

County Salaries

in

North Carolina

2006

Compiled by the MAPS Group for the Institute of Government

Based on data collected in the fall of 2005



UNC
SCHOOL OF GOVERNMENT

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Introduction

Since 1950 the Institute of Government has published information on salaries and working conditions in North Carolina counties to meet the needs of elected and appointed officials in reviewing current personnel practices. Ninety-six North Carolina counties participated in this year's survey of ninety-five appointed classes or positions and four elected positions.

This report contains salary and wage profiles by position and information about fringe benefits that participating counties are offering for the 2005–2006 fiscal year. Data for mental health directors is not included because restructuring of mental health services has made that data difficult to obtain. A new column for the North Carolina Local Government Employees' Retirement System (NCLGERS) death benefit has been added to Table XXXVII. The job titles that the counties used to provide the salary and compensation data are included. Salary amounts have been rounded to the nearest dollar except for hourly salaries. Salaries, travel allowances, and employee benefits are expressed in annual amounts unless otherwise noted.

Estimated county population projections for 2005 and assessed property valuations for each county for fiscal year 2005–2006 are presented on the North Carolina state map on page 1 and in Table I on page 2. Both population estimates and property valuations are based on estimates provided by the individual counties. For this reason, information presented here may vary from projections available from other sources.

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

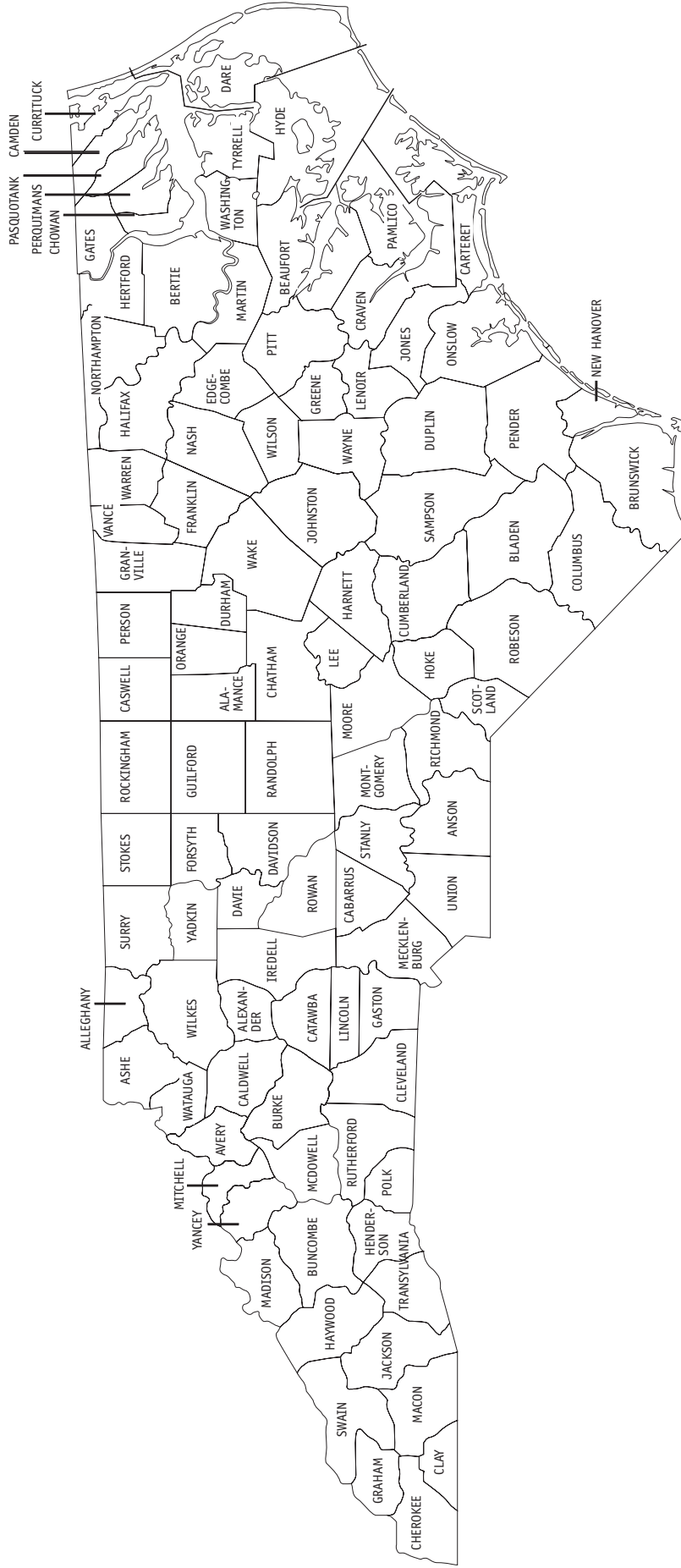
Twenty-nine awarded performance pay increases for 2005–2006. The percentage of employees who received performance increases ranged from a low of 1.0 percent to a high of 100 percent of employees in the counties reporting a performance pay increase. The average was 49.6 percent (down from 57.5 percent the previous year) for those counties providing any such increase.

Seventy-five counties (up from seventy-one the previous year) reported awarding their employees an across-the-board cost of living adjustment (COLA). The COLAs ranged from a low of 1.1 percent to a high of 10.25 percent. The average COLA was 2.9 percent (up from 2.6 percent last year). Twenty-two counties reported awarding their employees both a COLA and a performance pay increase. While not addressed in a survey question, for the second year in a row, several participants noted that they either fully or partially implemented a recently conducted classification and pay study during the fiscal year. Because of this, several indicated that their merit and/or COLA increases were eliminated or reduced this year.

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



Total estimated 2005 population, 89 counties reporting: 8,063,645

Total approximate 2005-2006 valuations of real and personal property and public service companies, 80 counties reporting: \$603,344 million

Note: Figures are based on data reported by individual counties. See Table I.

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

January 2006

County	Est. Pop'n 2005	Approx. Valuation 2004-2005 (Millions)	Chair Board of Commissioners	County Commissioner	County Manager/Administrator
Alamance	137,126	\$10,138	\$9,600 + \$1,200 travel	\$8,400 + \$1,200 travel	\$126,490
Alexander	no data	no data	\$7,564	\$7,564	no data
Alleghany	10,874	992	\$4,800	\$3,000	\$63,887 ¹
Anson	no data	no data	\$7,581	\$6,360	\$73,000
Ashe	25,800	1,962	\$14,889	\$13,589	\$90,000 ²
Avery	18,221	2,378	\$8,500	\$5,500	\$56,000
Beaufort	46,000	3,630	\$6,300 + \$1,800 travel	\$4,200 + \$1,800 travel	\$93,900 + \$5,700 travel
Bertie	19,733	877	\$10,287 + \$4,800 travel	\$9,002 + \$4,800 travel	\$92,161 + \$4,800 travel
Bladen	33,207	no data	\$8,337 + \$4,800 travel	\$7,472 + \$3,600 travel	\$94,000 + \$7,200 travel
Brunswick	84,575	13,250	\$13,858 + \$50 per meeting	\$11,322 + \$50 per meeting	\$140,000 ²
Buncombe	215,000	no data	\$20,729 + \$7,800 travel	\$13,619 + \$7,800 travel	\$154,922
Burke	89,148	4,978	\$6,706 + \$600 travel	\$5,779 + \$600 travel	\$96,000
Cabarrus	146,135	13,995	\$12,117 + \$7,200 travel	\$10,616 + \$6,600 travel	\$143,260
Caldwell	78,000	4,200	\$5,675 + \$2,796 travel	\$5,675 + \$2,796 travel	\$97,447 + \$4,800 travel
Camden	8,500	514	\$4,500 + \$50 for called meetings	\$4,200 + \$50 for called meetings	no data
Carteret	61,122	7,953	\$4,800 + \$2,400 travel	\$3,600 + \$1,800 travel	\$85,000 + \$4,800 travel
Caswell	23,673	1,250	\$7,332	\$6,444	\$62,508 ³
Catawba	146,073	11,728	\$10,800 + \$3,000 travel	\$8,400 + \$3,000 travel	\$171,931 + travel allowance
Chatham	52,500	6,060	\$13,050 + \$1,200 travel	\$12,000 + \$1,200 travel	\$103,784 + \$7,500 travel
Cherokee	25,000	2,186	\$1,210 + \$3,600 travel	\$10,786 + \$1,200 travel	\$51,599 + \$3,600 travel
Chowan	14,549	856	\$7,200	\$6,000	\$106,715 + \$6,000 travel
Clay					
Cleveland	99,800	5,770	\$3,600 travel	n/a	\$120,372 + \$4,800 travel
Columbus	no data	no data	\$15,761 + \$1,500 travel	\$45 per meeting	no data
Craven	91,754	5,935	\$10,500 + \$4,800 travel	\$9,300 + \$4,800 travel	\$128,956 + \$4,800 travel
Cumberland	310,000	11,844	\$23,308	\$17,210	\$157,740 + \$675 travel
Currituck	19,653	7,434	\$12,000 + \$3,600 travel	\$10,800 + \$3,600 travel	\$94,477 ²
Dare	no data	no data	\$8,682 + \$4,800 travel	\$8,014 + \$3,600 travel	\$153,470
Davidson	153,775	9,700	\$10,235 + \$2,700 travel	\$8,937 + \$2,400 travel	\$112,000 + \$4,185 travel
Davie					
Duplin	50,000	2,386	\$9,000	\$9,000	\$80,417 + \$4,800 travel
Durham	239,662	19,290	\$19,712	\$16,774	\$153,000
Edgecombe	54,713	2,491	\$6,144 + \$4,200 travel	\$4,645 + \$3,420 travel	\$90,619 + \$4,800 travel
Forsyth	320,919	27,921	\$20,592	\$17,680	\$188,656 + \$7,500 travel
Franklin	54,181	3,285	\$9,036 + \$3,600 travel	\$7,942 + \$3,600 travel	\$90,250 ²
Gaston	no data	no data	\$13,780 + \$4,500 travel	\$11,706 + \$3,900 travel	\$138,025 + \$7,200 travel
Gates	10,703	510	\$367 + \$25 per meeting	\$309 + \$25 per meeting	\$71,654 + \$2,625 travel
Graham	8,105	576	\$6,006 + \$2000 travel	\$6,006	\$46,305 ²
Granville	no data	no data	\$11,400	\$10,200	\$93,903
Greene	19,750	895	\$5,004 + \$1,800 travel	\$4,342 + \$1,200 travel	\$89,760 + \$6,000 travel ⁴
Guilford	433,789	40,600	\$24,300 + \$1,500 travel	\$20,700 + \$1,500 travel	\$160,280 + \$6,000 travel
Halifax	57,370	2,298	\$5,400	\$4,800	\$91,946 + \$4,800 travel
Harnett	101,542	no data	\$8,068 + \$510 travel	\$6,934 + \$510 travel	\$117,047 + \$8,317 travel
Haywood	71,872	4,325	\$12,607 + \$2,400 travel	\$11,031 + \$2,400 travel	\$103,888
Henderson	97,810	9,067	\$16,233 + \$75 per meeting	\$10,078 + \$75 per meeting	\$96,739 + \$4,200 travel
Hertford	22,604	1,138	\$12,491	\$11,189	\$75,412 ²
Hoke	40,000	1,458	\$7,612 + \$100 per special meeting	\$6,858 + \$100 per special meeting	\$84,664 ²
Hyde	5,826	no data	\$5,244	\$3,933	\$70,000 ²
Iredell	136,808	14,229	\$10,138 + \$4,815 travel	\$9,413 + \$2,600 travel	\$138,804 + \$7,200 travel
Jackson	34,729	5,637	\$14,062	\$10,005	\$94,932
Johnston	145,968	8,160	\$6,296 + \$6,000 travel	\$4,641 + \$4,800 travel	\$118,314 + \$6,000 travel
Jones	10,400	no data	\$9,792 + \$2,400 travel	\$9,180 + \$2,400 travel	\$69,917
Lee	54,417	3,868	\$10,259	\$8,904	\$84,706 + \$7,500 travel
Lenoir	58,544	3,196	\$16,534	\$13,190	\$75,048 + \$6,000 travel
Lincoln	68,000	5,655	\$6,000 + \$2,400 travel	\$4,800 + \$2,400	\$90,053 + \$9,000 travel
McDowell	43,000	2,594	\$8,592	\$8,592	\$83,394 + travel allowance ⁵
Macon	31,000	5,300	\$9,923 + \$3,600 travel	\$8,268 + \$3,600 travel	\$96,581 + \$8,400 travel
Madison					
Martin	25,593	1,340	\$7,920 + \$6,000 travel	\$7,015 + \$6,000 travel	\$73,800 + \$3,600 travel ²
Mecklenburg	801,137	85,700	\$34,303 + \$3,528 travel	\$29,302 + \$3,528 travel	\$187,200 + \$10,800 travel
Mitchell	15,950	1,020	\$3,900 + \$3,600 travel	\$2,700 + \$3,000 travel	\$47,000 ¹
Montgomery	30,000	1,882	\$8,436 + \$1,200 travel	\$7,656 + \$1,200 travel	\$97,380 + \$7,200 travel
Moore	80,497	7,554	\$6,360 + \$2,700 travel	\$4,680 + \$2,700 travel	\$123,812 ²
Nash	90,712	5,429	\$9,225	\$7,995	\$110,904 + \$6,000 travel
New Hanover	177,000	17,896	\$21,735 + \$4,290	\$14,750 + \$3,640	vacant
Northampton	22,086	1,131	\$9,537	\$8,740	\$78,864 ¹
Onslow	157,000	6,685	\$11,466 + \$1,800 travel	\$10,560 + \$1,800 travel	\$124,000 + \$3,000 travel
Orange	129,791	10,600	\$15,407 + \$3,300 travel	\$11,807 + \$2,700 travel	\$148,633 ²

