

COUNTY SALARIES

in North Carolina

2015

Compiled by the MAPS Group
for the UNC School of Government



UNC
SCHOOL OF
GOVERNMENT

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Introduction

To help county officials effectively manage their county workforces, the School of Government provides *County Salaries in North Carolina 2015*, a compendium of salary and benefits information for counties throughout the state.

This report contains salary and wage profiles by position and information about fringe benefits that participating counties are offering for the 2014–2015 fiscal year (based on September 1, 2014, salary levels). The job titles that counties used to provide these data also 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 2014 and assessed property valuations for each county for fiscal year 2014–2015 are presented in Table I (also see the map of all 100 North Carolina counties). 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.

Nineteen reporting counties (up from eighteen the previous year) awarded performance pay increases for 2014–2015. The percentage of performance increases ranged from a low of 1 percent to a high of 3 percent of base salary. The average performance increase was 2.6 percent (up from 2.4 the previous year).

Thirty-two counties (up from twenty-nine the previous year) reported awarding their employees an across-the-board cost of living adjustment (COLA). These COLAs ranged from a low of 1 percent to a high of 5 percent. The average COLA was 1.9 percent (down from 2.3 percent the previous year). Six counties (down from seven the previous year) reported both awarding their employees a COLA and offering the opportunity for performance pay increases.

The School of Government is grateful for the cooperation of the county officials who reported information for this publication. We also thank Larry Kerr and the MAPS Group whose work makes this compilation possible.

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North Carolina Counties

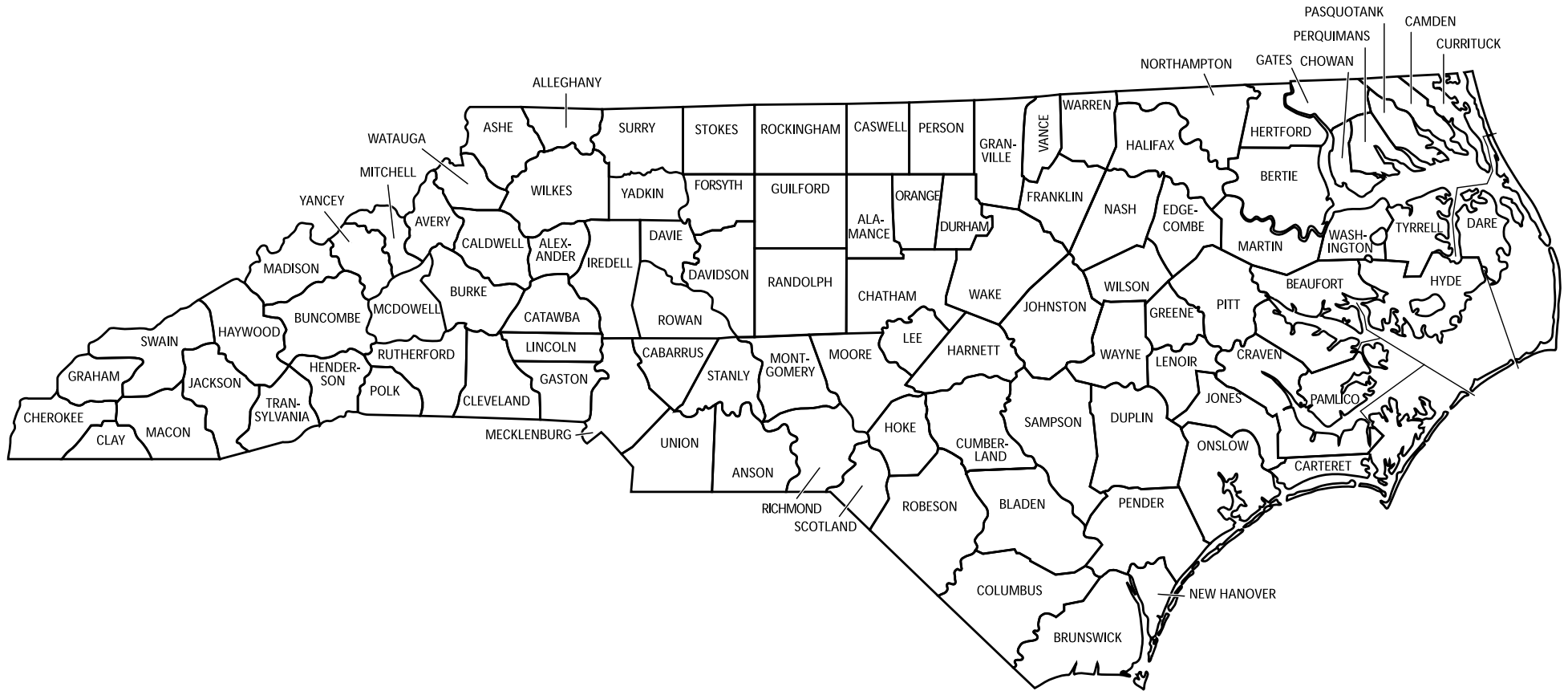


TABLE I. POPULATION, VALUATION, COUNTY COMMISSIONER, AND COUNTY MANAGER
Jan-15

County	Est. Pop'n 2014	Approx. Valuation 2013-2014 (Millions)	Chair Board of Commissioners	County Commissioner	YOS	County Manager/Administrator
Alamance	153,642	\$12,573	\$11,700 + \$9,600 meetings + \$2,100 travel	\$10,500 + \$8,400 meetings + \$2,100 travel	5	\$120,780 + \$3,000 travel
Alexander	37,000	2,385	\$11,000 \$1,200 travel	\$11,000 \$1,200 travel	15	\$114,312 + \$18,000 travel
Alleghany	10,939	1,776	\$4,800 + \$45/meeting	\$3,000 + \$45/meeting	17	\$69,154 ¹
Anson	25,000	1,721	\$10,001 + \$3,500 travel	\$8,507 + \$3,500 travel	3	\$94,616
Ashe	27,000	4,135	\$9,700	\$8,400		\$85,850 ²
Avery	17,700	3,404	\$8,755	\$5,665		vacant ²
Beaufort						
Bertie	20,344	1,283	\$11,356 + \$4,800 travel	\$9,937 + \$4,800 travel	1.0	\$96,000 + \$4,800 travel
Bladen	35,000	2,630	\$9,026 + \$4,800 travel	\$8,089 + \$3,600 travel	13	\$101,757 + \$7,200 travel
Brunswick	115,301	25,073	\$26,910	\$21,735	1	\$152,250 ¹
Buncombe	no data	no data	\$35,584	\$26,475	17	\$225,141
Burke	90,000	6,246	\$7,716 + \$720 travel	\$6,716 + \$720 travel	3	\$126,966
Cabarrus	187,226	19,666	\$10,000 + \$5,400 travel	\$10,000 + \$4,950 travel	3	\$173,078
Caldwell	81,990	5,875	\$5,800 + \$3,816 travel	\$5,800 + \$3,816 travel	4	\$118,892 ⁵
Camden						
Carteret	68,434	14,664	\$4,800 + \$3,458 travel + \$35/meeting	\$3,600 + \$2,592 travel + \$35/meeting	3	\$134,589 + \$6,000 travel
Caswell	23,654	1,494	\$8,088	\$7,104	<1	\$70,008
Catawba	155,000	15,213	\$11,400 + \$3,000 travel	\$9,000 + \$3,000 travel	35	\$217,768 + \$12,000 travel
Chatham	66,817	8,783	\$16,050 + \$6,000 travel + \$150/meeting	\$15,000 + \$6,000 travel + \$150/meeting	18	\$138,679
Cherokee	28,570	3,046	\$13,610 + \$1,500 travel + \$125/meeting	\$13,186 + \$1,500 travel + \$125/meeting	4	\$71,400 + \$3,600 travel
Chowan	14,726	1,331	\$7,200	\$6,000		\$87,000 + \$3,600 travel
Clay	10,750	1,991	\$16,066 + \$3,600 travel	\$10,432 + \$2,400 travel		\$78,750 ⁴
Cleveland	99,128	7,930	\$11,190 + \$7,200 travel	\$8,928 + \$7,200 travel		\$162,180 + \$7,200 travel
Columbus	58,068	3,530	\$16,234 + \$1,500 travel	\$13,361 + \$1,500 travel	1	\$99,753
Craven	104,489	9,804	\$12,792 + \$6,600 travel	\$11,544 + \$6,600 travel	3	\$154,188 + \$6,000 travel
Cumberland	324,000	20,254	\$27,355 + \$8,400 travel	\$20,492 + \$7,200 travel	1	\$187,695 + \$8,400 travel
Currituck	24,396	5,549	\$15,600	\$14,400		\$113,340 ²
Dare	34,573	12,049	\$9,256 + \$4,900 travel	\$8,801 + \$3,600 travel	7	\$239,794
Davidson	162,697	12,942	\$11,866 + \$231/meetings + \$3,660 travel	\$10,361 + \$231/meeting + \$3,360 travel	15	\$144,586
Davie	41,554	3,696	\$6,221 + \$2,400 travel	\$4,134 + \$2,400 travel		\$145,000 + \$7,500 travel
Duplin	60,329	3,502	\$10,000	\$10,000	9	\$113,729
Durham	279,641	30,743	\$26,062 + \$3,000 travel	\$22,139 + \$3,000 travel	<1	\$198,800 + \$7,200 travel ⁴
Edgecombe	55,574	2,903	\$6,981 + \$5,400 travel	\$5,278 + \$4,620 travel	13	\$117,260
Forsyth	361,220	31,882	\$23,842	\$20,488	7	\$190,632
Franklin	62,697	4,340	\$13,752 + \$3,600 travel	\$11,956 + \$3,600 travel	7	\$108,257 ²
Gaston	209,420	15,200	\$14,619 + \$7,500 travel	\$12,418 + \$6,900 travel	1	\$169,950
Gates	no data	no data	\$8,610 + \$1,500 travel	\$7,285 + \$1,200 travel	1	\$70,000 ¹
Graham						
Granville	58,036	4,192	\$11,400 + \$3,600 travel	\$10,200 + \$3,600 travel	1	\$101,675 + \$5,600 travel
Greene	no data	no data	\$5,227 + \$1,800 travel	\$4,535 + 1.200 travel		vacant ⁴
Guilford	502,513	45,933	\$24,300 + \$1,500 travel	\$20,700 + \$1,500 travel	1.0	\$185,557
Halifax	54,691	3,298	\$10,000 + \$3,000 travel	\$8,600 + \$2,700 travel	11	\$110,821 + \$7,200 travel
Harnett	120,000	725	\$8,994 + \$4,920 travel	\$7,728 + \$4,920 travel	2	\$115,000 + \$6,000 travel
Haywood	59,000	6,542	\$13,949	\$12,205	<1	\$130,000 + \$7,200 travel ⁴
Henderson	110,246	12,355	\$18,092 + \$75/meeting + \$3,650 travel	\$11,233 + \$75/meeting + \$3,650 travel	8	\$171,222 + \$7,800 travel
Hertford	24,669	1,534	\$13,795	\$12,351	9	\$99,277 + \$4,800 travel
Hoke	51,322	2,906	\$10,296 + \$100/meeting	\$9,276 + \$100/meeting	6	\$136,118 ²
Hyde	5,822	1,072	\$5,658	\$4,244	1.0	\$87,000
Iredell	162,708	no data	\$10,918 + \$6,240 travel	\$10,137 + \$5,472 travel	1	\$143,630 + \$7,000 travel
Jackson	40,919	12,369	\$16,761 + \$50 per meeting	\$11,926 + \$50 per meeting		\$125,010 ¹
Johnston	177,184	12,957	\$7,272 + \$6,000 travel	\$5,359 + \$4,800 travel	15	\$157,081
Jones	10,183	no data	\$10,704 + \$3,864 travel	\$10,020 + \$3,864 travel	7	\$82,315 + \$8,700 travel
Lee	60,134	4,943	\$11,440	\$9,928	7	\$134,112 + \$9,000 travel
Lenoir	58,914	4,059	\$18,987	\$15,147		\$121,778
Lincoln	79,740	8,285	\$8,568 + \$3,600 travel	\$7,344 + \$3,600 travel	1	\$127,004
McDowell	45,000	3,304	\$10,728 ¹	\$10,728 ¹	27	\$111,744 ^{1,3}

TABLE II. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER
Jan-15

County	Comments	YOS	Assistant County Manager			Assistant to the Manager			
			Hire.	Max.	Actual	Hire.	Max.	Actual	
Alamance		16	\$73,939	\$118,304	\$91,272		n/a		
Alexander			n/a				n/a		
Alleghany			n/a				34,336	51,504	34,336
Anson			n/a				n/a		
Ashe			n/a				42,258	59,709	47,811
Avery		11	56,919	79,374	68,566	¹¹	32,870	45,838	32,870
Beaufort									
Bertie			n/a				31,635	49,034	33,217
Bladen			n/a				37,919	48,031	37,919
Brunswick		14	92,609	154,198	133,515	⁵	n/a		
Buncombe	2 positions		115,242	176,338	161,149	^{9, 10}	n/a		
Burke			n/a				31,110	48,224	34,724
Cabarrus		10	100,854	155,699	131,241		n/a		
Caldwell			n/a				n/a		
Camden									
Carteret	2 positions	9	81,000	110,679	93,240	^{11, 14}	n/a		
Caswell			n/a				n/a		
Catawba	2 positions		106,731	165,583	130,080	⁷	38,294	59,422	56,585
Chatham	2 positions	13	86,953	134,777	100,362		n/a		
Cherokee		4	50,009	83,319	51,009		n/a		
Chowan			n/a				n/a		
Clay			n/a				n/a		
Cleveland		0.5	61,800	96,492	63,294	⁵	n/a		
Columbus			n/a				34,781	52,172	53,129
Craven		3	95,243	192,433	112,255	²	n/a		
Cumberland	3 positions	1	96,046	169,175	146,050	⁶	46,394	78,081	59,647
	2 positions	3	83,763	140,975	112,517	^{4, 14}			
Currituck			n/a				clerk to the board		
Dare			n/a				n/a		
Davidson		<1	92,016	138,023	92,016		42,214	63,323	48,937
Davie		1			115,000		n/a		
Duplin		16	61,556	109,313	97,066	¹¹	35,355	62,786	36,785
Durham	2 positions		110,002	214,505	158,634		43,560	78,408	vacant
Edgecombe		2	55,469	96,124	83,500		n/a		
Forsyth		1	114,504	186,056	127,632		n/a		
Franklin	2 positions	2	69,651	104,476	92,000	¹¹	n/a		
Gaston		16	103,837	160,954	132,086		n/a		
Gates			n/a				34,831	50,743	34,831
Graham									
Granville			n/a				34,686	61,186	48,205
Greene			n/a				n/a		

TABLE II. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER
Jan-15

County	Comments	YOS	Assistant County Manager			Assistant to the Manager				
			Hire.	Max.	Actual	Hire.	Max.	Actual		
Guilford	1 position				vacant		n/a			
Halifax			61,809	100,337	70,859		39,522	64,156	62,933	
Harnett		1	98,388	115,531	98,388		n/a			
Haywood			see HHS Director				39,193	58,790	42,840	
Henderson		2			94,095		n/a			
Hertford		<1	65,909	102,157	70,000		31,702	49,140	31,702	⁵
Hoke		9	75,610	106,835	81,424	¹⁴	31,417	44,392	33,008	
Hyde			n/a				32,889		37,348	
Iredell		1	91,631	142,120	115,260		n/a			
Jackson			n/a				33,958	66,581	36,037	⁵
Johnston		2	82,972	147,878	102,051	¹¹	n/a			
Jones			n/a				n/a			
Lee		4	81,551	114,171	99,283	¹¹	36,296	50,815	38,022	
Lenoir			56,808	100,244	98,472		n/a			
Lincoln		5	74,817	114,129	91,686		n/a			
McDowell			n/a				38,610	56,748	56,748	⁵
Macon			n/a				33,881	50,822	35,068	
Madison										
Martin			n/a				n/a			
Mecklenburg	3 positions	8	150,168	262,794	188,963	¹	52,790	92,382	69,330	¹²
Mitchell			n/a				n/a			
Montgomery			n/a				n/a			
Moore			87,719	133,768	vacant	⁵	n/a			
Nash		2	83,944	134,310	112,871		60,459	96,734	85,548	
New Hanover	2 positions		105,888	180,010	131,942	⁴	n/a			
Northampton			54,032	95,345	vacant		n/a			
Onslow	1 position	1.0	82,120	131,392	107,823	¹⁵	43,844	70,151	45,011	
Orange	3 positions	2	92,559	151,667	119,217	⁵	68,823	112,773	90,524	⁵
Pamlico			n/a				n/a			
Pasquotank			n/a				27,220	38,108	32,667	
Pender			n/a				n/a			
Perquimans			n/a				n/a			
Person		1	71,371	110,624	74,940		n/a			
Pitt		1	103,878	164,176	147,712	^{5, 11}	n/a			
Polk										
Randolph		9	76,440	117,728	110,000	¹¹	42,558	65,652	42,558	⁸
Richmond			n/a				n/a			
Robeson		1	74,744	115,853	85,469	⁵	n/a			
Rockingham			n/a				n/a			
Rowan		1	102,672	163,082	121,348	¹¹	n/a			
Rutherford			n/a				n/a			

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

Jan-15

County	Board of Elections		Elections Director				Elections Specialist			
	Chair	Member	YOS	Hire.	Max.	Actual	No.	Hire.	Max.	Actual
Alamance	\$4,000 + \$3,600 meetings + \$400 travel	\$3,400 + \$3,000 meetings + \$400 travel	24	\$39,926	\$63,879	\$62,556	14	\$30,660	\$49,053	\$35,064
Alexander	\$25 per meeting	\$25 per meeting	1	39,380	50,410	39,380	1	26,529	37,484	28,568
Alleghany	\$35 per meeting	\$35 per meeting	0.5	32,701	49,052	32,701	1	21,078	31,619	21,078
Anson	\$4,800 + \$50 per meeting	\$50 per meeting	6	34,044	52,767	38,501	1	28,878	44,780	30,325
Ashe	\$35 per meeting	\$35 per meeting	20	38,790	54,810	48,444	1	32,658	46,146	33,474
Avery	\$4,200	\$4,200	8	35,552	49,576	38,845	1	30,390	42,378	31,928
Beaufort										
Bertie	\$60 per meeting	\$50 per meeting	3	32,995	51,142	36,030		n/a		
Bladen	\$2,756	\$2,070	3	36,637	47,229	43,969	2	27,582	38,324	28,897
Brunswick	\$50 per meeting	\$50 per meeting	0	59,000	85,063	59,000	1	37,000	53,636	37,000
Buncombe	\$3,250	\$2,600	20	81,064	123,933	109,081	3	32,165	49,204	42,180
Burke	\$3,523	\$2,740	4	36,016	55,824	45,900	3	24,376	37,785	25,080
Cabarrus	\$75 per meeting	\$50 per meeting	1	53,488	82,572	56,701	2	32,824	50,690	33,544
Caldwell	\$75 per meeting	\$50 per meeting	17	34,236	57,061	44,841	2	23,037	38,397	26,632
Camden										
Carteret	\$100 per election day + \$35 per meeting	\$100 per election day + \$35 per meeting	9	34,000	64,286	54,480	1	18,704	34,526	26,928
Caswell	no data	no data	4			30,600		n/a		
Catawba	\$75 per meeting	\$50 per meeting	1	53,352	83,614	53,885	2	28,568	44,333	28,568
Chatham	\$3,900	\$3,300	13	50,839	78,801	56,684	10	29,725	46,073	34,772
Cherokee	no data	no data	19	33,039	52,903	43,831	1	28,408	44,360	37,112
Chowan	\$40 per meeting	\$40 per meeting	22	30,462	53,873	36,802	1	part-time		\$8.32/hr.
Clay	no data	no data				42,374				27,116
Cleveland	\$4,428 ¹	\$3,828 ¹	1	42,492	66,318	51,000	1	25,410	39,630	26,634
Columbus	\$45 per meeting	\$35 per meeting		36,381	54,571	49,649		22,183	33,275	
Craven	\$2,020 + \$70-\$100 per meeting	\$2,020 + \$70-\$100 per meeting	1	40,958	82,747	44,980	1	24,454	49,406	38,182
Cumberland	\$5,034 + \$35 per meeting	\$35 per meeting	12	60,925	102,537	95,707	2	32,247	54,272	32,950
Currituck	\$900 + \$8.00 per hour	\$300 + \$8.00 per hour	<1	43,326	59,990	45,926	1	30,319	41,776	30,319
Dare	n/a	n/a	14	48,834	78,135	78,791	1	28,853	46,166	37,653
Davidson	no data	no data	17	44,294	66,442	64,052	1	33,101	49,740	33,598
Davie	\$360 + \$30/meeting	\$360 + \$30/meeting	3	41,169	63,841	43,227	2	26,538	41,152	27,865
Duplin	\$30 per meeting	\$30 per meeting		39,818	70,706	vacant	1	29,005	51,508	29,584
Durham	\$3,000	\$2,400	2	64,000	124,800	85,285		n/a		
Edgecombe	\$40 per meeting	\$40 per meeting	7	34,053	59,012	43,878	3	21,951	38,039	23,780
Forsyth	n/a	n/a	<1	66,102	107,432	80,018	1	22,048	35,838	31,262
Franklin	\$25 per meeting	\$25 per meeting	1	40,139	60,210	47,073	1	31,904	47,857	41,000
							1	26,550	39,825	31,532
Gaston	\$3,819	\$2,546	3	52,511	41,161	76,500	2	26,554	41,161	30,776
Gates	\$25 per meeting	\$25 per meeting	5	30,020	41,622	33,145	2	part-time		\$9.80/hr
Graham										
Granville	\$3,000	\$1,500	12	34,686	61,186	61,186	1	29,963	52,854	35,209
Greene	\$25 per meeting	\$25 per meeting	30		44,832	44,832		n/a		
Guilford	no data	no data	1	74,136	126,031	81,527	3	33,963	57,737	34,888
Halifax	\$50 per election day + \$25 per meeting	\$50 per election day + \$25 per meeting	5	35,783	58,088	37,605	1	n/a		
Harnett	\$2,400	\$1,800	9	44,972	69,706	44,972	1	32,112	49,774	38,967
Haywood	\$25 per meeting	\$25 per meeting	8	40,959	70,727	61,469	2	26,133	39,198	33,489
Henderson	\$40 per meeting	\$40 per meeting	15	47,717	76,187	73,215	1	25,467	40,697	vacant
Hertford	\$50 per meeting	\$50 per meeting	18	33,288	51,597	37,844		n/a		
Hoke	\$1,200 + \$50 per meeting	\$600 + \$50 per meeting	29	42,102	59,489	55,241	1	24,616	34,782	25,862
Hyde	\$50 per meeting	\$50 per meeting	1	part-time		\$12.36/hr	1	part-time		\$10.30/hr
Iredell	no data	no data	19	48,820	75,720	59,897	1	24,867	38,569	29,610
Jackson	\$35 per meeting + \$10.00 per hour	\$35 per meeting + \$10.00 per hour	18	43,340	84,976	58,330	2	25,340	49,684	28,424
Johnston	\$3,600	n/a	8	48,925	87,201	58,764		n/a		
Jones	\$25 per meeting	\$25 per meeting	<1	38,383	48,395	42,252	1	part time		\$10.20/hr
Lee	\$2,400	\$1,800	9	45,447	63,626	50,327	1	30,320	42,448	33,973
Lenoir	\$3,920	\$2,953		39,342	69,423	50,361	2	21,654	38,211	25,304
Lincoln	\$2,800	\$2,800	1	55,619	84,864	57,012	1	33,945	51,742	42,993
McDowell	\$2,460 + \$50 per meeting	\$2,460 + \$50 per meeting	8	38,610	54,672	45,372	1	23,484	33,672	26,922
Macon	\$40 per meeting	\$40 per meeting	1	39,222	58,832	39,222	1			24,960
Madison										
Martin	\$60 per meeting	\$40 per meeting	5	28,474	45,526	33,024		n/a		
Mecklenburg	no data	no data	16	107,442	188,023	122,605	2	33,386	58,425	45,712
Mitchell	\$2,450	\$2,400		26,193	51,704	37,509	1	part-time		26,104

TABLE III. BOARD OF ELECTIONS, ELECTIONS DIRECTOR, AND ELECTIONS SPECIALIST
Jan-15

County	Board of Elections		Elections Director				Elections Specialist			
	Chair	Member	YOS	Hire.	Max.	Actual	No.	Hire.	Max.	Actual
Montgomery	\$1,800	\$1,500	15	39,432	41,000	39,432	1	21,288	27,000	24,240
Moore	\$2,400	\$1,800	33	50,782	82,119	67,830	3	37,895	61,281	41,920
Nash	\$3,000 + \$50 per meeting	\$50 per meeting	6	43,545	69,672	62,118	2	26,795	42,872	29,038
New Hanover	\$225 per meeting	\$140 per meeting	4	68,256	11,035	77,427	2	29,780	50,626	33,443
Northampton	\$30 per meeting	\$30 per meeting	5	31,591	55,747	34,830		n/a		
Onslow	no data	no data	21	40,537	64,859	52,708	3	24,345	38,952	28,239
Orange	\$60 per meeting	\$50 per meeting	6	68,823	112,773	86,947	3	32,812	53,765	46,261
Pamlico	\$9.30 per hour	\$9.00 per hour	7	30,242	56,930	39,174		n/a		
Pasquotank	no data	no data	<1	29,421	44,557	34,911		n/a		
Pender	\$35 per meeting + \$140 election day + \$75 canvass day	\$35 per meeting + \$140 election day + \$75 canvass day	9	48,256	77,209	48,638	9	34,294	54,871	34,637
Perquimans	\$35 per meeting	\$35. per meeting	13	21,144	43,683	34,225		n/a		
Person	\$40 per meeting	\$40 per meeting	14	39,061	60,545	43,512	1	33,262	51,556	37,052
Pitt	\$1,200 + \$50 per meeting	\$1,200 + \$50 per meeting	6	56,470	89,252	64,997		n/a		
Polk										
Randolph	\$2,100	\$1,200	4	46,925	72,280	49,181	2	28,808	44,366	30,411
Richmond	\$2,304	\$1,608	21	52,419	82,119	41,260	10		28,497	30,566
Robeson	\$3,900	\$2,100		45,886	71,124	52,480	2	29,579	45,847	32,041
Rockingham	\$3,300	\$2,400	2	50,474	75,710	50,474	1	28,479	42,718	28,479
Rowan	\$1,846	\$1,404	22	49,106	77,952	53,394	2	24,670	39,158	28,311
Rutherford	\$1,050 + \$50 per meeting + \$40 travel	\$1,050 + \$50 per meeting + \$40 travel	19	41,688	62,814	57,583	2	26,655	40,164	27,664
Sampson	no data	\$2,100	3	38,736	58,128	43,356		n/a		
Scotland	\$1,500 + \$25 per meeting	\$1,200 + \$25 per meeting	8	39,264	56,424	46,308	1	25,668	37,644	26,760
Stanly	\$30 per meeting	\$30 per meeting	8	36,597	54,896	n/a	2	26,712	40,069	28,394
Stokes										
Surry	\$125 election day + \$50 canvas day + \$35 per meeting	\$125 election day + \$60 per seminar + \$35 per meeting	7	35,532	59,520	46,224	1	28,728	47,328	35,532
Swain										
Transylvania	\$26.52 per hour	\$22.11 per hour	3	52,004	78,006	63,666	4	33,522	50,283	44,991
Tyrrell	\$50 per meeting	\$50 per meeting	7			\$14.85/hr		n/a		
Union	\$3,000	\$2,400	7	54,033	81,049	72,521	7	26,517	51,947	36,835
Vance	\$3,204	\$1,824		35,064	60,312	47,196	2	23,604	40,584	26,184
Wake	\$25 per meeting	\$25 per meeting	23	51,960		124,886	11	28,900	49,000	35,921
Warren	\$25 per meeting	\$25 per meeting	8	39,934	63,894	47,747	1	part-time		18,772
Washington	\$40 per meeting	\$40 per meeting		28,368	41,052	30,552		n/a		
Watauga	\$4,200 + \$4,200 meetings	\$2,700 + \$2,700 meetings	21	38,135	59,109	60,167	2	28,023	43,435	30,731
Wayne										
Wilkes	\$2,400	\$1,200	18	34,989	54,233	42,734	2	23,411	36,287	29,405
Wilson	\$2,820	\$2,172	4	46,320	78,276	59,100	2	31,848	53,532	31,848
Yadkin	\$3,000 + \$250 travel	\$2,500 + \$250 travel	19	34,469	51,704	39,319	2	31,378	47,067	32,240
Yancey	no data	no data	1	31,662	47,335	34,908	1			21,424
1. Car available										
2. \$4,200 travel allowance										
3. \$3,480 travel allowance										

TABLE V. COUNTY ATTORNEY
Jan-15

County	Comments	YOS	Full-time Salary	Retainer	Fees	Paralegals No.	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Alamance		7	\$109,380			1	\$41,844			ABCDEFGHIJKLMOTUVWX
Alexander	no data									
Alleghany				15,000	\$0		normal		ace	ABCDEFGHIJKLMOPSTUVW
Anson					25,875	n/a	normal		ace	ABCDEFGHIJKLMOPRTUVW
Ashe					37,910		higher	litigation		ABCDEFGHIKLMQPSTUVW
Avery	no data									
Beaufort										
Bertie					187,093	n/a	normal		acdef	ABCDEFGHIKLMOPRSTUVW
Bladen									a	X
Brunswick		18	144,900			1	48,096			ABCDEFGHIJKLMOPQRSTUVW
	1 assistant		105,306							
Buncombe			contracted			5	45,192			A
	2 assistants \$96,622 - 147,790									
Burke				49,920	59,242	n/a	higher	litigation	acdef	ABCDEFGHIJKLMOPRTUW
Cabarrus					48,345	n/a	normal			ABCDEFGHIJKLMOTVW
Caldwell				3,600		n/a			acde	X
Camden										
Carteret	n/a				61,359	2	34,897	normal	no data	ABCDEFGHIKLMOPRTV
Caswell				30,000	25,530	n/a	normal		acdef	ABCDEFGHIJKLMOSUVW
Catawba		7	131,300			1	43,158			ABCDEFGHIJLMOTUVW
	1 assistant		84,062							
Chatham				37,500	134,182	n/a	lower		ac	ABCDEFGHIJKLMPRVW
Cherokee		28	125,000	35,000		n/a	normal		acdef	ABCDEFGHIKLMOSTVW
Chowan					17,552	n/a	lower			X
Clay					no data		normal		cdef	ABCDEFGHIJKMORSVW
Cleveland				23,760	81,300	n/a	lower		acde	ABCDEFGHIJLMOSTVW
Columbus		5	75,480			1	38,177			ABCDEFGHIJKMPQRSTVW
	assistant		68,505							
Craven					310,443	n/a	normal			ABCDEFGHIKLMOPQRSTUV
Cumberland		4	170,626			2	39,686			ABCDFGIJLMPRSUTVW
	2 assistants		106,226							
Currituck		6	180,405			1	44,159			X
Dare			no data							ABCDEFGHIJKLMOPRTW
Davidson		5	101,483			1	38,302			ABCDEFGHIJKLMOPTUVW
	assistant		89,320							
Davie				72,000	13,365	n/a	higher		acdef	ABCDEFGHIJKLMOPRTV
Duplin			103,009			1	42,254			X
Durham			183,756			3	57,597	normal		ABCDFGHIJLOTUV
	3 assistants (part time)		40,554							ABCDEFGHIJLOTUV
Edgecombe				44,000	1,371			normal	acdef	X
Forsyth		17	159,827			4	41,995			JKOUV
	6 assistants		93,302							
Franklin					57,690	n/a	normal		abcdef	ABCDFGHIJKLMOPQSTVW
Gaston		33	148,843			1	47,387	normal		ABCDEFGHIJKLMOPSTVW
	assistant		80,661							
Gates				8,000	19,000	n/a	normal		c	ABCLMPRV
Graham										
Granville				7,800	150,265	n/a	normal		abcdef	ABCDEFHIJLMSTUVW
Greene				83,920						no data
Guilford		5	154,530			2	47,929	normal		ABCDEFGHIHLMNOTV
	6 assistants		90,496							ABCDEFGHILMNOTV
Halifax		4	100,337			1	35,341			ABCDEFGHIJLMOPQRSVW
Harnett				7,200	70,450	2	44,496	normal	acde	X
	2 staff attorneys		74,536-120,498							
Haywood				42,000	101,130			no data	acdef	ABCDEFGHIJKLMOTVW
Henderson		14	130,301			2	37,226			ABCDEFGHIJKLMOSTVW
	assistant		90,465							
Hertford	no data								acef	ABCDEFHIMOPRSTVW
Hoke				5,000	91,115	n/a	normal		acdef	X
Hyde	no data									ABCDEFGILMOPQRSTV

TABLE V. COUNTY ATTORNEY
Jan-15

County	Comments	YOS	Full-time Salary	Retainer	Fees	Paralegals No.	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Iredell	no data									X
Jackson				66,316		n/a			a	ABCDEFGHIKLMPTVW
Johnston				127,035		1 37,938	normal		acde	ABCDFGHIJLMNOPQRSTUWV
Jones	\$175/hr				68,000					ABCDEFGHIKLMOPRSTW
Lee		1	86,445							ABCDEFGHIJKPTVW
Lenoir				22,500	80,087				a	ABCDEFGHILMOSTUVW
Lincoln					256,788	1 28,579	normal		acdef	ABCDEFGHIJKLMOPTVW
McDowell	no data									
Macon					93,485					X
Madison										
Martin				7,200	13,707		normal		abcdef	X
Mecklenburg		6	167,809			6 45,896	normal		acde	ABCDFGIJKMSTW
	asst.—3 positions		110,012							
Mitchell					43,105		higher	4	acde	ABCDEFHIKMT
Montgomery	no data									
Moore		7	107,485			2 41,789	normal			ABCDEFHJKLMOPRTVW
	asst.—3 positions		78,505							ABCDEFHJKLMOPRTVW
Nash					\$60-\$150/hr.	n/a	normal		acdef	ABCEFGHIKLMORVW
New Hanover		15	162,180			3 39,632				X
	asst.—2 positions		113,826							
Northampton					no data	n/a			a	ABCDEFGHIKLMOPRSTUVW
Onslow		4	149,787			1 41,156				ABCDEFGHIJKLMOQTVW
	assistant		75,000							
Orange		5	142,561			1 38,376				ABCDEFGHIJKLMOQTVW
	asst.—1 position		75,750			n/a				
Pamlico				no data	no data	no data	no data		acde	ABCEGIKLMRV
Pasquotank		12	97,281			1 36,389				ABCDEFHIJLMORVW
Pender				48,000		n/a	normal		ac	ABCDEFGHIJKLMPVT
Perquimans					11,193	n/a	normal		acdef	ABCDEFHIKLPSTUVW
Person		8	\$150/hr.				normal			X
Pitt		10	131,319			1 57,149				ABCDEFGHIMOSTVW
	1 assistant		78,405							
Polk										
Randolph				15,000	1,807	n/a	lower		a	L
	associate		59,904-92,227							
Richmond				6,000	22,699	n/a	normal		acdef	X
Robeson			no data			1 48,688			acdef	ABCDEFGHIKLMOPRTVW
Rockingham		2	109,239			n/a				ABCDEFGIJLMOSTVW
Rowan				16,000	150,700	n/a	higher	1	acde	ABCDEFGHIJKLMOQTVW
Rutherford				10,000	110,653		normal		acd	ABCDEFIJKLMOPSTVW
Sampson					26,565	n/a	normal		abcde	ABCDEFGHIJKLMOPQRSTVW
Scotland				no data	no data				a	ABCDEFHIJKLMOPSTUVW
Stanly		5	90,317			n/a	normal			X
	1 assistant		41,125							ABCDEFGHIJLMOPQRSTV
Stokes										
Surry				4,800	171,714	n/a	higher	1	acdef	ABCDEFGHIKLMOPSTUVW
Swain										
Transylvania				6,000	153,740	n/a	normal		acdef	ABCDEFGIJKLMOSTVW
Tyrrell				42,381		n/a	normal		acdef	ABCDEFHIKLMPTVW
Union			Sr. Staff Atty 100,356 - 150,534 Staff Attorney 56,501 - 84,751	\$128,273 + \$4,800 \$62,578			normal		bcef	ABCDEFGIJKLMPRTVW
Vance				6,000	55,241	n/a	normal		ad	ABCDEFHIJLMOSTUVW
Wake		7	180,405			n/a				ABCDFGHJKLMNOVW
	asst.—11 positions		92,173			1 45,475				ABCDFGHJKLMNOVW
Warren				4,800	134,140	n/a	normal		ace	ACDEFGIJKLMOPSTUVW
Washington			53,040							no data
Watauga					118,474	n/a	normal			ABDEFHIKLMSTVW
Wayne										
Wilkes					221,205	n/a	normal			X
Wilson				no data	no data	no data			acdef	ABCDEFGIJLMORUVW

County Salaries in North Carolina 2015

TABLE VI. FINANCE DIRECTOR, PURCHASING AGENT, ACCOUNTANT, ACCOUNTS PAYABLE TECHNICIAN, AND PAYROLL TECHNICIAN
Jan-15

County	YOS	Finance Director			Purchasing Agent			Accountant			Accounts Payable Technician			Payroll Technician					
		Hire.	Max.	Actual	Hire.	Max.	Actual	No.	Hire.	Max.	Actual	No.	Hire.	Max.	Actual				
Alamance	1	54,332	86,932	85,000	\$36,561	\$58,498	\$57,756	1	\$43,599	\$69,758	\$65,736	4	\$28,075	\$44,921	\$39,768	1	\$33,480	\$53,568	\$57,312
Alexander	13	71,228	100,644	95,794	n/a				n/a			1	30,765	43,470	40,366	1	30,765	43,470	40,366
Alleghany	16	46,013	69,020	46,013	n/a				n/a										
Anson	1	58,117	90,082	83,209	n/a				n/a			1	26,526	39,563	34,526	1	26,526	39,563	34,526
Ashe	25	54,792	77,421	71,895	n/a				1	44,142	62,373	53,784	2	34,113	54,810	40,539			
Avery		assistant county manager			n/a				n/a			1	30,390	42,378	33,205	1	31,606	44,075	33,205
Beaufort																			
Bertie	2.5	54,686	84,764	65,263	n/a				n/a			1	27,882	43,218	33,412				
Bladen	12	51,967	64,668	64,668	27,702	35,090	32,011		n/a			2	28,979	36,707	31,556	1	30,256	38,324	34,964
Brunswick	1	88,518	141,628	122,802	assistant county manager			2	55,128	88,206	63,498	2	35,486	56,779	39,068	1	41,378	66,201	47,331
Buncombe	13			145,660	n/a			2	49,947	76,354	66,374	4	30,782	47,085	38,757	1	41,853	64,042	60,900
Burke	23	71,314	110,535	90,192	36,016	55,824	vacant	1	41,694	64,624	48,184	1	25,595	39,674	29,436	1	31,110	48,224	31,110
Cabarrus	0	82,960	128,083	96,034	39,915	61,604	60,413	3	46,203	71,326	55,119		n/a			2	32,824	50,690	36,730
Caldwell	5	50,878	84,798	72,787	30,001	50,002	44,248		n/a			2	27,473	45,789	30,999	1	27,473	45,789	40,543
Camden																			
Carteret		assistant county manager			40,000	70,587	48,022	1	41,000	70,587	53,167	1	31,774	50,839	31,774	1	35,000	50,839	35,700
Caswell	12			51,648	n/a				n/a			3			22,136	1			30,588
Catawba	13	92,196	143,035	123,456	53,885	83,614	73,678	1	51,323	79,633	63,708	7	34,746	53,885	38,251	2	36,476	56,585	48,105
Chatham	38	86,953	134,777	112,831	37,936	58,801	48,905	1	53,382	82,742	96,054	1	31,212	48,378	36,349	1	31,212	48,378	vacant
Cherokee	4	57,255	95,671	76,464	34,340	55,315	37,172		n/a			1	29,454	46,292	36,734		n/a		
Chowan	1			69,360	n/a				n/a			1	29,061	51,358	48,962		n/a		
Clay				53,199	n/a				n/a										
Cleveland	0.5	71,130	111,024	83,832	33,618	52,488	38,700	3	36,924	57,624	39,630	3	27,900	43,512	30,624	1	32,106	50,082	33,618
Columbus	9	54,535	81,803	66,201	34,781	52,172	47,269		n/a			1	27,776		n/a	1	27,776	41,665	33,626
Craven	21	95,243	192,433	171,275	47,139	95,343	49,405		n/a			3	35,581	71,890	41,408	1	37,298	75,338	56,866
Cumberland		91,756	154,525	vacant	46,394	78,081	62,817	4	48,539	81,691	65,924	3	29,423	54,272	33,537	1	37,025	62,313	41,435
Currituck	13	71,194	99,011	87,322	n/a			1	39,609	54,786	46,901	3	26,603	49,582	32,875	1	26,603	36,611	26,603
Dare	24	110,133	176,212	145,524	40,330	64,526	50,000	1	44,380	71,006	49,418	12	24,998	67,690	34,859	1	30,267	48,428	46,210
Davidson	23	68,644	102,967	96,148	56,531	84,796	78,408	1	53,839	80,758	67,352	1	28,633	42,949	29,429	2	33,101	49,740	50,094
Davie	6	67,057	103,991	79,331	n/a			1	50,040	77,599	53,068	2	29,258	45,371	40,500	1	37,342	57,906	39,602
Duplin	30	61,556	109,313	97,066	n/a			1	38,270	67,964	39,818	1	30,175	53,588	32,024	1	30,175	53,588	30,175
Durham	14	96,072	187,304	163,295	54,000	97,200	84,444	2	43,560	78,408	48,580	6	32,210	57,978	42,820	1	36,000	64,800	56,885
Edgecombe	18	50,312	87,187	66,450	30,887	53,525	36,056	1	35,755	61,962	39,728	1	26,681	43,237	31,147	1	28,015	48,549	28,015
Forsyth	19	102,710	166,920	166,691	n/a			1	n/a			19	26,603	43,243	33,696	2	29,994	48,734	45,292
Franklin		assistant county manager			n/a			1	44,001	66,001	53,192	1	29,105	43,662	35,410	1	36,617	54,926	37,496
Gaston	<1	91,191	141,351	102,850	40,499	62,776	53,537	3	40,499	62,776	52,867		n/a			1	30,020	41,622	30,020
Gates	6	51,722	75,349	61,812	n/a			1	30,020	41,622	37,327	1	32,800	42,227	35,302	1	part-time		\$17.50/hr
Graham																			
Granville	<1	51,239	90,384	80,000	n/a				n/a			1	31,470	55,514	52,858	1	28,535	50,334	41,515
Greene				vacant	n/a				n/a			1			\$10.52/hr	1			\$14.04/hr
Guilford	5	104,317	177,339	138,054	70,606	120,030	88,088	2	41,282	70,179	46,205	17	33,963	57,737	38,441	1	39,316	66,837	40,102
Halifax	1	53,250	86,442	66,593	n/a			1	41,534	67,425	51,943	1	22,880	37,141	24,346	1	27,911	45,308	31,997
Harnett	1	77,740	120,498	90,000	34,934	54,147	34,934	1	49,605	72,703	59,904	1	28,301	43,867	28,301	1	36,435	56,475	45,910
Haywood	14	82,656	134,974	111,747	34,345	51,518	42,367	1	34,345	51,518	47,705	1	31,450	47,177	37,575	1	31,450	47,177	35,008
Henderson	21	70,610	112,749	111,000	39,195	62,615	40,371		n/a			3	28,665	45,747	30,947	1	36,251	57,857	45,533
Hertford	22	46,840	72,602	57,179	n/a			1	33,288	51,597	41,433	1	26,083	40,428	29,273		n/a		
Hoke	1	67,535	123,693	91,968	n/a			2	31,417	44,392	34,679	1	38,188			1	38,188	53,959	47,692
Hyde	3	49,240	72,763	65,808	n/a			1	28,794	44,631	30,000		n/a						
Iredell	29	87,601	135,870	130,555	44,620	69,207	67,502	1	38,989	60,472	60,472	2	28,459	44,140	33,891	2	32,570	50,516	42,823
Jackson	34	64,033	125,549	123,087	n/a				n/a			1	30,801	60,391	32,046	1	35,656	69,910	49,927
Johnston		assistant county manager			41,027	73,125	41,016	1	48,925	87,201	56,366	1	41,027	73,125	45,863	1	42,873	76,412	48,567
Jones	6	64,616	86,374	74,735	n/a				n/a			1	29,056	36,649	33,463		n/a		
Lee		assistant county manager			37,936	58,801	48,905	1	53,382	82,742	66,054	1	31,212	48,378	36,349	1	31,212	48,378	vacant
Lenoir		49,498	87,344	69,569	n/a			1	31,269	55,178	45,287		n/a						
Lincoln	2	67,787	103,396	79,622	45,656	69,659	46,800	4	37,481	57,158	44,964	6	27,872	42,515	28,733		n/a		
McDowell	27	52,020	76,734	76,458	31,644	46,510	25,620		n/a			3	24,684	35,386	25,302	1	27,258	40,076	29,370
Macon	3	77,656	116,484	96,900	37,354	56,031	42,024	1	39,222	58,832	51,627	1	30,731	46,097	32,230	1	33,881	50,822	33,811
Madison																			
Martin	13	50,485	80,666	63,016	n/a			1	37,095	59,301	38,972	1	24,961	39,904	26,881	1	29,747	47,555	31,253
Mecklenburg	<1	127,600	223,300	165,082	46,960	82,180	vacant	28	49,098	85,921	65,856	47	33,387	58,428	41,866				
Mitchell		no data			n/a				n/a			1	29,748	40,707	30,828		accounts payable technician		
Montgomery	<1	78,000	82,000	80,000	n/a			1	49,000	53,000	50,000	2	32,000	35,000	32,000		n/a		
Moore	1	71,455	115,551	89,000	41,778	67,560	54,071	1	48,364	78,210	73,411	7	34,371	55,582	37,441	1	34,371	55,582	43,240
Nash	<1	72,929	116,686	92,000	n/a			1	41,551	66,482	49,945	2	30,446						

TABLE VII. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN
Jan-15

County	YOS	Human Resources Director			Human Resources Analyst				Human Resources Technician					
		Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.	Max.	Avg.
Alamance	6	\$54,332	\$86,932	\$78,048	analyst II	1	\$36,561	\$58,498	\$46,020	specialist	1	\$33,480	\$53,568	\$53,364
Alexander	4	58,461	82,605	73,010			n/a			benefits specialist	1	29,282	41,375	30,014
Alleghany		finance director					n/a					n/a		
Anson		n/a					n/a					n/a		
Ashe		n/a					n/a					n/a		
Avery	2	48,655	67,850	53,162			n/a					n/a		
Beaufort														
Bertie		n/a					n/a			HR officer	1	42,478	65,840	46,386
Bladen	3	42,042	53,255	43,985			n/a			admin. asst. III	1	31,533	41,360	41,360
Brunswick	0	68,876	110,203		technician II	1	41,378	66,201	vacant	technician I	1	39,415	63,026	38,832
					generalist	1	45,307	72,491	47,283					
					comp & ben. mgr.	1	55,128	88,206	64,101					
Buncombe	32	10,513	161,365	145,660	analyst II	1	45,753	69,950	61,915	technician II	2	38,372	58,675	46,690
					analyst I	1	41,853	64,042	55,631	technician I	4	33,591	51,369	40,454
Burke	3	58,669	90,939	68,244			n/a			technician	2	28,219	43,740	31,898
										specialist	1	32,667	50,634	34,563
Cabarrus	3	75,260	116,172	116,172	analyst	2	43,987	67,919	58,848	technician	1	34,458	53,211	51,848
Caldwell	2	50,878	84,798	58,816			n/a			admin asst	2	26,290	43,817	31,606
Camden														
Carteret	3	80,000	98,232	86,700	asst director	1	50,000	81,247	54,040			n/a		
					assistant	1	32,500	50,839	34,680					
Caswell	2			36,736			n/a					n/a		
Catawba	4	75,841	117,666	99,375	mgmt analyst	1	48,883	75,844	58,540	specialist	3	36,476	56,585	42,337
					HR analyst	1	44,333	68,784	51,582					
Chatham	12	64,886	100,573	73,783	HR analyst	1	46,114	71,477	48,419	benefits manager	1	32,772	50,795	34,200
Cherokee	10	41,952	69,342	56,761			n/a					n/a		
Chowan		n/a					n/a			HR manager	1	38,592	68,471	59,290
Clay		n/a					n/a					n/a		
Cleveland	1	58,986	92,076	67,878	analyst benefits/payroll	1	38,700	60,396	41,526	sr. technician	1	35,256	55,002	47,808
Columbus	12	41,636	62,455	63,057			n/a			HR technician	1	24,271	36,406	26,378
Craven	2	78,954	159,600	90,879	asst director	1	57,775	104,604	67,027	technician II	1	32,395	65,454	34,767
Cumberland	4	see deputy county manager			consultant II	5	48,539	81,691	68,737	technician III	2	38,734	65,189	40,189
					consultant I	1	44,353	74,646	45,409	technician II	3	35,348	59,490	41,051
										technician I	7	30,805	51,845	33,861
Currituck	<1	56,330	78,198	57,423			n/a			assistant	1	35,894	49,582	38,766
Dare	4	65,070	104,112	72,100			n/a			HR specialist	3	30,267	48,428	44,997
Davidson	8	59,345	89,018	84,905	analyst II	1	42,214	63,323	48,696	technician III	1	36,464	54,696	40,054
										technician II	1	33,101	49,740	34,800
										technician I	1	31,569	47,353	33,227
Davie	<1	43,227	67,033	47,550			n/a					n/a		
Duplin	2	46,651	82,845	76,537	HR supervisor	1	38,270	67,964	48,536	HR technician	1	27,878	49,508	32,024
Durham	2	96,072	187,340	141,780	sr. analyst	2	52,708	94,874	68,784	technician	4	36,000	64,800	43,525
					analyst	2	43,560	78,408	48,363					
Edgecombe	1	45,637	79,081	64,908			n/a					n/a		
Forsyth	1	87,339	141,939	100,984	senior consultant	6	46,404	75,407	53,432	technician	7	29,994	48,734	38,207
Franklin	7	46,069	69,103	61,613			n/a			technician II	1	31,904	47,857	34,338
Gaston	6	75,049	116,332	102,925	analyst I	1	37,952	58,829	42,582			n/a		
Gates		n/a					n/a					n/a		
Graham														
Granville	<1	44,270	78,094	45,400			n/a					n/a		
Greene		n/a					n/a					n/a		
Guilford	1	94,619	160,852	126,977	analyst	4	47,789	81,241	50,254	specialist	2	37,444	63,655	42,438
					sr. analyst	2	52,687	89,568	54,475					
					hr manager	1	67,244	114,314	80,650					
Halifax	1	53,250	86,442	60,293	sr. analyst	3	35,783	58,068	42,424			n/a		
					analyst	1	32,396	52,592	33,627					
Harnett	2	65,692	101,823	82,500			n/a			technician	1	32,112	49,774	35,323
										ben. Coordinator	1	36,435	56,475	36,435
Haywood	3	48,842	81,785	66,660	benefits spec. II	1	34,345	51,518	44,981			n/a		
Henderson	13	62,810	100,211	96,000			n/a			technician	1	33,540	53,508	34,554
Hertford	<1	46,840	72,602	48,500			n/a					n/a		
Hoke		assistant county manager			accounting tech. II	1	29,922	42,278	29,922	technician II	1	27,140	38,347	27,140
										technician I	1	24,616	34,782	25,234
Hyde	2	40,327	62,506	43,614			n/a					n/a		
Iredell	4	66,883	103,737	75,388	analyst	1	42,658	66,163	48,083	sr. specialist	1	32,570	52,839	32,570
										ben. Specialist	1	32,570	52,839	32,570

TABLE VII. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN
Jan-15

County	YOS	Human Resources Director			Human Resources Analyst			Human Resources Technician						
		Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.	Max.	Avg.
Jackson	2	58,080	113,876	59,242	ben admin.	1	35,656	69,910	35,656	assistant	1	28,459	44,140	28,459
Johnston	4	60,969	108,664	90,725	sr. analyst	1	51,126	91,122	75,989	sr. tech.	1	35,952	55,717	39,644
					analyst	0	48,925	87,201		technician	1	32,921	51,023	34,652
					generalist	2	44,802	79,850	56,205					
Jones		n/a										n/a		
Lee	8	62,265	87,170	72,868	analyst	1	39,712	55,596	41,687	assistant	1	31,715	44,401	33,221
Lenoir		n/a								technician III	1	32,739	57,772	40,886
										technician II	1	29,867	52,703	41,172
Lincoln	13	61,401	93,683	67,475	analyst	1	37,472	57,166	34,798			n/a		
					specialist	1	37,481	57,158	38,417					
McDowell	6	48,500	72,746	50,116						HR assistant	1	28,650	42,132	29,370
Macon	3	57,948	86,922	57,948	HR coordinator	1	39,222	58,832	39,222			n/a		
Madison														
Martin		n/a					n/a					n/a		
Mecklenburg		107,442	188,023	vacant	hr consultant	11	46,960	82,180	56,274	specialist	7	35,116	61,453	47,236
Mitchell		45,795	65,421	59,875								n/a		
Montgomery	1	40,000	53,000	45,000								n/a		
Moore	5	58,787	95,063	73,558		1	37,895	61,281	57,894	technician II	1	30,446	48,714	39,117
Nash	1	69,589	111,342	74,164	n/a					specialist	1	34,594	55,350	43,093
										technician	1	29,848	47,757	37,783
New Hanover	1	91,740	155,499	109,178	analyst I	3	50,934	86,588	55,180			n/a		
					analyst II	2	52,564	86,588	54,376					
Northampton	11	49,009	86,481	67,557						technician	1	27,290	48,156	27,971
Onslow	2	82,120	131,392	107,824						technician I	4	32,036	51,258	46,112
Orange	1	83,853	137,403	106,575	analyst	1	42,002	68,822	50,133	technician	1	38,051	62,351	49,501
Pamlico	8	31,755	57,677	38,239								n/a		
Pasquotank	12	36,441	51,016	44,233						accounting clerk	1	23,268	32,576	25,929
Pender	2	55,862	89,379	65,280						technician	1	31,106	49,770	38,510
Perquimans					clerk to the board							n/a		
Person	11	56,081	86,926	60,652	HR specialist	1	34,625	53,669	37,083	technician	1	29,484	45,700	30,958
Pitt	16	78,405	123,922	98,024	analyst I	2	42,625	67,369	52,354	technicain	2	32,171	50,852	35,275
Polk														
Randolph	<1	66,040	101,691	66,040	benefits coord.	2	36,774	56,618	44,226			n/a		
Richmond	7	54,924	79,925	69,441								n/a		
Robeson		61,492	95,313	78,403						benefits spec.	1	35,953	55,728	41,566
										recruiting spec	1	35,953	55,728	41,667
Rockingham	1	60,138	90,205	77,500	analyst	2	44,232	66,348	53,856	specialist	1	33,970	50,954	33,971
Rowan	5	65,957	104,702	80,694	analyst II	1	46,748	74,210	47,671	specialist I	1	30,033	47,671	32,974
					analyst I	1	42,367	67,263	44,505					
Rutherford	1	56,168	84,632	56,168	specialist	1	32,518	48,994	34,602			n/a		
Sampson		n/a										n/a		
Scotland		n/a			manager	1	29,580	64,572	49,212	personnel tech.	2	27,300	41,184	31,392
Stanly	1	54,855	82,283	72,582	coordinator	1	30,571	45,856	32,099			n/a		
Stokes														
Surry	15	55,596	94,872	80,532	asst. HR officer	1	37,104	62,280	44,172	technician	1	30,012	49,572	34,776
Swain														
Transylvania	23	63,211	94,817	74,553	analyst	1	28,505	42,758	28,505			n/a		
Tyrrell		n/a										n/a		
Union	20	80,472	120,708	103,126	classification & comp.	1	41,382	62,072	61,971	employ. coord.	1	34,631	57,947	45,951
										benefits spec	1	36,220	54,324	50,399
Vance	9	54,444	93,648	62,028						HR tech	1	32,112	55,236	32,436
Wake	1	127,000	165,000	131,128	consultant	9	39,200	66,750	55,488	technician	5	25,500	43,100	37,211
Warren	1	48,540	77,664	55,828						technician	1	28,380	45,408	30,666
Washington		n/a			accounting specialist	1	28,368	41,052	39,060			n/a		
Watauga		n/a			HR coordinator	1	38,135	59,109	42,136	asst. HR coord.	1	33,419	51,798	36,004
Wayne														
Wilkes	4	39,472	61,182	46,203								n/a		
Wilson	1	55,848	94,392	75,108						personnel tech III	1	38,400	64,896	44,160
Yadkin					assistant county manager							n/a		
Yancey					assistant to the county manager							n/a		

