									EMT—basic	1	27,040	41,891	27,040
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	n/a						2,080	time one-half pay	EMT—intermediate	6	27,792	41,026	29,832
									EMT—basic	4	25,546	37,711	25,806
Iredell	55,872	86,657	67,195	n/a			2,912	fluctuating wkweek	training officer	1	38,989	60,472	55,834
									shift supervisor	3	37,274	57,812	45,180
									EMT—paramedic	47	31,137	48,294	36,593
									EMT—intermediate	5	28,459	44,140	29,190
Jackson													
Johnston	n/a			n/a				both	training officer	1	39,078	57,678	51,211
									shift supervisor	4	37,394	55,193	43,825
									EMT—paramedic	37	32,767	48,366	33,753
									EMT—intermediate	5	31,356	46,285	29,906
									EMT-basic	16	27,475	40,559	27,593
									telecommunicator—EMD	6	30,007	44,292	35,027
									telecommunicator	27	28,715	42,384	31,510
Jones	n/a			n/a					n/a				
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	67,776	103,397	71,229	50,395	76,882	51,663	2,185		shift supervisor	4	39,369	60,060	41,381
									training officer	4	37,472	57,166	38,897
									EMT—paramedic	27	33,947	51,789	35,682
									EMT—intermediate	6	30,755	46,918	31,945
									EMT-basic	8	27,862	42,506	30,055
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

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					
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
Madison	n/a			n/a					EMT—intermediate	3	25,629	38,445	26,061
									telecommunicator—EMD	8	23,246	34,870	26,273
									telecommunicator	4			27,893
Martin	n/a			n/a				n/a					
Mecklenburg	n/a			n/a				n/a					
Mitchell	n/a			n/a				telecommunicator—EMD	4	26,601	38,001	30,000	
Montgomery	n/a			n/a				telecommunicator	8	22,620	36,308	24,990	
Moore	52,277	82,074	66,088	45,198	70,899	52,749	3,328	time one-half pay	shift supervisor	3	45,161	70,886	53,215
									crew chief	3	40,968	64,297	47,790
									EMT—paramedic	34	37,107	58,307	41,828
									EMT—intermediate	2	32,092	50,386	36,431
									EMT—basic	6	29,087	45,693	32,642
									telecommunicator—EMD	11	29,120	45,718	30,467
									training officer	1	49,137	78,619	51,593
Nash	n/a			56,558	90,493	61,801	2,902	fluctuating wkweek	shift supervisor	3	42,690	68,304	43,790
									EMT—paramedic	27	35,390	56,624	38,968
									EMT—intermediate	17	31,146	49,834	34,037
									EMT—basic	5	28,604	45,766	29,708
									telecommunicator—EMD	1	29,848	47,757	38,787
									telecommunicator	11	28,604	45,766	30,779
									n/a			n/a	
New Hanover	n/a			n/a				crew chief	1	33,979	59,959	33,980	
Northampton	43,367	76,525	54,160	n/a					EMT—paramedic	8	33,979	59,959	32,411
									EMT—intermediate	6	30,820	54,385	31,593
									telecommunicator	4	24,148	42,612	26,906
									shift supervisor	4	46,492	74,388	64,731
Onslow	61,181	97,889	76,391	n/a			2,184	both	crew chief	4	41,333	66,130	53,481
									EMT—paramedic	76	35,330	56,528	39,757
									telecommunicator	18	23,868	38,189	27,279
									crew chief	1	47,048	75,211	50,276
Orange	80,994	129,481	110,430	57,323	91,637	70,477	2,184	time one-half pay	shift supervisor	4	42,622	68,138	54,489
									training officer	1	44,781	71,588	45,230
									EMT—paramedic	14	34,984	55,925	37,903
									EMT—basic	23	30,165	48,225	30,854
									telecommunicator	10	33,297	53,228	35,196
									n/a			n/a	
Pamlico	n/a			n/a				training officer	1	35,025	49,036	40,032	
Pasquotank	46,420	64,988	56,209	37,558	52,581	45,072	2,080		EMT—paramedic	15	33,759	47,263	37,348
									EMT—intermediate	12	29,961	41,946	30,406
									EMT—basic	2	27,429	38,401	30,392
									n/a			n/a	
Pender	n/a			n/a				EMT—intermediate	5	29,828	45,171	33,410	
Perquimans	32,573	49,330	36,810	n/a				time one-half pay	EMT—basic	1	26,139	39,584	28,132
									shift supervisor	4	35,046	54,321	44,144
Person	48,334	74,918	53,333	n/a			2,080	time one-half pay	shift supervisor	4	35,046	54,321	44,144



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					
									training officer	1	35,046	54,321	37,728
									crew chief	1	32,340	50,127	36,816
									EMT—paramedic	22	31,066	48,152	34,600
									EMT—intermediate	1	26,453	41,002	31,068
									telecommunicator—EMD	7	28,667	44,434	30,645
									telecommunicator	4	27,538	42,684	28,596
Pitt	n/a			n/a					EMT—paramedic	11	33,055	52,246	34,995
									EMT—intermediate	1	30,096	47,569	30,823
									telecommunicator—EMD	10	31,540	49,855	34,236
Polk													
Randolph	45,490	70,304	51,355	n/a			2,912	both	shift supervisor	3	25,272	38,667	31,283
									crew chief	3	24,086	36,899	28,912
									EMT—paramedic	26	22,942	35,173	25,667
									EMT—intermediate	3	19,906	30,534	21,736
									EMT—basic	7	19,011	29,120	20,072
									communications supvr.	1	36,275	55,307	41,850
									lead telecommunicator	4	30,014	46,010	35,443
									telecommunicator—EMD	15	28,642	43,846	31,304
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			2,912	fluctuating wkweek	shift supervisor	3	38,522	57,783	49,178
									training officer	1	36,809	55,214	45,037
									EMT—paramedic	27	30,926	46,389	33,382
									EMT—intermediate	2	27,101	40,652	29,478
									EMT—basic	2	24,816	37,224	28,335
									telecommunicator	11	29,557	44,336	32,835
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	35	31,079	49,336	33,355
									EMT—intermediate	3	26,817	42,570	27,989
									EMT—basic	1	25,530	40,527	26,035
Rutherford	61,576	92,778	63,125	41,378	62,346	46,851			shift supervisor	3	37,464	56,448	40,242
									training officer	1	37,464	56,448	38,406
Sampson													
Scotland	56,268	79,500	62,112	n/a			2,912	fluctuating wkweek	training officer	1	39,264	55,476	46,668
									shift supervisor	4	34,308	48,480	37,659
									EMT—paramedic	9	31,356	44,304	33,115
									EMT—intermediate	2	27,396	38,712	28,080
									telecommunicator	2	27,396	38,712	27,396
									telecommunicator—EMD	1	31,356	44,304	32,940
Stanly	48,429	72,645	59,105	42,318	63,477	50,954	48–72		shift supervisor	3	45,817	57,818	52,310
									crew chief	12	36,844	55,281	46,502
									training officer	1	35,351	53,026	40,768
									EMT—paramedic	14	30,832	46,158	41,360

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					
Stokes	45,057	73,368	55,164	41,659	67,835	47,527	2,715	both	EMT—intermediate	3	25,718	38,581	30,002
									EMT—basic	1	24,609	36,873	27,601
									shift supervisor	3	32,923	53,610	37,752
									training officer	1	32,923	53,610	36,367
									EMT—paramedic	32	29,269	47,660	32,032
Surry	emergency services director			42,228	71,664	50,724			EMT—intermediate	6	25,019	40,739	25,740
									sr. shift supervisor	1	38,796	65,208	48,444
									shift supervisor	4	37,104	62,280	46,266
									training officer	1	37,104	62,280	45,216
									crew chief	5	32,616	54,300	43,210
									asst director communications	1	38,796	65,208	47,328
									asst. communications supvr.	2	32,616	54,300	39,588
									EMT—paramedic	51	31,320	51,864	35,949
									telecommunicator II	4	28,728	47,328	31,800
									telecommunicator I	8	26,508	43,188	29,012
Swain	32,088	47,288	46,350	28,119	41,438	40,000	2,272	time one-half pay	crew chief	4	24,641	36,313	35,375
									EMT—paramedic	9	24,641	36,313	31,382
									telecommunicator—EMD	6	21,594	31,822	23,634
Transylvania	53,289	79,934	58,584	n/a			2,184	time one-half pay	training officer	1	39,769	59,654	40,934
									shift supervisor	4	39,771	59,645	43,156
									EMT—paramedic	16	34,354	51,521	36,735
									telecommunicator	7	28,261	42,391	33,415
Tyrrell	n/a			n/a					n/a				
Union	n/a			n/a					telecommunicator—EMD	24	29,409	48,244	31,872
Vance	n/a			n/a					EMT—paramedic	10	36,972	59,148	41,145
									EMT—intermediate	2	24,876	39,804	28,080
									EMT—basic	11	23,808	38,088	24,661
									telecommunicator—EMD	11	24,876	41,592	29,071
									shift supervisor	10	41,050	68,450	60,692
Wake	63,550	105,950	101,821	47,250	78,750	75,569	2,928	fluctuating wkweek and 2,184	training officer	3	41,050	68,450	59,388
									EMT—paramedic	105	32,600	54,400	41,611
									EMT—intermediate	14	25,500	42,500	30,689
Warren	38,893	62,412	60,011	n/a			2,080	fluctuating wkweek	shift supervisor		33,497	53,913	38,041
									EMT—paramedic	9	30,474	48,902	30,719
									EMT—intermediate	3	27,639	44,354	28,376
									EMT—basic	2	25,070	40,229	25,070
Washington	47,352	68,568	53,592	n/a			2,080		EMT—paramedic	10	30,612	44,280	34,800
									EMT—intermediate	3	23,148	33,504	25,768
									EMT—basic	4	22,224	32,160	22,224
									telecommunicator	7	23,148	33,504	25,872
Watauga	n/a			n/a					n/a				
Wayne	n/a			n/a			2,080	fluctuating wkweek	training officer	1	39,994	62,377	47,540
									shift supervisor	3	39,994	62,377	34,308
									EMT—paramedic	32	29,844	46,547	31,995
									EMT—intermediate	20	27,070	42,219	28,695
									EMT—basic	21	24,553	38,294	24,694
									telecommunicator	24	29,844	46,547	29,988
Wilkes	47,298	73,312	56,258	41,927	64,987	49,153			shift supervisor	3	35,702	55,338	45,980
									training officer	2	32,945	51,065	39,346

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					
									EMT—paramedic	25	30,401	47,122	34,413
									EMT—intermediate	4	26,949	41,771	28,385
									EMT—basic	2	24,868	38,545	24,868
									telecommunicator	7	25,888	40,126	27,104
Wilson	54,864	92,724	91,967	45,456	76,908	59,396	2,206		shift supervisor	3	37,716	63,792	42,788
									training officer	1	34,356	58,092	43,839
									crew chief	4	34,356	58,092	38,464
									EMT—paramedic	25	31,260	52,872	31,853
									EMT—basic	1	27,180	45,888	29,844
Yadkin	35,577	51,524	49,033	n/a					training officer	1	35,577	51,524	49,033
									shift supervisor	4	33,960	49,179	45,123
									EMT—paramedic	30	30,914	44,768	34,213
									EMT—intermediate	1	29,483	42,703	35,921
Yancey	n/a			n/a					n/a				

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

January 2010																		
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			\$36,561	\$58,498	\$56,000		
Alexander	n/a				n/a			\$57,036	\$78,625	\$61,422	<sup>2</sup>	\$30,015	\$41,376	\$37,484	30,015	41,376	40,367	
Alleghany	n/a				emergency management coordinator			n/a				32,060	48,090	35,705	<sup>3</sup>	26,375	39,564	20,177
Anson	n/a				n/a			46,659	68,877	50,332	<sup>2</sup>	n/a			n/a			
Ashe	n/a				n/a			n/a				42,849	60,543	46,143	34,551	48,816	48,816	
Avery	34,473	48,071	41,525		n/a			n/a				fire marshal			part-time		18,385	
Beaufort	n/a			1	part-time		24,715	n/a				40,036	56,050	40,706	33,078	46,309	39,693	
Bertie	n/a				n/a			n/a				36,240	53,496	42,692	part-time		17,616	
Bladen	n/a				n/a			n/a				n/a			n/a			
Brunswick	41,332	66,131	62,167	1	34,165	54,664	39,526	64,623	103,397	97,514	<sup>2</sup>	emergency services director			41,332	66,131	45,988	
Buncombe	n/a				n/a			95,202	135,387	115,662	<sup>2</sup>	34,622	49,227	42,458	33,147	47,071	40,632	
Burke	39,708	61,547	44,010	1	31,110	48,223	32,696	53,214	82,481	58,512		n/a			31,110	48,223	33,781	
Cabarrus	45,931	70,903	51,649	2	39,688	61,250	46,993	61,564	95,035	81,683		61,565	95,035	67,545	34,284	52,908	39,032	
Caldwell	39,069	65,116	65,013	1	30,001	50,002	43,443	50,878	84,798	71,635	<sup>2</sup>	n/a			27,473	45,789	39,278	
Camden	served by Pasquotank				served by Pasquotank			served by Pasquotank				served by Pasquotank			served by Pasquotank			
Carteret	40,059	64,095	42,000		n/a			55,637	89,019	55,637	<sup>2</sup>	40,059	64,095	50,000	40,059	64,095	55,468	
Caswell																		
Catawba	46,087	71,513	54,358	2	37,914	58,834	39,854	68,103	105,675	85,080	<sup>2</sup>	43,894	68,103	52,000	32,757	50,816	34,590	
Chatham	43,491	64,256	58,236	3	37,568	55,507	41,092	55,507	82,009	64,178		47,948	70,842	56,717	n/a			
Cherokee	35,776	57,883	45,606	1	27,408	42,577	29,390	n/a				35,776	57,883	45,606	n/a			
Chowan	n/a			2	part-time		\$17.32/hr.	n/a				part-time		8,610	part-time		6,316	
Clay																		
Cleveland	emergency management director			2	28,566	44,598	35,484	n/a	18,614			41,544	64,848	51,612	29,424	45,942	40,836	
Columbus	28,952	59,246	45,000		n/a			37,060	75,840	55,000		37,060	75,840	55,000	33,575	68,707	46,965	
Craven	n/a				n/a			57,289	115,737	89,456		n/a			37,568	115,737	54,663	
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	39,858	55,160	47,199		n/a			52,357	72,662	vacant		29,142	40,154	32,068	n/a			
Dare																		
Davidson	40,775	61,163	40,775		fire marshal			57,322	85,983	61,334	<sup>2</sup>	33,566	50,349	33,566	31,973	48,044	39,956	
Davie	n/a				n/a			n/a				42,371	65,708	55,300	30,111	46,697	43,629	
Duplin																		
Durham	65,968	113,569	102,757	3	42,298	72,816	51,628	n/a				42,298	72,816	65,168	38,319	65,968	51,871	
Edgecombe	n/a				n/a			n/a				41,116	61,037	62,040	27,828	41,311	34,886	
Forsyth	n/a				n/a			n/a				40,320	65,521	45,656	n/a			
Franklin	n/a				n/a			52,332	74,759	59,136		n/a			31,577	45,110	35,889	
Gaston	52,672	81,653	64,522	3	37,379	57,952	45,480	n/a				52,672	81,653	64,522	28,409	44,043	34,565	
Gates	n/a				n/a			37,659	48,779	46,412		n/a			n/a			
Graham																		
Granville	34,686	58,272	56,677		n/a			n/a				29,963	50,337	42,432	part-time		9,800	
Greene	n/a				n/a			n/a				29,280	40,827	30,626	part-time		12,587	
Guilford	52,687	89,568	61,332	1	45,513	77,372	71,392	74,136	126,031	107,532	<sup>2</sup>	45,513	77,372	vacant	32,345	54,987	34,315	
Halifax	36,145	58,676	43,549		n/a			n/a				34,393	55,832	44,645	29,630	48,099	no data	
Harnett	49,541	76,789	62,843	3	25,258	39,150	27,826	66,522	103,109	81,526	<sup>2</sup>	43,662	67,676	52,748	36,896	57,189	49,485	
Haywood	32,127	48,190	38,192	1	part-time		13,322	51,040	76,561	63,939		n/a			27,897	41,846	34,979	
Henderson	emergency management director			1	33,345	51,675	33,345	60,060	93,054	88,262	<sup>2</sup>	n/a			part-time		36,465	
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			elections director		5,677	
Iredell	46,673	72,390	vacant	2	38,989	60,472	46,030	n/a				n/a			34,068	52,839	50,018	
Jackson																		
Johnston	53,176	90,266	71,683		n/a			58,069	98,571	73,571	<sup>2</sup>	42,673	72,433	55,298	34,240	50,545	44,310	

County	Fire Marshal			Fire Inspector			Emergency Services Director			Emergency Management Coordinator			Veterans' Services Officer			
	Min.	Max.	Actual	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.
Jones	n/a				n/a			n/a			n/a			n/a		
Lee	emergency management coordinator				n/a			64,102	89,743	64,500	37,368	52,315	39,278	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	44,656	69,651	49,189	2	33,947	51,789	37,103	n/a			n/a			37,472	57,166	42,428
McDowell	n/a				n/a			42,114	61,902	44,814	n/a			24,378	35,832	26,592
Macon	n/a			1	28,256	42,383	35,742	61,677	92,516	78,000	n/a			28,256	42,383	37,343
Madison	n/a				n/a			n/a				42,120		n/a		
Martin	n/a				n/a			n/a			30,192	48,264	37,705	26,471	42,315	34,732
Mecklenburg	56,150	93,404	72,739	6	42,014	93,404	52,321	n/a			n/a			n/a		
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			25,404	40,728	31,836
Moore	40,959	64,306	45,897		n/a			70,054	109,985	77,115	52,277	82,074	70,839	32,093	50,386	49,918
Nash	n/a			2	38,869	62,190	41,909	68,225	109,160	93,512	49,137	78,619	54,294	n/a		
New Hanover	n/a			2	41,205	63,190	47,258	74,090	113,639	106,902	48,942	75,109	49,920	48,942	75,109	55,162
Northampton	n/a				n/a			52,713	93,018	55,382	39,335	69,411	41,326	27,955	49,329	30,857
Onslow	n/a				n/a			68,820	110,112	vacant	n/a			48,352	77,363	58,600
Orange	57,323	91,637	68,758	1	38,615	61,730	52,000	80,994	129,481	110,438	47,048	75,211	50,276	34,984	55,925	51,312
Pamlico	emergency management coordinator				n/a			n/a			28,507	50,624	29,910	24,224	43,018	part-time
Pasquotank	n/a				n/a			n/a			37,558	52,581	47,949	n/a		
Pender	38,460	61,536	41,190		n/a			n/a			46,749	74,798	vacant	44,522	71,236	47,639
Perquimans	part-time		\$19.13/hr.		fire marshal			n/a			part-time		\$16.13/hr.	part-time		6,082
Person	37,979	58,867	58,622	1	35,046	54,321	47,426	n/a			n/a			part-time		no data
Pitt	48,098	76,022	57,380	1	39,875	63,021	46,447	66,782	105,550	75,121	48,098	76,022	57,380	34,644	54,752	42,290
Polk																
Randolph	43,347	66,976	50,149	3	31,304	52,603	37,697	57,907	89,690	57,907	39,437	60,736	41,371	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	31,968
Robeson	50,947	63,174	63,174	1	37,503	39,095	32,401	n/a			n/a			36,997	48,355	42,116
Rockingham	42,092	63,138	46,104	3	36,038	54,058	37,603	54,800	82,200	60,889	30,926	46,389	vacant	30,926	46,389	37,000
Rowan	41,742	66,269	64,339	3	32,645	51,821	33,958	64,983	103,155	86,417	n/a			29,590	46,967	32,011
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																
Scotland	n/a				n/a			n/a			n/a			29,976	42,360	32,280
Stanly	38,677	58,017	45,728	2	32,310	48,465	32,312	n/a			n/a			30,921	46,333	47,463
Stokes	38,515	62,716	42,545	1	30,439	49,566	31,675	emergency medical services director			30,439	49,566	35,339	part-time		14,157
Surry	35,532	59,520	47,328	2	30,012	49,572	35,202	48,444	82,524	73,380	emergency services director			28,728	47,328	40,476
Swain	n/a			1	25,750	37,946	32,789	32,088	47,288	46,350	32,088	47,288	46,350	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			33,468		n/a			n/a				32,844		part-time		3,072
Union	50,174	75,260	66,532	2	30,769	60,434	33,217	n/a			n/a			42,023	63,033	48,000
Vance	n/a				n/a			40,368	64,596	63,036	n/a			28,392	45,420	35,952
Wake	63,550	105,950	91,229	2	41,050	68,450	58,351	n/a			47,250	78,750	80,000	32,600	54,400	45,471
Warren	47,273	75,859	59,000	1	30,474	48,902	vacant	47,273	75,859	59,000	47,273	75,859	59,000	30,474	48,902	vacant
Washington	n/a				n/a			n/a			40,872	48,540	51,000	part-time		9,840
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	43,172		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	1	29,204	45,266	32,794	n/a			35,702	55,338	41,993	31,647	49,053	48,062
Wilson	43,416	73,392	60,900		n/a			n/a			n/a			n/a		
Yadkin	33,960	49,179	45,669		n/a			n/a			37,285	53,987	51,378	29,483	42,703	31,762
Yancey	n/a				n/a			n/a			30,137	45,055	36,338	part-time		14,172