County	Est. Pop'n 2005	Approx. Valuation 2004-2005 (Millions)	Chair Board of Commissioners	County Commissioner	County Manager/Administrator
Pamlico	13,100	\$ 1,135	\$3,909 + \$1,800 travel	\$3,334 + \$1,200 travel	\$66,300 ⁶
Pasquotank	34,897	1,589	\$8,400	\$7,200	\$91,202 ¹
Pender	45,000	3,812	\$12,131 + \$2,400 travel	\$11,360 + \$2,400 travel	\$99,000 ¹
Perquimans	11,368	887	\$4,800	\$3,600	\$66,142
Person	37,594	3,100	\$11,556	\$9,180	\$90,512 + \$5,100 travel
Pitt	133,798	8,400	\$10,008 + \$2,400 travel	\$10,008 + \$2,400 travel	\$131,950
Polk	19,400	1,527	\$7,534	\$6,101	\$92,500 + \$6,000 travel
Randolph	135,805	8,600	\$11,400 + \$3,000 travel	\$7,800 + \$1,800 travel	\$121,716
Richmond	46,000	2,299	\$9,191 + \$3,000 travel	\$8,605 + \$2,400 travel	\$106,445 + \$4,800
Robeson	120,000	5,300	\$12,575 + \$700 travel	\$10,000 + \$700 travel	\$103,651 ²
Rockingham	94,484	5,108	\$8,832 + \$1,800 travel	\$7,632 + \$1,800 travel	\$114,716 + \$4,800 travel
Rowan	133,226	9,500	\$12,697 + \$3,600 travel	\$12,697 + \$3,600 travel	vacant
Rutherford	63,861	no data	\$5,799 + \$3,406 travel	\$5,799 + \$3,406 travel	\$81,936 + \$3,600 travel
Sampson	61,768	3,162	\$9,036 + \$3,000 travel	\$5,712 + \$3,000 travel	\$102,732 + \$3,600 travel
Scotland	35,201	1,825	\$8,772	\$5,712	\$82,500 + \$6,000 travel
Stanly	59,068	no data	\$5,772 + \$6,000 travel	\$4,572 + \$6,000 travel	\$94,561 + \$4,800 travel
Stokes	47,222	3,163	\$188.50 per meeting + \$38 per additional meeting	\$171.00 per meeting + \$35 per additional meeting	\$63,036
Surry	72,641	4,658	\$7,716	\$6,948	\$93,564 + \$3,600 travel
Swain	13,000	no data	\$11,220 + \$3,900 travel	\$5,610 + \$3,250 travel	\$58,262 ²
Transylvania	29,525	3,458	\$9,534 + \$400 travel	\$7,978	\$87,419 ¹
Tyrrell	4,250	393	\$400 meeting fee	\$100 meeting fee	\$32,580 ⁷
Union	151,847	14,300	\$9,594	\$8,268	\$168,156 + \$7,200 travel
Vance	44,000	2,050	\$8,400	\$6,000	\$90,432 + \$6,000 travel ⁸
Wake	747,989	73,444	\$19,957	\$17,017	\$180,242 + \$6,000 travel
Warren	19,972	1,192	\$10,000 + \$2,000 travel	\$8,000 + \$2,000 travel	\$67,617
Washington	13,428	721	\$5,400 + \$3,000 travel	\$4,500 + \$2,700 travel	\$69,500 + \$3,600 travel
Watauga	43,000	no data	\$7,380 + \$2,590 travel	\$5,120 + \$1,940 travel	\$103,306
Wayne	115,596	5,175	\$10,222 + \$3,100 travel	\$8,179 + \$3,100 travel	\$115,500 + \$8,500 travel
Wilkes	66,909	4,566	\$6,500 + \$3,000 travel	\$6,500 + \$2,400 travel	\$87,908
Wilson	no data	no data	\$6,600	\$5,400	\$118,860 + \$5,100 travel
Yadkin	38,000	2,234	\$2,100 + \$588 travel	\$1,800 + \$588 travel	\$77,797 + \$588 travel
Yancey					

1. Car available
2. Car assigned
3. Also purchasing agent and public information officer
4. Also clerk to the board
5. Also economic development director
6. Also safety officer
7. Also finance officer and water system supervisor
8. Also purchasing agent

TABLE II. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER

January 2006

County	Comments	Assistant County Manager			Assistant to the Manager		
		Min.	Max.	Actual	Min.	Max.	Actual
Alamance		\$ 70,377	\$112,604	\$ 80,000	n/a		
Alexander		n/a			n/a		
Alleghany		n/a			n/a		
Anson		n/a			n/a		
Ashe		n/a			\$ 31,146	\$ 44,010	\$ 31,926
Avery		43,960	61,302	48,031	23,313	32,509	23,313
Beaufort		54,958	82,437	54,590	35,389	53,084	46,753
Bertie		social services director			clerk to the board		
Bladen		n/a			n/a		
Brunswick		76,168	121,869	82,352	n/a		
Buncombe	2 positions				114,258	n/a	
Burke		60,970	94,504	70,433	50,159	77,747	61,228 ¹
Cabarrus	2 positions	78,886	121,793	84,679	n/a		
Caldwell		n/a			n/a		
Camden		clerk to the board			n/a		
Carteret		n/a			29,618	45,099	35,331
Caswell		n/a			n/a		
Catawba	2 positions	80,351	124,667	94,159	n/a		
Chatham		63,577	93,933	70,000	n/a		
Cherokee		37,680	59,522	40,000	25,080	37,934	30,266
Chowan		n/a			n/a		
Clay							
Cleveland		n/a			n/a		
Columbus		45,154	72,186	60,727	n/a		
Craven		82,181	134,487	122,450 ²	n/a		
Cumberland	2 positions	59,594	98,329	98,329	n/a		
Currituck		n/a			53,378	74,742	53,378
Dare		finance director			n/a		
Davidson		57,202	85,803	70,000	36,956	55,435	45,000
Davie							
Duplin		43,525	68,634	58,580	n/a		
Durham	2 positions—deputy mgr.	85,282	146,822	121,392	n/a		
	2 positions—asst.	60,358	103,909	68,083 ³			
Edgecombe		n/a			n/a		
Forsyth	2 positions--deputy mgr.	87,131	143,790	140,202 ⁴	48,692	80,350	80,350
Franklin		n/a			n/a		
Gaston		77,159	119,612	106,089 ⁵	n/a		
Gates		n/a			n/a		
Graham		n/a			n/a		
Granville		n/a			n/a		
Greene		46,540	65,156	55,847	n/a		
Guilford		104,317	177,339	140,888 ⁶	n/a		
Halifax	human resources director	56,763	91,946	70,035	34,662	56,068	34,662
Harnett		61,473	95,283	75,616 ⁷	40,300		
Haywood		57,485	86,230	62,756	n/a		
Henderson		61,230	94,907	72,134	n/a		
Hertford		39,927	59,091	56,266 ⁸	n/a		
Hoke		n/a			n/a		
Hyde		n/a			26,484	44,684	28,372
Iredell		71,079	110,244	83,796 ⁹	clerk to the board		
Jackson		n/a			n/a		
Johnston		n/a			n/a		
Jones		n/a			29,004	36,624	29,004
Lee		61,196	85,609	76,445	37,310	47,882	39,204
Lenoir		51,971	75,270	57,366 ⁶	n/a		
Lincoln		n/a			n/a		
McDowell		n/a			27,948	41,076	30,870 ⁸
Macon		n/a			33,342	50,013	49,800
Madison							
Martin		n/a			28,307	44,819	38,649
Mecklenburg	3 positions	109,528	186,198	150,460 ¹⁰	80,296	136,503	80,296 ¹⁰
Mitchell		n/a			n/a		
Montgomery		n/a			22,520	38,124	24,972
Moore		62,302	96,463	90,539	n/a		
Nash		75,534	120,946	93,286	n/a		
New Hanover	2 positions	94,390	144,810	129,334	45,677	70,096	61,589
Northampton		n/a			31,098	54,875	33,489

County	Comments	Assistant County Manager			Assistant to the Manager		
		Min.	Max.	Actual	Min.	Max.	Actual
Onslow	deputy county manager	\$ 70,503	\$112,805	\$ 74,733	n/a		
Orange	2 positions	81,624	130,487	98,256 ⁸	n/a		
Pamlico		n/a			n/a		
Pasquotank	planning director	52,899	74,058	75,643	n/a		
Pender		46,108	69,312	56,650 ⁸	n/a		
Perquimans		n/a			n/a		
Person		43,128	65,256	57,756	n/a		
Pitt	deputy—public services	86,375	136,516	106,707	n/a		
	deputy—financial services	86,375	136,516	106,707			
	deputy—community services	86,375	136,516	100,613			
Polk		n/a			clerk to the board		
Randolph		n/a			\$ 38,592	\$ 59,616	\$ 48,000
Richmond		n/a			34,702	50,505	50,120
Robeson				68,359 ¹¹	n/a		
Rockingham	2 positions	64,968	94,270	84,993 ^{8,12}	n/a		
Rowan		n/a			n/a		
Rutherford		n/a			n/a		
Sampson		41,016	61,524	52,896	n/a		
Scotland	finance director				32,688	46,176	40,812
Stanly		56,667	80,953	56,667 ¹	n/a		
Stokes		n/a			n/a		
Surry	budget and finance	51,108	87,228	70,644	n/a		
Swain		n/a			n/a		
Transylvania		n/a			n/a		
Tyrrell				60,000	n/a		
Union					62,953	94,429	81,964 ¹
Vance		n/a			n/a		
Wake		94,324	157,521	121,090	45,986	76,796	vacant
Warren		n/a			n/a		
Washington		n/a			n/a		
Watauga		50,628	75,943	67,672	n/a		
Wayne		n/a			32,461	50,625	44,746
Wilkes		n/a			n/a		
Wilson		51,180	86,508	53,748	n/a		
Yadkin		n/a			n/a		
Yancey							

1. \$4,800 travel allowance
2. \$1,800 travel allowance
3. Two positions—one for communications, one for special projects
4. \$1,500 travel allowance
5. \$2,400 travel allowance
6. \$3,600 travel allowance
7. \$6,483 travel allowance
8. Car available
9. \$2,500 travel allowance
10. \$5,100 travel allowance
11. Car assigned
12. One assistant also serves as human resources director

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

January 2006

County	Board of Elections		Elections Director			Elections Specialist			
	Chair	Member	Min.	Max.	Actual	No.	Min.	Max.	Actual
Alamance	\$50 per meeting	\$40 per meeting	\$ 38,002	\$ 60,801	\$ 41,381	1	\$ 29,182	\$ 46,690	\$ 29,182
Alexander	n/a	n/a	29,140	40,169	32,969		n/a		
Alleghany	\$35 per meeting	\$35 per meeting	29,348	44,021	35,768 ¹		n/a		
Anson	n/a	n/a	28,535	45,939	38,443	1	21,636	34,809	22,941
Ashe	\$35 per meeting	\$35 per meeting	32,514	45,942	35,899	1	25,131	35,508	25,758
Avery	\$2,400	\$2,400	26,988	37,635	29,488	1	17,397	24,259	17,397
Beaufort	\$25 per meeting + \$7 per hour	\$25 per meeting + \$7 per hour	33,865	50,798	42,105	1	24,884	37,326	25,979
Bertie	\$3,600	\$50 per meeting	22,578	34,120	28,701		n/a		
Bladen	n/a	n/a	44,029	61,641	52,190		n/a		
Brunswick	\$50 per meeting	\$50 per meeting	39,722	63,555	45,593 ¹	1	22,292	35,667	22,738
Buncombe	\$3,250	\$2,600	54,154	76,988	74,437	3	26,780	38,093	29,651
Burke	\$3,063	\$2,382	30,791	47,727	32,100	2	20,840	32,303	24,582
Cabarrus	\$50 per meeting	\$40 per meeting	43,934	67,825	54,972	2	24,464	37,771	28,406
Caldwell	\$50 per meeting	\$50 per meeting	29,929	47,247	35,421	2	20,634	32,414	22,697
Camden	\$35 per meeting	\$30 per meeting	part-time		\$13.19/hr.		18,471	27,706	no data
Carteret	\$100 per election day + \$35 per meeting	\$100 per election day + \$35 per meeting	34,000	54,485	34,000	2	18,704	27,734	20,427
Caswell	no data	no data	26,472	43,630	32,532		n/a		
Catawba	n/a	n/a	40,574	62,957	58,146	2	23,712	36,800	29,564
Chatham	\$3,600	\$2,400	37,172	54,921	43,324	1	27,738	40,983	28,293
Cherokee	\$50 per meeting	\$50 per meeting	25,080	37,934	28,981	1	24,161	36,318	27,937
Chowan	\$40 per meeting	\$40 per meeting	27,724	49,784	30,566		n/a		
Clay									
Cleveland	n/a	n/a	32,778	51,174	46,608 ¹	2	22,104	34,494	25,440
Columbus	\$35 per meeting	n/a	31,957	51,088	41,931		n/a		
Craven	\$3,400	\$3,400	32,179	52,656	41,651 ¹	2	21,101	34,528	24,285 ¹
Cumberland	\$4,853	n/a	41,443	68,381	56,554	2	27,518	45,405	29,035
Currituck	\$900 + \$8 per hour for meetings	\$300 + \$8 per hour for meetings	33,614	47,068	36,371	1	22,084	30,956	22,084
Dare	n/a	n/a	39,525	61,640	61,053	1	26,275	42,040	33,753
Davidson	n/a	n/a	38,770	58,166	55,245		n/a		
Davie									
Duplin	\$30 per meeting	\$30 per meeting	31,706	49,998	36,419		n/a		
Durham	\$3,000	\$2,500	54,682	94,136	79,579	1	24,811	44,879	28,921
Edgecombe	\$35 per meeting	\$35 per meeting	30,663	45,519	36,000	3	19,765	29,341	21,288
Forsyth	n/a	n/a	52,145	86,049	85,134		24,960	41,184	33,654
Franklin	\$25 per meeting	\$25 per meeting	37,446	53,495	44,579	2	24,769	38,789	28,840
Gaston	\$3,600	\$2,400	44,573	69,101	52,374	2	20,960	32,497	24,498
Gates	\$25 per meeting	\$25 per meeting			29,000		n/a		
Graham	\$50 per meeting	\$50 per meeting	part-time		9,360 ²		n/a		
Granville	\$3,000	\$1,500	32,685	52,296	39,392	1	28,234	45,174	31,059
Greene	\$25 per meeting	\$25 per meeting	30,018	42,023	38,905		n/a		
Guilford	no data	no data			79,828 ³	4	27,941	47,500	33,492
Halifax	\$300 + \$35 per meeting	\$300 + \$35 per meeting	28,472	46,019	38,725	1	17,450	28,125	28,125
Harnett	\$2,400	\$1,800	37,091	57,491	49,911	1	26,484	41,050	31,781
Haywood	\$25 per day	\$25 per day	29,703	44,555	49,311		n/a		
Henderson	\$40 per meeting	\$40 per meeting	44,733	69,342	51,314	2	21,236	32,916	22,035
Hertford	\$35 per meeting	\$35 per meeting	22,237	32,911	26,397		n/a		
Hoke	\$1,200	\$600	32,952	50,799	42,735	1	21,020	29,701	22,083
Hyde	\$25 per meeting	\$25 per meeting			8,050				5,085
Iredell	n/a	\$900 + \$40 canvass meeting + \$60 election day + \$40 instructions meeting + \$20 absentee meeting + \$60 state seminars	36,205	56,154	42,259	2	22,075	34,240	23,502
Jackson	\$35 first hour + \$10 per hour thereafter	\$35 first hour + \$10 per hour thereafter	29,184	53,920	34,878	1	20,527	37,925	24,051
Johnston	n/a	n/a	39,762	58,689	48,695		n/a		
Jones	\$25 per meeting	\$25 per meeting	25,188	31,776	29,004		n/a		
Lee	\$100 per election day + \$25 per meeting	\$100 per election day + \$25 per meeting	39,204	54,709	39,204	1	26,284	36,690	28,704
Lenoir	\$3,731	\$2,811	35,992	52,128	35,992	3	19,811	28,692	23,568
Lincoln	\$2,800	\$2,400	38,894	56,330	51,033		n/a		
McDowell	\$50 per meeting	\$50 per meeting	29,370	43,176	33,672 ¹		n/a		
Macon	\$25 per meeting	\$25 per meeting	26,124	39,186	35,360		n/a		
Madison									