TABLE VIII. PLANNING DIRECTOR, COUNTY PLANNER, PLANNER, AND SENIOR PLANNER
Jan-15

County	YOS	Planning Director			County Planner/Senior Planner			Planner			
		Hire.	Max.	Actual	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.
Alamance	0	\$43,599	\$69,758	\$54,500	n/a			1	\$34,986	\$55,979	\$34,986
Alexander		n/a			37,483	52,963	42,408		n/a		
Alleghany		n/a			32,701	49,052	32,701		n/a		
Anson		n/a			n/a				n/a		
Ashe	2	44,142	62,373	44,142	n/a				n/a		
Avery	17	50,061	70,582	64,002	n/a				n/a		
Beaufort											
Bertie	9	48,198	74,706	55,057	n/a				n/a		
Bladen	16	45,582	57,737	53,679	n/a				n/a		
Brunswick	1	80,661	129,057	93,715	n/a			1	47,270	75,633	55,723
Buncombe		assistant county manager			n/a			5	43,782	66,928	58,797
Burke	2	58,669	90,939	74,178	n/a			1	36,016	55,824	41,056
Cabarrus	3	68,252	105,369	80,190	48,502	74,872	53,488	1	41,909	64,679	vacant
Caldwell		n/a			n/a				n/a		
Camden											
Carteret	<1	72,000	98,232	73,440	n/a				n/a		
Caswell	1			39,264	n/a				n/a		
Catawba	12	72,225	112,057	105,944	46,547	72,225	55,589	1	40,215	62,399	43,200
Chatham	9	71,536	110,881	80,371	48,419	75,049	48,418		n/a		
Cherokee		n/a			n/a				n/a		
Chowan		n/a			n/a			1	35,099	62,203	vacant
Clay											
Cleveland	26	56,280	87,846	87,846	n/a			1	38,700	60,396	43,512
Columbus		n/a			n/a				n/a		
Craven	36	71,890	145,236	145,236	42,920	86,714	46,061	1	39,082	78,954	40,958
Cumberland	8	76,454	128,672	105,277	48,539	81,691	60,804	9	42,399	71,357	43,403
Currituck	6	93,977	142,318	102,623	48,900	67,794	56,396	4	39,609	59,990	45,123
Dare	4	71,603	114,565	64,240	n/a				n/a		
Davidson	17	65,341	98,011	83,046	n/a			1	40,256	60,386	51,980
Davie	4	55,169	85,553	61,445	n/a			1	37,342	57,906	40,134
Duplin		n/a			54,661	97,066	60,349		n/a		
Durham		n/a			n/a				n/a		
Edgecombe		n/a			34,053	59,012	34,053	1	29,416	50,916	29,416
Forsyth		n/a			n/a				n/a		
Franklin	6	63,539	95,308	75,437	42,028	63,040	52,940	1	38,339	57,507	44,532
Gaston	18	75,049	116,332	101,087	n/a			1	56,033	86,855	72,642
Gates		n/a			46,848	68,248	47,785		n/a		
Graham											
Granville	11	42,166	74,379	65,957	n/a			1	31,470	55,514	45,000
Greene		n/a			n/a				n/a		
Guilford	1	85,822	145,897	119,907	n/a			1	43,346	73,688	43,346
Halifax	14	53,250	86,442	64,150	n/a				n/a		
Harnett	2	74,536	115,531	76,937	44,972	69,706	53,966	2	41,431	64,078	43,409
Haywood	19	48,842	81,785	74,670	n/a			1	37,505	56,259	48,616
Henderson	1	65,286	104,247	91,670	42,413	64,424	41,972	2	39,195	62,615	41,945
Hertford		n/a			n/a				n/a		
Hoke		n/a			48,739	68,867	51,210		n/a		
Hyde	2	42,373	62,506	55,914	n/a				n/a		
Iredell	1	51,066	79,203	68,196	44,620	69,207	61,036	1	38,989	60,472	38,989
Jackson	4	58,080	113,876	88,030	n/a				n/a		
Johnston	7	63,714	113,554	71,943	n/a			1	39,261	60,846	42,369
Jones		n/a			n/a				n/a		
Lee		n/a			n/a				n/a		
Lenoir		n/a			n/a				n/a		

TABLE VIII. PLANNING DIRECTOR, COUNTY PLANNER, PLANNER, AND SENIOR PLANNER
Jan-15

County	YOS	Planning Director			County Planner/Senior Planner			Planner			
		Hire.	Max.	Actual	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.
Lincoln	2	61,401	93,683	64,521	55,919	84,864	76,440	3	35,672	54,412	42,432
McDowell		n/a			n/a			1	42,642	62,668	53,994
Macon		52,561	78,841	59,751	41,183	61,774	48,683		n/a		
Madison											
Martin	13			57,318	n/a				n/a		
Mecklenburg		n/a			n/a				n/a		
Mitchell		n/a			n/a				n/a		
Montgomery	2	42,500	53,000	42,500	n/a				n/a		
Moore	3	64,813	104,808	87,035	46,061	74,486	63,219	2	39,789	64,344	48,236
Nash	2	69,589	111,342	76,994	n/a			1	41,551	66,482	48,032
New Hanover	8	91,470	155,499	117,586	56,154	95,462	73,749	1	48,508	82,462	73,749
Northampton	6	42,335	74,706	50,321	n/a				n/a		
Onslow	3	60,004	96,007	84,032	n/a			2	38,977	62,364	47,201
Orange	15	83,853	137,403	123,706	n/a			8	42,002	97,244	60,622
Pamlico		n/a			n/a				n/a		
Pasquotank	9	43,027	60,237	51,635	n/a				n/a		
Pender	4	64,667	103,468	66,137	43,769	70,031	45,853	1 II	39,007	63,520	vacant
								2 I	36,009	57,615	39,610
Perquimans	7	41,841	63,362	58,874	n/a				n/a		
Person	<1	63,266	98,062	63,266	n/a				n/a		
Pitt	18	82,170	129,869	103,878	n/a			3 III	49,060	77,542	55,417
								2 II	44,670	70,600	38,056
								1 II	40,625	67,369	43,653
Polk											
Randolph	<1	62,899	96,845	62,899	44,699	68,827	44,699		n/a		
Richmond		n/a			n/a				n/a		
Robeson	2	48,141	74,680	58,164	n/a				n/a		
Rockingham	2	60,138	90,205	70,746	n/a			2	40,479	60,720	37,224
Rowan	8	62,793	99,682	74,581	44,505	70,649	47,209	1	36,556	58,040	38,017
Rutherford		56,168	84,632	62,804	n/a			1	56,168	84,632	62,804
Sampson		n/a			n/a				n/a		
Scotland		n/a			n/a				n/a		
Stanly	16	52,442	78,666	68,270	n/a			1	36,597	54,896	50,508
Stokes											
Surry	5	48,444	82,524	59,520	n/a			1	28,728	47,328	39,588
Swain											
Transylvania		n/a			n/a			1	41,169	70,754	48,713
Tyrrell		n/a			n/a				n/a		
Union	13	73,663	110,495	109,947	51,679	77,519	67,337		n/a		
Vance		n/a			n/a			1	38,292	65,844	43,812
Wake		n/a			n/a			2	39,200	66,750	54,548
Warren	7	48,540	77,664	68,783	38,032	60,852	53,612		n/a		
Washington		n/a			n/a				n/a		
Watauga	27	64,675	100,245	100,015	n/a			1	38,135	59,109	47,754
Wayne											
Wilkes	3	48,256	74,797	58,396	n/a				33,611	52,097	35,292
Wilson	7	50,844	85,944	73,200	n/a				n/a		
Yadkin	2	50,145	75,218	57,453	n/a			1	34,469	51,704	34,815
Yancey		n/a			part-time		26272		n/a		

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

Jan-15

County	YOS	Information Technology Director			Systems Administrator				PC Consultant			
		Hire.	Max.	Actual	No.	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.
Alamance	25	\$59,333	\$94,932	\$99,420	1	\$47,611	\$76,180	\$67,428	4	\$33,480	\$53,568	\$41,196
Alexander	15	52,962	74,834	71,228	1	39,380	55,644	42,372	2	22,876	39,382	32,569
Alleghany		n/a				n/a				n/a		
Anson	24	53,527	82,966	82,851		n/a				n/a		
Ashe	9	67,827	95,838	73,041		n/a			2	42,259	70,980	48,045
Avery	1	39,991	55,769	39,991	1	36,974	51,559	40,398		n/a		
Beaufort												
Bertie	2.5	44,304	68,671	54,895	1	44,304	68,671	48,380		n/a		
Bladen	5	48,136	60,969	49,205	2	37,919	48,031	41,291		n/a		
Brunswick	26	68,876	110,203	94,446	1	53,164	85,063	53,164	2	51,200	81,920	52,492
Buncombe	1	100,984	154,465	139,000	2	74,228	113,470	84,164	5	41,853	64,042	52,086
Burke	3	58,869	90,939	68,773	1	37,815	58,616	38,572	3	31,110	48,224	31,110
Cabarrus	9	79,027	121,668	109,552	3	58,972	91,021	62,287	3	46,203	71,326	46,508
Caldwell	2	48,687	81,146	56,284	3	35,777	59,629	44,231	2	25,158	52,252	30,935
Camden												
Carteret	2	87,000	98,232	88,740	2	47,000	65,811	48,509	3	30,921	41,072	31,152
Caswell	11			38,964		n/a				n/a		
Catawba		92,196	143,035	vacant	1	65,513	101,644	85,226	6	46,547	72,225	52,816
Chatham	0.5	64,886	100,573	92,415	1	50,839	78,801	54,631	4	41,826	64,831	43,161
Cherokee	8	45,695	75,980	61,961	1	43,798	72,577	53,489		n/a		
Chowan		44,507	79,098	56,513		n/a				n/a		
Clay		n/a				n/a				n/a		
Cleveland	23	58,986	92,076	83,832	3	40,572	63,294	57,624		see systems administrator		
Columbus	10	47,651	71,477	78,152	2	34,781	52,172	38,766		n/a		
Craven	31	78,954	159,600	159,600	1	44,980	90,880	47,139	1	40,958	82,747	49,405
Cumberland	11	83,763	140,975	119,708	1	55,639	93,640	57,135	2	48,539	81,691	48,539
Currituck	20	56,330	78,198	69,194		n/a			1	34,037	46,983	37,464
Dare	4	68,257	109,213	92,316	1	46,554	74,485	54,075	3	51,227	81,893	58,068
Davidson	19	68,644	102,967	97,268	3	42,214	63,323	43,413		n/a		
Davie	1	57,927	89,831	66,663	1	43,227	6,703	51,177	1	33,870	52,523	36,514
Duplin	16	52,539	93,298	67,964	2	35,355	62,786	36,437	1	38,270	67,964	39,818
Durham	1	96,072	187,340	148,035	2	47,916	86,249	58,588	10	43,560	78,408	56,037
Edgecombe	16	47,916	83,035	53,240	2	35,755	61,963	39,847	1	no data		
Forsyth	18	92,768	150,758	142,813	1	74,137	120,472	116,210	3	34,050	55,328	45,975
Franklin		n/a			1	42,026	63,040	55,697	2	34,974	52,482	41,589
Gaston	1	80,085	124,136	106,296		n/a			2	37,952	58,829	55,746
Gates		n/a				n/a				n/a		
Graham												
Granville	5	34,686	61,186	48,647	1	29,963	52,854	34,168	1	27,164	47,916	30,000
Greene		n/a				n/a				n/a		
Guilford	1	99,350	168,894	125,240	2	64,024	108,871	69,655	4	41,282	70,179	46,613
Halifax	1	41,534	67,425	51,943	1	39,522	64,156	55,271		n/a		
Harnett	18	65,692	115,531	91,046	1	60,387	93,549	76,089		n/a		
Haywood	2	44,728	67,090	62,220	2	40,959	70,727	48,588	1	32,866	49,299	33,194
Henderson	8	67,938	108,440	87,869	3	42,413	67,724	51,012	1	30,986	49,491	33,033
Hertford		n/a				n/a				n/a		
Hoke	4	51,175	72,310	59,352	1	44,207	62,464	45,312	2	38,188	53,959	39,142
Hyde		n/a				n/a				n/a		
Iredell	30	61,130	94,813	94,813	1	46,673	72,390	53,401	4	40,782	63,253	47,101
Jackson	10	55,315	108,454	70,152	1	45,507	89,225	45,507	2	39,311	77,076	40,106
Johnston	2	63,714	113,554	99,360	4	53,428	95,225	63,233	2	46,618	83,447	50,389
Jones		n/a				n/a				n/a		
Lee	6	68,123	95,373	71,360	1	49,726	68,616	58,754	1	41,538	58,153	43,223
Lenoir		56,808	100,244	82,274	1	39,342	69,423	49,132	3	31,290	55,178	32,057
Lincoln	29	61,401	93,683	68,473	1	45,656	69,659	51,688	5	33,945	51,792	38,798
McDowell		n/a			2	33,258	48,878	35,832		n/a		
Macon		55,189	82,783	65,137	1	45,404	68,106	45,890	2	30,731	46,097	30,731

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

Jan-15

County	YOS	Information Technology Director			Systems Administrator				PC Consultant				
		Hire.	Max.	Actual	No.	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.	
Madison													
Martin		n/a				n/a					n/a		
Mecklenburg	1	127,600	223,300	158,045	4	35,116	61,456	46,319		19	38,498	67,372	51,187
Mitchell		n/a				n/a					n/a		
Montgomery	9	58,000	63,000	58,785	1	32,000	35,000	32,500			n/a		
Moore	1	58,787	95,063	86,700	2	43,868	70,939	52,004		1	37,895	61,281	41,713
Nash	<1	69,589	111,342	69,589		n/a				2	41,551	66,482	45,476
New Hanover	11	91,470	155,499	140,701		n/a				5	46,198	78,537	48,694
Northampton		finance director			1	38,400	67,760	40,343			n/a		
Onslow	17	73,004	116,807	99,881	1	70,196	112,314	87,183		6	47,422	75,875	57,119
Orange	1	83,853	137,403	103,784	6	53,764	88,099	63,861		2	44,126	72,307	60,060
Pamlico		n/a				n/a					n/a		
Pasquotank	9	41,709	58,393	51,783		n/a					n/a		
Pender	7	55,862	89,379	63,719	1	39,700	63,520	46,267		2	32,661	52,258	33,274
Perquimans		n/a				n/a					n/a		
Person	14	63,266	98,062	76,706	1	47,753	74,018	47,753		1	39,061	60,545	41,835
Pitt		assistant county manager				n/a				1	42,625	67,369	42,625
Polk													
Randolph	5	66,040	101,691	72,432	1	44,699	68,827	56,917		4	36,774	56,618	42,902
Richmond	19	54,924	79,925	69,441	3	36,009	63,207	42,067			n/a		
Robeson	15	58,564	90,774	70,584	2	41,620	64,512	53,173			n/a		
Rockingham	4	71,720	107,581	86,182	2	46,180	75,710	56,600		2	40,497	60,720	40,499
Rowan	26	76,440	121,348	117,263	1	59,778	94,899	67,263		3	31,545	50,076	33,954
Rutherford	6	56,168	84,632	62,804	2	37,744	56,871	39,171		1	35,915	54,114	37,274
Sampson	12	51,024	76,536	69,864		n/a				3	36,996	55,500	39,132
Scotland		n/a			1	31,728	64,572	51,708		1	25,536	41,184	29,880
Stanly	16	54,855	82,283	71,027	1	43,810	65,715	55,971			n/a		
Stokes													
Surry	6	46,224	78,660	62,280	n/a					3	31,320	51,864	34,712
Swain													
Transylvania	9	63,211	94,817	71,592	1	47,169	70,754	57,734		1	38,806	58,209	40,000
Tyrrell		n/a				n/a					n/a		
Union	1	73,663	110,495	101,936	1	45,240	67,860	66,481		2	37,864	56,796	45,578
Vance	2	52,104	89,604	71,184		n/a					n/a		
Wake	2	145,000	165,000	156,832	18	52,900	90,100	69,001		23	37,000	63,000	48,139
Warren		44,027	70,443	vacant		n/a					n/a		
Washington		n/a			1	28,368	41,052	40,068			n/a		
Watauga	5	56,673	87,843	76,680	1	45,478	70,490	48,262		3	33,419	67,454	51,860
Wayne													
Wilkes	29	48,256	74,797	59,874	1	41,090	63,690	49,104			n/a		
Wilson	1	58,524	98,904	74,472	3	34,956	59,112	43,944			n/a		
Yadkin	1	52,538	78,808	55,690	2	37,844	56,767	44,633			n/a		
Yancey		31,662	47,335	vacant		n/a					n/a		
1. network analyst													
2. web technician													

County Salaries in North Carolina 2015

TABLE X. TAX ADMINISTRATION POSITIONS (Part One)
Jan-15

County	YOS	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser					
		Hire.	Max.	Actual	Hire.	Max.	Actual	Hire.	Max.	Actual	Class	No.	Hire.	Max.	Actual	
Alamance	8	\$62,002	\$99,204	\$65,844	n/a			n/a			tax appraiser	5	34,986	55,979	37,994	
Alexander	2	50,410	71,228	51,670	43,469	61,420	46,811	n/a			appraiser	1			\$20.00/hr	
Alleghany	3	43,826	65,734	43,826	n/a			n/a					n/a			
Anson		n/a			47,311	73,332	62,581	43,575	67,542	56,650	real estate appraiser I	1	26,596	41,224	33,634	
Ashe	25	54,792	77,421	71,895	n/a			n/a	37,161	52,506	41,019	real property appraiser	1	52,452	74,115	55,110
												reevaluation appraiser	1	35,595	50,295	38,331
												sr. real property appraiser	1	34,185	47,672	41,181
												real property appraiser	2	31,606	44,075	34,249
Beaufort																
Bertie	1	50,270	77,919	49,598	n/a			35,895	55,637	35,895			n/a			
Bladen	5	53,243	67,439	63,891	n/a			31,533	39,943	33,986	real property appraiser	1	28,979	36,707	28,979	
Brunswick	1	75,733	122,772	97,987	n/a			49,236	78,777	49,236	chief appraiser	3	49,236	78,777	54,476	
											real estate appraiser II	1	45,307	72,491	50,785	
											real estate appraiser I	4	41,378	66,201	43,400	
Buncombe	11	105,513	161,365	145,660	n/a			67,937	103,909	78,029	real property appraiser II	11	38,372	58,675	47,094	
											real property appraiser I	1	33,591	51,369	37,134	
Burke	14	58,667	90,939	73,267	n/a			24,376	37,785	31,548			n/a			
Cabarrus	11			127,856	n/a			53,488	82,572	55,067	real property appraiser	4	39,915	61,604	51,701	
Caldwell	2	50,878	84,798	58,816	n/a			n/a			sr. appraiser	1	30,001	50,002	36,947	
											appraiser I	2	24,074	40,124	27,285	
Camden																
Carteret	11	70,000	102,963	87,747	n/a			52,780	67,353	54,643	sr. property appraiser	1	35,626	61,326	44,800	
											property appraiser	4	32,577	55,836	36,631	
Caswell	17			67,296	n/a			n/a			property appraiser	2			28,794	
Catawba	5	75,841	117,666	91,960	44,333	68,784	54,686	56,584	87,801	62,739	senior real estate appraiser	2	40,215	62,399	47,250	
											real estate appraiser	4	36,476	56,585	39,541	
Chatham	3	64,886	100,573	69,495	n/a			n/a			appraiser II	1	32,772	50,796	45,000	
											appraiser I	1	32,772	50,796	33,591	
Cherokee		n/a			50,009	83,319	vacant	40,228	66,212	41,003	lead tax appraiser	1	33,039	52,903	41,545	
Chowan	1			69,360	24,092	42,437	26,456	24,092	42,437	33,478			n/a			
Clay		n/a					51,880			57,850	appraiser	1			31,733	
Cleveland	25	58,986	92,076	67,878	n/a			48,906	76,338	48,906	appraiser	3	35,256	55,002	43,988	
Columbus	1	49,844	74,766	45,434	n/a			31,391	45,587	41,638	real property appraiser	3	29,054	43,582	31,818	
Craven	40	71,890	145,236	145,236	n/a			n/a			appraiser I	6	39,082	78,954	40,496	
											appraiser II	1	44,980	90,880	48,271	
Cumberland	12	73,041	122,928	116,952	see tax administrator			see tax administrator			senior appraiser	2	44,353	74,646	53,390	
											appraiser	6	37,025	62,313	37,623	
Currituck	18	56,330	78,198	68,021	n/a			32,178	54,786	44,021	tax appraiser	2	39,609	54,786	44,021	
Dare		n/a			65,070	104,112	104,113	48,834	78,135	78,135	chief real property appraiser	1	46,554	74,485	72,805	
											real property appraiser	4	36,650	58,640	39,255	
Davidson	25	68,644	102,967	105,537	40,256	60,386	43,689	36,464	54,696	49,973	appraiser III	4	38,300	57,449	43,207	
											appraiser II	2	36,464	54,696	37,035	
Davie	3	57,927	89,831	63,757	41,169	63,841	43,227	33,870	52,523	41,655	appraiser I	1	27,865	43,210	35,125	
Duplin	15	50,497	89,674	60,349	n/a			33,982	60,349	36,062	appraiser	1	30,175	53,588	32,663	
											real estate specialist	1	30,175	53,588	35,355	
Durham	6			124,148	n/a			n/a			mass appraisal specialist I	1	39,600	71,280	54,707	
											residential tax appraiser	10	36,000	64,800	45,623	
Edgecombe	1	47916	83035	60844	45,637	79,081	51,572	43,191	71,729	50,704	real property appraiser	2	27,416	50,976	32,478	
Forsyth	7	84,656	137,571	94,265	84,656	137,571	94,265	n/a			sr. appraiser	4	38,584	62,712	48,287	
											appraiser	8	33,530	54,496	36,434	
Franklin	1	63,539	95,308	68,383	n/a			n/a			property appraiser	2	36,617	54,926	44,074	
Gaston	2	75,049	116,332	98,880	n/a			65,909	102,164	78,519	property appraiser III	4	46,115	71,481	50,840	
											property appraiser II	1	43,216	66,987	50,967	
Gates	1	44,600	64,974	49,242	n/a			30,020	43,734	37,327			n/a			
Graham																
Granville	10	44,270	78,094	59,528	27,164	47,915	27,164	n/a					n/a			
Greene	16	43,056	60,113	53,392	39,115	54,595	46,676	n/a					n/a			
Guilford	5	81,735	138,950	114,130	55,322	94,047	60,407	55,322	94,047	89,717	tax analyst	4	45,513	77,372	48,375	
											appraiser I	3	35,661	60,623	45,355	
Halifax	2	43,651	70,859	65,770	37,605	61,047	61,047	n/a			appraiser I	3	34,049	55,271	37,930	
Harnett	1	74,536	115,531	69,518	n/a			n/a			chief appraiser	1	44,972	69,706	55,882	
											property appraiser	4	36,435	56,475	38,898	
Haywood	16	51,040	89,000	77,001	46,739	80,574	59,814	n/a			property appraiser III	1	35,893	53,838	40,646	
											property appraiser II	2	32,866	49,299	35,761	
Henderson			105,936		n/a			n/a			property appraiser II	1	34,866	55,653	44,090	
											property appraiser I	6	33,540	53,508	37,889	
Hertford		n/a			44,608	69,144	50,166	42,484	65,852	47,150	asst tax assessor	1	33,288	51,597	35,665	
Hoke		n/a			48,739	68,867	62,395	48,739	68,867	55,146	appraiser manager	1	65,366	92,288	75,753	
											tax appraiser	1	32,989	46,612	38,260	
Hyde	44	52,265	77,153	67,796	n/a			n/a					n/a			
Iredell	10	66,883	103,737	87,994	58,442	90,644	76,505	n/a			real property manager	1	48,820	75,720	59,599	
											real estate appraiser III	7	37,274	57,812	43,279	
Jackson	1	58080	113876	93418	see tax administrator			43,340	84,976	52,832	property appraiser I	4	32,341	63,411	34,933	
											appraiser supv.	1	39,311	77,076	39,311	
Johnston	1	69,577	124,005	90,000	n/a			n/a			real estate appraiser IV	1	42,873	76,412	49,274	
											real estate appraiser I	1	34,402	53,322	42,806	
Jones	1	50,813	64,616	53,327	tax administrator			tax administrator					n/a			
Lee	2	74,534	104,348	75,801	n/a			n/a			appraisal manager	1	54,406	76,169	58,531	

TABLE X. TAX ADMINISTRATION POSITIONS (Part Two)
Jan-15

County	Property Mapper Class	Property Mapper				Business Personal Property Appraiser				Tax Customer Service Representative				Tax Technician								
		No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.					
Alamance			n/a			1	\$34,986	\$55,979	\$57,288					6	\$23,543	\$37,668	\$26,994		2	\$25,710	\$41,133	\$34,374
Alexander			n/a				n/a												3	22,876	32,323	28,566
Alleghany			n/a			1	31,144	46,716	31,144											n/a		
Anson			n/a				n/a							2	25,053	38,832	26,311		2	28,878	44,760	30,926
Ashe	mapper II	1	37,161	52,506	42,045	2	31,302	44,229	32,486					2	31,302	50,295	38,542		3	31,302	50,295	34,938
	mapper I	2	30,993	36,840	32,165																	
Avery			n/a			1	30,390	42,378	36,608					1	28,097	39,182	28,097		1	28,097	39,182	32,235
Beaufort																						
Bertie	land records spec.	1	26,732	41,435	32,914		n/a							2	23,560	36,519	25,728			n/a		
Bladen			n/a			1	28,979	36,707	28,979					2	23,870	30,235	26,196			n/a		
Brunswick	senior mapper	1	39,415	63,063	49,703	1	45,307	72,491	50,785					8	27,630	44,209	29,339		3	31,559	50,493	39,103
	mapper II	2	35,489	56,779	38,703									1	31,559	50,493	36,034					
														6	29,594	47,350	36,476					
Buncombe	GIS mapper II	3	36,737	56,105	46,637		n/a							9	28,181	43,116	31,667			n/a		
	GIS mapper I	2	33,591	51,369	42,420																	
Burke	mapping tech	1	25,595	39,674	26,560		n/a								n/a						n/a	
Cabarrus			n/a			1	43,987	67,919	58,114					5	29,777	45,981	31,289			n/a		
Caldwell	land records tech	1	25,158	41,930	29,082	1	32,762	54,604	38,631						n/a						n/a	
	land records clerk	1	22,045	36,743	25,739																	
Camden																						
Carteret			n/a			1	20,771	41,665	27,922					6	19,665	34,526	22,823			n/a		
Caswell			n/a				n/a							3			23,784			n/a		
Catawba	land records mapper	3	33,085	51,324	40,001	2	33,085	51,324	40,267					3	24,675	38,295	29,972			n/a		
Chatham			n/a			1	32,772	50,796	34,429					2	28,310	43,880	29,017		2	31,212	48,378	32,680
Cherokee	mapping tech	1	27,408	42,577	34,557	1	27,408	42,577	27,442					2	24,592	37,833	25,084		1	25,518	39,369	25,518
Chowan			n/a				n/a								n/a						n/a	
Clay	mapper				37,035		n/a							2			24,036			n/a		
Cleveland	mapper supv.	1	27,900	43,512	32,106	1	27,900	43,512	32,106					4	23,142	36,084	26,634		6	25,410	39,630	29,928
Columbus			n/a			1	26,555	39,834	37,042					2	22,183	33,275	30,219		2	24,271	36,406	29,777
Craven	property mapper	2	29,496	59,598	34,415	1	44,980	90,880	47,139					4	26,853	54,261	30,254		1	33,951	68,599	42,920
Cumberland	GIS technician II	3	35,348	59,490	42,283	2	38,734	65,189	38,734					20	29,423	46,519	31,461		15	29,423	49,516	32,306
	GIS technician I	1	30,805	51,845	31,421																	
Currituck			n/a				n/a							1	26,603	36,611	27,638		2	28,462	39,177	31,612
Dare	land records mgr	1	44,360	71,006	62,131	2	30,267	48,428	42,374					5	26,221	44,010	33,804		1	27,507	44,010	40,534
	land records tech	1	34,939	55,901	38,592																	
Davidson	land records tech II	1	34,751	52,128	38,355	1	36,464	54,696	43,345					2	24,940	38,911	26,329		2	21,191	31,936	26,342
Davie			n/a			1	27,865	43,210	35,125					2	25,274	39,192	26,538		1	27,865	43,210	27,865
Duplin			n/a			1	30,175	53,588	31,395					6	24,753	43,961	27,553			n/a		
Durham			n/a			4	32,210	57,978	44,490					11	29,282	52,708	34,492		8	32,210	57,978	45,614
Edgecombe			n/a			1	29,416	50,976	36,078					1	21,951	38,039	22,665		3	21,951	38,039	22,775
Forsyth	sr. GIS tech.	1	31,801	51,677	32,802										n/a				12	24,604	39,998	29,208
	GIS technician	5	30,285	49,313	38,933																	
Franklin			n/a			2	31,904	47,857	34,767					7	26,550	39,825	34,236			n/a		
Gaston	GIS specialist III	1	46,115	71,481	47,760	2	43,216	66,987	49,374					3	24,855	38,573	25,718		3	24,885	38,573	29,005
	GIS specialist I	1	40,499	62,776	43,621																	
Gates			n/a				n/a							2	24,642	35,889	25,587			n/a		
Graham																						
Granville			n/a				n/a							6	20,279	39,437	25,796			n/a		
Greene			n/a				n/a							3	20,936	30,594	21,887		1	24,170	33,673	25,180
Guilford	mapping tech	4	35,661	60,623	45,355	1	55,322	94,047	81,094						office specia						n/a	
Halifax			n/a			1	34,049	55,274	41,534					3	22,880	37,141	25,169		1	25,270	41,022	37,605
Harnett			n/a				n/a							9	28,301	43,867	31,917			n/a		
Haywood	land records spec.	1	25,008	37,512	30,744	2	31,450	47,177	34,054						n/a				2	23,931	35,896	49,084
Henderson	services spec.	2	27,554	43,973	35,100		tax technician							2	27,554	43,973	29,543		5	27,554	43,973	36,387
Hertford			n/a				n/a								n/a				5	21,458	33,260	22,484
Hoke			n/a				n/a							3	24,616	34,782	25,442		2	27,138	38,347	29,226
Hyde			n/a				n/a								n/a				1	28,794	44,631	43,612
Iredell		1	34,068	52,839	36,898		n/a							1	24,867	38,569	29,758		7	27,207	42,199	35,347
	mapping tech. III	1	29,768	46,170	vacant																	
	mapping tech. I	1	24,867	38,569	29,758																	
Jackson	LR mapping supv	1	39,311	77,076	40,097	2	29,334	57,515	33,198					2	25,340	49,684	25,340		1	29,334	57,515	31,130
Johnston			n/a			2	28,852	44,713	33,997					3	28,852	44,713	32,232		1	30,146	46,725	36,295
Jones			n/a				n/a							2	27,779	35,023	30,621			n/a		
Lee	land records tech.	1	28,988	40,582	35,659	2	36,296	50,815	38,660					2	25,329	35,460	25,931			n/a		
Lenoir			n/a				n/a							3	23,735	41,882	24,191			n/a		
Lincoln			n/a				n/a							8	25,251	38,500	27,198			n/a		
McDowell			n/a			2	part-time		25,302					3	21,264	31,248	22,626		1	21,264	31,248	22,626
Macon	mapper	1	25,283	37,924	25,283	1	33,881	50,822	35,720					2	29,268	43,902	29,658		3	26,547	39,820	28,833

TABLE X. TAX ADMINISTRATION POSITIONS (Part Two)
Jan-15

County	Property Mapper Class	No.	Business Personal Property Appraiser				Tax Customer Service Representative				Tax Technician						
			Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.				
Madison																	
Martin			n/a					n/a		3	20,929	33,460	23,682	2	23,870	38,162	26,347
Mecklenburg																	
Mitchell			n/a					n/a		2	29,748	42,498	31,369	1	26,345	37,636	28,541
Montgomery			n/a					n/a		2	22,000	24,000	23,500	3	24,000	27,000	26,212
Moore	sr. mapper	1	31,176	50,416	38,851	1	31,176	50,416	38,851	6	28,277	45,729	33,442	1	28,277	45,729	33,688
Nash			n/a			1	33,152	3,043	36,455	4	24,608	39,373	26,246		n/a		
New Hanover	tax mapper	2	32,832	55,814	37,691			n/a			n/a				n/a		
Northampton			n/a					n/a		5	22,457	39,618	23,971		n/a		
Onslow	property mapper	3	32,036	51,258	43,014	2	32,036	51,258	33,696	3	24,345	38,952	29,376	3	32,036	51,250	35,284
Orange	GIS technician	1	39,978	65,507	39,978	1	46,362	75,968	55,907	3	31,230	51,176	32,282	2	34,472	56,485	35,163
	GIS mapper	3	31,230	59,346	39,028												
Pamlico			n/a			2	22,405	42,174	34,509	2	22,405	42,174	26,832		n/a		
Pasquotank			n/a					n/a		6	20,634	36,264	25,511	2	27,220	38,108	39,568
Pender	tax mapper	2	28,214	45,143	32,369	1	29,625	47,400	32,444		n/a			4	26,871	42,993	26,992
Perquimans	mapper	1	35,085	53,133	37,762	n/a				5	25,158	38,100	30,135		n/a		
Person	land records spec.	1	30,692	47,573	35,692	1	34,625	53,669	38,008	1	26,135	40,510	29,552	2	28,323	43,900	34,773
Pitt			n/a			1	42,625	67,369	53,291	4	26,671	42,155	27,503		n/a		
Polk																	
Randolph	GIS spec/mapper	1	33,342	51,355	41,664	2	38,605	59,467	42,652	4	24,898	42,245	28,315	1	35,027	53,934	37,982
Richmond			n/a					n/a		9	21,508	37,753	29,677		n/a		
Robeson	technician	3	31,058	48,140	41,190	2	43,701	67,737	56,959	4	26,829	41,585	26,180	2	29,579	45,847	62,244
Rockingham	land records tech.	3	29,678	44,516	29,832	1	44,232	66,348	44,233	2	2,728	40,871	31,905	4	27,248	42,718	31,523
Rowan	property mapper	1	31,545	50,076	39,752	1	34,807	55,253	42,791		n/a				n/a		
Rutherford			n/a					n/a		1	24,134	36,365	25,046	3	24,134	36,365	28,218
Sampson	land records asst.	1	22,308	33,480	28,428	1	26,820	40,248	34,404	9	21,312	31,968	24,018		n/a		
Scotland	mapper	1	24,708	41,184	31,392	1	33,864	49,308	36,660	6	18,864	35,988	25,794	1	21,588	35,988	28,116
Stanly			n/a			1	29,226	43,839	38,921	4	24,415	36,621	26,530	1	30,571	45,856	43,404
Stokes																	
Surry	land records mgr.	1	34,020	56,892	44,172	2	28,728	47,328	33,318	6	23,544	43,188	27,794		n/a		
Swain																	
Transylvania	mapper	1	29,930	44,896	35,314	1	29,930	44,896	35,314	4	27,148	40,722	28,000		n/a		
Tyrrell			n/a					n/a		2			43,377	1	n/a		22,000
Union	GIS senior specialist	1	41,382	62,072	47,828	2	33,128	49,692	38,744		n/a				n/a		
Vance			n/a					n/a		3	23,604	40,584	25,328	2	26,940	46,320	32,226
Wake	mapping supvr.	2	48,100	82,000	56,052	3	43,500	74,000	62,984	35	28,900	49,000	35,763	35	28,900	49,000	35,763
	mapping technician	7	28,900	49,000	45,219												
Warren	tax mapper		28380	45408	vacant			n/a		6	23,349	37,358	25,222		n/a		
Washington			n/a					n/a		2	22,680	32,808	23,940		n/a		
Watauga	mapper I	1	26,816	41,564	28,457	1	34,923	54,131	37,339		n/a			1	29,285	45,392	32,650
Wayne																	
Wilkes	GIS map specialist	1	28,620	44,361	33,793	1	28,620	44,361	34,380		n/a			3	24,371	37,775	27,432
Wilson			n/a					n/a			n/a				n/a		
Yadkin	land records supv.	1	36,111	54,166	38,242	1	26,028	39,042	29,133	1	24,845	37,268	27,753	2	26,028	39,042	27,711
	land records asst.	1	26,028	39,042	27,485												
Yancey			gis administrator					n/a		2	22,939	37,809	24,808		n/a		

TABLE XI. GIS ADMINISTRATOR, ANALYST, AND TECHNICIAN
Jan-15

County	GIS Administrator				GIS Analyst				GIS Technician			
	No.	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.
Alamance	1	\$45,560	\$72,899	\$71,952		n/a			2	\$34,986	\$55,979	\$38,402
Alexander	1	41,375	58,461	55,644		n/a			1	29,282	41,375	35,678
Alleghany		n/a				n/a				n/a		
Anson		n/a				n/a				n/a		
Ashe		n/a				n/a				n/a		
Avery	1	39,991	55,769	45,881		n/a			1	30,390	42,378	33,205
Beaufort												
Bertie	1	40,726	63,126	49,943		n/a			1	32,995	51,142	36,030
Bladen	1	34,087	45,119	37,874	1	25,148	31,854	26,265	1	23,870	30,235	23,870
Brunswick	1	55,128	88,206	76,238	1	39,415	63,063	44,417		see property mapper		
Buncombe	1	59550	91101	72567	1	54,560	83,389	68,347	1	49,947	76,353	55,275
Burke	1	39,708	61,548	50,275		n/a			1	25,596	39,674	27,091
Cabarrus	1	56,147	86,700	vacant	1	39,915	61,604	40,691	2	36,203	55,870	36,647
Caldwell	1	34,236	57,067	46,376		n/a			1	26,290	43,817	37,043
Camden												
Carteret	1	42,757	70,587	43,612	1	38,000	67,353	38,760	1	28,968	53,279	34,132
Caswell	1			42,456		n/a				n/a		
Catawba	1	51,323	79,633	63,467	3	44,333	68,784	49,356		n/a		
Chatham	1	48,419	75,049	54,723		n/a			1	32,772	50,796	36,772
Cherokee	1	35,776	57,883	47,766	1	33,039	52,903	43,831	1	29,454	46,292	36,918
Chowan	1	27,725	48,962	38,592		n/a				n/a		
Clay		n/a				n/a				n/a		
Cleveland	1	40,572	43,294	57,624		see GIS administrator			1	29,232	45,624	39,630
Columbus		n/a				n/a			2	31,391	45,587	38,139
Craven	1	54,261	109,623	75,338	1	40,958	82,747	49,405	1	33,651	68,599	44,980
Cumberland	1	46,394	78,081	52,054		see GIS administrator			1	35,348	59,490	37,774
Currituck		n/a			1	43,326	59,990	50,409	1	41,468	57,388	46,522
Dare	1	48,834	78,135	56,238		n/a			2	38,446	61,515	42,923
Davidson		n/a			1	44,294	66,442	55,565	1	38,300	57,449	44,317
Davie	1	47,657	73,904	67,907		n/a			1	32,257	50,022	38,248
Duplin	1	38,270	67,964	41,424		n/a			1	26,795	47,586	27,331
Durham		n/a				n/a				n/a		
Edgecombe		n/a			1	29,416	50,976	32,271	1	25,411	44,035	25,411
Forsyth	1	46,842	76,128	70,616	1	39,062	63,461	47,674	5	30,285	49,213	38,933
Franklin	1	42,026	63,040	50,611		n/a			2	33,405	50,106	37,767
Gaston		n/a			1	46,115	71,481	70,640	1	39,205	60,770	60,268
Gates		n/a				n/a				n/a		
Graham												
Granville		n/a				n/a			1	29,963	52,854	50,268
Greene		n/a				n/a				n/a		
Guilford	1	64,042	108,871	87,497	3	52,687	89,568	66,521	2	37,444	63,655	45,089
Halifax		n/a			2	30,827	50,452	32,250	1	25,270	41,022	28,971
Harnett	1	53,221	82,493	64,580		n/a			3	41,341	64,078	43,318
Haywood		40,959	70,727	50,941		n/a			1	29,823	44,734	35,184
Henderson		n/a			1	36,251	57,857	52,650	3	30,986	49,491	34,281
Hertford	1	33,288	51,597	40,961		n/a			1	26,083	40,428	26,083
Hoke		n/a				n/a			1	51,175	72,310	56,488
Hyde		n/a				n/a				n/a		
Iredell	1	53,415	82,846	64,884	1	42,658	66,163	45,516	1	32,570	50,516	37,079
Jackson	1	43,340	84,976	50,780	1	39,311	77,076	39,311		n/a		
Johnston	1	58,343	103,987	66,198	1	53,428	95,225	56,100	1	32,921	51,023	34,569
Jones		n/a				n/a			1	38,383	48,395	38,383
Lee	1	56,908	79,672	64,926	3	43,450	60,825	50,675		n/a		
Lenoir		n/a			1	39,342	64,423	55,589		n/a		

TABLE XI. GIS ADMINISTRATOR, ANALYST, AND TECHNICIAN
Jan-15

County	GIS Administrator				GIS Analyst				GIS Technician				
	No.	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	
Lincoln		n/a			1	41,371	63,107	43,888		1	33,945	51,792	38,798
McDowell		n/a				n/a				1	28,650	42,106	30,108
Macon		n/a			1	37,354	56,031	37,354		1	30,731	46,097	32,141
Madison													
Martin		n/a				n/a					n/a		
Mecklenburg	1	77,061	134,856	108,094	8	52,155	91,272	67,477		16	33,387	58,428	43,733
Mitchell		n/a				n/a				1	29,748	40,707	30,828
Montgomery		n/a				n/a				1	35,000	38,000	35,000
Moore	1	48,364	78,210	56,284	2	41,778	67,560	49,284			n/a		
Nash	1	50,121	80,194	58,349	1	39,648	63,437	61,669		1	31,770	50,832	41,652
New Hanover		n/a				n/a					n/a		
Northampton	1	38,400	67,760	49,271		n/a				2	24,753	43,679	31,696
Onslow	1	51,292	82,066	77,156		n/a				3	32,036	51,258	39,457
Orange	1	59,347	97,244	81,200	1	53,764	88,099	58,572		1	42,002	68,822	57,295
Pamlico	1	26,123	49,173	46,325		n/a				1	21,965	40,948	26,862
Pasquotank	1	41,709	58,393	53,583		n/a				1	27,220	38,108	30,333
Pender	1	45,958	73,533	49,980		n/a					n/a		
Perquimans		n/a				n/a					n/a		
Person	1	47,753	74,018	47,753	1	45,872	71,102	55,224		1	n/a		
Pitt	1	62,023	98,024	82,170		n/a					n/a		
Polk													
Randolph	1	40,539	62,421	54,195	1	36,774	56,618	46,864		1	35,027	53,934	37,067
Richmond		n/a				n/a				1	28,497	41,468	33,554
Robeson	1	43,701	67,737	57,305		n/a				1	35,953	55,728	45,712
Rockingham	1	46,180	69,272	46,180		n/a				1	37,060	55,590	44,500
Rowan	1	44,505	70,649	54,181	1	40,336	64,037	43,639			n/a		
Rutherford	1	41,688	62,814	44,352		n/a					n/a		
Sampson		n/a				n/a					n/a		
Scotland		n/a				n/a					n/a		
Stanly	1	45,825	57,282	50,590		n/a				1	33,449	50,174	37,625
Stokes													
Surry	1	35,532	59,520	44,172		n/a		38,796		2	30,012	49,572	vacant
Swain													
Transylvania		n/a				n/a					n/a		
Tyrrell		n/a				n/a					part-time		5,688
Union	1	45,240	67,860	60,489	2	41,386	62,072	50,403			n/a		
Vance		n/a				n/a					n/a		
Wake	1	64,750	110,250	87,649	2	52,900	90,100	63,338		7	28,900	49,000	45,219
Warren		n/a				n/a					n/a		
Washington	1	35,028	50,676	35,028		n/a					n/a		
Watauga		n/a				n/a				1	31,979	49,568	38,495
Wayne													
Wilkes	1	39,472	61,182	44,684		n/a					n/a		
Wilson		n/a			1	36,648	61,980	42,240		1	33,360	56,514	37,332
Yadkin	1	37,844	56,767	44,132		n/a					n/a		
Yancey	1	28,719	42,935	vacant		n/a					n/a		

TABLE XII. LIBRARY, PUBLIC HEALTH, AND SOCIAL SERVICES DIRECTOR
Jan-15

County	YOS	Library Director				Counties	YOS	Public Health Director				Counties	YOS	Social Services Director			
		Hire.	Max.	Actual				Hire.	Max.	Actual				Hire.	Max.	Actual	Counties
Alamance	4	\$56,778	\$90,844	\$68,352	1	1	\$80,743	\$129,191	\$92,000	1	14	\$64,793	\$103,669	\$92,364	1		
Alexander	3	45,670	64,531	47,982	1	21	103,561	146,329	91,179	1	3	67,797	95,795	86,786	1		
Alleghany		Northwestern Regional					Appalachian District					7	58,727	88,089	58,727	1	
Anson		n/a					n/a					6	55,776	86,452	77,039	1	
Ashe		see Watauga					see Watauga					36	80,112	113,196	113,196	1	
Avery		regional system					regional system					0	56,919	79,374	65,301	1	
Beaufort																	
Bertie		n/a					see Pasquotank					2	64,716	100,310	70,670	1	
Bladen		vacant				1	1	59,628	75,529	67,709	1	2	59,628	75,529	67,578	1	
Brunswick	34	85,533	110,203	104,933	1	3	115,500	147,914	128,336	1	1	100,000	138,484	105,575	1		
Buncombe		100,894	154,465	vacant	1	5	105,513	161,365	140,318	1	assistant county manager						
Burke	9	53,214	82,481	64,732	1	2	41,694	64,624	77,576	1	1	67,917	105,273	78,471	1		
Cabarrus	0	75,260	116,172	77,476	1		n/a				5	87,115	134,482	112,266	1		
Caldwell	5	48,687	81,146	57,409	1	10	58,061	96,769	86,176	1	9	66,280	110,429	91,950	1		
Camden																	
Carteret		n/a					1	74,828	112,893	74,828	1	0	115,000	139,703	115,000	1	
Caswell	4	49,848				1	15	85,632				1	8	55,416			
Catawba	1	72,225	112,057	77,883	1	10	87,799	136,218	128,303	1	6	92,196	143,035	134,657	1		
Chatham	13	64,889	100,573	72,347	1	1	78,869	122,246	100,000	1	0.5	78,869	122,246	94,000	1		
Cherokee		n/a					2	57,255	95,671	81,600	1	4	57,255	95,671	66,300	1	
Chowan		Pettigrew Regional					Albemarle Regional								79,098	1	
Clay		n/a						83,431				1		82,555			
Cleveland	28	48,906	76,338	63,294	1	7	81,858	127,794	113,646	1	6	81,858	127,794	98,736	1		
Columbus	12	47,651	71,477	56,089	1	9	59,668	89,502	75,251	1	2	59,668	89,502	61,200	1		
Craven		n/a					5	86,715	175,294	145,236	1	8	82,747	167,260	138,584	1	
Cumberland	6	73,041	122,928	102,251	1	5	96,046	161,646	120,166	1	6	96,046	161,646	143,438	1		
Currituck		see Pasquotank					see Pasquotank					17	71,194	99,011	85,842	1	
Dare	1	95,409	152,654	140,000	1	<1	65,070	104,112	99,850	1	<1	65,070	104,112	89,481	1		
Davidson	9	59,345	89,018	71,097	1	1	72,071	108,107	87,260	1	3	72,071	108,107	91,561	1		
Davie	4	52,542	81,479	55,169	1	6	73,931	1,114,651	87,663	1	1	67,057	103,991	75,575	1		
Duplin	3	44,839	79,628	46,651	1	16	59,165	105,068	93,298	1	1	59,168	105,068	86,192	1		
Durham	3	83,906	163,616	116,673	1	5	96,072	187,340	159,745	1	2	96,072	187,340	138,517	1		
Edgecombe		n/a					8	74,333	128,815	82,592	1	7	70,793	122,681	77,023	1	
Forsyth	14	82,243	133,651	123,469	1	3	128,731	209,186	142,136	1	<1	102,336	166,296	153,004	1		
Franklin	13	55,359	83,040	66,857	1	5	69,651	104,476	88,799	1	14	69,651	104,476	91,054	1		
Gaston	2	70,331	109,018	97,097	1	1	85,458	132,465	129,232	1		n/a					
Gates		n/a						n/a					1	63,024	91,814	63,024	1
Graham																	
Granville	<1	40,157	70,833	60,000	1		see Vance					15	51,239	90,384	90,384	1	
Greene		n/a					4	47,435	69,550	61,763	1		n/a				
Guilford		n/a					8	104,317	177,339	154,922	1	<1	104,317	177,339	120,720	1	
Halifax	23	50,668	82,251	64,156	1	1	68,268	110,821	69,985	1	2	68,268	110,821	88,616	1		
Harnett	1	55,510	86,040	55,510	1	11	77,740	120,498	106,877	1	1	77,740	120,498	98,143	1		
Haywood	15	51,040	89,000	67,707	1	1	71,354	123,984	100,148	1		95,819	143,728	vacant	1		
Henderson		65,286	104,247	vacant	1	1	73,457	117,273	97,850	1	1	73,457	117,273	99,910	1		
Hertford		authority					authority					<1	65,909	102,157	69,204	1	
Hoke		n/a					3	72,009	101,748	81,481	1	7	72,009	101,748	79,485	1	
Hyde		n/a					6	59,300	87,538	80,476	1	32	59,300	87,538	83,810	1	
Iredell	18	61,130	94,813	94,813	1	1	80,066	124,182	98,232	1	4	80,066	124,182	96,292	1		
Jackson		n/a					8	67,235	131,826	90,490	1	18	67,235	131,826	110,307	1	
Johnston	11			61,308	1	9	140,709	250,781	212,347	1	25	79,398	141,510	99,645	1		
Jones		n/a					<1	64,616	82,315	74,735	1	30	67,828	86,374	67,828	1	
Lee	31	59,526	83,336	72,968	1	3	74,534	104,348	79,611	1	16	74,534	104,348	91,113	1		
Lenoir		n/a						59,477				1		59,477			
Lincoln	5	61,401	93,683	75,682	1	28	67,787	103,396	77,480	1	15	67,787	103,396	89,939	1		
McDowell	7	49,500	72,746	53,944	1		See Rutherford					2	60,384	88,726	65,058	1	
Macon		n/a						91,780				1		96,369			

TABLE XII. LIBRARY, PUBLIC HEALTH, AND SOCIAL SERVICES DIRECTOR
Jan-15

County	YOS	Library Director			Counties	YOS	Public Health Director			Counties	YOS	Social Services Director			Counties
		Hire.	Max.	Actual			Hire.	Max.	Actual			Hire.	Max.	Actual	
Madison											37	57,608	92,096	77,476	1
Martin		regional system					see Washington								
Mecklenburg	23	132,000	231,000	194,625	1	<1	127,600	223,300	222,785	1	2	127,600	223,300	163,582	1
Mitchell		n/a					n/a					57,945	82,778	61,551	1
Montgomery		n/a				3	54,192	73,000	62,500	1	3	72,000	78,000	72,000	1
Moore		n/a				28	71,455	115,551	106,655	1	7	71,455	115,551	85,980	1
Nash		n/a				36	76,430	122,288	117,013	1	5	76,430	122,288	89,450	1
New Hanover	6	91,470	155,499	105,851	1	17	96,043	163,273	140,150	1	12	96,043	163,273	126,319	1
Northampton		see Hertford					54,032	95,345	vacant	1	2	65,676	115,893	69,164	1
Onslow	1	70,196	112,314	81,931	1	1	78,961	126,338	95,950	1	3	78,961	126,338	99,688	1
Orange	5	75,967	124,480	92,246	1	3	83,853	137,403	123,553	1	13	83,853	137,403	117,606	1
Pamlico		n/a					56,303	88,320	part-time	1	13	49,265	92,735	73,823	1
Pasquotank		44,150	80,590	55,749	1		105,030	167,742	155,766	4	11	62,785	87,899	75,847	1
Pender	29	58,655	93,848	67,337	1	3	74,860	119,777	107,324	1	31	67,901	108,641	92,205	1
Perquimans		see Washington					n/a				9	56,942	86,232	62,778	1
Person	13	51,750	80,213	55,978	1	17	63,266	98,062	75,812	1	10	63,266	98,062	68,423	1
Pitt		n/a				17	119,564	188,972	186,732	1	<1	86,115	136,104	102,730	1
Polk															
Randolph	4	62,899	96,845	67,310	1	24	72,800	112,112	92,404	1	8	72,800	112,112	88,054	1
Richmond		n/a				23		134,571	111,313	1	1	60,344	87,776	81,800	1
Robeson		n/a				26	82,405	120,567	110,910	1	25	74,744	115,853	106,483	1
Rockingham		62,837	94,255	63,069	1		78,380	117,572	100,349	1		74,990	112,486	79,655	1
Rowan	7	65,957	104,702	77,582	1	<1	84,340	133,888	64,340	1	2	84,340	133,888	98,715	1
Rutherford	31	56,168	84,632	59,760	1		n/a				12	68,521	103,241	74,745	1
Sampson	8	44,460	66,672	60,912	1	9	55,932	83,892	72,444	1	14	55,932	83,892	71,028	1
Scotland	6	54,504	67,548	55,440	1	1	70,764	96,792	73,776	1	3	67,356	96,792	77,508	1
Stanly	16	54,855	82,283	55,653	1	9	68,688	103,032	87,536	1	<1	68,688	103,032	88,000	1
Stokes						n/a									
Surry		n/a				6	76,836	132,792	88,440	1	1	70,044	120,468	82,524	1
Swain															
Transylvania	20	63,211	94,817	75,850	1		69,691	104,536	82,223	1	5	69,691	104,536	80,644	1
Tyrrell		see Washington					see Washington				7			52,372	1
Union	1	70,486	105,729	74,749	1	7	87,931	131,897	104,576	1	1	87,931	131,897	93,030	1
Vance	3	47,700	82,044	58,008	1	2	78,876	126,020	93,703	2	1	62,124	106,848	92,808	1
Wake	4	100,999	135,100	112,299	1		n/a					n/a			
Warren	3	50,967	81,547	62,124	1	8	61,951	99,121	70,028	1		61,951	99,121	vacant	1
Washington		n/a					n/a					61,404	91,032	66,096	1
Watauga		n/a					n/a				<1	70,627	109,470	76,500	1
Wayne															
Wilkes		n/a				3			88,419	1		66,551	103,154	vacant	1
Wilson	4	50,844	85,944	78,396	1	1	81,216	137,316	117,312	1	20	81,216	137,316	133,788	1
Yadkin		n/a				2	60,497	90,746	78,707	1		n/a			
Yancey		see Avery					See Avery				<1	54,153	80,959		1