1. Interim emergency services director  
2. Also manages emergency medical function



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

January 2010										
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	n/a					code inspector III	4	36561	58498	41756
						code inspector I	1	33,480	53,568	38,628
Alexander	n/a					lead code enforcement	1	36,569	50,411	50,411
						code enforcement III	1	34,807	47,981	42,408
Alleghany	n/a					chief building inspector	1	33,663	50,495	41,794
						building inspector I	1	27,694	41,541	28,248
Anson	n/a					chief building inspector	1	39,579	58,426	60,011
Ashe	n/a					chief building inspector	1	53,187	75,150	53,187
						building code inspector VI	1	46,686	65,964	52,818
						building code inspector IV	1	41,019	57,957	45,276
						building code inspector II	1	36,072	50,967	36,072
Avery	n/a					plumbing & electric inspector	2	\$32,831	\$45,784	\$33,883
						building & mech inspector	1	29,779	41,526	34,164
Beaufort	n/a					building inspector II	2	34,469	48,257	38,926
Bertie	n/a					code enforcement admin.	1	41,118	60,698	42,911
						building code inspector	1	33,312	49,175	33,312
Bladen	n/a					n/a				
Brunswick	inspector II	3	\$35,956	\$57,529	\$44,434	inspector IV	2	41,332	66,131	51,541
						inspector III	2	39,540	63,263	52,004
Buncombe	plans reviewer	2	41,241	58,629	50,161	n/a				
	mechanical inspector III	3	34,588	49,179	44,411					
	plumbing inspector III	3	34,588	49,179	43,765					
	electrical inspector III	2	34,588	49,179	43,729					
	building inspector III	4	34,588	49,179	43,492					
	electrical inspector II	1	33,113	47,024	41,704					
	building inspector I	2	31,639	45,021	39,576					
Burke	n/a					building inspector IV	2	36,016	55,824	45,068
						building inspector III	2	34,301	53,165	41,180
Cabarrus	building and electrical	2	35,989	55,557	40,894	building, plumbing, mech.	1	35,989	55,557	41,051
	building, electrical, mech.	6	35,989	55,557	53,013	building, plumbing, mech., electrical	6	35,989	55,557	54,758
Caldwell	n/a					senior inspector	2	35,777	59,629	57,119
						building code inspector III	1	31,351	52,252	41,840
						building code inspector I	1	26,290	43,817	29,766
Camden	n/a					building code inspector II		26,941	40,409	no data
						building code inspector I		26,941	40,409	40,767
Carteret	n/a					n/a				
Caswell										
Catawba	n/a					building services officer III	6	39,817	61,781	55,895
						building services officer II	5	37,915	58,834	46,432
						building services officer I	1	34,402	53,352	39,468
Chatham	n/a					building inspector	5	37,568	55,507	42,279
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	51,045
Clay										
Cleveland	n/a					building code inspector IV	2	38,994	60,834	46,500
						building code inspector III	1	35,484	55,380	38,994

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	building inspector	1	22,617	46,282	34,000		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	building inspector III	3	39,371	79,541	54,724		n/a				
	building inspector II	1	37,568	75,895	vacant						
Cumberland	n/a						chief building inspector	2	38,734	63,911	51,027
							inspector III	3	37,025	61,091	41,977
							inspector I	3	32,247	53,208	33,890
Currituck	n/a						chief building inspector	2	38,734	63,911	51,027
							building inspector III	3	37,025	61,091	41,977
							building inspector I	3	32,247	53,208	33,890
Dare											
Davidson	n/a						inspector IV	1	36,994	55,490	36,147
							inspector III	1	35,221	52,831	47,725
Davie	n/a						building code inspector IV	1	40,353	62,579	63,244
							building code inspector III	2	36,601	56,761	50,712
							building code inspector II	1	34,858	54,058	44,458
Duplin											
Durham	n/a						n/a				
Edgecombe	inspector	1	29,219	43,376	35,711		senior inspector	1	33,825	50,214	vacant
							inspector I	1	29,219	43,376	32,409
Forsyth	n/a						n/a				
Franklin	n/a						code enforcement IV	1	41,594	59,421	52,329
							code enforcement III	2	39,727	56,753	53,750
							code enforcement II	1	37,944	54,206	42,022
							code enforcement I	1	36,242	51,773	45,050
Gaston	n/a						inspector V	1	42,876	66,466	61,096
							inspector IV	3	40,034	62,066	50,377
							inspector III	2	37,379	57,952	44,857
							inspector II	3	34,901	54,111	40,137
							inspector I	2	32,507	50,520	35,642
Gates	n/a						n/a				
Graham											
Granville	inspector II	2	34,686	58,272	49,061		n/a				
	inspector I	1	29,963	50,337	28,464						
Greene	n/a						n/a				
Guilford	n/a						inspector II	10	41,282	70,179	62,294
							inspector I	3	39,316	66,837	55,188
Halifax	n/a						building maintenance worker III	1	28,194	45,768	35,258
							building maintenance worker II	4	25,527	41,438	30,211
							building maintenance worker I	1	23,112	37,518	27,502
Harnett	n/a						code enforcement officer III	3	47,498	73,622	54,749
							code enforcement officer II	1	43,662	67,676	49,061
							code enforcement officer I	1	40,137	62,212	41,947
Haywood	n/a						n/a				
Henderson	n/a						building code inspector IV	1	36,075	55,907	37,343
							building code inspector III	1	34,671	53,742	40,229
							building code inspector II	3	33,345	51,675	37,005
							building code inspector I	1	32,078	49,686	32,078
Hertford	n/a						n/a				



Building, Electrical, Plumbing, or Mechanical Inspector						Building, Electrical, Plumbing, or Mechanical Inspector					
Single Trade						Multiple Trade					
County	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	
Hoke	n/a					chief building inspector	1	52,392	74,029	55,044	
						building inspector III	2	47,521	67,146	57,907	
Hyde	n/a					n/a					
Iredell	n/a					inspector III	10	38,989	60,472	55,619	
						inspector II	10	35,635	55,270	45,451	
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	n/a					
Lee	n/a					n/a					
Lenoir	chief inspector	1	36,892	65,100	61,963	n/a					
	building inspector III	1	33,654	59,386	51,308						
Lincoln	n/a					chief building inspector	1	45,656	69,651	57,096	
						building plan reviewer	1	39,369	60,060	55,746	
						building inspector	6	35,666	54,411	40,412	
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						inspector/coordinator	1			37,300	
Martin	n/a					building inspector	1	30,192	48,264	45,939	
Mecklenburg	n/a					inspections supervisor	7	47,852	93,404	72,130	
						inspector III	90	44,237	93,404	58,886	
						inspector II	2	39,123	93,404	49,321	
						inspector I	1	36,648	93,404	44,824	
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	49,394	
						code enforcement officer	6	37,152	58,329	39,997	
Nash	n/a					chief enforcement officer	1	49,137	78,619	58,471	
						code enforcement officer II	2	40,735	65,176	54,408	
						code enforcement officer I	2	35,390	56,624	38,867	
New Hanover	code enforcement III	19	41,205	63,190	47,802	n/a					
	code enforcement II	2	35,859	46,114	41,350						
	code enforcement I	3	34,861	46,114	38,619						
Northampton	code enforcement officer III	1	37,462	66,105	46,841	n/a					
	code enforcement officer II	1	33,979	59,959	34,829						
Onslow	n/a					code administrator	1	44,704	71,527	63,871	
						chief code enforcement officer	1	38,213	61,141	38,213	
						sr. code enforcement	1	36,743	58,790	55,159	
						code enforcement officer	8	33,971	54,354	38,463	
Orange	n/a					code compliance officer III	8	40,570	64,854	54,237	
Pamlico	n/a					building inspector	1	29,932	53,155	51,091	
						asst. building inspector	1	24,710	43,879	33,603	
Pasquotank	n/a					chief building inspector	1	38,824	54,353	50,268	
						building inspector III	1	32,493	45,491	37,753	

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.
Pender	n/a						building inspector II	1	28,695	40,173	32,797
							sr. building inspector	2	36,629	58,606	51,984
							building inspector II	3	33,223	53,157	43,857
Perquimans	building inspector III	1	31,170	47,203	46,052		n/a				
	building inspector I	1	31,170	47,203	34,365						
Person	n/a						n/a				
Pitt	n/a						inspector IV	2	43,794	69,216	52,739
							inspector III	1	41,789	66,048	53,462
Polk											
Randolph	n/a						building code inspector III	8	37,690	57,907	43,958
							building code inspector II	1	34,341	52,603	41,371
Richmond	n/a						building code supervisor	1	39,517	57,506	52,340
							building code inspector III	1	34,315	49,954	39,517
Robeson	inspector IV	1	40,490	50,208	48,588		n/a				
	inspector I	2	31,528	39,095	31,528						
Rockingham	n/a						n/a				
Rowan	n/a						code enforcement officer	7	37,835	60,064	47,640
Rutherford	n/a						building inspector director				
							planning director				
							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											
Scotland	n/a						chief inspector	1	47,004	66,420	55,872
							code inspector III	1	35,892	50,712	47,088
							code inspector I	1	32,796	46,344	38,040
							code enforcement III	2	35,351	53,026	48,653
Stanly	code enforcement officer I	1	29,530	44,295	38,318						
Stokes	chief code enforcement officer	1	38,515	62,715	51,399		n/a				
	code enforcement officer II	1	34,240	55,755	46,150						
	code enforcement officer I	1	30,439	49,566	31,676						
Surry	n/a						code administrator	1	37,104	62,280	56,892
							assistant codes admin.	1	35,532	59,520	47,328
							building code inspector III	5	32,616	54,300	40,570
							inspector II/code enforcement	1	31,320	51,864	37,104
Swain	n/a						inspector I	2	25,750	37,946	27,511
Transylvania	n/a						code enforcement officer I	4	34,361	51,521	45,652
Tyrrell	n/a						n/a				
Union	electrical inspector III	5	42,023	63,033	55,987		B. P. M. inspector III	4	42,023	63,033	55,979
Vance	commercial plans examiner	1	38,640	61,812	63,228		lead code enforcement officer	1	40,368	64,596	58,008
							code enforcement officer III	1	36,972	59,148	no data
							code enforcement officer II	1	32,400	51,840	43,080
							code enforcement officer I	1	29,664	47,472	37,020
Wake	n/a						inspections supervisor	2	47,250	78,750	71,243
							lead inspector	4	42,750	71,250	60,246
							general inspector	22	36,550	60,950	53,665
Warren	chief enforcement officer	2	30,474	48,902	32,430		n/a				
Washington	building inspector	1	38,040	55,080	38,976		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	40,581
Wayne	n/a						building code inspector III	4	38,090	59,407	42,740
Wilkes	advanced code inspector		32,945	51,065	no data		n/a				

Building, Electrical, Plumbing, or Mechanical Inspector					Building, Electrical, Plumbing, or Mechanical Inspector					
Single Trade					Multiple Trade					
County	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
	building code inspector		28,054	47,122	no data					
Wilson	n/a					n/a				
Yadkin	n/a					inspector supervisor	1	37,285	53,987	53,987
						inspector I	1	29,483	42,703	37,762
Yancey	n/a					inspector IV	1	30,137	45,055	42,101
						inspector III	1	28,702	42,910	38,719

**TABLE XXI. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)**

January 2010											
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	\$52,788	\$77,925	\$52,788	\$34,984	\$51,643	\$46,541	wastewater treatment plant super.	1	\$41,241	\$60,879	\$51,333
							water treatment plant superintendent	1	37,984	56,071	41,403
							collection/distribution system supvr.	1	34,984	51,643	39,807
							distribution system supervisor	3	29675	43806	33508
							laboratory supervisor	1	28479	42041	36798
							wastewater treatment plant operator—III	1	\$27,332	\$40,347	\$39,807
							wastewater treatment plant operator—IV	1	\$27,332	\$40,347	\$32,132
							plant maintenance mechanic	3	\$25,173	\$37,160	\$30,657
							water treatment plant operator—C	6	\$24,158	\$35,662	\$27,057
							wastewater treatment plant operator—II	1	24,158	35,662	26,460
							wastewater treatment plant operator—I	2	24,158	35,662	24,846
							utility maintenance worker	6	23,185	34,226	24,436
Ashe	n/a			n/a			n/a				
Avery	n/a			n/a			n/a				
Beaufort	n/a			52561	73585	63074	distribution system supervisor	1	33,078	46,309	39,693
							water treatment plant superintendent	1	33,078	46,309	34,401
							water treatment plant operator—C	5	26,119	36,567	29,596
							distribution mechanic	6	24,728	34,619	24,728
Bertie	n/a			48662	71832	51758	water field technician	2	24,809	36,624	24,809
Bladen	39678	50260	47615	28410	35986	31567	water treatment plant operator—C	4	23,402	29,642	23,922
Brunswick	86125	137801	131740	59859	94797	87606	distribution system supervisor	1	50,290	80,464	72,977
							collection/distribution system supvr.	1	50,290	80,464	69,058
							wastewater treatment plant super.	2	50290	80464	68637
							water treatment plant superintendent	2	50,290	80,464	67,712
							laboratory technician	2	35956	57529	45136
							water treatment plant operator—A	5	32,373	51,797	39,020
							distribution system technician	12	32,373	51,797	38,264
							wastewater treatment plant operator—III	2	32,373	51,797	36,064
							plant maintenance mechanic	5	30,581	48,928	51,351
							water treatment plant operator—B	1	30,581	48,928	41,278
							wastewater treatment plant operator—II	3	30,581	48,928	37,075
							water treatment plant operator—C	5	28790	46064	35102
							wastewater treatment plant operator—I	1	28790	46064	33909
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	n/a			n/a			n/a				
Camden	47744	71611	53559	public utilities director			distribution system supervisor		32,128	48,189	43,826
							wastewater system supvr.		32,128	48,189	34,409
							water treatment plant superintendent		32128	48189	32127
							distribution system technician		24,671	37,004	31,494

County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Carteret	40059	64095	51800	31689	50702	45150	water treatment plant operator—C		24,671	37,004	27,135
							water treatment plant operator—B	1	30,237	48,379	33,788
							laboratory technician	1	24781	39649	31,655
Caswell											
Catawba	n/a			n/a			n/a				
Chatham	50,436	74,384	58,837	n/a			water treatment plant superintendent	1	35,780	52,864	47,069
							plant maintenance mechanic	1	35,780	52,864	47,069
							water treatment plant operator—A	1	34,076	50,436	39,737
							laboratory supervisor	1	30,909	45,666	31,692
							water treatment plant operator—B	2	30,909	45,666	30,787
							distribution system supervisor	1	28,035	41,420	32,426
							water treatment plant operator—C	2	28,035	41,420	28,035
							distribution system technician	3	26699	39447	no data
							utility maintenance worker	4	24,216	35,780	no data
							Cherokee	n/a			n/a
Chowan	n/a			28,844	51,796	39,947	water treatment plant operator—B	1	28,844	51,796	32,865
							utility maintenance worker	2	26,160	46,981	26,397
Clay											
Cleveland	n/a			n/a			n/a				
Columbus	37060	52365	50000	n/a			distribution system supervisor	1	26,229	53,675	35,619
							distribution system technician	1	20,490	41,930	23,912
							utility maintenance worker	3	19,502	39,910	21,006
							collection/distribution system supvr.	1	35,849	72,419	39,371
Craven	n/a			57289	115737	95944	water treatment plant operator—C	1	32,636	65,941	34,203
							water field technician I	3	27,055	54,663	29,737
Cumberland	n/a			n/a			n/a				
Currituck	68,430	95,166	73,973	50,574	70,164	58,453	water treatment plant superintendent	2	45,214	62,660	49,323
							distribution system supervisor	2	\$41,644	\$57,661	\$44,992
							water treatment plant operator—C	6	34500	47657	37261
							laboratory technician	1	34,500	47,657	37,261
							wastewater treatment plant operator—I	1	34,500	47,657	35,828
							plant maintenance mechanic	3	30929	42656	33398
							utility maintenance worker	1	25,571	35,190	27,627
Dare											
Davidson	54,604	81,905	66,621	n/a			n/a				
Davie	42,371	65,708	49,361	n/a			water treatment plant superintendent	1	36,601	56,761	52,455
							water treatment plant operator—A	2	36,601	56,761	46,617
							distribution system supervisor	1	31,617	49,032	32,786
							collection/distribution system supvr.	1	27,311	42,355	28,325
							water treatment plant operator—B	2	26,010	40,338	38,591
							water treatment plant operator—C	1	26010	40338	36,637
							wastewater treatment plant operator—II	1	26,010	40,338	28,256
							utility maintenance worker	4	23,591	36,588	28,061
							distribution system technician	1	23,591	36,588	26,872
							Duplin				
Durham	n/a			n/a			wastewater treatment plant super.	1	56,885	97,930	76,875
							plant maintenance mechanic	1	29,933	51,534	44,588

County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Edgecombe	41,116	61,037	44,494	30,680	45,546	37,851	wastewater treatment plant operator—IV	1	29,933	51,534	38,000
							wastewater treatment plant operator—II	4	25,811	44,439	40,434
							laboratory technician	1	25,811	44,439	33,000
							water treatment plant superintendent	1	30,680	45,546	36,928
							distribution system technician	1	22,895	33,988	23,468
							utility maintenance worker	3	20,765	30,827	21,602
Forsyth	n/a			n/a			n/a				
Franklin	60063	85804	77864	n/a			wastewater treatment plant super.	1	43,549	62,213	50,708
							collection/distribution system supvr.	1	41,594	59,421	47,820
							wastewater treatment plant operator—III	1	36,242	51,773	38,204
							laboratory supervisor	1	33,061	47,230	35,989
							utility maintenance worker	3	25,098	35,855	25,508
							wastewater treatment plant operator—I	1	25,098	35,855	25,098
Gaston	n/a			n/a			n/a				
Gates	n/a			49638	64295	56492	water treatment plant operator—C	1	28,661	37,121	36,029
							utility maintenance worker	3	20,933	30,937	28,401
Graham											
Granville	n/a			n/a			n/a				
Greene	41042	57294	53073	n/a			distribution system supervisor	2	26,620	37,106	35,718
Guilford	n/a			n/a			n/a				
Halifax	51,182	83,085	vacant	n/a			utility maintenance worker	8	23,112	37,518	27,174
Harnett	93,191	144,446	113,761	58,628	90,873	80,103	wastewater treatment plant super.	1	49,541	76,789	60,258
							water treatment plant superintendent	1	45,539	70,585	57,680
							collection/distribution system supvr.	2	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
							wastewater treatment plant operator—III	1	39,751	43,726	42,300
							water treatment plant operator—B	1	39,751	43,726	40,223
							wastewater treatment plant operator—II	5	37,412	41,739	36,912
							laboratory analyst	2	35,374	54,830	43,848
							wastewater treatment plant operator—I	2	32,736	37,412	33,960
							plant maintenance technician	3	32,518	50,403	36,509
							utility system technician	14	28,659	44,421	32,288
							utility maintenance worker	1	24,216	37,535	29,257
							Haywood	n/a			n/a
Henderson	n/a			n/a			n/a				
Hertford	44151	68434	46386	n/a			n/a				
Hoke	63683	89982	81520	55612	77236	60723	distribution system supervisor	1	29,174	41,222	30,650
							water treatment plant operator—C	1	27,785	39,259	29,191
							distribution system technician	2	26,908	31,978	28,988
							water treatment plant operator—B	1	25,201	35,609	28,512
							distribution system supervisor	6	31,533	46,549	38,785
							wastewater treatment plant operator—IV	1	28,988	42,791	35,072
Hyde	52265	77153	69040	n/a			water treatment plant operator—A	2	27,792	48,550	40,893
							water treatment plant operator—C	1	27,792	41,026	32,238
							distribution system technician	2	25546	37711	30348
Iredell	n/a			n/a			n/a				