County	Board of Elections		Elections Director			Elections Specialist			
	Chair	Member	Min.	Max.	Actual	No.	Min.	Max.	Actual
Martin	\$50 per meeting	\$30 per meeting	n/a			1	\$ 25,675	\$ 41,045	\$ 32,865
Mecklenburg	\$6,515	\$4,415	\$ 59,005	\$100,309	\$ 83,765 ⁴	1	23,741	40,359	32,419
Mitchell	\$2,450	\$2,400	30,270	42,378	30,270	n/a			
Montgomery	\$1,800	\$1,500	23,484	39,552	34,932	n/a			
Moore	\$2,400	\$1,800	35,080	54,136	45,214	1	26,294	40,572	31,434
Nash	\$2,700	\$25 per meeting	37,663	60,381	45,941	2	20,713	33,247	24,381
New Hanover	\$4,019	\$2,499	45,677	70,096	47,528	3	27,290	41,870	30,174
Northampton	\$30 per meeting	\$25 per meeting	28,206	49,774	28,912	n/a			
Onslow	\$25 per meeting	\$25 per meeting	32,177	51,483	37,938	3	20,098	32,156	22,219
Orange	\$50 per meeting	\$40 per meeting	60,692	97,025	66,993 ¹	3	28,935	46,256	37,364 ¹
Pamlico	\$7.15 per hour	\$7.15 per hour	26,112	49,153	30,560 ¹	n/a			
Pasquotank	\$25 per meeting	n/a	32,047	44,866	36,781	1	29,938	33,514	24,656
Pender	\$25 per meeting + \$100 election day	\$25 per meeting + \$100 election day	29,128	45,540	29,128	1	24,239	38,697	24,239
Perquimans	\$35 per meeting	\$35 per meeting	24,758	37,495	28,661	n/a			
Person	\$40 per day	\$40 per day	29,184	44,172	32,148	1	22,872	34,596	25,212
Pitt	\$3,600 + \$50 per meeting	\$150 election day + \$50 per meeting	51,571	81,510	55,354	n/a			
Polk	\$35 per meeting + \$135 election day	\$35 per meeting	29,286	43,929	39,384	1	part-time		20,812
Randolph	\$1,800	\$900	38,592	59,616	38,592	2	23,244	35,112	25,452
Richmond			26,201	38,132	29,441	1	19,311	28,096	20,241
Robeson	\$3,600	\$1,800	40,809	42,195	41,364	n/a			
Rockingham	\$1,800	\$35 per meeting	38,329	55,617	48,823 ¹	n/a			
Rowan	\$1,846	\$1,404	39,742	63,088	43,416	2	19,976	34,968	25,473
Rutherford	\$840	\$840	37,685	56,782	38,633 ¹	2	22,928	34,547	23,505 ¹
Sampson	n/a	\$1,854	32,604	48,900	42,564	n/a			
Scotland	\$1,500	\$1,200	32,688	46,176	35,196	n/a			
Stanly	n/a	n/a	30,077	45,116	37,881	2	24,111	34,444	27,979
Stokes	\$100 election day + \$35 per meeting	\$100 election day + \$35 per meeting	38,134	57,201	40,422	1	18,824	28,236	19,200
Surry	\$50 canvass day + \$125 election day + \$35 per meeting + \$60 State Board Seminar	\$50 canvass day + \$125 election day + \$35 per meeting + \$60 state board seminar	32,676	54,720	38,832	1	26,412	43,512	31,284
Swain	n/a	\$50 per meeting	24,449	34,229	33,946	1	20,502	28,703	20,502
Transylvania	\$22.97 per hour	\$19.15 per hour	32,554	47,203	43,451	2	23,922	34,687	27,807 ¹
Tyrrell	\$50 per meeting	\$50 per meeting			\$12.80/hr	n/a			
Union	\$3,000	\$2,400	48,257	72,386	64,136	5	25,862	46,394	30,255
Vance	\$2,500 + \$500 travel	\$1,500 + \$200 travel	25,704	40,080	29,088	1	19,212	29,928	19,212
Wake	\$25 per meeting	\$25 per meeting	55,628	92,898	87,076	5	26,923	44,961	40,782
Warren	\$25 per meeting	\$25 per meeting	27,348	43,886	27,348	n/a			
Washington	\$30 per meeting	\$30 per meeting	24,516	35,496	27,732	n/a			
Watauga	\$3,600 + \$600 travel	\$2,400 + \$300 travel	32,602	48,902	43,715	2	22,924	35,935	26,222
Wayne	\$4,643	n/a	50,359	78,540	54,230	2	18,980	29,602	47,350
Wilkes	\$2,400	\$1,200	30,822	59,171	36,899	2	17,974	34,492	24,237
Wilson	\$2,820	\$1,872	36,864	62,340	48,156	2	25,344	47,064	30,174
Yadkin	n/a	n/a	26,022	37,675	29,413	n/a			
Yancey									

- 1. Car available
- 2. \$3,000 travel allowance
- 3. \$3,600 travel allowance
- 4. \$4,200 travel allowance

TABLE IV. CLERK TO THE BOARD OF COUNTY COMMISSIONERS

January 2006

Clerk to the Board				Clerk to the Board			
County	Min.	Max.	Actual	County	Min.	Max.	Actual
Alamance	\$ 30,494	\$ 48,791	\$ 45,658	Johnston	\$ 43,421	\$ 64,091	\$ 47,383
Alexander	23,334	32,166	31,381	Jones	n/a		
Alleghany	27,950	41,926	28,377 ¹	Lee	assistant to county manager		
Anson	25,327	40,800	38,443	Lenoir	28,607	41,432	28,607
Ashe	n/a			Lincoln	31,922	46,233	36,117
Avery	24,479	34,136	32,305	McDowell	22,908	33,672	33,258
Beaufort	35,389	53,084	46,753	Macon	county manager		
Bertie	25,830	39,091	31,929 ¹	Madison			
Bladen	34,654	48,558	31,817	Martin	n/a		
Brunswick	39,722	63,555	47,113	Mecklenburg	37,720	64,124	64,212
Buncombe			74,770	Mitchell	systems administrator		
Burke	30,791	47,727	34,245	Montgomery	assistant to county manager		
Cabarrus	37,938	58,579	56,883	Moore			60,372
Caldwell	34,456	54,417	38,969	Nash	assistant county manager		
Camden	28,685	43,029	36,270	New Hanover	59,516	59,516	59,516
Carteret	32,529	51,990	49,508	Northampton	assistant to county manager		
Caswell	26,472	43,630	38,796	Onslow	27,505	44,008	31,654
Catawba	38,646	59,964	50,911	Orange	60,692	97,025	66,952
Chatham	33,716	49,815	47,765	Pamlico	23,685	44,585	28,274 ¹
Cherokee			35,000 ²	Pasquotank	n/a		
Chowan	n/a			Pender	county manager		
Clay				Perquimans	22,672	34,334	25,621
Cleveland	32,778	51,174	48,840	Person	29,184	44,172	37,632
Columbus				Pitt	40,795	64,477	55,354
Craven	38,811	63,519	53,893	Polk	30,000	46,000	35,000
Cumberland	36,199	59,728	59,051	Randolph	assistant to county manager		
Currituck	35,262	49,375	43,513	Richmond	assistant to county manager		
Dare	38,525	61,640	58,082	Robeson	33,909	45,341	37,233
Davidson	assistant to county manager			Rockingham	36,670	53,115	51,912
Davie				Rowan	32,644	51,828	38,585
Duplin	assistant county manager			Rutherford	35,858	54,029	45,404
Durham	49,538	85,282	55,000	Sampson	assistant county manager		
Edgecombe	personnel officer			Scotland	assistant to county manager		
Forsyth	52,145	86,049	88,878	Stanly	28,864	41,234	34,019
Franklin	31,163	44,519	37,900	Stokes	personnel officer		
Gaston	38,859	60,245	58,265	Surry	26,412	43,512	29,376
Gates	county manager			Swain	county manager		
Graham			26,624	Transylvania	27,299	39,584	33,069
Granville	29,655	47,449	46,184	Tyrrell			25,524
Greene	county manager			Union			58,001 ³
Guilford			67,783	Vance	24,492	38,184	35,568
Halifax	assistant to county manager			Wake			90,008
Harnett	35,562	55,121	44,812	Warren	27,348	43,886	32,660
Haywood	county manager			Washington	29,460	42,648	41,592
Henderson	29,055	45,045	39,819	Watauga	29,854	44,781	32,629
Hertford	assistant county manager			Wayne	assistant to county manager		
Hoke	39,637	56,006	48,294	Wilkes	33,727	64,736	48,337
Hyde	assistant to county manager			Wilson	assistant county manager		
Iredell			57,720	Yadkin	29,951	43,354	33,048
Jackson	31,349	57,920	36,730	Yancey			

1. Also administrative assistant to county manager

2. Also county attorney

3. Plus \$4,800 travel

TABLE V. COUNTY ATTORNEY

January 2006

County	Comments	Full-time Salary	Retainer	Fees	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Alamance		no data			normal			ABCDEFGHIJKLMOTUVX
	assistant	\$ 56,524						
Alexander	no data							no data
Alleghany			\$15,000		higher	5	acdef	ABCDEFGHIJKLMOPSTUVX
Anson	n/a							ABCDEFGHIJKLMNQRSTUVX
Ashe				\$ 11,047	lower			ABCDEFGHIJKLMSTUVX
Avery			26,352	1,572	normal		acdf	ABCDEFGHIKLMOPTX
Beaufort			24,917		normal		acdef	ABCDFQSTV
Bertie		100,930			normal			ABCDEFGHIKLMRSTUVX
Bladen	n/a							
Brunswick		94,981		20,282	normal			ABCDEFGHIJKLMOPRSTUVX
	assistant	70,000						
Buncombe				no data			acdef	Y
	tax department	\$54,154–\$76,988 range						
Burke			35,000	29,559	normal		acdef	AY
Cabarrus				154,258	normal		acde	ABCDEFGHIJKLMOTUVX
Caldwell			3,600	38,255	normal		acdef	Y
Camden				22,784	normal		bcdef	ABCDEFILMRS
Carteret			\$150/hr.	n/a	normal			Y
Caswell		58,944						ABDEFGIJKLMOUUVX
Catawba			8,000	45,027	normal		acd	A
	asst.—2 positions	72,035						
Chatham			62,000	65,257	higher	1	acdef	ABCDEFGHIJKLMPRVX
Cherokee			35,000		normal		acdef	ABCDEFHGHIKMOX
Chowan		81,600	1,200	9,027	normal			ABCDEFHIKLMORSTUV
Clay								
Cleveland			10,500	112,093	normal		acdef	ACDEFGIJLMOUVX
Columbus		62,500						ABCDEFGJKLMOQRSTUVX
Craven				175,000	normal			ABCDEFHGHIKLMOPRSTVX
Cumberland		121,671						Y
	staff attorney III—legal	95,344						
	staff attorney III—sheriff	82,688						
	staff attorney II—legal	72,210						
	assistant	36,508						
Currituck		68,000			normal			Y
	assistant	36,371						
Dare			no data	no data			acdef	ABCDEFGHIJKLMOPRTUX
Davidson		84,980			normal			ABCDEFHGHIKLMOPTUVXY
Davie								
Duplin		60,946						ABCDEFGHIJKLMOPQRSTVXY
	assistant	26,010						
Durham		142,500			normal			Y
	deputy—all departments	\$63,413–\$109,170 range						
	asst.—5 positions	71,495						
Edgecombe			41,667	2,927	normal		acdef	Y
Forsyth		137,113			normal			ABCDEFHGHIJKOUV
	asst.—6 positions	74,800						
Franklin			12,000	66,644	higher	1,2,3,4	acde	ABCDEFGIJKLMOPSTUVXY
Gaston		108,319			normal			Y
	asst.—1 position	34,252						
Gates			1,773	3,337	normal		bc	ABCDEFILMRV
Graham	n/a							
Granville			no data	no data			abcdef	ABCDEFHIJLMOPSTUVX
Greene	no data							ABCDEFHGHIKLMOPRSTVX
Guilford		153,812			normal			ABCDEFHGILMNOTV
	assistant	60,992						
Halifax		82,253			normal			ABCDEFGIJLOPRSTVX
Harnett			7,200	39,212			ac	ABCDEFHGHIKLMOPRSTVXY
	staff—all except DSS	\$58,939–\$91,355 range						
Haywood			36,000		normal		acdef	ABCDEFHGHIKLMOSTVX
Henderson		85,000						ABCDEFHGHIKLMOPTVX
	assistant	70,000						
	sheriff's department	\$51,605–\$79,997 range						
Hertford	no data		no data	no data			acdef	ABCDEFHILMOPRSTUVX
Hoke				54,724	normal		acdef	Y
Hyde	no data				normal			ABCDEFGILMOPRSTU

County	Comments	Full-Time Salary	Retainer	Fees	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Iredell			\$ 16,800	\$ 71,313	normal		ac	ACDEFGHIJKLMOSTUVX
Jackson			35,045	46,375	normal		acdef	ABCDEFGIKLOTVXY
Johnston		\$100,116			normal			Y
Jones	no data							
Lee		85,098			normal			ABCDEFGHIJKPTUVX
Lenoir			22,500	4,547	normal		abcdef	ABCDEFGHILMOSUVX
Lincoln				110,601	higher	no data	acdef	ABCDEFGHIJKLMOPTVX
McDowell			14,236	8,160			be	ABCDEFHIJKLMOPSTUVXY
Macon			10,000	1,331	lower		ac	ABCDEFGHIJKLMOQSTX
	staff—administrative	85,000						
Madison								
Martin			7,200	1,496	normal		acdef	ABCFEHIMQRTUVXY
Mecklenburg			190,396		normal		acdef	ACD
	assistant	\$121,612						
Mitchell	no data			no data	normal			ABCDEFHIKMST
Montgomery				5,760	normal			ABCDEFGIJLMQRTUVXY
Moore		109,122			normal			ABCDEFGHIJKLMOPTVX
	asst.—3 positions	59,424						
Nash				237,255	normal		acde	ABCDEFGHILVX
New Hanover		117,576			normal			Y
	asst.—2 positions	76,835						
Northampton			6,000	57,156	normal		a	ABCDEFGHIKLMOPRSTUVX
Onslow			9,588	137,976	normal		ace	Y
Orange			48,000	162,939			acde	ABCDEFGHIJKLMOPSTUVX
Pamlico				no data	no data			no data
Pasquotank		71,618			normal			ABCDEFHIJKLMORUVX
Pender			48,000	27,000	higher	1	ac	ABCDEFGHIJKLMPVX
Perquimans			7,476	\$75.00/hr	normal		acdef	ABCDEFHIKLMQPSTUVXY
Person			7,531		normal		acdef	ABCDEFGHIJKLMOPSV
Pitt		103,043			normal			ABCDEFGHILMNOSTVX
	staff attorney	no data						
	assistant	77,776						
Polk		15,000					acde	ABCDEFIJKLMNOSTVX
Randolph		66,600	17,500	11,497	higher	1	a	BCDEFGIJLMOPTVX
Richmond	n/a							
Robeson		30,600		91,094	normal		acdef	ABCDEFGHIKLMOPRSTUVX
Rockingham		84,993			normal			ABCDEFGHIJKLMNOPRSTUVX
	assistant	63,081						
Rowan			16,000	65,153	normal		acdef	Y
Rutherford			8,000	46,163	normal		acdef	ABCDEFIJKLMOSTVX
Sampson			9,000	14,915	normal		acdef	ABCDEFGHIJKMOPQRSTU
Scotland			3,125	34,226	normal		a	ABCDEFGHIKLMOPTUVX
Stanly			6,000	no data			acdef	ABCDEFJLMOPQST
Stokes		84,048					acdef	ABCDEFGHIKLMOPSTVX
Surry			4,800	67,677	normal		acdef	ABCDEFGHIKLMOPSTUVX
Swain				17,617	normal		bcdef	ABCDEFGHIKLMOSTX
Transylvania			6,000	93,481	no data		acde	Y
Tyrrell				no data				ABCDEFHPR
Union	senior staff	\$101,284 + \$4,800 travel	10,400	102,143	normal		bcef	ABCDEFGIJKLMPRTVX
	staff—legal	54,596						
	staff—sheriff's dept.	55,550						
Vance			14,000	11,275	normal		acdef	ABCDEFILMOSTUVX
Wake		182,978			normal			ABCDFGHJKLMNOVX
	asst.—5 positions	74,448						
Warren			4,800	28,000	normal		ace	Y
Washington				48,046	higher	4		Y
Watauga	n/a			95,781	normal		acde	ABCFEHIKLMSTVX
Wayne		54,104			normal			ABCDEFGHILMOSTUVX
Wilkes				179,589	normal		acdef	ABCDEFGHIKLMOQTVX
Wilson	no data				normal			ABCDEFGIJLMORUVX
Yadkin			4,082	no data	lower		ace	Y
Yancey								