TABLE XIII. LIBRARIAN, LIBRARY BRANCH MANAGER, AND LIBRARY ASSISTANT
Jan-15

County	Librarian			Library Branch Manager				Library Assistant						
	No.	Level	Hire.	Max.	Actual	No.	Hire.	Max.	Actual	No.	Level	Hire.	Max.	Avg.
Alamance	1		\$34,986	\$55,979	\$36,732		n/a			4		\$22,530	\$36,045	\$23,947
Alexander	1		27,871	39,382	29,282	1	27,871	39,382	28,568	2		24,032	33,975	27,870
Alleghany			n/a				n/a					n/a		
Anson	1		27,713	42,956	29,103		n/a			3		25,526	39,563	26,804
Ashe			n/a				n/a					n/a		
Avery			n/a				n/a					n/a		
Beaufort														
Bertie			n/a				n/a					n/a		
Bladen	2		25,149	35,090	31,395	1	32,810	42,290	42,290	6		23,097	28,618	25,733
Brunswick			n/a			5	43,343	63,349	47,808	11		27,630	44,209	29,244
Buncombe			n/a			12	36,737	56,105	41,052	8		25,791	39,508	29,499
Burke	2		34,301	53,166	34,301		n/a			5		22,109	34,270	21,408
Cabarrus	3		41,909	64,679	44,449	3	50,940	78,639	60,043	12		29,777	45,981	33,710
Caldwell	4		34,236	57,061	39,395		n/a			12		24,074	40,124	30,054
Camden														
Carteret			n/a				n/a					n/a		
Caswell	1				24,216		n/a			3				20,608
Catawba	7		40,215	62,399	44,547	2	34,746	53,885	40,579	12		23,498	36,477	25,532
Chatham	3		39,834	61,743	43,892	3	34,410	53,335	39,421	11		21,124	32,742	21,323
Cherokee			n/a				n/a					n/a		
Chowan			n/a				n/a					n/a		
Clay			n/a				n/a					n/a		
Cleveland	2		32,106	50,082	36,924	1	26,634	41,526	29,928	3		26,634	41,526	29,232
Columbus	1		47,657	71,477	54,989	2	27,776	41,665	28,734			n/a		
Craven			n/a				n/a					n/a		
Cumberland	14		40,524	68,202	41,655	10	44,353	81,691	48,956	15		23,443	39,455	24,302
Currituck			n/a			3	30,319	44,380	34,623	6		26,603	36,611	28,285
Dare	3		33,306	64,426	41,272	3	28,853	50,801	39,179	5		24,998	39,996	27,274
Davidson	2		38,300	57,449	42,465	4	38,300	63,323	44,604	42		17,498	26,246	18,920
Davie	2		37,342	57,906	41,582		n/a			2		25,274	39,192	32,506
Duplin			n/a				n/a			5		20,306	49,508	
Durham	26		36,000	64,800	43,002	6	52,708	94,874	68,575	12		26,620	47,916	33,246
Edgecombe			n/a				n/a					n/a		
Forsyth	25		34,216	53,598	39,401		n/a			37		25,542	41,517	29,904
Franklin	2		36,617	54,926	41,513	1	33,405	50,106	40,965	3		29,105	43,662	33,372
Gaston	6		36,740	56,949	43,305	5	34,430	53,369	41,448	6		24,090	37,341	27,425
Gates			n/a				n/a					n/a		
Graham														
Granville	1		31,470	55,514	41,500	1	33,036	58,274	47,533	1		24,644	43,473	29,060
Greene			n/a				n/a					n/a		
Guilford			n/a				n/a					n/a		
Halifax			n/a			3	25,270	41,022	27,352			n/a		
Harnett	1		38,003	43,687	38,003		n/a			1		23,915	37,068	28,880
Haywood	4		37,505	56,259	39,490	1	39,193	58,790	55,024	8	II/III	21,915	35,896	26,030
Henderson	5		37,713	60,197	44,736	8	27,554	43,973	33,813	14		23,537	37,616	26,598
Hertford			n/a				n/a					n/a		
Hoke			n/a			1	28,496	40,265	33,878	4		25,231	35,652	28,743
Hyde			n/a				n/a					n/a		
Iredell	4		37,274	57,812	52,534	2	35,635	55,270	39,107	8		23,773	36,873	28,013
Jackson			n/a				n/a					n/a		
Johnston	1				41,683		n/a			8		22,152	34,337	23,005
Jones			n/a				n/a					n/a		
Lee			n/a				n/a			2		25,329	35,460	26,137

TABLE XIII. LIBRARIAN, LIBRARY BRANCH MANAGER, AND LIBRARY ASSISTANT
Jan-15

County	Librarian			Library Branch Manager				Library Assistant						
	No.	Level	Hire.	Max.	Actual	No.	Hire.	Max.	Actual	No.	Level	Hire.	Max.	Avg.
Lenoir			n/a				n/a					n/a		
Lincoln			n/a			2	35,672	51,792	42,993	10		34,034	36,649	24,812
McDowell	1		30,108	44,250	35,388	1	33,258	48,878	31,254	5		20,232	29,734	20,742
Macon			n/a				n/a					n/a		
Madison														
Martin			n/a				n/a					n/a		
Mecklenburg	73		43,233	75,657	53,784	28	54,006	94,510	70,003	92		26,280	45,990	31,701
Mitchell			n/a				n/a					n/a		
Montgomery			n/a			1	32,000	35,000	31,140	4		21,800	24,000	23,038
Moore			n/a			1	32,735	52,935	38,806	8		23,264	37,621	29,005
Nash			n/a				n/a					n/a		
New Hanover	9		48,508	82,464	55,157	4	58962	100,235	68,119	16		29,780	50,626	33,420
Northampton			n/a				n/a					n/a		
Onslow	3		43,844	70,151	52,398	3	40,537	64,859	48,641	15		21,642	34,629	24,888
Orange	1		46,362	75,968	52,019	1	46,362	75,708	vacant	7		29,725	48,708	34,649
Pamlico			n/a				n/a					n/a		
Pasquotank			n/a				n/a			9		21,951	3,576	23,935
Pender			n/a			1	45,958	73,533	48,255	1		28,214	45,143	29,342
Perquimans			n/a				n/a					n/a		
Person	2		36,045	55,869	39,362	1	37,523	58,161	39,399	1		28,323	43,900	30,355
Pitt			n/a				n/a					n/a		
Polk														
Randolph	5		38,605	59,467	40,477	2	42,557	65,562	44,659	8	part-tim	\$9.84/hr.	\$16.71/hr.	\$10.61/hr.
Richmond			n/a			2	28,497	41,468	32,799	7		22,516	32,799	22,516
Robeson			n/a				n/a					n/a		
Rockingham	3		38,680	58,020	44,280	3	40,479	60,720	48,945	19		22,806	40,871	26,097
Rowan	3		36,556	58,040	41,276	3	38,402	60,964	41,276	6		22,369	35,493	25,031
Rutherford	1		32,518	48,894	33,747	1	30,941	46,622	32,111	1		28,014	42,209	30,176
Sampson	2		29,400	44,100	31,818	3	25,620	38,424	31,080	4		19,452	29,172	21,036
Scotland	1		36,600	53,940	39,132		n/a			4		19,596	34,404	25,032
Stanly	3		38,280	57,423	42,346	4	32,011	47,966	36,709	10		19,498	29,248	23,662
Stokes														
Surry			n/a			n/a						n/a		
Swain														
Transylvania	5		40,747	61,120	40,746		n/a			4		28,505	42,758	29,000
Tyrrell			n/a				n/a					n/a		
Union	7		33,128	59,348	44,091	6	34,631	59,348	42,608	26		25,355	51,947	33,995
Vance			n/a				n/a			2		21,612	37,176	26,832
Wake	70		35,500	60,500	44,862	32	43,500	74,000	60,224	152		23,050	38,950	29,976
Warren			n/a				n/a			3		24,515	39,225	25,801
Washington			n/a				n/a					n/a		
Watauga			n/a				n/a					n/a		
Wayne														
Wilkes			n/a				n/a					n/a		
Wilson	10		34,956	59,112	41,610	5	26,436	44,652	29,140	3		25,200	42,612	27,440
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

Jan-15

County	Register of Deeds			Assistant Register of Deeds					Deputy Register of Deeds				
	Hire.	Max.	Avg.	No.		Hire.	Max.	Avg.	No.		Hire.	Max.	Avg.
Alamance	\$45,560	\$72,899	\$60,000	1	assistant	\$28,075	\$44,921	\$36,108	1	deputy	\$28,075	\$44,921	\$36,108
Alexander	43,469	61,420	51,671	1	assistant	26,529	37,484	33,954	2	deputy	25,250	35,677	26,536
Alleghany	41,736	62,604	51,171			n/a					n/a		
Anson	43,575	67,542	45,938	1	assistant	26,596	41,224	30,540	1	deputy	24,497	37,970	29,359
Ashe	48,096	67,959	60,066	1	assistant	32,658	46,146	41,805	4	deputy	31,302	44,229	34,409
Avery	44,985	62,733	47,262	1	assistant	28,097	39,182	29,519	1	deputy	27,016	37,674	27,016
Beaufort													
Bertie	40,726	63,126	48,921	1	assistant	25,630	39,726	27,987	2	deputy	22,589	35,013	24,193
Bladen	45,582	58,749	58,749	1	assistant	28,979	36,707	32,198	1	deputy	26,425	33,471	27,599
Brunswick	57,092	91,347	80,325	3	assistant	39,415	63,063	50,968	1	deputy III	35,486	56,779	39,948
									5	deputy II	33,522	53,636	34,083
									6	deputy I	27,630	44,209	30,453
Buncombe	no data					n/a			1	deputy III	40,092	61,291	60,769
									7	deputy I	36,737	56,105	39,984
Burke	50,679	78,552	64,705	2	assistant	26,875	41,656	29,231	2	deputy	23,214	35,984	24,705
Cabarrus	58,972	91,021	71,326	1		39,915	61,604	47,809	6	deputy	28,364	43,793	32,136
Caldwell	42,665	71,108	69,044		assistant	27,473	45,789	36,398	4	deputy	25,158	41,390	30,002
Camden													
Carteret	43,997	73,974	46,233	1	assistant	30,237	50,839	31,774	1	deputy III	26,571	41,665	27,922
									1	deputy I	20,169	32,313	22,745
Caswell	n/a			1	assistant			25,644	1	deputy			24,552
Catawba	59,422	92,197	83,549	2	assistant	34,746	53,885	42,258	4	sr. deputy	30,005	46,549	32,878
									1	deputy	25,903	40,215	26,839
Chatham	61,796	95,784	66,243	5	assistant	29,725	46,073	31,183			n/a		
Cherokee			44,033	1	assistant	26,426	40,926	34,349	1	deputy	24,592	37,833	31,834
Chowan	40,466	71,842	40,466	1	assistant	24,092	42,437	27,725	1	deputy	19,103	33,478	22,995
Clay			62,534			n/a			1	deputy II			43,285
									1	deputy I			25,129
Cleveland	51,258	79,992	71,130	1	assistant	30,624	47,808	40,572	4	deputy	25,410	39,630	30,624
Columbus	43,552	65,329	67,816			n/a			4	deputy	23,208	34,804	24,192
Craven			57,161	1	assistant	32,395	65,454	35,581	1	deputy II	26,853	54,261	28,820
									3	deputy I	24,454	49,406	26,036
Cumberland			126,863	1	sr assistant	53,181	89,504	85,776	6	deputy III	35,348	59,490	37,258
				3	assistant	40,524	68,202	50,992	5	deputy I	29,423	49,519	30,159
Currituck			52,611	1	assistant	30,319	41,776	35,252	3	deputy	26,603	36,611	29,480
Dare	48,834	78,135	66,659	2	assistant	28,853	46,166	38,764	4	deputy	24,998	39,996	27,605
Davidson	59,345	89,018	61,741	1	assistant	33,101	49,740	47,491	1	deputy III	28,633	42,949	38,489
									1	deputy I	24,717	37,075	28,619
Davie	52,542	81,479	66,629	1	assistant	29,258	45,371	34,134	2	deputy	25,274	39,192	29,944
Duplin	44,839	79,628	67,964	2	assistant	32,663	58,005	37,241	2	deputy III	25,755	45,737	27,884
Durham			133,985	3	assistant	43,560	78,408	55,978	3	deputy III	32,210	57,978	45,859
									0	deputy I	26,620	47,916	
Edgecombe	43,461	75,315	48,290	1	assistant	25,411	44,035	28,234	1	deputy III	24,201	41,938	26,100
									1	deputy I	21,951	38,039	23,354
Forsyth	78,354	127,338	88,670	2	assistant II	33,405	54,267	43,763	16	deputy	23,005	37,378	28,192
				2	assistant I	28,392	46,134	46,134					
Franklin	50,500	75,751	58,495			n/a			2	deputy	26,550	39,825	30,936
Gaston	61,766	95,741	88,258	1	assistant	35,566	55,130	38,893	12	deputy	26,554	41,161	30,290
Gates	40,398	58,853	41,206			n/a			1	deputy	23,455	34,155	23,455
Graham													
Granville	40,157	70,838	57,127	1	assistant	27,164	47,916	35,483	3	deputy	23,479	41,417	25,497
Greene			48,766			n/a			2	deputy	19,951	27,768	26,179
Guilford	74,136	126,031	111,512	1	asst. mgr.	41,282	70,179	50,500	17	deputy	32,345	54,987	40,417
				4	assistant	37,444	63,655	43,922					
Halifax	53,250	86,442	82,251	1	assistant	26,559	43,112	36,682	1	deputy II	25,270	41,022	33,627

TABLE XIV. REGISTER OF DEEDS, ASSISTANT REGISTER OF DEEDS, AND DEPUTY REGISTER OF DEEDS
Jan-15

County	Register of Deeds			Assistant Register of Deeds				Deputy Register of Deeds					
	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.		
Harnett			75,578	1	sr. asst.	41,314	64,078	45,476	1	deputy I	21,770	35,341	22,319
					assistant	32,112	49,774	38,534	2	sr. deputy	28,301	43,867	34,481
									3	deputy	27,134	42,058	39,527
Haywood	46,739	80,574	66,380			n/a			3	deputy	23,931	35,896	29,628
Henderson			69,102	1	assistant	29,777	47,580	37,733	1	deputy II	27,554	43,973	29,406
									2	deputy I	25,467	40,697	27,164
Hertford	40,461	62,716	40,461			n/a			2	deputy	22,530	34,923	24,306
Hoke	40,097	56,660	47,668			n/a			1	deputy II	29,922	42,278	31,439
									1	deputy I	28,496	40,265	28,496
Hyde	38,924	57,458	49,313	1	assistant	25,546	37,711	31,178			n/a		
Iredell	55,872	86,657	65,567	1	assistant	31,137	48,294	42,000	1	chief deputy	35,635	55,270	46,649
									3	sr. deputy	28,459	44,140	32,573
									2	deputy	26,011	40,343	30,059
Jackson	45,507	89,225	55,473			n/a			4	deputy II	26,607	52,680	33,109
Johnston	51,126	91,122	79,229	2	assistant	28,852	44,713	40,758	5	deputy	28,852	44,713	30,451
Jones	42,252	53,327	42,252	1	assistant	27,779	35,023	27,779			n/a		
Lee			66,665	2	assistant	33,174	46,444	34,941	1	deputy	27,712	38,798	29,945
Lenoir	no data			1	assistant	26,021	45,917	29,440	3	deputy	22,671	40,005	22,671
Lincoln	61,401	93,683	67,808	1	assistant	33,945	51,792	46,883	2	deputy III	30,763	46,924	40,612
									2	deputy I	26,520	40,456	31,220
McDowell	no data					n/a					n/a		
Macon	41,183	61,774	54,196	1	assistant	32,268	48,401	32,268	2	deputy	25,283	37,924	25,283
Madison													
Martin	40,490	64,728	58,640	1	assistant II	23,870	38,162	29,811	1	deputy	21,863	34,953	22,410
				1	assistant I	23,870	38,162	25,705					
Mecklenburg	no data			1	assistant	62,832	109,956	84,823			n/a		
Mitchell	45,795	65,421	48,653	1	assistant	27,504	65,421	48,653	1	deputy	27,504	39,292	28,503
Montgomery			57,828						1	deputy II	24,000	27,000	24,480
										deputy I	22,000	24,000	22,500
Moore	60,282	97,482	87,046	1	chief asst.	36,091	58,361	43,427	3	deputy III	29,692	48,015	37,780
				1	n/a			41,706	4	deputy II	26,931	43,550	34,136
Nash	52,527	84,043	56,807	1	assistant	30,446	48,714	32,448	3	deputy	25,678	41,085	29,465
New Hanover			73,848	3	assistant	43,999	74,798	44,879	10	deputy I	29,780	50,626	34,849
									1	deputy II	30,073	50,626	31,621
Northampton	40,320	71,148	59,853			n/a			3	deputy	22,451	39,618	24,626
Onslow	43,844	70,151	54,786	1	sr. asst.	42,158	67,453	42,578	2	deputy	27,385	43,816	27,529
				3	assistant I	28,480	45,569	34,764					
Orange	75,967	124,480	77,488	2	assistant	39,978	65,507	44,848	10	deputy II	31,230	51,176	33,371
Pamlico	31,755	57,677	44,849	1	assistant	22,405	42,174	28,063			n/a		
Pasquotank	48,295	67,614	55,569	1	assistant I	27,978	39,169	31,927	2	deputy	24,585	34,420	28,100
Pender	48,256	77,209	55,080	2	assistant II	31,106	49,770	31,106	2	deputy II	26,871	42,993	26,871
				0	assistant I	29,625	47,400	vacant					
Perquimans	38,315	58,024	42,242			n/a			2	deputy	22,592	34,217	24,346
Person	51,750	80,213	65,981	1	assistant	29,484	43,900	37,593	2	deputy	27,207	42,171	29,122
Pitt			51,213	1	assistant II	36,809	61,339	41,654	2	deputy IV	32,171	50,852	41,465
									1	deputy III	29,293	46,297	32,171
									4	deputy II	26,671	42,155	26,671
Polk													
Randolph	54,330	83,658	74,296	1	assistant	33,342	51,355	49,173	5	deputy	28,808	44,366	29,912
Richmond	50,003	72,775	53,643			n/a			3	deputy	22,516	32,799	23,074
Robeson	55,775	86,452	77,313		assistant II	31,058	48,140	40,977	1	deputy II	26,829	41,585	30,358
									3	deputy I	25,551	39,605	32,578
Rockingham	60,138	90,205	71,700	1	assistant II	35,501	53,251	35,501	3	deputy II	29,678	44,516	31,563
					assistant I	33,970	50,954	33,970	2	deputy I	26,077	39,116	31,563
Rowan	56,911	90,344	58,040		assistant	34,807	55,253	37,111	7	deputy	24,670	39,158	28,386

TABLE XIV. REGISTER OF DEEDS, ASSISTANT REGISTER OF DEEDS, AND DEPUTY REGISTER OF DEEDS
Jan-15

County	Register of Deeds			Assistant Register of Deeds				Deputy Register of Deeds					
	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.		
Rutherford	50,854	76,625	66,839		n/a			1	deputy II	25,363	38,216	30,176	
Sampson	46,536	69,804	58,464	2	assistant II	28,092	42,144	32,922	2	deputy I	25,363	38,216	25,679
					assistant I	26,820	40,248	30,552	3	deputy	25,620	38,424	28,232
Scotland	46,296	64,572	53,004	1	assistant	22,344	41,184	30,624	1	deputy	18,864	37,644	28,692
Stanly	47,933	71,897	52,698	1	assistant	29,226	43,839	31,268	3	deputy	23,341	35,011	24,304
Stokes													
Surry	48,444	82,524	62,280	1	assistant II	28,728	47,328	43,188	4	deputy II	23,544	37,872	31,440
									2	deputy I	21,612	34,776	26,796
Swain													
Transylvania	54,604	81,907	63,498	1	assistant	34,648	51,973	38,115	2	deputy	27,184	40,722	28,900
Tyrrell			33,658	1	assistant			24,000			n/a		
Union			77,068	1	assistant III	36,220	54,329	48,030	2	deputy III	28,957	43,436	35,775
				1	assistant I	30,291	45,436	38,651	1	deputy I	25,335	38,033	vacant
Vance	43,692	75,144	53,808	1	assistant	28,140	48,396	30,600	2	deputy	23,604	40,584	27,108
Wake			131,221	1	assistant	75,000	99,500	80,925	7	specialist	32,750	55,750	35,127
									21	technician	28,900	49,000	32,571
Warren	44,027	70,443	50,465		n/a				3	deputy	23,349	37,358	23,505
Washington	36,948	53,424	48,432	1	assistant	23,616	34,176	27,396			n/a		
Watauga			67,194		n/a				3	deputy III	31,979	49,568	46,918
Wayne													
Wilkes	44,529	69,020	62,625	1	assistant	26,410	40,936	31,330	3	deputy	22,489	34,858	25,268
Wilson			77,148	1	assistant II	40,236	68,040	43,704	1	deputy V	30,396	51,348	33,660
									2	deputy III	25,200	42,612	26,436
Yadkin	43,559	65,339	45,136		n/a				2.5	deputy	28,581	42,873	40,026
Yancey	43,255	71,294	63,482	1	assistant	25,290	41,684	30,710	1	deputy	21,847	36,008	28,211

TABLE XV. PARKS AND RECREATION POSITIONS (Part One)

Jan-15

County	YOS	Parks and Recreation Director			Recreation Program Supervisor				Senior Center Supervisor			Nutrition Program Supervisor		
		Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	Hire.	Max.	Avg.	Hire.	Max.	Avg.
Alamance	0	\$49,754	\$79,606	\$60,000		n/a			n/a			n/a		
Alexander	14	35,676	50,410	38,419		n/a			n/a			n/a		
Alleghany	1	34,336	51,504	34,336		n/a			n/a			n/a		
Anson	17	45,405	70,377	61,492	2	31,381	48,641	34,151	40,133	62,207	51,138	31,355	48,599	32,926
Ashe	2	42,258	59,709	42,258	2	27,528	46,146	30,093	n/a			n/a		
Avery	8	39,991	55,769	43,696	1	31,606	44,075	vacant	n/a			24,978	34,834	28,656
Beaufort														
Bertie	13	37,438	58,029	40,882	1	25,630	39,726	27,987	35,895	55,637	40,932	19,909	30,859	23,863
Bladen	9	44,303	56,119	53,164		n/a			32,810	41,560	34,998	23,283	29,523	24,930
Brunswick	6	65,616	103,916	91,004	5	41,378	66,201	46,358	n/a			n/a		
Buncombe		n/a				n/a			n/a			n/a		
Burke	16	48,266	74,812	58,256		n/a			n/a			n/a		
Cabarrus	7	58,972	91,021	85,841	3	43,987	67,919	50,976	part-time		6,433	36,203	55,870	42,103
Caldwell		n/a				n/a			n/a			n/a		
Camden														
Carteret	2	65,000	81,247	66,300	1	44,000	58,516	44,880	36,500	58,516	37,230	n/a		
Caswell	<1			35,004		n/a			n/a					29,628
Catawba		n/a				n/a			27,201	42,222	30,389	44,333	68,784	58,792
Chatham	22	58,854	91,223	65,494	1	37,936	58,801	39,707	58,853	91,222	80,000	n/a		
Cherokee	9	34,340	55,315	45,724		n/a			n/a			22,187	33,659	27,048
Chowan	2			46,941		n/a			38,592	68,471	42,437	n/a		
Clay				43,525		n/a					36,574			21,828
Cleveland		n/a				n/a			n/a			n/a		
Columbus	2	34,781	52,172	42,140		n/a			24,271	36,406	26,731	25,387	38,081	34,918
Craven	4	51,775	104,604	75,338	2	37,294	75,338	42,456	39,082	78,954	59,598	21,240	42,921	25,204
Cumberland		n/a				n/a			n/a			48,539	81,691	55,750
Currituck	14	48,900	67,794	55,888	2	32,178	44,380	35,414	42,264	58,823	43,903	n/a		
Dare	6	62,030	99,249	93,307	3	40,330	71,006	51,192	n/a			n/a		
Davidson	31	51,269	76,904	68,408	1	38,300	57,449	44,111	34,751	52,126	36,708	28,633	42,949	32,528
Davie		n/a				n/a			43,227	67,033	49,639	22,924	35,549	36,797
Duplin	15	36,785	65,323	43,961		n/a			44,839	79,628	59,165	35,355	62,786	38,270
Durham		n/a				n/a			n/a			n/a		
Edgecombe		n/a				n/a			30,887	53,525	32,862	n/a		
Forsyth	3	79,698	129,510	91,250		n/a			n/a			n/a		
Franklin	6	44,001	66,001	49,754		n/a			n/a			part-time		\$7.69/hr
Gaston	26	56,033	86,855	78,228	2	37,952	58,829	40,035	46,115	71,481	51,172	n/a		
Gates		n/a				n/a			n/a			n/a		
Graham														
Granville		n/a				n/a			38,246	67,466	67,466	n/a		
Greene		n/a				30727	42849	33620	32,265	45,003	33,620	n/a		
Guilford		n/a			1	55,322	94,047	vacant	n/a			n/a		
Halifax		n/a				n/a			n/a			n/a		
Harnett	6	53,221	82,493	58,543		n/a			n/a			n/a		
Haywood	15	37,505	56,259	48,890	1	31,450	47,177	vacant	n/a			27,309	40,694	35,331
Henderson	6	49,608	79,209	72,190	5	33,540	53,508	42,744	n/a			42,413	67,724	61,302
Hertford		n/a				n/a			n/a			19,463	24,815	20,858
Hoke	1	62,204	87,893	63,765	1	38,189	53,959	38,189	n/a			28,496	40,265	30,687
Hyde		n/a				n/a			27,606	42,791	34,634	n/a		
Iredell	20	63,942	99,175	81,238	1	31,137	48,294	32,567	n/a			n/a		
Jackson	1	55,134	108,453	64,810	5	32,341	63,410	33,183	30,801	60,391	32,686	43,340	84,976	48,808
Johnston		n/a				n/a			n/a			n/a		
Jones		n/a				n/a			n/a			n/a		
Lee	16	56,908	79,672	66,489	3	36,296	50,815	38,022	n/a			n/a		

TABLE XV. PARKS AND RECREATION POSITIONS (Part Two)
Jan-15

County	Parks Maintenance Supervisor			Parks Maintenance Technician			Soil Conservation Director			Soil Conservation Technician			Transportation Director					
	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	Hire.	Max.	Avg.
Alamance	1	\$36,561	\$58,498	\$56,688	3	28,075	44,921	28,511	\$39,926	\$63,879	\$65,112	2	\$29,228	\$46,941	\$32,712	n/a		
Alexander		n/a			1	25,250	35,677	26,528	n/a			1	30,765	434,701	33,130	n/a		
Alleghany		n/a				n/a			34,336	51,504	36,673	1	26,903	40,355	27,710	31,144	46,716	31,144
Anson	1	28,878	44,760	31,700	1	24,497	37,970	27,328	n/a			1	32,671	50,642	34,305	34,044	52,767	40,412
Ashe		n/a			2	27,528	38,895	28,224	n/a			2	29,985	50,295	40,512	n/a		
Avery	1	29,221	40,474	38,807	1	29,221	40,474	29,221	n/a			1	34,185	47,672	37,652	39,991	55,769	39,991
Beaufort																		
Bertie		n/a				n/a			n/a			1	30,331	47,012	35,186	n/a		
Bladen	2	27,703	35,706	28,010		n/a			32,811	42,290	37,914	1	28,980	37,351	32,842	n/a		
Brunswick	11	31,559	50,493	38,124	1	23,702	37,923	29,961	45,307	72,491	60,896	1	37,451	59,920	47,289	n/a		
Buncombe		n/a				n/a			70,999	108,600	100,983	3	38,372	58,675	44,640	n/a		
Burke	1	28,219	43,740	34,199		n/a			32,666	50,634	34,784	1	31,110	48,224	34,905	n/a		
Cabarrus	2	39,915	61,604	40,109		n/a			41,909	64,679	58,114	1	32,824	50,690	35,151	50,940	78,639	50,940
Caldwell		n/a				n/a			n/a				n/a			n/a		
Camden																		
Carteret	1	27,300	46,063	33,055	6	20,320	34,526	22,715	n/a			1	28,968	53,279	33,230	59,000	85,146	60,180
Caswell		n/a				n/a			n/a			1			39,144			35,856
Catawba		n/a				n/a			42,222	65,513	44,121	1	34,746	53,885	36,059	40,215	62,399	46,189
Chatham	1	25,677	39,799	26,158	1	24,453	37,903	24,453	50,839	78,801	54,879	1	36,130	58,002	36,130	n/a		
Cherokee		n/a			4	17,971	26,083	22,818	n/a			1			29,562	38,669	63,271	39,037
Chowan		n/a			1	25,245	44,507	25,245	n/a			1	29,061	51,358	36,802	n/a		
Clay		n/a				n/a			n/a				n/a			n/a		
Cleveland		n/a				n/a			n/a			1	30,624	47,808	30,624	n/a		
Columbus	2	25,387	38,018	33,263	3	22,183	33,275	24,422	n/a			1	33,251	49,877	48,136	33,251	49,877	49,356
Craven	1	29,496	59,598	34,767	3	28,145	56,866	31,169	n/a				n/a		54,261	109,623	56,866	
Cumberland		n/a				n/a			n/a			1	38,734	65,189	38,734	n/a		
Currituck	1	32,178	44,380	36,086	2	24,747	33,974	36,741	n/a			1	41,468	57,388	50,829	n/a		
Dare	1	42,306	67,890	63,500	5	23,830	38,128	28,791	n/a			1	34,939	55,901	36,686	27,607	44,010	41,200
Davidson	1	33,101	49,740	35,272	2	19,333	28,999	19,623	n/a				n/a			44,294	66,442	43,640
Davie		n/a				n/a			n/a				n/a			n/a		
Duplin		n/a			3	part-time		11,226	41,424	73,564	43,961	4	31,395	60,349	37,448	44,839	79,628	59,165
Durham		n/a				n/a			64,000	124,800	101,870	1	43,560	78,408	57,065	n/a		
Edgecombe		n/a				n/a			35,755	61,962	39,728	3	28,015	48,549	34,880	n/a		
Forsyth	4	46,414	75,097	64,106	28	20,821	33,821	22,635	n/a			1	32,340	52,374	46,259	31,762	51,626	32,573
Franklin		n/a			2	25,356	38,039	29,738	n/a			2	33,405	50,106	41,604	n/a		
Gaston	1	30,237	46,869	35,998		n/a			n/a			2	35,566	55,130	40,138	46,115	71,481	57,783
Gates		n/a				n/a			n/a			1	30,020	43,734	33,808	44,600	64,974	47,330
Graham																		
Granville	1	34,686	61,186	43,432	1	23,479	41,417	26,503	n/a			1	27,164	47,916	47,916	n/a		
Greene		n/a				n/a			n/a			1	25,361	45,003	36,280			42,103
Guilford	2	43,346	73,688	43,779	7	26,611	45,238	28,902	52,687	89,568	66,728	1	41,282	70,179	66,728	74,136	126,031	92,142
Halifax		n/a				n/a			n/a			2	27,811	45,308	32,600	n/a		
Harnett		n/a			1	29,519	45,754	33,209	44,972	69,706	54,569	1	43,119	66,835	43,119	36,435	56,475	41,000
Haywood		n/a				n/a			34,345	51,518	50,064		n/a			n/a		
Henderson	1	31,762	50,752	37,627	4	25,106	40,123	29,827	49,608	79,209	72,369	1	29,777	47,580	42,003	n/a		
Hertford		n/a				n/a			n/a			1	33,288	51,597	43,504	n/a		
Hoke		n/a			1	28,496	40,265	30,687	n/a			1	32,989	46,612	40,198	53,735	75,926	63,880
Hyde		n/a				n/a			30,234	44,631	41,967	1	31,480	46,471	37,896	n/a		
Iredell	1	31,137	48,294	43,060	9	31,137	48,294	35,591	n/a				n/a			48,820	75,720	60,197
Jackson		n/a			2	22,984	45,064	22,984	39,311	77,076	50,853	1	32,341	63,410	32,341	43,340	84,976	52,832
Johnston		n/a				n/a			42,873	76,412	63,452	1	35,952	55,717	47,426	n/a		
Jones		n/a				n/a			n/a				n/a			n/a		
Lee	1	33,174	46,444	41,968		n/a			n/a			1	34,700	48,580	40,680	37,966	53,152	39,770
Lenoir		n/a				n/a			28,523	50,333	45,599	1	28,523	50,333	35,621	39,342	69,423	55,589
Lincoln	1	35,672	54,412	38,126	3	24,024	36,649	25,126	45,656	69,659	50,918	1	30,763	46,924	32,302	35,672	54,412	37,481
McDowell	1	24,684	36,270	26,922	1	23,484	34,516	26,262	n/a			1	27,258	40,076	27,948	33,258	48,878	37,668
Macon		n/a				n/a			41,183	61,774	43,186	1	33,881	50,822	39,363	45,404	68,106	49,392
Madison																		
Martin		n/a				n/a			32,507	51,968	48,258	1	22,837	36,507	26,483	n/a		
Mecklenburg	12	38,498	67,372	49,975	12	38,498	67,372	49,975	85,290	149,258	146,636	10	39,123	68,466	45,933	55,361	96,881	75,011
Mitchell		n/a				n/a			n/a				n/a					
Montgomery		n/a				n/a			25,404	40,728	29,340		n/a			n/a		
Moore		n/a				n/a			46,061	74,486	54,874		n/a			39,789	64,344	47,169
Nash		n/a			1	25,678	41,085	27,771	39,648	63,437	48,655	3	34,594	55,350	45,377	n/a		
New Hanover	5	41,903	71,235	46,828		n/a			n/a				n/a			n/a		

TABLE XV. PARKS AND RECREATION POSITIONS (Part Two)

Jan-15

County	Parks Maintenance Supervisor				Parks Maintenance Technician				Soil Conservation Director			Soil Conservation Technician			Transportation Director				
	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	Hire.	Max.	Avg.	
Northampton		n/a				n/a				n/a			1	34,830	61,461	36,591			
Onslow	1	34,651	55,441	35,006	11	24,345	38,952	25,973	42,158	67,453	46,460	1	38,977	62,364	43,805	n/a			
Orange	1	39,978	65,507	49,783	3	32,812	53,765	35,680	n/a			3	46,362	75,968	64,997	53,764	88,099	70,932	
Pamlico	1	22,853	43,017	vacant	1	21,965	40,948	23,981	n/a			1	22,853	43,017	29,760	n/a			
Pasquotank		n/a				n/a			n/a				n/a			n/a			
Pender		n/a				n/a			n/a				n/a			n/a			
Perquimans		n/a			1	18,945	28,691	20,889	n/a			1	25,783	39,045	27,748	n/a			
Person		n/a			1	29,484	45,700	32,173	n/a				n/a			n/a			
Pitt		n/a				n/a			46,815	73,990	52,031	2	35,337	64,281	38,005	49,060	77,542	53,884	
Polk																			
Randolph		n/a				n/a			n/a			1	33,342	51,355	33,843	n/a			
Richmond		n/a				n/a			n/a				n/a			29,866	43,466	36,009	
Robeson	1	34,241	53,074	44,049	1	28,170	43,664	26,059	n/a			1	34,241	53,074	33,849	53,119	82,335	63,418	
Rockingham		n/a				n/a			46,180	69,272	57,743	1	35,501	53,251	35,501	n/a			
Rowan	1	34,807	55,253	53,129	3	23,144	40,528	28,525	n/a			1			37,454	46,748	74,210	48,862	
Rutherford		n/a				n/a			34,173	51,490	38,671	1	28,014	42,209	29,072	62,038	93,474	66,003	
Sampson	1	29,400	44,100	31,356		n/a			32,244	48,348	45,768	2	29,400	44,100	30,144	28,092	42,144	30,696	
Scotland	1	37,176	59,016	48,444		n/a			n/a			1	31,248	53,940	39,132	21,588	39,372	29,280	
Stanly		n/a				n/a			n/a			1	30,571	45,856	33,704	41,885	62,824	59,149	
Stokes																			
Surry	1	24,492	39,588	vacant	n/a				35,532	59,520	44,172	1	28,728	47,328	32,616	n/a			
Swain																			
Transylvania		n/a			1	22,804	34,206	25,683	49,528	74,292	55,046	1	31,427	47,141	32,448	52,004	74,806	64,024	
Tyrrell		n/a				n/a			n/a			1			27,393				
Union	1	36,220	54,329	44,103	2	30,291	45,436	31,610	37,864	56,796	42,109		n/a			61,720	92,580	69,530	
Vance		n/a				n/a			n/a			1	30720	52860	32580	n/a			
Wake	6	39,200	66,750	56,402		15,080	31,400	19,847	52,900	90,100	72,560		42,300	72,200	58,898	n/a			
Warren		n/a			1	24,516	39,225	25,374	40,568	64,908	49,855	1	33,375	53,400	34,543	n/a			
Washington		n/a				n/a			n/a				n/a			n/a			
Watauga		n/a				n/a			n/a			1	31,979	49,568	38,265	n/a			
Wayne																			
Wilkes		n/a			5	23,411	36,287	26,453	3,472	61,182	47,811		n/a			n/a			
Wilson		n/a				n/a			n/a				n/a			n/a			
Yadkin		n/a			3	23,688	35,532	27,279	41,568	62,352	44,617	2	32,897	49,346	33,676	n/a			
Yancey		n/a				n/a			n/a				n/a			30,740	50,667	35,195	

TABLE XVI. SHERIFF'S OFFICE POSITIONS (Part One)
Jan-15

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data Avg Hrs/Wk	Court Time	Take Home Cars		
	Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.				Max.	Avg.
Alamance	\$67,709	\$108,332	\$99,612	chief	1	51,992	83,189	81,900	detention adHire.	1	47,611	76,180	66,804	40	paid	yes
				major	1	47,611	76,180	63,456	detention shift supvr.	4	39,926	63,879	47,477			
				captain	2	43,599	69,758	67,068	detention officer III	46	33,480	53,568	38,135			
				lieutenant	11	39,926	63,879	53,414	detention officer II	15	32,037	51,261	35,323			
				sergeant	21	36,561	58,498	48,040	detention officer I	23	30,660	49,053	34,447			
				corporal	16	34,986	55,979	44,055								
				deputy III	42	33,480	53,568	40,705								
				deputy II	12	32,037	51,261	38,086								
				deputy I	4	30,660	49,053	35,380								
Alexander	61,421	86,786	73,010	chief	1	45,670	64,531	50,411	detention admin.	1	35,676	50,410	50,410	42	comp time	yes
				captain	1	39,400	55,644	47,981	detention shift supvr.	5	27,871	39,382	30,014			
				lieutenant	4	30,765	47,983	39,435	detention officer	21	26,529	37,484	26,171			
				sergeant	4	32,321	45,669	34,806								
				detective/investigator	5	35,676	50,410	37,913								
				sro	3	29,282	41,375	31,534								
				deputy	9	29,282	41,375	31,729								
				investigations commander	1	37,380	55,644	45,669								
Alleghany	48,313	72,472	49,280	chief	1	32,701	49,052	32,701	detention admin.	1	31,144	46,716	31,144	43-60	paid	yes
				lieutenant	1	31,144	46,716	31,144	lt. jailer	1	26,903	40,355	26,903			
				sergeant	1	28,248	42,372	28,813	jailer	8	23,241	34,860	23,647			
				detective/investigator	1	28,248	42,372	28,813								
				deputy	7	25,623	38,433	25,623								
Anson	61,024	90,082	84,893	major	2	49,299	76,413	51,765	detention shift supvr.	5	28,878	44,760	30,325	42	paid	yes
				captain	2	47,311	73,332	49,143	detention officer	9	27,713	42,956	29,283			
				lieutenant	2	40,133	62,207	42,143	admin. Officer	2	32,671	50,642	37,253			
				detective/investigator	1	32,671	50,642	37,770								
				deputy	12	28,878	44,760	31,587								
				patrol shift supvr.	5	34,044	52,767	36,622								
				investigator	6	30,091	46,640	34,537								
Ashe	67,827	95,838	80,625	major	1	52,452	74,115	75,968	detention admin.	1	40,485	57,204	46,950	48	paid	yes
				captain	1	46,086	65,121	65,121	asst chief jailer	1	32,658	46,146	40,788			
				lieutenant	3	38,790	57,204	48,721	jailer sergeant	3	29,985	42,369	31,798			
				sergeant	8	35,595	52,506	39,744	jailer	14	29,985	42,369	30,637			
				detective/investigator	1	35,595	50,295	37,395								
				deputy	13	32,658	46,146	33,262								
				sro	3	32,658	46,146	32,658								
Avery	56,919	79,374	62,191	chief	1	41,591	57,999	52,607	detention admin.	1	39,991	55,769	50,584	42	paid	yes
				lieutenant	1	38,453	53,624	44,116	detention shift supvr.	2	32,870	45,838	36,812			
				sergeant	2	35,552	49,576	38,845	detention officer	19	29,221	55,769	30,133			
				detective/investigator	5	34,185	47,672	40,036								
				deputy	15	30,390	42,378	33,126								
Beaufort																
Bertie	55,054	61,271	65,840	chief	1	42,478	65,840	56,300	n/a					42	comp time	yes
				lieutenant	1	39,047	60,523	44,300								
				sergeant	3	39,047	60,523	43,193								
				corporal	8	34,415	53,343	37,581								
				sro	3	32,886	51,142	36,030								
				deputy	9	30,331	31,847	33,064								
Bladen			71,909	chief	1	43,010	55,431	50,674	detention admin.	1	40,462	51,260	46,302	42	paid	yes
				captain	2	39,177	49,637	46,597	jailer III	1	30,251	38,616	34,952			
				lieutenant	3	36,630	46,414	39,741	jailer II	4	26,420	33,459	29,740			
				sergeant	7	35,345	44,791	38,891	jailer I	11	25,128	31,833	26,424			
				corporal	6	34,083	43,173	37,351								
				investigator	6	35,345	45,580	37,876								
				deputy	18	30,251	38,316	31,316								
				sro	2	30,612	34,410	30,928								
Brunswick	78,691	125,916	111,935	chief	1	68,876	110,203	105,053	detention admin.	1	55,128	88,206	63,096	40	paid	yes
				major	2	59,056	94,490	81,968	detention sergeant	4	43,343	69,344	43,537			
				captain	5	55,129	88,206	67,154	detention corporal	9	35,486	46,132	35,937			
				lieutenant	6	49,236	78,777	51,613	jailer II	1	33,522	53,636	35,486			
				sergeant	22	43,343	69,349	46,674	jailer I	34	31,599	50,493	32,873			
				corporal	9	39,415	63,063	44,100								
				detective/investigator	19	41,378	66,201	42,742								
				deputy	80	37,451	59,920	38,732								
				sro	17	37,451	59,920	38,540								
Buncombe			120,411	major	2	65,044	99,444	99,444	detention admin.	1	65,044	99,444	99,444	40	paid	yes
				patrol shift supvr.	4	47,766	73,062	55,245	detention shift supvr.	15	40,092	61,291	44,380			
				captain	5	52,959	80,943	72,381	detention officer	127	33,591	51,369	38,211			
				patrol commander	1	54,560	83,389	74,569								
				investigations commander	1	54,560	83,389	74,569								
				lieutenant	13	47,766	73,062	57,733								
				sergeant	5	40,092	61,291	45,078								
				detective/investigator	21	40,092	61,291	44,886								
				deputy	86	35,101	53,714	41,181								

TABLE XVI. SHERIFF'S OFFICE POSITIONS (Part One)
Jan-15

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data		Court Time	Take Home Cars	
	Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.	Max.	Avg.			Avg Hrs/Wk
Burke	61,602	95,484	74,216	major	1	48,266	74,812	57,167	detention lieutenant	1	37,815	58,616	39,366	43	paid	yes
				captain	2	43,778	67,857	46,186	detention corporal	3	29,630	45,926	30,202			
				lieutenant	8	37,815	58,616	41,816	detention sergeant	4	28,218	43,740	36,253			
				sergeant	10	34,301	53,166	38,139	detention officer	20	26,875	41,656	28,424			
				detective/investigator	12	32,667	50,634	34,652								
				deputy	33	29,830	45,927	31,337								
Cabarrus	79,027	121,989	101,823	chief	1	65,011	100,356	79,027	detention officer	93	32,824	50,690	33,289	43	paid	yes
				captain	3	50,940	78,639	71,206	detention shift supvr.	3	39,915	61,604	39,915			
				lieutenant	12	46,203	71,326	59,873								
				sergeant	30	41,909	64,679	49,279								
				detective/investigator	8	41,909	64,679	45,805								
				deputy	n/a			38,888								
				sro	11	34,458	53,211	37,530								
Caldwell	58,061	96,769	81,738	chief	1	46,591	77,652	61,864	detention administrator	1	42,665	71,108	49,151	42	paid	yes
				captain	1	42,665	71,108	49,720	detention shift supvr.	4	28,790	47,849	34,016			
				lieutenant	1	35,777	59,629	43,841	detention corporal	5						
				sergeant	10	32,762	54,604	41,972	detention officer	20						
				corporal	6	28,790	47,849	33,056								
				detective/investigator	8	30,001	50,002	35,730								
				deputy	27	27,473	45,789	30,701								
				patrol shift supvr.	4	35,777	59,629	43,912								
				sro	7	24,473	4,584	34,479								
				patrol commander	1	42,665	71,108	51,739								
				investigations commander	1	42,665	71,108	50,308								
Camden																
Carteret	70,558	112,893	78,934	chief	2	53,236	93,544	63,509	detention admin.	1	42,500	64,268	43,350	40	paid	yes
				major	1	65,000	77,526	66,300	detention shift supvr.	4	30,611	505,839	32,177			
				captain	2	41,983	70,587	44,117	detention admin officer	1	35,056	55,836	35,758			
				detective/investigator	8	40,119	61,327	43,086	detention asst admin	1	33,708	48,495	34,758			
				deputy	23	30,309	48,895	32,961	detention officer corporal	4	27,730	46,063	28,577			
				investigator	1	42,630	48,495	43,483	detention officer	18	23,418	41,665	26,454			
Caswell			59,616	major	1			44,616	detention administrator	1			36,720	43	paid	yes
				captain	3			40,536	chief jailer	1			33,996			
				lieutenant	2			38,412	detention officer	15	26,808	29,712	28,274			
				sergeant	6	30,468	35,784	34,870								
				corporal	4			31,812								
				deputy	10	29,604	35,784	30,930								
				investigator	5			32,976								
				sro	2	30,756	35,616	33,186								
Catawba	87,799	136,218	111,957	major	1	59,422	92,197	76,007	detention admin.	1	51,323	79,633	58,680	42	paid	yes
				captain	3	51,323	79,633	57,901	detention shift supvr.		33,084	51,324				
				lieutenant	14	46,547	72,225	50,124	detention officer	40	31,510	48,884	33,250			
				sergeant	16	42,222	65,513	45,276								
				detective/investigator	6	42,222	65,513	45,129								
				corporal	10	36,476	56,585	40,101								
				patrol shift supvr.	11	36,476	56,585	40,299								
				investigator	5	38,294	59,422	42,930								
				deputy	81	34,746	53,885	38,815								
Chatham	86,953	134,776	95,288	chief	1	68,130	105,602	69,833	detention admin.	1	48,418	75,048	50,127	44	paid	yes
				captain	5	56,051	86,880	58,109	detention shift supvr.	4	39,834	61,743	40,465			
				lieutenant	8	48,419	75,049	41,567	detention supervisor	4	39,834	61,743	40,623			
				sergeant	16	43,917	68,072	45,173	detention officer	12	32,772	50,796	33,236			
				detective/investigator	14	41,826	75,049	43,689								
				patrol shift supvr.	4	43,917	68,072	45,692								
				sro	4	37,936	58,801	39,967								
				deputy	40	34,410	53,335	34,903								
Cherokee			62,200	chief	1	38,669	63,271	50,275	detention admin.	1	37,200	60,512	49,833	40	both	yes
				lieutenant	2	35,776	57,883	37,614	detention officer	17	26,426	40,926	27,419			
				sergeant	3	33,039	52,903	36,787								
				corporal	3	30,587	48,317	31,194								
				detective/investigator	7	33,039	52,903	39,947								
				deputy	9	29,454	46,292	30,647								
Chowan			84,662	chief	1	36,802	65,259	62,203	detention admin.	1	33,478	59,290	38,592	40	paid	yes
				lieutenant	1	33,478	59,290	48,962	detention lieutenant	1	31,932	56,513	36,802			
				sergeant	2	33,478	59,290	37,697	detention sergeant	2	26,456	46,679	31,269			
				sro	3	31,932	56,513	35,126	jailer	6	26,456	46,679	27,536			
				deputy	9	31,932	56,513	33,521								
Clay			47,677	patrol commander	1			49,636	detention admin.	1			36,779	42.5	paid	yes
				detective/investigator	3			35,085	detention officer	17			28,790			
				sergeant	1			40,726								
				sro	2			30,463								
				deputy	9			30,307								
Cleveland	64,764	101,112	96,492	major	1	53,706	82,832	76,338	detention admin.	1	44,526	69,504	58,986	42	comp time	yes

TABLE XVI. SHERIFF'S OFFICE POSITIONS (Part One)
Jan-15

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data		Court Time	Take Home Cars	
	Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.	Max.	Avg.			Avg Hrs/Wk
				investigations commander	1	44,526	69,504	61,800	detention shift supvr.	13	30,624	47,808	33,618			
				patrol commander	1	44,526	69,504	61,800	detention officer	45	29,232	45,624	31,106			
				patrol shift supvr.	4	36,924	57,624	43,512								
				lieutenant	7	36,924	57,624	42,492								
				sergeant	12	33,618	52,488	40,572								
				detective/investigator	9	32,106	50,082	36,924								
				sro	7	30,624	47,808	39,630								
				deputy	52	30,624	47,808	33,618								
Columbus	59,896	85,566	65,280	chief	1	45,555	68,333	52,232	detention admin.	1	36,381	54,571	42,002	40.25	no data	no data
				captain	2	36,381	54,571	42,565	operation manager	1	34,781	52,172	39,780			
				lieutenant	5	34,781	52,172	39,886	detention shift supvr.	4	27,776	41,665	29,453			
				sergeant	7	31,789	47,684	36,320	senior detention officer	4	25,387	38,081	26,945			
				corporal	9	29,054	43,582	32,770	detention officer	28	24,271	36,406	25,757			
				detective/investigator	9	29,054	43,582	31,019								
				deputy	31	26,555	39,834	28,912								
				sro	13	26,555	39,834	28,738								
Craven			95,190	chief	1	49,405	99,811	93,061	jailer supervisor	5	33,951	68,599	36,950	40	comp time	yes
				captain	4	47,139	95,243	69,268	jailer II	6	30,914	62,459	33,639			
				lieutenant	8	39,082	78,954	47,766	jailer I	34	28,145	56,866	30,202			
				sergeant	11	35,581	71,890	40,319								
				investigator	7	35,581	71,890	38,830								
				detective/investigator	8	35,581	71,890	38,439								
				zone deputy	4	33,615	68,599	38,002								
				sro	2	33,951	68,599	37,308								
				deputy transport	3	32,395	65,465	34,600								
				patrol commander sgt.	4	35,581	71,890									
Cumberland			169,557	chief	1	76,454	128,672	99,473	detention admin.	1	66,713	112,278	89,423	42.5	paid	yes
				major	1	66,713	112,278	91,685	detention shift supvr.	8	46,394	78,081	56,586			
				captain	5	58,218	97,981	73,061	detention sergeant	28	38,734	65,189	46,247			
				lieutenant	17	53,181	89,504	67,738	detention corporal	36	35,348	59,490	39,568			
				sergeant	51	44,353	74,646	55,531	detention officer	105	32,247	54,272	32,883			
				corporal	31	38,734	65,189	47,196								
				detective/investigator	44	40,524	68,202	45,221								
				deputy	139	35,348	59,490	39,778								
				patrol shift supvr.	4	53,181	89,504	65,103								
				patrol commander	1	66,713	112,278	90,862								
Currituck			82,930	investigations commander	1	66,713	112,278	79,568								
				chief	1	60,102	83,480	69,957	detention admin.	1	48,900	67,794	56,904	42	paid	yes
				captain	1	58,818	80,800	67,726	detention lieutenant	1	41,468	57,388	46,522			
				lieutenant	1	54,472	75,597	60,000	detention sergeant	6	35,343	49,609	39,640			
				sergeant	9	43,326	59,900	50,273	intake officer	4	30,892	42,821	33,567			
				detective/investigator	2	43,326	59,900	50,050	detention officer	18	28,998	40,157	30,383			
				deputy	47	35,894	54,786	42,754								
				sro	3	39,609	54,786	44,722								
Dare	67,157	110,809	93,433	chief	1	56,313	92,917	78,834	detention admin.	1	45,189	74,563	61,800	40	paid	no
				captain	3	45,189	74,563	61,649	detention lieutenant	2	48,843	78,135	54,337			
				lieutenant	4	43,244	71,352	55,277	detention shift leader	4	37,896	62,562	40,457			
				sergeant	6	37,896	62,526	49,197	detention asst. shift leader	4	33,206	54,792	40,577			
				corporal	5	34,701	57,258	45,951	detention officer	35	30,409	50,174	34,671			
				deputy	30	31,779	52,433	39,301								
				investigator	9	34,701	57,258	45,375								
				sro	2	34,701	57,248	44,306								
Davidson			88,260	chief	1	56,531	84,796	70,857	detention captain	1	44,294	66,442	51,844	45	no	yes
				major	2	53,839	80,758	60,177	detention lieutenant	4	40,256	60,386	40,860			
				captain	4	48,822	73,233	54,528	detention officer II	9	33,101	49,740	35,406			
				lieutenant	14	42,214	63,323	46,889	detention officer I	16	31,569	49,740	32,043			
				sergeant	16	38,300	57,449	43,804								
				detective/investigator	10	36,464	54,696	39,525								
				corporal	33	34,751	52,126	40,622								
				deputy II	29	33,101	49,740	37,346								
				deputy I	23	33,101	49,740	32,820								
Davie	63,864	99,039	77,239	chief	1	55,169	85,553	59,241	detention admin.	1	50,040	77,599	54,256	40	comp time	yes
				captain	3	50,040	77,599	54,805	detention officer III	4	37,342	57,906	40,459			
				lieutenant	8	43,227	67,033	46,363	detention officer II	4	35,564	55,149	37,553			
				detective/investigator	7	37,342	57,906	40,752	detention officer I	14	32,257	50,022	35,104			
				sergeant	9	37,342	57,906	39,407								
				corporal	5	35,564	55,149	38,503								
				deputy	16	32,257	50,022	34,038								
Duplin	59,165	105,068	79,628	captain	2	44,839	79,628	57,437	detention admin.	1	44,839	79,628	56,868	42	paid	yes
				lieutenant	9	39,818	70,706	44,305	detention shift supvr.	4	27,878	49,508	28,863			
				sergeant	9	35,355	62,786	36,551	lieutenant	1	32663	58005	39818			
				detective/investigator	12	35,355	62,786	37,434	jail sergeant	1	31,395	55,753	34,663			
				deputy	26	29,005	55,753	31,441	jailer I	15	24,753	43,961	25,504			
				sro	13	30,175	53,588	32,067								