County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Jackson											
Johnston	79,026	134,139	121,060	53,176	90,266	73,537	wastewater treatment plant superintend.	1	53,176	90,266	73,537
							water treatment plant superintendent	1	53,176	90,266	73,537
							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
							utility maintenance worker	8	27,475	40,559	27,141
							wastewater treatment plant operator—II	2	27,475	40,559	26,821
							distribution system technician	2	27,475	40,559	26,488
Jones	n/a			44,142	56,071	44,142	distribution system technician	1	32,007	40,414	32,007
							utility maintenance worker	1	30,538	38,499	32,007
Lee	n/a			n/a			n/a				
Lenoir	n/a			n/a			n/a				
Lincoln	67,776	103,397	93,616	n/a			water treatment plant superintendent	1	45,656	69,651	55,695
							wastewater treatment plant super.	1	45,656	69,651	47,982
							wastewater treatment plant operator—II	2	33,947	51,789	36,125
							water treatment plant operator—A	5	32,312	49,294	39,823
							water treatment plant operator—B	1	27,862	42,506	33,989
							wastewater treatment plant operator—I	1	27,862	42,506	33,155
							utility maintenance worker	7	24,025	36,652	26,596
McDowell	n/a			n/a			n/a				
Macon	n/a			n/a			n/a				
Madison	n/a			n/a			n/a				
Martin	n/a			n/a			collection/distribution system supvr.	1	39,310	62,843	50,322
							distribution system technician	2	21,226	35,444	23,369
Mecklenburg	n/a			n/a			n/a				
Mitchell	n/a			n/a			n/a				
Montgomery	59,472	95,196	vacant	29,748	47,676	32,352	water treatment plant superintendent	1	27,468	44,088	38,268
							distribution system supervisor	1	24,468	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	\$63,542	\$99,761	\$96,954	\$45,158	\$70,899	\$61,462	wastewater treatment plant superintendent	1	40,959	64,306	63,000
							collection/distribution system supvr.	1	35,383	55,551	46,816
							laboratory supervisor	1	32,093	50,386	36,404
							wastewater treat. plant operator—II	4	30,565	47,987	34,493
							plant maintenance mechanic	3	27,723	43,526	35,020
							distribution system technician	3	27,723	43,526	29,278
							laboratory technician	1	26,403	41,453	29,064
							utility maintenance worker	15	26,403	41,453	28,675
							wastewater treatment plant operator—I	6	23,948	37,958	25,960
Nash	n/a			n/a			n/a				
New Hanover	n/a			n/a			plant maintenance mechanic	8	34,714	52,537	38,031
Northampton	52,713	93,018	55,382	n/a			distribution system supervisor	1	29,352	51,796	33,705

County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
							plant maintenance mechanic	3	24,148	42,612	25,815
Onslow	n/a			n/a			n/a				
Orange	n/a			n/a			n/a				
Pamlico	n/a			n/a			water treatment plant superintendent	1	36385	64614	46500
							water treatment plant operator—B	1	23284	41347	no data
							distribution system technician	5	22826	40145	23111
							water treatment plant operator—C	1	22826	40145	no data
Pasquotank	n/a			48,952	68,533	70,039	wastewater treatment plant super.	1	35,025	50,536	50,536
							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	22,365	31,311	30,495
Pender	62,648	100,236	88,000	40,383	64,613	46,043	utility maintenance technician II	2	30,135	48,215	36,371
							utility maintenance technician I	2	27,333	43,733	32,960
Perquimans	n/a			32,573	49,330	41,573	water treatment plant superintendent	1	32,573	49,330	40,583
							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											
Randolph	n/a			n/a			n/a				
Richmond	52,340	76,165	70,983	n/a			water treatment plant superintendent	1	39517	57506	vacant
							distribution system supervisor	1	39,517	57,506	42,382
							water treatment plant operator—A	1	34315	49954	37696
							plant maintenance mechanic	2	27,156	39,517	33,314
							water treatment plant operator—B	3	25,903	37,696	28,042
							water treatment plant operator—C	1	21,457	31,257	25,293
							utility maintenance worker	5	20,497	35,978	26,347
Robeson	64,390	79,844	79,844	n/a			water treatment plant superintendent	1	49453	61322	61322
							water treatment plant operator—A	1	38997	48355	45236
							distribution system supervisor	1	36009	44652	44652
							plant maintenance mechanic	2	30035	42799	39331
							water treatment plant operator—B	2	30,035	37,242	36,642
							water treatment plant operator—C	2	28,540	35,390	31,965
							laboratory technician	1	25,553	31,685	28,619
							utility maintenance worker	3	25,553	31,685	25,894
Rockingham	n/a			n/a			n/a				
Rowan	n/a			n/a			n/a				
Rutherford	n/a			n/a			n/a				
Sampson											
Scotland	n/a			n/a			n/a				
Stanly	50657	75987	75621	30921	46333	44385	wastewater treatment plant superintendent	1	30,921	46,333	38,591
							wastewater treatment plant operator—IV	1	25,803	38,704	30,602
							wastewater treat. plant operator—III	2	25,803	38,704	30,518
							collection/distribution system supervisor	1	32310	48465	39527



County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Stokes	\$43,325	\$70,549	\$47,384	n/a			utility maintenance worker	5	23,583	35,374	27,180
Surry	n/a			n/a			utility maintenance worker	1	26,020	42,369	26,280
Swain	n/a			n/a			n/a				
Transylvania	n/a			n/a			n/a				
Tyrrell	county manager		15180			42360	water treatment plant operator—B	4			29181
Union	97433	146149	135000	71518	107277	89292	water treatment plant superintendent	1	57334	86000	72373
							wastewater treat. plant operator—IV	5	38,416	86,000	43,691
							laboratory supervisor	1	35165	52747	38809
							wastewater treat. plant operator—II	1	32162	48244	39386
							distribution system technician	10	32162	48244	35310
							laboratory technician	2	35165	52747	38809
							wastewater treatment plant super.	1	29409	44114	31632
							wastewater treat. plant operator—I	3	29409	44114	29606
							plant maintenance mechanic	3	29409	44114	29606
							utility maintenance worker	16	29409	44114	29606
Vance	n/a			n/a			n/a				
Wake	n/a			n/a			laboratory supervisor	1	41050	68450	61839
Warren	49636	79652	59836	n/a			utility maintenance worker	2	23876	38314	23876
Washington	54264	78624	74448	38040	45228	38976	water treatment plant operator—C	1	27804	40236	29952
							utility maintenance worker	3	23148	33504	23936
Watauga	n/a			n/a			n/a				
Wayne	n/a			n/a			laboratory supervisor	1	44094	68771	47484
							laboratory technician	4	28423	44330	29871
Wilkes	n/a			n/a			n/a				
Wilson	n/a			n/a			distribution system supervisor	1	43416	73392	56240
Yadkin	n/a			n/a			n/a				
Yancey	n/a			n/a			n/a				
1. Also county engineer											

**TABLE XXII. SOLID WASTE MANAGEMENT (Part 1)**

January 2010

County	Solid Waste Manager			Landfill Supervisor			Solid Waste Truck Driver			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	\$51,992	\$83,189	\$63,552	\$43,599	\$69,758	\$61,398		n/a		
Alexander	40,366	55,645	55,645	n/a			1	\$23,446	\$32,321	\$25,880
Alleghany	n/a			n/a				n/a		
Anson	n/a			n/a				n/a		
Ashe	53,187	75,150	60,177	37,653	53,202	39,558	4	32,245	45,560	36,971
Avery	36,197	50,477	39,549	31,268	43,602	31,268	6	22,221	30,987	23,013
Beaufort	n/a			n/a				n/a		
Bertie	n/a			n/a				n/a		
Bladen	55,955	70,876	78,754	29,662	37,572	30,981	4	24,655	31,228	25,749
Brunswick	52,082	83,332	vacant	41,331	66,129	57,981		contracted		
Buncombe	64,061	91,115	81,279	n/a			4	26,563	37,763	28,866
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	67,545	n/a				n/a		
Caldwell	n/a			n/a				n/a		
Camden	n/a			n/a				n/a		
Carteret	n/a			n/a				n/a		
Caswell										
Catawba	46,087	71,512	60,794	37,915	58,834	57,358		n/a		
Chatham	50,436	74,384	62,895	29,436	43,491	34,663	6	26,699	39,447	28,355
Cherokee	40,228	66,212	53,220	35,776	57,883	46,830	3	25,518	39,369	32,444
Chowan	n/a			n/a				n/a		
Clay										
Cleveland	35,484	55,380	50,442	32,310	50,442	37,194	18	24,414	38,088	26,212
Columbus	37,060	75,840	50,000	n/a			2	20,490	41,930	24,714
Craven	47,491	95,944	58,661	n/a				n/a		
Cumberland	55,639	91,804	86,528	38,734	63,911	no data	6	29,423	48,548	no data
Currituck	n/a			n/a				n/a		
Dare										
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										
Durham	n/a			n/a				n/a		
Edgecombe	37,293	55,361	48,697	n/a			3	22,895	33,988	28,017
Forsyth	n/a			n/a				n/a		
Franklin	47,738	68,197	54,019	n/a				n/a		
Gaston	52,672	81,653	53,989	40,034	62,066	54,058	1	26,527	41,126	30,506
Gates	n/a			n/a				n/a		
Graham										
Granville	36,430	61,203	50,119	n/a				n/a		
Greene	30,727	42,849	36,786	n/a				n/a		
Guilford	n/a			n/a				n/a		
Halifax	37,987	61,665	48,099	n/a			2	21,991	35,699	27,647
Harnett	36,896	57,189	44,279	32,518	50,403	39,211		n/a		
Haywood	41,837	62,757	68,340	27,897	41,846	52,627	5	25,546	38,317	24,851
Henderson	41,621	64,501	60,232	n/a				n/a		
Hertford	n/a			23,414	36,292	29,854	2	21,237	32,918	23,380
Hoke	55,012	77,730	62,238	n/a			2	27,785	39,259	29,920
Hyde	34,304	50,640	33,565	n/a				n/a		
Iredell	55,872	86,657	74,243	38,989	60,472	53,918	8	28,459	44,140	34,016

County	Solid Waste Manager			Landfill Supervisor			Solid Waste Truck Driver			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.
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		n/a		
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	45,656	69,651	49,189	37,472	57,166	38,414	7	26,520	40,458	27,582
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			45,324			31,616	3			28,891
Martin	n/a			30,192	48,264	30,192		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	n/a			32,093	50,386	39,038	3	22,808	35,809	28,939
Nash	n/a			n/a				n/a		
New Hanover	48,942	75,109	62,280	51,750	79,373	54,631		n/a		
Northampton	n/a			32,361	57,105	40,416		n/a		
Onslow	61,181	97,889	vacant	35,330	56,528	46,656		n/a		
Orange	63,272	101,150	80,306	44,781	71,588	57,884	13	30,165	48,225	35,650
Pamlico	24,710	43,879	33,141	n/a				n/a		
Pasquotank	42,622	59,671	57,198	n/a			7	27,032	59,907	36,250
Pender	24,792	39,667	25,412	n/a				n/a		
Perquimans	n/a			n/a				n/a		
Person	n/a			n/a				n/a		
Pitt	60,807	96,102	63,723	38,048	60,136	49,855	4	28,719	45,389	33,490
Polk										
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	43,947	65,921	45,975	36,809	55,214	37,913		n/a		
Rowan	46,058	73,114	72,408	37,835	60,064	51,322		n/a		
Rutherford	50,476	76,055	51,745	33,919	51,107	37,932	3	26,457	39,865	26,457
Sampson										
Scotland	39,264	55,476	44,424	28,656	40,500	36,684		n/a		
Stanly	n/a			n/a				n/a		
Stokes	n/a			30,439	49,566	34,585	4	20,564	33,484	23,880
Surry	48,444	82,524	71,664	n/a				n/a		
Swain	32,088	47,288	42,783	n/a			3	23,580	34,749	27,434
Transylvania	55,952	83,928	57,314	31,158	46,737	38,813	3	25,626	40,373	29,952
Tyrrell	n/a			n/a				n/a		
Union	47,999	71,998	54,370	n/a			2	29,409	44,144	31,930
Vance	32,400	51,840	no data	n/a			1	24,876	39,804	33,120
Wake	70,100	116,900	vacant	52,100	86,900	73,558		n/a		
Warren	49,636	79,652	61,052	29,022	46,572	31,254		n/a		
Washington	n/a			26,892	38,892	31,416		n/a		
Watauga	52,652	81,610	71,679	n/a			2	26,035	40,354	29,962
Wayne	51,044	79,611	70,364	32,903	51,318	37,227	2	23,384	36,471	24,920
Wilkes	40,276	62,428	62,025	34,296	53,159	51,610		n/a		
Wilson	47,652	80,580	54,384	29,844	50,460	35,580	2	25,932	43,872	26,253
Yadkin	30,914	44,768	34,105	n/a			1	24,478	35,431	33,735
Yancey	n/a			n/a				n/a		

**TABLE XXII. SOLID WASTE MANAGEMENT (Part 2)**

January 2010

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	\$25,849		n/a		
Alexander	2	24,634	33,958	33,130	18			\$8.49/hr.	2	\$25,882	\$33,678	\$27,549
Alleghany		n/a			2	19,682	29,523	18,237		n/a		
Anson		n/a				n/a				n/a		
Ashe	5	29,625	41,858	31,865		n/a			1	34,551	48,816	46,464
Avery	3	22,221	30,987	23,978	18	13,254	18,482	14,198	1	25,724	35,871	29,511
Beaufort		n/a				n/a				n/a		
Bertie		n/a				n/a				n/a		
Bladen	2	24,655	31,228	27,394	1	24,655	31,228	27,394		n/a		
Brunswick	4	26,997	43,196	34,438	1	32,373	51,797	36,149	7	30,581	51,797	38,084
Buncombe	7	26,563	37,763	29,271	2	22,287	31,671	25,035	4	26,563	37,763	32,227
Burke	4	26,874	41,656	28,274		n/a			2	26,874	41,656	30,347
Cabarrus	1	28,198	43,544	53,543	1	25,575	39,478	38,534	1	32,632	50,390	50,390
Caldwell		n/a				n/a				n/a		
Camden		n/a				n/a				n/a		
Carteret		n/a				n/a			4	22,525	36,041	27,083
Caswell												
Catawba	9	29,707	46,087	35,186	1	24,430	37,915	28,029	4	31,198	48,400	41,516
Chatham		n/a				n/a			1	26,699	39,447	36,773
Cherokee	2	25,518	39,369	32,444	11	19,066	28,030	21,336	1	25,518	39,369	32,444
Chowan		n/a				n/a				n/a		
Clay												
Cleveland		n/a			34	part-time		\$8.87/hr.	2	30,858	48,132	35,484
Columbus		n/a				n/a				n/a		
Craven		n/a			8	22,425	45,313	25,190		n/a		
Cumberland	11	25,623	50,828	28,691	21	21,433	35,364	23,314	7	30,805	50,828	33,058
Currituck		n/a				n/a				n/a		
Dare												
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												
Durham		n/a			8	22,257	38,319	27,067	1	33,043	56,885	45,397
Edgecombe		n/a			40	part-time		\$7.25/hr		n/a		
Forsyth		n/a				n/a			11	27,299	44,361	31,457
Franklin	3	26,277	41,155	32,278	40	part-time		8,583		n/a		
Gaston	7	26,527	41,126	29,559	2	21,593	33,479	22,403	2	28,409	44,403	36,928
Gates		n/a				n/a				n/a		
Graham												
Granville	1	21,289	35,767	26,872	1	20,279	34,068	30,069		n/a		
Greene	2	21,970	30,594	26,212		n/a				n/a		
Guilford		n/a				n/a				n/a		
Halifax	1	24,289	39,429	29,630		n/a				n/a		
Harnett	7	29,892	46,333	33,948	2	28,659	44,421	32,208	1	29,892	46,333	36,115
Haywood	14	24,446	36,669	29,542	19	17,189	25,785	17,273		n/a		
Henderson	4	25,979	40,310	28,434	1	22,214	34,434	24,669		n/a		
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	33,813
Hyde		n/a				n/a				n/a		
Iredell	6	26,011	40,343	35,967	11	22,728	35,251	25,996	2	31,137	48,294	36,995

County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Jackson												
Johnston	7	28,715	42,384	31,609	23	20,190	29,803	21,515		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	6	27,862	42,506	28,928		n/a			3	29,273	44,658	32,331
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-\$8.98/hr.	1	26,910	40,366	31,231
Madison	2			20,769	7			18,857	1			27,082
Martin	3	18,625	38,742	24,757		n/a				n/a		
Mecklenburg		n/a				n/a				n/a		
Mitchell		n/a			13	part-time		\$8.25/hr.		n/a		
Montgomery		n/a				n/a				n/a		
Moore	2	26,403	41,453	32,909	24	15,438	24,237	17,160		n/a		
Nash	3	27,412	43,859	35,500	38	part-time		\$9.14/hr.		n/a		
New Hanover	10	29,224	44,866	33,091		n/a			5	34,861	43,577	38,021
Northampton	2	24,148	42,612	30,159		n/a				n/a		
Onslow	6	27,922	44,675	34,157	8	18,863	30,181	22,991	6	30,200	48,321	37,614
Orange	6	31,693	50,665	37,563	2	31,693	50,665	34,035	3	34,984	55,925	44,018
Pamlico		n/a			2	22,826	40,145	22,826		n/a		
Pasquotank		n/a			2	16,034	22,448	20,075		n/a		
Pender		n/a			2	24,792	39,667	24,916	1	33,223	43,190	33,223
Perquimans		n/a				n/a				n/a		
Person		n/a				n/a				n/a		
Pitt	3	27,402	43,309	30,998		n/a			2	34,644	60,136	45,622
Polk												
Randolph		n/a			2	22,818	37,690	25,522		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	5	27,101	40,652	29,811		n/a			1	32,326	48,489	35,877
Rowan	8	26,818	46,967	30,055	11	22,039	34,969	22,922	2	29,590	51,821	40,276
Rutherford	5	26,457	39,865	27,004	2	20,637	31,095	26,457	1	30,711	46,274	30,711
Sampson												
Scotland	4	23,940	33,828	25,971		n/a			2	32,796	46,344	35,832
Stanly		n/a			18	18,834	28,252	21,460	1	30,921	46,333	36,465
Stokes	1	21,386	34,824	vacant		part-time		\$7.25/hr.	1	21,386	34,824	22,702
Surry	4	27,600	45,216	31,431	43	part-time		\$7.80/hr.	1	28,728	47,328	38,796
	1	25,500	41,352	30,012								
Swain		n/a			3	18,107	26,685	21,751	1	21,594	31,822	29,221
Transylvania	3	25,626	40,373	29,952	7	22,152	33,218	23,379	1	31,158	46,738	40,893
Tyrrell		n/a				n/a				n/a		
Union	6	32,162	48,244	35,260	15	part-time		20,234		n/a		
Vance	1	20,868	33,384	24,756		n/a				n/a		
Wake		n/a			5	23,050	38,450	28,712	4	28,700	47,800	41,576
Warren		n/a			1	25,070	40,229	35,519		n/a		
Washington	1	22,224	32,160	26,004		n/a				n/a		
Watauga	5	27,207	46,051	38,538	11	22,815	35,364	22,815		n/a		
Wayne	6	23,384	36,471	25,843	16	18,322	28,576	18,322	2	24,553	38,294	27,779
Wilkes		24,868	41,771	no data		n/a				28,054	47,122	no data
Wilson	1	27,180	45,888	29,217		part-time		no data		n/a		
Yadkin	3	24,478	35,431	29,064	4	18,477	26,715	10,820		n/a		

	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic			
County	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Yancey	1	21,418	32,020	26,208	25	part-time		7,909		n/a		