Codes for Departments Served by County Attorney

- A. Board of Commissioners
- B. General Administration
- C. Tax Supervisor
- D. Tax Collector
- E. Sheriff
- F. Register of Deeds
- G. Public Health
- H. Social Services
- I. Board of Elections
- J. Public Library
- K. Recreation
- L. Planning
- M. Inspections
- N. Mental Health
- O. Emergency Medical Services
- P. Public Works

Codes for Reason if Higher

- 1. Unusual litigation or complex business transactions
- 2. Revaluation year
- 3. Unusual number of tax foreclosures
- 4. Additional services requested by board of commissioners
- 5. Changed attorneys and the way they are paid

Codes for Services Covered by Retainer

- a. Attendance at all regular and special meetings of the board of commissioners
- b. Attendance at commissioners' meetings only on request
- c. Available for routine consultation with board of commissioners and county department heads
- d. Drafting ordinances and resolutions for commissioners
- e. Preparation of routine legal documents (deeds, simple contracts, etc.)
- f. Preparation of legal advertisements

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

January 2006

County	Finance Director			Purchasing Agent			Accountant				Accounting Technician			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual
Alamance	\$ 45,317	\$ 72,509	\$ 70,377	\$ 43,365	\$ 69,386	\$ 44,236	1	\$ 34,799	\$ 55,679	\$ 34,799	3	\$ 24,471	\$ 39,151	\$ 27,575
Alexander	54,024	74,473	67,468	n/a				n/a			2	19,152	32,166	26,602
Alleghany	41,299	61,943	41,299	n/a				n/a			1	22,994	34,492	22,994
Anson	34,809	55,990	44,150	n/a				n/a			2	21,636	34,809	23,395
Ashe	45,930	64,896	50,647	finance director			1	32,514	45,942	35,016	1	29,832	42,150	31,341
Avery	43,960	61,302	48,031	n/a			1	31242	43568	32827	2	23,313	32,509	24,626
Beaufort	assistant county manager			n/a				n/a			1	32,407	48,610	40,451
Bertie	37,137	56,275	52,286	n/a				n/a			1	23,626	35,747	26,841
Bladen	46,365	64,411	44,909	n/a				n/a			3	23,721	31,526	24,055
Brunswick	66,660	106,656	91,500	assistant county manager			4	44,476	81,302	50,738	4	28,630	45,808	31,161
Buncombe			100,058	41,584	59,112	54,138	2	43,435	61,800	49,917	6	23,463	33,379	29,468
Burke	assistant county manager			n/a				n/a			1	22,977	35,616	25,155
Cabarrus	assistant county manager			34,426	53,132	46,347		n/a			5	26,972	41,641	34,015
Caldwell	55,157	85,610	55,157	29,929	47,247	36,447	1	31,364	49,531	36,113	16	24,822	39,112	27,465
Camden	n/a			n/a				n/a				n/a		
Carteret	54,615	87,289	72,109	31,039	47,263	33,219	1	43,096	68,879	48,175	2	21,089	32,898	25,213
Caswell	41,954	69,424	46,068	county manager				n/a			5	21,885	34,631	24,536
Catawba	68,181	102,567	83,609	38,646	59,964	50,911	1	44,732	69,409	47,009	8	28,834	44,732	34,341
Chatham	assistant county manager			32,110	47,442	40,602	1	40,983	60,550	58,887	4	29,126	43,032	37,574
Cherokee	45,067	71,573	54,266	n/a				n/a			1	23,283	34,826	23,593
Chowan	35,384	63,540	57,633	finance director				n/a			1	26,403	47,415	43,006
Clay														
Cleveland	63,168	98,604	66,204	29,850	46,608	30,570	1	29,850	46,608	33,576	4	24,762	38,634	28,506
Columbus														
Craven	74,822	122,450	116,841	finance director				n/a			2	23,170	37,927	24,285
Cumberland	assistant county manager			37,874	62,492	48,920	6	41,443	78,384	47,903	12	22,889	49,752	27,502
Currituck	51,781	72,506	60,338	n/a				n/a			3	22,084	30,956	23,789
Dare	82,824	132,518	121,756	36,725	58,760	57,439	1	40,413	64,661	49,529	11	25,048	40,077	35,705
Davidson	57,202	85,803	80,905	42,741	64,111	52,272	2	33,529	50,293	45,374	4	27,637	41,455	29,624
Davie	assistant county manager													
Duplin	43,525	68,634	58,580	finance director			1	31,706	49,998	32,341	1	26,010	41,015	26,530
Durham	81,173	139,746	109,729	42,717	73,539	58,771	5	33,369	57,448	44,364	8	24,811	42,717	35,301
Edgecombe	45,303	67,253	60,000	27,811	41,286	30,352	1	32,195	47,794	35,128	2	24,025	35,665	25,690
Forsyth	87,131	143,790	141,523	n/a			1	41,662	68,744	64,147	1	25,916	42,764	39,041
Franklin	62,061	88,660	72,731	n/a				n/a			4	27,153	53,495	33,112
Gaston	72,044	111,683	100,857	29,535	45,784	36,179	1	36,283	56,252	48,984	4	25,749	39,919	33,635
Gates			42,200	n/a				n/a			1			34,556
Graham			32,000	n/a				n/a				n/a		
Granville	41,717	66,747	56,100	n/a				n/a			1	29,655	47,449	36,077
Greene	40,188	56,263	52,092	n/a				n/a			2	25,935	36,306	29,183
Guilford			129,849	58,088	98,749	74,170	2	37,444	63,655	43,155	49	30,903	52,535	38,095
Halifax	51,424	83,277	64,230	n/a			2	34,662	56,068	41,500	7	20,203	32,594	23,687
Harnett	64,116	99,380	87,975	28,811	44,657	34,575	2	35,562	55,121	40,128	3	26,484	41,050	27,809
Haywood	50,375	75,562	70,417	28,424	42,637	30,160		n/a			1	25,792	38,689	26,308
Henderson	56,609	87,731	73,416	n/a				n/a			1	23,888	37,031	30,771
Hertford	38,030	56,285	49,793	n/a			1	31,295	46,315	36,257	1	23,339	34,543	27,036
Hoke	50,588	71,479	vacant	n/a				n/a			4	30,164	42,622	31,757
Hyde	34,807	58,726	35,353	n/a				n/a			1	25,305	42,694	25,680
Iredell	77,769	120,620	105,950	34,613	53,685	49,320	1	34,613	53,685	50,819	2	27,643	42,874	32,465
Jackson	47,041	86,912	75,662	finance director				n/a			4	22,139	39,315	29,979
Johnston	64,527	95,242	94,469	n/a				n/a			5	26,756	39,493	30,573
Jones	36,624	46,224	36,624	23,016	29,004	24,084		n/a				n/a		
Lee	58,532	81,804	66,892	n/a				n/a			5	25,120	45,803	30,248
Lenoir	assistant county manager			n/a				n/a			3	21,714	31,448	23,453
Lincoln	49,788	72,108	62,178	n/a			3	31,922	46,233	34,699	2	27,526	39,866	30,782
McDowell	43,716	64,254	47,688	41,592	61,140	42,114		n/a			2	20,742	33,672	23,601
Macon	46,915	70,372	vacant	n/a				n/a			1	23,695	35,544	vacant
Madison														
Martin	45,492	72,727	48,990	n/a			2	26,820	53,464	34,317	3	21,521	37,609	24,506
Mecklenburg	94,494	160,641	no data	n/a			9	28,939	49,196	35,611	60	23,741	40,359	29,068
Mitchell	38,633	54,086	45,850	n/a				n/a			1	22,588	31,623	25,724
Montgomery	33,840	56,928	47,856	n/a				n/a			1	24,432	41,160	30,192
Moore	54,024	83,646	63,232	31,854	49,189	40,000	1	38,646	59,668	43,031	6	21,867	33,458	27,971
Nash	61,894	99,236	78,392	n/a			1	32,423	52,004	38,157	2	27,933	44,834	31,762
New Hanover	90,043	138,133	120,162	48,298	74,069	58,906		n/a			8	30,160	46,322	34,879
Northampton	55,847	98,549	71,489	24,365	42,996	28,964		n/a			1	22,100	38,999	25,005

County	Finance Director			Purchasing Agent			Accountant				Accounting Technician			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual
Onslow	deputy county manager			\$ 36,195	\$ 57,911	vacant	2	\$ 33,464	\$ 53,542	\$ 34,803	5	\$ 24,452	\$ 39,123	\$ 29,037
Orange	\$ 73,947	\$118,215	\$ 96,374	40,884	65,359	\$ 59,170	1	40,884	65,359	57,892	3	30,400	48,597	33,290
Pamlico	38,951	69,171	52,421	n/a			1	26,361	46,813	30,493	3	17,673	33,268	25,236
Pasquotank	51,740	62,088	66,083	n/a				n/a			4	22,780	36,757	29,769
Pender	55,407	82,330	65,600	n/a			1	31,931	49,463	31,200	3	24,239	38,697	27,558
Perquimans	35,208	53,318	41,776	n/a				n/a			1	part-time		11,226
Person	47,544	71,964	62,244	n/a			2	33,768	71,964	48,006	3	21,756	42,060	26,424
Pitt	deputy county manager financial services			n/a			1	46,957	74,214	52,190	5	29,381	46,438	35,349
Polk	41,000	61,000	52,747	n/a				n/a			1	24,000	36,000	26,593
Randolph	county manager			33,552	51,552	33,552	2	33,552	51,552	35,526	3	25,452	38,592	36,828
Richmond	47,061	68,473	56,100	n/a				n/a			3	26,201	38,132	29,129
Robeson	58,750	80,468	65,291	n/a				n/a			4	24,851	36,978	30,131
Rockingham	assistant county manager			41,834	60,699	45,000	1	35,039	50,887	44,735	5	26,884	39,089	31,056
Rowan	68,259	108,361	93,496	34,292	54,440	41,745	2	II 46,061	73,119	54,568	4	III 26,819	42,569	31,018
							2	I 37,834	60,064	44,986	3	II 24,307	38,585	28,493
Rutherford	61,941	93,327	71,010	finance director			1	37,685	56,782	43,203	2	25,325	38,156	29,452
Sampson	54,024	81,036	74,028	37,416	56,136	44,004	1	41,016	61,524	47,460	9	23,640	35,448	29,383
Scotland	61,344	86,676	62,880	35,760	50,520	38,508		n/a			7	23,856	46,176	30,238
Stanly	59,274	84,676	76,634	n/a			1	36,144	51,634	no data	3	24,111	34,444	25,600
Stokes	44,611	66,917	47,721	32,597	48,896	38,110		n/a			1	35,257	52,885	37,372 ³
Surry	assistant county manager			27,588	45,588	29,988		n/a			2	29,988	49,920	32,676
Swain	county manager			n/a			1	24,449	34,229	26,343	1	22,389	31,345	21,950
Transylvania	48,380	70,151	62,918	26,123	37,878	32,632		n/a			1	II 26,123	37,878	31,175
											2	I 23,922	34,687	25,165
Tyrrell	county manager			n/a				n/a			1			31,836
Union	75,138	112,706	109,782 ¹	n/a			6	35,336	86,409	55,241	13	27,054	48,523	33,686
Vance			62,280	county manager				n/a			1	21,156	32,988	29,868
Wake	84,369	140,896	117,936	50,502	84,338	83,826	12	30,073	50,227	44,775	35	24,189	40,396	32,553
Warren	44,546	71,484	66,730 ²	n/a				n/a			2	21,427	34,383	24,986
Washington	47,868	69,360	64,404	26,160	37,884	28,176		n/a			2	17,940	19,086	25,968
Watauga	57,776	86,663	83,985	n/a				n/a			4	27,338	48,902	37,186
Wayne	52,875	82,466	71,111	n/a			1	43,500	67,847	54,325	3	25,433	48,217	33,457
Wilkes	44,170	84,791	55,280	25,756	49,425	33,727	1	33,727	64,736	33,727	1	28,175	54,078	32,973
Wilson	51,180	86,508	70,944	n/a				n/a			4	26,568	49,320	31,705
Yadkin	37,846	54,786	43,880	n/a				n/a			2	21,567	31,249	29,021
Yancey														

1. Plus \$4,800 travel

2. Also serves as tax collector

3. Also serves as assistant finance director

TABLE VII. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN

January 2006

County	Human Resources Director			Human Resources Analyst				Human Resources Technician			
	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	\$ 51,714	\$ 82,743	\$ 77,000	1	\$ 34,799	\$ 55,679	\$ 41,579	1	\$ 31,866	\$ 50,986	\$ 39,503
Alexander	36,392	50,167	41,174		n/a				n/a		
Alleghany	n/a				n/a				n/a		
Anson			40,005		n/a				n/a		
Ashe	n/a				n/a				n/a		
Avery	n/a				n/a				n/a		
Beaufort	40,385	60,578	43,400		n/a				n/a		
Bertie	n/a				n/a			1	30,959	46,882	30,959
Bladen	39,357	55,100	37,498 ¹		n/a				n/a		
Brunswick	49,230	78,768	66,661	1	34,968	45,459	34,968	1	31,799	41,339	39,533
Buncombe	70,529	100,277	97,930	1	34,846	49,580	44,558	4	27,967	39,769	29,905
Burke	45,495	70,517	56,700		n/a			1	27,929	43,290	40,452
Cabarrus	61,804	95,418	75,135	1	37,938	58,579	47,972		n/a		
Caldwell	45,685	72,268	62,395		n/a			2	27,267	42,940	28,216
Camden	n/a				n/a			1	part-time		\$13.42/hr.
Carteret	43,096	68,879	56,375		n/a				n/a		
Caswell	21,071	33,327	24,696 ¹		n/a				n/a		
Catawba	62,957	97,678	87,461	1	38,648	59,964	43,930	3	30,280	46,976	37,376
Chatham	40,983	60,550	50,811		n/a			1	27,738	40,983	31,731
Cherokee	30634	47471	33478		n/a				n/a		
Chowan	n/a				n/a				n/a		
Clay											
Cleveland	45,510	71,034	46,608		n/a			1	27,186	42,444	32,040
Columbus											
Craven	74,822	122,450	118,581	1	44,674	73,108	68,126 ³	2	II 27,952	45,746	35,422 ⁵
Cumberland	49,701	82,007	72,734	3	37,874	68,381	53,913	2	30,152	52,101	35,102
Currituck	43,850	61,401	45,622		n/a			1	22,084	30,956	23,001
Dare	59,255	94,808	89,865		n/a			2	27,562	44,099	38,363
Davidson	51,953	77,930	73,399		n/a			1	III 31,922	47,883	39,373
								3	II 28,978	43,544	35,417
								1	I 26,352	39,528	28,163
Davie											
Duplin	county manager				n/a			1	28,154	44,396	31,085
Durham	66,622	114,696	107,000	2	33,369	57,448	39,643	4	27,387	47,151	31,671
Edgecombe	37,271	55,329	41,731 ¹		n/a				n/a		
Forsyth	68,889	113,672	91,062	4	43,534	71,822	51,370	2	27,123	44,740	32,884
Franklin	n/a				n/a				n/a		
Gaston	62,808	97,374	83,223	1	36,283	56,252	48,984	1	25,749	39,919	29,612
Gates	n/a				n/a				n/a		
Graham	n/a				n/a				n/a		
Granville	n/a				n/a				n/a		
Greene	n/a				n/a				n/a		
Guilford	85,822	145,879	111,286	2	43,346	73,688	54,644	7	27,941	47,500	41,880
Halifax	42,214	68,324	44,898	1	28,472	46,019	29,541		n/a		
Harnett	54,179	83,977	59,089	1	420,854	65,230	42,085	1	28,811	44,657	33,295
Haywood	40,423	60,634	43,297		n/a				n/a		
Henderson	52,338	81,120	62,909	1	33,989	52,689	41,184	1	26,871	41,652	32,039
Hertford	n/a				n/a				n/a		
Hoke	37,749	53,339	38,693		n/a			1	31,057	43,883	31,057
Hyde	n/a				n/a				n/a		
Iredell	47,420	73,548	73,548	1	31,635	49,067	32,923	1	28,914	44,846	43,960
Jackson	n/a				n/a				n/a		
Johnston	61,749	91,141	89,138	1	45,374	66,975	59,797		n/a		
Jones	n/a				n/a				n/a		
Lee	48,973	68,397	53,510		n/a			1	28,704	40,085	34,310
Lenoir	31,359	45,418	40,143		n/a				n/a		
Lincoln	45,105	65,326	46,233	1	31,922	46,233	32,720	1	26,200	37,946	26,855
McDowell	41,592	43,176	42,114 ¹		n/a				n/a		
Macon	36,759	55,140	53,455		n/a				n/a		
Madison											
Martin	county manager				n/a				n/a		
Mecklenburg	80,296	136,503	129,823		32,943	56,003	vacant	8	23,741	40,359	33,018
Mitchell	n/a				n/a				n/a		
Montgomery	24,432	41,160	31,320 ¹		n/a				n/a		
Moore	49,189	76,160	58,890		n/a			1	27,578	42,517	38,272
Nash	61,894	99,236	71,869		n/a			1	30,861	49,495	33,247