TABLE XVI. SHERIFF'S OFFICE POSITIONS (Part One)
Jan-15

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data Avg Hrs/Wk	Court Time	Take Home Cars		
	Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.				Max.	Avg.
Durham			141,483	chief	1	65,340	117,612	93,838	detention admin.	1	71,874	129,373	93,898	42	paid	yes
				major	2	54,000	97,200	88,999	detention shift supvr.	6	47,916	86,249	66,685			
				captain	6	52,708	94,874	75,101	detention staff sergeant	10	43,560	78,408	57,405			
				lieutenant	12	47,916	86,249	66,815	detention sergeant	28	39,600	71,280	55,015			
				sergeant	18	43,560	78,408	58,949	detention officer II	25	36,000	64,800	55,766			
				corporal	13	39,600	71,280	52,639	detention officer I	104	32,210	57,978	38,826			
				deputy	111	36,000	64,800	44,992								
				detective/investigator	4	39,600	71,280	52,639								
Edgecombe	55,306	86,259	91,000	chief	1	47,656	74,326	48,847	detention admin.	1	38,117	59,450	38,117	40	paid	yes
				lieutenant	5	44,237	68,994	45,343	detention lieutenant	1	35,383	55,185	37,731			
				sergeant	14	38,689	60,342	40,904	detention sergeant	6	32,359	50,469	32,884			
				detective/investigator	6	35,914	56,013	36,470	detention corporal	6	30,037	46,849	30,037			
				corporal	5	33,337	51,996	34,862	detention officer	33	27,065	42,212	27,065			
				deputy	20	30,488	47,551	31,453								
Forsyth	99,174	161,158	125,362	chief	1	75,712	123,032	97,406	detention admin.	1	67,766	110,136	76,461	43	no data	yes
				major	1	67,766	110,136	78,395	detention captain	2	56,742	92,206	69,451			
				captain	9	56,742	92,206	71,835	detention sergeant	22	46,950	76,293	54,330			
				lieutenant	11	51,707	84,029	64,002	detention corporal	25	39,058	63,467	44,662			
				sergeant	24	46,950	76,293	53,785	detention officer	177	32,500	52,796	36,422			
				corporal	24	39,058	63,467	45,993								
				detective/investigator	19	36,502	59,332	41,033								
				deputy	117	32,500	52,796	36,734								
Franklin	66,524	99,788	81,191	chief	1	46,069	69,103	58,577	detention admin.	1	40,139	60,210	43,260	42	both	yes
				captain	2	44,001	66,001	52,511	detention shift supvr.	4	31,904	47,857	34,743			
				lieutenant	1	42,026	63,040	50,684	detention officer	21	29,105	43,662	31,840			
				sergeant	1	40,139	60,210	52,966								
				investigator	14	36,617	54,926	41,609								
				patrol shift supvr.	8	36,617	54,926	42,467								
				sro	7	33,405	50,106	36,558								
				deputy	34	33,405	50,106	34,603								
				investigations commander	2	40,139	60,210	45,784								
Gaston	80,085	124,136	108,413	chief	1	70,331	109,018	87,230	detention officer	70	34,430	53,369	34,368	43	comp time	yes
				major	1	56,033	86,855	67,435								
				captain	10	52,510	81,394	60,319								
				sergeant	22	41,835	64,847	48,245								
				detective/investigator	28	36,740	56,949	41,439								
				deputy	80	34,430	53,369	38,808								
				sro	23	39,205	60,770	48,017								
				patrol shift supvr.	20	46,115	71,481	58,594								
				investigations commander	6	61,766	95,741	68,825								
Gates	51,722	75,349	66,908	chief	1	38,467	56,039	41,638	n/a					42	comp time	yes
				captain	1	36,575	53,283	41,189								
				lieutenant	2	34,831	50,743	40,010								
				sergeant	2	31,554	45,968	35,186								
				deputy	9	28,571	41,622	30,678								
Graham																
Granville	56,489	99,644	93,520	chief	1	42,166	74,379	62,044	detention admin.	1	36,430	64,263	56,057	no data	paid	yes
				lieutenant	3	38,246	67,466	59,228	detention shift supvr.	1	31,470	55,514	49,129			
				sergeant	7	33,036	58,274	48,336	relief sergeant	4	27,164	47,916	29,804			
				detective/investigator	9	33,036	58,274	46,092	shift sergeant	4	28,535	50,334	35,727			
				corporal	4	31,470	55,514	38,811	transportation officer	1	29,963	52,854	37,450			
				investigator	9	29,963	52,854	46,092	detention officer	13	25,890	45,668	29,488			
				deputy	19	29,963	52,854	34,760								
				investigator	2	29,963	52,854	34,887								
				sro	1	22,963	52,854	35,763								
Greene			54,000	major	1	33,843	47,215	40,374	detention admin.	1	32,142	47,215	32,142	no data	no data	no data
				sergeant	1	29,280	40,827	31,914	jailer	15	21,887	37,106	21,887			
				deputy	14	26,620	45,003	31,742								
Guilford	104,317	177,339	144,496	chief	1	81,735	138,950	113,734	detention admin.	3	67,244	90,779	114,314	40-42	paid	yes
				major	2	74,136	126,031	92,748	detention shift supvr.	25	55,322	94,047	59,458			
				captain	10	67,244	114,314	80,269	detention corporal	25	47,789	81,241	52,377			
				lieutenant	9	58,088	98,749	69,289	detention officer II	4	41,282	70,179	51,348			
				sergeant	25	55,322	94,047	62,139	detention officer I	285	35,661	60,623	40,289			
				corporal	56	41,282	81,241	51,536								
				investigations commander	6	55,322	94,047	31,235								
				sro	14	41,282	70,179	50,436								
				detective/investigator	19	41,282	70,179	47,686								
				patrol shift supvr.	25	55,322	94,047	62,139								
				deputy	151	35,661	60,623	39,107								
Halifax	58,813	95,473	73,550	chief	1	55,962	90,844	62,582	detention admin.	1	41,534	67,425	54,588	55	paid	yes
				major	2	53,250	86,422	53,250	chief jailer	1	35,783	58,088	41,534			
				captain	1	48,212	78,264	48,212	detention shift supvr.	2	32,398	47,617	37,800			
				lieutenant	8	35,783	58,088	38,370	jail shift leader	2	29,333	47,617	29,900			
				sergeant	5	34,049	55,271	39,500	jailer/matron	14	26,559	43,112	27,225			

TABLE XVI. SHERIFF'S OFFICE POSITIONS (Part One)
Jan-15

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data Avg Hrs/Wk	Court Time	Take Home Cars		
	Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.				Max.	Avg.
				detective/investigator	4	34,049	55,271	34,904								
				patrol shift supvr.	8	30,827	50,042	33,445								
				sro	6	35,783	58,088	35,783								
Hamett			90,043	deputy	19	27,911	45,308	30,800								
				major	3	60,378	93,599	69,475	detention admin.	1	48,923	75,831	61,793	36	paid	yes
				captain	1	51,027	79,093	56,702	detention shift supvr.	4	34,933	54,147	41,340			
				lieutenant	6	48,923	75,831	57,375	detention officer III	24	29,519	45,754	35,504			
				sergeant	14	43,119	66,835	50,265	detention officer II	10	29,519	45,754	31,013			
				corporal	9	41,341	64,078	44,443	detention officer I	11	29,519	45,754	29,519			
				detective/investigator	20	41,341	64,078	43,724								
				deputy	65	34,933	54,147	39,259								
				patrol shift supvr.	11	43,119	66,835	53,522								
				sro	8	34,933	54,147	39,026								
Haywood	67,378	101,068	77,796	chief	1	40,959	70,727	59,089	detention administrator	1	32,866	49,299	43,705	42.5	paid	yes
				captain	2	37,505	56,259	46,648	detention sergeant	2	27,309	40,964	36,652			
				lieutenant	6	34,345	51,518	42,140	detention corporal	4	32,866	49,299	35,286			
				sergeant	7	31,450	47,177	37,636	detention officer	22	25,008	37,512	27,232			
				sro	4	28,539	42,808	33,000								
				deputy/investigator	6	32,866	49,299	35,286								
				deputy	25	28,539	42,808	30,998								
Henderson			no data	chief	1	59,705	95,312	83,100	detention admin.	1	49,937	79,718	65,000	42	paid	yes
				major	2	55,422	88,474	73,000	shift supervisor	5	37,731	60,258	49,130			
				captain	2	49,199	78,540	69,770	detention officer sr.	1	34,050	54,371	42,765			
				investigations commander	1	49,199	78,540	vacant	detention officer II	7	33,051	52,790	34,965			
				patrol commander	1	49,199	78,540	72,021	detention officer I	11	32,094	51,251	33,051			
				lieutenant	5	43,077	68,765	56,971	detention office trainee	5	31,637	50,523	32,614			
				sergeant	6	40,019	63,877	56,306								
				patrol shift supvr.	5	40,019	63,877	52,062								
				corporal	15	37,190	59,363	42,827								
				deputy	21	34,050	54,371	35,194								
Hertford	72,663	112,628	89,908	chief	1	40,461	62,716	50,301	chief jailer	2	33,288	51,597	35,580	no data	no data	no data
				captain	3	36,700	56,886	42,742	detention lieutenant	1	28,756	44,570	34,565			
				lieutenant	1	34,952	54,176	38,133	detention sergeant	4	26,083	40,428	27,452			
				sergeant	5	31,702	49,140	35,346	detention officer	20	23,657	36,669	24,805			
				detective/investigator	3	31,702	49,140	35,961								
				deputy	8	28,756	44,570	31,602								
Hoke	87,528	123,674	99,041	chief	1	62,204	87,893	68,661	detention administrator	1	48,739	67,187	47,550	43	paid	yes
				major	2	56,421	79,721	62,278	lieutenant	1	34,638	48,942	34,638			
				captain	2	42,102	59,490	45,353	sergeant	2	31,417	44,392	32,202			
				lieutenant	6	40,097	56,657	42,894	corporal	2	60,670	42,278	31,436			
				sergeant	10	34,638	48,942	31,272	jailer	36	28,496	40,265	29,259			
				corporal	9	32,989	46,612	30,742								
				detective/investigator	4	36,370	51,389	43,208								
				deputy	32	31,417	44,398	33,051								
Hyde			69,153	chief	1	38,924	57,458	42,544	detention admin	1	34,304	50,640	42,886	42.75	paid	yes
				sergeant	2	34,304	50,640	44,235								
				corporal	2	31,533	46,549	40,354								
				deputy	8	30,234	44,631	33,384								
Iredell	66,883	103,737	101,688	chief	1	61,130	94,813	84,117	detention admin	1	51,066	79,203	59,013	42	paid	yes
				major	2	53,415	82,846	66,543	detention lieutenant	3	44,620	69,207	48,330			
				captain	4	48,820	75,720	60,098	shift supervisor	4	40,782	63,253	44,741			
				lieutenant	16	44,620	69,207	55,807	asst. shift supervisor	7	34,238	50,839	38,655			
				detective/investigator	25	38,989	60,472	42,914	detention deputy	36	32,570	50,516	35,658			
				sergeant	12	38,989	60,472	44,245	detention officer	24	31,137	48,294	33,919			
				deputy - special assgn.	24	35,635	55,270	40,477								
				deputy	39	32,570	50,516	37,686								
Jackson	64,033	125,549	109,298	chief	1	49,319	85,866	73,286	detention admin	chief deputy chief				40	paid	yes
				major	1	46,971	81,777	58,402	detention lieutenant	1	36,802	64,075	49,532			
				lieutenant	6	40,575	70,642	55,401	detention sergeant	4	3,172	55,350	35,248			
				sergeant	8	36,803	64,075	43,480	detention officer	16	28,836	50,204	29,944			
				corporal	6	33,381	58,117	36,572								
				detective/investigator	4	33,381	58,117	45,647								
				deputy	17	30,278	41,496	31,867								
				sro	4	30,278	41,496	39,064								
Johnston	69,577	124,005	110,219	chief	1	55,831	99,508	77,067	detention admin.	1	51,126	91,122	58,827	40	paid	yes
				captain	5	46,818	83,447	63,847	detention officer II	19	30,146	46,725	33,904			
				lieutenant	9	41,027	73,125	51,854	detention officer I	17	28,852	44,713	30,472			
				sergeant	5	35,952	55,717	42,806								
				detective/investigator	22	37,568	58,225	46,009								
				deputy	63	34,402	53,322	39,332								
Jones	50,813	64,616	61,565	major	1	42,252	55,327	43,919	detention admin.	1	30,481	38,383	30,481	no data	paid	yes
				captain	1	38,383	48,393	38,383	electronic house arrest jailer	1	26,556	33,463	26,356			
				lieutenant	1	35,023	43,919	35,023	jailer	8	25,615	31,918	25,615			

County Salaries in North Carolina 2015

TABLE XVI. SHERIFF'S OFFICE POSITIONS (Part One)
Jan-15

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data Avg Hrs/Wk	Court Time	Take Home Cars		
	Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.				Max.	Avg.
				sergeant	2	33,463	42,252	33,463								
				detective/investigator	3	23,463	42,252	33,463								
				deputy	6	29,056	36,649	29,056								
				sro	1	29,056	36,649	29,056								
Lee			94,159	chief	1	56,908	79,672	68,790	detention admin.	1	45,447	63,626	49,651	43	paid	yes
				major	1	47,539	66,554	57,222	detention shift supvr.	4	33,174	46,444	35,224			
				captain	3	47,539	66,554	54,815	detention officer	19	31,715	44,401	33,885			
				lieutenant	7	41,538	58,153	44,723								
				sergeant	16	39,712	55,596	41,297								
				patrol shift supvr.	4	41,538	58,163	40,876								
				sro	14	34,700	48,580	35,188								
				deputy	15	34,700	48,580	36,702								
Lenoir	59,477	104,954	89,576	major	2	39,342	69,423	52,297	detention admin.	1	37,576	66,308	50,535	40	paid	yes
				captain	1	37,576	66,308	48,101	detention officer II	57	27,243	48,074	27,424			
				investigator	8	32,097	56,639	34,565								
				lieutenant	8	34,728	60,487	47,252								
				detective/investigator	3	32,739	57,772	36,476								
				sergeant	9	31,269	55,178	37,524								
				deputy	33	28,523	50,333	30,716								
Lincoln	74,817	114,189	86,645	major	1	68,401	93,683	66,140	detention admin.	1	41,370	57,158	50,444	43	paid	yes
				lieutenant	6	41,370	57,158	50,993	asst detention admin	1	39,374	60,070	42,416			
				sergeant	5	39,374	60,070	43,280	sergeant	4	35,672	54,412	37,445			
				corporal	14	35,672	54,412	38,339	senior detention officer	4	30,763	46,924	32,114			
				investigator	19	32,302	49,296	41,168	detention officer	24	29,984	46,924	30,012			
				patrol shift supvr.	10	32,302	49,296	36,654								
				deputy	49	32,287	49,296	33,694								
McDowell	no data															
Macon	63,888	95,832	81,947	chief	1	47,674	71,511	59,261	detention admin.	1	43,242	64,863	43,242	no data	no data	yes
				lieutenant	3	39,222	58,832	46,138	detention sergeant	2	37,354	56,031	37,354			
				sergeant	8	35,575	53,363	38,683	detention officer	9	29,268	43,902	31,439			
				corporal	4	33,881	50,822	39,283								
				detective/investigator	8	33,881	50,822	39,283								
				deputy	16	32,268	48,401	32,950								
				sro	9	32,268	48,401	33,338								
Madison																
Martin	52,723	84,284	65,844	chief	1	38,763	61,965	48,409	n/a					42.75	paid	yes
				lieutenant	2	35,486	56,730	40,148								
				sergeant	4	31,098	49,711	35,578								
				corporal	7	29,747	47,555	33,227								
				detective/investigator	5	32,507	51,968	34,178								
				sro	5	28,478	45,526	34,592								
				deputy	11	28,478	45,526	32,701								
Mecklenburg	127,600	223,300	175,235	chief	1	96,800	169,400	139,757	detention admin.	1	96,800	169,400	139,757	40-43	paid	yes
				major	5	77,061	134,856	114,838	detention captain	21	61,142	106,999	89,725			
				captain	13	61,142	106,999	93,000	detention sergeant	58	49,098	85,821	68,345			
				sergeant	22	49,098	85,921	71,300	detention officer	556	33,387	58,428	44,734			
									detention officer trainee	37	33,387	58,428	34,128			
Mitchell	no data			chief	1	44,033	62,905	43,459	n/a					36	no	yes
				captain	1	37,640	53,772	37,868								
				lieutenant	2	34,801	49,715	34,294								
				detective/investigator	4	34,801	49,715	34,843								
				deputy	8	30,938	44,198	32,335								
Montgomery			63,444	chief	1			53,500	detention admin.	1	35,000	38,000	35,724	42	comp time	yes
				major	2	40,000	49,000	40,230	captain	1			29,786			
				captain	1				lieutenant	1			27,712			
				detective/investigator	3	28,500	35,000	34,183	jailer I	18	24,500	27,000	24,500			
				sro	4	28,500	31,000	29,769								
				deputy	14	28,500	31,000	28,900								
Moore	71,400	121,008	109,650	chief	1	58,787	95,063	81,600	detention admin.	1	55,988	90,537	71,456	40	paid	yes
				captain	5	48,364	78,210	67,359	detention shift supvr.	5	32,735	52,935	37,856			
				lieutenant	5	43,868	70,939	51,389	detention officer	39	29,692	48,015	32,813			
				sergeant	12	37,895	6,181	45,558								
				detective/investigator	13	37,895	61,281	45,558								
				deputy	35	34,371	55,582	39,771								
Nash	69,589	111,342	95,524	captain	1	55,048	88,077	64,774	detention admin.	1	52,527	84,043	58,614	42	comp time	yes
				lieutenant	5	52,527	84,043	58,685	detention shift supvr.	4	37,832	60,531	41,634			
				sergeant	6	43,545	68,304	50,506	senior detention officer	5	31,770	50,832	35,326			
				detective/investigator	3	43,545	69,672	53,245	detention officer	40	29,177	46,683	33,207			
				corporal	7	37,832	60,531	46,077								
				investigator	11	37,832	60,531	44,656								
				deputy	40	34,594	55,350	39,015								
				sro	2	34,594	55,350	44,972								
New Hanover			126,480	chief	1	79,015	134,326	109,808	detention shift supv.	4	43,999	74,798	58,224	41	paid	yes

County Salaries in North Carolina 2015

TABLE XVI. SHERIFF'S OFFICE POSITIONS (Part One)
Jan-15

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data Avg Hrs/Wk	Court Time	Take Home Cars		
	Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.				Max.	Avg.
				major	3	68,256	116,035	92,848	detention officer	65	34,474	58,606	35,441			
				captain	7	58,962	100,235	78,819								
				lieutenant	18	50,962	100,235	78,819								
				sergeant	42	46,198	78,537	53,802								
				detective/investigator	51	43,999	74,798	47,161								
				corporal	26	41,903	71,798	47,161								
				deputy	193	38,008	64,614	40,174								
Northampton	54,032	95,345	55,383	chief	1	40,320	71,148	45,617	detention admin.	1	40,320	71,148	51,611	no data	no data	no data
				detective/investigator	1	36,571	64,534	38,421	detention sergeant	3	28,654	50,564	34,454			
				patrol shift supvr.	2	36,571	64,534	37,496	detention officer	15	24,753	43,679	27,461			
				investigator	3	33,171	58,534	35,140								
				sro	1	36,571	64,534	44,556								
				deputy	12	31,591	55,747	33,494								
Onslow			112,889	chief	1	75,924	121,479	75,924	detention admin.	1	64,900	103,841	71,514	42	paid	yes
				major	4	64,900	103,841	67,250	shift supervisor	6	40,337	64,859	45,944			
				captain	10	49,319	78,910	58,612	detention sergeant	12	36,037	57,659	36,513			
				lieutenant	8	47,422	75,875	52,074	detention corporal	8	34,651	55,441	34,651			
				sergeant	15	43,844	70,151	44,749	detention officer	67	29,619	47,392	30,790			
				investigator	16	43,844	70,151	44,964								
				deputy	58	38,977	62,364	40,583								
Orange	83,853	137,403	127,925	major	1	65,506	107,338	vacant	shift supervisor	3	48709	79813	55717	40	comp time	yes
				captain	2	53,764	88,099	59,724	detention officer	28	32,812	53,765	34,250			
				lieutenant	8	48,709	79,813	55,717								
				sergeant	14	44,126	72,307	50,031								
				investigator	9	44,126	72,307	51,159								
				deputy	29	36,219	59,346	36,973								
Pamlico	42,558	80,113	70,994	captain	2	30,242	56,930	48,223	detention admin.	1	26,123	49,173	46,942	no data	no data	yes
				detective/investigator	2	23,777	44,757	35,303	asst. jail administrator	1	22,657	42,174	34,145			
				sro	1	23,777	44,757	39,785	shift sergeant	4	22,657	42,174	27,733			
				deputy	8	22,853	43,017	28,477	detention officer	16	2,657	40,948	25,131			
Pasquotank	650	84,210	75,593	chief	1	43,027	6,023	54,717	n/a					40	no	yes
				lieutenant	2	39,075	54,705	48,941								
				sergeant	7	36,441	51,016	44,507								
				investigator	7	36,441	50,018	44,974								
				deputy	26	32,489	47,328	46,547								
Pender	71,296	114,073	88,773	major	1	55,862	89,379	58,274	detention admin.	1	50,669	81,070	53,202	40	comp time	yes
				captain	3	50,669	81,070	52,074	detention sergeant	1	41,685	66,696	41,685			
				patrol commander	1	50,669	81,070	51,682	detention shift supvr.	2	37,810	60,495	38,339			
				investigations commander	1	50,669	81,070	52,857	detention shift leader	4	32,661	52,258	32,808			
				lieutenant	6	43,769	70,031	44,351	detention deputy I	2	31,106	49,770	31,106			
				sro	5	31,106	49,770	31,516	detention officer	8	29,625	47,400	29,699			
				sergeant	7	37,810	60,495	38,340								
				detective/investigator	2	38,460	61,536	38,460								
				deputy II	2	34,294	54,871	37,009								
				deputy I	26	31,106	49,770	31,349								
Perquimans	47,748	72,310	60,940	detective/investigator	1	35,085	53,133	41,632	n/a					43	comp time	yes
				sergeant	2	33,547	50,845	37,942								
				deputy	10	24,672	37,365	32,690								
Person	65,860	102,083	78,646	chief	1	53,872	83,501	60,368	detention admin.	1	44,085	68,301	52,298	42	paid	yes
				captain	3	47,753	74,018	58,116	detention shift supvr.	4	31,951	59,524	37,530			
				lieutenant	3	40,663	63,028	50,685	senior detention officer	4	29,484	45,700	33,761			
				sergeant	9	37,523	58,161	47,833	detention officer	21	28,323	43,900	30,700			
				detective/investigator	12	36,045	55,869	43,961								
				deputy	17	33,262	51,556	37,238								
Pitt			99,748	chief	1	68,118	107,661	75,713	detention admin.	1	64,997	102,730	71,389	40	paid	yes
				major	1	64,997	102,730	64,997	shift supervisor	5	51,416	81,262	56,760			
				captain	3	56,470	89,252	59,223	detention officer advanced	23	38,809	61,339	45,629			
				lieutenant	8	51,416	81,262	55,443	detention officer intermediate	9	37,031	58,528	41,658			
				advanced sergeant	7	44,670	70,600	50,346	detention officer basic	87	35,337	55,847	37,329			
				intermediate sergeant	3	42,625	67,369	47,805								
				basic sergeant	1	40,672	64,281	43,653								
				adv. detective/investigator	8	40,672	64,281	49,550								
				int. detective/investigator	1	38,809	61,239	45,743								
				bas. detective/investigator	13	40,672	64,251	49,550								
				deputy advanced	14	38,809	61,339	48,044								
				deputy intermediate	6	37,031	58,528	43,738								
				deputy basic	43	35,337	55,847	43,597								
				sro	1	37,031	58,528	45,748								
Polk																
Randolph	72,114	111,862	96,661	chief	1	59,342	92,019	72,116	detention admin.	1	56,576	87,651	62,298	42.5	comp time	yes
				major	1	56,576	87,651	67,103	shift supervisor	4	40,602	62,296	44,925			
				investigations commander	1	51,480	79,539	56,578	detention sergeant	4	35,235	53,976	38,279			
				patrol commander	1	51,480	79,539	56,578	detention corporal	5	33,654	51,480	37,350			

TABLE XVI. SHERIFF'S OFFICE POSITIONS (Part One)
Jan-15

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data Avg Hrs/Wk	Court Time	Take Home Cars		
	Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.				Max.	Avg.
				captain	4	51,480	79,539	57,270	jailer	41	30,618	46,800	33,620			
				patrol shift supvr.	4	46,800	72,114	51,789								
				investigator	10	46,800	72,114	50,653								
				lieutenant	4	44,658	68,682	48,476								
				sro	1	36,920	56,576	41,602								
				sergeant	15	36,920	56,576	40,607								
				detective/investigator	14	35,235	53,976	38,865								
				corporal	18	35,235	53,976	38,257								
				deputy	83	32,094	49,067	35,360								
Richmond	79,925	116,720	89,849	chief	1	41,468	60,344	60,344	no data					45	paid	yes
Robeson	74,744	115,853	110,120	chief	1	53,119	82,335	65,337	detention admin.	1	50,590	78,414	64,502	40	comp time	yes
				major	2	50,590	78,414	64,502	shift supervisor	1	48,181	74,680	61,430			
				captain	1	45,886	71,124	58,146	jail lieutenant	2	41,620	64,512	53,066			
				lieutenant	7	41,620	64,512	53,066	jail sergeant	7	39,638	61,440	50,539			
				sergeant	15	39,638	61,440	50,539	jailer senior	9	32,611	50,546	41,579			
				detective/investigator	32	39,638	61,440	50,539	jailer	61	31,058	48,140	39,599			
				deputy	60	32,610	50,546	41,579								
				sro	10	39,638	61,440	50,539								
Rockingham	74,990	112,486	93,640	major	1	57,585	86,379	63,838	detention admin.	1	52,723	79,085	57,744	42	comp time	yes
				captain	3	52,723	79,085	56,006	shift supervisor	4	42,312	63,469	43,514			
				lieutenant	6	46,180	69,272	47,720	jailer II	34	33,970	50,954	34,673			
				sergeant	8	42,312	63,272	42,956	jailer I	0	32498	48747				
				investigator	14	37,060	55,590	41,484								
				deputy	50	35,501	53,251	36,278								
Rowan	72,772	115,524	94,446	chief	1	59,778	98,899	89,469	detention admin.	1	46,748	74,210	56,911	36-48	paid	yes
				captain	3	46,748	74,210	64,421	detention shift supvr.	5	36,556	58,040	39,630			
				lieutenant	7	40336	64037	53142	master detention officer	9	31,545	50,076	33,978			
				sergeant	10	36,556	58,040	46,027	detention officer	55	30,033	47,671	31,191			
				detective/investigator	17	33,134	52,598	41,051								
				deputy	47	30,033	47,671	33,489								
Rutherford	68,521	103,241	80,530	chief	1	56,168	84,632	62,804	detention admin.	1	39,667	59,768	49,600	42	comp time	yes
				captain	1	46,044	69,378	55,852	detention sergeant		34,173	51,490				
				lieutenant	3	38,067	59,768		detention corporal		30,941	46,621				
				sergeant	8	35,915	54,114		detention officer		28,014	42,209				
				corporal	18	32,518	48,994									
				detective/investigator	14	34,173	51,490									
				deputy	17	29,440	44,361									
				sro												
Sampson	58,560	87,840	71,868	chief	1	44,460	66,672	57,168	detention admin.	1	38,736	58,128	48,120	42	paid	yes
				major	1	38,736	58,128	51,384	detention shift supvr.	2	25,620	38,424	29,658			
				captain	3	36,996	55,500	43,720	dual certified	7	26,820	40,248	27,243			
				lieutenant	2	3,756	50,628	42,030	master I	10	24,468	36,696	28,594			
				sergeant	11	30,804	46,176	38,354	detention officer	22	23,388	35,052	24,470			
				detective/investigator	7	28,092	42,144	32,136								
				deputy	20	26,820	40,248	28,412								
				investigator	5	28,092	42,144	31,829								
Scotland	57,228	80,856	73,260	chief	1	55,872	67,548	61,200	detention admin.	1	38,796	49,308	41,484	42	paid	yes
				captain	3	45,172	56,424	45,576	asst. jail administrator	1	30,240	47,136	30,756			
				detective/investigator	5	35,865	49,308	37,397	detention sergeant	4	27,990	39,372	30,030			
				lieutenant	5	32,659	47,136	37,603	detention officer II	7	26,844	37,644	31,214			
				patrol shift supvr.	4	31,251	47,136	33,216	detention officer I	8	25,476	35,988	25,715			
				deputy	12	27,864	43,080	33,736								
				sro	5	29,472	47,136	30,147								
Stanly	62,779	941,678	71,129	chief	1	50,136	75,206	54,903	detention admin.	1	43,818	65,715	46,255	42	comp time	yes
				captain	3	43,810	65,715	51,503	detention shift supvr.	4	32,011	47,966				
				lieutenant	3	40,040	60,062	45,057	sr. detention officer	4	29,226	43,839	33,489			
				sergeant	5	34,987	52,482	43,655	detention officer	26	27,941	41,911	29,245			
				detective/investigator	6	34,987	52,482	38,942								
				patrol commander	1	34,987	52,482	36,736								
				sro	6	30,571	45,856	33,247								
				deputy	25	34,226	43,839	32,763								
Stokes																
Surry	58,164	99,312	80,532	chief	1	44,172	75,120	59,520	detention admin.	1	37,104	62,280	50,724	no data	comp time	yes
				lieutenant	6	35,532	59,520	44,668	detention sergeant	4	32,616	54,300	39,645			
				sergeant	6	32,616	54,300	42,158	detention officer II	15	26,508	43,188	29,772			
				sr. deputy	9	31,320	51,864	40,651	detention officer I	8	25,500	41,352	27,006			
				detective/investigator	10	32,616	54,300	38,172								
				deputy II	6	30,012	49,572	36,362								
				deputy I	12	28,728	47,328	32,520								
				sro	1	28,728	47,328	32,616								
Swain																
Transylvania	69,691	104,536	76,311	chief	1	54,604	81,907	64,541	detention admin.	1	49,528	74,292	60,589	42	paid	yes
				captain	1	49,528	74,292	60,589	detention sergeant	4	40,746	61,120	41,481			
				investigations commander	1	42,784	64,176	58,738	detention corporal	4	35,198	52,798	35,837			

TABLE XVI. SHERIFF'S OFFICE POSITIONS (Part One)
Jan-15

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data Avg Hrs/Wk	Court Time	Take Home Cars		
	Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.				Max.	Avg.
				patrol shift supvr.	4	49,528	74,292	59,785	detention officer	16	33,522	50,283	34,300			
				lieutenant	4	44,923	67,385	51,418								
				detective/investigator	4	38,806	58,209	44,000								
				investigator	2	38,806	58,209	45,000								
				sergeant	3	40,746	61,120	45,572								
				sro	7	33,522	50,283	33,800								
				deputy	11	35,198	52,798	36,000								
Tyrrell			51,024	chief	1			45,000	detention admin.	1			27,827	varies	comp time	yes
				sergeant	2			32,327	detention officer/dispatch.	4			25,970			
				deputy	5			31,703								
				sro	1			33,242								
Union			114,997	chief	1	80,472	120,708	94,500	detention admin.	1	64,500	96,750	70,416	42	both	yes
				captain	4	64,500	96,750	71,275	detention officer master	5	37,864	56,796	43,174			
				lieutenant	14	54,033	84,751	65,238	detention officer II	1	36,220	54,329	41,825			
				sergeant	25	47,282	74,157	55,401	detention officer I	31	34,631	51,974	36,164			
				corporal	6	43,283	67,860	47,729								
				detective/investigator	12	37,864	56,796	39,980								
				investigator	4	37,864	56,796	41,603								
				deputy	120	34,631	56,796	39,980								
				sro	16	34,631	56,796	41,603								
Vance	59,448	102,264	97,824	chief	1	45,660	78,516	56,712	detention admin.	1	41,808	71,916	47,016	48	paid	yes
				captain	1	43,692	75,144	65,244	detention supervisor	3	33,552	57,720	34,024			
				lieutenant	5	38,292	65,844	53,078	detention shift supvr.	7	29,412	50,556	30,214			
				sergeant	5	33,552	57,720	41,570	detention officer	24	24,764	44,316	27,458			
				detective/investigator	8	32,112	55,236	36,710								
				deputy	22	29,412	50,556	32,188								
Wake			156,072	chief	1	79,400	135,100	121,639	detention admin.	1	71,600	121,900	103,370	40	paid	yes
				major	5	71,600	121,900	100,019	detention shift supv.	8	48,100	82,000	65,936			
				captain	7	58,500	99,500	77,294	detention lieutenant	7	42,300	72,200	50,463			
				lieutenant	12	48,000	82,000	66,580	detention sergeant	38	37,000	63,000	44,257			
				sergeant	38	48,000	82,000	61,029	detention master deputy	166	28,900	49,000	38,996			
				corporal	157	37,000	63,000	49,164	detention officer	118	28,900	49,000	31,951			
				detective/investigator	16	37,000	63,000	50,586								
				deputy	114	32,750	55,750	39,476								
Warren	66,081	105,729	78,049	captain	1	44,726	71,561	46,291	detention admin.	1	42,596	68,154	44,087	43.5	paid	yes
				lieutenant	2	40,568	64,908	41,278	detention shift supervisor	2	35,044	56,070	35,307			
				sergeant	6	36,796	58,874	37,655	detention officer	9	27,458	43,933	27,809			
				investigator	5	36,796	58,874	37,422								
				deputy	16	31,786	50,857	32,228								
Washington	51,180	60,816	62,112	chief	1	38,808	56,184	43,920	detention admin.	1	31,236	45,168	32,004	40	no	yes
				lieutenant	1	35,952	52,068	39,504	detention corporal	4	24,552	35,568	26,769			
				sergeant	1	34,080	49,320	36,552	certified detention officer	3	24,552	35,568	24,552			
				corporal	1	33,096	47,940	33,096	uncertified detention officer	4	23,616	34,176	23,616			
				investigator	4	35,028	50,676	36,825								
				deputy	10	27,432	45,168	30,577								
Watauga	67,585	104,756	85,207	captain	3	45,478	70,490	57,437	chief detention officer	1	39,852	61,770	51,247	42	no data	yes
				lieutenant	5	39,852	61,770	44,648	asst. chief detention officer	1	34,923	54,131	42,973			
				sergeant	7	36,495	56,566	39,852	jailer II	16	31,979	49,568	33,957			
				detective/investigator	6	34,923	54,131	38,509	jailer I	5	30,602	47,433	30,969			
				deputy	21	31,979	51,798	35,735								
				sro	1	33,419	51,798	35,634								
Wayne																
Wilkes			85,577	chief	1	48,256	74,797	58,999	detention officer	24	26,410	40,936	28,088	43	paid	yes
				major	2	44,529	69,020	52,288								
				captain	4	42,775	66,301	46,912								
				lieutenant	6	36,424	56,457	40,479								
				sergeant	7	32,287	50,045	35,293								
				detective/investigator	11	32,287	50,045	35,160								
				deputy	38	28,620	44,361	30,602								
Wilson			146,616	major	1	53,304	90,064	74,844	detention officer II	8	31,848	53,832	34,642	40	comp time	yes
				captain	3	40,236	68,040	55,888	detention officer I	32	30,396	51,348	31,389			
				lieutenant	7	38,400	64,896	45,428								
				sergeant	7	36,648	61,980	41,958								
				detective/investigator	11	34,956	59,112	37,278								
				deputy	45	31,848	53,832	35,930								
Yadkin	57,688	86,532	80,257	chief	1	43,559	65,339	55,600	detention admin.	1	32,897	49,346	40,960	42	comp time	yes
				captain	1	39,659	59,489	45,211	detention officer	17	28,581	42,873	29,515			
				lieutenant	1	36,111	54,166	37,916								
				sergeant	6	32,897	49,346	37,243								
				detective/investigator	5	31,378	47,067	33,004								
				deputy	20	29,925	44,888	31,418								
				patrol shift supvr.	1	32,897	49,436	36,000								
Yancey	52,576	84,959	64,459	corporal	2			37,008	detention admin.	1			39,028	42	paid	yes
				investigator	2			39,006	lieutenant	1			35,496			

TABLE XVI. SHERIFF'S OFFICE POSITIONS (Part Two)
Jan-15

Telecommunications						Telecommunications					
County	Title	No.	Hire.	Max.	Avg.	County	Title	No.	Hire.	Max.	Avg.
Alamance	telecommunicator supvr.	1	\$32,037	\$51,261	\$40,125	Iredell	telecommunicator supvr.	4	44,620	69,207	60,186
	shift supvr.	4	32,037	51,261	40,125		telecom. shift supv.	4	34,068	52,839	38,061
	telecommunicator--EMD	21	29,338	46,941	31,665		telecom. asst shift supv.	4	31,137	48,294	35,369
Alexander	telecommunicator supvr.	1	41,375	58,461	43,469		telecommunicator--EMD	17	29,768	46,170	32,085
	shift supvr.	2	30,765	43,470	31,534	Jackson	telecommunicator supvr.	1	39311	77076	53965
	telecommunicator	6	26,529	37,484	28,569		telecom. shift supv.	4	29,334	57,515	35,035
Alleghany	telecommunicator supvr.	1	28,248	42,372	28,248		telecommunicator--EMD	8	26,670	52,168	28,510
	telecommunicator	4	24,402	36,693	24,402	Johnston	sr. telecommunicator	9	30,146	44,713	36,171
Anson	telecommunicator supvr.	1	35,475	54,984	42,011		telecommunicator	1	28,852	44,713	30,305
	sr. telecommunicator	4	28,878	44,760	30,325	Jones	n/a				
	telecommunicator--EMD	3	27,713	42,956	29,103	Lee	telecommunicator	4	30,320	42,448	30,680
Ashe	chief telecommunicator	1	37,161	52,506	40,017	Lenoir	telecommunications supvr.	1	32,739	57,772	38,361
	assistant chief	1	34,113	48,201	37,656		shift supvr.	4	24,854	43,857	30,442
	telecommunicator	6	29,985	44,229	32,690		telecommunicator II	19	24,854	43,857	30,129
Avery	telecommunicator supvr.	1	39,991	55,769	43,696	Lincoln	telecommunications supvr.	1	41,371	63,107	48,963
	shift supvr.	1	31,606	44,075	34,533		sr. telecommunicator	3	29,265	44,657	37,093
	telecommunicator	4	29,221	40,747	31,795		telecommunicator	13	26,520	40,456	30,123
	telecommunicator--EMD	4	28,097	39,182	29,298	McDowell	no data				
Beaufort						Macon	n/a				
Bertie	telecommunicator supvr.	1	30,331	47,012	33,121	Madison					
	telecommunicator II	5	24,573	38,088	29,068	Martin	telecommunicator supvr.	1	37,095	59,301	51,385
	telecommunicator I	2	24,573	38,088	24,573		telecommunicator II	3	24,961	39,904	28,282
Bladen	telecommunicator supvr.	1	27,690	35,086	34,284		telecommunicator I	6	22,837	36,507	22,837
	telecommunicator--EMD	9	25,128	31,833	26,511	Mecklenburg	telecommunicator supvr.	1	49,098	85,921	51,376
Brunswick	telecommunicator II	4	35,486	56,779	37,708		telecommunicator	10	31,019	54,284	39,642
	telecommunicator I	22	31,559	50,493	31,493	Mitchell	telecommunicator supvr.	1	42,339	60,485	50,459
Buncombe	telecommunicator supvr.	1	43,782	66,928	48,394	Montgomery	telecommunicator II	1	31,000	38,000	31,000
	telecommunicator II	4	33,591	51,369	38,711		telecommunicator I	8	28,500	31,000	28,544
	telecommunicator I	13	30,782	47,085	33,636	Moore	telecommunicator supvr.	1	29,702	48,027	45,660
Burke	telecommunicator--EMD	26	29,653	45,964	30,885		telecommunicator	5	26,915	45,534	32,016
Cabarrus	telecommunicator	14	32,824	50,690	33,629	Nash	telecommunicator--EMD	1	30,446	48,714	33,628
Caldwell	telecommunicator supervisor	1	31,351	52,252	46,704	New Hanover	telecommunications supvr.	1	56,154	95,462	59,936
	telecommunicator shift supv.	4	25,158	41,930	31,523		shift supvr.	4	41,903	71,235	45,076
	telecommunicator II	7	24,074	40,124	27,790		telecommunicator--zone 2	4	30,733	50,626	36,091
	telecommunicator I	5	23,037	38,397	25,331		telecommunicator--zone 1	63	29,780	50,626	31,855
Camden						Northampton	telecommunications supvr.	1	27,290	48,156	33,250
Carteret	telecommunicator supervisor	1	33,677	55,836	36,924		lead telecommunicator	3	25,990	45,863	29,926
	telecomm. asst. supvr.	3	32,758	48,495	30,309		telecommunicator--EMD	14	24,753	43,679	26,359
	telecommunicator--EMD	18	25,650	41,665	26,797	Onslow	telecommunications supvr.	1	62,404	99,847	69,330
Caswell	assistant director	1			32,928		shift supvr.	4	37,478	54,965	38,751
	chief telecommunicator	2			31,704		telecommunicator	20	29,619	47,392	31,870
	telecommunicator	9	26,196	29,508	27,372	Orange	telecommunications supvr.	1	59,347	97,244	79,691
Catawba	telecommunicator supvr.	1	51,323	79,632	61,119		shift supvr.	4	39,978	65,507	56,123
	shift supvr.	3	34,746	53,885	45,173		asst. supervisor	5	36,219	59,346	42,896
	telecommunicator--EMD	23	30,005	46,549	33,918		telecommunicator--EMD	17	34,472	56,485	34,419
Chatham	shift supvr.	4	32,772	50,796	31,792	Pamlico	telecommunicator II	1	22,657	42,174	30,515
	telecommunicator	10	29,725	46,073	31,883		telecommunicator I	4	22,657	40,948	26,991
Cherokee	telecommunicator supvr.	1	28,408	44,360	41,693	Pasquotank	telecommunicator II	4	28,536	36,892	34,723
	telecommunicator--EMD	8	26,426	40,926	29,930		telecommunicator I	12	27,220	38,108	29,501
Chowan	telecommunicator supvr.	1	35,099	62,203	43,595	Pender	telecommunications supvr.	1	41,685	66,696	42,014
	shift supvr.	4	26,456	46,679	32,899		asst. 911 director	1	34,294	54,571	34,637
	dispatcher	4	26,456	46,679			shift supvr.	2	32,661	52,258	32,919
Clay	telecommunicator supvr.	1			41,455		telecommunicator--EMD	14	29,625	47,400	29,979
	telecommunicator--EMD	9			26,359	Perquimans	telecommunications supvr.	1	29,421	44,557	42,435
Cleveland	shift supvr.	4	33,618	52,488	36,924		shift supvr.	1	26,942	40,801	30,447
	telecommunicator	12	29,232	45,624	33,618		telecommunicator	5	23,714	35,914	27,402
Columbus	telecommunicator supvr.	1	34,781	52,172	38,892	Person	telecommunications supvr.	1	45,872	71,102	49,129
	shift supvr.	2	27,776	41,665	31,002		shift supvr.	2	31,951	49,524	35,851
	senior telecommunicator	4	25,012	37,518	30,684		telecommunicator	4	28,323	43,900	30,582

TABLE XVI. SHERIFF'S OFFICE POSITIONS (Part Two)
Jan-15

Telecommunications						Telecommunications					
County	Title	No.	Hire.	Max.	Avg.	County	Title	No.	Hire.	Max.	Avg.
	telecommunicator	10	24,271	36,406	23,155		telecommunicator--EMD	8	29,484	45,700	30,882
Craven	telecommunicator II	4	30,914	62,459	35,426	Pitt	telecommunications supvr.	1	40,672	64,281	47,946
	telecommunicator I	8	28,145	56,866	30,481		telecommunicator adv.	2	35,337	55,847	44,175
Cumberland	telecommunicator supvr.	1	42,399	71,357	48,695		telecommunicator intermediate	1	33,716	53,291	41,654
	shift supvr.	4	37,025	62,313	37,399		telecommunicator basic	9	32,171	50,852	32,960
	telecommunicator	31	30,805	51,548	32,499	Polk					
Currituck	telecommunicator supvr.	1	41,468	57,388	48,245	Randolph	telecommunications supvr.	1	20,46	31,52	21,08
	shift supvr.	2	34,037	52,185	44,512		shift supvr.	4	15,27	23,52	17,30
	telecommunicator--EMD	8	32,178	44,380	34,919		telecommunicator	15	13,85	21,33	15,41
	telecommunicator trainee	1	30,319	41,776	30,319	Richmond		n/a			
Dare	telecommunicator supvr.	1	37,896	62,562	49,091	Robeson	telecommunications supvr.	1	35,953	55,728	45,840
	shift supvr.	4	34,701	57,258	40,263		telecommunicator--EMD	18	31,058	48,140	39,599
	telecommunicator II		31,779	52,433	37,218	Rockingham	telecommunications supvr.	1	33,970	50,954	34,911
	telecommunicator I	13	29,102	48,017	32,607		lead telecommunicator	2	32,498	48,747	33,701
	telecommunicator--EMD	1	41,381	68,281	51,495		telecommunicator--EMD	19	31,059	50,954	34,830
Davidson	telecommunicator supvr.	1	48,822	73,233	49,555	Rowan	telecommunications supvr.	1	59,778	94,899	71,716
	shift supvr.	4	33,101	49,740	36,624		shift supvr.	5	33,134	2,598	39,894
	dispatcher	4	28,633	42,949	29,934		telecommunicator	30	27,219	43,209	29,036
	telecommunicator--EMD	15	30,101	45,152	33,697	Rutherford	telecommunications director	1	39,667	59,768	50,218
Davie	telecommunicator supvr.	1	41,169	63,841	59,548		shift supvr.	1	35,915	54,115	38,687
	shift supvr.	1	33,870	52,523	40,160		senior	4	29,440	44,361	31,714
	sr. telecommunicator	1	30,721	47,640	40,098		telecommunicator II	4	28,014	42,209	29,435
	telecommunicator--EMD	7	29,258	45,371	33,713		telecommunicator I	8	26,655	40,164	28,714
Duplin	telecommunicator director	1	41,424	73,564	43,961	Sampson	telecommunicator supvr.	1	35,340	53,004	42,000
	shift supvr.	4	29,005	51,508	30,783		shift supvr.	4	25,620	38,424	29,709
	telecommunicator I	14	24,753	43,961	26,805	Scotland	telecommunicator	4	25,476	35,988	26,760
Durham	telecommunicator supvr.	1	39,600	71,280	56,715	n/a		1	45,825	68,738	59,538
	telecommunicator I	8	32,210	57,978	36,276		telecommunicator III	8	32,011	47,966	39,238
Edgecombe	telecommunicator director	1	32,431	56,201	36,035		telecommunicator I	2	29,226	43,839	32,667
	shift supvr.	4	26,681	43,237	29,645		telecommunicator I	8	26,712	40,069	25,535
	telecommunicator	5	24,201	41,938	25,312	Stokes					
Forsyth	telecommunicator supvr.	2	47,611	77,355	51,095	Surry	n/a				
	shift supvr.	6	32,214	52,350	41,063	Swain					
	telecommunicator	42	29,309	47,611	31,513	Transylvania	telecommunicator III	1	33,522	50,283	41,933
Franklin	shift supvr.	4	30,474	45,710	35,468		telecommunicator II	10	30,406	45,609	30,500
	telecommunicator--EMD	11	29,105	43,662	32,752	Tyrrell	telecommunications supvr.			detention administrator	
Gaston	sr. telecommunicator	9	34,430	53,369	37,006	Union	telecommunications supvr.	1	51,679	77,519	53,820
	telecommunicator	39	29,271	45,372	33,172		shift supvr.	4	36,220	54,329	
Gates	telecommunicator II	1	34,642	35,899	28,306		master dispatcher	1	33,128	49,692	39,956
	telecommunicator I	6	23,445	34,155	25,194		dispatcher II	0	31,681	47,522	0
Graham							dispatcher I	6	30,291	45,436	31,714
Granville	telecommunicator supvr.	1	34,686	61,186	52,686		telecommunicator--EMD	26	28,957	49,492	33,951
	telecommunicator II	1	25,890	45,668	35,783	Vance	shift supvr.	4	28,140	48,396	36,180
	telecommunicator I	14	23,479	41,417	29,448		sr. telecommunicator	4	26,940	46,320	31,818
Greene	telecommunicator I	6	23,045	32,099	25,109		telecommunicator--EMD	5	25,764	44,316	28,798
Guilford	n/a					Wake	telecommunications supvr.	1	39,200	66,750	vacant
Halifax	telecommunicator supvr.	1	39,522	64,156	44,197		shift supvr.	5	32,750	55,750	40,601
	telecommunicator II	4	27,911	45,308	28,000		telecommunicator II	5	32,750	55,750	40,601
	telecommunicator I	9	25,270	41,022	26,559		telecommunicator I	12	28,900	49,000	31,215
Harnett	telecommunicator supvr.	1	44,972	69,706	54,149	Warren	telecommunications supvr.	1	40,568	64,908	45,190
	shift supvr.	3	34,933	54,147	42,901		shift supvr.	4	31,786	50,857	32,780
	telecommunicator	1	32,112	49,771	33,614		telecommunicator	8	28,831	4,129	29,083
	telecommunicator--EMD	13	32,112	36,127	36,747	Washington	telecommunications supvr.	1	23,616	34,176	28,752
Haywood	telecommunicator supvr.	1	29,823	44,734	41,437		shift supvr.	1	23,616	34,176	24,828
	telecommunicator I	11	25,008	37,512	28,656		telecommunicator II	1	25,500	36,960	26,712
Henderson	director communications	1	47,050	75,109	67,433		telecommunicator I	4	23,616	34,176	23,616
	telecom. team ldr.	4	35,048	55,994	46,093	Watauga	shift supvr.	3	33,419	51,978	43,403
	telecommunicator master	3	33,530	53,581	43,202		telecommunicator II	3	31,979	49,568	34,168
	telecommunicator	3	30,722	49,046	31,637		telecommunicator I	6	30,602	47,433	31,112

TABLE XVI. SHERIFF'S OFFICE POSITIONS (Part Two)

Jan-15

Telecommunications						Telecommunications					
County	Title	No.	Hire.	Max.	Avg.	County	Title	No.	Hire.	Max.	Avg.
	telecommunicator trainee	5	28,538	45,573	29,182	Wayne					
Hertford	sr. dispatcher	1	26,083	40,428	34,921	Wilkes	shift supvr.	1	28,620	44,361	30,651
	dispatcher	3	19,463	30,168	23,128	Wilson	telecommunications supvr.	1	36,648	61,980	45,612
Hoke	telecommunicator supvr.	1	36,370	51,389	42,181		telecommunicator III	4	33,360	56,412	41,343
	telecommunicator	11	29,208	41,272	31,068		telecommunicator II	20	31,848	53,832	34,598
Hyde	telecommunicator II	2	27,792	41,026	28,699	Yadkin	telecommunications supvr.	1	37,844	56,767	48,398
	telecommunicator I	3	25,546	41,026	27,016		telecommunicator--EMD	12	27,264	40,896	29,312
						Yancey	telecommunications supvr.	1			32,127
1. salary increased by \$500 for each of fire, medical, law enforcement disciplines											

TABLE XVII. ANIMAL CONTROL OFFICER AND ANIMAL SHELTER ATTENDANT
Jan-15

County	Animal Control Officer				Animal Shelter Attendant				
	Title	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.
Alamance	control officer	2	\$33,480	\$53,568	\$37,164		n/a		
Alexander	supervisor	1	27,871	39,382	28,568		n/a		
	control officer	1	26,529	37,484	27,872				
Alleghany			n/a				n/a		
Anson	supervisor	1	30,091	46,640	39,500		n/a		
	officer	2	26,596	41,224	27,931				
Ashe	supervisor	1	35,595	50,295	39,291		n/a		
	officer	2	32,658	46,146	33,485				
Avery			n/a				n/a		
Beaufort									
Bertie	supervisor	1	27,882	43,218	30,448		n/a		
	control officer	1	23,560	36,519	24,738				
Bladen	control officer I	3	25,148	31,854	27,010	1	26,423	33,471	27,600
Brunswick	supervisor	1	49,236	78,777	60,033	1	25,665	41,066	25,665
	lead officer	1	37,451	58,920	53,450				
	officer II	3	35,486	56,779	37,775				
Buncombe	supervisor	1	40,092	61,291	43,856		n/a		
	deputy	5	35,101	53,714	42,856				
Burke	supervisor	1	24,376	37,785	24,376		n/a		
Cabarrus	supervisor	1	41,909	64,679	50,940	1	29,777	45,981	30,220
Caldwell	supervisor	1	37,387	62,312	44,083	1.5	18,486	30,811	21,798
	field supervisor	1	27,473	45,789	35,443				
	officer	3	26,290	43,817	27,860				
Camden									
Carteret	supervisor	1	29,604	41,665	31,109		n/a		
	officer II	2	24,935	39,752	27,063				
Caswell	supervisor	1			29,076				
	officer	1			25,166				
Catawba	officer	4	28,568	44,333	29,450	1	25,903	40,215	28,004
Chatham	supervisor	1	41,826	64,831	57,400	3	29,725	46,073	31,792
	lead officer	1	31,212	48,378	42,816				
	officer	3	29,725	46,074	32,800				
Cherokee			n/a				n/a		
Chowan	officer	1	24,092	42,437	25,245	1	21,949	38,592	21,949
Clay			n/a				n/a		
Cleveland	supervisor	1	33,618	52,488	38,700	2	23,142	36,084	23,142
	officer I	5	26,634	41,526	28,492				
	officer II	2	29,232	45,624	33,750				
Columbus	supervisor	1	31,789	47,684	47,684		n/a		
	officer	2	24,271	36,406	26,248				
Craven	supervisor	1	33,951	68,599	37,294	1	25,628	51,775	26,853
	officer II	1	29,496	59,598	32,395				
	officer I	1	26,853	54,261	26,853				
Cumberland	supervisor	1	40,524	68,202	41,484	12	26,812	45,125	27,149
	officer II	4	35,348	59,490	35,525				