**TABLE XXIII. ENVIRONMENTAL HEALTH SUPERVISOR AND SPECIALIST, INCOME MAINTENANCE CASEWORKER, AND SOCIAL WORKER**

January 2010

County	Environmental Health Supervisor I				Environmental Health Specialist I				Income Maintenance Caseworker I				Social Worker II			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	1	\$47,611	\$76,180	\$60,660	11	\$36,561	\$54,498	\$45,698	8	\$25,710	\$41,133	\$26,352	15	\$33,480	\$53,586	\$37,621
Alexander	1	38,420	52,963	52,963	2	33,131	45,671	44,571	13	24,634	33,958	27,242	6	31,533	43,469	32,657
Alleghany		n/a				n/a				n/a				n/a		
Anson		n/a			1	32,220	47,563	43,910	3	25,173	37,160	23,974	6	32,220	47,563	32,267
Ashe		n/a				n/a				n/a			3	41,019	57,957	46,267
Avery		n/a				n/a			1	23,331	32,537	23,331	2	29,779	41,526	32,471
Beaufort	1	48,386	67,740	58,063		n/a			1	26,119	36,567	26,119	12	34,469	48,257	35,562
Bertie		n/a				n/a			1	25,876	38,199	25,876	5	33,312	49,175	34,922
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	62,832	100,532	91,777	3	43,124	68,998	53,051		n/a			11	39,540	63,263	47,319
Buncombe		n/a			16	36,174	51,422	45,123	6	27,773	39,503	34,629	34	36,174	56,152	45,304
Burke		n/a			4	34,301	53,165	38,101	7	24,376	37,784	24,376	11	32,666	50,633	34,017
Cabarrus		n/a				n/a			2	28,198	43,544	28,198	31	35,989	55,558	43,473
Caldwell	1	40,827	68,046	50,233	3	34,236	57,061	49,512	2	24,074	40,124	25,412	17	31,351	52,252	36,365
Camden		n/a				n/a				n/a				n/a		
Carteret	1	51,890	83,023	56,305	11	33,210	53,136	37,628	1	23,643	37,829	25,500	14	33,210	53,136	35,608
Caswell																
Catawba	2	46,087	71,513	55,923	9	37,915	58,834	46,016	55	29,707	46,088	31,304	19	36,115	56,024	40,331
Chatham		n/a			4	37,568	55,507	43,230		n/a			7	34,076	50,436	36,120
Cherokee	2	28,669	63,271	47,796	5	35,776	57,883	41,874	2	25,518	39,369	25,518	5	31,811	50,541	41,177
Chowan		n/a				n/a				n/a				n/a		
Clay																
Cleveland		n/a			8	35,484	55,380	38,994	10	25,590	39,906	25,590	14	35,484	55,380	40,836
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	41,332	3	28,353	57,289	29,716	26	35,849	72,419	39,279
Cumberland	2	42,399	69,958	54,582	11	37,025	61,091	43,549	65	28,087	46,344	28,403	60	30,805	50,828	39,546
Currituck		n/a				n/a				n/a			4	39,858	55,160	45,043
Dare																
Davidson	2	49,521	74,282	64,493	8	36,994	55,490	44,033	3	26,357	39,535	32,946	27	35,221	52,831	33,325
Davie	1	40,353	62,579	62,458	4	34,858	54,058	40,901	2	26,010	40,338	27,156	5	34,858	54,058	38,709
Duplin																
Durham	2	46,687	80,374	66,548	9	36,472	62,791	44,929		n/a			81	36,472	62,791	45,858
Edgecombe		n/a			3	30,680	45,546	38,211	2	22,895	33,988	22,895	18	30,680	45,546	32,222
Forsyth	4	36,761	59,737	57,657	20	34,341	55,805	44,158	104	27,684	44,987	30,411	74	37,075	60,247	43,366
Franklin		n/a			3	36,242	51,773	44,705	3	27,512	39,304	26,202	10	36,242	51,773	38,676
Gaston	2	42,876	66,460	61,088	9	37,379	57,952	52,431	71	30,427	47,168	36,522	34	34,901	54,111	43,973
Gates		n/a				n/a			1	24,980	32,356	24,980	1	32,765	42,440	32,765
Graham																
Granville		n/a				n/a			2	22,356	37,559	22,635	6	29,963	50,337	36,985
Greene		n/a				n/a			2	25,361	35,340	26,522	7	30,727	42,849	33,912
Guilford		n/a				n/a			152	29,338	49,875	35,659	56	35,661	60,623	46,731
Halifax		n/a				n/a				n/a				n/a		
Harnett	1	40,137	62,212	55,430	4	35,374	54,830	44,479	7	27,477	42,589	28,262	19	35,374	54,830	40,097

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.
	Haywood	1	41,837	62,757	62,823	9	36,662	54,994	41,217	6	25,545	38,317	26,133	9	33,573	50,359
Henderson		n/a			8	37,499	58,130	48,068	8	26,364	40,833	26,364	20	33,345	51,675	39,585
Hertford		n/a				n/a				n/a				n/a		
Hoke	1	43,103	60,904	53,830	3	39,096	55,241	43,152	7	25,201	35,609	25,832	9	33,772	47,720	36,369
Hyde	1	40,597	59,929	52,073		n/a				n/a				n/a		
Iredell	1	40,782	63,253	48,319	15	35,635	55,270	48,215	7	26,011	40,343	26,181	22	35,635	55,270	43,857
Jackson																
Johnston	1	42,673	72,433	56,234	8	37,394	55,193	42,922	12	28,715	42,384	28,670	5	37,394	55,193	42,515
Jones		n/a			1	part-time		\$26.96/hr.	1	25,400	32,007	25,400	3	30,538	38,499	no data
Lee	1	46,790	65,506	68,781	5	40,884	57,237	47,055	7	29,842	41,780	31,274	8	39,087	54,721	42,122
Lenoir	1	35,236	62,178	47,389	5	30,700	54,174	39,791	5	22,257	39,274	25,010	4	29,322	51,742	37,503
Lincoln	1	45,656	69,651	58,532	4	35,666	54,411	37,754	24	29,273	44,658	30,838	6	35,666	54,411	36,874
McDowell		n/a				n/a			3	25,620	37,668	25,938	11	28,296	41,592	33,258
Macon	1	39,758	59,640	51,106	7	33,345	51,517	37,026	2	23,246	34,870	23,246	2	31,152	46,727	36,837
Madison		n/a				n/a			2	23548	34560	23548	4	29336	42547	31433
Martin		n/a				n/a			2	23,175	37,050	23,761	8	25,334	40,500	30,477
Mecklenburg	13	46,613	93,404	67,221	59	36,344	93,404	45,206	203	31,019	56,848	34,653	236	43,731	93,404	50,295
Mitchell		n/a				n/a				n/a				n/a		
Montgomery	1	33,636	53,916	48,324	2	31,008	49,680	37,824	2	23,304	39,264	25,092	6	29,520	49,680	33,588
Moore	1	49,786	78,164	63,568	7	43,008	67,522	63,568		n/a			12	33,697	52,905	39,491
Nash		n/a			7	38,869	62,190	45,873		n/a			24	35,390	56,624	43,305
New Hanover	4	\$54,558	\$83,678	\$64,682	12	\$37,710	\$57,762	\$43,838	53	\$32,386	\$49,733	\$33,922	26	\$48,942	\$75,109	\$52,282
Northampton	1	39,335	69,411	55,580	1	33,979	59,959	38,444	2	24,148	42,612	24,148	11	24,148	42,612	35,726
Onslow	2	39,742	63,587	53,480	10	35,330	56,528	43,620	2	25,815	41,305	27,685	36	35,330	56,528	41,350
Orange	2	57,323	91,637	68,561	8	40,570	64,854	49,034	3	31,693	50,665	33,866	33	38,615	61,730	42,651
Pamlico	1	36,385	64,614	55,120	2	33,000	56,546	41,764	6	23,284	41,347	26,880	4	28,507	50,624	30,720
Pasquotank		n/a				n/a			8	23,631	33,083	25,411	8	32,493	45,491	38,992
Pender	1	42,402	67,844	53,877	3	36,629	58,606	45,477	1	27,333	43,733	27,333	9	36,629	58,606	37,989
Perquimans		n/a				n/a			1	23,936	36,251	23,936	1	31,170	47,203	33,547
Person	1	41,157	63,793	66,228	2	36,483	56,549	39,660		n/a			10	33,666	52,182	39,466
Pitt	2	48,098	76,022	58,419	8	41,789	66,048	47,367	7	28,719	45,389	32,041	28	38,048	60,136	43,199
Polk																
Randolph	2	45,490	70,304	53,259	10	39,437	60,736	45,070		n/a			12	35,984	55,245	40,572
Richmond	1	37,696	54,861	54,861	5	32,752	47,652	44,419	5	24,718	35,978	24,825	13	32,752	47,652	34,450
Robeson	1	44,971	55,765	46,770	7	36,009	44,652	43,211	87	27,046	33,538	29,210	41	36,009	44,652	41,770
Rockingham		n/a			6	36,809	55,214	40,757		n/a			18	33,783	50,675	38,499
Rowan	1	48,381	76,801	76,801	7	36,016	57,182	44,876		n/a			15	34,293	54,437	39,645
Rutherford		n/a				n/a				n/a				n/a		
Sampson																
Scotland	2	37,536	53,040	47,466	1	34,308	48,480	36,048	5	26,196	37,008	26,844	7	34,308	48,480	35,426
Stanly	1	38,677	58,017	56,316	4	33,796	50,695	40,170		n/a				n/a		
Stokes	1	38,515	62,716	47,940	3	34,240	55,755	37,604		n/a			6	27,060	44,063	28,800
Surry	2	38,796	65,208	55,596	5	34,020	56,892	45,600	37	27,600	45,216	30,926	19	32,616	54,300	37,067
Swain		n/a			3	29,384	43,302	37,132	2	22,565	33,254	23,753	3	29,384	43,302	31,431
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				n/a			3			30,756





**TABLE XXIV. PUBLIC HEALTH NURSE, PHYSICIAN EXTENDER, NUTRITIONIST**

January 2010

County	Office Assistant III/Processing Assistant II				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	38	\$22,530	\$36,045	\$26,438	7	\$43,599	\$69,758	\$55,706	3	\$59,333	\$94,932	\$77,155	4	\$32,037	\$51,261	\$37,112 <sup>2</sup>
Alexander	10	21,243	29,284	23,836	5	40,366	55,645	45,139	1	69,491	95,794	74,834		n/a		
Alleghany		n/a				n/a				n/a				n/a		
Anson	5	21,354	31,522	21,655	3	39,579	58,426	43,084		n/a				n/a		
Ashe	3	26,721	37,755	26,721		n/a				n/a				n/a		
Avery	2	22,221	30,987	22,443		n/a				n/a				n/a		
Beaufort	11	23,336	32,670	25,858	4	42,819	59,947	46,811		n/a			1	31,686	44,360	34,469
Bertie	4	21,866	32,279	23,332		n/a				n/a				n/a		
Bladen	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	12	21,621	34,594	25,604	2	48,499	77,598	56,111		n/a			2	32,373	51,797	35,963
Buncombe	60	23,271	33,147	28,465	39	45,066	64,061	54,969		n/a			3	30,309	43,098	34,503
Burke	15	22,108	34,270	24,178	6	37,815	58,616	42,397	1	55,875	86,606	55,875	2	31,110	48,223	36,351
Cabarrus		n/a				n/a				n/a				n/a		
Caldwell	10	20,188	33,647	22,682	15	39,069	65,116	43,316		n/a				n/a		
Camden		n/a				n/a				n/a				n/a		
Carteret	5	19,219	30,750	24,049	3	41,983	67,172	49,410	1	67,145	107,432	67,145 <sup>1</sup>	1	31,689	50,702	42,000 <sup>2</sup>
Caswell																
Catawba		n/a			27	43,894	68,103	46,987		n/a			4	34,402	53,352	42,640
Chatham	2	23,063	34,076	23,063	8	41,420	61,196	52,846		n/a				n/a		
Cherokee	8	22,187	33,659	27,245	4	38,669	63,271	32,051	1	52,335	87,270	69,802	1	27,408	42,577	27,408
Chowan		n/a				n/a				n/a				n/a		
Clay																
Cleveland	49	22,236	34,680	25,590	35	42,792	66,798	50,442		n/a			1	28,092	43,842	vacant
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	25,010	16	43,237	87,359	46,761	4	65,941	133,216	70,210 <sup>1</sup>	5	31,140	62,918	38,108 <sup>2</sup>
Cumberland	50	23,443	38,681	24,358	30	46,394	76,550	43,026	1	63,757	105,199	80,045	3	30,805	50,828	31,318
Currituck		n/a				n/a				n/a				n/a		
Dare																
Davidson	22	22,692	34,039	25,549	31	47,158	67,368	52,261	5	69,614	104,421	43,509 <sup>1</sup>	6	33,566	50,349	39,725 <sup>2</sup>
Davie	10	22,468	34,846	26,558	10	44,490	68,993	53,857	1	62,603	97,080	75,921	1	33,198	51,484	41,770
Duplin																
Durham	61	23,384	40,261	30,490	35	46,687	80,374	59,565	2	54,143	93,210	70,273		n/a		
Edgecombe	11	18,835	27,961	21,939	16	43,171	64,088	44,250		n/a				n/a		
Forsyth	109	22,040	35,816	23,524	15	45,260	73,547	56,587		n/a			13	34,212	55,594	42,860
Franklin	17	22,895	32,708	26,213	9	45,595	65,136	48,424		n/a			1	30,159	43,086	35,333
Gaston	18	21,593	33,479	28,463	16	40,034	62,066	52,437	2	52,672	81,623	56,622	6	30,427	47,168	34,484
Gates	1	24,980	32,356	25,482		n/a				n/a				n/a		
Graham																
Granville	5	21,289	35,767	28,084		n/a				n/a				n/a		
Greene	2	19,033	26,485	20,833	5	41,042	57,294	49,065	1	60,454	84,471	78,235	1	25,361	35,340	27,741
Guilford		n/a			46	45,513	77,372	56,251	13	70,606	120,030	80,134	5	35,661	60,623	38,593
Halifax		n/a				n/a				n/a				n/a		
Harnett	14	23,218	27,862	26,752	1	58,628	90,873	71,280 <sup>3</sup>	2	63,779	98,857	75,423 <sup>1</sup>	3	33,916	52,570	40,699 <sup>2</sup>
Haywood	6	22,800	30,069	23,417	13	41,837	62,757	44,393		n/a				n/a		

County	Office Assistant III/Processing Assistant II				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.
Henderson	23	22,523	34,925	25,487	20	43,875	68,016	49,402	1	55,517	86,054	57,486		n/a		
Hertford		n/a				n/a				n/a				n/a		
Hoke	24	22,858	32,298	24,016	3	45,258	63,949	47,549		n/a				n/a		
Hyde		n/a			5	40,597	59,929	45,576		n/a			1	37,319	55,090	39,931
Iredell	29	21,728	33,701	27,784	9	44,620	69,207	52,155	2	66,884	103,737	87,125	4	28,459	44,140	32,612
Jackson																
Johnston	13	24,077	35,541	25,638	7	42,673	72,433	46,010		n/a				n/a		
Jones		n/a			4	44,142	56,071	no data		n/a				n/a		
Lee	5	24,930	34,902	25,447	5	48,943	68,520	49,022	1	67,050	93,871	80,000	2	32,651	45,713	32,651
Lenoir	7	18,523	32,686	21,179	1	33,654	59,386	38,760		n/a				n/a		
Lincoln		n/a			8	39,369	60,060	49,587	1	82,579	125,980	125,979	2	35,666	54,411	37,023
McDowell	2	25,620	37,668	26,922		n/a				n/a				n/a		
Macon	9	19,125	28,687	24,475	4	39,758	59,640	42,258		n/a				n/a		
Madison	10	20,487	29,559	23,537	6	35,637	50,684	37,982		n/a				n/a		
Martin	7	19,454	31,099	22,335		n/a				n/a				n/a		
Mecklenburg		n/a			10	46,960	93,404	61,276		n/a			1	39,123	93,404	53,969
Mitchell		n/a				n/a				n/a				n/a		
Montgomery	11	20,280	34,164	25,679	6	38,124	61,092	43,592		n/a			1	26,436	42,408	27,240
Moore		n/a			4	45,158	70,899	50,838		n/a			1	27,723	43,526	no data
Nash	14	23,119	36,900	28,754	22	44,739	71,582	48,505	2	62,118	99,389	70,249	3	29,848	47,757	35,571
New Hanover		n/a			44	48,942	75,109	49,738	1	58,094	89,086	71,286	4	37,710	57,762	39,639
Northampton	6	19,867	35,057	25,323	15	41,301	72,881	44,453	1	64,072	113,063	90,531	1	30,820	54,385	44,637
Onslow	37	22,067	35,308	25,426	4	41,331	66,130	42,303		n/a			4	30,200	48,321	31,889
Orange	18	28,712	45,900	32,038	8	47,048	75,211	53,803		n/a			1			20,285
Pamlico		n/a			2	46,438	71,238	46,438	1	54,285	100,239	no data		n/a		
Pasquotank		n/a				n/a				n/a				n/a		
Pender	13	22,487	35,979	24,040	9	42,402	67,844	42,686	1	62,648	100,236	65,780	1	34,885	55,815	43,862 <sup>2</sup>
Perquimans		n/a				n/a				n/a				n/a		
Person	14	22,525	34,914	24,476	3	41,157	63,793	46,632		n/a				n/a		
Pitt	13	23,808	37,626	26,606	6	48,098	76,022	53,606		n/a				n/a		
Polk																
Randolph	28	22,818	34,341	25,370	13	47,736	73,819	53,648		n/a				n/a		
Richmond	16	21,457	31,257	22,093	10	41,421	60,234	49,492		n/a			2	31,257	45,474	34,179
Robeson	34	21,072	26,129	23,601	20	43,478	53,912	45,217		n/a				n/a		
Rockingham	17	23,731	35,597	27,913	9	42,092	63,138	46,849		n/a				n/a		
Rowan		n/a			7	46,058	73,114	51,057	2	71,697	113,817	83,917		n/a		
Rutherford		n/a				n/a				n/a				n/a		
Sampson																
Scotland	5	21,888	30,924	23,150	3	42,960	60,696	44,040		n/a			1	28,656	40,500	29,376
Stanly	12	21,555	31,188	27,260	7	42,318	63,477	43,143		n/a			1	30,921	46,333	33,160
Stokes	8	18,281	29,768	21,455	6	32,923	53,610	41,772	2	57,013	92,836	75,329 <sup>1</sup>	2	28,143	45,826	32,030 <sup>2</sup>
Surry	30	21,612	34,776	24,798	32	42,228	71,664	47,137	1	50,724	86,448	60,900	2	31,320	51,864	38,880 <sup>2</sup>
Swain	3	18,923	27,885	24,940	3	36,619	53,963	38,796		n/a				n/a		
Transylvania	7	23,254	34,882	26,083	9	43,846	65,769	44,856		n/a				n/a		
Tyrrell		n/a				n/a				n/a				n/a		
Union	33	23,543	35,314	27,151	7	47,999	71,998	54,175		n/a			3	32,162	48,244	38,780
Vance		n/a				n/a				n/a				n/a		

County	Office Assistant III/Processing Assistant II				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.
Wake		n/a			178	41,050	68,450	56,578	25	57,350	95,650	78,551	20	32,600	54,400	44,885
Warren	14	19,643	31,521	21,841	7	38,893	62,412	40,939		n/a			1	27,639	44,354	27,639
Washington	2	19,500	26,736	20,220		n/a				n/a				n/a		
Watauga	5	23,841	36,952	26,896		n/a				n/a				n/a		
Wayne	36	20,200	31,505	25,196	8	34,548	53,884	45,195		n/a			1	31,336	48,874	31,336
Wilkes	8	22,948	35,569	25,109	8	38,690	59,970	44,454	2	26,949	41,771	37,185	4	23,889	41,771	29,591
Wilson		n/a			30	43,416	73,392	48,606	2	66,156	111,864	no data	4	32,760	55,416	35,899 <sup>2</sup>
Yadkin	1	21,258	30,769	22,888	2	42,915	62,159	49,172		n/a				n/a		
Yancey		n/a				n/a				n/a				n/a		
1. Reports Physician Extender II																
2. Reports Nutritionist II																
3. Reports Public Health Nurse Director II																







**TABLE XXVI. COUNTY ENGINEER, CIVIL ENGINEER, AND CUSTODIAN**

January 2010

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	\$18,744			n/a	
Anson		n/a				n/a					n/a	
Ashe		n/a			1	29,106	41,124	38,187			n/a	
Avery		n/a			2			16,640			n/a	
Beaufort		n/a				n/a					n/a	
Bertie		n/a			3	19,272	28,449	21,758	2	\$22,806	\$33,666	\$22,806
Bladen		n/a				n/a			1	24,655	31,228	28,488
Brunswick		\$53,873	\$86,197	\$72,606	15	19,830	34,594	26,751	2	23,414	37,462	27,085
Buncombe		n/a				n/a					n/a	
Burke		n/a				n/a			1	21,057	39,673	21,057
Cabarrus		n/a			18	22,087	34,101	24,295	7	23,215	35,806	28,401
Caldwell		n/a			6	17,690	29,485	20,649			n/a	
Camden		n/a				17,347	26,022	14,999			n/a	
Carteret		55,637	89,019	88,145	7	19,219	30,750	21,666	1	27,397	43,835	29,240
Caswell												
Catawba		58,834	91,284	85,684		n/a					n/a	
Chatham		67,469	99,682	96,000	6	21,966	32,453	24,781			n/a	
Cherokee		n/a			3	17,971	26,083	22,535	3	17,971	26,083	21,190
Chowan		n/a			7	16,866	33,390	19,352	1	22,244	42,613	22,244
Clay												
Cleveland		n/a			4	17,604	27,456	19,782			n/a	
Columbus		n/a			7	15,235	31,179	19,458			n/a	
Craven		n/a			3	19,482	39,371	23,907	1	24,635	49,769	27,055
Cumberland	1	63,757	105,199	109,453	31	17,206	29,675	22,445	6	26,812	48,548	27,883
Currituck			100,290		4	22,000	30,154	25,695	3	27,357	37,656	28,558
Dare												
Davidson		n/a			3	17,728	26,593	22,161	7	27,656	41,484	34,571
Davie		n/a				n/a					n/a	
Duplin												
Durham		76,502	131,706	123,097		n/a			12	25,811	44,439	31,928
Edgecombe		n/a			3	15,496	23,003	17,190	4	17,085	26,630	17,596
Forsyth		82,694	134,378	117,291	44	16,571	26,928	19,457	28	20,818	33,829	21,235
Franklin		n/a			6	19,948	28,497	22,635			n/a	
Gaston	1	60,416	93,666	78,544		n/a			6	21,593	33,479	28,035
Gates		n/a			1	19,969	25,868	23,888	1	19,969	25,868	23,888
Graham												
Granville		n/a			2	18,397	30,906	26,649	2	21,289	35,767	25,892
Greene		n/a			3	16,517	22,957	19,690			n/a	
Guilford	1	58,088	98,749	93,439	7	22,987	39,078	27,946	2	22,987	39,078	34,119
Halifax		n/a				n/a			2	18,071	29,264	24,044
Harnett		n/a			5	20,463	31,718	25,188	3	23,218	35,988	29,125
Haywood	1	54,486	81,728	72,613	9	19,615	29,424	19,939	6	17,963	26,945	26,031
Henderson	1	66,602	103,251	103,500	5	23,109	35,818	26,021			n/a	
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	19,845	29,296	20,043			n/a	
Iredell		n/a				n/a					n/a	