TABLE VII. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN

County	Human Resources Director			Human Resources Analyst				Human Resources Technician			
	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
New Hanover	\$ 86,570	\$132,787	\$115,502	1	\$ 45,677	\$ 70,096	\$ 53,040		n/a		
Northampton	43,758	77,216	53,314		n/a			1	\$ 20,047	\$ 35,373	\$ 20,047
Onslow	62,677	100,284	vacant		n/a			3	26,447	42,315	31,527
Orange	73,947	118,215	96,374	4	40,884	83,664	54,969 ⁴	2	31,939	51,058	40,246
Pamlico	23,685	44,585	28,274 ¹		n/a				n/a		
Pasquotank	n/a				n/a				n/a		
Pender	n/a				n/a			1	24,239	38,697	28,483
Perquimans	n/a				n/a				n/a		
Person	29,184	44,172	32,148 ¹		n/a				n/a		
Pitt	68,325	107,989	75,942	2	37,145	58,706	40,354		n/a		
Polk	clerk to the board				n/a				n/a		
Randolph	56,784	88,140	71,616	1	35,112	54,072	42,492	1	29,208	44,640	33,552
Richmond	n/a				n/a			1	21,713	31,590	23,293
Robeson	41,730	62,068	49,865		n/a				n/a		
Rockingham	assistant county manager				n/a			1	26,884	39,089	27,758
Rowan	53,381	84,742	62,479	1	39,742	63,088	46,516	1	II 29,588	46,969	33,292
								1	I 25,530	40,528	26,819
Rutherford	56,080	84,498	65,910		n/a			1	27,970	42,144	32,065
Sampson	n/a				n/a				n/a		
Scotland	35,760	50,520	36,648		n/a			2	23,856	40,356	26,928
Stanly	51,782	73,989	54,885		n/a				28,864	41,234	34,432
Stokes	41,246	61,869	45,032 ¹		n/a				n/a		
Surry	38,832	65,892	45,588		n/a			1	27,588	45,588	28,800
Swain	30,467	42,654	32,277 ¹		n/a				n/a		
Transylvania	44,303	64,239	55,156		n/a			1	20,060	29,087	28,210
Tyrrell	n/a				n/a			1			25,572
Union	62,953	94,429	84,533 ²		n/a			2	27,054	40,581	34,618
Vance			46,500		n/a				n/a		
Wake	75,687	126,398	109,696	8	35,354	59,041	46,972	6	24,189	40,396	31,325
Warren	44,546	71,484	47,727		n/a				n/a		
Washington	28,608	41,448	33,168		n/a				n/a		
Watauga	assistant county manager				n/a			1	29,854	44,781	31,366
Wayne	41,430	64,614	57,109		n/a				n/a		
Wilkes	28,175	54,078	39,480 ¹		n/a				n/a		
Wilson	n/a				n/a			1	38,640	65,316	40,944
Yadkin	n/a				n/a			2	23,195	33,599	23,776
Yancey											

1. Personnel officer—Functions as a single-person personnel shop

2. Plus \$4,800 travel

3. Serves as assistant director

4. Postions include employment manager, benefits manager, classification and pay manager, and organization development manager

5. Reports human resources technician II

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

January 2006

County	Planning Director			County Planner			Planner				Senior Planner			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual
Alamance	\$ 41,499	\$ 66,397	\$ 44,706	n/a			1	\$ 33,300	\$ 53,282	\$ 34,299		n/a		
Alexander	42,202	58,176	52,704	n/a				n/a				n/a		
Alleghany	n/a			n/a				n/a				n/a		
Anson	n/a			\$ 27,427	\$ 44,150	\$ 33,446		n/a				n/a		
Ashe	n/a			n/a			1	35,418	50,043	35,418		n/a		
Avery	n/a			n/a				n/a				n/a		
Beaufort	n/a			31,011	46,517	vacant		n/a				n/a		
Bertie	33,910	51,382	44,800	n/a				n/a				n/a		
Bladen	41693	58310	49198	n/a				n/a				n/a		
Brunswick	58,737	93,979	65,424	n/a			1	34,968	55,949	34,968	2	\$ 38,138	\$ 61,021	\$ 38,138
Buncombe	assistant county manager			n/a			2	31,948	45,425	36,496	4	41,484	59,112	55,935
Burke	45,495	70,517	vacant	n/a			1	30,791	47,727	30,791	1	35,645	55,251	40,075
Cabarrus	64,910	100,196	81,633	n/a			3	36,146	55,784	41,442	2	41,832	64,576	45,248
Caldwell	47,899	75,775	63,098	n/a				n/a			1	31,364	49,531	35,060
Camden	n/a			n/a				n/a				n/a		
Carteret	52,113	83,291	64,474	n/a				n/a			1	31,039	47,263	31,705
Caswell	n/a			n/a			1	28,575	47,132	39,060		n/a		
Catawba	59,964	93,022	87,961	n/a			3	35,053	54,377	48,174	1	40,574	62,957	62,655
Chatham	52,306	77,279	70,000	n/a			1	47,442	70,093	47,907		n/a		
Cherokee	n/a			n/a				n/a				n/a		
Chowan	47,415	85,150	49,784	47,415	85,150	49,784		n/a				n/a		
Clay														
Cleveland	49,980	78,012	72,696	n/a			1	34,362	53,634	35,190		n/a		
Columbus														
Craven	62,031	101,509	94,589 ¹	n/a			2	33,722	55,185	35,340	1	44,674	73,108	47,019
Cumberland	59,594	98,329	92,400	n/a			6	31,576	52,101	36,467	3	37,874	62,492	47,858
Currituck	59,966	83,967	76,006	n/a			5	33,614	47,068	36,902	1	45,145	63,214	44,042
Dare	65,204	104,326	104,326	n/a			1	33,375	53,400	35,044	1	46,649	74,638	64,125
Davidson	51,953	77,930	69,541	n/a			1	33,529	50,293	43,528		n/a		
Davie														
Duplin	n/a			n/a			1	40,210	63,408	54,119		n/a		
Durham	joint city-county function			joint city-county function				joint city-county function				joint city-county function		
Edgecombe	45,303	67,253	50,000	n/a			1	26,487	39,320	26,487	1	33,806	50,185	36,411
Forsyth	n/a			n/a				n/a				n/a		
Franklin	59,276	84,680	vacant	n/a			1	35,766	51,094	36,721	1	39,207	56,010	40,924
Gaston	67,268	104,279	90,803	n/a				n/a			1	38,859	60,245	45,660
Gates	n/a			n/a			1			42,000		n/a		
Graham	n/a			n/a				n/a				n/a		
Granville	n/a			n/a			1	29,655	47,449	31,500	1	37,841	60,546	44,032
Greene	assistant county manager			n/a				n/a				n/a		
Guilford	70,606	120,030	97,344	n/a			4	37,444	63,655	41,126	2	41,282	70,179	57,262
Halifax	46,589	75,430	49,555	n/a				n/a				n/a		
Harnett	61,473	95,283	73,769	n/a			1	35,562	55,121	42,675	1	40,349	62,541	44,597
Haywood	42,241	63,363	47,627	n/a			1	29,703	44,555	30,903		n/a		
Henderson	56,609	87,731	65,194	n/a			3	33,989	52,689	34,632	1	36,777	56,999	45,689
Hertford	economic development director			n/a				n/a				n/a		
Hoke	n/a			n/a				n/a				n/a		
Hyde	n/a			36,429	61,468	38,327		n/a				n/a		
Iredell	48,868	75,794	64,287	n/a			2	33,091	51,324	34,438	1	36,205	56,154	43,542
Jackson	38,384	70,918	57,915	n/a				n/a				n/a		
Johnston	61,749	91,141	88,674	n/a			1	33,342	49,213	33,342	1	39,762	58,689	41,324
Jones	n/a			n/a				n/a				n/a		
Lee	n/a			n/a				n/a				n/a		
Lenoir	n/a			n/a			1	29,952	43,379	26,956		n/a		
Lincoln	n/a			n/a				n/a				n/a		
McDowell	n/a			27,948	41,076	30,870		n/a				n/a		
Macon	28,802	43,202	37,080	n/a				n/a				n/a		
Madison														
Martin	n/a			n/a				n/a				n/a		
Mecklenburg	n/a			n/a				n/a				n/a		
Mitchell	n/a			n/a				n/a				n/a		
Montgomery	n/a			n/a				n/a				n/a		
Moore	54,024	83,646	75,946	n/a			3	31,854	49,189	39,268		n/a		
Nash	58,892	94,452	81,389	n/a			1	35,805	57,441	46,527	1	48,290	77,441	56,732
New Hanover	83,075	127,421	101,358	n/a				n/a			2	50,918	78,083	54,725
Northampton	n/a			34,286	60,500	36,922		n/a				n/a		

County	Planning Director			County Planner			Planner				Senior Planner				
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual	
Onslow	\$ 62,677	\$100,284	\$ 66,254	n/a			2	\$ 33,463	\$ 53,542	\$ 34,288				n/a	
Orange	73,947	118,215	86,323	n/a			6	40,884	65,359	51,526	3	\$ 52,335	\$ 83,664	\$ 58,531	
Pamlico	n/a			n/a			1	28,790	54,194	41,892				n/a	
Pasquotank	assistant county manager			n/a				n/a				1	32,047	44,866	38,428
Pender	40,174	61,003	48,000	n/a			2	27,820	43,708	34,414	1	36,648	56,068	43,470	
Perquimans	n/a			\$ 35,208	\$ 53,318	\$ 37,892		n/a							n/a
Person	n/a			32,148	48,684	37,224		n/a							n/a
Pitt	68,325	107,989	77,776	n/a			1	III 40,795	64,777	44,312	1	44,805	70,815	44,312	
							3	II 37,145	58,706	33,071					
							1	I 33,819	53,452	35,867					
Polk	n/a			n/a				n/a							n/a
Randolph	51,552	79,848	66,600	n/a			1	35,112	54,072	38,592					n/a
Richmond			52,939	n/a				n/a							n/a
Robeson	41,730	58,722	48,394	n/a				n/a							n/a
Rockingham	49,881	72,388	61,247	n/a			1	32,158	46,619	32,158	1	33,571	48,685	34,654	
Rowan	43,851	69,610	57,184	n/a			1	32,644	51,828	34,292	1	36,019	57,184	38,212	
Rutherford	50,775	76,505	52,703	35,858	54,029	41,109		n/a							n/a
Sampson	n/a			n/a				n/a							n/a
Scotland	n/a			n/a				n/a							n/a
Stanly	49,515	70,736	57,404	n/a			2	31,581	45,116	36,923					n/a
Stokes	41,246	61,869	47,114	n/a				n/a							n/a
Surry	44,544	75,876	51,108	29,988	49,920	32,676		n/a							n/a
Swain	n/a			n/a				n/a							n/a
Transylvania	economic development director			n/a			2	35,550	51,548	43,255 ³					n/a
Tyrrell	n/a			n/a				n/a							n/a
Union	68,753	103,130	92,641 ²	n/a				n/a				1	46,155	69,233	59,192
Vance			67,452	n/a				n/a				1	44,932	68,556	47,964
Wake	75,687	126,398	110,751	n/a			3	35,354	59,041	37,611	2	42,000	70,140	58,049	
Warren	44,546	71,484	44,546	n/a				n/a							n/a
Washington	n/a			n/a				n/a							n/a
Watauga	52,907	79,360	78,596	37,203	55,805	43,104		n/a							n/a
Wayne	45,675	71,239	50,416	n/a				n/a							n/a
Wilkes	30,822	59,171	40,366	n/a				n/a							n/a
Wilson	44,448	75,180	58,380	n/a				n/a							n/a
Yadkin	34,456	49,890	38,042	n/a				n/a							n/a
Yancey															