TABLE XVII. ANIMAL CONTROL OFFICER AND ANIMAL SHELTER ATTENDANT
Jan-15

County	Animal Control Officer				Animal Shelter Attendant				
	Title	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.
	officer I	17	32,247	54,272	32,431				
Currituck	supervisor	1	35,343	49,609	39,640		n/a		
	officer	3	30,319	41,776	32,734				
Dare			n/a				n/a		
Davidson	supervisor	1	42,214	63,323	42,847	3	24,717	37,075	25,088
	deputy	3	31,569	49,740	34,905				
Davie	supervisor	1	43,227	67,033	46,419	1	32,257	50,022	33,870
	officer	1	27,865	43,210	29,551				
Duplin	officer	1	32,663	58,005	34,663	1	part time		15,696
	deputy officer	1	25,755	45,737	27,331				
Durham	officer	4	32,210	57,978	39,822		n/a		
Edgecombe	lead officer	1	25,411	44,035	27,035		n/a		
	officer I	2	21,951	38,039	21,973				
Forsyth	supervisor	1	37,128	60,790	36,124	6	18,221	29,619	18,796
	officer I	7	32,490	52,790	36,124				
Franklin	supervisor	1	44,001	66,001	49,723		n/a		
	officer	4	27,798	41,697	31,149				
Gaston	supervisor	2	46,115	71,481	50,908		n/a		
	specialist	9	27,430	42,519	29,504				
Gates	officer	1	28,571	41,622	32,175				
Graham									
Granville	supervisor	1	34,686	61,186	55,000	1	19,310	34,063	19,551
	chief ACO	1	27,164	47,916	36,906				
	officer	2	23,479	41,417	27,005		n/a		
Greene	lead officer	1	23,045	32,099	25,180		n/a		
Guilford	supervisor	2	37,444	63,655	38,648		n/a		
	investigator	2	33,963	57,737	34,642				
	specialist	8	30,805	52,369	33,561				
Halifax	lead officer	1	24,045	39,033	39,033	1	17,907	28,971	19,501
	officer II	2	22,880	37,141	24,363				
Harnett	supervisor	1	38,003	58,905	39,683	2	23,915	37,068	24,513
	officer	4	29,519	45,754	32,327				
Haywood	supervisor	1	26,133	39,198	27,988		n/a		
	officer	4	23,931	35,896	24,485				
Henderson	sergeant	1	40,019	63,877	41,184	1	22,640	36,153	22,640
	deputy II		35,048	55,994	37,357		n/a		
	deputy		34,050	54,371	35,194				
Hertford	officer I	2	21,458	33,260	22,640		n/a		
Hoke	supervisor	1	31,124	44,392	35,546	1	21,265	30,046	22,342
	officer II	1	28,496	40,275	29,942				
	officer I	1	25,848	36,522	26,493	n/a			
Hyde	officer II	1	part-time		5,160		n/a		
Iredell	director	1	46,673	72,390	63,904	3	26,011	40,343	26,011
	officer	6	31,137	48,294	32,993				
Jackson	supervisor	1	39,311	77,076	53,965		n/a		

TABLE XVII. ANIMAL CONTROL OFFICER AND ANIMAL SHELTER ATTENDANT
Jan-15

County	Animal Control Officer				Animal Shelter Attendant				
	Title	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.
	officer II	2	29,334	57,515	29,334				
	officer I	1	25,340	49,684	25,340				
Johnston	director	1	31,505	48,828	31,505	4	26,419	40,945	27,913
	sr. control officer	1	31,505	48,828	40,206				
	control officer	3	28,852	44,713	32,905				
Jones			n/a				n/a		
Lee	supervisor	1	36,296	50,815	38,022	1	24,215	33,901	24,215
	officer	2	31,715	44,401	33,221				
Lenoir	officer II	2	23,735	41,882	25,560		n/a		
Lincoln	supervisor	1	35,762	54,412	37,481	2	24,024	36,649	24,627
	officer	4	26,520	40,456	27,299				
McDowell	no data								
Macon	supervisor	1	47,674	71,511	47,674	1	25,283	37,924	25,283
	officer I	2	29,268	43,902	29,835				
Madison									
Martin	supervisor	1	27,265	43,584	30,847	1	22,837	36,507	22,837
Mecklenburg			n/a				n/a		
Mitchell			n/a				n/a		
Montgomery	officer	1	24,000	27,000	26,500		n/a		
Moore	officer II	4	29,692	46,015	35,025	7	22,157	35,831	26,758
Nash	supervisor	1	29,177	46,683	39,632		n/a		
	officer II	4	27,961	44,738	31,999				
New Hanover	supervisor	1	41,903	71,235	58,922	3	27,011	45,919	28,585
	officer	5	31,269	53,157	32,836				
Northampton	officer II	1	36,571	64,534	35,848	1	19,394	34,224	20,885
Onslow	supervisor	1	34,651	55,441	51,148	5	23,409	37,455	23,712
	officer II	7	27,385	43,815	33,137				
Orange	supervisor	1	53,764	88,099	55,945	6	26,930	44,128	28,296
	officer	4	32,812	53,765	33,982				
Pamlico	officer	1	21,965	40,948	26,754		n/a		
Pasquotank	officer	2	25,903	36,264	29,443		n/a		
Pender	supervisor	1	43,769	70,031	45,219	5	25,591	40,946	27,054
	officer I	4	26,871	42,993	26,976				
Perquimans	officer	1	26,942	40,801	28,996		n/a		
Person	supervisor	1	40,663	63,028	44,421	1	27,207	42,171	34,638
	officer	2	28,323	43,900	31,204				
Pitt	supervisor	1	49,060	77,542	51,416	3	25,450	4,224	26,264
	officer II	3	29,293	46,297	32,513				
Polk									
Randolph	supervisor	1	38,605	59,467	39,187	1	22,568	34,757	22,569
	officer	7	30,243	46,592	30,307				
Richmond			n/a			4	20,535	29,866	21,508
Robeson	supervisor	1	32,611	50,546	41,579		n/a		
	officer II	3	28,170	43,664	35,917				
Rockingham	officer	3	32,498	48,747	36,533	4	20,916	31,374	20,917

TABLE XVII. ANIMAL CONTROL OFFICER AND ANIMAL SHELTER ATTENDANT
Jan-15

County	Animal Control Officer				Animal Shelter Attendant				
	Title	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.
Rowan	officer II	1	28,590	45,386	35,148		n/a		
	officer I	6	25,913	41,135	30,786				
Rutherford	supervisor	1	32,518	48,994	37,274				
	officer I	1	29,440	44,361	33,330				
Sampson	control master	2	28,092	42,144	30,348	2	22,308	33,480	23,721
	officer	1	26,820	40,248	28,440				
Scotland	officer II	1	26,640	37,644	26,640		n/a		
	officer I	1	24,248	24,404	26,880				
Stanly	supervisor	1	32,011	47,966	39,205		n/a		
	officer II	4	27,941	41,911	31,448				
Stokes									
Surry	supervisor	1	31,320	51,864	vacant		n/a		
	officer II	4	27,600	45,216	28,512				
Swain							n/a		
Transylvania	supervisor	1	40,746	61,120	40,746		n/a		
	officer I	2	27,148	40,722	30,000				
Tyrrell	officer	1			26,439	2			\$10.20/hr
Union	supervisor	1	54,033	81,049	64,018	4	30,291	45,436	36,211
	deputy II	4	36,220	54,329	42,346				
	deputy I	2	34,631	51,947	37,297				
Vance	lead officer	1	26,940	46,320	27,336		n/a		
	officer	2	26,940	46,320	27,336				
Wake	lead officer	1	25,500	43,100	47,652	9	20,400	34,600	29,868
	officer	7	25,500	43,100	32,850				
Warren	supervisor	1	39,934	63,894	43,918				
	officer I	2	25,742	41,187	26,064	1	20,169	32,271	20,169
Washington	officer	1	24,552	35,568	26,472		n/a		
Watauga	supervisor	1	35,419	51,798	37,740		n/a		
	officer	1	30,602	39,017	31,214				
Wayne									
Wilkes	supervisor	1	34,989	54,233	40,721		n/a		
	officer	3	27,493	42,614	31,344				
	specialist	2	23,411	36,287	27,237				
Wilson	officer	6	31,848	53,832	38,630	1	21,900	37,032	25,500
Yadkin			n/a			2	26,028	39,042	28,892
Yancey			n/a				n/a		

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

Jan-15														
County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Hire.	Max.	Actual	
	Hire.	Max.	Actual	Hire.	Max.	Actual	Hours	Overtime Method						
Alamance	\$47,611	\$76,180	\$77,652	n/a			2,208	both	training officer	1	\$36,561	\$58,498	41,028	
									crew chief	4	36,561	58,498	51,108	
									EMT—paramedic	64	32,037	51,261	37,770	
									EMT—intermediate	3	28,075	44,921	30,416	
									EMT—basic	12	25,710	41,133	26,567	
Alexander	45,670	64,531	52,963	n/a			2,184	no data	training officer	4	35,676	50,410	37,482	
									shift supervisor	4	39,380	55,644	42,408	
									EMT—paramedic	16	33,958	47,983	36,542	
Alleghany	n/a			n/a			2,920	fluctuating wkweek	shift supervisor	3	32,701	49,052	33,526	
									EMT—paramedic	9	29,661	44,492	29,671	
Anson	43,575	67,542	45,754	n/a			2,880	time and one-half	training officer	1	36,963	57,293	41,462	
									shift supervisor	3	39,525	61,263	40,085	
									EMT—paramedic	9	31,355	48,599	33,133	
									EMT—basic	3	27,713	42,956	28,725	
Ashe	n/a			n/a					n/a					
Avery	43,255	60,319	52,106	36,974	51,559	44,539	2,496	fluctuating wkweek	shift supervisor	2	36,974	51,559	42,418	
									crew chief	1	34,185	47,672	43,240	
									EMT—paramedic	18	31,606	44,075	35,687	
Beaufort														
Bertie	n/a			n/a				no data	no data	shift supervisor	1	48,198	74,706	58,000
										crew chief	1	35,895	55,637	39,047
										EMT—paramedic	8	30,331	47,012	32,214
										EMT—intermediate	4	22,589	35,013	22,828
										EMT—basic	18	20,776	32,187	21,875
Bladen	46,859	59,352	51,022	n/a			2,184	no data	training officer	1	35,364	45,580	39,294	
									shift supervisor	2	35,364	45,556	37,175	
									EMT—paramedic	8	31,522	39,942	32,926	
									EMT—intermediate	16	27,690	35,086	28,916	
									EMT—basic	5	26,420	33,460	27,880	
Brunswick	68,876	110,203	91,350	n/a				no data	no data	shift supervisor	6	45,307	72,491	60,554
										training officer	1	45,307	72,491	60,554
										EMT—paramedic	54	39,415	63,063	42,316
										EMT—intermediate	11	33,522	53,636	33,883
Buncombe	n/a			n/a			2,912	no data	shift supervisor	3	45,753	69,950	66,549	
									training officer	1	47,765	73,062	64,594	
									EMT—paramedic	50	36,737	56,105	53,773	
									EMT—intermediate	15	32,165	49,204	47,211	
									telecommunicator	19	30,782	47,085	37,080	
Burke	53,214	82,481	61,475	n/a			2,080	fluctuating wkweek	EMT—paramedic	36			31,391	
									EMT—intermediate	2			26,939	
Cabarrus	65,011	100,356	82,960	50,940	78,639	72,711	2,912	fluctuating wkweek	training officer	1	46,203	71,326	55,067	
									shift supervisor	2	46,203	71,326	64,660	
									crew chief	28	39,915	61,604	46,454	
									EMT—paramedic	31	36,203	55,870	36,487	
									EMT—intermediate	2	31,273	48,280	32,048	
									EMT—basic	3	29,777	45,981	29,925	
Caldwell	40,827	68,048	52,033	n/a					training officer	1	30,001	50,002	42,472	
									shift supervisor	3	35,777	59,629	46,526	
									EMT—paramedic	42	27,473	45,789	33,350	
									EMT—intermediate	1	25,158	41,930	36,781	
									EMT—basic	1	23,037	38,397	23,260	
Camden														
Carteret	58,000	64,269	59,160	n/a				no data	no data	training officer	1	37,513	46,605	61,327
										shift supervisor	3	34,333	55,836	43,057
										EMT—paramedic	5	30,960	50,839	38,839
Caswell	n/a			n/a			2,916	both	training officer	2	34,212	40,878	37,545	
									crew chief	3	38,640	55,426	50,114	
									EMT—paramedic	12	23,266	46,081	33,986	
									EMT—basic	8		35,842	24,540	
									telecommunicator—EMD	1			42,144	
Catawba	56,584	87,801	64,151	n/a			2,184	time one-half pay	training officer	1	46,547	72,225	53,699	
									shift supervisor	4	42,222	65,513	61,711	
									crew chief	13		additional	\$1.50/hr.	
									EMT—paramedic	73	36,476	56,585	42,798	
									EMT—intermediate	3	30,005	46,549	33,478	
									EMT—basic	3	27,201	42,222	33,124	
									telecommunicator—EMD	23	30,005	46,549	33,918	
Chatham	n/a			n/a					n/a					

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

Jan-15

County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Hire.	Max.	Actual
	Hire.	Max.	Actual	Hire.	Max.	Actual	Hours	Overtime Method					
Cherokee	41,952	69,342	69,000	33,039	52,903	43,831	2,184	time one-half pay	shift supervisor	3	33,039	52,903	40,042
									EMT—paramedic	22	30,587	48,317	33,338
									EMT—intermediate	5	28,408	44,360	28,408
									EMT—basic	1	26,426	40,926	26,954
Chowan	44,507	79,098	59,290	n/a			2,080	fluctuating wkweek	training officer	1	36,802	65,259	39,902
									EMT—paramedic	6	35,099	62,203	35,099
									EMT—intermediate	7	31,932	56,513	32,153
									EMT—basic	7	29,061	51,358	29,061
Clay			54,891			38,750	no data	no data	EMT—paramedic	11			32,843
									EMT—intermediate	2			31,767
Cleveland	53,706	83,832	83,832	n/a			2,928	both	training officer	1	36,924	57,624	46,686
									crew chief	3	36,924	57,624	51,258
									EMT—paramedic	60	32,106	50,082	36,924
									EMT—intermediate	26	27,900	43,512	28,656
									EMT—basic	9	26,634	41,526	26,106
Columbus	n/a			n/a					telecommunicator—EMD	10	24,271	36,406	25,460
Craven	n/a			n/a	n/a				telecommunicator II	4	30,914	62,459	35,426
									telecommunicator I	8	28,145	56,866	30,481
Cumberland	n/a			n/a					n/a				
Currituck	69,335	96,409	vacant	n/a			2,184	time one-half pay	training officer	1	51,156	70,954	vacant
									shift supervisor	5	51,156	70,954	58,327
									EMT—paramedic	35	39,609	54,786	44,085
									EMT—intermediate	25	32,788	45,489	35,579
									EMT—basic	1	28,462	39,177	30,669
Dare	62,030	99,249	93,009	n/a			2,912	time one-half pay	shift supervisor	8	38,446	61,515	43,899
									crew chief	4	44,380	71,006	54,439
									EMT—paramedic	37	33,306	53,291	35,709
									EMT—intermediate	26	30,267	48,428	32,541
									EMT—basic	6	26,221	41,954	26,658
Davidson	46,498	69,746	48,139	n/a			3,120	fluctuating wkweek	training officer	1	46,498	69,746	48,139
									shift supervisor	3	44,294	66,442	48,109
									EMT—paramedic	45	34,751	52,126	37,712
									EMT—intermediate	1	30,101	45,152	30,554
									EMT—basic	1	25,940	38,911	26,329
									telecommunicator—EMD	18	30,101	45,152	33,698
Davie	52,542	81,479	68,579	43,227	67,033	56,422	2,184	time one-half pay	training officer	1	41,169	63,841	46,420
									shift supervisor	4	39,209	40,801	45,052
									EMT—paramedic	24	33,870	52,523	39,503
									EMT—intermediate	1	29,258	45,371	34,383
									EMT—basic	2	26,538	41,152	30,323
Duplin	n/a			36,785	65,323	45,737	2,382	fluctuating wkweek	training officer	1	36,785	65,323	51,508
									shift supervisor	4	35,355	62,786	39,239
									EMT—paramedic	36	30,175	53,588	33,621
									EMT—intermediate	7	27,878	49,508	30,109
									EMT—basic	17	25,755	45,737	26,766
Durham	73,280	142,896	112,690	n/a			2,080	time one-half pay	shift supervisor	3	43,560	78,408	72,816
									EMT—paramedic	71	32,210	57,978	38,566
									EMT—intermediate	21	29,282	52,708	33,603
									EMT—basic	20	26,620	47,916	27,009
Edgecombe	39,420	68,313	43,800	n/a			no data		n/a				
Forsyth	72,218	118,980	106,226	56,763	92,227	77,189	2,184	no data	shift supervisor	4	47,611	77,379	60,413
							or		training officer	2	47,611	77,379	59,959
							2,912		EMT—paramedic	87	36,583	52,787	38,817
									EMT—basic	34	26,317	42,763	27,550
									telecommunicator	42	29,309	47,611	31,513
Franklin	n/a			44,001	66,001	47,356	2,184	fluctuating wkweek	training officer	1	40,139	60,210	49,850
									shift supervisor	4	34,974	52,462	42,673
									EMT—paramedic	54	31,904	47,857	35,021
									EMT—intermediate	6	29,105	43,662	31,998
Gaston	72,652	112,615	106,426	61,766	95,741	76,935	2,080	time one-half pay	training officer	1	54,243	84,080	62,542
									shift supervisor	6	44,642	69,198	55,381
									EMT—paramedic	81	34,478	53,443	39,289
									EMT—basic	23	22,575	34,993	22,648
									telecommunicator	39	29,271	45,372	33,172
Gates	n/a			n/a					n/a				
Graham													
Granville	n/a			n/a					n/a				
Greene			emergency management coordinator	n/a			no data	no data	EMT—intermediate	19	25,361	35,340	30,237

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

Jan-15

County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Hire.	Max.	Actual	
	Hire.	Max.	Actual	Hire.	Max.	Actual	Hours	Overtime Method						
Guilford	81,735	138,950	101,837		67,244	114,314	73,722	2,184	no data	EMT—basic	1	21,970	30,594	22,888
										shift supervisor	3	50,178	85,303	68,353
										training officer	10	37,444	63,655	39,790
										crew chief	16	43,346	73,688	47,806
										EMT—paramedic	96	35,661	60,623	37,649
										EMT—intermediate	2	29,338	49,875	29,338
										EMT—basic	32	26,611	45,238	26,611
Halifax	48,212	78,264	51,943	n/a				1,872	time one-half pay	training officer	1	39,522	61,456	40,016
										shift supervisor	4	37,605	64,047	38,550
										crew chief	4	35,783	58,088	36,100
										EMT—paramedic	22	34,049	55,271	35,600
										EMT—intermediate	13	30,827	50,042	32,328
										EMT—basic	13	27,911	45,308	28,340
										telecommunicator-EMD	9	25,270	41,022	27,327
Harnett	68,518	106,202	83,972	n/a				no data	no data	training officer	1	48,923	75,831	67,594
										shift supervisor	3	28,519	45,754	37,084
										EMT—paramedic	36	24,942	38,861	28,121
										EMT—intermediate	2	21,077	32,690	23,848
										EMT—basic	11	18,576	22,291	21,533
										telecommunicator	1	27,134	42,058	32,561
Haywood	46,739	80,574	76,500	n/a				no data	no data	training officer	1	39,193	58,790	51,065
										shift supervisor	3	31,450	47,177	36,884
										EMT—paramedic	39	29,823	44,734	33,232
										EMT—intermediate	1	26,133	39,198	26,832
										EMT—basic	1	23,931	35,896	28,425
Henderson	59,571	95,056	75,381	n/a				2,184	time one-half pay	training officer	1	43,514	69,451	55,702
										shift supervisor	4	40,227	64,210	54,434
										EMT—paramedic	43	31,762	50,752	35,880
										EMT—intermediate	0	29,390	46,904	
										EMT—basic	0	28,267	45,094	
Hertford	40,461	62,716	48,803	n/a				1,950	both	training officer	1	36,700	56,886	40,870
										EMT—intermediate		30,193	46,799	30,193
										EMT—basic		26,083	40,428	26,083
Hoke	n/a			n/a				n/a	n/a	n/a				
Hyde	30,234	44,631	35,485	n/a				2,080	both	training officer	1	30,234	44,631	37,814
										EMT—paramedic	12	30,234	44,631	32,178
										EMT—intermediate	6	27,792	41,026	28,621
										EMT—basic	6	25,546	37,711	26,312
Iredell	58,442	90,644	70,286	48,820	75,720	49,252		2,912 & 2,184	both	training officer	1	42,658	66,163	46,665
										shift supervisor	7	40,482	63,253	50,839
										EMT—paramedic	64	32,570	50,516	37,866
										EMT—intermediate	2	28,459	44,140	30,301
										EMT—basic	4	26,011	40,343	26,108
Jackson	n/a			n/a				n/a	n/a	telecommunicator-EMD	12	6,670	57,515	30,685
Johnston	emergency services director			n/a				2,176	both	training officer	1	39,261	60,846	41,849
										shift supervisor	12	37,586	58,225	41,525
										EMT—paramedic	78	32,921	51,023	34,944
										EMT—intermediate	19	30,146	46,725	31,553
										EMT—basic	45	27,607	42,788	29,161
										telecommunicator—EMD	16	28,852	44,713	32,323
Jones	38,383	48,395		n/a				2,080	fluctuating wkweek	EMT—intermediate	8	29,056	36,649	29,412
Lee	n/a			n/a						n/a				
Lenoir	n/a			35,889	63,329	49,816		no data	no data	training officer	1	35,889	63,329	49,816
										EMT—paramedic	45	29,867	52,703	33,340
										telecommunicator—EMD	20	24,854	43,857	30,325
Lincoln	67,787	103,396	83,075	50,398	76,876	53,060		2,080	time one-half pay	training officer	1	45,656	69,659	47,964
										shift supervisor	4	39,374	60,070	41,423
										EMT—paramedic	39	33,945	51,792	35,379
										EMT—intermediate	2	30,763	46,924	33,997
										EMT—basic	10	27,872	42,515	29,294
McDowell	44,814	65,858	63,462	40,566	59,658	42,114		2,080	fluctuating wkweek	training officer	2	36,738	53,986	42,114
										shift supervisor	3	33,258	48,878	34,950
										crew chief	2	36,738	59,658	38,610
										EMT—paramedic	17	31,644	46,510	32,442
										EMT—intermediate	3	part-time		\$12.78/hr
										EMT—basic	4	part-time		\$12.16/hr
Macon			81,947	n/a				2,080	both	training officer	1	37,354	56,031	45,888
										shift supervisor	1	39,222	58,832	50,130

TABLE XVIII. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS
Jan-15

County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Hire.	Max.	Actual
	Hire.	Max.	Actual	Hire.	Max.	Actual	Hours	Overtime Method					
									EMT—paramedic	34	33,881	50,822	35,059
									telecommunicator—EMD	8	28,547	39,820	27,990
Madison													
Martin	n/a			n/a					n/a				
Mecklenburg	n/a			n/a					n/a				
Mitchell	n/a			n/a					telecommunicator—EMD	6	23,511	39,292	27,535
Montgomery	n/a			n/a					n/a				
Moore	53,323	86,228	74,440	46,061	74,486	55,432	3,328	time one-half pay	training officer	6	39,803	64,330	45,609
									shift supervisor	3	46,061	74,486	55,432
									crew chief	3	41,766	67,558	49,587
									EMT—paramedic	43	37,839	61,268	42,879
									EMT—intermediate	4	32,714	52,915	37,716
									EMT—basic	3	29,686	47,990	33,685
									telecommunicator—EMD	15	26,915	43,534	32,159
Nash	57,690	92,304	67,089	n/a			2,912	fluctuating wkweek	training officer	1	50,121	80,194	56,836
									shift supervisor	3	43,545	69,672	50,458
									crew chief	3	39,648	63,437	47,490
									EMT—paramedic	30	3,609	57,758	40,144
									EMT—intermediate	7	31,770	50,832	34,518
									EMT—basic	9	29,177	46,683	30,727
									telecommunicator	11	29,177	46,683	31,320
									telecommunicator—EMD	1	30,446	48,714	33,628
New Hanover	n/a			n/a					n/a				
Northampton	49,009	86,481	74,482	40,320	71,148	42,359	no data	no data	EMT—paramedic	25	34,830	61,461	36,637
									EMT—intermediate	4	31,591	55,747	33,624
									EMT—basic	3	28,654	50,564	29,645
									telecommunicator—EMD	12	24,753	43,679	26,359
Onslow	62,404	99,847	75,990	n/a			2,080	time one-half pay	training officer	1	40,537	64,859	48,610
									shift supervisor	8	43,844	70,151	48,022
									EMT—paramedic	63	37,478	59,965	40,015
									telecommunicator	20	29,619	47,392	31,870
Orange	59,347	97,244	60,607	n/a			2,190	time one-half pay	training officer	1	42,002	68,822	44,153
									shift supervisor	4	44,126	72,307	55,854
									crew chief	3	39,978	65,507	45,267
									EMT—paramedic	30	36,219	59,346	37,799
									EMT—basic	25	31,230	51,176	31,833
									telecommunicator—EMD	17	34,472	56,485	34,419
Pamlico	n/a			n/a					n/a				
Pasquotank	48,295	67,614	58,709	43,027	60,237	52,135	2,080	time one-half pay	training officer	1	36,441	51,016	42,690
									shift supervisor	4	39,918	45,309	43,153
									EMT—paramedic	20	36,127	43,524	37,351
									EMT—intermediate	13	31,173	39,609	33,261
									EMT—basic	7	28,540	29,355	29,239
Pender	n/a			n/a					n/a				
Perquimans	35,085	53,133	39,649	n/a			2,080	time one-half pay	EMT—intermediate	7	32,130	48,656	33,940
Person	45,872	71,102	52,360	n/a			2,080	time one-half pay	shift supervisor	4	36,045	55,869	46,166
									crew chief	4	33,262	51,556	40,576
									EMT—paramedic	20	31,951	49,524	35,795
									telecommunicator	4	28,323	43,900	30,583
									telecommunicator—EMD	8	29,484	45,700	30,882
Pitt	n/a			n/a			no data	no data	shift supervisor	3	40,672	64,281	40,672
									EMT—paramedic	12	33,716	53,291	35,522
									telecommunicator—EMD	10	32,171	50,852	33,995
Polk													
Randolph	51,730	79,685	59,652	46,925	72,280	45,367	2,912	both	training officer	7	12.02	18.51	12.76
									shift supervisor	3	13.25	20.41	15.10
									crew chief	3	12.62	19.44	13.46
									EMT—paramedic	22	11.45	17.63	11.90
									EMT—intermediate	1	10.90	16.79	11.06
									EMT—basic	12	10.38	15.99	10.56
Richmond	n/a			n/a					telecommunicator—EMD	10	24,751	43,466	29,895
Robeson	55,775	86,452	71,231	45,886	71,124	57,859	2,080	time one-half pay	training officer	1	39,638	61,440	53,109
									shift supervisor	4	39,638	61,440	54,372
									EMT—paramedic	52	37,751	58,514	48,132
									EMT—intermediate	4	40,479	60,720	47,919
Rockingham	n/a			n/a			2,184	both	shift supervisor	3	42,312	63,469	52,325
							or 2902		training officer	1	40,479	60,720	47,919

TABLE XVIII. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS
Jan-15

County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Hire.	Max.	Actual
	Hire.	Max.	Actual	Hire.	Max.	Actual	Hours	Overtime Method					
Rowan	n/a			n/a			2,951	fluctuating wkweek					
Rutherford	n/a			43,812	66,014	56,160	2,080	no data					
Sampson	see emergency management coordinator			36,998	55,500	50,352	2,976	fluctuating workweek					
Scotland	44,328	80,856	71,976	n/a			2,912	both					
Stanly	43,810	65,715	55,166	n/a			2,080	no data					
Stokes													
Surry	emergency services director			n/a			2,928	fluctating workweek					
Swain													
Transylvania	53,751	74,292	63,024	n/a			2,184	time one-half pay					
Tyrrell	n/a			n/a			n/a						
Union	n/a			n/a									
Vance	52,104	89,604	62,376	n/a			2,928	no data					
Wake	n/a			58,500	99,500	89,728	2,080	time one-half pay					
Warren	39,934	63,894	63,673	n/a			2,080	fluctuating wkweek					
Washington	48,300	69,948	53,328	n/a			2,080	both					
Watauga	n/a			n/a									
Wayne													
Wilkes	48,256	74,797	58,537	42,775	66,301	51,144	2,080	time one-half pay					
Wilson	61,320	103,680	102,864	50,844	85,944	73,060	2,080	both					

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

Jan-15

County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Hire.	Max.	Actual
	Hire.	Max.	Actual	Hire.	Max.	Actual	Hours	Overtime Method					
									shift supervisor	4	38,400	64,896	40,287
									crew chief	4	42,168	71,280	46,731
									EMT—paramedic	34	34,956	59,112	35,989
									EMT—basic	5	29,004	48,948	31,584
Yadkin	n/a			39,659	59,489	55,987	2,496	time one-half pay	shift supervisor	3	37,844	56,767	51,511
									EMT—paramedic	27	31,378	47,067	36,729
									EMT—intermediate	1	29,925	44,888	39,204
Yancey	n/a			n/a					telecommunicator—EMD	8	22,939	37,809	29,557
1. 5 positions													

TABLE XIX. FIRE MARSHAL, FIRE INSPECTOR, EMERGENCY SERVICES DIRECTOR, EMERGENCY MANAGEMENT COORDINATOR, AND VETERANS' SERVICES OFFICER
Jan-15

County	Fire Marshal			Fire Inspector				Emergency Services Director			Emergency Management Coordinator			Veterans' Services Officer		
	Hire	Max.	Actual	No.	Hire	Max.	Actual	Hire.	Max.	Actual	Hire.	Max.	Actual	Hire.	Max.	Avg.
Alamance	\$47,611	\$76,180	\$77,376		\$33,480	\$53,568	\$44,628	n/a			n/a			\$36,561	\$58,498	\$55,008
Alexander	37,483	52,963	44,555	1	33,958	47,983	44,555	\$58,461	\$82,605	\$66,144	n/a			32,321	45,699	44,555
Alleghany	n/a				emergency management coordinator			n/a			32,701	49,052	32,701	part-time		20,178
Anson	n/a				n/a			n/a			49,299	76,413	55,842	31,355	48,599	32,925
Ashe	n/a			1	42,258	59,709	50,232	n/a			44,142	62,373	51,192	38,790	54,810	38,790
Avery	39,991	55,769	53,113		n/a			n/a			n/a			part-time		19,341
Beaufort																
Bertie	n/a				n/a			emergency management coordinator			35,895	55,637	60,000	part-time		19,054
Bladen	n/a				n/a			53,244	68,621	56,792	n/a			part-time		14,160
Brunswick	57,092	91,347	73,481	1	37,451	59,920	38,429	n/a			n/a			45,307	72,491	50,544
Buncombe	59,550	91,010	59,550		n/a			105,513	161,365	139,052	43,782	66,928	55,392	n/a		
Burke	43,778	67,858	49,870	2	31,110	48,224	31,732	n/a			n/a			part-time		24,186
Cabarrus	41,909	64,679	47,653		n/a			n/a			65,011	100,356	72,379	36,203	55,870	39,680
Caldwell	n/a				n/a			n/a			n/a			27,473	45,789	41,682
Camden																
Carteret	49,500	67,355	50,490		n/a			85,000	102,962	86,700	40,000	64,268	42,800	20,951	67,353	58,587
Caswell	n/a				n/a			n/a			n/a		50,268	n/a		
Catawba	56,584	87,801	70,728	2	38,294	59,422	39,807	79,633	123,551	98,546	44,333	68,784	57,949	36,476	56,585	40,796
Chatham	48,419	75,049	61,183	2	37,936	61,743	46,306	64,886	100,573	76,308	n/a			n/a		
Cherokee	35,778	57,883	47,766	1	27,408	42,577	29,978	n/a			35,776	57,883	46,518	20,227	30,107	21,008
Chowan	n/a			1	part-time		\$19.20/hr.	n/a			part-time		8,610	part-time		\$13.42/hr.
Clay	emergency management coordinator				n/a			n/a			part-time		4,512	part-time		3,600
Cleveland	emergency management coordinator			1	30,624	47,808	36,198	n/a			43,650	68,136	52,650	30,018	47,808	42,492
Columbus	36,381	54,571	47,812	1	31,789	47,684	36,778	45,555	68,333	58,140	n/a			34,781	52,172	49,876
Craven	n/a				n/a			59,598	120,402	112,255	44,980	90,880	58,235	39,082	78,954	61,026
Cumberland	emergency services director			3	38,734	65,189	42,155	73,041	122,928	91,035	42,399	71,357	49,171	42,399	71,357	49,350
Currituck	41,468	57,388	52,802		n/a			54,472	75,597	61,132	34,037	46,983	35,343	n/a		
Dare	44,380	71,006	63,268		n/a			n/a			62,030	99,249	99,249	27,507	44,010	44,396
Davidson	44,294	66,442	45,858	4	34,751	52,126	39,920	65,341	96,011	70,303	38,300	57,449	45,710	38,300	57,449	44,086
Davie	n/a				n/a			n/a			47,657	73,904	63,789	32,257	50,022	35,151
Duplin	43,097	76,537	44,839		n/a			44,839	79,628	58,005	35,355	62,786	41,242	27,878	49,508	29,005
Durham	73,280	142,896	116,423	3	43,560	78,408	64,393	n/a			43,560	78,408	69,126	39,600	71,280	vacant
Edgecombe	32,431	56,201	34,904		n/a			45,637	79,081	71,644	n/a			32,431	56,501	32,431
Forsyth	58,968	95,826	75,171		n/a			73,216	118,976	106,225	50,003	81,265	52,662	n/a		
Franklin	n/a				n/a			52,875	79,312	56,907	n/a			31,904	47,857	40,002
Gaston	56,033	86,855	68,451		n/a			n/a			56,033	86,855	68,451	30,237	46,869	35,414
Gates	n/a				n/a			44,600	64,974	53,301	n/a			n/a		
Graham																
Granville	34,686	61,186	61,186	1	29,963	52,864	49,790	n/a			27,164	47,918	39,526	part-time		11,600
Greene	n/a				n/a			n/a					52,871	part-time		12,587
Guilford	58,088	98,749	64,423	4	43,346	73,688	44,778	81,735	138,950	vacant	64,042	108,871	64,682	41,282	55,731	45,807
Halifax	37,605	61,047	43,112		n/a			50,668	82,251	64,959	35,783	58,088	42,054	n/a		
Harnett	51,027	79,093	64,728	4	26,016	40,325	29,234	65,518	106,202	83,972	44,972	69,706	54,330	38,003	58,905	50,970
Haywood	32,866	49,299	40,534	1	part-time		\$15.12/hr	n/a			51,040	89,000	69,902	35,893	53,838	37,842
Henderson	45,864	73,242	59,305	0	34,866	55,653	vacant	emergency management coordinator			67,938	108,440	105,000	part-time		20,422
Hertford	emergency services director				n/a			42,484	65,852	52,928	n/a			27,386	42,448	27,386
Hoke	n/a			1			50,000	n/a			n/a			part-time		19,168
Hyde	n/a				n/a			49,240	72,763	65,808	n/a			n/a		
Iredell	51,066	79,203	61,722	1	40,782	63,253	49,292	55,872	86,657	78,823	40,782	63,253	52,594	26,011	40,343	28,031
Jackson	32,341	63,411	38,650	1	29,334	57,515	29,334	52,680	103,289	58,163	n/a			33,958	66,581	vacant
Johnston	53,428	95,225	70,115		n/a			63,714	113,554	84,213	42,873	76,412	vacant	34,402	53,322	46,276
Jones	n/a				EMS director			38,383	48,395	38,383	n/a			part-time		\$13.97/hr
Lee	n/a			1	37,966	53,152	39,770	65,128	91,179	68,645	37,966	53,152	41,802	34,700	48,580	36,349
Lenoir	n/a				n/a			51,823	91,447	73,223	n/a			n/a		
Lincoln	45,656	69,659	51,688	1	33,945	51,792	41,412	n/a			45,656	69,659	50,232	37,481	87,158	43,056
McDowell	emergency management coordinator				n/a			n/a			44,814	65,858	52,668	27,258	40,076	27,948
Macon	41,183	61,774	45,125		n/a			63,888	95,832	81,947	n/a			part-time		29,377
Madison																
Martin	n/a				n/a			n/a			n/a			27,265	43,584	36,668
Mecklenburg	56,150	98,263	vacant		n/a			n/a			n/a			36,344	62,342	52,094
Mitchell	n/a			1	42,339	60,485	45,982	n/a			42,339	60,485	46,187	part-time		18,326
Montgomery	lead building inspector				n/a			49,000	53,000	50,000	n/a			part-time		25,000
Moore	48,364	78,210	56,488	1	36,091	58,361	44,286	71,455	115,551	80,494	n/a			32,735	52,935	44,570
Nash	n/a			2	39,648	63,437	46,525	6,589	111,342	100,180	emergency services director			n/a		
New Hanover	n/a				n/a			75,252	127,928	119,353	48,508	82,464	54,697	48,508	82,464	60,075
Northampton	n/a				n/a			54,032	95,345	72,684	54,032	95,345	56,767	30,087	53,092	39,475
Onslow	40,537	64,859	50,419		n/a			75,924	121,479	85,162	38,977	62,364	48,485	70,196	112,314	74,443
Orange	59,347	97,244	62,118	2	39,978	65,507	50,987	83,853	137,403	108,707	46,362	75,968	vacant	39,978	65,507	42,630
Pamlico	emergency management coordinator				n/a			n/a			27,431	51,636	36,104	23,310	43,878	part-time
Pasquotank	n/a				n/a			n/a			39,075	54,705	49,596	n/a		
Pender	39,700	63,520	45,847		n/a			n/a			48,256	77,209	59,612	45,958	73,533	49,175
Perquimans	n/a				n/a			n/a			part-time		\$17.37/hr.	part-time		6,550
Person	n/a			1	36,045	55,869	50,243	58,381	90,491	75,662	n/a			part-time		\$13.40/hr
Pitt	49,060	77,542	59,889		n/a			68,118	107,661	80,299	49,060	77,542	51,416	35,337	55,847	44,175
Polk																
Randolph	44,699	68,827	52,291	3	35,027	59,467	41,154	66,040	101,691	68,039	40,539	62,421	44,659	36,774	56,618	40,630

TABLE XX. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR
Jan-15

County	Building, Electrical, Plumbing, or Mechanical Inspector Single Trade					Building, Electrical, Plumbing, or Mechanical Inspector Multiple Trade				
	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.	Max.	Avg.
Alamance	n/a					code inspector II	4	36,561	58,498	40,554
						code inspector I	1	33,480	53,568	41,028
Alexander	n/a					building code enforce. Off. II	1	35,676	50,410	43,468
Alleghany	n/a					chief building inspector	1	36,053	54,079	43,429
Anson	n/a					chief building inspector	1	41,819	64,819	54,495
Ashe	n/a					building code inspector IV	1	42,258	59,709	50,232
						building code inspector V	2	48,096	77,421	53,433
Avery	building & mech inspector	1	35,552	49,576	40,787	n/a				
	bldg/plumb & elect inspector	1	39,991	55,769	45,881					
Beaufort										
Bertie	n/a					code enforcement admin.	1	40,726	63,126	46,412
						building code inspector	1	32,995	51,142	36,030
Bladen	inspections director	1	46,859	60,392	52,062	n/a				
	inspector II	1	35,364	45,580	36,150					
Brunswick	inspector II	3	39,415	63,063	44,945	inspector IV	2	45,307	72,491	56,981
	inspector I	1	37,415	59,920	37,451					
Buncombe	inspector II	1	36,737	56,105	vacant	n/a				
	inspector III	10	38,372	58,675	49,886					
Burke	building inspector III	2	34,301	53,166	vacant					
Cabarrus	n/a					build., plumb., mech., elect.	7	38,004	58,668	46,725
Caldwell						inspector IV	1	31,351	52,252	31,978
						inspector I	1	26,290	43,817	31,978
Camden										
Carteret	n/a					n/a				
Caswell	n/a					n/a				
Catawba	n/a					building services officer III	8	42,222	65,513	59,168
						building services officer II	1	38,294	59,422	42,116
						building services officer I	0	34,746	53,885	vacant
Chatham	building inspector	4	39,834	61,743	43,176	n/a				
	code enforcement officer	1	53,382	82,742	vacant					
Cherokee	n/a					building code inspector II	1	33,039	52,903	35,001
						building code inspector III	1	35,776	57,883	43,985
						bldg enforcement supv	1	38,669	63,271	47,764
Chowan	n/a					building inspector III	2	36,802	68,471	56,582
Clay	building code inspector III	1			48,373	n/a				
Cleveland	n/a					building code inspector IV	2	40,572	63,294	48,384
						building code inspector III	1	36,924	57,624	40,572
						building code inspector II	1	35,256	55,002	38,700
						building code inspector I	0	33,618	52,488	vacant
Columbus	n/a					chief building inspector	1	41,636	62,455	52,303
Craven	n/a					building inspector IV	1	42,920	86,714	61,026
						building inspector III	2	40,958	82,747	58,232
Cumberland	n/a					inspector manager	1	50,808	85,510	63,600
						chief inspector	2	42,399	71,357	55,744
						electrical/mechanical insp.	4	38,734	65,189	42,181
						building/plumbing insp.	4	38,734	65,189	40,732
Currituck	n/a					chief building inspector	1	48,900	67,794	65,162
						building inspector III	3	47,041	65,192	53,271
						building inspector II	1	39,609	54,786	45,299
Dare	electrician II	1	31,752	50,801	43,260	n/a				
	electrician I	1	28,853	46,166	38,238					
	HVAC technician	2	34,939	55,901	53,366					
Davidson	n/a					inspector I	1	36,464	54,696	42,079

TABLE XX. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR
Jan-15

County	Building, Electrical, Plumbing, or Mechanical Inspector Single Trade					Building, Electrical, Plumbing, or Mechanical Inspector Multiple Trade				
	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.	Max.	Avg.
						inspector II	3	38,300	57,449	53,130
Davie	n/a					building code inspector IV	1	50,040	77,599	66,128
						building code inspector III	2	41,169	63,841	53,660
Duplin	n/a					building code inspector II	1	39,209	60,801	47,648
						chief inspector	1	41,424	73,564	48,536
Durham	n/a					inspector I	2	32,663	58,005	41,890
Edgecombe	inspector	1	32,431	56,201	32,431	n/a				
Forsyth	n/a					n/a				
Franklin	n/a					code enforcement IV	1	42,026	63,040	59,784
						code enforcement III	1	40,139	60,210	59,600
						code enforcement II	1	38,339	57,507	41,261
						code enforcement I	1	36,617	54,926	39,409
Gaston	n/a					inspector IV	6	43,216	66,987	50,798
						inspector III	1	40,499	62,766	47,588
						inspector II	2	37,952	58,829	41,325
Gates	n/a					chief inspector	1	40,398	58,853	49,245
Graham										
Granville	chief inspector	1	40,157	70,838	70,838	n/a				
	inspector II	2	34,686	61,186	56,677					
	inspector I	1	29,963	52,854	vacant					
Greene	chief inspector	1	41,042	57,294	52,871	n/a				
	building inspector	1	32,265	47,215	36,788					
Guilford	n/a					inspector II	6	41,282	70,179	63,240
						inspector I	4	39,316	66,837	54,004
Halifax	n/a					inspector III	1	29,333	47,617	37,605
						inspector II	4	26,559	43,112	32,840
						inspector I	1	22,880	37,140	29,300
Harnett	n/a					code enforcement off. III	3	48,923	75,831	58,708
						code enforcement off. II	1	44,972	69,706	53,966
						code enforcement off. I	1	41,341	64,078	49,609
Haywood	n/a					n/a		35,893	53,838	41,363
						codes inspector II	1	32,866	49,299	38,881
Henderson	n/a					building code inspector IV	0	37,713	60,197	
						building code inspector III	1	36,251	57,857	40,034
						building code inspector II	1	34,866	55,653	35,919
						building code inspector I	1	33,540	53,508	33,540
Hertford	n/a					n/a				
Hoke	building inspector	1	42,102	59,488	45,340	chief building inspector	1	56,421	79,721	65,437
Hyde	n/a					n/a				
Iredell	n/a					building code inspector IV	1	40,782	63,253	51,556
						building code inspector III	9	38,989	60,472	55,813
						building code inspector II	3	35,635	55,270	43,470
Jackson						building code inspector IV	1	43,340	84,976	56,583
						building code inspector III	1	37,439	73,406	41,336
						building code inspector II	2	35,656	69,910	39,399
						building code inspector I	1	30,801	60,391	36,088
Johnston	n/a					code enforcement IV	10	46,818	83,447	56,596
						code enforcement III	0	42,873	76,412	
						code enforcement II	3	39,261	60,846	44,657
						code enforcement I	1	35,952	55,717	38,146

TABLE XX. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR
Jan-15

County	Building, Electrical, Plumbing, or Mechanical Inspector Single Trade				Building, Electrical, Plumbing, or Mechanical Inspector Multiple Trade					
	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.	Max.	Avg.
Jones	building inspector	part-time			\$35.70/hr	n/a				
Lee	n/a					n/a				
Lenoir	n/a					chief inspector	1	39,342	69,423	66,077
						building inspector	1	35,889	63,329	54,608
Lincoln	building inspector	6	35,672	54,412	43,385	chief building inspector	1	45,656	69,659	60,736
	plan reviewer	1	39,374	60,070	57,134					
McDowell	n/a					n/a				
						building inspector II	1	33,258	48,878	35,832
Macon	n/a					n/a				
Madison										
Martin	str/maint/supv	1	28,478	45,526	40,238	main tech	1	24,961	39,904	29,671
Mecklenburg	inspector I	4	36,648	64,134	46,038	inspector III	83	44,237	77,414	61,181
						inspector II	1	41,160	72,030	57,728
Mitchell	n/a					codes administrator	1	42,339	60,485	47,459
Montgomery	n/a					lead inspector	1	49,000	56,000	54,000
						building inspector		38,000	41,000	41,000
Moore	n/a					code enforce officer/permit	1	46,061	74,486	71,400
						code enforcement	3	37,895	61,281	41,504
Nash	n/a					code enforcement officer II	1	41,551	66,482	58,932
						code enforcement officer I	1	36,099	57,758	41,965
New Hanover	code enforcement III	15	40,479	64,614	48,541	n/a				
	code enforcement I	2	38,008	64,614	39,210					
Northampton	n/a					n/a				
Onslow	n/a					code enforcement officer	7	36,037	57,659	39,915
Orange	n/a					code compliance officer III	7	42,002	68,822	56,493
Pamlico	building inspector	1	28,803	54,218	53,676	n/a				
	asst. building inspector	1	23,777	44,757	37,464					
Pasquotank	n/a					chief building inspector	1	40,392	56,549	51,518
						building inspector	1	33,806	47,328	39,278
Pender	n/a					sr. building inspector	2	37,810	60,495	53,554
						building inspector II	2	34,294	54,871	46,558
						building inspector I	1	32,661	52,258	32,661
Perquimans	chief building inspector	1	40,040	60,638	55,000	n/a				
	building inspector I	1	33,574	50,845	37,017					
Person	n/a					n/a				
Pitt	n/a					inspector IV	2	46,815	73,990	54,344
Polk										
Randolph	n/a					code enforcement officer	4	36,774	56,618	45,486
						sr. code enforcement officer	2	40,539	62,421	44,659
Richmond						building code supervisor	1	41,468	52,419	44,473
						building code inspector	1	36,009	52,419	44,473
Robeson	inspector IV	3	48,181	74,680	61,430	n/a				
Rockingham	n/a					building inspector II	2	26,077	39,116	26,077
						building inspector I	4	23,857	35,786	25,115
Rowan	building code inspector	6	38,406	60,964	50,712	n/a				
Rutherford						building code inspector IV	1	37,744	56,871	46,037
						building code inspector III	1	32,518	48,994	33,474
						building code inspector II	1	30,941	46,621	32,111
						building code inspector I	1	29,440	44,361	30,553
Sampson						building code inspector IV	1	35,340	53,004	46,056
						building code inspector III	1	32,244	48,348	40,224
						building code inspector I	1	29,400	44,100	33,732

TABLE XX. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR
Jan-15

County	Building, Electrical, Plumbing, or Mechanical Inspector Single Trade				Building, Electrical, Plumbing, or Mechanical Inspector Multiple Trade					
	Title	No.	Hire.	Max.	Avg.	Title	No.	Hire.	Max.	Avg.
Scotland	n/a					chief inspector	1	50,856	67,548	59,700
						code inspector III	1	42,852	56,424	45,588
						code inspector I	1	32,796	49,308	33,360
Stanly	n/a					code enforcement dir.	1	47,933	71,897	62,148
						code enforcement III	3	36,597	54,896	45,086
						code enforcement II	1	33,449	50,174	39,897
Stokes										
Surry	n/a					code administrator	1	37,104	62,280	59,520
						assistant codes admin.	1	35,532	59,520	50,724
						building code inspector III	4	32,616	54,300	43,588
						inspector II/code enforcement	1	31,320	51,864	37,536
Swain										
Transylvania	n/a					code enforcement officer I	3	34,648	51,973	47,000
Tyrrell	n/a					n/a				
Union	electrical inspector III	5	43,283	64,924	53,703	B. P. M. inspector III	5	43,283	64,924	51,503
Vance	code enforcement officer I	1	30,720	52,860	39,888	commercial plans examiner	1	40,020	68,820	68,796
						code enforcement officer II	2	38,292	71,916	56,796
Wake	n/a					inspections supervisor	2	48,100	82,000	77,246
						lead inspector	4	43,500	74,000	67,877
						general inspector	23	37,000	63,000	55,468
Warren	n/a					code enforcement officer	1	32,854	52,566	36,483
Washington	building inspector	1	38,808	56,184	40,812	n/a				
Watauga	n/a					maint. mech crew chief	1	38,135	59,109	54,403
						maint. mech II	1	31,979	49,568	33,937
Wayne										
Wilkes			n/a			inspector	6	31,015	66,301	42,330
Wilson	n/a					n/a				
Yadkin	n/a					director	1	50,145	75,218	66,835
						inspector III	1	32,897	49,346	45,000
Yancey	n/a							n/a		

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

Jan-15

County	YOS	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
		Hire.	Max.	Actual	Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.
Alamance		n/a			n/a			n/a				
Alexander		n/a			n/a			n/a				
Alleghany		n/a			n/a			n/a				
Anson	5	55,776	86,452	67,451	40,133	62,207	43,576	water treatment plant superintendent	1	40,133	62,207	43,468
								wastewater treatment plant supt.	1	43,575	67,542	56,956
								distribution system supervisor	1	31,355	48,599	36,352
								laboratory supervisor	1	30,091	46,640	40,827
								wastewater treatment plant operator--IV	2	32,830	50,885	36,468
								wastewater treatment plant operator--II	1	36,963	57,293	44,167
								wastewater treatment plant operator--I	6	26,441	40,982	27,526
								water treatment plant operator--A	2	30,091	46,640	32,297
								water treatment plant operator--C	3	26,255	40,694	26,717
								plant maintenance mechanic	3	25,526	39,563	27,742
								utility maintenance worker	8	24,497	37,970	25,572
Ashe		n/a			n/a			n/a				
Avery		n/a			n/a			n/a				
Beaufort												
Bertie		n/a			48,198	74,706	55,981	water field technician	4	24,573	38,088	26,268
Bladen	18	40,473	51,266	49,467	28,979	36,707	32,843	water treatment plant operator--C	4	23,870	30,235	27,052
Brunswick	9	94,410	151,057	148,456	65,616	103,916	94,453	distribution system supervisor	1	57,092	91,347	80,208
								collection/distribution system supvr.	8	41,378	66,201	52,843
								wastewater treatment plant supt.	2	57,092	91,347	75,483
								water treatment plant superintendent	2	57,092	91,347	73,994
								laboratory technician	2	39,415	66,201	49,860
								water treatment plant operator--A	6	37,451	59,920	41,253
								water treatment plant operator--B	3	35,486	56,779	38,643
								water treatment plant operator--C	4	31,559	50,493	35,151
								distribution system technician -- IV	9	39,415	63,063	44,848
								distribution system technician -- III	5	37,451	59,920	39,759
								wastewater treatment plant operator--IV	3	36,897	59,035	42,532
								wastewater treatment plant operator--II	3	33,206	52,843	38,469
								plant maintenance mechanic II	2	35,486	56,779	36,577
								plant maintenance mechanic I	8	33,522	53,632	42,253
Buncombe		n/a			n/a			n/a				
Burke	0	64,683	100,259	vacant	n/a			utility maintenance worker	1	23,214	35,984	24,192
Cabarrus		n/a			n/a			n/a				
Caldwell		50,878	84,798	vacant	32,762	54,604	53,220	utility maintenance worker	5	19,318	32,198	24,683
Camden												
Carteret	10	38,000	67,353	57,000	40,000	50,839	47,445	water treatment plant operator--B	1	32,288	50,839	35,505
								plant maintenance mechanic	1	30,155	41,665	34,840
Caswell		n/a			n/a			n/a				
Catawba		n/a			n/a			n/a				
Chatham		56,051	86,880	vacant	32,772	50,796	35,580	water treatment plant superintendent	1	50,839	78,801	55,058
								plant maintenance mechanic	1	34,410	53,335	35,055
								laboratory supervisor	1	34,410	53,335	36,593
								water treatment plant operator--C	1	31,212	53,335	35,162
								water treatment plant operator--II	1	34,410	53,335	36,732
								distribution system technician	4	25,677	50,796	30,403
								laboratory technician	1	31,212	48,378	32,488
								utility maintenance worker	3	25,677	50,796	31,052
Cherokee		n/a			n/a			n/a				
Chowan		n/a			36,802	65,259	59,290	water treatment plant operator--C	1	30,462	53,873	35,099
								utility maintenance worker	4	27,725	48,962	27,725
Clay				46,900	n/a			wastewater treatment plant operator--II	1			45,095
								water treatment plant operator--C	3			34,805
Cleveland		n/a			n/a			n/a				
Columbus		49,844	74,766	vacant	29,054	43,582	30,822	utility maintenance worker	5	24,271	38,406	25,074
								distribution system technician	1	26,555	39,834	26,686
Craven	21	59,598	120,402	120,402	n/a			water treatment plant operator--C	1	33,951	68,599	37,294
								water treatment plant operator--B	1	33,951	68,599	37,294
Cumberland		n/a			n/a			n/a				
Currituck	9	71,194	99,011	78,442	52,617	72,989	57,969	water treatment plant superintendent	2	47,041	65,192	54,249