County	County Engineer				Custodian				Grounds Maintenance Worker			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
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			3	19,629	24,500	19,629		n/a		
Lee		n/a			7	22,785	31,899	24,153	6	27,276	38,187	28,677
Lenoir		n/a				n/a				n/a		
Lincoln	1	55,627	84,863	58,461	7	20,717	31,605	23,833	3	24,025	36,652	24,630
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		n/a			1			16,640		n/a		
Martin		n/a			4	17,043	38,742	21,343		n/a		
Mecklenburg	1	59,784	133,266	78,490		n/a				parks maintenace technician		
Mitchell		n/a			1	19,438	27,768	23,260		n/a		
Montgomery		n/a			5	19,632	31,512	22,769	1	22,620	36,300	28,008
Moore	1	57,634	90,485	71,121	12	18,765	29,460	23,912		n/a		
Nash	1	59,273	94,837	79,751	6	22,155	35,448	26,422	1	23,119	36,900	24,275
New Hanover	1	78,770	120,869	79,432	25	23,566	36,192	25,548	19	23,566	36,192	25,327
Northampton		n/a			6	17,162	30,283	21,545	2	18,920	33,388	19,394
Onslow		n/a			16	17,440	27,904	23,340	13	22,950	36,720	26,129
Orange	1	77,092	123,243	vacant	18	26,011	41,584	28,101	4	28,712	45,900	30,080
Pamlico		n/a			4	18,742	33,282	20,875	1	22,826	40,145	22,826
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	2	26,031	41,650	29,026
Perquimans		n/a			4	17,589	26,636	20,125	1	25,013	37,880	28,956
Person		n/a			3	20,786	32,218	22,955	3	21,638	33,539	24,106
Pitt		69,989	110,617	vacant		n/a			4	21,678	34,260	24,834
Polk												
Randolph	1	69,794	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			5	18,219	27,329	16,387		n/a		
Rowan		n/a			3	19,022	30,173	23,404	4	24,305	38,580	25,872
Rutherford		n/a			5	20,637	31,095	20,792	1	35,648	53,712	35,648
Sampson												
Scotland	1	67,356	95,172	86,220	5	19,116	27,012	19,404	1	22,884	32,340	25,260
Stanly		n/a			1	18,834	28,252	23,809		n/a		
Stokes		n/a			2	17,578	28,623	21,026		n/a		
Surry		n/a			4	19,980	31,944	21,642	7	22,524	36,276	24,859
Swain		n/a			3	15,184	22,377	18,408	6	18,107	26,685	19,035
Transylvania	1	55,952	83,928	66,950	6	20,093	30,118	22,589		n/a		
Tyrrell		n/a				n/a						22,032
Union		n/a				n/a				n/a		
Vance		n/a			3	19,968	31,994	24,084	2	22,788	36,456	28,268
Wake		n/a				n/a			7	23,050	38,450	24,799
Warren		n/a			9	18,708	30,019	18,708	3	22,739	36,487	22,739
Washington		n/a			2	17,568	25,392	17,568	2	22,224	32,160	22,500
Watauga		n/a			8	21,833	36,952	25,649		n/a		
Wayne		n/a			15	18,322	25,919	19,397	2	18,322	28,576	20,568
Wilkes		n/a			3	18,771	38,545	23,020		n/a		
Wilson		n/a				n/a				n/a		
Yadkin		n/a			2	23,338	33,815	30,113		n/a		
Yancey		n/a			1	19,427	29,043	23,067	1	part-time		7,020

**TABLE XXVII. ZONING ENFORCEMENT OFFICER, ECONOMIC DEVELOPMENT DIRECTOR, TOURISM DIRECTOR, AND PUBLIC INFORMATION OFFICER**

January 2010														
	Zoning Code Enforcement Officer				Economic Development Director			Tourism Director			Public Information Officer			
County	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance		n/a			n/a			n/a				n/a		
Alexander		n/a			57,036	78,625	76,707	n/a				n/a		
Alleghany		n/a			n/a			n/a				n/a		
Anson		n/a			48,618	71,770	48,617	n/a				county manager		
Ashe	1	34,551	48,816	35,412	60,555	85,563	62,070	n/a				n/a		
Avery	1	32,831	45,784	32,831	n/a			n/a				n/a		
Beaufort		n/a			88,745	124,243	115,850	n/a				n/a		
Bertie		n/a			50,754	74,922	50,754	n/a				n/a		
Bladen		n/a			55,955	70,876	68,389	n/a				n/a		
Brunswick	2	34,165	54,664	39,960			95,400	n/a				county attorney		
Buncombe		n/a			n/a			n/a				n/a		
Burke	2	31,110	48,223	32,697	n/a			n/a				n/a		
Cabarrus	2	39,688	61,250	52,423	n/a			n/a			1	48,239	74,470	61,853
Caldwell		n/a			76,056	126,018	118,000	n/a			1	35,777	59,629	39,753
Camden		planning director			planning director			35,084	52,623	43,656		county manager		
Carteret	6	30,237	48,379	38,284	n/a			n/a				n/a		
Caswell														
Catawba	3	34,402	53,352	36,590	n/a			n/a			2	41,804	64,864	50,954
Chatham	1	34,076	50,436	35,412	n/a			41,420	61,196	56,737	1	61,196	90,414	81,011
Cherokee		n/a			n/a			n/a				n/a		
Chowan		n/a			n/a			n/a				n/a		
Clay														
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	139,610	69,105	139,610	vacant		n/a		
Cumberland	3	32,247	58,324	37,264	n/a			n/a			3	35,348	69,958	39,209
Currituck	2	34,500	47,657	36,239	63,072	87,663	65,554	50,574	70,164	62,527	1	39,858	55,160	41,403
Dare														
Davidson	3	33,566	50,349	43,202	n/a			n/a				n/a		
Davie		n/a			n/a			n/a				n/a		
Duplin														
Durham		n/a			n/a			n/a			1	76,502	131,706	95,515
Edgecombe		n/a			n/a			n/a				n/a		
Forsyth		n/a			n/a			n/a				n/a		
Franklin	1	34,615	49,450	39,863	65,841	94,060	73,224	n/a				n/a		
Gaston	3	30,427	47,168	39,804	79,491	128,228	117,216	49,180	76,239	63,932		n/a		
Gates		n/a			n/a			n/a				n/a		
Graham														
Granville	1	23,479	39,445	24,299	n/a			n/a				n/a		
Greene		n/a			49,796	69,550	61,999	n/a				n/a		
Guilford	3	32,545	54,897	44,042	n/a			n/a			1	41,282	70,179	42,508
Halifax		n/a			68,960	111,944	87,317	n/a				n/a		
Harnett	1	35,374	54,830	36,412	63,779	98,857	79,751	n/a				n/a		
Haywood		n/a			47,744	71,615	83,425	n/a			1	33,573	50,359	43,825

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.
Henderson	1	32,078	49,686	44,343	n/a			47,444	73,574	81,949	1	39,020	60,470	41,828
Hertford	2	32,946	51,066	44,417	44,151	68,434	57,714	n/a				n/a		
Hoke		n/a			n/a			n/a				n/a		
Hyde		n/a			n/a			n/a				n/a		
Iredell	1	35,635	55,270	39,966	n/a			n/a				n/a		
Jackson														
Johnston	2	34,240	50,545	35,516	72,368	122,835	vacant	n/a				n/a		
Jones		n/a			part-time		\$34.62/hr.	n/a				n/a		
Lee		n/a					97,207	n/a				n/a		
Lenoir		n/a			53,270	94,001	77,152	33,654	59,386	41,003		n/a		
Lincoln	1	32,312	49,294	37,506	n/a			n/a				n/a		
McDowell		n/a			county manager			31,254	45,942	34,950		n/a		
Macon		n/a			n/a			n/a				n/a		
Madison	1			33,500	n/a			n/a				n/a		
Martin		n/a			n/a					46,125		n/a		
Mecklenburg		n/a			77,061	133,266	96,000	n/a			18	43,233	93,404	56,138
Mitchell		n/a			n/a			n/a				n/a		
Montgomery		n/a			n/a			n/a				n/a		
Moore	2	33,697	52,905	37,484	n/a			n/a			1	39,009	61,244	48,925
Nash	4	35,390	56,624	46,197	n/a			42,690	68,304	50,644		n/a		
New Hanover	4	37,710	57,762	41,106	n/a			n/a			1	51,750	79,373	73,975
Northampton	1	41,301	72,881	46,729	52,713	93,018	88,534			6,000		n/a		
Onslow	4	29,039	46,462	34,475	n/a			n/a				n/a		
Orange	1	57,323	91,637	59,732	73,377	117,303	96,044	66,477	106,271	77,439	1	40,570	64,854	59,152
Pamlico		n/a			n/a			n/a				n/a		
Pasquotank	1	32,493	45,491	34,352	n/a			43,000	55,000	48,000		n/a		
Pender		n/a			n/a			40,383	64,613	49,500		n/a		
Perquimans		building inspector			n/a			n/a				n/a		
Person	2	33,666	52,182	43,592	n/a			n/a				n/a		
Pitt		n/a			97,174	153,585	106,729	n/a			1	50,408	79,669	51,626
Polk														
Randolph	1	32,802	50,149	36,858	n/a			50,149	77,522	55,245		n/a		
Richmond	1	24,718	35,978	30,520	87,747	128,241	vacant	n/a				n/a		
Robeson	1	31,528	39,095	39,095	58,416	72,435	70,098	n/a				n/a		
Rockingham	2	32,355	48,532	39,908	n/a			n/a			1	40,266	60,399	50,924
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														
Scotland		n/a			56,268	79,500	54,864	n/a				n/a		
Stanly	1	30,921	46,333	32,468	55,424	83,138	85,000	n/a				n/a		
Stokes	1	32,923	53,610	35,297	48,735	79,357	69,038	n/a				n/a		
Surry	2	30,012	49,572	33,660	55,596	94,872	71,664 <sup>1</sup>	economic development/assistant co. mgr				n/a		
Swain		n/a			30,707	45,252	33,300	30,707	45,252	38,000		n/a		
Transylvania		n/a			58,760	88,129	77,392	n/a				n/a		
Tyrrell		n/a			n/a			n/a				n/a		
Union		n/a			n/a			n/a			1	47,999	71,998	63,716
Vance	1	29,664	47,472	29,676	54,936	87,900	no data	42,192	67,500	62,196		n/a		

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.
Wake		n/a			n/a			n/a			1	70,100	116,900	83,000
Warren		n/a			47,273	75,859	vacant	n/a				n/a		
Washington		n/a			n/a					38,192		n/a		
Watauga		n/a			n/a			n/a				n/a		
Wayne	1	32,903	51,318	34,569	62,044	96,767	89,858	n/a			1	38,090	59,407	45,277
Wilkes	1	30,401	47,122	35,087	n/a			n/a				n/a		
Wilson		n/a			n/a			n/a				n/a		
Yadkin	1	23,338	33,815	24,516	n/a			n/a				n/a		
Yancey		n/a			n/a			n/a				n/a		
1. also assistant county manager														

**TABLE XXVIII. OFFICE ASSISTANT AND CUSTOMER SERVICE REPRESENTATIVE**

January 2010																				
County	Administrative Support Specialist				Office Assistant—Journey Level				Senior Administrative Support Specialist				Utility Customer Service Representative				Senior Utility Customer Service			
	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	2	\$23,185	\$34,226	\$30,313		n/a				1	\$25,173	\$37,160	\$32,488	2	\$22,251	\$32,846	\$22,251		n/a	
Ashe		n/a				n/a					n/a				n/a				n/a	
Avery		n/a				n/a					n/a				n/a				n/a	
Beaufort	4	26,119	36,567	31,349	3	23,336	32,670	24,892			n/a				n/a		2	24,809	36,624	24,809
Bertie		n/a			1	21866	32279	21762			n/a				n/a		1	33,312	49,175	34,151
Bladen		n/a				n/a					n/a				1	25,906	32,814	29,935	1	28,410
Brunswick	12	32,373	51,797	39,787	15	21,621	34,594	25,588	13	35,956	57,529	43,842	1	23,414	37,462	24,857	1	28,790	46,064	
Buncombe	21	23,271	33,147	28,020	27	25,427	36,174	30,435	7	30309	43098	37591		n/a			1	28,790	46,064	
Burke	4	24,376	37,784	26,489		n/a				9	25,595	39,673	27,680		n/a				n/a	
Cabarrus		n/a			6	26,861	41,471	30,607			n/a				n/a				n/a	
Caldwell		n/a				n/a					n/a				n/a				n/a	
Camden		n/a				n/a					n/a				20,688	31,217	23,447		22,591	33,885
Carteret	3	21,118	33,788	25,967	6	19,219	30,750	21,118	6	23,643	37,829	27,930		n/a				n/a		
Caswell																				
Catawba		n/a			46	24,430	37,915	28,496	15	29707	46088	35027		n/a				n/a		
Chatham	7	26,699	39,447	31,523		n/a			4	29,436	43,491	36,211	1	26,699	39,447	28,375	1	30,909	45,666	
Cherokee		n/a			1	22,187	33,659	30,081			n/a				n/a				n/a	
Chowan		n/a				n/a					n/a				1	21523	38652	25751		n/a
Clay																				
Cleveland		n/a			45	22,236	34,680	24,996			n/a				n/a				n/a	
Columbus		n/a				n/a					n/a			1	18,562	37,988	19,072	1	21,527	
Craven		n/a			4	25,813	52,159	28,043	2	34,203	69,105	49,797	2	25,813	52,159	29,098	1	28,353	57,289	
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	25,571	35,190	26,068	1	30,929	
Dare																				
Davidson	48	22,692	34,039	28,366		n/a			4	27656	41484	34570		n/a				n/a		
Davie	7	24771	38417	29820	1	21398	33187	30258	2	27,311	42,355	33,224		n/a			2	26,010	40,338	
Duplin																				
Durham	37	21,186	36,472	25,965	7	23,384	40,261	29,588	14	31449	54143	41117		n/a				n/a		
Edgecombe	3	22,895	33,988	24,385	5	18,835	27,961	22,578		n/a			1	22,895	33,988	26,792	1	22,895	33,988	
Forsyth	11	29,371	47,728	36,417	109	22,040	35,816	23,524	3	32,308	52,500	47,354		n/a				n/a		
Franklin	8	26,277	41,155	31,355	3	23,971	34,245	28,225	3	31,577	45,110	36,583	1	26277	37539	29872		n/a		
Gaston	12	20,161	31,257	27,849	6	23,126	35,853	30,643	10	28409	44043	34765		n/a				n/a		
Gates		n/a				n/a					n/a			1	20933	27113	20933		n/a	
Graham																				
Granville	2	25,890	43,493	39,297	4	22,356	37,559	28,121		n/a				n/a				n/a		
Greene		n/a				n/a					n/a				n/a				n/a	
Guilford	123	25,343	43,084	31,166		n/a			101	27941	47500	32959		n/a				n/a		
Halifax		n/a				n/a					n/a			2	26,827	43,549	32,529		n/a	
Harnett	10	26,344	40,883	29,855	1	24,216	37,535	29,255	7	28,659	44,421	34,644	5	27,477	42,589	29,162	1	29,892	46,333	
Haywood		n/a				n/a					n/a				n/a				n/a	
Henderson	1	22,523	34,925	33,072	2	24,356	37,791	32,721	11	27417	42471	34905		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				n/a				n/a	
Hyde		n/a				n/a					n/a			1	25,546	37,711	26,489	1	32,889	48,550
Iredell		n/a				n/a			6	28459	44140	37461		n/a				n/a		
Jackson																				
Johnston	17	26,294	38,812	28,811		n/a			14	28,715	42,384	32,323	2	28,715	42,384	29,587	1	30,007	44,292	
Jones		n/a			1	part-time		\$10/hr.		n/a			1	25400	32007	27791		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				n/a					n/a			6	25,242	38,508	28,459		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	3			24379	4			27827	5			34972		n/a				n/a		
Martin		n/a				n/a					n/a			1	22172	35444	22728		n/a	
Mecklenburg		n/a			185	26,280	56,848	32,894	163	29919	56848	38771		n/a				n/a		
Mitchell		n/a				n/a					n/a				n/a				n/a	

County	Administrative Support Specialist				Office Assistant—Journey Level				Senior Administrative Support Specialist				Utility Customer Service Representative				Senior Utility Customer Service			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Montgomery	5	21,288	34,164	24,270	6	26,436	42,408	30,628	1	27,468	44,088	33,984	2	22,620	36,300	24,564	1	27,468	44,088	35,748
Moore	19	27,723	43,526	35,652	15	21,723	34,105	26,297	7	39,009	61,244	48,085	2	27,723	43,526	30,743	1	30,565	47,987	37,922
Nash		n/a			3	29,848	47,757	30,962	3	27,412	43,859	33,239		n/a			1	29848	47757	33127
New Hanover	26	\$32,053	\$49,192	\$39,089	8	\$26,437	\$40,518	\$30,090		n/a				n/a				n/a		
Northampton	3	26,623	46,981	30,241	9	21,904	38,650	25,879	2	29,352	51,796	32,121	3	26623	46981	27289	1	26623	46981	50473
Onslow	2	26,848	42,957	40,684	1	20,402	32,644	21,776	14	27,922	44,675	36,719		n/a				n/a		
Orange	20	31,693	50,665	36,518	18	28,712	45,900	32,038	5	34984	55925	42929		n/a				n/a		
Pamlico		n/a				n/a				n/a			3	25,959	38,220	28,031	1	25,856	45,916	32,521
Pasquotank	7	24,897	36,628	30,209	14	21,099	33,083	28,668		n/a			3	21,099	34,856	27,831	1	26,163	36,628	37,473
Pender		n/a				n/a			3	33,223	53,157	42,133	2	23,611	37,778	24,286	1	31,641	50,626	35,439
Perquimans		n/a				n/a				n/a			1.5	22949	34756	27639		n/a		
Person	3	25,411	39,387	29,348	3	22,525	34,914	24,536	8	27538	42684	30688		n/a				n/a		
Pitt	7	31,540	49,855	35,284	13	23,808	45,389	30,125	7	34644	54752	42587		n/a				n/a		
Polk																				
Randolph	1	22,818	34,341	25,522	6	23,858	43,347	29,949	6	28600	47736	35728		n/a				n/a		
Richmond	4	21,457	31,257	26,798		n/a			4	27,156	39,517	31,096	1	19,569	28,461	26,521	1	21,457	31,257	21,457
Robeson		n/a				n/a				n/a			7	24,060	29,834	25,575	1	44,971	55,765	55,765
Rockingham		n/a				n/a				n/a				n/a				n/a		
Rowan	33	22,039	34,969	23,627	25	24,305	38,580	27,611	9	26818	42571	33659		n/a				n/a		
Rutherford		n/a			7	26,811	40,478	27,962		n/a				n/a				n/a		
Sampson																				
Scotland	12	25,044	38,712	27,123	10	23,940	33,828	24,977	5	25044	44304	35818		n/a				n/a		
Stanly		n/a				n/a				n/a			1	23,583	35,374	30,615	1	26,989	40,484	35,822
Stokes	3	25,019	40,739	30,606		n/a			2	27060	44063	37000		n/a				n/a		
Surry	4	21,612	34,776	26,060	18	23,544	37,872	26,781		n/a				n/a				n/a		
Swain	7	21,594	31,822	24,560	2	20,663	30,451	21,860	4	20663	30451	23337		n/a				n/a		
Transylvania	7	23,254	34,882	25,210	4	32,718	49,067	35,755	3	29681.6	44512	33425.6		n/a				n/a		
Tyrrell		n/a				n/a				n/a				n/a				n/a		
Union	4	25,745	42,171	32,167	9	30,759	46,138	36,770	3	33,622	50,434	42,641	6	29,409	44,144	31,764		n/a		
Vance	2	22,788	36,456	25,554	7	20,868	36,456	24,821	6	24876	39804	28422		n/a				n/a		
Wake	155	23,050	38,450	30,725	44	25,500	42,500	37,879	9	28700	47800	40750		n/a				n/a		
Warren	10	19,643	31,521	22,388	1	21,657	34,752	26,886	2	21,657	34,752	27,568	1	23876	38314	vacant		n/a		
Washington		n/a			1	19,500	26,736	20,940		n/a			1	20,352	29,448	20,352	1	32,436	46,992	38,580
Watauga	9	29,710	46,051	33,514		n/a			5	32445	50290	44031		n/a				n/a		
Wayne	19	20,200	31,505	25,227	10	27,070	42,219	33,806	4	22270	34734	27812		n/a				n/a		
Wilkes	1	22,948	35,569	26,193	4	21,176	32,823	25,593	6	24868	38545	28691		n/a				n/a		
Wilson		n/a				n/a				n/a			1	28,488	48,132	31,442		n/a		
Yadkin		n/a				n/a				n/a				n/a				n/a		
Yancey		n/a				n/a				n/a				n/a				n/a		