1. Also community development and inspections director

2. Also \$4,800 travel

3. Also serves as economic planner

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

January 2006

County	Information Technology Director			Systems Administrator				PC Consultant			
	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	\$ 56,474	\$ 90,358	\$ 78,844	1	\$ 45,317	\$ 72,509	\$ 55,398	4	\$ 31,866	\$ 50,986	\$ 32,915
Alexander	46,584	64,217	56,758		n/a				n/a		
Alleghany	n/a				n/a				n/a		
Anson	37,677	60,559	60,559	1	28,535	45,939	39,210		n/a		
Ashe	n/a			1	50,082	70,764	50,082		n/a		
Avery	n/a			1	29,754	41,491	30,349		n/a		
Beaufort	n/a				n/a				n/a		
Bertie	n/a				n/a				n/a		
Bladen	44,029	61,641	47,933		n/a				n/a		
Brunswick	55,568	88,909	75,243	1	46,061	73,698	51,360	3	36,553	58,485	37,124
Buncombe	70,529	100,277	97,830 ¹		n/a				n/a		
Burke	50,159	77,747	55,820		n/a			1	29,324	45,455	30,668
Cabarrus	64,910	100,196	75,135	2	50,863	78,504	57,277	1	39,849	61,518	45,893
Caldwell	43,574	68,916	49,660	2	34,456	54,417	40,200		n/a		
Camden	n/a				n/a				n/a		
Carteret	45,165	72,185	63,572	1	35,727	57,101	50,418	1	34,091	54,485	35,000
Caswell	28,575	47,132	34,524		n/a				n/a		
Catawba	62,957	97,678	vacant	1	44,732	69,409	69,409	5	36,800	57,104	44,028
Chatham	52,306	77,279	58,944	3	39,031	57,667	47,380	1	35,401	52,306	35,401
Cherokee	n/a				n/a			2	30,634	47,471	37,280
Chowan	39,008	70,052	70,052	1	33,698	60,514	43,006		system administrator		
Clay											
Cleveland	52,380	81,768	66,204	3	36,024	56,208	41,454		n/a		
Columbus											
Craven	68,126	111,486	99,930		n/a			1	26,674	43,652	33,695
Cumberland	68,296	112,688	97,887	1	49,701	82,007	62,642	4	37,874	62,492	38,099
Currituck	n/a			1	41,850	58,600	48,766		n/a		
Dare	62,158	99,453	97,901	3	41,151	67,899	51,125	3	46,649	74,638	53,366
Davidson	57,202	85,803	79,899	1	40,706	61,058	44,172	3	35,242	52,864	38,316
Davie											
Duplin	40,210	63,408	48,056	1	31,706	49,998	33,647	1	26,010	41,015	27,060
Durham	77,260	133,014	111,779	5	38,701	66,622	47,568	8	33,369	57,448	37,033
Edgecombe	43,145	64,049	46,470	2	33,806	50,185	35,666	1	27,811	41,286	29,954
Forsyth	75,670	124,820	124,820	1	45,656	75,296	57,574	6	34,798	57,408	38,476
Franklin	n/a				n/a				n/a		
Gaston	67,268	104,279	84,082		n/a			4	38,859	60,245	42,624
Gates	n/a				n/a				n/a		
Graham	n/a				n/a			1			10,000
Granville	n/a				n/a				n/a		
Greene	n/a				n/a				n/a		
Guilford	n/a			3	45,513	77,372	63,635	1	58,088	98,749	78,003
Halifax	36,412	58,908	46,019	1	31,413	50,794	42,214	1	29,906	48,347	37,320
Harnett	61,473	95,283	74,258	1	49,803	77,195	52,922	1	31,342	48,580	33,526
Haywood	n/a				n/a				n/a		
Henderson	52,338	81,120	63,640	3	35,354	54,795	45,603		n/a		
Hertford	n/a				n/a				n/a		
Hoke	43,700	61,746	45,912		n/a				n/a		
Hyde	n/a				n/a				n/a		
Iredell	47,420	73,548	72,095	1	41,435	64,265	58,455	1	39,613	53,685	50,072
Jackson	n/a			1	49,721	48,746	49,721		n/a		
Johnston	64,527	95,242	85,701		n/a			2	43,421	64,091	47,233
Jones	n/a				n/a				n/a		
Lee	55,988	78,167	57,186	1	46,816	65,420	46,816	2	42,840	59,849	42,840
Lenoir	45,283	65,584	57,967	1	35,992	52,128	36,893	3	26,095	39,573	27,891
Lincoln	38,894	56,330	51,032	1	37,020	53,616	47,389	2	26,200	37,946	26,527
McDowell	n/a				n/a				n/a		
Macon	36,759	55,140	53,087	1	35,009	52,514	46,134	1	27,430	41,145	31,065
Madison											
Martin	n/a				n/a				n/a		
Mecklenburg	80,296	136,503	130,700		n/a			38	40,873	69,483	50,206
Mitchell	n/a			1	31,783	44,496	32,472		n/a		
Montgomery	n/a				n/a				n/a		
Moore	42,517	65,733	49,579	6	31,854	49,189	37,034		n/a		
Nash	58,892	94,452	70,982		n/a			2	43,702	70,098	47,220
New Hanover	86,570	132,787	114,358	3	45,677	70,096	54,004	13	38,438	58,947	40,907
Northampton	finance director			1	34,286	60,500	42,817		n/a		

County	Information Technology Director			Systems Administrator			PC Consultant				
	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Onslow	\$ 62,677	\$100,284	\$ 80,291	1	\$ 42,343	\$ 67,748	\$ 43,190	4	\$ 32,177	\$ 51,483	\$ 46,246
Orange	73,947	118,215	85,233	5	47,412	75,796	57,079	2	35,254	56,359	38,679
Pamlico	n/a				n/a				n/a		
Pasquotank	45,948	64,327	52,735		n/a				n/a		
Pender	46,108	69,312	51,000	2	30,497	47,456	39,000	1	29,128	45,540	29,646
Perquimans	n/a				n/a				n/a		
Person	45,264	65,256	52,368		n/a			1	29,184	44,172	36,360
Pitt	99,420	157,134	119,928	1	59,361	93,818	65,196	3	37,145	58,706	39,741
Polk	37,000	56,000	39,267		n/a			1	26,563	39,845	25,312
Randolph	56,784	88,140	72,504	1	46,836	72,480	51,552	2	32,028	49,176	36,504
Richmond			59,947	1	29,441	42,842	39,949		n/a		
Robeson	n/a			1	51,186	57,930	53,883		n/a		
Rockingham	59,612	86,333	74,319	1	43,738	63,445	45,148	1	35,039	50,887	40,756
Rowan	68,259	108,361	100,156	1	48,382	76,805	66,933	1	28,169	44,717	29,883
Rutherford	50,775	76,505	56,782		n/a			2	32,467	48,918	33,507
Sampson	41,016	61,524	50,040		n/a			2	25,908	38,868	27,300
Scotland	n/a			2	32,688	50,520	37,290	1	26,100	36,876	28,812
Stanly	47,337	67,626	53,097	2	37,806	54,008	39,000		n/a		
Stokes	42,896	64,343	45,470		n/a			2	31,343	47,015	32,597
Surry	42,516	72,324	vacant	1	34,116	57,276	39,708	1	28,800	47,688	29,988
Swain	33,271	46,579	36,200		n/a				n/a		
Transylvania	42,395	61,473	55,000	2	37,150	56,292	42,858	1	29,811	43,226	37,950
Tyrrell	n/a				n/a				n/a		
Union	71,870	107,805	88,757	1	36,958	55,437	52,457	3	33,818	60,606	49,729
Vance	n/a				n/a				n/a		
Wake	84,369	140,896	115,013	21	38,476	64,254	52,513	22	33,711	56,298	42,453
Warren	n/a				n/a				n/a		
Washington	24,516	35,496	32,964		n/a				n/a		
Watauga	44,366	66,549	58,253	2	38,877	58,316	41,418		n/a		
Wayne	52,875	82,466	59,823	1	35,787	55,816	46,956	2	32,461	50,625	36,005
Wilkes	n/a			1	38,605	74,091	46,200		n/a		
Wilson	51,180	86,508	57,792	2	38,640	68,460	45,348	3	26,568	51,696	30,564
Yadkin	37,846	54,786	41,763	1	34,456	49,890	37,112		n/a		
Yancey											

1. Two persons serve as co-directors

TABLE X. TAX ADMINISTRATION

Part One: Tax Assessor, Tax Collector, and Property/Revaluation Appraiser
January 2006

County	Tax Assessor			Tax Collector			Property and/or Revaluation Appraiser				
	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
Alamance	tax collector			\$ 59,015	\$ 94,423	\$ 80,340	lead tax appraiser	2	\$ 36,365	\$ 58,185	\$ 46,869
							tax appraiser	5	33,300	53,282	37,224
Alexander	n/a			32,969	45,448	36,391			n/a		
Alleghany	\$ 41,299	\$ 61,943	\$ 46,011	tax assessor					n/a		
Anson	30,863	49,716	45,030	28,535	45,939	29,671			n/a		
Ashe	45,930	64,896	54,594	tax assessor			personal property appraiser	2	29,832	42,150	29,832
Avery	37,974	52,955	41,491	37,974	52,955	44,412	lead appraiser	1	25,703	35,843	26,747
							appraiser	1	24,479	34,136	26,747
Beaufort	44,102	66,418	66,418	39,666	60,008	42,560	tax appraiser	2	28,398	42,596	30,000
Bertie	44,534	67,556	65,995	tax assessor					n/a		
Bladen	n/a			n/a					n/a		
Brunswick	61,906	99,050	83,826	42,892	68,627	58,393	real estate appraiser II	2	36,553	47,519	47,171
							real estate appraiser I	5	33,384	43,399	33,384
Buncombe	70,529	100,277	102,988	56,563	80,444	57,320	real property appraiser II	10	31,948	45,425	38,268
							real property appraiser I	2	27,967	39,768	32,443
Burke	50,159	77,747	57,848	tax assessor			real estate appraiser	2	29,324	45,455	30,914
Cabarrus			89,797	43,934	67,825	60,920	revaluation supervisor	1	48,426	74,777	64,576
							real estate appraiser	6	34,426	53,132	41,107
Caldwell	50,135	77,823	53,113	tax assessor			senior appraiser	1	32,873	51,916	35,335
							appraiser I	3	26,001	40,986	29,262
Camden	35,747	53,621	42,206	tax assessor					n/a		
Carteret	n/a			21,089	32,898	23,193	appraiser II	2	32,529	51,990	35,482
							property appraiser	2	29,618	45,099	30,779
Caswell	n/a			41,954	69,424	45,324			n/a		
Catawba	57,104	88,599	69,310	46,976	72,884	56,947	senior real estate appraiser	1	35,053	54,377	44,892
							real estate appraiser	5	31,794	49,321	35,040
Chatham	52,306	77,279	66,923	37,172	54,921	50,249	property appraiser	3	30,581	45,183	34,124
Cherokee	39,346	62,314	51,516	29,371	45,364	37,161	appraiser I	2	23,283	34,826	24,891
Chowan	35,384	63,540	49,784	tax assessor					n/a		
Clay			37,735								
Cleveland	52,380	81,768	53,634	43,428	67,794	43,428	appraiser	3	31,302	48,840	36,024
Columbus											
Craven	tax collector			62,031	101,509	92,425	chief appraiser	1	49,067	80,298	71,873
							appraiser I	5	33,722	55,185	35,954
Cumberland	62,346	102,870	95,634	tax assessor			senior appraiser	3	39,620	65,374	45,682
Currituck	n/a			48,437	67,823	55,433	appraiser	2	31,967	44,762	33,258
Dare	42,393	67,829	66,490	tax assessor			chief real property appraiser	1	42,393	67,829	64,422
							real property appraiser tech	1	26,275	42,040	35,148
Davidson	57,202	85,803	85,803	n/a			appraiser III	3	33,529	50,293	41,505
							appraiser II	3	31,922	47,883	34,519
Davie	46,204	71,667	61,917	28,365							
Duplin	41,834	65,971	42,672	tax assessor					n/a		
Durham			93,500	tax assessor			commercial tax appraiser	2	33,369	57,448	40,012
							residential tax appraiser	9	31,763	54,682	36,271
Edgecombe	39,135	58,096	47,624 ¹	35,496	52,694	45,000	tax appraiser	2	27,811	41,286	29,078
Forsyth	72,196	119,142	113,048	tax assessor			appraiser II	4	34,798	57,408	45,281
							appraiser I	9	32,052	52,894	36,735
Franklin	59,276	64,680	59,698	tax assessor			property appraiser	2	34,161	48,801	34,081
Gaston	62,808	97,374	87,935	54,756	84,893	75,294	property appraiser II	6	36,283	56,252	37,795
Gates			39,561	tax assessor					n/a		
Graham			30,450			21,450	appraiser	3	19,500	22,000	20,750
Granville	41,717	66,747	53,749	tax assessor					n/a		
Greene	40,188	56,263	46,074	40,188	56,263	46,074			n/a		
Guilford	50,178	85,303	vacant	50,178	85,303	76,675	appraiser III	2	39,316	66,837	56,785
							appraiser I	5	32,345	54,987	38,733
Halifax	32,998	53,365	47,755	38,250	61,892	52,064	real estate appraiser	2	29,906	48,347	33,820
Harnett	tax collector			56,509	87,589	80,213	revaluation coordinator	1	40,349	62,541	48,420
							property appraiser	4	32,690	50,670	40,007
Haywood	42,241	63,363	46,133	38,681	58,022	52,631	real property appraiser II	1	29,703	44,555	30,299
							tax appraiser	3	26,953	40,430	28,049
Henderson			78,000			62,012	property appraiser	7	30,225	46,839	33,345
Hertford	39,927	59,091	52,277	38,030	56,285	44,052			n/a		
Hoke	41,619	58,807	49,472	41,619	58,807	54,607	appraiser manager	1	55,773	78,806	60,062
Hyde	36,429	61,463	40,458	tax assessor					n/a		
Iredell	56,765	88,044	84,600	41,435	64,265	59,336	real estate appraiser III	1	36,205	56,154	51,077
							real estate appraiser I	1	30,244	46,909	35,125

County	Tax Assessor			Tax Collector			Property and/or Revaluation Appraiser				
	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
Jackson	\$ 40,550	\$ 74,920	\$ 66,032	\$ 32,431	\$ 59,919	\$ 45,411	appraiser II	3	\$ 27,795	\$ 36,590	\$ 32,192
							appraiser I	2	27,419	48,692	30,902
Johnston	64,527	95,242	90,857	n/a			real estate appraiser	2	31,905	47,097	34,016
Jones	36,624	46,224	44,052	tax assessor					n/a		
Lee	55,988	78,167	68,397	tax assessor			appraisal manager	1	46,816	65,420	47,882
							real property appraiser	2	35,846	50,058	35,846
Lenoir	47,410	68,664	47,410	tax assessor			senior appraiser	1	32,833	47,552	44,156
							real property appraiser	2	28,607	41,432	28,965
Lincoln	49,788	72,108	57,738	n/a			chief of appraisals	1	40,863	59,182	52,308
							real estate appraiser	2	28,920	41,885	29,652
McDowell	41,592	61,140	39,576	34,092	50,118	43,176	real property appraiser	2	24,078	35,388	26,013
Macon	44,681	67,022	64,239	28,802	43,202	43,398	lead appraiser	1			32,261
							tax appraiser	2	26,124	39,186	no data
Madison											
Martin	n/a					50,000	asst. tax assessor	1			43,145
Mecklenburg	80,296	136,503	107,123	50,505	85,859	75,348	appraiser	27	37,720	64,124	45,281
Mitchell	36,793	51,510	36,793	36,793	51,510	37,161	deputy tax assessor	1	22,588	31,623	29,000
							addresser	1	22,588	31,623	24,900
Montgomery	n/a			35,246	59,328	49,884	tax appraiser	1	26,400	44,448	33,000
Moore	49,189	76,160	vacant	tax assessor			chief coordinator	2	31,854	49,189	38,662
							real property appraiser	5	27,578	42,517	31,855
Nash	58,892	94,452	76,485	tax assessor			property appraiser supr.	1	45,941	73,677	53,321
							real property appraiser	2	34,083	54,661	38,173
New Hanover	83,075	127,421	94,557	62,171	95,306	76,586	revaluation coordinator	1	42,370	65,000	48,714
							appraiser	5	32,531	49,920	39,362
Northampton	48,243	85,131	55,947	28,206	49,774	36,106	appraiser II	1	28,206	49,774	37,009
							appraiser I	1	26,863	47,403	28,224
Onslow	tax collector			62,677	100,284	66,438	tax appraiser	6	27,505	44,008	32,840
Orange	66,992	107,097	81,223	66,992	107,097	68,667	chief/deputy tax assessor	1	52,335	83,664	56,325
Pamlico	23,908	42,457	30,410	38,951	69,171	43,003			n/a		
Pasquotank	43,631	61,084	61,119	tax assessor			certified appraiser	1	22,780	31,892	24,804
Pender	46,108	69,312	53,000	36,648	56,068	44,456	appraiser I	2	26,572	41,961	28,294
Perquimans	35,208	53,318	40,757	tax assessor					n/a		
Person	39,096	59,184	43,128	52,368	79,320	59,184			n/a		
Pitt	54,049	85,422	63,712	54,049	85,422	60,074			n/a		
Polk	33,000	50,000	40,296	41,000	61,000	52,747	appraiser asst.	1			22,958
Randolph	51,552	79,848	68,220	tax assessor			real property appraiser III	3	42,292	65,712	48,784
Richmond	36,378	52,939	45,470	34,702	50,505	36,378	appraiser II	1	26,201	38,132	28,095
							appraiser I	3	23,846	34,702	24,804
Robeson	79050	79602	79,271	38,125	45,341	41,011	appraiser	1	38,125	45,341	41,011
Rockingham	62,222	90,166	77,979	tax assessor			appraiser II	5	32,158	46,619	36,698
							appraiser I	1	29,439	42,678	35,311
Rowan	58,899	93,496	90,776	50,821	80,675	67,583	revaluation coordinator	1	37,834	60,064	49,340
							appraiser I	3	31,082	49,340	33,867
Rutherford	56,080	84,498	57,491	tax assessor			revaluation appraiser II	1	30,892	46,546	35,858
							revaluation appraiser I	2	29,395	44,290	30,511
Sampson	44,952	67,428	56,208	32,604	48,900	39,816	real estate appraiser	1	31,140	46,692	36,588
Scotland	46,836	66,180	54,312	31,248	44,148	32,832	revaluation coordinator	1	29,868	42,204	30,612
Stanly	54,176	77,393	62,837	45,256	64,651	50,513	real property supervisor	1	37,806	54,008	42,066
							real property appraiser	4	30,191	43,131	32,047
Stokes	44,611	66,917	52,530	tax assessor			real property appraiser II	1	30,138	45,207	31,946
							real property tech/revaluation	1	25,762	38,643	27,308
Surry	44,544	75,876	56,004	32,676	54,720	32,676	revaluation project manager	1	37,224	62,844	47,688
							real estate appraiser II	3	28,800	47,688	32,216
Swain	33,271	46,579	36,599	tax assessor			senior appraiser	1	30,467	42,654	35,000
							tax assistant II	1	24,449	34,229	23,798
Transylvania	46,297	67,131	67,131	35,550	51,548	47,302	property appraiser II	1	28,527	41,364	29,340
							property appraiser I	1	26,123	37,878	26,629
Tyrrell			48,492	tax assessor					n/a		
Union	tax collector			65,790	98,685	90,168 ²	sr. real estate appraiser	6	36,958	57,985	44,294
							real estate appraiser tech.	4	30,930	50,726	33,030
Vance			54,996	tax assessor					n/a		
Wake	75,687	126,398	113,965	tax assessor			senior appraiser	3	35,354	59,041	53,316
							appraiser	9	30,073	50,227	41,586
Warren	44,546	71,484	44,546	finance director					n/a		
Washington	n/a			35,208	43,956	52,284			n/a		
Watauga	50,628	75,943	66,994	32,602	48,902	49,881	appraiser II	2	31,198	46,796	36,683
							appraiser I	1	29,854	44,781	29,855
Wayne	52,875	82,466	69,376	41,430	64,614	42,466	chief real estate appraiser	1	43,500	67,847	45,702
							appraiser I	1	28,041	43,735	31,687
Wilkes	42,235	81,068	49,425	n/a			appraiser	4	25,756	49,425	28,539