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

Jan-15

County	YOS	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
		Hire.	Max.	Actual	Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.
								water treatment plant operator—C	1	35,894	49,582	37,275
								water treatment plant operator—B	3	35,894	49,582	37,275
								water treatment plant operator—A	1	35,894	49,582	39,512
								wastewater treatment plant operator—III	1	35,894	49,582	38,766
								utility maintenance worker	2	32,178	44,380	33,670
								collection/distribution system supvr.	2	41,468	57,388	44,942
Dare	9	63,175	101,080	95,489	56,371	90,193	76,945	distribution system supervisor	3	36,650	58,640	50,017
								wastewater treatment plant supt.	5	44,380	71,006	59,681
								water treatment plant operator—IV	2	28,853	53,291	47,088
								water treatment plant operator—C	20	31,752	50,801	34,040
								water treatment plant operator—A	4	34,939	55,901	43,163
								plant maintenance mechanic	1	30,237	48,428	41,316
								distribution system technician	14	28,853	46,166	32,808
								collection/distribution system supvr.	1	46,554	74,485	66,970
								utility maintenance worker	2	34,939	55,901	46,295
Davidson	3	56,531	84,796	71,271	n/a			n/a				
Davie	4	47,657	73,904	67,560	n/a							
								collection/distribution system supvr.	1	33,870	52,523	41,773
								wastewater treatment plant super.	1	39,209	60,801	43,600
								water treatment plant supt.	1	39,209	60,801	54,600
								water treatment plant operator—A	4	29,258	52,523	37,587
								water treatment plant operator—B	1	29,258	45,371	31,489
								water treatment plant operator—C	1	29,258	45,371	40,223
					n/a			utility maintenance worker	9	25,274	41,152	30,304
								distribution system technician	2	27,587	42,782	28,277
Duplin	6	52,539	93,298	61,556	n/a			water treatment plant supt.	1	44,839	79,628	47,586
								water treatment plant operator—A	2	35,355	62,786	36,424
								wastewater treatment plant operator—I	2	30,175	53,588	32,344
								utility maintenance worker	1	25,755	45,737	26,269
								collection/distribution system supvr.	2	27,878	49,508	30,478
Durham		n/a			n/a			wastewater treatment plant super.	1	59,400	106,920	83,896
								laboratory supervisor	1	59,400	106,920	74,777
								laboratory technician	1	36,000	64,800	37,530
								wastewater treatment plant operator—IV	1	36,000	64,800	53,209
								wastewater treatment plant operator—III	4	32,210	57,978	45,636
								wastewater treatment plant operator—I	2	26,620	47,916	37,652
								plant maintenance mechanic	1	32,210	57,978	41,158
Edgecombe	8	47,916	83,035	54,193	32,421	56,201	38,805	distribution system technician	1	25,411	44,035	25,411
								distribution system supervisor	1	32,431	56,201	34,249
								utility maintenance worker	2	21,951	38,039	21,951
								n/a				
Forsyth		n/a			n/a			n/a				
Franklin	10	60,687	91,029	86,787	n/a			wastewater treatment plant super.	1	44,001	66,001	46,201
								collection/distribution system supvr.	1	42,026	63,040	53,300
								wastewater treatment plant operator—III	1	36,617	54,926	43,647
								wastewater treatment plant operator—II	1	30,474	45,710	37,379
								laboratory supervisor	1	33,405	50,106	39,136
								utility maintenance worker	5	25,356	38,039	26,032
Gaston		n/a			n/a			n/a				
Gates		51,722	75,349	64,309	n/a			utility maintenance worker	3	23,446	34,155	27,466
Graham												
Granville		n/a			n/a			n/a				
Greene	12	36,258	57,294	54,932	n/a			utility maintenance worker	4	20,936	37,106	28,906
								distribution system supervisor	2	26,620	37,106	35,582
								laboratory technician	1			30,344
Guilford		n/a			n/a			n/a				
Halifax	1	53,250	86,442	60,293	35,783	58,088	41,534	utility maintenance worker	8	24,040	39,030	30,895
Harnett	4	77,740	120,498	108,150			64,164	wastewater treatment plant super.	1	55,510	86,040	67,032
								laboratory technician	2	36,435	56,475	45,164
								distribution system technician	8	29,519	45,754	36,641
								plant maintenance mechanic	3	33,494	51,915	49,152
								collection/distribution system supvr.	2	43,119	66,835	57,545
								water treatment plant operator—B	1	32,112	49,774	42,295

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

Jan-15

County	YOS	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
		Hire.	Max.	Actual	Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.
								water treatment plant operator—A	3	38,003	58,905	50,175
								wastewater treatment plant operator—IV	8	32,112	49,774	45,985
								wastewater treatment plant operator—II	2	32,112	49,774	41,887
								wastewater treatment plant operator—I	2	32,112	49,774	35,232
Haywood		n/a			n/a			n/a				
Henderson		n/a			n/a			n/a				
Hertford	2	46,840	72,602	46,840	n/a			distribution system technician	1	30,193	46,799	33,948
								utility maintenance worker	3	21,458	33,260	21,743
Hoke	<1	68,586	96,917	75,708	59,242	83,708	70,421	water treatment plant operator—B	2	32,658	46,153	39,001
								water treatment plant operator—C	1	29,922	42,278	32,214
								distribution system technician	7	28,496	40,265	30,286
								distribution system supervisor	1	35,504	50,166	38,772
Hyde	21	52,265	77,153	71,111	n/a			distribution system supervisor	1	35,779	52,817	50,541
								distribution system technician	2	25,546	37,711	29,396
								wastewater treatment plant super.	1	28,988	42,791	37,930
								water treatment plant supt.	1	37,319	55,090	51,500
								water treatment plant operator—B	6	26,469	41,036	28,876
Iredell		n/a			n/a			n/a				
Jackson		n/a			n/a			n/a				
Johnston	2	79,398	141,510	98,090	53,428	95,255	79,518	distribution system supervisor	1	42,873	76,412	48,755
								collection/distribution system supvr.	1	53,428	95,225	75,148
								wastewater treatment plant superintend.	1	42,873	76,412	55,846
								water treatment plant superintendent	1	42,873	76,412	59,148
								laboratory supervisor	1	41,027	73,125	51,299
								laboratory technician	1	34,402	53,322	40,268
								wastewater treatment plant operator—IV	4	32,921	51,023	37,918
								wastewater treatment plant operator—III	0	31,505	48,828	
								wastewater treatment plant operator—II	2	30,146	46,725	31,823
								wastewater treatment plant operator—I	1	27,607	42,788	29,265
								water treatment plant operator—A	2	32,921	51,023	36,242
								water treatment plant operator—B	2	31,505	48,828	38,022
								water treatment plant operator—C	3	28,852	44,713	30,056
								utility maintenance worker	4	27,607	42,788	29,286
Jones		n/a			50,813	64,616	55,961	water treatment plant operator—C	2	26,056	40,250	32,690
								utility maintenance worker	1	27,779	35,023	27,779
Lee		n/a			n/a			n/a				
Lenoir		n/a			n/a			n/a				
Lincoln	2	67,787	103,396	98,342	37,481	57,158	43,492	water treatment plant superintendent	1	45,656	69,659	49,192
								wastewater treatment plant operator—III	1	33,945	51,792	39,915
								wastewater treatment plant operator—I	2	27,872	42,515	29,660
								water treatment plant operator—A	3	27,862	42,515	33,203
								water treatment plant operator—C	3	33,945	51,792	40,601
								utility maintenance worker	6	24,024	36,649	25,584
McDowell		n/a			n/a			n/a				
Macon		n/a			n/a			n/a				
Madison												
Martin	4	40,490	64,728	54,453	n/a			distribution system technician	3	21,863	34,953	33,074
Mecklenburg		n/a			n/a			n/a				
Mitchell		n/a			n/a			n/a				
Montgomery	2	69,000	73,000	70,500	49,000	53,000	vacant	laboratory technician	1	28,000	31,000	29,500
								water treatment plant operator—C	4	28,500	31,000	28,500
								water treatment plant operator—B	2	32,000	35,000	34,742
								distribution system supervisor	1	36,000	41,000	36,000
								utility maintenance worker	5	25,000	31,000	28,053
Moore	3	64,813	104,808	97,318	46,061	74,486	54,874	wastewater treatment plant superintendent	1	41,778	67,560	49,528
								collection/distribution system supvr.	2	36,091	58,361	41,577
								laboratory supervisor	1	32,735	52,935	45,124
								wastewater treatment plant operator—I	6	24,427	39,501	26,754
								wastewater treatment plant operator—II	1	24,427	39,501	29,101
								wastewater treatment plant operator—III	3	31,176	50,416	33,058
								wastewater treatment plant operator—IV	2	31,176	50,416	41,378
								plant maintenance mechanic	3	28,277	45,729	38,188

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

Jan-15

County	YOS	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
		Hire.	Max.	Actual	Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.
								utility maintenance worker	16	26,931	52,935	45,124
								laboratory technician	1	26,931	43,550	30,541
								water treatment plant operator—C	1	28,277	45,729	30,652
								water treatment plant operator—A	5	28,277	45,729	31,127
Nash		n/a			n/a			n/a				
New Hanover		n/a			n/a			n/a				
Northampton		n/a			n/a			water service technician I	4	24,753	43,679	26,229
Onslow		n/a			n/a			n/a				
Orange		n/a			n/a			n/a				
Pamlico		n/a			35,012	65,906	54,467	water treatment plant superintendent	1	22,853	43,017	42,200
								distribution system supervisor	1	22,405	42,174	42,024
								water treatment plant operator—B	1	22,405	42,174	vacant
								water treatment plant operator—C	1	21,965	40,948	23,283
								distribution system technician	3	21,965	40,948	25,176
Pasquotank	<1	50,930	71,302	62,140	n/a			wastewater treatment plant super.	1	42,183	59,056	58,530
								wastewater treatment plant operator—II	1	36,411	51,016	37,485
								water treatment plant operator—B	2	25,903	51,016	32,435
								water treatment plant operator—C	3	23,268	36,264	26,702
								distribution system technician	3	23,268	36,264	24,945
								utility maintenance worker	4	23,268	36,264	24,945
								plant maintenance mechanic	3	23,268	36,264	29,586
Pender	6	64,667	103,468	90,837	41,685	66,696	48,608	w&s maintenance technician II	1	34,294	54,871	38,092
								w&s maintenance technician I	3	28,214	45,143	31,639
								chemist	1	43,769	70,031	43,769
								water treatment plant superintendent	1	50,669	81,070	63,842
								water treatment plant operator—A	2	37,809	60,495	39,141
								water treatment plant operator—C	1	31,106	49,770	31,106
								wastewater treatment plant operator—II	1	34,294	54,871	38,092
								WTP technician I	2	28,214	45,143	30,472
Perquimans		n/a			35,085	53,133	44,780	water treatment plant superintendent	1	35,085	53,133	45,899
								distribution system technician	1	30,745	46,561	34,745
								water treatment plant operator—C	1	29,421	44,557	44,780
								utility maintenance worker	3	23,285	35,266	25,655
Person		n/a			n/a			n/a				
Pitt		n/a			n/a			n/a				
Polk												
Randolph		n/a			n/a			n/a				
Richmond	4	54,924	79,925	76,269	45,537	66,252	64,705	distribution system supervisor	1	31,305	45,537	36,873
								water treatment plant operator—A	3	36,009	52,419	40,679
								water treatment plant operator—B	2	27,181	39,556	29,985
								water treatment plant operator—C	1	22,516	32,799	25,938
								plant maintenance mechanic	2	28,497	41,468	35,900
								utility maintenance worker	5	21,508	45,537	28,951
Robeson	3	58,564	90,774	71,596	36,852	57,121	46,986	water treatment plant superintendent	1	50,590	78,414	69,468
								water treatment plant operator—B	1	29,579	45,847	39,873
								water treatment plant operator—C	2	28,170	43,664	39,175
								distribution system supervisor	1	37,751	58,514	48,132
								distribution system technician	1	28,170	43,664	26,979
								plant maintenance mechanic	2	34,241	53,074	43,657
								laboratory technician	1	29,579	45,847	39,394
								utility maintenance worker	4	32,455	50,305	41,380
Rockingham		n/a			n/a			n/a				
Rowan		n/a			n/a			n/a				
Rutherford		n/a			n/a			n/a				
Sampson	22	51,024	76,536	71,376	n/a			utility maintenance worker	5	24,468	36,696	26,945
Scotland		n/a			n/a			n/a				
Stanly	12	52,442	78,666	79,209	n/a			distribution system supervisor	1	32,011	47,966	40,385
								distribution system technician	4	26,712	40,069	28,847
								wastewater treat. plant operator—III	2	26,712	40,069	38,408
								wastewater treat. plant operator—IV	2	32,011	47,966	39,758
Stokes												
Surry		n/a			n/a			n/a				

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

Jan-15

County	YOS	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
		Hire.	Max.	Actual	Hire.	Max.	Actual	Title	No.	Hire.	Max.	Avg.
Swain												
Transylvania		n/a			n/a			n/a				
Tyrrell		n/a					45,585	water treatment plant operator—B	5			30,945
								wastewater treatment plant superintendent	see water system supervisor			
Union	5	100,356	150,534	150,534	59,054	88,581	69,703	distribution system technician	26	30,291	49,692	33,965
Vance		n/a			n/a			n/a				
Wake		n/a			n/a			n/a				
Warren	8	50,967	81,547	63,488	n/a			water treatment plant superintendent	1	36,221	57,954	41,060
								utility maintenance worker	3	24,516	39,225	24,965
Washington		55,356	80,208	78,228	38,808	56,184	40,812	water treatment plant operator—C	1	28,368	41,052	31,296
								utility maintenance worker	3	23,616	34,176	25,052
Watauga		n/a			n/a			n/a				
Wayne												
Wilkes		n/a			n/a			n/a				
Wilson	12	46,320	78,376	59,976	n/a			n/a				
Yadkin		n/a			n/a			n/a				
Yancey		n/a			n/a			n/a				

TABLE XXII. SOLID WASTE MANAGEMENT POSITIONS (Part One)

Jan-15

County	Solid Waste Director			Landfill Supervisor			Solid Waste Truck Driver			
	Hire.	Max.	Actual	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.
Alamance	\$51,992	\$83,189	\$68,544	\$43,599	\$69,758	\$65,196		n/a		
Alexander	45,670	64,531	61,421	n/a			1	\$25,250	\$35,677	\$34,807
Alleghany	n/a			n/a				n/a		
Anson	n/a			n/a				n/a		
Ashe	54,792	77,421	66,759	38,790	54,810	43,887	5	29,985	54,810	40,733
Avery	43,255	60,319	49,625	30,390	42,378	31,928	5	25,977	36,226	27,431
Beaufort										
Bertie	n/a			n/a				n/a		
Bladen	57,074	73,563	64,198	30,256	38,324	32,274	4	25,148	31,925	26,544
Brunswick	n/a			45,307	72,451	45,753		contracted		
Buncombe	n/a			n/a			5	29,440	45,010	31,173
Burke	n/a			34,301	53,166	41,088	3	23,214	35,984	25,029
Cabarrus	n/a			41,909	64,679	59,831		n/a		
Caldwell	n/a			n/a				n/a		
Camden										
Carteret	n/a			n/a				n/a		
Caswell	n/a					40,092				27,264
Catawba	53,885	83,614	80,355	40,215	62,399	49,428		n/a		
Chatham	36,130	56,002	41,293	29,725	46,073	37,296	6	28,310	43,880	29,326
Cherokee	40,228	66,212	50,416	n/a			3	25,518	39,369	33,093
Chowan	n/a			n/a				n/a		
Clay	n/a					38,075		n/a		
Cleveland	36,924	57,624	45,624	33,618	52,488	37,818	18	25,410	39,630	27,900
Columbus	49,844	74,766	52,593	29,054	43,582	30,657	1	22,183	33,275	23,407
Craven	54,261	109,623	73,615	n/a				n/a		
Cumberland	63,757	107,303	106,694	37,025	62,313	38,615	7	28,087	47,271	33,572
Currituck	n/a			n/a				n/a		
Dare	42,306	67,690	66,057	33,306	53,291	39,436	17	27,507	44,010	29,372
Davidson	40,256	60,386	44,294	40,256	60,386	49,567	4	28,633	42,949	32,025
Davie	n/a			n/a				n/a		
Duplin	44,839	79,628	69,322	n/a			5	25,755	45,737	34,116
Durham	n/a			n/a				n/a		
Edgecombe	43,191	71,729	45,990	n/a			3	24,201	41,938	25,336
Forsyth	n/a			n/a				n/a		
Franklin	48,234	72,350	60,210	n/a				n/a		
Gaston	35,566	55,130	40,622	43,216	66,987	57,338	1	28,336	43,922	32,364
Gates	n/a			n/a				n/a		
Graham										
Granville	44,270	78,094	72,326	n/a				n/a		
Greene	30,610	42,849	30,610	n/a				n/a		
Guilford	n/a			n/a				n/a		
Halifax	39,522	61,047	54,588	n/a			2	22,880	37,141	28,000
Harnett	38,003	58,905	50,169	33,494	51,519	41,398		n/a		
Haywood	48,842	81,785	74,714	n/a			1	23,931	35,896	29,321
Henderson	n/a			n/a				n/a		

TABLE XXII. SOLID WASTE MANAGEMENT POSITIONS (Part One)

Jan-15

County	Solid Waste Director			Landfill Supervisor			Solid Waste Truck Driver			
	Hire.	Max.	Actual	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.
Hertford	n/a			26,083	40,428	27,945		n/a		
Hoke	59,242	83,708	70,430	n/a			3	29,922	42,278	32,793
Hyde	34,334	50,684	35,334	n/a				n/a		
Iredell	58,442	90,644	77,659	40,782	63,553	40,782		n/a		
Jackson	n/a			30,801	60,391	32,686		n/a		
Johnston	58,343	103,987	82,348	39,261	60,846	55,405	6	26,419	40,945	27,539
Jones	n/a			n/a				n/a		
Lee	45,447	63,626	54,184	34,700	48,580	40,194		n/a		
Lenoir	39,342	69,423	54,233	28,523	50,333	38,361	2	21,654	38,211	29,021
Lincoln	45,656	69,659	47,257	37,481	57,158	39,374	7	26,520	40,456	27,476
McDowell	44,814	65,858	55,356	n/a			2	24,684	32,840	25,302
Macon	60,845	91,268	81,947	33,881	50,822	38,113		n/a		
Madison										
Martin	n/a			31,098	49,711	36,965		n/a		
Mecklenburg	85,290	149,258	120,665	43,233	75,657	71,249		n/a		
Mitchell	34,801	49,715	39,529	n/a			3	26,447	37,781	30,285
Montgomery	n/a			n/a				n/a		
Moore	43,868	70,939	60,117	32,735	52,935	37,874	3	23,264	37,621	27,171
Nash	n/a			n/a				n/a		
New Hanover	48,508	82,464	66,760	46,198	78,537	47,122		n/a		
Northampton	33,171	58,534	43,522	n/a				n/a		
Onslow	64,900	103,841	84,105	37,478	59,965	37,856	6	29,619	47,392	36,525
Orange	83,853	137,403	114,876	46,362	75,968	61,127	14	31,230	51,176	33,180
Pamlico	23,777	44,757	34,818	n/a			1	21,965	40,948	part-time
Pasquotank	44,343	62,081	60,553	28,538	36,892	41,147	5	25,903	36,645	32,808
Pender	25,591	40,946	25,591	n/a				n/a		
Perquimans	n/a			n/a				n/a		
Person	n/a			n/a				n/a		
Pitt	62,023	98,024	68,118	40,672	64,281	41,654	4	29,293	46,297	35,077
Polk										
Randolph	n/a			n/a				n/a		
Richmond	43,466	63,207	56,218	n/a			7	23,635	37,753	26,726
Robeson	58,564	90,774	74,669	32,611	50,565	41,579	7	26,829	41,585	34,207
Rockingham	48,284	72,425	64,231	40,479	60,720	40,479		n/a		
Rowan	n/a			42,367	67,263	56,631		n/a		
Rutherford	50,854	76,624	52,777	30,941	46,621	34,595	3	26,655	40,164	27,664
Sampson	n/a			n/a				n/a		
Scotland	44,424	64,572	50,448	30,468	41,184	32,172		n/a		
Stanly	n/a			n/a				n/a		
Stokes					n/a					
Surry	48,444	82,524	51,864	n/a				n/a		
Swain										
Transylvania	60,201	90,302	63,820	33,522	50,283	34,885	3	27,579.00	41,368.00	31,000
Tyrrell	county manager			n/a				n/a		
Union	67,423	101,134	vacant	49,438	74,157	54,463	5	33,128	49,692	35,069

TABLE XXII. SOLID WASTE MANAGEMENT POSITIONS (Part One)

Jan-15

County	Solid Waste Director			Landfill Supervisor			Solid Waste Truck Driver			
	Hire.	Max.	Actual	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.
Vance	n/a			n/a			1	25,764	44,316	36,552
Wake	n/a			52,900	90,100	89,431		n/a		
Warren	50,967	81,547	67,914	31,289	50,063	33,161		n/a		
Washington	n/a			27,432	39,672	32,592		n/a		
Watauga	54,232	84,059	78,348	n/a			2	26,818	41,564	32,749
Wayne										
Wilkes	41,090	63,690	64,536	34,989	54,233	37,584		n/a		
Wilson	50,844	85,944	68,472	n/a				n/a		
Yadkin	34,469	51,704	36,206	n/a			1	24,845	37,268	33,877
Yancey	n/a			29,276	48,254	34,037		n/a		

TABLE XXII. SOLID WASTE MANAGEMENT POSITIONS (Part Two)
Jan-15

County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic			
	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.
Alamance	6	\$30,660	\$49,053	\$36,520	4	\$25,710	\$41,133	\$27,515		n/a		
Alexander	2	25,252	35,677	30,014	17	part-time		\$8.80/hr.		n/a		
Alleghany		n/a			2	22,133	33,200	21,798	1	\$26,529	\$37,484	\$27,192
Anson		n/a				n/a				n/a		
Ashe	6	29,985	46,146	33,296	1	29,985	42,369	33,099		n/a		
Avery	2	25,977	36,226	30,075	18	14,884	20,756	15,183	3	29,221	40,747	35,415
Beaufort												
Bertie		n/a				n/a				n/a		
Bladen	1	25,148	31,854	26,266	1	25,148	31,229	29,060	2	30,256	38,324	32,843
Brunswick	4	29,594	47,350	34,944	1	33,522	53,636	50,632	8	33,522	53,636	38,301
Buncombe	5	29,440	45,010	32,043	2	24,701	37,749	32,043	3	32,165	49,204	33,572
Burke	3	26,875	41,656	29,760		n/a			1	29,630	45,927	31,519
Cabarrus	1	32,824	50,690	36,009	1	27,007	41,688	27,533	4	34,458	53,211	43,232
Caldwell		n/a			18	\$7.50/hr	\$7.90/hr			n/a		
Camden												
Carteret		n/a				n/a			2	25,389	41,968	30,269
Caswell	1			22,464		n/a				n/a		
Catawba	9	30,005	46,549	39,330	2	25,903	40,215	31,093	1	31,510	48,884	vacant
Chatham		n/a				n/a			1	36,961	41,789	36,634
Cherokee	3	25,518	39,369	31,610	14	19,638	29,030	19,772	2	25,518	39,369	28,361
Chowan		n/a				n/a				n/a		
Clay	2			24,009	2			27,203		n/a		
Cleveland		n/a			36			\$9.23/hr.	2	30,624	47,808	32,106
Columbus	1	26,555	39,834	28,020		n/a				n/a		
Craven		n/a			8	23,329	47,139	27,383		n/a		
Cumberland	2	30,805	51,845	30,805	16	21,433	36,071	23,742	3	33,753	56,806	33,753
Currituck		n/a				n/a				n/a		
Dare	16	27,507	48,428	30,845	3	22,716	36,346	25,471	14	24,998	61,515	38,498
Davidson	6	31,569	47,353	34,534	16	19,333	28,999	21,279	3	27,287	47,353	34,972
Davie		n/a				n/a				n/a		
Duplin	6	25,755	45,737	32,815	22	part-time		2,405	3	29,005	51,508	33,787
Durham		n/a			9	24,200	43,560	27,549	1	35,431	63,776	51,708
Edgecombe	1	23,048	39,941	26,906	35	part-time		\$7.32/hr		n/a		
Forsyth		n/a				n/a			7	28,579	46,426	34,356
Franklin	3	26,550	39,825	32,229	38	part-time		\$9.46/hr		n/a		
Gaston	6	28,336	43,922	29,529	1	22,575	34,993	22,575	2	30,237	46,869	39,903
Gates		n/a				n/a				n/a		
Graham												
Granville		n/a			2	20,279	37,555	33,546		n/a		
Greene	3	21,970	42,849	26,179	6			22,256		n/a		
Guilford		n/a			1	29,338	49,875	30,817		n/a		
Halifax		n/a			1	22,880	37,410	27,567		n/a		
Harnett	7	30,789	47,723	36,940	2	29,514	45,754	34,316		n/a		
Haywood	6	25,008	37,512	28,315	1	19,203	28,806	19,996		n/a		
Henderson	5	27,165	43,410	28,829	1	23,213	37,066	23,899	1	30,576	48,797	34,965
Hertford	1	2,530	34,923	24,027	25	18,536	28,731	18,536		n/a		
Hoke	1	29,922	42,278	34,709	13			\$9.13/hr		n/a		
Hyde		n/a			6	21,444	36,189	23,347		n/a		
Iredell	9	28,459	44,140	32,732	8	22,728	35,251	24,750	5	31,137	48,294	40,549
Jackson	3	27,938	54,776	28,508	2	26,607	52,168	28,665		n/a		
Johnston	3	28,852	44,713	30,305	19	20,284	31,440	21,528	1	31,505	48,828	33,071
Jones		n/a			1	part-time		\$10.20/hr		n/a		

TABLE XXII. SOLID WASTE MANAGEMENT POSITIONS (Part Two)
Jan-15

County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic			
	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.
Lee		n/a				n/a				n/a		
Lenoir	5	22,671	40,005	28,907	36	18,019	31,797		1	28,523	50,333	30,716
Lincoln	5	27,872	42,515	29,132		n/a			3	29,265	44,657	30,506
McDowell	5	24,684	32,840	25,302	31	part-time				n/a		
Macon	9	25,283	39,820	26,615		part-time		\$8.05/hr		n/a		
Madison												
Martin	1	24,961	39,904	28,948	1	24,961	39,904	25,586		n/a		
Mecklenburg	7	38,498	67,372	51,980	16	33,387	58,248	40,231	22	33,387	58,428	40,473
Mitchell		n/a			11	part-time		\$9.18/hr.		n/a		
Montgomery		n/a				n/a				n/a		
Moore	2	26,931	43,550	34,342	25	15,747	25,463	17,680	2	29,692	48,015	34,342
Nash	1	27,961	44,738	28,380	31	part-time		\$9.44/hr.		n/a		
New Hanover	12	28,362	48,215	35,491		n/a			5	34,474	58,606	40,817
Northampton	1	24,753	43,679	31,686	1	30,087	53,092	40,462		n/a		
Onslow	1	26,332	42,130	30,472	8	20,810	33,297	26,934	5	33,318	53,309	41,206
Orange	4	32,812	53,765	41,436	12	26,930	44,128	28,536	3	36,219	59,346	46,364
Pamlico		n/a				n/a				n/a		
Pasquotank	1	25,903	36,264	26,644	1	16,682	23,355	20,859		n/a		
Pender		n/a			2	25,591	40,946	26,304	1	29,625	47,400	31,208
Perquimans		n/a				n/a				n/a		
Person		n/a				n/a				n/a		
Pitt	4	29,293	46,297	30,690	5	23,171	42,155	26,732	3	35,337	61,339	43,503
Polk												
Randolph		n/a			2	23,712	36,504	24,784		n/a		
Richmond	1	23,635	34,369	23,635	1	24,751	36,009	32,799	4	24,751	50,003	34,970
Robeson	5	30,671	47,541	39,106		n/a			2	32,611	50,546	41,579
Rockingham	7	29,678	44,516	29,812		n/a			1	33,970	50,954	34,510
Rowan	7	27,219	52,598	31,140	11	22,369	35,493	24,606	2	30,033	52,598	32,490
Rutherford	5	26,655	40,164	28,215		n/a			1	26,655	40,164	28,714
Sampson		n/a				n/a				n/a		
Scotland	4	25,152	34,404	26,730		n/a			2	32,148	47,136	36,438
Stanly		n/a			21	19,498	29,248	20,734		n/a		
Stokes					n/a							
Surry	4	II 27,600	45,216	32,691	46	part-time		\$7.93/hr.	1	27,600	45,216	30,012
	3	I 26,508	43,188	29,800								
Swain												
Transylvania	3	27,579	41,368	31,000	7	22,689	34,034	25,000	1	33,522	50,283	43,381
Tyrrell		n/a			1	part-time		\$9.11/hr		n/a		
Union	2	30,291	45,436	31,624	15	9.74	14.60	10.00	1	43,283	64,924	56,861
Vance		n/a				n/a				n/a		
Wake		n/a			4	23,050	38,950	34,026	19	32,750	55,750	43,779
Warren	1	27,029	43,246			n/a				n/a		
Washington	1	24,552	35,568	26,940		n/a				n/a		
Watauga	6	28,023	47,433	37,000	13	23,500	36,425	23,500		n/a		
Wayne												
Wilkes		25,370	42,614	30,641		n/a				n/a		
Wilson	2	29,004	48,948	30,510	part-time				2	38,400	64,896	38,400
Yadkin	1	28,561	42,873	42,873	4	18,754	28,132	19,579		n/a		
Yancey		n/a				n/a				n/a		

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

Jan-15

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					6	\$36,561	\$58,498	\$47,530	62	\$28,075	\$44,921	\$33,282	14	\$33,480	\$53,568	\$35,296
Alexander	1	39,380	55,644	54,286	2	33,958	47,983	46,826	9	25,252	35,677	25,881	6	32,321	50,410	34,976
Alleghany		n/a				n/a			1	26,903	40,355	26,903		n/a		
Anson		n/a				n/a			3	26,596	41,224	27,483	6	34,044	52,767	36,085
Ashe		n/a				n/a			4	32,658	46,146	34,945	3	42,258	59,709	49,545
Avery		n/a				n/a			2	28,097	39,182	28,097		n/a		
Beaufort																
Bertie		n/a				n/a			6	25,630	39,726	26,979	4	32,995	51,142	34,500
Bladen	1	36,637	46,413	41,529	2	34,087	43,178	38,632		n/a			13	34,087	43,178	35,625
Brunswick	1	68,876	110,203	86,735	4	47,270	75,633	55,435	1	31,559	50,493	37,196	5	43,343	69,349	50,903
Buncombe	2	52,169	79,827	67,292	16	40,092	61,291	49,547	9	30,782	47,085	40,338	18	40,092	61,291	51,778
Burke		n/a			3	34,301	53,166	41,438	11	24,376	37,785	25,485	9	32,667	50,634	38,203
Cabarrus		n/a				n/a			13	29,777	45,981	31,428	22	38,004	58,668	49,098
Caldwell		n/a			1	31,351	52,252	vacant	5	24,074	40,124	27,898	9	31,351	52,252	37,989
Camden																
Carteret		n/a			7	30,849	55,836	37,780		n/a				n/a		
Caswell	1			52,188	2	39,144	42,192	40,668	3	25,992	26,976	26,648	9	33,420	37,656	34,291
Catawba	2	51,323	79,633	62,697	7	38,294	59,422	52,628	66	31,510	48,884	33,814	15	36,476	56,585	44,179
Chatham	1	56,051	86,880	65,763	2	41,826	64,831	46,725		n/a			4	36,130	56,002	41,322
Cherokee	2	34,340	55,315	48,752	3	31,811	50,541	42,703		n/a			4	31,811	50,541	34,676
Chowan		n/a				n/a				n/a			1	26,456	46,679	26,456
Clay	1			46,644	1			48,556		n/a			2			35,691
Cleveland		n/a			5	36,924	57,624	48,924	8	26,634	41,526	26,634	12	36,924	57,624	42,492
Columbus	1	34,781	47,684	39,852	2	30,789	45,587	35,011		n/a			5	30,391	45,587	33,154
Craven	1	44,980	90,880	51,775	7	39,082	78,954	43,652		n/a			20	37,294	75,338	41,799
Cumberland		n/a			5	37,025	62,313	43,630	81	28,087	47,271	28,970	54	40,524	68,202	42,247
Currituck		n/a				n/a				n/a			3	41,468	57,388	45,086
Dare	1	51,227	81,963	65,335	5	38,446	61,515	41,441	5	27,507	44,010	30,872	7	30,267	48,428	38,285
Davidson	1	56,531	84,796	65,016	3	28,300	57,449	42,401	47	30,101	45,152	35,846	11	36,464	54,696	41,339
Davie		n/a			3					n/a			1	35,564	55,149	43,130
Duplin	1	36,785	65,323	56,862	3	32,663	58,005	38,722	12	24,753	43,961	26,144	4	33,982	60,349	35,741
Durham	2	59,400	106,920	69,233		n/a				n/a			74	39,600	71,280	49,079
Edgecombe	1	35,755	61,962	58,872	3	30,887	53,525	38,667	0	23,048	39,941		18	30,887	53,525	34,318
Forsyth	4	44,762	72,738	56,924	12	38,646	55,806	46,774	124	27,685	44,990	30,740	25	31,762	51,626	41,105
Franklin		n/a			2	36,617	54,926	46,078	3	27,798	41,697	28,504	7	36,617	54,926	41,895
Gaston	1	46,115	71,481	67,074	5	40,499	62,776	53,822	77	32,265	50,013	36,581	29	34,430	53,369	45,550
Gates		n/a				n/a			1	27,205	39,633	27,749	2	40,398	58,853	44,836
Graham																
Granville		n/a				n/a			8	22,356	39,437	24,736	3	29,963	52,854	46,195
Greene	1	37,258	51,994	42,657		n/a			13	23,045	35,340	26,483	11	29,280	42,849	34,658
Guilford	2	55,322	94,047	55,875	17	39,318	66,837	45,467	188	33,963	57,737	35,847	36	39,316	66,837	45,051
Halifax		n/a			2	32,398	52,592	49,800	3	24,045	39,099	24,500	18	32,398	52,592	38,070
Harnett	1	44,972	69,706	62,801	4	39,636	61,436	47,152	15	28,301	43,867	30,377	15	36,435	56,475	41,373
Haywood	1	48,842	81,785	68,009	5	37,505	56,259	46,127	26	28,539	42,808	31,386	12	34,345	51,518	38,739
Henderson		n/a			5	39,195	62,615	51,441	14	27,554	43,973	29,465	17	34,866	55,653	38,220
Hertford		n/a				n/a				n/a				n/a		
Hoke	1	46,418	65,588	60,904	2	42,102	59,490	47,341	8	27,140	38,347	28,265	8	36,370	51,389	40,066
Hyde		n/a			1	31,323	48,550	36,699	2	24,330	37,711	24,330	2	31,324	48,550	31,324
Iredell		n/a				n/a			9	27,207	42,199	27,207	19	35,635	55,270	42,827
Jackson	1	55,314	108,453	88,970	4	37,439	73,405	42,922	7	27,938	54,777	27,937	3	35,656	69,910	37,894
Johnston	1	42,873	76,412	49,055	7	37,568	58,225	45,302	18	28,852	44,713	29,244	7	37,568	58,225	43,513
Jones		n/a				n/a				n/a			5	33,462	42,252	32,950
Lee	1	54,406	76,169	61,178	3	47,539	66,554	54,510	6	30,320	42,448	31,796	7	39,712	55,596	42,652
Lenoir	1	37,876	66,308	50,536	5	32,739	52,772	44,691	2	26,021	45,917	26,021	7	31,268	55,178	36,540
Lincoln	1	45,656	69,659	60,278	4	35,672	54,412	38,693	28	29,265	44,657	30,427	5	35,672	54,412	36,957
McDowell		n/a				n/a				n/a				n/a		
Macon		n/a				n/a				n/a				n/a		
Madison																
Martin		n/a				n/a			8	23,870	38,162	23,945	7	31,098	49,711	31,883
Mecklenburg	16	52,790	92,382	71,620	60	39,123	68,466	48,104	128	31,924	55,867	35,450	278	43,731	76,530	52,767
Mitchell		n/a				n/a			7	28,494	40,707	32,695	5	33,334	47,620	38,186
Montgomery	1	45,000	49,000	46,000	1	38,000	41,000	vacant	30	28,000	31,000	29,648	16	38,000	41,000	36,085
Moore		n/a			5	43,868	70,939	52,169		n/a			8	34,371	55,582	40,292
Nash		n/a			6	39,648	63,437	51,225		n/a			24	36,099	57,758	42,896
New Hanover	4	56,154	95,462	67,937	10	41,903	71,235	47,554	107	34,474	58,606	38,044	83	50,061	82,464	56,265

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

Jan-15

County	Office Assistant III/Processing Assistant III				Public Health Nurse II				Physician Extender I				Nutritionist I			
	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.
Alamance	31	\$22,530	\$36,045	\$25,810	10	\$43,599	\$69,758	\$59,137	3	\$59,333	\$94,932	\$88,976	4	\$32,037	\$51,261	\$44,814
Alexander		n/a			4	41,375	58,461	47,711	1			\$50.00/hr.		n/a		
Alleghany		n/a				n/a				n/a				n/a		
Anson	8	22,562	34,971	24,344	4	41,819	64,819	44,877		n/a				n/a		
Ashe	3	27,528	38,895	28,233		n/a				n/a				n/a		
Avery		n/a				n/a				n/a				n/a		
Beaufort																
Bertie	4	21,658	33,570	21,658		n/a				n/a				n/a		
Bladen	8	21,316	28,618	27,286	12	40,472	51,266	45,173		n/a			1	30,256	38,997	34,087
Brunswick	10	25,665	41,066	27,586	4	53,164	88,206	54,351		n/a			2	35,496	56,779	41,724
Buncombe	10	25,791	39,508	31,802	38	49,947	76,354	60,868	3	74,228	113,470	89,713	2	33,591	51,369	38,736
Burke	9	22,109	34,270	25,637	9	37,815	58,616	43,535		n/a				n/a		
Cabarrus	2	28,364	43,793	38,419		n/a				n/a				n/a		
Caldwell	13	20,188	33,647	23,737	13	39,069	65,116	43,388		n/a			1	26290	43817	vacant
Camden																
Carteret		n/a				n/a				n/a				n/a		
Caswell	9	21,684	22,524	22,639	4	47,052	50,718	54,144	1			67,892		n/a		
Catawba		n/a			29	46,547	72,225	53,373		n/a			3	36,476	56,585	44,399
Chatham	4	36,130	56,002	41,322	6	46,114	71,477	58,874	1	58,854	91,223	78,925	1	39,834	50,788	47,150
Cherokee	10	22,187	33,659	24,900	5	38,669	63,271	40,942	2	52,335	87,270	71,000		n/a		
Chowan	1	35,099	62,203	42,437	2	21,949	38,592	21,949		n/a				n/a		
Clay	1			26,016	2			56,952		n/a			1			28,723
Cleveland	41	23,142	36,084	25,410	46	44,526	69,504	51,258	1	61,800	96,492	vacant	1	29,232	45,624	vacant
Columbus	10	19,383	29,078	23,609	4	38,054	57,027	52,525	2	52,136	78,205	65,650		n/a		
Craven	23	24,454	49,406	26,907	6	44,980	90,880	46,883	2	68,599	138,584	76,370	5	37,294	75,338	40,215
Cumberland	51	24,508	41,247	25,548	34	48,539	81,691	46,757	1	66,713	112,278	72,500	10	35,348	59,490	35,348
Currituck		n/a				n/a				n/a				n/a		
Dare		n/a			17	42,306	67,690	44,105	2	65,070	104,112	75,958	1	33,306	53,291	44,257
Davidson	41	23,493	35,241	23,845	24	46,796	69,746	54,918	1	72,071	108,107	73,152	5	34,237	52,126	41,269
Davie	9	24,070	37,326	28,142	9	47,657	73,904	55,988	1	70,410	109,191	83,358		n/a		
Duplin	2	21,128	37,519	24,930	7	38,270	67,964	50,860	2	54,661	97,066	79,691	1	38,270	67,964	50,497
Durham	60	24,200	43,560	31,254	24	47,916	86,249	65,007	5	65,340	117,612	69,836		n/a		
Edgecombe	9	19,910	34,503	21,650	12	39,420	68,313	43,800		n/a			3	28,015	48,549	31,788
Forsyth	82	22,048	35,838	24,850	20	50,918	73,549	53,560	1	64,771	93,558	68,286	14	34,216	55,598	40,405
Franklin	15	23,133	34,700	27,499	11	46,609	69,103	51,900	1	69,651	104,476	73,133	1	30,474	45,710	33,617
Gaston		n/a			14	43,216	66,987	53,218	1	56,033	86,855	68,451	5	32,265	50,013	35,669
Gates	1	27,205	39,633	27,205		n/a				n/a				n/a		
Graham																
Granville	5	21,289	37,555	29,333		n/a				n/a				n/a		
Greene	3	19,033	26,485	19,627	4	37,258	57,294	46,600	1	49,796	69,550	60,054	1	25,361	35,340	29,016
Guilford		n/a			17	50,178	85,303	51,264	10	77,843	132,333	70,441	5	35,661	60,623	36,594
Halifax	8	19,741	31,997	24,500	4	39,522	64,156	47,400		n/a				n/a		
Harnett	12	23,915	37,068	25,556	10	44,972	69,706	52,584		n/a				n/a		
Haywood		n/a			12	42,799	64,200	48,568	1	58,245	87,368	66,786	1	32,866	49,299	33,523
Henderson	14	23,537	37,616	26,169	19	45,864	73,242	49,691		58,052	92,664	vacant		32,214	51,480	vacant
Hertford		n/a				n/a				n/a				n/a		
Hoke	13	24,616	34,782	32,361	3	48,738	68,867	51,643		n/a			1	38188	53959	38188
Hyde		n/a			5	38,664	59,929	45,420		n/a				n/a		
Iredell	9	22,728	35,251	25,610	4	44,620	69,207	48,647	1	66,883	103,736	87,994	4	31,137	48,294	34,898
Jackson	20	25,340	49,684	27,012	4	43,340	84,976	52,966	3	58,080	113,876	81,835	2	35,656	69,910	41,708
Johnston	16	24,191	37,493	26,416	16	42,873	76,412	48,313	0	51127	91123	vacant	0	30,147	46,726	vacant
Jones		n/a			1	48,395	61,565	48,395		n/a				n/a		
Lee	8	25,329	35,460	26,500	3	49,726	69,616	54,510		n/a				n/a		
Lenoir	7	19,752	34,856	22,069	5	39,341	69,423	42,664	1	59,476	104,954	88,294	2	29,866	52,703	39,701
Lincoln		n/a			7	39,374	60,070	48,339	1	82,576	125,985	86,777	1	35,672	54,412	37,481
McDowell		n/a				n/a				n/a				n/a		
Macon		n/a				n/a				n/a				n/a		
Madison																
Martin	3	20,038	32,032	21,249		n/a				n/a				n/a		
Mecklenburg		n/a			11	50,081	87,641	64,485	7	68,862	120,508	96,782	15	39,123	68,466	44,732
Mitchell	4	23,421	33,459	26,575		n/a				n/a				n/a		
Montgomery	13	22,000	24,000	25,046	9			40,764		n/a			1		41,000	27,240
Moore	2	22,157	35,831	27,718		n/a				n/a			1	28,277	45,729	33,688
Nash	17	23,582	37,731	27,640	17	45,635	73,016	54,520	2	63,361	101,378	75,576	1	30,446	48,714	40,600

TABLE XXV. PUBLIC HEALTH EDUCATOR, FOREIGN LANGUAGE INTERPRETER, BUSINESS OFFICER, MEDICAL RECORDS ASSISTANT, AND AGING – SENIOR SERVICES DIRECTOR
Jan-15

County	Public Health Educator I				Foreign Language Interpreter II				Business Officer I				Medical Records Assistant III				Aging - Senior Services Director			
	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.
Alamance	2	\$34,986	\$55,979	\$38,924					1	\$43,599	\$69,758	\$63,500					1	n/a		
Alexander		n/a			1	32,321	45,669	35,677		n/a							1	29,282	41,375	30,014
Alleghany		n/a				n/a				n/a								n/a		
Anson		n/a				n/a				n/a								n/a		
Ashe		n/a				n/a				n/a								n/a		
Avery		n/a				n/a				n/a							1	39,991	55,769	48,175
Beaufort																				
Bertie		n/a				n/a				n/a								n/a		
Bladen	1	28,900	36,707	28,980	2	25,148	31,854	27,243		n/a								n/a		
Brunswick	1	35,496	56,779	41,724	1	29,594	47,350	35,805		n/a			3	29,594	47,350	33,805		n/a		
Buncombe		n/a			4	29,440	45,010	37,173	4	54,560	83,389	75,373						n/a		
Burke		n/a			3	26,875	41,656	29,605		n/a							1	43,778	67,857	45,900
Cabarrus		n/a			2	31,273	48,280	31,342		n/a								n/a		
Caldwell	1	26,290	43,817	vacant		n/a			1	40,827	68,046	50,548	1	20,188	33,647	26,896		n/a		
Camden																				
Carteret		n/a				n/a				n/a								n/a		
Caswell	1			29,100		n/a				n/a							1			35,004
Catawba	2	36,476	56,585	45,083	3	28,568	44,333	34,876	4	48,883	75,844	60,466						n/a		
Chatham		n/a			4	26,961	41,789	29,984	1	41,826	64,831	50,613					1	58,853	91,222	82,000
Cherokee		n/a				n/a			1	41,952	69,342	46,818					1	33,039	52,903	35,000
Chowan		n/a				n/a				n/a								n/a		
Clay		n/a				n/a				n/a			1			34,774		n/a		
Cleveland	4	30,624	47,808	32,106		n/a			1	63,294	46,686	72,846						n/a		
Columbus	1	30,391	45,587	40,456	1	22,183	33,275	23,992		n/a							1	47,651	71,477	50,279
Craven	1	35,581	71,800	38,182	2	32,395	65,454	35,174		n/a							1	39,082	78,954	59,598
Cumberland	3	32,247	54,272	33,432	2	26,812	45,125	27,080		n/a								n/a		
Currituck		n/a				n/a				n/a								n/a		
Dare	4	33,306	53,291	34,567	3	28,853	46,166	30,297		n/a							2	46,554	74,485	63,745
Davidson	1	30,101	45,152	37,092	2	30,101	45,152	31,402		n/a							1	56,531	84,796	65,572
Davie	1	31,935	50,022	33,870	1	25,274	39,192	28,142	1	32,257	50,022	37,342					1	43,227	67,033	49,639
Duplin	1	31,395	55,753	32,024	7	23,794	42,254	26,244		n/a			3	21,128	37,519	24,190	1	44,839	79,628	59,165
Durham	5	36,000	64,800	45,009	7	29,282	52,708	35,151		n/a								n/a		
Edgecombe	2	25,411	44,035	30,374	1	21,951	38,039	24,999		n/a							1	30,887	53,525	32,861
Forsyth	10	31,242	50,742	33,625	8	25,709	41,787	31,192		n/a								n/a		
Franklin		n/a				n/a			1	48,234	72,350	55,939					1	50,500	75,751	vacant
Gaston	9	36,740	56,949	39,851	3	28,336	43,922	34,455	1	77,526	120,171	92,699	21	22,575	34,993	27,185		n/a		
Gates		n/a				n/a				n/a								n/a		
Graham																				
Granville		n/a				n/a			1	34,686	61,186	50,168						n/a		
Greene	1	25361	38936	29212	4	19,035	30,594	22,631		n/a								n/a		
Guilford	9	37,444	63,655	47,009	12	29,338	49,875	30,894		n/a								n/a		
Halifax		n/a			1	25,270	41,022	27,567		n/a								n/a		
Harnett	1	33,494	51,915	40,192	2	30,789	47,723	37,204		n/a							1	34,933	54,147	44,093
Haywood	3	31,450	47,177	39,401		n/a			1	42,799	64,200	63,240						n/a		
Henderson		29777	47580	vacant	5	24,492	39,078	29,094		n/a								n/a		
Hertford		n/a				n/a				n/a							1	33,288	51,597	46,604
Hoke		n/a			2	24,645	34,823	26,839		n/a							1	38,188	53,959	38,188
Hyde		n/a				n/a				n/a								n/a		
Iredell		n/a			4	28,459	44,140	28,860	2	44,620	69,207	55,395						n/a		
Jackson	2	33,958	66,581	33,958	1	33,958	66,581	33,958	1	41,276	80,930	42,102					1	52,680	103,289	60,513
Johnston	2	32,921	51,023	37,065	4	25,282	83,447		0	46,819	83,447		1	25,828	39,183	26,540		n/a		
Jones		n/a				n/a				n/a								n/a		
Lee		n/a			2	28,988	40,582	30,366		n/a							1	56,908	79,672	69,916
Lenoir	1	31,268	55,178	32,852	5	22,670	45,917	25,389		n/a								n/a		
Lincoln	2	35,672	54,412	37,117		n/a			2	39,374	40,456	27,549	6	26,520	40,456	27,549	1	39,374	60,070	43,472
McDowell		n/a				n/a				n/a								n/a		
Macon		n/a				n/a				n/a								n/a		
Madison																				
Martin		n/a				n/a				n/a								n/a		
Mecklenburg	10	38,498	67,372	51,948	20	26,280	45,990	34,720	9	28,040	49,070	32,255						n/a		
Mitchell		n/a				n/a				n/a								n/a		
Montgomery	2	28,000	41,000	32,396	1	24,000	27,000	25,344		n/a								n/a		
Moore	1	29,692	48,015	31,686		n/a				n/a							1	48,364	78,210	63,935
Nash		n/a			3	26,795	42,872	32,468	1	45,635	73,016	58,084					1	50,121	80,194	57,688
New Hanover	3	38,008	64,614	40,094	4	29,780	50,626	33,633	3	50,934	86,588	64,614					1	68,256	116,035	71,442

TABLE XXVI. COUNTY ENGINEER, BUILDING/FACILITIES DIRECTOR, BUILDING/FACILITIES MAINTENANCE TECHNICIAN, CUSTODIAN, AND GROUNDS MAINTENANCE WORKER
Jan-15

County	County Engineer			Building/Facilities Director			Building/Facilities Maintenance Tech.				Custodian				Grounds Maintenance Worker			
	Hire.	Max.	Avg.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.
Alamance	n/a			\$43,599	\$69,758	\$66,948	3	\$30,660	\$49,053	\$42,060	1	\$20,630	\$33,008	\$21,660	4	\$26,866	\$42,984	\$36,282
Alexander	n/a			n/a			3	26,529	37,489	31,207	1			\$9.48/hr.		n/a		
Alleghany	n/a			n/a				n/a			1	19,119	28,679	19,119		n/a		
Anson	n/a			n/a				n/a				n/a				n/a		
Ashe	n/a			46,086	68,121	60,471	3	25,266	40,611	28,943	2	24,228	42,369	28,562		n/a		
Avery	n/a			39,991	55,769	50,584	1	27,016	37,674	32,544	2	22,205	30,963	23,328		n/a		
Beaufort																		
Bertie	n/a			32,995	51,142	47,754		n/a			2	19,088	29,587	21,486	2	22,589	35,013	24,667
Bladen	n/a			n/a			2	26,426	34,058	26,720	7	20,039	25,382	20,930	1	25,148	31,854	29,619
Brunswick	70,840	113,344	95,242	49,236	78,777	68,114	3	39,415	63,063	40,974	17	23,702	41,066	26,811	3	25,665	47,350	31,503
Buncombe	n/a			92,470	141,413	139,052	10	29,440	45,010	34,138		n/a			4	24,701	37,749	28,578
Burke	n/a			n/a				n/a				n/a			6	part-time		14,880
Cabarrus	n/a			43,987	67,919	67,255	3	31,273	48,280	35,511	21	23,323	36,009	24,422	6	24,514	37,810	29,149
Caldwell	n/a			n/a				n/a				n/a				n/a		
Camden																		
Carteret	n/a			52,500	67,353	52,500	6	29,452	46,063	31,037		n/a				n/a		
Caswell	n/a					39,888	1			25,068	3			22,032	1			22,032
Catawba	56,584	87,801	76,353	48,883	75,844	58,097	5	30,005	46,549	33,520		n/a			1	24,675	38,295	27,584
Chatham	n/a			58,853	91,223	67,238	4	29,725	50,796	33,944	10	25,677	39,799	26,721		n/a		
Cherokee	n/a			34,340	55,315	46,920	1	24,592	37,833	28,480	6	17,971	26,083	19,843		n/a		
Chowan	n/a					41,841	1	25,245	44,507	26,456	4	18,245	31,932	21,949		n/a		
Clay	n/a			n/a				n/a			4			21,769	2			36,026
Cleveland	n/a			48,906	76,338	51,258	3	29,232	45,624	35,256	2	18,318	28,572	24,234	1	25,410	39,630	25,410
Columbus	n/a			36,381	54,571	38,760	2	26,555	39,834	31,973	6	17,716	26,737	20,810		n/a		
Craven	n/a			59,598	120,402	97,526	5	33,951	68,599	41,454	5	20,267	40,950	24,149	1	25,628	51,775	30,199
Cumberland	66,713	112,278	107,100	50,808	85,510	60,000	17	29,423	49,519	32,509	40	21,433	36,071	21,810	7	26,812	45,125	27,065
Currituck	103,347	156,508	115,025	45,184	62,592	52,574	5	28,462	44,380	32,850	4	22,889	31,373	25,511	2	24,747	33,974	26,741
Dare	n/a			46,554	74,485	63,000	5	28,853	46,166	37,973	5	21,656	44,010	28,752	4	23,830	38,128	30,797
Davidson	n/a			56,531	84,796	71,271	9	28,633	57,449	34,514	2	18,354	27,531	18,629	2	19,333	28,999	21,610
Davie	n/a			37,342	57,906	41,167	3	27,865	43,210	34,157		n/a				n/a		
Duplin	n/a			44,839	79,628	48,536	3	25,756	49,508	31,949	6	18,762	33,317	19,648	2	23,794	42,254	26,532
Durham	83,906	163,616	vacant	59,400	106,920	59,400	12	32,210	57,978	42,805		n/a			20	26,620	47,916	32,026
Edgecombe	n/a			n/a				n/a			9	17,199	29,805	18,366		n/a		
Forsyth	n/a			82,700	134,388	99,195	28	20,821	33,820	22,635	38	18,637	30,285	20,369	28	20,820	33,820	22,635
Franklin	n/a			42,026	63,040	50,643	4	27,798	41,697	35,030	8	20,155	30,233	22,261		n/a		
Gaston	65,909	102,164	83,327	61,766	95,741	91,156	2	30,237	46,869	37,277		n/a			7	23,320	36,148	25,884
Gates	n/a			30,020	43,734	30,020	1	24,642	35,899	25,135	2	17,437	25,402	17,789		n/a		
Graham																		
Granville	n/a			29,963	52,854	48,638	1	23,479	41,417	36,164	3	18,397	32,451	31,011	2	21,289	37,555	22,500
Greene	n/a			n/a				n/a			3			18,961		n/a		
Guilford	n/a			94,619	160,852	122,720	6	26,611	45,238	28,446		n/a			7	26,611	45,238	28,902
Halifax	n/a			n/a				n/a			3	17,056	27,567	22,500	2	18,801	30,446	20,230
Harnett	74,536	115,531	108,767	44,972	69,706	70,152	4	30,789	47,723	32,658	4	21,077	32,670	26,476	3	24,942	29,331	27,437
Haywood	n/a			46,739	80,574	73,325	6	23,931	35,896	26,141	12	18,376	30,101	20,433		n/a		
Henderson	78,354	125,091	121,000	52,915	84,490	60,000	8	29,390	46,904	32,947	8	24,149	38,563	26,146		n/a		
Hertford	n/a			40,461	62,716	43,272	1	28,756	44,570	37,371	4	18,536	26,799	22,400	2	19,463	30,168	19,463
Hoke	n/a			n/a			3	28,123	40,256	29,939	3	21,264	30,046	23,009		n/a		
Hyde				34,334	50,684	42,905		n/a			2	19,845	29,296	23,435		n/a		
Iredell	46,673	72,391	49,799	42,658	66,164	43,954	9	31,137	48,294	35,591		n/a				n/a		
Jackson	n/a			43,340	84,976	59,497	13	27,937	60,391	30,671	17	22,984	45,065	24,308		see building maint.	Tech.	
Johnston	public utility director			48,925	87,201	66,238	1	26,419	40,945	29,847	15	20,284	31,440	22,484	1	26,419	40,945	29,140
Jones	n/a			n/a			1	26,556	33,463	26,556	2	22,417	27,779	22,417		n/a		
Lee	n/a			65,128	91,179	71,499	6	31,715	44,401	35,609	6	23,150	32,409	24,450	5	27,712	38,798	27,975
Lenoir	n/a			28,523	50,333	45,343	2	20,682	36,496	36,327	1	17,211	30,371	24,318		n/a		
Lincoln	n/a			39,304	60,070	43,472	1	35,672	54,412	36,566	7	20,716	31,616	23,254	3	24,024	36,649	25,376
McDowell	n/a			n/a				n/a				n/a				n/a		
Macon	n/a			47,674	71,511	61,939		n/a				n/a				n/a		
Madison																		
Martin	n/a			n/a				n/a			4	17,554	28,064	22,586		n/a		
Mecklenburg	n/a			77,061	134,856	120,889	37	38,498	67,372	49,629		n/a			33	23,083	40,396	32,778
Mitchell	n/a			n/a				n/a				n/a				n/a		