**TABLE XXIX: RISK MANAGER AND SAFETY COORDINATOR**

January 2010

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	\$51,767	n/a		
Alexander	\$31,533	\$43,469	\$40,365	n/a			Jones	n/a			n/a		
Alleghany	n/a			n/a			Lee	n/a			n/a		
Anson	n/a			n/a			Lenoir	n/a			emergency services director		
Ashe	n/a			n/a			Lincoln	n/a			n/a		
Avery	n/a			n/a			McDowell	n/a			n/a		
Beaufort	n/a			n/a			Macon	n/a			n/a		
Bertie	n/a			n/a			Madison	n/a			n/a		
Bladen	n/a			n/a			Martin	n/a			n/a		
Brunswick	50,290	80,464	59,227	risk manager			Mecklenburg	n/a			n/a		
Buncombe	47,071	66,974	62,942	\$43,098	\$61,298	\$5,6226	Mitchell	n/a			n/a		
Burke	n/a			n/a			Montgomery	n/a			\$45,396	\$72,720	\$52,548
Cabarrus	45,931	70,903	59,781	n/a			Moore	43008	67522	50936	n/a		
Caldwell	human resources director			31,351	52,252	34,835	Nash	n/a			40,735	65,176	46,206
Camden	human resources director			human resources director			New Hanover	51,750	79,373	51,750	48,942	75,109	55,398
Carteret	40,059	64,095	50,820	n/a			Northampton	n/a			n/a		
Caswell							Onslow	50,286	80,458	51,287	n/a		
Catawba	50,815	78,845	61,892	risk manager			Orange	44,781	71,588	vacant	n/a		
Chatham	n/a			32,453	47,948	44,096	Pamlico	n/a			n/a		
Cherokee	n/a			n/a			Pasquotank	n/a			n/a		
Chowan	n/a			n/a			Pender	n/a			emergency management director		
Clay							Perquimans	n/a			building inspector		
Cleveland	n/a			n/a			Person	n/a			36,483	56,549	47,700
Columbus	n/a			n/a			Pitt	50,408	76,669	66,782	n/a		
Craven	49,769	100,551	58,661	n/a			Polk						
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							Robeson	n/a			n/a		
Davidson	47,158	70,736	55,702	risk manager			Rockingham	43,947	65,921	61,227	n/a		
Davie	38,431	59,599	49,021	n/a			Rowan	26,309	41,763	28,729	n/a		
Duplin							Rutherford	n/a			33,919	51,107	33,919
Durham	42,298	72,816	59,269	42,298	72,816	59,269	Sampson						
Edgecombe	n/a			n/a			Scotland	39,264	55,476	42,288	n/a		
Forsyth	62,296	101,231	70,449	43,531	70,738	67,038	Stanly	n/a			n/a		
Franklin	n/a			n/a			Stokes	n/a			n/a		
Gaston	34,901	54,111	54,111	n/a			Surry	n/a			human resources director		
Gates	n/a			n/a			Swain	33,533	49,416	41,123	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	n/a		
Guilford	67,244	114,314	95,335	43,346	73,688	62,372	Vance	n/a			n/a		
Halifax	n/a			n/a			Wake	63,550	105,950	vacant	38,600	64,400	vacant
Harnett	45,539	70,585	54,648	risk manager			Warren	n/a			n/a		
Haywood	n/a			n/a			Washington	n/a			n/a		





**TABLE XXX. SOCIAL SERVICES ATTORNEY**

January 2010							
County	Full-Time Salary	Retainer	Fees	County	Full-Time Salary	Retainer	Fees
Alamance	\$68,208			Johnston	n/a		
Alexander	66,144			Jones	n/a		
Alleghany			\$90/hr.	Lee	n/a		
Anson			51,478	Lenoir			294,290
Ashe	75,762			Lincoln	66,234		
Avery	n/a			McDowell	n/a		
Beaufort	68,084			Macon			60,000
Bertie			32,108	Madison	n/a		
Bladen	n/a			Martin			12,086
Brunswick			75,987	Mecklenburg	see county attorney		
Buncombe	78,471			Mitchell			23,214
Burke	60,740			Montgomery	70,656		
Cabarrus	98,341			Moore	n/a		
Caldwell	62,647			Nash	78,676		
Camden	n/a			New Hanover	3 positions—\$69,776		
Carteret	55,637			Northampton	n/a		
Caswell				Onslow	2 positions—\$56,565–\$101,805 ranges		
Catawba	77,113			Orange	n/a		
Chatham			189,250	Pamlico	n/a		
Cherokee			76,756	Pasquotank	n/a		
Chowan			65,279	Pender	n/a		
Clay				Perquimans			7,339
Cleveland	89,082			Person	n/a		
Columbus	n/a			Pitt	n/a		
Craven	72,419			Polk			
Cumberland	\$67,224—4 positions and \$86,982—1 position			Randolph	\$63,794 and \$57,907—2 positions		
Currituck	n/a			Richmond	n/a		
Dare				Robeson	n/a		
Davidson	\$63,113-94,670			Rockingham	61,242		
Davie		18,000	145,744	Rowan	\$64,983-\$103,155—2 positions		
Duplin				Rutherford			97,606
Durham	115,126			Sampson			
Edgecombe	n/a			Scotland			58,190
Forsyth	n/a			Stanly	69,186		
Franklin	n/a			Stokes	87,311		
Gaston	\$74,274—3 positions			Surry			46,082
Gates			6,558	Swain	n/a		
Graham				Transylvania			112,389
Granville	no data			Tyrrell	n/a		
Greene	n/a			Union	n/a		\$100-\$140/hr.
Guilford	n/a			Vance	n/a		
Halifax	87,317			Wake	n/a		
Harnett	76,535			Warren	14,670		
Haywood	78,253			Washington	n/a		
Henderson	assistant county attorney			Watauga	n/a		
Hertford	n/a			Wayne	n/a		
Hoke	66,987			Wilkes			216,143
Hyde	n/a			Wilson	no data		
Iredell	\$55,442-90,644—2 positions			Yadkin	68,208		
Jackson				Yancey	63,449		

**TABLE XXXI. NORTH CAROLINA COOPERATIVE EXTENSION SERVICE COUNTY EXTENSION DIRECTOR**

January 2010

County Extension Director		County Extension Director		County Extension Director	
County	Actual	County	Actual	County	Actual
Alamance	74087	Forsyth	86023	Onslow	72593
Alexander	79765	Franklin	See Warren *	Orange	See Caswell *
Alleghany	See Yadkin *	Gaston	69149	Pamlico	73495
Anson	70839	Gates	88149	Pasquotank	86507
Ashe	61908	Graham	66340	Pender	53561 *
Avery	65021	Granville	75595	Perquimans	80384
Beaufort	79575	Greene	vacant *	Person	75339
Bertie	84137	Guilford	See Forsyth *	Pitt	85964
Bladen	59528 *	Halifax	67925	Polk	59216
Brunswick	77177	Harnett	56000	Randolph	84040
Buncombe	72395	Haywood	73374	Richmond	39583
Burke	75399	Henderson	65352 *	Robeson	77894
Cabarrus	67031	Hertford	Gates *	Rockingham	61652
Caldwell	See Alexander *	Hoke	59592	Rowan	73603
Camden	38023 *	Hyde	78256	Rutherford	See Cleveland *
Carteret	59957 *	Iredell	101946	Sampson	79997
Caswell	76660	Jackson	43185 *	Scotland	77786
Catawba	73297 *	Johnston	72618	Stanly	70003
Chatham	See Randolph *	Jones	74068	Stokes	52000
Cherokee	78780	Lee	76041	Surry	72068 *
Cherokee Reservation	71311	Lenoir	69578	Swain	See Jackson *
Chowan	58810	Lincoln	77552	Transylvania	72842
Clay	See Macon *	Macon	47216 *	Union	80184
Cleveland	79856	Madison	64840	Vance	60000
Columbus	41120 *	Martin	72447	Wake	85932
Craven	80224	McDowell	70153	Warren	63514
Cumberland	47552 *	Mecklenburg	61845 *	Washington	55029
Currituck	75835 *	Mitchell	63948	Watauga	59093 *
Dare	70678	Montgomery	51500	Wayne	84949
Davidson	vacant	Moore	66488	Wilkes	80174 *
Davie	75278	Nash	75928	Wilson	73769
Duplin	52485 *	New Hanover	See Brunswick *	Yadkin	76689
Durham	64037	Northampton	55601 *	Yancey	See Mitchell *
Edgecombe	63972				

\* - Incumbant is serving as Interim Director

Note: These salaries represent the full salaries for these positions—whether county funded, state funded, or shared.

Source: North Carolina Cooperative Extension Service, North Carolina State University

**TABLE XXXII. HOLIDAYS AND VACATION LEAVE**

January 2010														Vacation Carryover
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		
Alamance	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 13 days after 6 years, 16 days after 11 years, 21 days after 16 years, 25 days after 21 years	30
Alexander	11	X	X	X	X	X	X	X	X	X	2		11.75 days during first year, 13.76 after 2 years 16.76 days after 5 years, 19.76 days after 10 years, 22.76 days after 15 years, 25.76 days after 20 years	30
Alleghany	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	10	X	X	X	X	X	X		X	X	X	1-2	10.7 days during first year, 12.8 days after 2 yearsS, 16 days after 5 years, 19.2 days after 10 years, 22.4 days after 15 years	
Ashe	13	X	X	X	X	X	X	X	X	X	3	1	5 days during first year, 10 days after 1 year, 15 days after 3 years, 20 days after 10 years, 25 days after 15 years, 30 days after 20 years	30
Avery	11	X	X	X	X	X	X	X	X	X	2		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30
Beaufort	11 - 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 1 year, 18 days after 8 years	30
Bertie	11	X	X	X	X	X	X	X	X	X	2		8 days during first year, 10 days after 2 years, 15 days after 5 years, 17 days after 9 years, 22 days after 15 years, 25 days after 25 years	30
Bladen	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Brunswick	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Buncombe	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 16 days after 5 years, 19 days after 10 years, 22 days after 15 years, 25 days after 20 years	varies 1
Burke	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 2 years, 18 days after 5 years, 21 days after 10 years, 24 days after 15 years, 27 days after 20 years	30
Cabarrus	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 13 days after 5 years, 15 days after 10 years, 17 days after 15 years, 20 days after 20 years	30
Caldwell	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years 22.75 days after 15 years, 25.75 days after 20 years	30
Carteret	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years	30
Caswell														
Catawba	11	X	X	X	X	X	X		X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Chatham	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 15 days after 3 years, 18 days after 6 years, 21 days after 12 years, 25 days after 18 years	
Cherokee	13-14	X	X	X	X	X	X	X	X	X	2-3	2	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Chowan	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Clay														
Cleveland	11	X	X	X	X	X	X	X	X	X	2		7 days during first year, 8 days after 2 years, 10 days after 5 years, 12 days after 10 years, 14 days after 15 years, 16 days after 20 years	30
Columbus	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Craven	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 20 years	30
Cumberland	12	X	X	X	X	X	X	X	X	X	3		9 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Currutuck	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years,	30

Holidays													Vacation Carryover	
County	(Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Max
													23 days after 15 years, 26 days after 20 years	
Dare		X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 3 years, 15 days after 6 years, 18 days after 9 years	30
Davidson	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Davie	12.5	X	X	X	X	X	X	X	X	X	3	0.5	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Duplin		X	X	X	X	X	X	X	X	X	2	1	11.87 days during first year, 13.87 days after 2 years, 16.87 days after 5 years, 19.87 days after 10 years, 22.87 days after 15 years, 25.87 days after 20 years	30
Durham	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
Edgecombe	11	X	X	X	X	X	X	X	X	X	2		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
Forsyth	10.5	X	X	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, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Gates	13	X	X	X	X	X	X	X	X	X	3	1	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Graham		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
Granville	12	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
Greene	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Guilford	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 23 days after 20 years	no limit
Halifax	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, 22 days after 15 years	30
Harnett	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Haywood	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
Henderson	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Hertford	11	X	X	X	X	X	X	X	X	X	3		11.5 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 25.5 days after 20 years	30
Hoke	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 15 days after 4 years, 18 days after 15 years, 20 days after 20 years	30
Hyde	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 13 days after 2 years, 17 days after 5 years, 19 days after 10 years, 23 days after 15 years, 25 days after 20 years	30
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, 21 days after 15 years, 24 days after 20 years	30
Jackson		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
Johnston	12 or 13	X	X	X	X	X	X	X	X	X	2-3	1	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
Jones	12	X	X	X	X	X	X	X	X	X	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
Lee	11 or 12	X	X	X	X	X	X	X	X	X	2-3		15.75 days during first year, 18.75 days after 5 years, 21.75 days after 10 years, 24.75 days after 15 years, 27.75 days after 20 years	30
Lenoir	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Lincoln	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 17 days after 10 years, 21 days after 15 years, 24 days after 20 years	30

Holidays													Vacation	
County	(Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Max
McDowell	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Macon	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
Madison	11	X	X	X	X	X	X	X	X	X	2		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30
Martin	11	X	X	X	X	X	X	X	X	X	2		11.5 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 25.5 days after 20 years	30
Mecklenburg	10	X	X	X	X	X	X		X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Mitchell	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Montgomery	14	X	X	X	X	X	X	X	X	X	4	1	12 days during first year, 15 days after 2 years, 18 days after 5 years, 21 days after 10 years, 24 days after 15 years, 27 days after 20 years, 30 days after 25 years	30
Moore	11 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	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 24 days after 20 years	All
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	32
Onslow	12	X	X	X	X	X	X	X	X	X	2		13.5 days during first year, 16.5 days after 5 years, 19.5 days after 10 years, 21 days after 15 years, 22.5 days after 20 years	30
Orange	11	X	X	X	X	X	X		X	X	3		12 days during first year, 14.4 days after 2 years, 18 days after 5 years, 21.6 days after 10 years, 25.2 days after 15 years, 28.8 days after 20 years	30
Pamlico	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	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	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 21 days after 20 years	30
Pitt	11 or 12	X	X	X	X	X	X	X	X	X	2-3		11.63 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Poik														
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	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 14 days after 2 years, 17 days after 5 years, 19 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Robeson	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 15 years, 24 days after 20 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, 23 days after 15 years, 26 days after 20 years	30
Rowan	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
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

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			
														15 days after 5 years, 18 days after 10 years, 21 days after 15 years	
Sampson															
Scotland	14	X	X	X	X	X	X	X	X	X	2	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Stanly	11	X	X	X	X	X	X	X	X	X	2			10 days during first year, 12 days after 2 years, 14 days after 5 years, 16 days after 10 years, 18 days after 15 years, 20 days after 20 years	30
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, 22.5 days after 15 years, 25.5 days after 20 years	30
Swain	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
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	X	3			6 days during first year, 12 days after 1 year, 15 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years	30
Union	11 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
Vance	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	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
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	30
Washington	12-13	X	X	X	X	X	X	X	X	X	2-3	1		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years, 27 days after 25 years	30
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, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Yadkin	11	X	X	X	X	X	X	X	X	X	2			3.75 days during first year, 12 days after 1 year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Yancey	12	X	X	X	X	X	X	X	X	X	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

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 2010

County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave		Excess	County Sick Leave Applies		
	Annual Leave	Sick Leave	Holidays	Health Insurance	Earned Days	Carryover Max	Annual Converted	Public Health	Social Services	Cooperative Extension
Alamance	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Alexander	yes	yes	yes	yes	no data	no data	yes	no data	no data	no data
Alleghany	no	no	no	no	12	no limit	yes	no	yes	no
Anson	no	no	no	no	12	no limit	yes	yes	yes	no
Ashe	no	no	no	no	12	no limit	yes	no	yes	no
Avery	yes	yes	yes	no	12	no data	yes	no	no	no
Beaufort	no	no	no	no	12	no limit	yes	yes	yes	yes
Bertie	yes	yes	no	yes	12	no 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 data	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	no	no	no	no	12	no data	yes	yes	yes	no
Camden	yes	yes	yes	no	no data	no limit	yes	no	yes	no
Carteret	yes	yes	no	no	12	no limit	yes	yes	yes	no
Caswell										
Catawba	yes	yes	yes	yes	12	no data	yes	yes	yes	yes
Chatham	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Cherokee	no	no	no	no	12	no limit	yes	yes	yes	no
Chowan	yes	yes	yes	no	12	no limit	yes	no	yes	no
Clay										
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										
Davidson	yes	yes	yes	no	12	no limit	yes	no	no	no
Davie	no	no	no	no	12	no limit	yes	yes	yes	no
Duplin										
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	no	no	no	no	12	no data	yes	no	yes	no
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	yes	no	12	no limit	yes	yes	yes	yes
Harnett	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Haywood	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
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	n/a	yes	yes	yes	yes
Hyde	yes	yes	no	no	12	no limit	yes	yes	yes	yes

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
Iredell	no	no	no	no	12	10 days	yes	yes	yes	no
Jackson										
Johnston	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Jones	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Lee	yes	yes	yes	no	12	no data	no data	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	yes	yes	yes	no	12	no data	yes	yes	yes	yes
Martin	yes	yes	yes	no	12	no limit	yes	no	yes	yes
Mecklenburg	yes	yes	no	no	12	no limit	yes	yes	yes	yes
Mitchell	yes	yes	yes	yes	12	no data	yes	no	yes	no
Montgomery	yes	yes	yes	yes	15	no limit	yes	yes	yes	no
Moore	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Nash	yes	yes	yes	yes 1	no data	no limit	yes	yes	yes	no
New Hanover	yes	yes	yes	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	yes
Pamlico	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Pasquotank	yes	yes	no	no	12	no limit	yes	no	yes	no
Pender	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Perquimans	yes	yes	yes	no	12	no limit	yes	no	yes	no
Person	no	no	no	no	12	no limit	yes	yes	yes	yes
Pitt	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Polk										
Randolph	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Richmond	no	no	no	no	12	no limit	yes	yes	yes	no
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										
Scotland	no	no	no	no	12	no limit	yes	yes	yes	no
Stanly	no	no	no	no	12	no limit	yes	yes	yes	no
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	no
Transylvania	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Tyrrell	no	no	no	no	12	no limit	yes	no	yes	no
Union	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Vance	yes	yes	yes	yes	12	no limit	yes	no	no	no
Wake	yes	yes	yes	yes	12	no limit	yes	no	yes	no
Warren	yes	yes	yes	no	8	no limit	yes	yes	yes	no
Washington	yes	yes	no	no	11	no limit	yes	no	yes	no
Watauga	yes	yes	yes	yes	12	no limit	yes	no	yes	no
Wayne	yes	yes	no	no	12	no data	yes	yes	yes	yes
Wilkes	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Wilson	no	no	no	no	12	no limit	yes	yes	yes	no



	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave		Excess	County Sick Leave Applies		
	Annual	Sick		Health	Earned	Carryover	Annual	Public	Social	Cooperative
County	Leave	Leave	Holidays	Insurance	Days	Max	Converted	Health	Services	Extension
Yadkin	no	no	no	no	8	no limit	yes	no	no	no
Yancey	yes	yes	yes	no	12	no limit	yes	no	no	no
1 . Health Insurance if work 30 hours or more schedule										

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

January 2010

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	55.0¢	\$30.00	\$30.00	1055	1018	no	n/a	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years
Alexander	55.0¢	38	38	no data	no data	no data	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	106	104	yes	both <sup>4</sup>	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years
Anson	IRS	29	29	256	250	yes	both	1.0% after 3 years; 2.0% after 5 years;  4.0% after 10 years; 6% after 15 years; 8.0% after 20 years, max \$1,200
Ashe	58.5¢	actual costs	actual costs	182	175	yes	cash	2.5% Increase (one-step) after 4, 7, 9, 11 and 13 years
Avery	45.0¢	36	36	164	164	yes	time off	1.0% after 10 years; 2.0% after 15 years; 3.0% after 20 years; 4.0% after 25 years
Beaufort	no data	31.75	31.75	403	396	yes	no data	none
Bertie	55.0¢	38	38	138	137	yes	time off	\$200 after 0 years; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years \$1000 after 20 years
Bladen	IRS	21	26	no data	no data	yes	no data	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¢	46	46	980	937	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	640	619	no	n/a	2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years
Cabarrus	58.5¢	39	39	1030	no data	yes	no data	none
Caldwell	55.0¢	no data	no data	520	520	yes	cash	\$450 after 5 years then \$50 more each subsequent year
Camden	no data	21	21	80	79	no	n/a	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	55.0¢	44	44	402	396	yes	time off	\$50 first year plus \$20 for each additional year of service
Caswell								
Catawba	no data	35	35	no data	no data	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	50.5¢	30	30	450	423	yes	both <sup>14</sup>	none
Cherokee	55.0¢	30	30	292	280	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