County	Tax Assessor			Tax Collector			Property and/or Reevaluation Appraiser				
	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
Wilson	tax collector			\$ 51,180	\$ 86,508	\$ 58,294	reevaluation supvr.	1	\$ 38,640	\$ 65,316	\$ 39,612
							appraiser I	1	29,160	49,320	vacant
Yadkin	\$ 34,456	\$ 44,890	\$ 47,479	tax assessor			sr. appraiser	1	32,877	47,614	43,134
							appraiser I	2	28,568	43,354	29,670
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- 1. Also serves as GIS administrator
- 2. Plus \$4,800 travel

TABLE X. TAX ADMINISTRATION

Part Two: Business Personal Property Appraiser, Property Mapper, and Tax Clerk
January 2006

County	Business Personal Property Appraiser				Property Mapper					Tax Clerk				
	No.	Min.	Max.	Avg.	Class	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Alamance	1	\$ 33,300	\$ 53,282	\$ 48,587	lead tax mapper	1	\$ 27,924	\$ 44,679	\$ 33,335	4	\$ 22,409	\$ 35,853	\$ 27,501	
					tax mapper	1	25,572	40,913	29,874					
Alexander		n/a			mapper	1	22,209	30,615	30,615		n/a			
Alleghany		n/a					n/a			1	20,857	31,285	20,857	
Anson		n/a					n/a			2	17,745	28,535	18,839	
Ashe	2	26,235	38,676	32,304	tax mapping supvr.	1	31,146	44,010	31,926	4	26,235	44,010	29,258	
					tax mapping clerk	1	26,235	37,068	26,235					
Avery	2	20,139	28,083	21,934			n/a			3	20,139	34,136	25,251	
Beaufort		n/a			senior land records	1	31,011	46,517	38,240	5	20,867	31,301	23,016	
					land records spec.	1	26,004	39,007	30,057					
Bertie		n/a			asst. admin.	1	29,595	44,837	40,639	3	22,578	34,120	26,106	
					tax mapper	2	21,580	32,611	22,643					
Bladen		n/a					n/a				n/a			
Brunswick	1	33,384	43,399	45,501	mapper supvr. I	1	30,215	39,279	40,064	8	III	25,461	40,738	31,396
					mapper I	1	25,461	40,738	27,859	2	II	23,876	38,202	30,108
										7	I	22,292	35,667	24,190
Buncombe	3	31,948	45,425	35,168	GIS mapper II	5	30,586	43,435	35,970	5		23,436	33,379	27,761
					GIS mapper I	1	27,967	39,768	30,917					
Burke	1	27,929	43,290	30,055	tax mapper	1	24,126	37,396	27,270	6		21,882	33,918	24,480
Cabarrus	1	34,426	53,132	51,102	senior GIS mapper	2	32,778	50,600	41,223	7		23,293	35,955	29,634
					mapper	2	29,720	45,893	32,126					
Caldwell	2	21,634	33,969	23,697	land records tech	1	22,634	35,604	27,138	5		20,634	32,414	23,778
Camden		n/a					n/a			4		20,171	30,256	22,124
Carteret	1	22,101	34,477	23,533	property mapper	1	21,089	32,898	22,112	5		18,704	27,734	19,490
Caswell	1	23,613	38,866	26,112			n/a			3		20,288	32,745	22,156
Catawba	1	26,140	40,574	32,480	cadastral mapper	4	28,834	44,732	37,034	3		24,892	38,646	30,442
Chatham	1	26,418	39,031	30,083	mapper	2	27,738	40,983	34,016	3		22,819	33,716	25,212
Cherokee	1	23,283	34,826	29,855	mapping tech II	1	22,420	33,445	23,767	4		21,623	32,143	22,892
Chowan		n/a			land records mgr.	1	32,093	57,633	47,415			21,722	39,008	25,046
					land records clerk	1	25,144	45,157	35,384					
Clay		n/a			mapper	1			26,149	4				17,809
Cleveland	1	24,762	38,634	28,506	mapper	1	24,762	38,634	27,846	7		20,544	32,040	24,762
Columbus														
Craven	1	32,179	52,656	38,726	property mapper	2	25,450	41,651	27,812	3	clerk I	23,170	37,927	27,119
					mapping asst.	1	23,170	37,927	24,867					
Cumberland	1	30,152	49,752	34,988	GIS tech III and GIS Tech I					14		25,090	41,398	26,275
Currituck		n/a			mapper	1	28,674	40,151	29,832	4		22,084	30,956	23,112
Dare	2	27,562	44,099	37,280	land records mgr.	1	40,413	64,661	59,011	10		22,763	36,421	33,677
					land records tech	1	31,816	50,906	44,266					
Davidson		n/a			land records tech III	2	27,637	41,455	32,738	6	III	27,637	41,455	32,875
										2	II	26,352	39,528	28,121
										9	I	21,638	32,457	24,389
Davie	1	23,336	36,197	24,506	sr. land records	1	27,014	41,902	34,776	2		21,167	32,831	26,000
					land records spec.	1	25,728	39,907	28,362					
Duplin		n/a			tax mapper	1	30474	48056	31085	6	II	20,509	32,341	21,154
					mapper asst.	1	22200	35005	22644					
Durham		n/a			GIS cartographer	4	30,231	52,046	36,620	2		20,365	35,059	23,841
Edgecombe	1	26,487	39,320	29,241			n/a			5		20,753	30,808	22,848
Forsyth	1	30,638	50,564	32,988	GIS technician III	1	33,404	55,120	54,308	20		22,110	36,504	24,700
					GIS technician I	6	28,225	46,592	39,294					
Franklin	2	29,764	42,520	31,649			n/a			7		22,595	35,385	25,105
Gaston	1	36,283	56,252	36,736	GIS specialist II	1	36,283	56,252	37,189	2		20,960	32,497	21,222
					GIS specialist I	2	33,877	52,523	35,995					
Gates		n/a					n/a			3				19,783
Graham		n/a			mapper	1			28,919	1				no data
Granville		n/a					n/a			7		20,088	32,141	23,292
Greene	1	22,390	31,345	25,669			n/a			2		19,829	27,762	20,303
Guilford	4	39,316	66,837	52,120	mapping tech	4	29,338	49,875	41,892	5		22,987	39,078	28,097
Halifax	1	27,107	43,803	28,125			n/a			3		20,203	32,594	20,703
Harnett	1	34,096	52,849	38,225	land records tech	2	27,623	42,816	27,623	11		24,345	37,735	26,963
Haywood		n/a					GIS technician			4		20,696	31,044	22,171
Henderson	2	24,843	38,493	35,831	GIS specialist	2	26,871	41,652	35,276	3		21,236	32,916	25,141
					services spec.	2	24,843	38,493	30,547					
Hertford		n/a			records supvr.	1	29,802	44,110	36,257	5		19,218	28,442	19,891
					mapping tech	1	21,170	31,334	21,696					

TABLE XI. GIS ADMINISTRATOR AND TECHNICIAN

January 2006

County	GIS Administrator				GIS Technician			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	1	\$ 43,365	\$ 69,386	\$ 54,709	1	\$ 33,300	\$ 53,282	\$ 34,633
Alexander	1	32,969	45,448	42,203		n/a		
Alleghany		n/a				n/a		
Anson		n/a			1	23,395	37,677	32,140
Ashe		n/a				n/a		
Avery	1	31,242	43,568	32,823		n/a		
Beaufort		n/a				n/a		
Bertie		n/a				n/a		
Bladen		n/a				n/a		
Brunswick		IT director			4	28,630	50,878	35,547
Buncombe		n/a				n/a		
Burke	1	33,949	52,619	39,721	1	24,126	37,396	28,114
Cabarrus		n/a			2	41,832	64,576	44,902
Caldwell	1	36,113	57,036	38,500	2	23,700	37,306	28,910
Camden		n/a			1	28,685	43,029	31,953
Carteret	1	37,198	59,841	37,198	1	28,261	43,033	30,627
Caswell	1	34,610	57,188	37,692		n/a		
Catawba	1	44,732	69,409	59,572	2	36,800	57,104	38,691
Chatham	1	35,401	52,306	42,715		n/a		
Cherokee	1	28,229	43,387	31,772	1	25,080	37,934	26,687
Chowan		n/a				n/a		
Clay								
Cleveland	1	36,024	56,208	45,510	1	25,950	40,506	32,040
Columbus								
Craven	1	46,820	76,621	56,926		n/a		
Cumberland	2	41,443	68,381	60,553	2	28,806	47,529	30,585
Currituck	1	35,262	49,375	38,888		n/a		
Dare	1	44,470	71,152	47,262	1	30,330	48,528	35,428
Davidson	1	38,777	58,166	46,985	1	30,422	45,633	34,681
Davie								
Duplin		n/a				n/a		
Durham		n/a				n/a		
Edgecombe		tax assessor			2	26,487	39,320	27,525
Forsyth	1	41,662	68,744	67,912	1	29,369	48,484	47,174
Franklin	1	39,207	56,010	40,016	2	31,163	44,519	33,029
Gaston	1	47,737	74,002	64,443	1	41,618	64,516	43,179
Gates		n/a				n/a		
Graham		n/a				n/a		
Granville		n/a			1	29,655	47,449	35,411
Greene		n/a				n/a		
Guilford	1	55,322	94,047	73,475	1	33,963	57,737	vacant
Halifax	1	29,906	48,347	41,185	1	22,279	35,966	22,833
Harnett	1	43,894	68,036	52,675	3	31,342	48,580	36,565
Haywood	1	37,017	55,525	47,826	2	26,953	40,430	29,144
Henderson	1	38,240	59,280	43,271	1	24,843	38,493	29,679
Hertford		n/a				n/a		
Hoke	1	37,749	53,339	43,778	1	43,700	61,746	44,792
Hyde		n/a				n/a		
Iredell	1	47,420	73,548	47,657	2	27,642	42,874	28,941
Jackson	1	25,941	47,928	33,417	1	25,941	47,928	26,989
Johnston		n/a			2	30,533	45,067	38,591
Jones		n/a				n/a		
Lee	1	48,973	68,397	54,709	3	37,515	52,348	38,078
Lenoir	1	35,992	52,128	42,931		n/a		
Lincoln		n/a			1	part-time		19,171
McDowell		n/a				n/a		
Macon	1	33,342	50,013	37,080	1	23,695	35,544	30,895
Madison								
Martin		n/a				n/a		
Mecklenburg	1	52,615	89,446	79,102	2	23,741	40,359	29,844
Mitchell		n/a				n/a		
Montgomery		n/a			1	27,492	46,332	29,604
Moore	1	35,080	54,136	53,810		n/a		
Nash	1	43,702	70,098	43,702	1	29,372	47,109	32,423
New Hanover	1	50,918	78,083	71,406	1	45,677	70,096	53,581
Northampton	1	28,206	49,774	39,856	2	22,100	38,999	25,950