TABLE XXVI. COUNTY ENGINEER, BUILDING/FACILITIES DIRECTOR, BUILDING/FACILITIES MAINTENANCE TECHNICIAN, CUSTODIAN, AND GROUNDS MAINTENANCE WORKER
Jan-15

County	County Engineer			Building/Facilities Director			Building/Facilities Maintenance Tech.				Custodian				Grounds Maintenance Worker			
	Hire.	Max.	Avg.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.
Montgomery	n/a			49,000	53,000	51,887	1	24,000	27,000	26,500	4	21,800	31,000	24,150				
Moore	58,787	95,063	vacant	58,787	95,063	78,540	7	26,931	43,550	32,062	11	19,140	30,951	23,980				
Nash	69,589	111,342	99,682	52,527	84,043	59,882	2	30,446	48,714	35,569	3	22,599	36,156	27,588	1	23,582	37,731	24,761
New Hanover	87,114	148,094	104,764	87,114	148,094	125,505	13	29,760	50,626	36,182	24	24,500	41,650	27,007	27	25,725	43,733	26,687
Northampton	n/a			n/a				n/a			6	17,591	31,042	20,267	2	19,394	34,224	20,382
Onslow	n/a			67,496	107,994	68,170	5	26,919	47,392	32,054	20	20,810	33,297	25,455	3	24,345	38,952	25,951
Orange	59,347	97,244	60,536	65,506	107,338	78,800	2	36,219	59,346	44,679	19	26,930	44,128	28,949	2	29,725	48,708	32,212
Pamlico	n/a			n/a			1	21,965	40,948	30,000	3	18,035	33,948	21,836				
Pasquotank	n/a			n/a			3	19,317	32,576	24,732	12	1,799	27,043	20,409	1	23,266	32,576	28,676
Pender	55,862	89,379	64,922	37,810	60,495	38,669	3	28,214	45,143	30,140	5	22,107	35,370	22,239	3	26,871	42,993	27,763
Perquimans	n/a			n/a				n/a			4	18,945	28,691	21,768	1	26,942	40,801	31,970
Person	n/a			n/a				n/a			3	22,255	34,495	25,464				
Pitt	71,389	112,829	vacant	56,470	89,252	62,764	3	29,293	53,291	33,495		n/a			2	24,284	38,379	29,324
Polk																		
Randolph	62,899	96,845	84,705	42,557	65,562	52,909	4	31,762	48,922	35,122	5	20,467	31,533	21,471				
Richmond	n/a			37,753	54,924	48,834	3	27,181	34,556	29,182	2	19,580	28,497	19,580	1	21,508	31,305	27,818
Robeson	n/a			50,590	78,414	73,491	5	31,058	48,140	39,599	11	28,909	44,809	36,859				
Rockingham	n/a			n/a			3	35,501	53,251	38,421	6	20,017	30,026	21,843				
Rowan	n/a			62,793	99,682	79,126	4	28,590	45,386	32,685	2	19,307	30,625	25,387	3	24,670	39,158	26,128
Rutherford	n/a			n/a			3	28,014	42,809	31,916	5	20,792	31,328	21,577	3	28,041	42,209	
Sampson	n/a			n/a			4	24,468	36,696	27,165		n/a						
Scotland	n/a			n/a				n/a			5	18,262	27,408	19,932				
Stanly	n/a			47,933	71,897	70,272	3	27,941	41,911	29,505	1	19,498	29,248	16,965				
Stokes																		
Surry	n/a			46,224	n/a		5	24,492	39,588	28,395	2	19,980	31,944	21,414	4	22,524	36,276	25,544
Swain																		
Transylvania	60,201	90,302	56,511	49,528	74,292	56,904		n/a			6	21,609	32,413	21,743				
Tyrrell	n/a			emergency coordinator			2			46,758		n/a						building/facility maint. Tech
Union	73,663	110,495	96,883	67,423	101,134	84,240		n/a				n/a						
Vance	n/a			n/a				n/a			3	20,688	35,568	23,248	1	23,604	40,584	34,572
Wake	52,900	90,100	89,431	120,000	165,000	123,900	5	23,050	38,950	33,026		n/a			15	23,050	38,950	30,079
Warren	n/a			39,934	63,894	47,747	1	28,380	45,408	vacant		n/a			3	24,516	41,841	25,856
Washington	n/a			n/a				n/a			2	17,928	25,908	18,348	3	22,680	32,808	25,247
Watauga	n/a			54,232	84,059	89,204	5	29,285	54,131	35,944	9	22,488	43,435	27,023				
Wayne																		
Wilkes	n/a			n/a				n/a			4	19,150	29,683	23,955				
Wilson	n/a			46,320	78,276	63,000	2	25,200	42,612	30,696	6	20,892	35,292	30,892	1	21,900	37,032	23,472
Yadkin	n/a			32,897	49,346	38,210	1	23,688	35,532	23,588	1	23,688	35,532	24,404				
Yancey	n/a			n/a			3	24,086	39,699	26,885	1	19,815	32,661	24,221	3			\$9.40/hr
1. 4 positions																		

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

Jan-15

County	Zoning Code Enforcement Officer				Economic Development Director			Tourism Director			Public Information Officer			
	No.	Hire.	Max.	Avg.	Hire.	Max.	Actual	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.
Alamance		n/a			n/a			n/a				n/a		
Alexander		n/a			58,461	82,605	78,624	n/a				n/a		
Alleghany		n/a			n/a			n/a				n/a		
Anson		n/a			47,311	73,332	69,736	n/a				n/a		
Ashe	1	35,595	50,295	38,331	54,792	77,421	54,792	n/a				n/a		
Avery		n/a			34,185	47,672	50,584	n/a				n/a		
Beaufort														
Bertie		n/a			50,270	77,919	54,895	n/a				n/a		
Bladen		n/a			57,074	72,295	72,295	n/a				n/a		
Brunswick	2	37,451	59,920	37,694			105,889	n/a			1	35,486	46,132	38,744
Buncombe		n/a			n/a			n/a				n/a		
Burke	2	31,110	48,223	34,442	n/a			n/a				n/a		
Cabarrus	2	41,909	64,679	48,225	n/a			n/a			1	50,940	78,639	59,831
Caldwell	1	23,037	38,397	28,791	76,058	126,018	vacant	n/a			1	35,777	59,629	42,186
Camden														
Carteret	1	32,770	55,836	37,988	n/a			n/a				n/a		
Caswell		n/a			n/a			n/a				n/a		
Catawba	2	34,746	53,885	42,291	n/a			n/a			3	42,222	65,513	55,411
Chatham	2	43,917	68,072	51,602	n/a			50,839	78,801	59,608	1	64,886	100,573	85,110
Cherokee		n/a			40,228	66,212	45,900	n/a				n/a		
Chowan		n/a			n/a					41,463		n/a		
Clay		n/a					42,707	n/a				n/a		
Cleveland		n/a			64,764	101,112	85,788	n/a				n/a		
Columbus		n/a			54,535	81,803	81,090	n/a				n/a		
Craven		n/a			86,715	175,294	97,526	71,890	145,236	88,800		n/a		
Cumberland	5	35,348	59,490	36,695	n/a			n/a			1	63,757	107,303	80,152
Currituck	1	35,894	49,582	41,003	65,619	91,205	70,931	52,617	72,999	52,617	1	43,326	59,990	46,808
Dare	1	36,650	58,640	42,429	n/a			n/a			1	48,834	78,135	78,135
Davidson	3	34,751	54,646	46,561	n/a			n/a				n/a		
Davie		n/a			n/a			n/a				n/a		
Duplin		n/a			52,539	93,298	54,661	43,097	76,537	44,839		n/a		
Durham		n/a			n/a			n/a			1	79,061	142,311	108,218
Edgecombe		n/a			n/a			n/a				n/a		
Forsyth		n/a			n/a			n/a			1	part time		48,994
Franklin	1	34,974	52,462	45,544	66,524	99,788	81,617	n/a				n/a		
Gaston	1	61,766	95,741	81,352	85,458	132,465	124,354	52,510	81,394	67,825		n/a		
Gates	1	part-time		\$10.79/hr	n/a			n/a				n/a		
Graham														
Granville		n/a			51,239	90,384	54,800	44,270	78,064	46,679		n/a		
Greene		n/a			n/a			n/a				n/a		
Guilford	1	35,661	60,623	48,503	n/a			n/a				n/a		
Halifax	2	34,049	55,271	37,390	71,746	116,469	96,666	n/a				n/a		
Harnett	1	36,435	56,475	43,772	71,462	110,767	72,000	n/a				n/a		
Haywood		n/a			n/a			n/a			1	34,345	51,518	49,354
Henderson	2	33,540	53,508	34,554	65,288	104,247	96,918	49,608	79,209	72,000	1	40,794	65,111	50,470
Hertford	1	34,952	54,176	47,000	46,840	72,602	64,303	n/a				n/a		
Hoke		n/a			n/a			n/a				n/a		
Hyde		n/a			n/a			n/a				part time		\$12.36/hr
Iredell	1	66,883	103,737	97,710	n/a			n/a				n/a		
Jackson	1	33,958	66,581	39,007	52,680	103,289	72,319	n/a				n/a		
Johnston	2	34,402	53,322	36,410	72,708	129,584	81,294			78,151		HR director		
Jones		n/a			n/a			n/a				n/a		
Lee		n/a			n/a			n/a				n/a		
Lenoir		n/a			56,808	100,244	82,275	35,889	63,329	43,726		n/a		
Lincoln	1	30,763	46,924	33,113	n/a			n/a				n/a		
McDowell		n/a			county manager			33,258	48,878	38,136	1	23,484	34,516	26,262
Macon		n/a			contracted			n/a				n/a		
Madison														
Martin	1	27,265	43,584	27,947	n/a			n/a				n/a		

TABLE XXVII. ZONING CODE ENFORCEMENT OFFICER, ECONOMIC DEVELOPMENT DIRECTOR, TOURISM DIRECTOR, AND PUBLIC INFORMATION OFFICER
Jan-15

County	Zoning Code Enforcement Officer				Economic Development Director			Tourism Director			Public Information Officer			
	No.	Hire.	Max.	Avg.	Hire.	Max.	Actual	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.
Mecklenburg		n/a			78,973	138,202	vacant	n/a				107,442	188,023	128,444
Mitchell		n/a						n/a				n/a		
Montgomery		n/a			60000	68000	63,000	n/a				n/a		
Moore		n/a			n/a			n/a			1	39,789	74,486	vacant
Nash		n/a			n/a			43,545	69,672	49,266		n/a		
New Hanover	3	38,008	64,614	44,971	n/a			n/a			1	50,934	86,588	58,903
Northampton	2	34,830	61,461	43,517	54,032	95,345	95,343	part-time		12,300		n/a		
Onslow	3	32,036	51,258	39,270	n/a			n/a			1	53,344	85,350	65,650
Orange		planner			83,853	137,403	100,321	68,823	112,773	90,524	1	68,823	112,773	89,036
Pamlico		n/a			33,344	62,767	part-time	n/a				n/a		
Pasquotank	1	33,806	47,328	35,740	n/a			43,000	55,000	50,000		n/a		
Pender	1	3,261	52,258	32,709	n/a			41,685	66,696	51,500		n/a		
Perquimans		n/a			n/a			n/a				n/a		
Person	2	34,625	53,669	40,170	63,266	98,062	74,603	n/a				n/a		
Pitt		n/a			99,117	156,657	111,491	n/a			1	51,416	81,262	55,185
Polk														
Randolph	1	38,605	59,467	39,711	n/a			49,275	75,878	64,482		n/a		
Richmond	1	34,369	50,003	40,495	83,764	122,392	83,708	n/a				n/a		
Robeson	1	39,638	61,440	41,554	58,564	90,774	77,737	n/a				n/a		
Rockingham	2	32,498	53,251	36,712	74,990	112,486	85,000	46,180	69,272	49,188	1	48,284	72,425	48,284
Rowan	1	36,556	58,040	47,909	n/a			n/a				n/a		
Rutherford	1	56,168	84,632	59,022	50,854	93,474	78,540	41,688	62,814	53,436		n/a		
Sampson		n/a			51,024	76,536	78,072	24,468	36,696	30,576		see assistant county manager		
Scotland		n/a			54,864	96,792	73,776	n/a				n/a		
Stanly	1	32,011	47,966	35,817	57,378	86,068	87,731	n/a				n/a		
Stokes														
Surry	1	30,012	49,572	vacant	n/a			n/a				n/a		
Swain														
Transylvania		n/a			63,211	94,817	82,120	n/a				n/a		
Tyrrell		n/a			n/a			n/a				n/a		
Union		n/a			n/a			n/a			1	49,438	74,157	68,998
Vance	1	30,720	52,860	31,080	56,892	97,848	81,108	43,692	75,144	64,248		n/a		
Wake		n/a			n/a			n/a			3	39,200	66,750	50,407
Warren	1	41,931	67,089	47,205	48,540	77,664	73,730	n/a				n/a		
Washington		n/a			n/a			n/a				n/a		
Watauga		n/a			n/a			n/a				n/a		
Wayne														
Wilkes		n/a			n/a			n/a				n/a		
Wilson		n/a			n/a			46,320	78,276	50,964		n/a		
Yadkin		n/a			n/a			n/a				n/a		
Yancey		n/a			n/a			n/a				n/a		

TABLE XXVIII. ADMINISTRATIVE SUPPORT SPECIALISTS, OFFICE ASSISTANT, AND UTILITY CUSTOMER SERVICE REPRESENTATIVES

Jan-15

County	Administrative Support Specialist				Senior Administrative Support Specialist				Office Assistant—Journey Level				Utility Customer Service Representative				Senior Utility Customer Service				
	No.	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.	
Alamance		n/a				n/a			3	26,866	42,984	37,662		n/a				n/a			
Alexander	4	27,871	45,669	39,273		n/a			15	19,725	32,323	25,470		n/a				n/a			
Alleghany		n/a				n/a				n/a				n/a				n/a			
Anson	3	24,497	37,970	27,043		n/a				n/a				n/a			3	26,596	41,224	30,481	
Ashe		n/a				n/a				n/a				n/a				n/a			
Avery	1	25,977	36,226	26,497	5	28,097	39,182	28,629		n/a				n/a				n/a			
Beaufort																					
Bertie	1	23,560	36,519	vacant		n/a			1	21,658	33,570	23,537	2	24,573	38,088	26,833	1	32,995	51,142	36,938	
Bladen	8			23,844	11			35,220	3			28,714	1	26,425	33,471	31,122	1	28,979	36,707	34,131	
Brunswick	12	35,486	56,779	41,435	12	39,415	63,026	46,906	12	25,665	41,066	27,683	6	29,594	47,350	32,673	3	31,559	50,493	36,181	
Buncombe	8	25,791	39,508	30,633	7	33,591	51,369	41,841	14	28,181	43,116	33,766		n/a				n/a			
Burke	4	24,376	37,785	28,726	5	25,596	39,674	28,366	4	22,109	34,270	24,545		n/a				n/a			
Cabarrus	6	29,777	45,981	33,592	7	32,824	50,690	46,211	2	part-time		\$11.87/hr.		n/a				n/a			
Caldwell		n/a				n/a				n/a				n/a				n/a			
Camden																					
Carteret	1	21,118	35,506	22,191	7	26,480	39,752	28,167	11	21,588	33,909	25,454		n/a				n/a			
Caswell		n/a				n/a				n/a				n/a				n/a			
Catawba	15	24,675	38,295	31,990	20	33,085	51,324	37,960	36	28,568	44,333	33,426		n/a				n/a			
Chatham	10	26,961	41,789	29,365	9	29,725	46,073	31,183		n/a			1	26,961	41,789	29,810	1	37,935	58,801	37,963	
Cherokee		n/a			1	29,454	46,292	30,633	4	23,744	36,341	26,765		n/a				n/a			
Chowan		n/a				n/a				n/a			1	22,995	40,466	29,061		n/a			
Clay		n/a				n/a				n/a				n/a				n/a			
Cleveland	27	23,142	36,084	24,234	4	25,410	39,630	30,624	3	25,410	39,630	27,900		n/a				n/a			
Columbus		n/a			1	25,387	38,081	32,000		n/a			2	22,183	33,275	23,407	1	27,776	41,665	30,600	
Craven		n/a			2	35,581	71,890	63,956	3	IV	26,853	54,261	28,820	1	29,496	59,598	34,767	1	37,294	75,338	48,271
Cumberland	51	24,508	41,247	25,548	70	29,423	49,519	31,472	119	26,812	45,125	28,122		n/a				n/a			
Currituck		n/a				n/a				n/a			2	28,462	39,177	29,271	1	32,178	44,380	34,746	
Dare	24	24,998	39,996	29,875	10	30,267	58,640	43,421	11	24,998	44,010	34,712	4	26,221	46,166	33,679	4	28,853	71,006	44,998	
Davidson	42	23,493	35,241	23,845	6	28,633	42,949	30,916	6	28,633	42,949	30,916		n/a				n/a			
Davie	3	26,538	41,152	30,819	1	29,258	45,371	35,927		n/a			1	26,538	41,152	32,507	1	29,258	45,371	41,622	
Duplin	1	25,755	45,737	29,015	2	35,355	62,786	39,105	2	21,128	37,519	24,930	3	24,753	43,961	26,465	1	44,839	62,233	45,737	
Durham	62	24,200	43,560	30,755	6	39,600	71,280	47,347	9	26,620	47,916	36,926		n/a				n/a			
Edgecombe	5	21,951	38,039	22,965	5	25,411	44,035	25,415	9	19,910	34,503	22,699	1	21,951	38,039	21,951	1	23,048	39,941	32,782	
Forsyth	82	22,048	35,838	24,850	8	29,370	47,736	38,896	40	26,478	43,014	31,183		n/a				n/a			
Franklin	6	29,105	43,662	32,615	8	31,904	47,857	38,528	3	24,220	36,330	29,862	1	26,550	39,825	26,550	1	29,105	43,662	31,324	
Gaston	1	21,156	32,793	25,667	9	33,330	51,664	39,255	27	22,575	34,993	26,053		n/a				n/a			
Gates		n/a				n/a				n/a			2	23,445	34,155	23,918	1	31,554	45,968	41,627	
Graham																					
Granville	2	25,890	45,668	41,310		n/a			3	22,356	39,437	30,092		n/a				n/a			
Greene		n/a				n/a				n/a			2	19,033	32,099	22,888	1	23,045	33,673	28,808	
Guilford	72	27,941	47,500	27,941	18	33,963	57,737	35,751	100	30,805	52,369	33,938		n/a				n/a			
Halifax		n/a			1	32,398	52,592	37,605	2	21,770	35,341	25,400		n/a				n/a			
Harnett	9	28,301	45,754	31,404	3	29,519	45,754	32,346	10	23,915	40,325	26,878	4	28,301	43,867	33,962	2	30,789	47,723	36,233	
Haywood	6	31,450	47,177	29,989	3	34,345	51,518	37,617	5	21,915	32,873	24,571		n/a				n/a			
Henderson		see office assistant			4	30,986	49,491	36,231	6	23,537	37,616	25,701		n/a				n/a			
Hertford		n/a			7	26,083	40,428	29,307	4	22,530	34,923	27,506	2	21,458	33,260	22,596		n/a			
Hoke		n/a			3	42,102	59,490	50,703	7	24,016	33,934	24,821	2	34,638	48,942	37,826	2	34,638	48,942	37,256	
Hyde		n/a				n/a		51,971	7	24,616	34,782	25,442	3	27,142	38,354	27,142	1	35,504	50,166	38,772	
Iredell		n/a				n/a				n/a				n/a				n/a			
Jackson	5	22,984	45,065	23,649	7	27,937	60,391	34,955	6	26,607	52,168	26,227		n/a				n/a			
Johnston	9	26,419	39,183	28,350	18	28,852	44,713	33,217	1	24,191	37,493	25,396	3	28,852	44,713	30,305	1	30,146	46,725	33,737	
Jones		n/a				n/a				n/a			1	27,779	35,023	27,779		n/a			
Lee	2	27,712	38,798	29,380	2	39,712	55,596	41,304		n/a				n/a				n/a			
Lenoir		n/a				n/a				n/a				n/a				n/a			
Lincoln	2	26,520	40,456	31,220	8	27,872	42,515	31,842	6	25,251	38,500	28,214	6	25,251	38,500	27,778		n/a			
McDowell		n/a				n/a				n/a				n/a				n/a			
Macon		n/a				n/a				n/a				n/a				n/a			
Madison																					
Martin	1	31,098	49,711	36,064	6	24,961	39,904	26,226	4	20,038	32,032	27,147		n/a			1	22,837	36,507	23,994	
Mecklenburg		n/a			183	28,040	49,070	35,153	141	31,924	55,897	41,325		n/a				n/a			
Mitchell	10	28,605	40,863	32,779		n/a				n/a				n/a				n/a			
Montgomery	4	24,000	28,000	26,278	3	32,000	35,000	32,667		n/a			2	28,000	31,000	26,278	2	28,000	31,000	32,470	
Moore	12	39,789	64,344	47,270	12	39,789	64,344	47,270	22	24,427	39,501	30,063	2	28,277	45,729	33,028	2	29,692	48,015	34,980	
Nash	2	25,678	41,085	26,749	2	27,961	44,738	35,100	2	30,446	48,714	41,283	1	25,678	41,085	27,819	1	30,446	48,714	37,405	
New Hanover	6	27,011	45,919	26,152	23	32,832	55,814	42,005	70	29,780	50,626	33,818		n/a				n/a			
Northampton	2	30,087	53,092	33,747	2	33,171	58,534	45,036	13	22,451	39,618	26,841		n/a				n/a			
Onslow	7	25,391	40,510	30,797		n/a			5	21,642	34,629	23,096		n/a				n/a			
Orange	3	31,230	51,176	33,964	4	36,219	59,346	44,252	27	29,725	48,708	34,682		n/a				n/a			
Pamlico		n/a				n/a				n/a			2	24,980	38,984	26,876	1	24,880	46,834	35,192	
Pasquotank		n/a				n/a			10	21,951	36,264	27,636	2	21,951	30,732	25,402	2	25,903	38,108	34,984	
Pender		n/a				n/a				n/a			2	24,372	38,996	25,267	1	32,661	52,258	34,296	
Perquimans		n/a				n/a				n/a			2	25,783	39,045	30,965		n/a			
Person	5	27,207	42,171	32,554	3	29,484	45,700	33,226		n/a				n/a				n/a			

TABLE XXVIII. ADMINISTRATIVE SUPPORT SPECIALISTS, OFFICE ASSISTANT, AND UTILITY CUSTOMER SERVICE REPRESENTATIVES

County	Administrative Support Specialist				Senior Administrative Support Specialist				Office Assistant—Journey Level				Utility Customer Service Representative				Senior Utility Customer Service			
	No.	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Actual	No.	Hire.	Max.	Avg.	No.	Hire.	Max.	Avg.
Pitt	6	32,171	50,852	35,860					7	24,284	42,155	29,182								
Polk																				
Randolph	6	22,568	34,757	27,787						n/a				n/a						
Richmond		n/a								n/a				2	22,516	39,556	34,089			n/a
Robeson		n/a								n/a				5	26,829	41,585	34,207			n/a
Rockingham	14	24,938	37,407	27,808					4	29,678	44,516	35,273								n/a
Rowan	34	22,369	35,493	24,857					10	27,219	43,209	35,594		19	24,670	39,158	29,162			n/a
Rutherford		n/a								n/a				7	28,014	42,209				n/a
Sampson	8	22,308	33,480	26,273					3	26,820	40,248	26,908		12	21,312	31,968	23,987		1	23,388
Scotland	5	24,910	39,372	27,504					2	34,104	49,308	36,912		6	23,376	37,644	25,784			n/a
Stanly	4	24,415	36,621	31,025					1	29,226	43,839	40,379								
Stokes																				
Surry	1	21,612	34,776	23,976					3	25,500	41,352	28,236		23	23,544	37,872	27,080			n/a
Swain																				
Transylvania	7	23,451	35,177	23,634					3	27,579	41,368	34,473		4	31,926	47,889	32,884			n/a
Tyrrell		n/a								n/a										
Union	3	28,957	43,436	37,268					5	34,631	51,947	44,907		9	31,681	47,522	38,162		5	30,291
Vance	1	23,604	40,584	27,348					7	25,764	44,316	28,083		6	21,612	40,584	25,582			n/a
Wake	27	25,500	43,100	39,038					15	28,900	49,000	42,992		103	23,050	38,950	32,518			n/a
Warren	12	21,178	33,884	22,960					6	25,742	43,933	28,384		4	21,178	33,884	21,443		2	24,516
Washington		n/a								n/a										
Watauga	5	30,602	47,433	35,803					6	33,419	51,798	44,660								
Wayne																				
Wilkes	1	23,411	36,289	30,049					5	25,370	39,324	29,858		1	21,603	33,485	23,251			n/a
Wilson	2	25,200	42,612	34,344					3	33,360	56,412	38,244		4	30,396	51,348	34,003			n/a
Yadkin	3	28,581	42,873	31,812					3	29,925	44,888	39,772								
Yancey		n/a								n/a										

TABLE XXIX. RISK MANAGER AND SAFETY COORDINATOR
Jan-15

Risk Manager			Safety Coordinator			Risk Manager			Safety Coordinator				
County	Hire.	Max.	Actual	Hire.	Max.	Actual	County	Hire.	Max.	Actual	Hire.	Max.	Actual
Alamance	n/a			36,561	58,498	40,000	Johnston	HR Generalist			n/a		
Alexander	30,765	43,470	40,366	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			n/a		
Ashe	n/a			n/a			Lincoln	n/a			n/a		
Avery	n/a			n/a			McDowell	n/a			emergency management director		
Beaufort							Macon	n/a			n/a		
Bertie	n/a			n/a			Madison						
Bladen	n/a			n/a			Martin	n/a			n/a		
Brunswick	55,218	88,206	64,872	n/a			Mecklenburg	n/a			n/a		
Buncombe	52,169	79,827	74,095	47,766	73,062	62,315	Mitchell	n/a			n/a		
Burke	n/a			n/a			Montgomery	n/a			n/a		
Cabarrus	50,940	78,639	67,587	39,915	61,604	40,885	Moore	43,868	70,939	53,525	n/a		
Caldwell	n/a			31,351	52,252	36,967	Nash	n/a			n/a		
Camden							New Hanover	58,962	100,235	68,337	48,508	82,464	54,011
Carteret	45,000	67,232	46,589	n/a			Northampton	n/a			31,591	55,747	vacant
Caswell	n/a			n/a			Onslow	n/a			37,478	59,965	48,485
Catawba	53,885	83,614	66,386	n/a			Orange	n/a			n/a		
Chatham	37,936	58,801	47,253	risk manager			Pamlico	n/a			n/a		
Cherokee	n/a			n/a			Pasquotank	n/a			n/a		
Chowan	n/a			n/a			Pender	n/a			48,258	77,209	59,612
Clay	n/a			n/a			Perquimans	n/a			n/a		
Cleveland	n/a			38,700	60,396	42,492	Person	n/a			39,061	60,545	54,653
Columbus	n/a			n/a			Pitt	51,416	81,262	69,764	n/a		
Craven	n/a			51,775	104,604	65,453	Polk						
Cumberland	55,639	93,640	vacant	44,353	74,646	45,409	Randolph	40,539	62,421	44,659	n/a		
Currituck	n/a			part-time		\$20.71/hr.	Richmond	n/a			n/a		
Dare	48,834	78,135	56,272	n/a			Robeson	n/a			43,701	67,737	55,719
Davidson	51,269	76,904	62,098	28,633	42,949	34,200	Rockingham	48,284	72,425	70,035	n/a		
Davie	41,169	63,841	50,631	n/a			Rowan	n/a			n/a		
Duplin	n/a			n/a			Rutherford	n/a			n/a		
Durham	54,000	97,200	vacant	43,560	78,408	52,888	Sampson	see finance director			n/a		
Edgecombe	n/a			n/a			Scotland	n/a			n/a		
Forsyth	n/a			n/a			Stanly	n/a			n/a		
Franklin	n/a			n/a			Stokes						
Gaston	n/a			n/a			Surry	n/a			human resources director		
Gates	n/a			n/a			Swain						
Graham							Transylvania	n/a			n/a		
Granville	n/a			n/a			Tyrrell	n/a			n/a		
Greene	n/a			n/a			Union	61,720	92,580	vacant	41,382	62,072	vacant
Guilford	67,244	114,314	97,010	n/a			Vance	n/a			n/a		
Halifax	n/a			n/a			Wake	n/a			43,500	74,000	66,750
Harnett	46,905	72,703	56,262	n/a			Warren	n/a			n/a		
Haywood	n/a			n/a			Washington	n/a			n/a		
Henderson	42,413	67,724	46,838	n/a			Watauga	n/a			n/a		
Hertford	HR director			emergency services director			Wayne	n/a			n/a		
Hoke	n/a			n/a			Wilkes	n/a			n/a		
Hyde	n/a			n/a			Wilson	n/a			n/a		
Iredell	34,068	52,839	52,055	n/a			Yadkin	n/a			n/a		
Jackson	n/a			n/a			Yancey	n/a			n/a		

TABLE XXX. SOCIAL SERVICES ATTORNEY
Jan-15

County	Full-Time Salary	Retainer	Fees	County	Full-Time Salary	Retainer	Fees
Alamance	\$72,912			Johnston		\$276,534	
Alexander	\$64,530 - 91,180			Jones	n/a		
Alleghany			\$110/hr	Lee	n/a		
Anson			\$45,896	Lenoir	2 positions - \$78,039		
Ashe	\$84,051			Lincoln	\$67,558		
Avery	no data			McDowell	no data		
Beaufort				Macon			\$70,000
Bertie			\$15,963	Madison			
Bladen	n/a			Martin	n/a		
Brunswick	\$115,000			Mecklenburg	\$114,486 + 7 Associates (\$84,621-85,759)		
Buncombe	2 positions - \$84,712 - 129,525			Mitchell			\$49,279
Burke	n/a			Montgomery	contract		
Cabarrus	n/a			Moore	n/a		
Caldwell	2 positions \$53,168 - \$101,123			Nash	\$83,541		
Camden				New Hanover	\$74,013		
Carteret	\$65,985			Northampton	n/a		
Caswell		\$76,250		Onslow	\$63,043		
Catawba	2 positions at \$82,965			Orange	n/a		
Chatham			\$115,661	Pamlico	n/a		
Cherokee			\$155,486	Pasquotank	n/a		
Chowan			\$28,313	Pender	n/a		
Clay	n/a			Perquimans			\$19,434
Cleveland	\$92,681			Person			\$69,011
Columbus	\$68,505			Pitt	\$52,656 (4 attorneys)		
Craven	\$79,739			Polk			
Cumberland	8 positions at \$95,021			Randolph	\$62,919 (2 attorneys)		
Currituck	n/a			Richmond	n/a		
Dare	n/a			Robeson	n/a		
Davidson	\$66,321 + Asst County Atty (\$65,341-98,011)			Rockingham	\$71,888		
Davie		\$18,000	\$164,187	Rowan	\$80,694 + 2 staff atty in DSS (65,457 - 104,702)		
Duplin	n/a			Rutherford			\$187,874
Durham	n/a			Sampson			\$144,463
Edgecombe	n/a			Scotland	n/a		
Forsyth	n/a			Stanly	\$74,175		
Franklin	n/a			Stokes			
Gaston	3 positions (\$61,766 - 102,164)			Surry			\$80,741
Gates			\$7,486	Swain			
Graham				Transylvania	n/a		
Granville	n/a			Tyrrell	n/a		
Greene	n/a			Union	n/a		
Guilford	n/a			Vance			\$149,426
Halifax	\$64,156			Wake	4 attorneys at \$91,664		
Harnett	\$79,071			Warren	n/a	\$4,800	\$134,140
Haywood	\$88,434			Washington	n/a		
Henderson	assistant county attorney			Watauga	n/a		
Hertford	n/a			Wayne			
Hoke	\$170,000			Wilkes			\$204,234
Hyde	n/a			Wilson	n/a		
Iredell	1 position - \$61,130 - 94,813			Yadkin	contract \$140/hr		\$97,400
Jackson		\$58,805		Yancey	n/a		

TABLE XXXI. NORTH CAROLINA COOPERATIVE EXTENSION SERVICE COUNTY EXTENSION DIRECTOR
Jan-15

County Extension Director		County Extension Director		County Extension Director	
County	Actual	County	Actual	County	Actual
Alamance	60,617 *	Forsyth	86,759	Orange	89,413
Alexander	77,656	Franklin	65,420	Pamlico	40,769 *
Alleghany	59,000	Gaston	70,979	Pasquotank	Northeast Dist. *
Anson	74,389	Gates	Northeast Dist. *	Pender	65,525
Ashe	63,711	Graham	64,524	Perquimans	65,076
Avery	66,850	Granville	88,238	Person	Granville *
Beaufort	74,779	Greene	68,804	Pitt	88,461
Bertie	88,211	Guilford	74,452 *	Polk	Rutherford *
Bladen	51,022	Halifax	71,067	Randolph	46,847 *
Brunswick	61,446	Harnett	66,240	Richmond	74,036
Buncombe	74,264	Haywood	75,254	Robeson	Columbus *
Burke	79,637	Henderson	76,830	Rockingham	58,000
Cabarrus	68,385	Hertford	50,650	Rowan	86,747
Caldwell	62,279	Hoke	Moore *	Rutherford	57,046
Camden	currituck *	Hyde	52,393	Sampson	60,700
Carteret	Onslow *	Iredell	80,534	Scotland	60,373
Caswell	73,779	Jackson	64,415	Stanly	72,843
Catawba	68,500	Johnston	76,733	Stokes	53,860
Chatham	73,965	Jones	75,957	Surry	77,392
Cherokee	80,545	Lee	79,105	Swain	Jackson
Chowan	44,657 *	Lenoir	71,413	Transylvania	West Dist. *
Clay	cherokee	Lincoln	61,000	Tyrrell	Northeast Dist. *
Cleveland	76,754	Macon	69,935	Union	80,000
Columbus	76,498	Madison	67,689	Vance	58,650
Craven	82,187	Martin	63,555	Wake	86,455
Cumberland	65,534	McDowell	60,087	Warren	56,215
Currituck	65,911	Mecklenburg	64,780	Washington	58,492
Dare	Northeast Dist.	Mitchell	60,302	Watauga	64,756
Davidson	71,536	Montgomery	57,612	Wayne	74,958
Davie	*	Moore	73,301	Wilkes	74,963

TABLE XXXI. NORTH CAROLINA COOPERATIVE EXTENSION SERVICE COUNTY EXTENSION DIRECTOR
Jan-15

County Extension Director		County Extension Director		County Extension Director	
County	Actual	County	Actual	County	Actual
Duplin	52,000	Nash	79,264	Wilson	77,432
Durham	66,705	New Hanover	81,623	Yadkin	52,200
Cherokee Indians	44,150 **	Northampton	64,015	Yancey	59,895
Edgecombe	67,161	Onslow	80,164		

* - Incumbant is serving as Interim Director

** - Eastern Band of the Cherokee Indians

Note: As of January 1, 2011 the State is responsible for fully funding these positions

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

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

Jan-15

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
Alamance	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 13 days after 6 years, 16 days after 11 years, 21 days after 16 years, 25 days after 21 years	30
Alexander	11	X	X	X	X	X	X	X	X	X	2		11.75 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	11-12	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	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
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														
Bertie	11-12	X	X	X	X	X	X	X	X	X	2-3		8 days during first year, 10 days after 2 years, 15 days after 5 years, 17 days after 9 years, 22 days after 15 years, 26 days after 25 years	30
Bladen	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Brunswick	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Buncombe	11-12	X	X	X	X	X	X	X	X	X	2-3		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	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

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

Jan-15

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
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	30
Camden														
Carteret	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years	30
Caswell	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
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	12	X	X	X	X	X	X	X	X	X	3		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	30
Cherokee	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
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	13	X	X	X	X	X	X	X	X	X	3	1	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Cleveland	12	X	X	X	X	X	X	X	X	X	3		10.5 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
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

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

Jan-15

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
Craven	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 20 years	30
Cumberland	12	X	X	X	X	X	X	X	X	X	3		9 days during first year, 12. days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Currituck	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Dare	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 20 days after 15 years	30
Davidson	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 3 years, 15 days after 6 years, 18 days after 9 years	30
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	12												10 days during first year 5 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 23 days after 20 years, 25 days after 25 years	30
Durham	11-12	X	X	X	X	X	X		X	X	2-3	1	11.87 days during first year, 13.87 days after 2 years, 16.87 days after 5 years, 19.87 days after 10 years, 22.87 days after 15 years, 25.87 days after 25 years	30
Edgecombe	12	X	X	X	X	X	X	X	X	X	3		7.5 days during first year, 13.5 days after 1 year, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years; 25 days after 20 years	30
Forsyth	10.5												6 days during first year, 12 days after 2 years, 14 days after 5 years, 17 days after 8 years, 20 days after 12 years, 23 days after 17 years	30
Franklin	12	X	X	X	X	X	X	X	X	X	3	2.5	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	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 after 2 years, 17 days after 5 years, 20 days after 10 years,	30

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

Jan-15

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
													23 days after 15 years, 26 days after 20 years	
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														
Granville	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 days after 2 years, 16.8 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Greene	11	X	X	X	X	X	X	X	X	X	2		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		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
Halifax	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 22 days after 15 years	30
Harnett	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Haywood	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
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	12	X	X	X	X	X	X	X	X	X	3		11.5 days after first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 25.5 days after 20 years	30
Hoke	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 15 days after 4 years, 18 days after 14 years, 20 days after 20 years.	30
Hyde	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 13 days after 2 years, 17 days after 5 years, 19 days after 10 years, 23 days after 15 years, 25 days after 20 years	30
Iredell	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years,	30

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

Jan-15

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year		Vacation Carryover Max
Jackson	12	X	X	X	X	X	X	X	X	X	3		21 days after 15 years, 24 days after 20 years	30	
													10 days during first year, 12 days after 2 years,		
													15 days after 5 years, 18 days after 10 years,		
Johnston	12	X	X	X	X	X	X	X	X	X	3		21 days after 15 years, 24 days after 20 years	30	
													12 days during first year, 15 days after 5 years,		
													18 days after 10 years, 20 days after 15 years		
Jones	11-12	X	X	X	X	X	X	X	X	X	2-3		7.83 days during first year, 9.17 days after 2 years,	30	
													11.17 days after 5 years, 13.17 days after 10 years,		
													15.17 days after 15 years, 17.17 days after 20 years		
Lee	12	X	X	X	X	X	X	X	X	X	3		15.75 days during first year, 18.75 days after 5 years,	30	
													21.75 days after 10 years, 24.75 days after 15 years,		
													27.75 days after 20 years		
Lenoir	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 days after 2 years,	30	
													17 days after 5 years, 20 days after 10 years,		
													23 days after 15 years, 26 days after 20 years		
Lincoln	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years,	30	
													15 days after 5 years, 17 days after 10 years,		
													21 days after 15 years, 24 days after 20 years		
McDowell	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years,	30	
													15 days after 5 years, 18 days after 10 years,		
													21 days after 15 years, 24 days after 20 years		
Macon	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years,	30	
													15 days after 5 years, 18 days after 10 years,		
													21 days after 15 years, 24 days after 20 years		
Madison															
Martin	12	X	X	X	X	X	X	X	X	X	3		11.5 days during first year, 14 days after 2 years,	30	
													17 days after 5 years, 20 days after 10 years,		
													23 days after 15 years, 25.5 days after 20 years		
Mecklenburg	10	X	X	X	X	X	X		X	X	2		10 days during first year, 12 days after 2 years,	30	
													15 days after 5 years, 18 days after 10 years,		
													21 days after 15 years, 24 days after 20 years		
Mitchell	12	X	X	X	X	X	X	X	X	X	3		5 days during first year, 10 days after 2 years,	30	

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

Jan-15

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year		Vacation Carryover Max
														12 days after 5 years, 14 days after 10 years, 18 days after 15 years, 21 days after 20 years	
Montgomery	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 days after 25 years	30
Moore	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
Nash	11-12	X	X	X	X	X	X	X	X	X	2-3			12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 22.75 days after 15 years, 25.75 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, 21 days after 15 years, 24 days after 20 years	40
Northampton	12	X	X	X	X	X	X	X	X	X	3			11 days during first year, 13 days after 2 years, 16 days after 5 years, 19 days after 10 years, 22 days after 15 years, 26 days after 20 years	30
Onslow	15	2	X	2	2	X	X	X	X	X	3			13.5 days during first year, 16.5 days after 5 years, 19.5 days after 10 years, 21 days after 15 years, 22.5 days after 20 years	30
Orange	12													15 days during first year, 18 days after 2 years, 21 days after 5 years, 25 days after 10 years, 28 days after 15 years, 32 days after 20 years	30
Pamlico	12	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, 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

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

Jan-15

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
Perquimans	varies	X	X	X	X	X	X	X	X	X	X ²		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Person	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 21 days after 20 years	30
Pitt	12	X	X	X	X	X	X	X	X	X	3		11.63 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Polk														
Randolph	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 3 years, 18 days after 6 years, 21 days after 12 years, 24 days after 20 years	30
Richmond	13	X	X	X	X	X	X	X	X	X	3	1	12 days during first year, 14 days after 2 years, 17 days after 5 years, 19 days after 10 years, 23 days after 15 years. 26 days after 20 years	30
Robeson	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years, 27 days after 25 years	30
Rockingham	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Rowan	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
Rutherford	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Sampson	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Scotland	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

Jan-15

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
Stanly	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
Stokes														
Surry	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
Swain														
Transylvania	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 3 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 24 days after 20 years	30
Tyrrell	12	X	X	X	X	X	X	X	X	X	3		6 days during first year, 12 days after 1 year, 15 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years	30
Union	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Vance	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
Wake	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 days after 2 years, 17 days after 8 years, 20 days after 10 years, 23 days after 15 years, 26 days after 25 years	30
Warren	12-13	X	X	X	X	X	X	X	X	X	2-3	1	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
Washington	13	X	X	X	X	X	X	X	X	X	3	1	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years, 27 days after 25 years	30
Watauga	12												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
		X	X	X	X	X	X	X	X	X	3			

TABLE XXXIII. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE

Jan-15

County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave Earned Days	Carryover Max	Excess Annual Converted	County Sick Leave Applies		
	Annual Leave	Sick Leave	Holidays	Health Insurance				Public Health	Social Services	Cooperative Extension
Alamance	no	no	yes	yes	12	no limit	yes	yes	yes	yes
Alexander	yes	yes	yes	no	12	no data	yes	yes	yes	no
Alleghany	no	no	no	no	12	no limit	yes	no	yes	no
Anson	no	no	yes	no	12	no limit	yes	yes	yes	no
Ashe	no	no	no	no	8	no data	yes	no	yes	no
Avery	yes	yes	yes	no	12	no limit	yes	no	yes	no
Beaufort										
Bertie	yes	yes	no	yes	12	no limit	yes	no	yes	no
Bladen	yes	yes	yes	yes	12	no data	yes	yes	yes	no
Brunswick	yes	yes	no	no	12	no limit	yes	yes	yes	no
Buncombe	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Burke	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Cabarrus	yes	yes	yes	no	12	no limit	yes	no	yes	no
Caldwell	no	no	no	no	12	no limit	yes	yes	yes	no
Camden										
Carteret	yes	yes	no	no	12	no data	yes	yes	yes	no
Caswell	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Catawba	yes	yes	yes	yes	12	no limit	no data	yes	yes	no
Chatham	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Cherokee	no	no	no	no	12	no limit	yes	yes	yes	no
Chowan	yes	yes	yes	no	12	no limit	yes	no	yes	no
Clay	no	no	no	no	12	no data	to 40 hrs	yes	yes	yes
Cleveland	no	no	no	no	12	no limit	yes	yes	yes	no
Columbus	no	no	no	no	12	no limit	yes	yes	yes	no
Craven	no	no	no	no	12	no limit	yes	yes	yes	no
Cumberland	yes	yes	yes	no	15	no limit	yes	yes	yes	yes
Currituck	no	no	yes	yes	12	no limit	yes	no	yes	no
Dare	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Davidson	yes	yes	yes	no	12	no limit	yes	no	no	no
Davie	no	no	no	no	12	no data	yes	yes	yes	no
Duplin	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Durham	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Edgecombe	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Forsyth	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Franklin	no	no	no	no	12	no limit	yes	yes	yes	no
Gaston	no	no	no	no	12	no limit	yes	yes	yes	no
Gates	no	no	no	no	12	no limit	yes	no	yes	no
Graham										
Granville	no	no	no	no	12	no data	yes	no	yes	no
Greene	yes	yes	yes	no	12	no limit	yes	no	no	no
Guilford	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Halifax	no	yes	no	no	12	no limit	yes	yes	yes	yes
Harnett	no	no	no	no	12	no limit	yes	yes	yes	yes
Haywood	yes	yes	yes	yes	12	no limit	yes	yes	yes	no

TABLE XXXIII. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE

Jan-15

County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave Earned Days	Carryover Max	Excess Annual Converted	County Sick Leave Applies		
	Annual Leave	Sick Leave	Holidays	Health Insurance				Public Health	Social Services	Cooperative Extension
Henderson	yes	yes	yes	yes	12	no data	yes	yes	yes	no
Hertford	no	no	no	no	no data	no limit	yes	no	yes	no
Hoke	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Hyde	yes	yes	no	no	12	no limit	yes	yes	yes	yes
Iredell	no	no	no	no	no data	no carry	yes ²	yes	yes	yes
Jackson	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Johnston	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Jones	yes ¹	yes ¹	yes ¹	yes ¹	12	no limit	yes	yes	yes	no
Lee	yes	yes	yes	no	12	12	yes	yes	yes	no
Lenoir	no	no	no	no	12	no data	yes	yes	yes	no
Lincoln	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
McDowell	yes	yes	yes	yes	no data	no data	yes	no	no	no
Macon	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Madison										
Martin	yes	yes	yes	no	12	no limit	yes	no	yes	no
Mecklenburg	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Mitchell	no	no	no	no	12	no data	yes	no	yes	no
Montgomery	yes	yes	yes	yes	15	no data	yes	yes	yes	no
Moore	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Nash	yes	yes	yes	yes ¹	12	no limit	yes	yes	yes	no
New Hanover	yes	yes	yes	no	12	no data	yes	yes	yes	yes
Northampton	yes	yes	no	no	32	no data	yes	yes	yes	no
Onslow	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Orange	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Pamlico	yes	yes	yes	no	12	no data	yes	yes	yes	yes
Pasquotank	yes	yes	yes	no	12	no limit	yes	no	yes	no
Pender	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Perquimans	yes	yes	yes	no	12	no limit	yes	no	yes	no
Person	no	no	no	no	12	no limit	yes	yes	yes	no
Pitt	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Polk										
Randolph	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Richmond	no	no	no	no	12	no limit	yes	yes	yes	no
Robeson	no	no	no	no	12	no limit	yes	yes	yes	no
Rockingham	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Rowan	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Rutherford	no	no	no	no	12	no data	yes	no	yes	no
Sampson	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Scotland	no	no	no	no	no data	no limit	yes	yes	yes	no
Stanly	no	no	no	no	12	no limit	yes	yes	yes	no
Stokes										
Surry	yes	yes	no	no	12	no limit	yes	yes	yes	no
Swain										
Transylvania	yes	yes	yes	no	12	no limit	yes	yes	yes	no

TABLE XXXIII. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE

Jan-15

County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave Earned Days	Carryover Max	Excess Annual Converted	County Sick Leave Applies		
	Annual Leave	Sick Leave	Holidays	Health Insurance				Public Health	Social Services	Cooperative Extension
Tyrrell	no	no	no	no	12	no limit	yes	no	yes	no
Union	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Vance	no	no	no	no	no data	no data	yes	no	yes	no
Wake	no	no	no	yes	12	no limit	yes	no	no	no
Warren	no	no	no	no	12	no limit	yes	yes	yes	no
Washington	yes	yes	no	no	12	no limit	yes	no	yes	no
Watauga	yes	yes	yes	yes	12	no limit	yes	no	yes	no
Wayne										
Wilkes	yes	yes	yes	yes	12	no data	yes	yes	yes	no
Wilson	no	yes	yes	no	12	no limit	no	yes	yes	yes
Yadkin	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Yancey	yes	yes	no	no	10	no limit	yes	no	yes	no
1 . If work 30 hours or more schedule										
2. Maximum of 80 hours										

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

Jan-15

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	56.5¢	30	30	1037	985	no	n/a	none if hired 7/1/2013 or later
Alexander	56.5¢	45	45	285	285	yes	time off	1.5% after 5 years; 1.6% after 6 years; 1.7% after 7 years; 1.8% after 8 years; 1.9 % after 9 years
Alleghany	40.5¢	40	40	104	104	yes	both	4.0% after 1 year
Anson	56.5¢	no data	no data	no data	237	yes	cash	1.0% after 3 years;2.0% after 5 years; 4.0% after 10 years; 6% after 15 years; 8.0% after 20 years, max \$1,600
Ashe	23.5¢	actual costs	actual costs	222	214	yes	cash	2.5% Increase (one-step) after 4, 7, 9, 11 and 13 years
Avery	45.0¢	36	36	196	194	yes	time off	25% bi-weekly pay after 10 years; 50% after 15 years; 75% after 20 years; 100% after 25 years
Beaufort								
Bertie	56.5¢	38	38	192	169	yes	time off	\$200 after 0 years; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years \$1,000 after 20 years
Bladen	56.5¢	no data	no data	374	351	yes	cash	1.5% after 5 years; 2.25% after 10 years; 3.00% after 15 years; 4.00% after 20 years; 5.00 % after 25 years; 6.00% after 30 years
Brunswick	56.5¢	50	50	935	924	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	IRS	actual costs	actual costs	no data	no data	yes	time off	\$100 less than 1 year; 1.0% after 1 year, 3.0% after 2 years, 4.0% after 5 years; 5.0% after 10 years; 6.0% after 15 years; 7.0% after 25 years
Burke	45.0¢	no data	no data	no data	no data	yes	cash	2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years
Cabarrus	56.5¢	46	83	1096	1036	yes	no data	none
Caldwell	IRS	33	39	518	516	yes	both	\$400 after 5 years, increase by \$50 per year after that
Camden								
Carteret	no data	46	46	417	402	yes	time off	\$50 first year plus \$20 for each additional year of service
Caswell	IRS	no data	no data	no data	no data	yes	both	1.0% after 5 years; 2.0% after 10years; 3.0% after 15 years; 4.0% after 20 years
Catawba	IRS	35	35	1082	1021	yes	cash	\$500 after 5 years, \$650 after 10 years, \$800 after 15 years, \$1,000 after 20 years \$1,500 after 25 years
Chatham	55.5¢	30	30	499	467	yes	cash	none
Cherokee	56.5¢	46	46	302	299	yes	time off	none
Chowan	55.5¢	36	36	136	136	yes	cash	none
Clay	56.5¢	30	30	210	no data	yes	cash	none
Cleveland	51.0¢	37.9	39.80	846	797	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years

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

Jan-15

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Columbus	no data	35.15	actual cost	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	IRS	actual cost	actual cost	no data	579	yes	cash	\$200 after 5 years then additional \$25/year. Maximum of \$1,000 annual
Cumberland	56.0¢	actual costs	actual costs	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. Hired before 6/30/2012
Currituck	56.0¢	fed allow	fed allow	358	349	yes	cash	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	56.5¢	per diem	per diem	757	718	yes	cash	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years
Davidson	56.5¢	actual cost	actual cost	no data	no data	yes	cash	\$50 per year after 1 years; \$30 per year each year after
Davie	45.0¢	actual cost	actual cost	304	301	yes	cash	\$50 after first year, \$30 additional per year after first year
Duplin	IRS	varies	varies	no data	507	yes	both	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Durham	56.5¢	51	51	1920	1777	yes	both	none
Edgecombe	55.5¢	actual cost	actual cost	470	455	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	56.5¢	no data	no data	no data	2070	yes	both	\$680 after 7 years, increases \$40 per year to maximum of \$2,000
Franklin	IRS	30	68	479	462	yes	both	\$300 after 3 years; \$400 after 8 years; \$500 after 13 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	50.0¢	no data	no data	1535	1383	yes	no data	no data
Gates	IRS	37.30	37.30	102	102	yes	time off	none
Graham								
Granville	38.0¢	actual cost	actual cost	no data	no data	yes	cash	none
Greene	IRS	no data	no data	202	193	yes	no data	none
Guilford	56.0¢	actual cost	actual cost	2409	2256	no	n/a	None if hired after 7/1/2010
Halifax	IRS	29	39	558	520	yes	cash	2.0% after 5 years; 3.0% after 10 years
Harnett	no data	no data	no data	825	824	yes	time off	1.00% after 5 years; 1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years