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Chowan	55.0¢	no data	no data	no data	134	yes	cash	none
Clay								
Cleveland	49.0¢	34	36.25	765	743	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Columbus	no data	30	30	no data	no data	yes	time off	1.00% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years 4.50 after 25 years
Craven	55.0¢	actual cost	actual cost	620	603	yes	cash	none
Cumberland	58.5¢	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;
Currituck	55.0¢	39	46	356	348	no	n/a	4.0% after 5 years; 6.0% after 8 years; 8.0% after 11 years; 10.0% after 14 years; 12.0% after 17 years
Dare								
Davidson	50.0¢	40	40	1636	1113	yes	cash	\$35 per year after 3 years; \$50 per year after 10 years; \$75 after 20 years
Davie	40.0¢	actual cost	actual cost	315	311	yes	cash	\$50 after first year, \$30 additional per year after first year
Duplin								
Durham	55.0¢	35	35	1937	1833	yes	both	\$400 after 5 years; \$500 after 10 years; \$600 after 15 years; \$700 after 20 years; \$800 after 25 years
Edgecombe	40.5¢	actual cost	actual cost	no data	no data	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
Forsyth	58.5¢	35	45	2422	no data	yes	time off	\$680 after 7 years, increases \$40 per year to maximum of \$2000
Franklin	IRS	30	68	439	430	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	55.0¢	28	28	1498	1462	no data	no data	1.5% after 8 years; 2.5% after 11 years; 3.5% after 14 years; 4.5% after 17 years; 5.0% after 20 years
Gates	IRS	34	34	86	86	no data	no data	none
Graham								
Granville	38.0¢	actual cost	actual cost	308	301	yes	no data	none
Greene	no data	no data	no data	180	179	yes	cash	none
Guilford	55.0¢	49	64	2559	2462	yes	time off	\$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000
Halifax	44.0¢	29	39	no data	no data	yes	cash	2.0% after 5 years; 3.0% after 10 years

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Harnett	55.0¢	28	28	1008	984	yes	time off	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Haywood	55.0¢	39	39	538	538	yes	cash	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	55.0¢	actual cost	actual cost	757	727	no	n/a	none
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	no data	25	25	417	405	no	n/a	none
Hyde	no data	no data	no data	120	115	yes	no data	\$200 after 0 years; \$400 after 5 years;
								\$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years
Iredell	IRS	no data	no data	943	no data	yes	cash	none
Jackson								
Johnston	55.0¢	actual cost	actual cost	unknown	1004	yes	both	\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years
Jones	45.0¢	no data	no data	no data	no data	no	n/a	none
Lee	55.0¢	39	39	345	342	yes	both	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	55.0¢	actual cost	actual cost	no data	no data	yes	no data	1.0% after 5 years; 1.5% after 10 years;
								2.0% after 15 years; 2.5% after 20 years; 3.0% after 25 years
Lincoln	55.0¢	35	35	664	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	379	371	no	n/a	1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Madison	44.0¢	30.5	30.5	219	216	yes	time-off	none
Martin	IRS	actual cost	actual cost	224	221	yes	both	\$300 after 5 years; \$400 after 10 years;
								\$500 after 15 years; \$600 after 20 years; \$700 after 25 years; \$800 after 30 years
Mecklenburg	no data	actual cost	actual cost	5027	4739	no data	no data	25.0% of bi-wkly after 10 years; 50.0% of bi-wkly after 15 years;
								75.0% of bi-wkly after 20 years; 100.0% of bi-wkly after 25 years Program being phased out 07/2004.
Mitchell	40.5¢	no data	no data	no data	no data	no data	no data	1.0% after 10 years; 1.5% after 15 years;
								2.0% after 20 years; 2.25% after 25 years;
Montgomery	55.0¢	30.5	32.5	239	226	yes	cash	1.5% after 5 years; 2.5% after 10 years;
								3.5% after 15 years; 4.5% after 20 years; 5.5% after 25 years; 6.5% after 30 years
Moore	IRS	39	39	654	624	yes	cash	1.0% after 3 years; 2.0% after 6 years;
								3.0% after 11 years; 4.0% after 16 years;

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Nash	58.5¢	no data	no data	643	599	yes	no data	5.0% after 21 years 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	1631	1490	yes	cash	2 none
Northampton	43.0¢	actual costs	actual costs	284	273	yes	cash	15 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	1090	997	yes	cash	13 none
Orange	55.0¢	41	47	908	824	yes	both	3 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Pamlico	no data	46	46	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	55.0¢	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	no data	30	30	359	348	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	124	124	yes	cash	10 none
Person	55.0¢	28	28	402	388	yes	cash	8 \$50 after 1 year; \$100 after 2 years; 1.0% after 5 years; 2.0% after 10 years; 3.25% after 15 years; 4.50% after 20 years; 5.75% after 25 years
Pitt	no data	no data	no data	900	no data	yes	no data	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Polk								
Randolph	IRS	25	25	736	736	yes	cash	11 none
Richmond	IRS	30	30	360	358	yes	cash	15 \$100 after 5 years; \$250 after 10 years; \$350 after 15 years; \$500 after 20 years
Robeson	40.0¢	28	30	1113	1046	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	55.0¢	32	32	646	629	yes	both	16 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	55.0¢	36	36	772	755	yes	time off	12 none
Rutherford	no data	no data	no data	411	no data	yes	no data	\$50 after 1 year, 0.5% after 5 years; 0.75% after 10 years; 1.125% after 15 years; 1.25% after 20 years; 2.25% after 25 years
Sampson								
Scotland	45.0¢	IRS guideline	IRS guidelines	no data	no data	yes	cash	7 \$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years;

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Stanly	55.0¢	26	26	461	444	yes	no data	\$700 after 25 years 1.5% after 5 years; 2.25% after 10 years; 3.25% after 15 years; 4.5% after 20 years 5.25% after 25 years
Stokes	41.0¢	30.5	30.5	303	292	yes	time off <sup>16</sup>	1.0% after 6 months and annually; 1 step increase at 4,6,8 years; 2 steps at 10,15,20,25 years
Surry	55.0¢	IRS guideline	IRS guidelines	935	878	yes	both <sup>16</sup>	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Swain	no data	no data	no data	230	229	yes	cash <sup>1</sup>	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Transylvania	41.0¢	40	40	313	309	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	55.0¢	no data	no data	82	82	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Union	no data	no data	no data	981	940	yes	no data	none
Vance	55.0¢	actual cost	actual cost	348	315	yes	cash <sup>6</sup>	\$50 after 1 year; \$100 after 2 years; \$200 after 6 years; \$300 after 10 years; \$400 after 15 years; \$500 after 20 years; \$750 after 25 years; \$1,000 after 31 years
Wake	55.0¢	IRS guideline	IRS guidelines	3760	3524	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years. Program being phased out. Employees hired after 6/16/1995 not eligible.
Warren	58.5¢	30	40	300	294	yes	both	none
Washington	50.5¢	32	32	no data	no data	no data	no data	1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years; 3.0% after 25 years
Watauga	50.5¢	34	34	293	286	yes	time off	\$100 after 1 month; 1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years 2.5% after 20 years; 3.0% after 25 years
Wayne	IRS	no data	no data	1032	1012	no	n/a	1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years; 3.0% after 25 years
Wilkes	40.0¢	30	30	no data	813	no	n/a	\$300 after 1 year, \$600 after 5 years, \$800 after 10 years, \$1,200 after 15 years, \$1,500 after 20 years
Wilson	IRS	no data	no data	no data	no data	yes	cash	2.5% after 5 years; 3.0% after 10 years; 3.5% after 15 years; 4.0% after 20 years
Yadkin	40.0¢	29.5	29.5	264	264	yes	time off	0.50% after 10 years; 0.75% after 15 years; 1.0% after 20 years; 1.25% after 25 years 1.5% after 30 years
Yancey	50.5¢	34	34	195	195	yes	cash	2.25% after 15 years; 3.25% after 20 years 4.5% after 25 years

1. Social Services are paid \$225/week  
2. 6.25% of hourly rate times number of hours on standby



**TABLE XXXV. WORKWEEK AND OVERTIME POLICIES**

January 2010						
		<b>Exempt Employees</b>			<b>Nonexempt Employees</b>	
<b>County</b>	<b>Work-Week Hours</b>	<b>Compensated for Overtime</b>	<b>Time Off Or Paid</b>	<b>Straight Time or Time and One-Half</b>	<b>Cash or Time and One-Half</b>	<b>Choice of Compensation Method by Employee</b>
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	time off	no
Anson	37.5	no	n/a	n/a	time off	no
Ashe	40	yes	time off	time & one half	time off	no
Avery	40	no	n/a	n/a	both	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 4	no
Buncombe	40	no	n/a	n/a	no data	no data
Burke	40	yes	time off	straight time	time off	no
Cabarrus	40	yes	time off	straight time	time off	no
Caldwell	40	no	n/a	n/a	time off	no
Camden	40	yes	time off	straight time	time off	no
Carteret	40	no	n/a	n/a	time off	no
Caswell						
Catawba	40	yes	time off	straight time	time off	no
Chatham	40	no	n/a	n/a	time off	no
Cherokee	40	yes	time off	straight time	both	yes
Chowan	40	no	n/a	n/a	both 2	no
Clay						
Cleveland	40	yes	time off	straight time	time off	no
Columbus	37.5	yes	time off	Time and one-half	no data	no
Craven	40	no	n/a	n/a	time off	no
Cumberland	40	yes	time off	straight time	both	yes
Currituck	40	no	n/a	n/a	time off	no
Dare						
Davidson	40	no	n/a	n/a	cash	no
Davie	37.5-40	no	n/a	n/a	time off	no
Duplin						
Durham	37.5	no	n/a	n/a	both	yes
Edgecombe	40	yes	time off	straight time	both	no
Forsyth	40	yes	cash/time off (emp choice)	straight time	both	yes
Franklin	40	no	n/a	n/a	both	no
Gaston	40	no	n/a	n/a	both	yes
Gates	35	no	n/a	n/a	time off	no
Graham						
Granville	37.5	yes	time off	straight time	cash	no
Greene	40	no	n/a	n/a	time off	no
Guilford	40	no	n/a	n/a	time off	no
Halifax	37.5	yes	time off	1.1 per hour time off	time off	no
Harnett	40	yes	time off	straight time	time off	no
Haywood	40	yes	time off	straight time	time off	no
Henderson	37.5	no	n/a	n/a	cash	no
Hertford	37.5	yes	time off	straight time	time off	no
Hoke	40	no	n/a	n/a	time off	no
Hyde	40	no	n/a	n/a	cash	no



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	
Iredell	40	yes	time off 4	straight time	time off	no	
Jackson							
Johnston	40	yes	time off	straight time	time off	no	
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	40	no	n/a	n/a	time off	no	
Martin	40	yes	time off	straight time	both 2	no data	
Mecklenburg	40	no	n/a	n/a	cash	no	
Mitchell	40	no data	no data	no data	no data	no data	
Montgomery	40	no	n/a	n/a	time off	yes	
Moore	40	no	n/a	n/a	both	yes	
Nash	40	no	n/a	n/a	both	no	
New Hanover	40	no	n/a	n/a	no data	no	
Northampton	37.5	no	n/a	n/a	both	no	
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	no	n/a	n/a	both	yes	
Pitt	40	no	n/a	n/a	no data	no data	
Polk							
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	time off	no	
Rowan	40	yes	time off	straight time	no data	no data	
Rutherford	37.5	no	n/a	n/a	no data	no data	
Sampson							
Scotland	40	yes	time off	straight time	both	no	
Stanly	37.5	no	n/a	n/a	time off	no	
Stokes	37.5	yes	time off	straight time	time off	no	
Surry	40	yes	time off	straight time	time off 1	no	
Swain	40	yes	time off	straight time	time off	no	
Transylvania	37.5	no	n/a	n/a	both	yes	
Tyrrell	no data	no	n/a	n/a	time off	no	
Union	40	no	n/a	n/a	both	no	
Vance	37.5	no	n/a	n/a	both	no	
Wake	40	no	n/a	n/a	cash	no	
Warren	37.5	yes	time off	straight time	time off	no	
Washington	37.5-40	no	n/a	n/a	both	yes	
Watauga	40	yes	time off	straight time	time off	no	
Wayne	40	no	n/a	n/a	time off	no	
Wilkes	37.5	no	n/a	n/a	time off	no	
Wilson	40	yes	time off	straight time	cash	no	

		Exempt Employees			Nonexempt Employees	
	Work-Week	Compensated	Time Off	Straight Time or	Cash or	Choice of Compensation
County	Hours	for Overtime	Or Paid	Time and One-Half	Time and One-Half	Method by Employee
Yadkin	40	no	n/a	n/a	time off	no
Yancey	37.5	yes	time off	straight time	time off	no
1. Normally time off						
2. Public Safety employees are paid cash; others time off						
3. After 48 hours worked in a week						
4. Public Safety and Utilities employees are paid cash; others time off						

**TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE**

January 2010

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	\$20	2,000	500.00	0.00	500.00	0%	100% county paid after 25 years service; 75% after 20 years of service; 50% after 15 years of service	Medicare supplement to be defined in 2010
Alexander	no	500	\$25	2,500	480.00	0.00	480.00	0%	no	no
Alleghany	no	250	\$15	250	529.00	0.00	529.00	0%	100% county paid Local Govt Retirement	100% county paid Local Govt Retirement
Anson	no	1000	\$25	4,000	56.00	0.00	506.00	0%	100% county paid after 30 years service	County pays \$115 after 10 years service/age \$229 after 20 years/age 62; \$286 after 25 years/age 60; \$343 after 30 years/any age
Ashe	no	1000	\$100	3,000	444.00	0.00	444.00	0%	100% county paid after 25 years service with Ashe County	no
Avery	no	200	\$10	2,200	916	0.00	916.00	no data	100% county paid after 20 years service	100% county paid after 20 years service medicare supplement
Beaufort	no	600	\$25	2,750	377.22	0.00	377.22	0%	100% county paid after 20 years/age 60 or after 30 years regardless of age	
Bertie	no	500	\$20	2,000	468.00	0.00	468.00	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	30	\$30	n/a	377.00	0.00	377.00	0%	100% county paid	100% county paid
Brunswick	yes	250	\$20	1,000	659.00	0.00	659.00	0%	100% county paid for disability retiree with 5 years or service retiree with 10 years	100% county paid for disability retiree with 5 years or service retiree with 10 years 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	1000	\$25	3,000	515.00	0.00	515.00	0%	20% county paid after 5 years, 45% paid after 10 years, 60% paid after 15 years, 75% paid after 20 years, 100% paid after 25 years	no
Cabarrus	yes	0	\$20	2,000	580.00	50.00	530.00	0%	100% county paid after 25 years service	no
Caldwell	no	500	n/a	3,000	530.00	30.00	500.00	0%	50% county paid less than 25 years service 60% county paid after 20 years service; 80% paid after 25 years; 100% paid after 30 years	no
Camden	no	750	\$15	3,000	483.03	0.00	483.03	0%	100% county paid after 20 years service	100% county paid after 20 years service
Carteret	no	500	\$20	2,000	555.32	0.00	555.32	0%	100% county paid after 20 years service, age 50	no
Caswell										
Catawba	yes	500	\$15	1,500	332.00	0.00	332.00	50%	100% after 30 years service	no
Chatham	no	0	10%	2,000	592.00	0.00	592.00	0	100% county paid after 30 years of service; 75% paid after 25 years; 50% after 20 years	no
Cherokee	no	500	\$25	3,000	600.00	0.00	600.00	0	100% county paid after 30 years of service	no
Chowan	no	no data	\$20	4,000	428.00	0.00	428.00	0	100% county paid if retired in NCLGERS	no
Clay										
Cleveland	yes	3000	no data	3,000	468.00	52.00	416.00	0	100% county paid after 20 years of service with the county	no
Columbus	no	750	\$30	1,500	510.00	0.00	510.00	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



County	Health Insurance (Employee Only Coverage)					Employee Pays	County Pays	% Paid on Family Coverage	Health Insurance for Retirees	
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost				Retirees under Age 65	Retirees Age 65 or More
Johnston	yes	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	no data	no data	no data	no data	no data	no data	no data	no	no
Lee	no	1000	\$25	3,000	433.00	34.63	398.37	0	no	100% county paid after 20 years
Lenoir	no	700	\$35	3,500	554	20	554	0	100% county paid after 25 years/ age 60 or after 30 years/any age.	no
Lincoln	yes	1000	\$20	2,000	579.00	54.00	529.00	43%	90% county paid after 25 years	100% county paid after 25 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	500.00	0.00	500.00	73%	100% county paid after 15 years	100% county paid after 25 years
Madison	no	300	10%	1,500	563.00	0.00	563.00	0	no	no
Martin	no	500	\$15	2,500	489.00	0.00	489.00	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	746.00	163.00	583.00	no data	50% county paid after 10 years, 100% paid after 20 years of service	50% county paid after 10 years, 100% paid after 20 years of service
Mitchell	yes	150	\$20	no data	377.00	0.00	377.00	0	75% county paid after 20 years, 87.50% after 25 years, 100% after 30 years of service	75% county paid after 20 years, 87.50% after 25 years, 100% after 30 years of service
Montgomery	no	1000	\$20	4,000	413.00	0.00	413.00	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	638.00	55.00	583.00	25%	25% county paid after 15 years, 50% paid after 20 years, 75% after 25 years, 91% paid after 30 years	25% county paid after 15 years, 50% paid after 20 years, 75% after 26 years, 91% paid after 30 years
Northampton	no	500	\$15	2,000	372.28	37.23	335.05	0	100% county paid after 30 years or 95% with 28 years service; 90% with 26 years; 85% with 24 years	\$229 on Medicare supplement after 30 years
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	242.94	0.00	242.94	1%	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	\$5	4,000	452.00	0.00	452.00	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	428.00	0.00	428.00	0%	100% county paid after 25 years/ age 55	Medicare supplement only
Person	no	500	\$20	2,000	414.00	0.00	414.00	0%	100% County paid after 20 years service	no
Pitt	no	500	\$20	2,500	616.00	40.00	576.00	0%	50% county paid after 20 years, 75% paid after 25 years; 100% paid after 30 years.	no
Polk	no	500	\$20	2,500	616.00	40.00	576.00	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

County	Health Insurance (Employee Only Coverage)						Employee Pays	County Pays	% Paid on Family Coverage	Health Insurance for Retirees	
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost	Retirees under Age 65				Retirees Age 65 or More	
Randolph	no	1000	\$25	2,000	462.00	0.00	462.00	0	0% county paid with 10 years service, 50% county paid after 20 years, 75% after 25 years, 100% after 30 years	no	
Richmond	no	500	\$25	3,000	532.00	0.00	532.00	0%	100% county paid after 30 years	no	
Robeson	no	750	\$20	125,000	650.00	0.00	650.00	0%	100% county paid after 20 years and age 55 or 30 years of service at any age	100% county paid after 30 years	
Rockingham	yes	1000	n/a	2,500	541.25	0.00	541.25	0%	50% county paid after 20 years service; 75% paid after 25 years and 100% paid after 30 years of service	100% county paid after 30 years if hired before 8/16/07. No contribution after	
Rowan	no	400	\$20	2,500	705.00	0.00	705.00	0%	Various grandfather dates 100% county paid after 20 years with the county and age 55	no	
Rutherford	no	600	\$25	no data	377.22	0.00	377.22	0%	no	no	
Sampson	no	0	\$30	4,500	475.00	0.00	475.00	0%	100% county paid after 15 years service	100% county paid after 15 years only if hired before 7/1/04	
Scotland	no	0	\$30	4,500	475.00	0.00	475.00	0%	100% county paid after 30 years; 50% paid after 25 years/age 60	no	
Stanly	no	500	\$20	no data	650.00	0.00	650.00	0%	100% county paid with 25 years service (20 with county)	no	
Stokes	no	1000	\$30	2,000	318.00	0.00	318.00	0%	50% county paid after 20 years/age 55	Employee may take supplement at own cost	
Surry	yes	1000	\$30	4,000	581.00	100.00	481.00	0%	50% paid after 30 years regardless of age, no coverage if hired after 06/16/08		
Swain	yes	500	\$25	3,000	360.00	30.00	330.00	0	100% of employer share paid after 30 years, or 25 years/age 55, or 10 years/age 62	no	
Transylvania	no	500	\$20	2,000	480.83	0.00	480.83	50%	60% county paid after 5 years/age 60, 80% after 20 years/age 55, 100% after 30 years all service must be with the county	no	
Tyrrell	no	no data	\$15	no data	574.00	0.00	574.00	0%	100% county paid after 10 years service	100% Medicare supplement after 10 years of service	
Union	no	150	20%	2,750	518.00	0.00	518.00	50%	100% county paid after 20 years	100% Medicare supplement	
Vance	no	750	\$20	2,000	540.00	0.00	540.00	0	100% county paid after 15 years	100% county paid supplement after 15 years	
Wake	yes	1000	10%	2,500	420.00	21.00	399.00	0	50% after 10 years service, 100% after 20 years service	50% after 10 years service, 100% after 20 years service	
Warren	yes	750	\$25	3,000	482.86	0.00	482.86	0%	No County contribution, employee can participate	No County contribution, employee can	
Washington	no	600	\$25	2,750	377.00	0.00	377.00	65%	100% county paid after 20 years	100% county paid after 20 years	
Watauga	no	750	\$15	2,000	424.00	0.00	424.00	\$30/month	\$300 county paid after 20 years service, \$400 paid after 25 years	no	
Wayne	no	1000	\$20	2,000	550.00	0.00	550.00	no data	no, beginning with employees hired after 7/1/09	no, beginning with employees hired after	
Wilkes	no	750	\$20	3,000	623.00	0.00	623.00	no data	100% county paid after 30 years, 75% after 25 years, 75% after 20 years and age 55, 75% after 10 years and age 62	100% county paid after 30 years, 75% after 25 years	
Wilson	no	1000	25%	no data	516.00	0.00	516.00	0%	no data	no data	
Yadkin	no	2000	\$0	1,500	402.02	0.00	402.02	0%	no	no	
Yancey	yes	1000	\$20	no data	694.00	147.00	547.00	100%	100% county paid after 20 years	no	

**TABLE XXXVII. DENTAL AND LIFE INSURANCE**

January 2010

County	Dental Insurance (Employee Only Coverage)					Annual Max	NCLGERS	Term Life Insurance		
	Total Cost	Employee Pays	County Pays	Preventive % Paid	Other Expenses % Paid		Death Benefit	Life Max Amount	County Paid	Employee Paid
Alamance	33.00	0.00	33.00	100%	85%/50%	1500	yes	70000	100%	0%
Alexander	28.00	0.00	28.00	100%	80%/50%	1000.00	yes	12500	100%	0%
Alleghany	26.00	26.00	0.00	100%	50%	1000	yes	10000	100%	0%
Anson	varies	all	0.00	100	varies	1000	yes	10000	100%	0%
Ashe	27.00	0.00	27.00	100%	80%	1000	yes	provided	no data	no data
Avery	Included w/Health			100%	80%	2000	yes	50000	100%	0%
Beaufort	29.88	29.88	0.00	100%	80%	1000	yes	10000	100%	0%
Bertie	20.00	0.00	20.00	100%	80%/50%	1000	no	50000	100%	0%
Bladen	not provided						yes	n/a		
Brunswick	26.00	0.00	26.00	100%	80%	1000	yes	150000	0%	100%
Buncombe	49.00	49.00	0.00	100%	80%	1500	yes	100000	0%	100%
Burke	37.00	0.00	37.00	100%	80%/50%	750	yes	10000	100%	0%
Cabarrus	30.00	30.00	0.00	100%	80%	1250	yes	50000	20000	remainder
Caldwell	22.00	5.00	17.00	100%	80%	1000	yes	50000	100%	0%
Camden	25.19	0.00	25.19	100%	80%	1000	yes	n/a		
Carteret	21.00	0.00	21.00	100%	50%	1000	yes	165000	15000	remainder
Caswell										
Catawba	26.00	0.00	26.00	100%	80%/50%	1250	yes	no data		
Chatham	34.00	0.00	34.00	100%	80%/50%	1000	yes	10000	100%	0%
Cherokee	29.00	0.00	29.00	100%	80%/50%	1000	yes	Elective	15000	remainder
Chowan	22.00	0.00	22.00	100%	80%/50%	1000	yes	n/a		
Clay										
Cleveland	33.00	0.00	33.00	100%	70%/50%	varies <sup>2</sup>	yes	n/a		
Columbus	24.00	24.00	0.00	no data	no data	1000	yes	100000	0%	100%
Craven	32.00	0.00	32.00	100%	80%	1500	yes	Elective	10000%	remainder
Cumberland	26.58	0.00	26.58	100%	80%	1000	yes	100000	5000	remainder
Currituck	30.00	0.00	30.00	80%	50%	1000	yes	n/a		
Dare										
Davidson	13.48	13.48	0.00	100%	varies	1500	yes	Elective	0%	100%
Davie	23.64	0.00	23.64	100%	80%/50%	1000	yes	40000	100%	0%
Duplin										
Durham	44.00	depends on flex choice	44.00	100%	100%/80%	1500	yes	annual salary	100%	0%
Edgecombe	15.00	0.00	15.00	100%	80%	1000	yes	20000	100%	0%
Forsyth	30.00	0.00	30.00	varies	50%	1200	no	no data	0%	100%
Franklin	Included w/Health			100%	80%	1000	yes	no data		
Gaston	9.00	0.00	9.00	50%	50%	500	no	n/a		
Gates	20.00	0.00	20.00	80%	80%/50%	1000	yes	15000	100%	0%
Graham										
Granville	20.00	20.00	0.00	100%	50%	750	yes	10000	no data	no data
Greene	30.65	30.65	0.00	100%	80%/50% <sup>1</sup>	1500%	yes	10000	100%	0%
Guilford	24.00	3.00	21.00	100%	80%	500	yes	2 X salary	10000	remainder
Halifax	27.00	0.00	27.00	no data	no data	no data	yes	no data	100%	0%
Harnett	34.80	0.00	34.80	100%	80%/50%	1000	yes	annual salary	100%	0%
Haywood	25.00	0.00	25.00	100%	80%/50%	1000.00	yes	20000	100%	0%
Henderson	36.49	0.00	36.49	100%	0% - 80%	3000	yes	100000	0%	100%
Hertford	23.00	20.00	3.00	no data	no data	no data	yes	100000	0%	100%
Hoke	21.00	21.00	0.00	100%	50%	1000	yes	10000	100%	0%
Hyde	24.00	0.00	24.00	no data	no data	no data	yes	no data		
Iredell	33.00	33.00	0.00	100%	80%-100%	1000	yes	75000	100%	0%
Jackson										
Johnston	17.48	17.48	0.00	100%	90% <sup>1</sup>	1000	yes	no data		
Jones	27.00	27.00	0.00	100%	no data	1000	yes	Elective	0%	100%
Lee	32.30	32.30	0.00	100%	80%	1000	yes	10000	100%	0%
Lenoir	Included w/Health			100%	80%/50%	1000	yes	no data		
Lincoln	29.00	0.00	29.00	100%	80%/50%	1000	yes	n/a		

County	Dental Insurance (Employee Only Coverage)						NCLGERS	Term Life Insurance		
	Total Cost	Employee Pays	County Pays	Preventive % Paid	Other Expenses % Paid	Annual Max	Death Benefit	Life Max Amount	County Paid	Employee Paid
McDowell	19.00	0.00	19.00	100%	80%	1500	yes			
Macon	not provided						yes	no data		
Madison	33.00	33.00	0.00	100	80%/50%	1000	yes	20000	100%	0%
Martin	23.00	0.00	23.00	100%	80%/50%	1000	yes	10000	100%	0%
Mecklenburg	34.00	7.00	27.00	100%	100%/75%	1000	yes	annual salary	100%	0%
Mitchell	not provided						yes	no data		
Montgomery	Included w/Health			100%	80%	1000	yes	annual salary	100%	0%
Moore	Included w/Health			90%	50%	1000	yes	2 X salary	100%	0%
Nash	27.71	0.00	27.71	100%	80%/50%	1000	yes	no data		
New Hanover	31.00	0.00	31.00	100%	80%/50%	1000	yes	n/a		
Northampton	no data	no data	no data	no data	no data	no data	yes	20000	100%	0%
Onslow	22.76	0.00	22.76	100%	80%/50%	1000	yes	22500	0%	100%
Orange	12.15	0.00	12.15	100%	no data	1200	yes	50000	100%	0%
Pamlico	Offered	no data	no data	no data	no data	no data	yes	no data		
Pasquotank	24.00	24.00	0.00	100%	80%/50%	1000	yes	no data		
Pender	Included w/Health			100%	80%	1000	yes	10000	100%	0%
Perquimans	22.00	0.00	22.00	100%	80%/50%	1000	no	300000	0%	100%
Person	5.00	0.00	5.00	100%	80%	1000	yes	10000	100%	0%
Pitt	not offered						yes	500	100%	0%
Polk										
Randolph	28.40	28.40	0.00	100%	80%/50%	1000	yes	no data	0%	100%
Richmond	23.00	0.00	23.00	100%	80%/50%	1000	yes			
Robeson	28.00	28.00	0.00	100%	80%	1200	yes	25000	100%	0%
Rockingham	33.00	0.00	33.00	100	80%/50%	1000	yes	n/a		
Rowan	26.70	26.70	0.00	100%	80%/50%	1000	yes	n/a		
Rutherford	25.80	0.00	25.80	100%	80%	1500	yes	provided	no data	no data
Sampson										
Scotland	23.00	12.00	11.00	100%	80%	1000	yes	20000	50%	50%
Stanly	23.00	0.00	23.00	100%	50%	1000	yes	n/a		
Stokes	20.00	0.00	20.00	100	80%/50%	1000	yes	n/a		
Surry	not provided						yes	Elective	\$30	Remainder
Swain	24.00	12.00	12.00	100%	100%	1000	yes	10000	100%	0%
Transylvania	Included w/Health			100%	80%/50%	1000	yes	10000	100%	0%
Tyrrell	33.00	33.00	0.00	100%	80%/50%	1200	yes	provided	100%	0%
Union	32.00	0.00	32.00	100%	80%	1000	yes	provided	no data	no data
Vance	27.00	0.00	27.00	100%	80%	1000	yes	25000	100%	0%
Wake	65.00	41.00	24.00	100%	50%	1000	yes	500000	0%	100%
Warren	Included w/Health			no data	80%/50%	1000	yes	20000	100%	0%
Washington	30.00	0.00	30.00	100%	no data	1000	yes	no data		
Watauga	19.00	0.00	19.00	100%	80%/50%	2000	yes	80000	100%	0%
Wayne	varies	all	0.00	no data	no data	no data	yes	annual salary	0%	100%
Wilkes	28.00	0.00	28.00	100%	80%/50%	1000	yes	no data		
Wilson	29.00	24.00	5.00	no data	no data	no data	yes	n/a		
Yadkin	24.00	24.00	0.00	100%	no data	1000	yes	110000	0%	100%
Yancey	Offered	no data	no data	no data	no data	no data	no data	no data	no data	no data

1. Of reasonable and customary
2. 70% of \$300 after first \$150/50% of next \$650
3. County offers two plans, details are for higher level plan



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

January 2010

	401k	Non-Law Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Performance Appraisal System	Posted on Web	FY 09-10 Cost of Living Increase (COLA)	FY 09-10 Anticipated Merit Increase'
Alamance	yes	2.00%	yes	2009	yes	2009	0	no	no	0.00%	0.00%
Alexander	yes	0.00%	yes	2003	yes	2003	2.50%	no	no	0.00%	0.00%
Alleghany	yes	0.00%	yes	2007	yes	2007	0	no	no	0.00%	0.00%
Anson	yes	3.00%	yes	2008	yes	no data	2.50%	no	yes *	0.00%	0.00%
Ashe	yes	2.00%	yes	2006	yes	2006	1.00%	yes	no	1.00%	0.00%
Avery	yes	3.00%	yes	2006	yes	2006	no data	no	no	0.00%	0.00%
Beaufort	yes	0.50%	yes	2008	yes	2008	0	no	no	0.00%	0.00%
Bertie	yes	0.00%	yes	2007	yes	2009	5.00%	no	no	0.00%	no data
Bladen	yes	5.00%	yes	2004	yes	2004	no data	no	no	n/a	n/a
Brunswick	yes	5.00%	yes	2004	yes	2009	0	yes	no	0.00%	0.00%
Buncombe	yes	8.00%	no data	no data	no data	no data	0	no	no	0.00%	0.00%
Burke	yes	2.00%	yes	2007	yes	2008	0	no	no	0.00%	0.00%
Cabarrus	yes	5.00%	yes	2009	yes	2009	0	yes	no	0.00%	0.00%
Caldwell	yes	0.00%	yes	2009	yes	2008	5.00%	yes	yes *	no data	no data
Camden	yes	5.00%	yes	no data	yes	no data	5.00%	yes	no	1.50%	0.00%
Carteret	yes	5.00%	yes	2009	yes	2005	0	yes	no	0.00%	0.00%
Catawba	yes	0.00%	yes	2009	yes	2009	0	yes	yes *	0.00%	0.00%
Chatham	yes	4.50%	yes	no data	yes	no data	0	yes	no	unknown	unknown
Cherokee	yes	0.00%	yes	2008	yes	2008	0	yes	yes *	no data	no data
Chowan	yes	0.00%	yes	no data	yes	2003	no data	yes	no	0.00%	0.00%
Clay											
Cleveland	yes	5.00%	yes	2009	yes	2009	0	yes	yes *	0.00%	0.00%
Columbus	yes	1.00%	yes	2004	yes	2006	0	yes	no	0.00%	0.00%
Craven	yes	2.00%	yes	2008	yes	2008	4.80%	yes	no	0.00%	no data
Cumberland	yes	0.00%	yes	2008	yes	2008	n/a	yes	yes *	0.00%	0.00%
Currituck	yes	4.97%	yes	2009	yes	2009	2.00%	no	no	2.00%	0.00%
Dare											
Davidson	yes	1.50%	yes	2008	yes	2008	0	no	no	0.00%	n/a
Davie	yes	3.00%	yes	2005	yes	2005.00	5.00%	no	no	0.00%	0.00%
Duplin											
Durham	yes	4.87%	yes	2001	yes	2008	2.50%	yes	no	0.00%	0.00%
Edgecombe	yes	2.00%	yes	2009	yes	2009	n/a	no	no	no data	no data
Forsyth	yes	0.00%	yes	2007	yes	2007	no data	yes	yes *	no data	1.00%
Franklin	yes	4.00%	yes	2003	yes	2008	2.5%-5.0%	yes	no	no data	n/a
Gaston	no	n/a	yes	2009	yes	2009	0	yes	yes *	0.00%	0.00%
Gates	yes	0.00%	no	n/a	yes	2006	0	yes	no	0.00%	0.00%
Graham											
Granville	yes	0.00%	yes	1997	yes	2005	no data	yes	yes *	0.00%	0.00%
Greene	yes	3.00% match	yes	no data	yes	no data	0	no	no	no data	no data
Guilford	yes	5.00%	yes	no data	yes	no data	no data	yes	yes *	n/a	0.00%
Halifax	yes	0.00%	yes	2008	yes	2008	no data	yes	no	0.00%	2.50%
Harnett	yes	no data	yes	2009	yes	2009	n/a	yes	yes *	0.00%	0.00%
Haywood	yes	5.00%	yes	2003	yes	2008	no data	yes	no	0.00%	0.00 - 2.00%
Henderson	yes	2% match	yes	2009	yes	2009	0	yes	no	0.00%	0.00%
Hertford	yes	0.00%	yes	2007	yes	unknown	0	no	no	no data	no data
Hoke	yes	0.00%	yes	2008	yes	2008	2.50%	yes	no	0.00%	2.50%
Hyde	yes	no data	yes	2008	yes	2008	no data	no	no	no data	no data
Iredell	yes	5.00%	yes	2008	yes	2008	0	yes	no	0.00%	0.00%

		Non-Law						Performance		FY 09-10	FY 09-10
County	401k Plan	Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Appraisal System	Posted on Web	Cost of Living Increase (COLA)	Anticipated Merit Increase'
Jackson											
Johnston	yes	5.00%	yes	2008	yes	2008	0	yes	yes *	unknown	no data
Jones	yes	0.00%	yes	2009	yes	2009	0	no	no	0.00%	0.00%
Lee	yes	5.00%	yes	2009	yes	2009	0	yes	yes *	0.00%	0.00%
Lenoir	yes	5.00%	yes	2009	yes	2009	n/a	no	no	n/a	n/a
Lincoln	yes	0.00%	yes	2008	yes	2009	2.50%	no	no	2.00%	0.00%
McDowell	yes	\$32.20/mo	yes	2006	yes	2006	0	no	no	0.00%	0.00%
Macon	yes	2.00%	yes	2007	yes	2007	no data	yes	yes *	0.00%	no data
Madison	yes	0	yes	no data	no	n/a	0	no	no	0.00%	n/a
Martin	yes	3.00%	yes	1999	yes	1999	0	no	no	0.00%	n/a
Mecklenburg	yes	5% match	yes	no data	yes	2007	n/a	yes	no	n/a	0.00%
Mitchell	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data
Montgomery	yes	5.00%	yes	2001	yes	2001	5.00%	yes	no	0.00%	0.00%
Moore	yes	3.00%	yes	2009	yes	2009	0	yes	no	0.00%	0.00%
Nash	yes	5.00%	yes	2008	yes	2008	5.00%	yes	no	3.00%	0.00%
New Hanover	yes	0.00%	yes	2009	yes	2009	0	yes	yes *	0.00%	0.00%
Northampton	yes	0.00%	yes	2006	yes	2006	one step	yes	no	0.00%	0.00%
Onslow	yes	1.00%	yes	2005	yes	2008	0	yes	yes *	0.00%	0.00%
Orange	yes	0.00%	yes	2009	yes	2009	0	yes	no	0.00%	0.00%
Pamlico	yes	no data	yes	no data	yes	no data	6.00%	no data	no data	no data	no data
Pasquotank	no	n/a	yes	2006	yes	2006	1.50%	yes	no	0.00%	0.00%
Pender	yes	0.00%	yes	2009	yes	2009	n/a	no	no	0.00%	0.00%
Perquimans	yes	2.50%	yes	2004	yes	2004	0	no	no	0.00%	0.00%
Person	yes	no data	yes	2009	yes	2009	5.00%	no	no	no data	no data
Pitt	yes	4.98%	yes	2009	yes	2009	2.40%	yes	no	n/a	n/a
Polk											
Randolph	yes	2.00%	yes	2009	yes	2009	5.00%	yes	yes *	0.00%	0.00%
Richmond	yes	5.00%	yes	2009	yes	2009	0	yes	no	0.00%	0.00%
Robeson	yes	4.00%	yes	no data	yes	2004	n/a	yes	no	no data	no data
Rockingham	yes	0.00%	yes	2008	yes	2008	0	yes	no	0.00%	0.00%
Rowan	yes	3.00%	yes	2009	yes	2009	2.00%	yes	yes *	0.00%	0.00%
Rutherford	yes	4.00%	yes	2004	yes	2004	0	yes	no	n/a	n/a
Sampson											
Scotland	yes	3.75%	yes	2009	yes	2009	2.50%	yes	no	0.00%	0.00%
Stanly	yes	0.00%	yes	no data	yes	no data	5.00%	yes	yes *	no data	no data
Stokes	yes	1.00%	yes	2007	yes	2007	1.00%	no	no	0.00%	0.00%
Surry	yes	0.00%	yes	2009	yes	2009	2.50 - 3.00%	yes	no	1.00%	2.50%
Swain	yes	0.00%	yes	2009	yes	2009	3.00%	yes	no	0.00%	0.00%
Transylvania	yes	0.00%	yes	2007	yes	2007	0	yes	no	0.00%	0.00%
Tyrrell	yes	0.00%	no	n/a	yes	2008	0	no	no	0.00%	0.00%
Union	yes	5.00%	yes	2009	yes	2009	no data	yes	yes *	n/a	n/a
Vance	yes	0.00%	yes	2009	yes	2009	0	yes	no	0.00%	0.00%
Wake	yes	5.00%	yes	2004	yes	2004	n/a	yes	yes *	n/a	n/a
Warren	yes	0	yes	2007	yes	2007	0	yes	no	unknown	0.00%
Washington	yes	3.00%	yes	1998	yes	2001	no data	no	no	3.00%	no data
Watauga	yes	5.00%	yes	2009	yes	2009	0	yes	no	0.00%	0.00%
Wayne	yes	2.00%	yes	2007	yes	2007	0	yes	no	0.00%	0.00%
Wilkes	yes	0.00%	yes	2008	yes	2008	5.00%	no	no	0.00%	0.00%
Wilson	yes	5.00%	yes	1995	yes	1995	0	no	no	0.00%	0.00%
Yadkin	no data	no data	no data	no data	no data	no data	no data	no data	no	0.00%	0.00%