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

Jan-15

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Haywood	55.5¢	39	39	504	496	yes	time off	2.00% after 5 years; 2.50% after 10 years; 3.00% after 15 years; 3.50% after 20 Years; 4.00% after 30 years
Henderson	56.5¢	actual cost	actual cost	761	721	yes	cash	1.00% after 5 years; 2.00% after 10 years; 3.00% after 15 years; 5.0% after 20 years; 7.5% after 25 years
Hertford	48.0¢	41	65	281	266	yes	time off	\$100 after 1 year; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years
Hoke	56.5¢	25	actual cost	404	401	yes	cash	none
Hyde	55.0¢	no data	no data	129	125	yes	cash	\$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years
								\$800 after 15 years; \$1,000 after 20 years
Iredell	no data	no data	no data	no data	no data	yes	cash	none
Jackson	50.5¢	32	36	391	388	yes	cash	none
Johnston	IRS	actual cost	actual cost	no data	1234	yes	both	\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years
Jones	55.0¢	no data	no data	107	105	no	n/a	none
Lee	no data	no data	no data	356	349	yes	time off	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	no data	no data	no data	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	56.0¢	35	35	681	no data	yes	cash	none
McDowell	no data	27.50	27.50	no data	no data	no data	no data	1.5% after 10 years; 2.25% after 15 years;
								3.25% after 20 years; 4.25% after 25 years
Macon	56.0¢	34	34	no data	no data	no	n/a	1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Madison								
Martin	no data	no data	no data	218	210	yes	time off	\$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	IRS	no data	no data	5465	5442	no	n/a	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	55.5¢	no data	no data	181	181	yes	time off	1.0% after 10 years; 1.5% after 15 years;
								2.0% after 20 years; 2.5% after 25 years;
Montgomery	56.0¢	30.50	32.50	no data	no data	no	n/a	2.0% after 10 years; 2.5% after 15 years;
								3.0% after 20 years; 3.5% after 25 years;
								4.0% after 30 years
Moore	IRS	28	28	642	609	yes	both	1.0% after 3 years; 2.0% after 6 years;
								3.0% after 11 years; 4.0% after 16 years;
								5.0% after 21 years

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

Jan-15

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	56.0¢	no data	no data	676	636	yes	time off	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years; 6.5% after 25 years
New Hanover	56.0¢	46	46	1661	1597	yes	cash	none
Northampton	50.0¢	no data	no data	287	284	yes	cash	10 1.5% after 5 years; 2.5% after 10 years 2.75% after 15 years; 3.0% after 20 years 3.5% after 25 years
Onslow	IRS	46	46	1,218	1,133	yes	cash	10 none
Orange	56.0¢	fed allow	fed allow	925	869	yes	both	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Pamlico	28.5¢	46	46	154	no data	yes	cash	1.5% after 5 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Pasquotank	56.0¢	30.50	31.50	no data	no data	yes	cash	\$500 after 10 years; \$750 after 15 years; \$1,000 after 20 years; \$1,500 after 25 years, \$2,000 after 30 years
Pender	IRS	40	40	401	381	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	131	126	yes	cash	none
Person	56.0¢	36	36	408	398	yes	cash	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	fed allow	fed allow	788	788	yes	both	9 none
Richmond	55.5¢	46	46	545	537	yes	cash	3 \$100 after 5 years; \$250 after 10 years; \$350 after 15 years; \$500 after 20 years
Robeson	no data	33	33	1087	1002	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	56.0¢	32	32	650	640	yes	cash	1.5% after 6 years; 2.0% after 8 years; 2.5% after 10 years; 3.0% after 12 years; 3.5% after 14 years; 4.0% after 16 years; 4.5% after 18 years; 5.0% after 20 years
Rowan	56.0¢	36	36	778	743	yes	time off	12 none
Rutherford	no data	no data	no data	406	no data	yes	time off	0.5% after 5 years .75% after 10 years; 1.125% after 15 years; 1.25% after 20 years
Sampson	56.5¢	no data	no data	526	502	yes	cash	2 1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Scotland	40.0¢	IRS guidelines	IRS guidelines	305	291	yes	cash	6 \$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years; \$700 after 25 years
Stanly	IRS	34	34	no data	462	no	n/a	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

TABLE XXXV. WORKWEEK AND OVERTIME POLICIES
Jan-15

County	Work-Week Hours	Exempt Employees Compensated for Overtime	Time Off Or Paid	Straight Time or Time and One-Half	Nonexempt Employees Cash or Time and One-Half	Choice of Compensation Method by Employee
Alamance	40	no	n/a	n/a	time off	no
Alexander	40	yes	time off	straight time	time off	no
Alleghany	40	no	n/a	n/a	both	no
Anson	37.5	no	n/a	n/a	cash	no
Ashe	40	yes	time off	time & one half	time off	no
Avery	40	no	n/a	n/a	both	yes
Beaufort						
Bertie	37.5	no	n/a	n/a	time off	no
Bladen	37.5	no	n/a	n/a	time off	no
Brunswick	40	no	n/a	n/a	time off	no
Buncombe	40	no	n/a	n/a	both	varies
Burke	40	no	n/a	n/a	time off	no
Cabarrus	40	yes	time off	straight time	time off	no
Caldwell	40	no	n/a	n/a	both	yes
Camden						
Carteret	40	no	n/a	n/a	time off	no
Caswell	40	yes	time off	straight time	both	no
Catawba	40	yes	time off	straight time	both	yes
Chatham	40	no	n/a	n/a	time off	no
Cherokee	40	yes	time off	straight time	both	yes
Chowan	40	no data	no data	no data	both	no
Clay	40	no data	no data	no data	both	no
Cleveland	40	yes	time off	straight time	time off	no
Columbus	37.5	yes	time off	Time and One-Half	time off	no
Craven	40	no	n/a	n/a	time off	no
Cumberland	40	yes	time off	straight time	both ²	no
Currituck	40	no	n/a	n/a	time off	no
Dare	37.5 - 40	no	n/a	n/a	both	yes
Davidson	40	no	n/a	n/a	cash	no
Davie	37.5 - 40	no	n/a	n/a	time off	no
Duplin	40	yes	time off	straight time	both	yes
Durham	37.5	no	n/a	n/a	both	yes
Edgecombe	40	yes	time off	straight time	time off	no
Forsyth	40	no	n/a	n/a	cash	no
Franklin	40	no	n/a	n/a	both	no
Gaston	40	no	n/a	n/a	both	yes
Gates	37.5	no	n/a	n/a	time off	no
Graham						
Granville	37.5	yes	time off	straight time	time off	no
Greene	40	no data	no data	no data	both	no
Guilford	40	no	n/a	n/a	cash	no
Halifax	37.5	yes	time off	straight time	both ¹	no
Harnett	40	yes	time off	straight time	time off	no
Haywood	40	yes	no data	no data	time off	no

TABLE XXXV. WORKWEEK AND OVERTIME POLICIES
Jan-15

County	Work-Week Hours	Exempt Employees Compensated for Overtime	Time Off Or Paid	Straight Time or Time and One-Half	Nonexempt Employees Cash or Time and One-Half	Choice of Compensation Method by Employee
Henderson	37.5	no	n/a	n/a	cash	no
Hertford	37.5	yes	time off	straight time	time off	no
Hoke	40	no	n/a	n/a	time off	no
Hyde	40	no	n/a	n/a	both	no
Iredell	40	yes	time off	straight time	both	no
Jackson	40	yes	time off	straight time	time off	no
Johnston	40	yes	time off	straight time	both	yes
Jones	40	yes	time off	straight time ⁵	time off	no
Lee	40	no	n/a	n/a	time off	no
Lenoir	37.5	yes	time	no data	time off	no
Lincoln	40	no	n/a	n/a	cash	no
McDowell	40	yes	time off	straight time	cash	no
Macon	40	no	n/a	n/a	both	yes
Madison						
Martin	40	yes	time off	straight time	time off	no
Mecklenburg	40	no	n/a	n/a	cash	no
Mitchell	40	no	n/a	n/a	time off	no
Montgomery	40	no	n/a	n/a	time off	no
Moore	40	no	n/a	n/a	both	no
Nash	40	no	n/a	n/a	both	no
New Hanover	40	no	n/a	n/a	cash	no
Northampton	37.5	no	n/a	n/a	time off	yes
Onslow	40	yes	time off	straight time	both	yes
Orange	40	no	n/a	n/a	time off	no
Pamlico	40	no	n/a	n/a	time off	no
Pasquotank	40	no	n/a	n/a	cash	yes
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	no
Pitt	40	no	n/a	n/a	cash	no
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	both	no
Rowan	40	yes	time off ⁴	straight time	time off	no
Rutherford	37.5	no	n/a	n/a	time off	no
Sampson	40	yes	time-off	straight time	time off	no
Scotland	40	yes	time off	straight time	both	no
Stanly	37.5	no	n/a	n/a	time off	no
Stokes						
Surry	40	yes	time off	straight time	both ^{1,3}	no
Swain						
Transylvania	37.5	no	n/a	n/a	both	yes

TABLE XXXV. WORKWEEK AND OVERTIME POLICIES
Jan-15

County	Work-Week Hours	Exempt Employees Compensated for Overtime	Time Off Or Paid	Straight Time or Time and One-Half	Nonexempt Employees Cash or Time and One-Half	Choice of Compensation Method by Employee
Tyrrell	varies	no	n/a	n/a	time off	no
Union	40	no	n/a	n/a	both	yes
Vance	37.5	no	n/a	n/a	time off	no
Wake	40	no	n/a	n/a	cash	no
Warren	37.5	yes	time off	straight time	time off	no
Washington	37.5	no	n/a	n/a	both	yes
Watauga	40	yes	time off	straight time	time off	no
Wayne						
Wilkes	37.5	no	n/a	n/a	time off	no
Wilson	no data	no	n/a	n/a	cash	no
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. Depends on department						
3. EMS and C-Comm paid according to IRS co-efficient scale; TPT paid at time and one-half						
4. May accumulate up to a maximum of 40 hours						
5. Exempt employees may accumulate up to 240 hours of comp time						

TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE
Jan-15

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%	none if hired after 6/30/2008	none if hired after 1/1/2014
Alexander	no	3,500	\$35	4,000	512.00	0.00	512.00	0%	no	no
Alleghany	no	1,750	\$20	1,750	755.94	0.00	755.94	0%	100% county paid Local Govt Retirement. Service requirement if hired before 10/16/2006	100% county paid Local Govt Retirement. Service requirement if hired before 10/16/2006
Anson	no	1,000	\$25	none	693.00	0.00	693.00	0%	49% county paid after 30 years service; 41% paid after age 62 and 25 years; 33% paid after age 62, 20 years	medicare supplement
Ashe	no	1,000	\$100	3,500	624.00	0.00	624.00	0%	100% county paid after 25 years service with Ashe County	no
Avery	no	1,000	\$25	3,000	1181.68	0.00	1181.68	0%	100% county paid after age 55, 20 years service	Up to \$2,000 county paid after 20 years service for a medicare supplement
Beaufort										
Bertie	no	3,000	\$25	7,000	588.00	0.00	588.00	0%	50% county paid after 15 years service and age 55; 100% county paid after 20 years	100% county paid Medicare supplement
Bladen	yes	700	\$30	no data	462.00	0.00	462.00	70%	70% at age 60 with 25 years service	70% at age 60 with 25 years service
Brunswick	no	500	\$30	1,500	872.50	40.00	832.50	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	100	\$25	0	1198.00	65.00	1133.00	0%	100% county paid after 5 years service and age 60, after 20 years of service and age 50 or 30 years service at any age	medicare supplement with 25 years service with the county
Burke	yes	1,500	\$20	4,500	573.00	0.00	573.00	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

TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE
Jan-15

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	
Cabarrus	yes	1,000	\$30	4,000	562.00	0.00	562.00	0%	100% county paid after 25 years service, 50% with less than 25 years service	no	
Caldwell	no	3,000	no data	3,000	615.00	40.00	575.00	0%	no	no	
Camden											
Carteret	no	1,000	10%	4,000	583.00	0.00	583.00	0%	100% county paid after 30 years service	no	
Caswell	no	2,500	\$30	4,250	465.77	0.00	465.77	0%	County paid 100% with 30 years county service or 25 years service (15 with county) and age 60 or 75% with 20 years service (15 with county) and age 60. Hired after 12/18/2002	no	
Catawba	yes	1,250	100%	4,000	396.00	0.00	396.00	0%	100% after 30 years service	no	
Chatham	no	300	\$15	3,000	639.89	0.00	639.89	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	667.00	0.00	667.00	0%	100% county paid after 30 years of service	no	
Chowan	no	500	\$30	3,000	484.00	0.00	484.00	0%	100% county paid with full retirement and 20 years service with the county	100% county paid with full retirement and 20 years service with the county	
Clay	no	1,500	no data	5,000	638.59	50.00	588.59	0%	100% county paid after 10 years of service/age 60	no	
Cleveland	yes	2,000	n/a	4,000	593.00	0.00	593.00	0%	no	no	
Columbus	no	2,500	\$40	6,000	610.00	0.00	610.00	0%	100% county paid after 20 years service and age 55 or at any age after 30 years service	100% county paid after 20 years service medicare only	
Craven	no	400	20%	1,500	480.00	0.00	480.00	0%	Sliding scale based on service after 20 years of service, eligible to remain on plan after 15 years with Craven County	no	
Cumberland	no	1,000	\$30	3,000	690.00	51.00	639.00	0%	100% County paid after 10 years service	100% County paid after 10 years service	
Currituck	no	1,500	20%	4,000	627.00	0.00	627.00	0%	100% after 20 years	100% after 20 years	
Dare	no	2,500	\$50	4,500	643.00	0.00	643.00	15%	90% county paid with 20 years service, 95% paid with 25 years and 100% paid with 30 years service	90% county paid with 20 years service, 95% paid with 25 years and 100% paid with 30 years service	

TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE

Jan-15

County	Health Insurance (Employee Only Coverage)						Health Insurance for Retirees			
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost	Employee Pays	County Pays	% Paid on Family Coverage	Retirees under Age 65	Retirees Age 65 or More
Davidson	yes	1,000	20%	3,000	452.45	16.20	432.25	26%	None if hired after 6/30/2009	None if hired after 6/30/2009
Davie	no	1,000	\$25	3,000	482.00	0.00	482.00	18%	50% county paid after 20 years and age 60; 75% paid after 25 years any age and 100% paid after 30 years of service at any age	none
Duplin	no	2,000	\$30	4,000	660.00	0.00	660.00	0%	50% county paid if hired after 8/18/2008 and with 25 years service	50% county paid if hired after 8/18/2008 and with 25 years service
Durham	yes	500	\$20	2,500	550.52	64.68	485.84	50%	100% county paid after 30 years if hired on or after 7/1/06	100% county paid after 30 years if hired on or after 7/1/06 for medicare supplement
Edgecombe	no	2,000	\$100	4,000	656.00	0.00	656.00	0%	100% county paid after 30 years	no
Forsyth	no	1,000	\$25	1,000	no data	85	no data	0%	None if hired after 7/1/2007	no
Franklin	yes	500	\$20	1,500	739.00	50.00	689.00	0%	100% county paid after 20 years/age 55 or after 30 years regardless of age	Retirees may have coverage, county pays for basic medicare plan, retiree pays for upgrade. Retiree payment varies with age/service
Gaston	yes	1,500		2,000	699.06	0.00	699.06	80%	no	no
Gates	no	750	\$20	3,750	548.00	0.00	548.00	0%	100% county paid after 20 years continuous service with county	100% county paid after 20 years continuous service with county
Graham										
Granville	no	1,500	\$25	3,500	635.00	30.00	605.00	0%	95% county paid after 22 years/age 62 or 25 years/age 55 or 30 years regardless of age, if hired before 7/1/2014	100% medicare supplement with 20 years service, if hired before 7/1/2014
Greene	no	1,750	\$25	3,000	642.00	30.00	642.00	0%	100% paid with 25 years service	none
Guilford	no	200	\$20	2,000	765.00	35.00	730.00	65%	None if hired on or after 7/1/2009	None if hired on or after 7/1/2009
Halifax	no	2,500	20%	4,000	478.00	0.00	478.00	0%	100% paid with 30 years service at employee only coverage level	\$100 medicare supplement contribution with 30 years service
Harnett	no	3,000	\$25	6,000	582.00	0.00	582.00	0%	50% county paid after 15 years service, 75% after 20 years; 85% after 25 years; 100% after total of 30 years	County pays up to \$200 for medicare supplement at same percentage for retirees under 65.

TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE
Jan-15

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
Haywood	yes	1,000	\$25	3,000	770.00	0.00	770.00	0%	County pays 67% to 100% based on sliding scale of service and age between 15 and 30 years of service and less than or greater than age 60	County pays 100% for 30 years service, 67% for 20 years and 50% for 5 years toward a medicare supplement
Henderson	no	500	\$15	2,500	898.00	60.00	838.00	0%	50% county paid after service/age total of 70, 75% after total of 75, 100% after total of 80	no
Hertford	no	2,500	\$20	3,000	662.00	0.00	662.00	0%	100% county paid with 30 years if hired after 8/6/2007	100% county paid medicare supplement if hired after 8/6/2007
Hoke	no	1,000	\$35	5,000	566.00	0.00	566.00	0%	100% county paid after 30 years service, 75% after 25 years, 50% after 15 years, 25% after 12 years	none
Hyde	no	1,000	\$30	5,000	650.00	0.00	650.00	0%	30% county paid after 20 years/ 60% county paid after 25 years/ 100% county paid after 30 years	no
Iredell	yes	2,000	30%	5,000	no data	0-60	no data	0%	none if hired on or after 07/01/2014	no
Jackson	no	1,250	\$25	3,000	744.00	0.00	744.00	0%	100% county paid after 20 years service with the county and age 60. Must be hired on or after 07/01/2013	100% county paid after 20 years service with the county and age 60. Must be hired on or after 07/01/2014
Johnston	yes	750	\$20	6,000	556.00	0.00	556.00	no data	none for employees hired on or after 01/01/2011. Grandfatehred programs for earlier hires.	none for employees hired on or after 01/01/2011. Grandfatehred programs for earlier hires.
Jones	no	2,000	\$20	4,000	565.58	141.40	424.18	0%	no	no
Lee	yes	1,500	no data	3,500	506.00	0.00	506.00	0%	100% county paid after 20 years service and age 55	None if hired after 3/1/2010
Lenoir	no	800	\$30	4,200	554.00	20.00	534.00	0%	100% county paid after 25 years/age 60 or after 30 years/any age.	no
Lincoln	yes	2,000	\$35	4,000	710.00	59.00	651.00	0%	100% county paid after 25 years	100% county paid after 25 years
McDowell	no	1,000	\$20	60,000	self funded	0.00	all	0%	25% county paid after 15 years, 50% paid after 20 years, 75% paid after 25 years, 100% paid after 30 years.	no

TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE
Jan-15

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
Macon	no	500	\$25	2,000	500.00	0.00	500.00	72%	no	no
Madison										
Martin	yes	1,500	\$25	4,500	692.81	0.00	692.81	0%	None if hired since 09/11/2011	None if hired since 09/11/2011
Mecklenburg	yes	500	\$25	2,500	783.00	61.00	722.00	n/a	no	no
Mitchell	yes	no data	no data	no data	no data	no data	no data	no data	75% county paid after 20 years,	75% county paid after 20 years,
									87.50% after 25 years, 100% after	87.50% after 25 years, 100% after
									30 years of service	30 years of service
Montgomery	yes	933	\$35	4,726	448.00	0.00	448.00	0%	None if hired after 07/01/2013	None if hired after 07/01/2013
Moore	no	1,500	\$35	3,500	700.00	0.00	700.00	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, 100% paid after 30 years
Nash	yes	1,000	\$25	4,500	621.97	15.00	606.97	0%	None for employees hired 7/1/12 or later.	None for employees hired 7/1/12 or later.
New Hanover	yes	2,000	\$35	6,000	659.00	34.00	625.00	43%	25% county paid after 15 years, 50% paid after 20 years, 75% after 25 years, 94% paid after 30 years	25% county paid after 15 years, 50% paid after 20 years, 75% after 25 years, 94% paid after 30 years. Medicare primary.
Northampton	no	500	\$15	2,500	677.00	135.00	542.00	0%	100% county paid after 30 years, 20 years/age 60 or 50% up to \$350 as of 7/1/2013	100% county paid after 30 years, 20 years/age 60 or 50% up to \$350 as of 7/1/2013
Onslow	yes	2,000	\$40	5,000	590.28	25.00	565.28	0	None if hired after 07/01/2009	no
Orange	yes	500	\$20	1,500	730.00	0.00	730.00	52%	100% county paid after 20 years, 50% paid with 10 years service if hired 7/1/2012 or later.	100% county paid after 20 years, 50% paid with 10 years service if hired 7/1/2012 or later.
Pamlico	no	500	no data	\$4,000	555.00	0.00	555.00	0%	County pays 2% per year of county service	no
Pasquotank	yes	500	\$30	1,500	547.00	0.00	547.00	0%	100% county paid after 25 years	100% county paid after 25 years supplement
Pender	no	500	\$20	3,500	628.00	25.00	603.00	0%	100% county paid after 30 years, 100% county paid after 25 years/ age 55	100% county paid after 20 years Medicare supplement only
Perquimans	no	500	\$30	2,500	561.13	0.00	561.13	0%	100% County paid if eligible for full retirement	no
Person	no	1,000	\$20	3,000	507.00	0.00	507.00	0%	50% county paid after 20 years, 75% paid after 25 years; 100% paid after 30 years.	no

TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE

Jan-15

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
Pitt	no	500 + 10%	\$20	3,000	652.00	56.00	596.00	0%	100% county paid after 20 years/age 60 or 100% after 30 years	no
Polk										
Randolph	yes	2,000	\$25	2,000	526.00	50.00	476.00	0%	50% county paid after 20 years, 75% after 25 years, 100% after 30 years	no
Richmond	no	1,500	\$25	4,500	662.00	0.00	662.00	0%	100% county paid after 30 years service	no
Robeson	yes	3,000	\$25	125,500	719.00	0.00	719.00	0%	100% county paid after 20 years and age 50 or 30 years of service at any age	100% county paid medicare supplement after 30 years
Rockingham	no	1,000	20%	2,500	454.00	0.00	454.00	0%	50% county paid after 20 years service; 75% paid after 25 years and 100% paid after 30 years of service. Various grandfather dates	100% county paid after 30 years if hired before 8/16/07. No contribution after that date
Rowan	no	1,000	\$30	2,500	670.00	67.00	603.00	0%	None if hired after 01/22/2012	no
Rutherford	yes	no data	\$35	no data	no data	no data	448.00	0%	no data	no data
Sampson	no	500	\$30	2,000	935.00	0.00	935.00	\$245/mo	100% county paid after 20 years of service, 75% after 15 years service	no
Scotland	no	1,500	\$35	5,000	671.97	0.00	671.97	0%	None if hired after 7/1/04	None if hired after 7/1/04
Stanly	no	500	\$25	3,000	764.00	0.00	764.00	0%	no	no
Stokes										
Surry	yes	1,000	\$30	4,000	629.00	72.00	557.00	0%	None if hired after 06/16/08	Employee may take supplement at own cost
Swain										
Transylvania	yes	1,500	\$25	2,000	483.00	0.00	483.00	100%	60% county paid after 5 years/age 60, 80% after 20 years/age 55, 100% after 30 years	no
									all service must be with the county	
Tyrrell	no	1,000	\$25	3,500	631.00	0.00	631.00	0%	100% county paid after 20 years service if hired after 7/1/2006	100% Medicare supplement after 20 years of service
Union	no	750	20%	2,750	622.00	20.00	602.00	0%	none	100% Medicare supplement after 20 years service
Vance	no	1,750	\$25	4,750	684.00	0.00	684.00	0%	100% county paid after 30 years if hired 7/1/2011 or later	100% county paid supplement after 15 years
Wake	yes	750	\$20	2,500	527.00	40.00	487.00	51%	None if hired after 06/30/2011	None if hired after 06/30/2011

TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE
Jan-15

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
Warren	no	1,000	\$25	4,000	595.29	0.00	595.29	0%	No County contribution, employee can participate with 20 years with County and age 60 or 30 years in NCLGERS, 20 years with County and age 55	No County contribution, employee can participate with 20 years with County and age 60 or 30 years in NCLGERS, 20 years with County and age 55
Washington	yes	700	\$30	3,910	462.00	14.00	448.00	37%	no	no
Watauga	no	2,500	no data	2,500	525.00	0.00	525.00	\$30/mo	\$300 county paid after 20 years of service, \$400 after 25 years	no
Wayne										
Wilkes	no	750	\$0	3,750	725.00	0.00	725.00	50%	100% county paid after 30 years, 63% after 25 years,	no
Wilson	no	1,500	\$30	4,500	645.00	0.00	645.00	0%	no	no
Yadkin	no	2,000	no data	1,500	511.00	0.00	511.00	0%	100% county paid with 5 years service	no
Yancey	yes	1,500	20%	3,500	436.98	23.07	413.91	0.0%	no	no

TABLE XXXVII. DENTAL AND LIFE INSURANCE

Jan-15

County	Dental Insurance (Employee Only Coverage)						NCLGERS Death Benefit	Term Life Insurance		County Paid	Employee Paid
	Total Cost	Employee Pays	County Pays	Preventive % Paid	Other Expenses % Paid	Annual Max		Life Max Amount			
Alamance	33.00	0.00	33.00	100%	85%/50%	1,500	yes	70,000	100%	0%	
Alexander	27.00	0.00	27.00	100%	80%/50%	1,000	yes	12,500	0%	100%	
Allegany	33.00	33.00	0.00	100%	50%	1,000	yes	10,000	100%	0%	
Anson	19.00	19.00	0.00	no data	no data	1,000	yes	25,000	100%	0%	
Ashe	26.00	0.00	26.00	100%	80%/50%	1,000	yes	10,000	100%	0%	
Avery	Included w/Health			100%	80%	2,000	yes	50,000	100%	0%	
Beaufort											
Bertie	26.00	0.00	26.00	100%	80%/50%	1,000	yes	50,000	100%	0%	
Bladen	36.00	36.00	0.00	100%	80%	1,000	yes	10,000	100%	0%	
Brunswick	Included w/Health			100%	80%	1,000	yes	150,000	0%	100%	
Buncombe	36.20	36.20	0.00	100%	80%/50%	2,500	yes	130,000	100%	0%	
Burke	39.00	0.00	39.00	100%	50%	750	yes	no data	0%	100%	
Cabarrus	33.00	33.00	0.00	100%	80%	1,250	yes	50,000	0%	100%	
Caldwell	33.00	5.00	28.00	100%	80%/50%	2,000	yes	50,000	100%	0%	
Camden											
Carteret	25.00	0.00	25.00	50%	50%	1,000	yes	165,000	15,000	remainder	
Caswell	27.94	27.94	0.00	100%	100%-50%	1,000	yes	n/a			
Catawba	28.00	0.00	28.00	100%	80%/50%	1,250	yes	3 x salary	0%	100%	
Chatham	35.00	0.00	35.00	100%	80%/50%	1,000	yes	500,000	0%	100%	
Cherokee	30.00	0.00	30.00	100%	80%	1,000	no	15,000	100%	0%	
Chowan	24.00	0.00	24.00	100%	80%	1,250	yes	no data	100%	0%	
Clay											
Cleveland	15.00	0.00	15.00	100%/70%/50%	100%/70%/50%	685	yes	n/a			
Columbus	24.00	24.00	0.00	100%	80%	1,250	yes	no data	0%	100%	
Craven	36.00	0.00	36.00	100%	50%	1,500	yes	10,000	100%	0%	
Cumberland	33.00	33.00	0.00	100%	80%/50%	1,000	yes	100,000	5,000	remainder	
Currituck	36.00	0.00	36.00	80%	80%/50%	1,000	yes	n/a			
Dare	35.00	35.00	0.00	100%	80%/50%	1,500	yes	30,000	100%	0%	
Davidson	37.95	37.95	0.00	100%	80%	1,500	yes	10,000	100%	0%	
Davie	28.00	28.00	0.00	100%	80%	1,000	yes	20,000	100%	0%	
Duplin	25.00	25.00	0.00	100%	50%	1,500	yes	100,000	0%	100%	
Durham	54.00	0.00	54.00	100% of 1st \$400	80% to max	1,500	yes	1 x salary	100%	0%	
Edgecombe	15.00	0.00	15.00	100%	80%	1,000	yes	20,000	100%	0%	
Forsyth	no data	0.00	all	100%	50%	1,200	no	1.5 x salary	100%	0%	
Franklin	Included w/Health			100%	80%	1,000	yes	100,000	100%	0%	
Gaston	14.74	0.00	14.74	50%	50%	500	yes	no data			
Gates	25.00	0.00	25.00	80%	80%/50%	1,000	yes	15,000	100%	0%	
Graham											
Granville	30.00	30.00	0.00	100%	50%	750	yes	10,000	100%	0%	
Greene	36.00	36.00	0.00	100%	80%	1500.00	yes	10,000	100%	0%	
Guilford	25.00	4.00	21.00	100%	80%/50%	500	yes	10,000	100%	0%	
Halifax	32.00	0.00	32.00	100%	80%	1,000	yes	20,000	100%	0%	
Harnett	31.00	31.00	0.00	100%	50%	1,000	no	1 x salary	100%	0%	
Haywood	50.00	0.00	50.00	100%	80%/50%	1,000	yes	20,000	100%	0%	
Henderson	48.00	0.00	48.00	100%	0% - 80%	3,000	yes	250,000	0%	100%	
Hertford	27.00	27.00	0.00	100%	80%/50%	1,000	yes	5,000	100%	0%	
Hoke	27.00	27.00	0.00	100%	80%/50%	1,000	yes	10,000	100%	0%	
Hyde	31.00	31.00	0.00	100%	80%	1,500	no	no	n/a	n/a	
Iredell	33.14	33.14	0.00	100%	100%/50%	1,000	yes	1 x salary	100%	0%	
Jackson	23.00	0.00	23.00	100%	80%	1,000	yes	1 x salary	100%	0%	
Johnston	42.00	42.00	0.00	100%	no data	1,250	yes	200,000	100%	0%	
Jones	32.76	32.76	0.00	100%	tiers	1,000	yes	20,000	100%	0%	
Lee	32.74	32.74	0.00	100%	80%	1,000	yes	50,000	100%	0%	

TABLE XXXVII. DENTAL AND LIFE INSURANCE

Jan-15

County	Dental Insurance (Employee Only Coverage)						NCLGERS Death Benefit	Term Life Insurance Life Max Amount	County Paid	Employee Paid
	Total Cost	Employee Pays	County Pays	Preventive % Paid	Other Expenses % Paid	Annual Max				
Lenoir	Included w/Health			100%	80%/50%	1,500	yes	yes	no data	no data
Lincoln	32.00	0.00	32.00	100%	100%/50%	1,000	yes	100,000	0%	100%
McDowell	self funded	0.00	all	100%	80%	1,500	yes	20,000	100%	0%
Macon	27.00	27.00	0.00	100%	50%	1,000	yes	50,000	100%	0%
Madison										
Martin	27.24	0.00	27.24	100%	80%	2,000	yes	10,000	100%	0%
Mecklenburg	19.00	5.00	14.00	100%	70%	1,000	yes	no data	no data	no data
Mitchell	not provided						yes	no data	100%	0%
Montgomery	31.66	31.66	0.00	100%	80%	1,000	no	25,000	100%	0%
Moore	Included w/Health			100%	60%/50%	1,000	yes	500,000	100%	0%
Nash	29.90	0.00	29.90	100%	80%/50%	1,000	yes	1 x salary	100%	0%
New Hanover	35.00	4.00	31.00	100%	80%/50%	1,000	yes	none		
Northampton	28.00	28.00	0.00	100%	80%	1,000	yes	yes	no data	no data
Onslow	33.86	0.00	33.86	100%	80%/50%	1,000	yes	22,500	0%	100%
Orange	24.00	0.00	24.00	100%	85%/50%	1,200	yes	50,000	100%	0%
Pamlico	24.00	0.00	24.00	100%	100%/60%	1,250	yes	10,000	100%	0%
Pasquotank	20.12	20.12	0.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Pender	Included w/Health			100%	80%	1,250	yes	10,000	100%	0%
Perquimans	20.12	0.00	20.12	100%	80%/50%	1,000	no	300,000	0%	100%
Person	31.00	0.00	31.00	100%	80%/50%	750	yes	10,000	100%	0%
Pitt	reimbursement plan			100% to \$200	50%	650	yes	150,000	100%	0%
Polk										
Randolph	25.98	25.98	0.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Richmond	29.00	0.00	29.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Robeson	29.00	29.00	0.00	100%	80%	1,200	yes	25,000	100%	0%
Rockingham	33.00	0.00	33.00	100	80%/50%	1,000	yes	n/a		
Rowan	32.00	32.00	0.00	100%	80%/50%	1,000	yes	32,000	100%	0%
Rutherford	28.00	0.00	28.00	100%	80%/50%	1,500	yes	10,000	100%	0%
Sampson	26.44	0.00	26.44	100%	80%	1,000	yes	10,000	100%	0%
Scotland	29.08	15.08	14.00	100%	80%	1,000	yes	20,000	50%	50%
Stanly	22.00	0.00	22.00	100%	50% after ded	1,000	yes	n/a		
Stokes										
Surry	not offered						yes	30,000	100%	0%
Swain										
Transylvania	Included w/Health			100%	80%/50%	1,000	yes	10,000	100%	0%
Tyrrell	39.00	39.00	0.00	100%	80%/50%	1,500	yes	60,000	100%	0%
Union	32.00	0.00	32.00	100%	80%	1,000	yes	5 x salary	0%	100%
Vance	30.31	0.00	30.31	100%	80%	1,000	yes	25,000	100%	0%
Wake	31.00	4.00	27.00	100%	80%/50%	1,250	yes	5 x salary	remainder	1 x salary
Warren	Included w/Health			100%	80%/50%	1,000	yes	20,000	100%	0%
Washington	28.00	0.00	28.00	100%	80%/50%	1,000	yes	50,000	100%	0%
Watauga	25.00	0.00	25.00	100%	80%/50%	1,000	yes	80,000	100%	0%
Wayne										
Wilkes	30.00	0.00	30.00	100%	no data	1,000	yes	30,000	100%	0%
Wilson	34.00	29.00	5.00	100%	no data	no data	yes	n/a		
Yadkin	31.00	0.00	31.00	100%	50%	1,000	yes	10,000	100%	0%
Yancey	30.24	30.24	0.00	100%	80%/50%	1,000	yes	no data	0%	100%

TABLE XXXVIII. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM
Jan-15

County	401k Plan	Non-Law Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Posted on Web	FY 14-15 Cost of Living Increase (COLA)	FY 14-15 Anticipated Merit Increase'
Alamance	yes	5.00%	yes	2014	yes	2014	0	no	0.00%	0.00%
Alexander	yes	5.00%	yes	2012	yes	2012	2.50%	yes *	no data	no data
Alleghany	yes	0.00%	yes	2014	yes	2014	0	no	0.00%	0.00%
Anson	yes	3.00%	yes	2014	yes	2014	no data	yes	no data	no data
Ashe	yes	2.00%	yes	2014	yes	2014	0	no	1.00%	no data
Avery	yes	3.00%	yes	2011	yes	2011	0	no	0.00%	0.00%
Beaufort										
Bertie	yes	0.00%	yes	2014	yes	2014	5.00%	no	0.00%	0.00%
Bladen	yes	0.00%	yes	2005	yes	2005	no data	no	n/a	n/a
Brunswick	yes	5.00%	yes	2013	yes	2014	no data	no	0.00%	2.50%
Buncombe	yes	8.00%	yes	no data	yes	no data	4.50%	no	no data	no data
Burke	yes	2.00%	yes	2011	yes	2011	0	no	no data	no data
Cabarrus	yes	5.00%	yes	2014	yes	2014	0	no	0.00%	0.00%
Caldwell	yes	0.00%	yes	2014	yes	2014	5.00%	yes *	no data	no data
Camden										
Carteret	yes	5.00%	yes	2010	yes	2014	0	no	no data	no data
Caswell	yes	0.00%	yes	no data	yes	no data	no data	no	2.00%	0.00%
Catawba	yes	0.00%	yes	2014	yes	2014	no data	yes *	1.00%	1-2%
Chatham	yes	5.00%	yes	2012	yes	2012	0	no	2.50%	0.00%
Cherokee	yes	no data	yes	2013	yes	2013	no data	yes	no data	no data
Chowan	yes	0.00%	yes	no data	yes	2003	no data	no	2.00%	no data
Clay										
Cleveland	yes	5.00%	yes	2014	yes	2014	0	yes *	unknown	0.00%
Columbus	yes	0.00%	yes	2013	yes	2013	5.00%	no	2.00%	0.00%
Craven	yes	2.00%	yes	2011	yes	2011	4.80%	no	2.40%	4.80%
Cumberland	yes	1.00%	yes	2014	yes	2014	no data	yes *	no data	no data
Currituck	yes	5.34%	yes	2014	yes	2014	no data	yes *	2.00%	0.00%
Dare	yes	0.00%	yes	2005	yes	2005	5.00%	yes *	no data	no data
Davidson	yes	1.50%	yes	2014	yes	2008	0	no	1.50%	n/a
Davie	yes	3.00%	yes	2014	yes	2014	5.00%	no	0.00%	0.00%
Duplin	yes	0.00%	yes	2014	yes	2013	0	no	2.00%	0.00%
Durham	yes	5.00%	yes	2014	yes	2014	0	no	0.00%	2.00%
Edgecombe	yes	2.00%	yes	2012	yes	2012	no data	no	no data	no data
Forsyth	yes	0.00%	yes	2007	yes	2007	no data	no	n/a	1-3.0%
Franklin	yes	4.00%	yes	2003	yes	2013	2.5%-5.0%	yes *	2.00%	n/a
Gaston	no	n/a	yes	2013	yes	2014	0	yes *	3.00%	0.00%
Gates	yes	0.00%	yes	no data	yes	2006	0	no	1.00%	0.00%
Graham										
Granville	yes	0.00%	yes	1997	yes	2005	2.50%	no	n/a	3.75%
Greene	yes	6.00%	no data	no data	yes	2008	no data	no	no data	no data
Guilford	yes	5.00%	yes	no data	yes	no data	0	no	0.00%	1.00%
Halifax	yes	0.00%	yes	2014	yes	2014	0	no	0.00%	0.00%
Harnett	yes	no data	yes	no data	yes	no data	0	yes *	0.00%	0.00%
Haywood	yes	1.00%	yes	2013	yes	2014	no data	no	0.00%	2.00%
Henderson	yes	2.00%	yes	2014	yes	2014	0	no	3.00%	n/a
Hertford	yes	0.00%	yes	2012	yes	2013	0	no	3.00%	0.00%

TABLE XXXVIII. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM
Jan-15

County	401k Plan	Non-Law Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Posted on Web	FY 14-15 Cost of Living Increase (COLA)	FY 14-15 Anticipated Merit Increase'
Hoke	yes	0.00%	yes	2014	yes	2014	0	no	2.50%	0.00%
Hyde	yes	0.00%	yes	2008	yes	2008	5.00%	no	3.00%	0.00%
Iredell	yes	5.00%	yes	2005	yes	2005	0	no	0.00%	0.00%
Jackson	yes	0.00%	no	2014	yes	2014	0	no	CPI	n/a
Johnston	yes	5.00%	yes	2012	yes	2014	no data	yes *	2.20%	no data
Jones	yes	0.00%	yes	2014	yes	2014	no data	no	0.00%	0.00%
Lee	yes	3.00%	yes	2014	yes	2014	0	yes *	0.00%	0.00%
Lenoir	yes	5.00%	yes	2014	yes	2014	0	yes *	no data	no data
Lincoln	yes	0.00%	yes	2008	yes	2009	2.50%	no	0.00%	2.50%
McDowell	yes	5.00%	yes	2013	yes	2013	0	no	2.50%	0.00%
Macon	yes	2.00%	yes	2011	yes	2011	no data	yes *	0.00%	0.00%
Madison										
Martin	yes	3.00%	yes	1999	yes	1999	0	no	0.00%	0.00%
Mecklenburg	yes	no data	yes	2006	yes	2013	n/a	yes *	n/a	3.00%
Mitchell	yes	no data	yes	no data	yes	no data	5.00%	no	1.60%	no data
Montgomery	yes	5.00%	yes	2014	yes	2014	0	yes *	0.00%	0.00%
Moore	yes	1.50%	yes	2014	yes	2014	0	no	2.00%	0.00%
Nash	yes	5.00%	yes	2008	yes	2014	5.00%	no	unknown	unknown
New Hanover	yes	0.00%	yes	2014	yes	2014	0	yes *	2.00%	0.00%
Northampton	yes	no data	yes	2003	yes	2003	2.50%	no	0.00%	0.00%
Onslow	yes	0.50%	yes	2013	yes	2013	0	yes *	1.00%	0.00%
Orange	yes	to \$1512	yes	2012	yes	2012	0	yes *	1.50%	\$500 or /\$1000 lump sum
Pamlico	yes	0.00%	yes	no data	yes	no data	6.00%	no	no data	no data
Pasquotank	no	n/a	yes	2006	yes	2006	1.00%	no	no data	no data
Pender	yes	0.00%	yes	2014	yes	2014	no data	no	no data	no data
Perquimans	yes	0.00%	yes	2004	yes	2004	0	no	2.00%	1 step
Person	yes	5.00%	yes	2012	yes	2012	5.00%	no	0.00%	2.00%
Pitt	yes	5.00%	yes	2014	yes	2014	0.00%	no	1.50%	0.00%
Polk										
Randolph	yes	2.00%	yes	2012	yes	2012	0	yes *	1.50%	2.00%
Richmond	yes	5.00%	yes	2014	yes	2014	no data	no	no data	no data
Robeson	yes	4.00%	yes	2014	yes	2012	no data	no	no data	no data
Rockingham	yes	0.00%	yes	2013	yes	2013	0	yes *	0.00%	0.00%
Rowan	yes	3.00%	yes	2013	yes	2013	2.00%	yes *	no data	no data
Rutherford	yes	3.25%	yes	no data	yes	no data	no data	no	1.25%	no data
Sampson	yes	2.53%	yes	2003	yes	2013	5.00%	no	0.00%	0.00%
Scotland	yes	2.00%	yes	2012	yes	2012	2.50%	no	1.70%	0.00%
Stanly	yes	0.00%	yes	2014	yes	2014	5.00%	no	1.00%	5.00%
Stokes										
Surry	yes	0.00%	yes	2013	yes	2013	2.5-3.0%	no	0.00%	2.50%
Swain										
Transylvania	yes	0.00%	no	2007	yes	2007	0	no	0.00%	0.00%
Tyrrell	yes	0.00%	no	n/a	yes	2012	no data	no	no data	no data
Union	yes	5.00%	yes	2014	yes	2014	n/a	yes *	n/a	3.28%
Vance	yes	0.00%	yes	2013	yes	2013	0	no	0.00%	0.00%
Wake	yes	5.00%	yes	2013	yes	2013	0	yes *	n/a	2.75%

TABLE XXXVIII. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM
Jan-15

County	401k Plan	Non-Law Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Posted on Web	FY 14-15 Cost of Living Increase (COLA)	FY 14-15 Anticipated Merit Increase'
Warren		0.00%	yes	2014	yes	2014	0	no	no data	no data
Washington	yes	3.00%	yes	1998	yes	2001	no data	no	no data	no data
Watauga	yes	5.00%	yes	no data	yes	no data	no data	no	2.00%	0.00%
Wayne										
Wilkes	yes	0.00%	yes	2014	yes	2014	5.00%	no	no data	no data
Wilson	yes	2.50%	yes	1995	yes	1995	no data	no	2.00%	no data
Yadkin	yes	1.00%	yes	2013	yes	2013	0	yes *	0.00%	1.50%
Yancey	yes	0.00%	yes	2011	yes	2011	0	no	unknown	no data
* - Web Addresses of Pay Plans										
Alexander	www.alexandercountync.gov									
Caldwell	www.caldwellcountync.org									
Catawba	www.catawbacountync.gov/humanresources/SalaryPlan.pdf									
Cherokee	www.cherokeecounty-nc.gov									
Cleveland	www.clevelandcounty.com									
Cumberland	www.co.cumberland.nc.us									
Currituck	www.co.currituck.nc.us/Budget.cfm									
Dare	www.darenc.com									
Franklin	www.franklincountync.us									
Gaston	www.gastongov.com									
Harnett	www.harnett.org									
Johnston	www.johnstonnc.com									
Lee	www.leecountync.gov									
Lenoir	www.co.lenoir.nc.us									
Macon	www.maconnc.org									
Mecklenburg	www.mecklenburgcountync.gov									
Montgomery	www.montgomerycountync.com									
New Hanover	www.nhcgov.com									
Onslow	www.onslowcountync.gov/HR									
Orange	www.orangecountync.gov/prsn/index.asp									
Randolph	www.co.randolph.nc.us									
Rockingham	www.co.rockingham.nc.us									
Rowan	www.rowancountync.gov/hr									
Union	www.co.union.nc.us									
Wake	www.wakegov.com									
Yadkin	www.yadkincountync.gov									

TABLE XXXIX. COUNTY COMMISSIONER BENEFITS
Jan-15

County	Health Insurance		Dental Insurance		401k/457 Plan		Life Insurance		Special Requirements To Participate	Electronics Provided	Others
	Available	Paid	Available	Paid	Available	Paid	Available	Paid			
Alamance	yes	county	yes	county	no		yes	county	none	tablet	c
Alexander	yes	county	yes	county	no		yes	county	none	laptop, tablets	
Alleghany	yes	official	yes	official	yes	official	yes	official	none	no	
Anson	yes	county	no		no		no		none	no	
Ashe	yes	county	yes	county	no		yes	county	none	iPad	
Avery	yes	county	yes	county	no		yes	county	none	none	
Beaufort											
Bertie	yes	county	yes	county	no		no		none	cell phone, tablets	
Bladen	yes	official	yes	official	no		yes	county	none	iPad	
Brunswick	yes	county	yes	county	no		yes	county	none	tablets	
Buncombe	yes	both	yes	official	yes	both	yes	both	none	computer, tablet	
Burke	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data	
Cabarrus	yes	official	no		no		no		none	no	
Caldwell	yes	both	yes	both	no		yes	both	none	no data	
Camden											
Carteret	yes	county	yes	both	no		yes	county	none	cell phone, tablets	
Caswell	yes	official	no data		no data		no data		none	tablets	
Catawba	yes	both	yes	both	no		no		none	iPad, cell phone, computer	
Chatham	yes	county	yes	county	no		yes	county	none	no	
Cherokee	yes	county	yes	county	yes	official	yes	county	none	yes (no detail)	
Chowan	no data	no data	no data	no data	no data	no data	no data	no data	no data	iPad	
Clay	yes	no data	yes	no data	no		yes	no data	none	yes (no detail)	
Cleveland	yes	both	yes	both	yes	both	no		none	cell phone, tablets	
Columbus	yes	county	yes	official	no		yes	county	none	cell phone ¹	
Craven	yes	county	yes	county	no		yes	county	none	no	c
Cumberland	yes	both	yes	official	yes	both	yes	both	none	laptops, iPads	
Currituck	yes	official	yes	official	no		no		none	cell phone reimburse, iPad, air card	
Dare	no		no		no		no		none	cell phone, iPad, computer	
Davidson	yes	no data	yes	no data	no		yes	no data	none	no data	
Davie	yes	county	yes	official	no		yes	county	none	tablet	
Duplin	yes	county	yes	official	yes	official	yes	official	none	laptop	
Durham	yes	county	yes	county	no		yes	county	eligible after 2 full terms	laptops, iPads, printers	e
Edgecombe	no data		no data		no data		no data		none	no data	
Forsyth	no		no		no		no		none	cell phones, tablets	
Franklin	yes	both	yes	both	yes	official	yes	both	none	cell phone, computer	
Gaston	yes	both	yes	both	no data		yes	county	none	cell phone	
Gates	yes	county	yes	county	no		yes	county	none	no	
Graham											
Granville	yes	both	yes	official	no		yes	both	none	cell phone	
Greene	no		no		no		no		n/a	no	
Guilford	yes	both	yes	both	yes	county	yes	both	none	cell phone, iPads	
Halifax	yes	county	yes	county	no		yes	county	none	cell phone, computer, tablet	

TABLE XXXIX. COUNTY COMMISSIONER BENEFITS
Jan-15

County	Health Insurance		Dental Insurance		401k/457 Plan		Life Insurance		Special Requirements To Participate	Electronics Provided	Others
	Available	Paid	Available	Paid	Available	Paid	Available	Paid			
Harnett	yes	county	yes	official	yes	official	yes	official	none	tablets	
Haywood	yes	county	yes	county	yes	county	yes	county	none	tablets	
Henderson	yes	both	yes	both	no		yes	official	none	cell phone, computer	
Hertford	no		yes	official	no		no		none	tablets	
Hoke	yes	county	yes	official	yes	both	yes	county	none	no	
Hyde	no data									no	
Iredell	yes	both	yes	official	yes	official	yes	official	none	cell phone, FAX	b, c
Jackson	yes	county	yes	county	no		yes	county	none	tablets	
Johnston	yes	both	yes	official	yes	official	yes	county	none	laptop, printer internet card, FAX	a
Jones	yes	both	no		no		no		none	laptop	
Lee	yes	both	yes	official	no		yes	both	none	laptop, FAX	
Lenoir	no		no		no		no		n/a	no	
Lincoln	no		no		no		no		n/a	laptop	
McDowell	no		no		no		no		n/a	computers	
Macon	yes	county	yes	official	no		yes	county	none	iPad	
Madison											
Martin	yes	county	yes	county	yes	both	yes	county	none	no	
Mecklenburg	yes	no data	yes	no data	yes	no data	yes	no data	none	cell phone, tablet	
Mitchell	no		no		no		no		n/a	no	
Montgomery	no		no		no		no		none	no	
Moore	no		no		no		yes	county	n/a	iPad	
Nash	no		no		no		yes	county	none	iPad	
New Hanover	yes	both	yes	both	no		no		none	cell phone, iPad	a,c
Northampton	yes	both	yes	official	yes	official	yes	both	none	no	
Onslow	no		yes	official	no		no		n/a	no	
Orange	yes	county	yes	county	yes	both	yes	county	none	cell phone, computer or tablet, FAX	c,d
Pamlico	yes	county	yes	county	no		yes	county	none	no	
Pasquotank	no		no		no		no		none	no	
Pender	yes	both	yes	both	no		yes	county	none	computer, printer, cell phone	f
Perquimans	no		no		no		no		n/a	iPad	
Person	yes	county	yes	county	no		yes	county	none	iPad	
Pitt	yes	both	no		no		yes	county	none	no	
Polk											
Randolph	yes	no data	no		no		no		none	no	
Richmond	yes	county	yes	county	yes	official	no		none	yes, unspecified	
Robeson	yes	county	yes	official	yes	both	yes	both	none	cell phone	
Rockingham	no		no		no		no		none	tablet	
Rowan	yes	county	yes	official	no		yes	county	none	laptop, tablet, cell phone	
Rutherford	yes	no data	yes	no data	no		yes	no data	none	cell phone, laptop, iPad	
Sampson	yes	county	yes	county	yes	county	yes	county	none	laptop, fax machine	
Scotland	no		yes	both	no		yes	both	none	iPad	
Stanly	yes	county	yes	county	no		no		none	cell phone	
Stokes											
Surry	yes	both	no		no		yes	county	none	iPad, cell phone	b,c
Swain											

TABLE XL. MISCELLANEOUS HR PRACTICES

Jan-15

County	Performance Appraisal System	Grievance Process	Succession Planning	Customer Service Training
Alamance	no	yes	no	no
Alexander	no data	yes	no data	no data
Alleghany	no	yes	no	no
Anson	no	no	no	no
Ashe	no	yes	no	no
Avery	no	yes	no	no
Beaufort				
Bertie	no	yes	no	no
Bladen	yes	yes	no	yes
Brunswick	yes	yes	no data	no data
Buncombe	no data	no data	no data	no data
Burke	yes	yes	no data	no data
Cabarrus	yes	yes	no data	yes
Caldwell	yes	yes	yes	yes
Camden	yes	yes	no	yes
Carteret	yes	yes	yes	yes
Caswell	yes	yes	no	yes
Catawba	yes	yes	yes	yes
Chatham	no	yes	yes	yes
Cherokee	no	yes	no	yes
Chowan	yes	yes	no	no
Clay				
Cleveland	yes	yes	no	yes
Columbus	yes	yes	no	yes
Craven	yes	yes	no	yes
Cumberland	yes	yes	no	yes
Currituck	yes	yes	yes	yes
Dare	yes	yes	no	no
Davidson	yes	yes	yes	yes
Davie	no	yes	no	no
Duplin	yes	yes	yes	yes
Durham	yes	yes	no	yes
Edgecombe	yes	yes	yes	yes
Forsyth	yes	yes	no	yes
Franklin	yes	yes	no	yes
Gaston	yes	yes	no data	yes
Gates	no	yes	no	no
Graham				
Granville	yes	yes	no	yes
Greene	no data	no data	no data	no data
Guilford	yes	yes	yes	yes
Halifax	yes	yes	no data	no data
Harnett	yes	yes	no	no
Haywood	yes	yes	yes	yes
Henderson	yes	yes	yes	yes
Hertford	yes	yes	no	no
Hoke	yes	yes	no	yes
Hyde	yes	yes	no	no
Iredell	yes	yes	yes	no
Jackson	no	yes	no	no
Johnston	yes	yes	no	yes
Jones	yes	yes	no	yes
Lee	yes	yes	no	yes
Lenoir	no	yes	yes	yes

TABLE XL. MISCELLANEOUS HR PRACTICES

Jan-15

County	Performance Appraisal System	Grievance Process	Succession Planning	Customer Service Training
Lincoln	yes	yes	no	yes
McDowell	no	yes	no	no
Macon	yes	yes	no	no
Madison				
Martin	no data	no data	no data	no data
Mecklenburg	yes	yes	yes	yes
Mitchell	no	no data	no data	no data
Montgomery	yes	yes	no	no
Moore	yes	yes	no	no
Nash	yes	yes	no	yes
New Hanover	yes	yes	no	yes
Northampton	yes	yes	no	no
Onslow	yes	yes	no	yes
Orange	yes	yes	no data	yes
Pamlico	no data	yes	no data	no data
Pasquotank	yes	yes	yes	yes
Pender	yes	yes	no	yes
Perquimans	yes	yes	no	no
Person	yes	yes	no data	no data
Pitt	yes	yes	no	yes
Polk				
Randolph	yes	yes	no	yes
Richmond	yes	yes	no	yes
Robeson	no	yes	no	no
Rockingham	yes	yes	no data	yes
Rowan	yes	yes	no	no
Rutherford	yes	yes	no data	yes
Sampson	yes	yes	no	yes
Scotland	no	no	no	yes
Stanly	yes	yes	yes	yes
Stokes				
Surry	yes	yes	no	yes
Swain				
Transylvania	yes	yes	no data	no data
Tyrrell	no data	yes	no data	no data
Union	yes	yes	no	yes
Vance	yes	yes	no	no
Wake	yes	yes	no	yes
Warren	yes	yes	no	no
Washington	no data	no data	no data	no data
Watauga	yes	yes	yes	no
Wayne				
Wilkes	no	no	no	no
Wilson	no	yes	no	yes
Yadkin	yes	no	no	no
Yancey	no	yes	yes	yes