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

January 2006

County	Library Director				Public Health Director				Social Services Director			
	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties
Alamance	\$ 54,042	\$ 86,466	\$ 71,960	2	\$ 64,447	\$103,112	\$ 90,640	1	\$ 59,015	\$ 94,423	\$ 81,522	1
Alexander	40,170	55,375	44,340	1	48,943	67,468	67,468	1	48,943	67,468	64,217	1
Alleghany	n/a				n/a				47,804	70,706	59,637	1
Anson	n/a				n/a				40,800	65,500	60,559	1
Ashe	n/a				n/a				64,410	91,008	74,697	1
Avery	n/a				n/a				43,960	61,302	52,955	1
Beaufort	n/a				54,958	82,437	62,596	1	54,958	82,437	60,964	1
Bertie	see Hertford				n/a				53,428	81,080	79,207	1
Bladen	44,029	61,641	48,597	1	51,038	71,453	60,071	1	51,038	71,453	58,680	1
Brunswick	55,568	88,909	75,663	1	69,829	111,726	93,036	1	69,829	111,726	96,402	1
Buncombe	70,529	100,277	97,830	1	76,988	109,494	115,077	1	76,988	109,494	115,077	1
Burke	50,159	77,747	56,176	1	52,668	81,635	62,814	1	52,668	81,635	61,645	1
Cabarrus	61,804	95,418	95,418	1	n/a				71,552	110,469	110,469	1
Caldwell	50,135	77,823	53,994	1	55,157	85,610	71,171	1	55,157	85,610	71,282	1
Camden	see Pasquotank				see Pasquotank				40,794	61,191	51,152	1
Carteret	n/a				60,131	78,118	80,840	1	60,131	78,118	84,795	1
Caswell	see Orange				45,342	73,774	70,008	1	41,954	69,424	54,492	1
Catawba	54,377	84,375	68,189	1	69,409	107,689	91,800	1	76,526	118,730	118,730	1
Chatham	45,183	66,756	52,642	1	60,550	73,599	77,386	1	60,550	73,599	81,200	1
Cherokee			no data	3	45,067	71,573	54,165	1	45,067	71,573	54,854	1
Chowan	see Washington				see Pasquotank				49,784	89,406	73,554	1
Clay	see Cherokee						56,744	1			52,881	1
Cleveland	43,428	67,794	53,634	1	66,204	103,344	98,604	1	66,204	103,344	91,890	1
Columbus	28,937	62,245	48,626	1	48,842	79,680	65,396	1	49,842	79,680	59,246	1
Craven	n/a				74,822	122,450	114,100	1	74,822	122,450	103,889	1
Cumberland	59,594	98,329	91,992	1	81,965	135,242	101,611	1	81,965	135,242	110,577	1
Currituck	n/a				see Pasquotank				56,672	79,354	67,478	1
Dare	n/a				62,158	99,453	93,683	1	62,158	99,453	98,367	1
Davidson	51,953	77,930	59,248	1	63,094	94,641	81,885	1	63,094	94,641	86,898	1
Davie	44,004	68,254	57,297	1	58,969	91,468	79,079	1	53,487	82,964	79,024	1
Duplin	41,834	65,971	54,119	1	53,058	83,665	64,677	1	57,431	90,563	75,779	1
Durham	63,413	109,170	88,053	1	73,539	126,604	121,540	1	77,260	133,014	118,000	1
Edgecombe	n/a	37,682			63,746	94,631	vacant	1	63,746	94,631	74,271	1
Forsyth	65,811	108,576	106,912	1	105,352	173,825	158,121	1	79,310	130,852	123,011	1
Franklin	51,646	73,780	52,395	1	62,061	88,660	70,000	1	62,061	88,660	69,535	1
Gaston	58,644	90,918	74,773	2	72,044	111,683	84,650	1	72,044	111,683	84,650	1
Gates	see Hertford				n/a						51,195	1
Graham	n/a						60,000	1			56,822	1
Granville	39,841	60,546	50,701	1	see Vance				48,283	77,252	68,246	1
Greene	see Lenoir				46,540	65,156	55,847	1	46,540	65,156	50,982	1
Guilford	n/a						128,600	1			142,629	1
Halifax	44,347	71,789	49,555	1	56,763	91,946	80,243	1	56,763	91,946	72,683	1
Harnett	49,803	77,195	60,051	1	64,116	99,380	73,666	1	64,116	99,380	77,614	1
Haywood	46,129	69,193	54,662	1	60,895	91,342	71,637	1	60,895	91,342	71,848	1
Henderson	54,425	84,357	70,080	1	56,609	87,731	75,705	1	56,609	87,731	74,652	1
Hertford	44,000	75,180	62,649	4	61,948	91,319	86,887	1	44,030	65,164	vacant	1
Hoke	n/a				61,490	86,884	vacant	1	61,290	86,884	vacant	1
Hyde	n/a				47,878	80,779	48,588	1	38,127	64,327	44,698	1
Iredell	49,600	76,931	72,824	1	67,953	105,396	82,927	1	67,953	105,396	105,396	1
Jackson	n/a				36,219	66,918	59,132	1	51,371	94,912	71,932	1
Johnston			52,460	1	114,354	168,787	181,615	1	67,432	99,529	97,925	1
Jones	n/a				41,952	53,376	44,052	1	46,224	58,800	48,516	1
Lee	48,973	68,397	57,186	1	58,532	81,804	76,445	1	58,532	81,804	73,118	1
Lenoir	n/a				51,971	75,270	64,904	1	51,971	75,270	71,643	1
Lincoln	38,894	56,330	47,388	1	52,308	75,759	63,732	1	52,308	75,759	66,959	1
McDowell	39,576	58,176	48,282	1	n/a				50,742	74,586	61,902	1
Macon	n/a				49,261	73,891	64,205	1	49,261	73,891	65,978	1
Madison												
Martin	regional system				see Washington				43,540	69,604	63,058	1
Mecklenburg	80,296	136,503	151,050	1	94,494	160,641	152,495	1	94,494	160,641	160,058	1
Mitchell	n/a				n/a				51,772	72,481	63,465	1
Montgomery	n/a				vacant				48,084	80,892	71,472	1
Moore	n/a				54,024	83,646	81,484	1	54,024	83,646	67,120	1
Nash	n/a				68,376	109,556	92,139	1	68,346	109,556	79,372	1

County	Library Director				Public Health Director				Social Services Director				
	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties	
New Hanover	\$ 83,075	\$127,421	\$101,358	1	\$ 90,043	\$138,133	\$102,482	1	\$ 90,043	\$138,133	\$ 99,466	1	
Northampton	see Hertford				58,639	103,476	69,704	1	48,243	85,131	86,504	1	
Onslow	60,266	96,427	vacant	1	67,792	108,467	88,956	1	67,792	108,467	69,147	1	
Orange	66,992	107,097	79,359	3	73,947	118,215	92,875	1	73,947	118,215	97,726	1	
Pamlico	n/a				34,996	65,876	51,956	1	40,511	76,258	55,630	1	
Pasquotank	44,717	66,381	55,549	2				123,499	4	55,216	77,302	60,122	1
Pender	40,174	61,003	51,900	1	55,407	82,330	64,600	1	55,407	82,330	69,974	1	
Perquimans	see Washington				n/a				35,208	53,318	48,362	1	
Person	37,224	56,364	37,224	1	52,368	79,320	52,368		52,368	79,320	63,672	1	
Pitt	n/a				104,192	164,675	151,610	1	no data	no data	no data	1	
Polk	39,000	58,000	49,000	1	n/a			43,000	64,000	59,643	1		
Randolph	51,552	79,848	66,600	1	56,781	88,140	74,280	1	56,784	88,140	72,504	1	
Richmond	n/a							72,828	1	70,117			
Robeson	n/a				83,321	88,331	85,525	1	76,072	88,331	80,977	1	
Rockingham	49,881	72,388	62,000	1	64,968	94,270	80,208	1	64,968	94,270	78,695	1	
Rowan	58,899	93,496	89,014	1	68,259	108,361	92,589	1	68,259	108,361	81,482	1	
Rutherford	50,775	76,505	52,053	1	n/a			61,941	93,327	64,292	1		
Sampson	42,936	64,404	47,340	1	49,284	73,932	60,420	1	49,284	73,932	63,060	1	
Scotland	n/a				56,064	79,224	70,020	1	56,064	79,224	71,772	1	
Stanly	51,782	73,989	59,286	1	62,001	88,572	72,315	1	62,001	88,572	70,000	1	
Stokes	n/a				48,252	72,377	60,000	1	48,252	72,377	52,530	1	
Surry	n/a				53,472	91,320	75,876	1	53,472	91,320	79,488	1	
Swain	n/a				49,443	69,222	57,898	1	49,443	69,222	53,000	1	
Transylvania	44,303	64,239	56,398	1	48,380	70,151	63,300	1	48,380	70,151	69,869	1	
Tyrrell	see Washington				see Washington				51,336				
Union	62,953	94,429	67,600	² 1	71,870	107,805	86,164	¹ 1	68,753	103,130	89,230	¹ 1	
Vance					52,728			164,232	2	65,364			
Wake	68,101	113,729	98,092	1	94,324	157,521	132,715	1	combined w/public health director				
Warren	36,649	58,812	46,204	1	51,568	82,751	51,568	1	51,568	82,751	65,364	1	
Washington	40,332	56,112	49,020	4	65,345	149,771	96,543	3	43,560	67,788	67,788	1	
Watauga	n/a				n/a				57,776	86,663	73,480	1	
Wayne	n/a				58,296	90,921	72,803	1	58,296	90,921	67,604	1	
Wilkes	n/a							80,698	1	79,310			
Wilson	44,448	75,180	70,920	1	61,716	104,376	91,692	1	61,716	104,376	93,960	1	
Yadkin	n/a				47,834	69,254	59,719	1	47,834	69,254	62,742		
Yancey												54,200	1

1. Plus \$4,800 travel

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

January 2006

County	Librarian				Library Branch Manager				Library Assistant			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	3	\$ 33,300	\$ 53,282	\$ 35,110	2	\$ 29,182	\$ 46,690	\$ 35,300	3	\$ 21,444	\$ 34,308	\$ 20,283
Alexander		n/a				n/a			5	21,138	29,139	22,763
Alleghany		n/a				n/a				n/a		
Anson		n/a				n/a			3	17,745	28,535	19,260
Ashe		n/a				n/a				n/a		
Avery		n/a				n/a				n/a		
Beaufort		n/a				n/a				n/a		
Bertie		n/a				n/a				n/a		
Bladen		n/a				n/a				n/a		
Brunswick	1	55,568	88,909	75,663	4	34,968	55,949	43,427	13	22,292	35,667	25,375
Buncombe		n/a				n/a			16	18,819	26,780	20,217
Burke	1	32,332	50,114	34,948	1	33,949	52,619	37,346	5	19,849	30,765	20,467
Cabarrus	2	36,146	55,784	41,020	3	41,832	64,576	53,698	13	24,464	37,771	28,683
Caldwell	3	34,456	54,417	39,500	1	34,456	54,417	37,959	13	22,634	35,604	25,174
Camden		n/a				n/a				n/a		
Carteret		n/a				n/a				n/a		
Caswell	2			24,594		n/a			3	part-time		12,692
Catawba	6	33,391	51,783	37,777	4	31,794	49,321	35,166	12	21,501	33,391	23,033
Chatham		n/a			4	29,126	43,032	35,379	5	21,733	32,110	25,363
Cherokee		n/a				n/a				n/a		
Chowan		n/a				n/a				n/a		
Clay												
Cleveland	2	28,506	44,472	31,434	1	23,640	36,870	23,634	4	23,640	36,870	23,870
Columbus												
Craven		n/a				n/a				n/a		
Cumberland	11	33,074	54,572	36,902	4	39,620	65,374	43,815	21	19,146	31,591	20,985
Currituck		n/a				n/a			3	22,084	30,956	25,139
Dare	2	30,330	58,760	37,712	3	26,275	46,261	33,163	7	22,763	36,421	25,340
Davidson	1 level III	36,956	553,435	46,158	3	28,978	36,261	38,331		n/a		
	2 level II	35,242	52,864	37,377								
	1 level I	31,922	47,883	44,504								
Davie												
Duplin		n/a				n/a			1 IV	23,096	36,419	23,557
									1 III	21,337	33,647	25,499
									3 II	19,711	31,085	20,246
									2 I	18,212	28,717	13,707
Durham	18	30,231	47,151	37,682	6	38,701	66,622	49,249	10	21,395	36,835	29,635
Edgecombe		n/a				n/a				n/a		
Forsyth	22	33,404	55,120	39,205	13	39,832	65,686	53,822	3	21,320	35,152	21,320
Franklin	2	34,161	48,801	35,401	1	31,163	44,519	32,012	1	27,153	38,789	28,812
Gaston	4	31,631	49,038	35,388	10	27,576	42,721	35,537	15	20,960	32,497	24,488
Gates		n/a				n/a				n/a		
Graham		n/a				n/a				n/a		
Granville	2	28,950	46,312	28,556		n/a			2	23,223	37,157	22,437
Greene		n/a				n/a				n/a		
Guilford		n/a				n/a				n/a		
Halifax		n/a			2	22,279	35,966	24,000	4	21,215	28,820	22,000
Harnett	3	34,096	52,849	39,781	1 part-time	25,392	39,358	13,375	2	21,456	34,239	25,795
Haywood	5	33,896	50,845	38,175		n/a			10	18,135	27,204	21,135
Henderson	8	30,225	46,839	34,078	11	23,888	37,031	28,552	15	19,637	30,420	21,195
Hertford		n/a				n/a				n/a		
Hoke		n/a			1	24,334	34,382	26,204	5	21,020	29,701	21,888
Hyde		n/a				n/a				n/a		
Iredell	5	34,613	53,685	43,445	1	30,244	46,909	32,431	8	20,177	31,295	22,091
Jackson		n/a				n/a				n/a		
Johnston		n/a				n/a				n/a		
Jones		n/a				n/a				n/a		
Lee	2	32,810	47,882	39,258		n/a			7	19,235	29,359	21,318
Lenoir	1	60,744	124,392	105,936	2	22,644	46,308	24,852	2	20,508	41,952	22,098
Lincoln		n/a				n/a			6	19,481	28,214	20,659
McDowell	1	27,948	41,076	36,282	1	18,780	27,600	24,990	8	17,868	26,262	22,942
Macon		n/a				n/a				n/a		
Madison												
Martin		n/a				n/a				n/a		
Mecklenburg	3	50,505	85,859	69,638	19	37,720	64,124	48,023	114	20,430	34,731	23,781
Mitchell		n/a				n/a				n/a		

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

January 2006

County	Register of Deeds			Assistant Register of Deeds				Deputy Register of Deeds					
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.		
Alamance	\$ 43,365	\$ 69,386	\$ 43,365	1	assistant	\$ 28,722	\$ 42,756	\$ 31,232	8	deputy II	\$ 24,471	\$ 39,151	\$ 23,141
Alexander	38,234	52,706	46,584	1		23,334	32,166	26,400	1	deputy	22,209	30,615	24,514
Alleghany	39,329	58,993	47,274	1	assistant	25,351	38,027	28,290	1	deputy	22,994	34,492	24,229
Anson	29,671	47,785	36,939	1	assistant II	18,456	29,671	24,361	n/a				
				1	assistant I	17,745	28,535	23,395					
Ashe	40,314	56,961	54,216	1	assistant	27,372	38,676	30,969	4	deputy	26,235	37,068	27,412
Avery	37,974	52,955	42,290	1	assistant	22,203	30,961	26,746	2	deputy	21,146	29,488	22,658
Beaufort	39,666	60,008	51,818	1	assistant	23,813	35,720	23,818	3	deputy	20,867	31,301	23,500
Bertie	35,498	53,848	52,941	1	assistant	21,580	26,198	22,331	2	deputy	18,865	28,506	21,292
Bladen	40,524	56,734	48,630	n/a				n/a					
Brunswick			96,164	4	assistant	31,799	50,878	37,387	1	deputy II	27,045	43,272	28,499
				10	deputy I	22,292					22,292	35,667	23,031
Buncombe			97,830	1	assistant	31,947	45,425	64,926	17	deputy II	25,628	36,452	33,515
				7	deputy I	22,451					22,451	31,947	30,067
Burke	43,330	67,160	50,879	1	assistant	21,882	33,918	24,847	3	deputy	20,840	32,303	22,049
Cabarrus	48,426	74,777	59,726	1	assistant	34,426	53,132	35,788	7	deputy	24,464	37,771	29,133
Caldwell	39,714	62,707	56,248	1	assistant	26,001	40,986	29,448	5	deputy	23,700	37,306	27,726
Camden	32,735	49,102	41,750	1	assistant	20,171	30,256	22,042	1	deputy	18,471	27,706	20,473
Carteret	39,239	62,714	53,819	1	assistant	26,967	40,597	29,011	1	deputy III	22,101	34,477	27,401
				3	deputy II	18,704					18,704	27,734	24,191
Caswell	37,377	61,797	41,208	1	assistant	21,885	34,631	24,468	1	deputy	21,071	33,327	22,128
Catawba	49,320	76,526	56,717	1	assistant II	28,834	44,732	44,732	4	deputy II	24,892	38,646	29,317
				1	assistant I	26,140	40,574	40,574	3	deputy I	22,581	35,054	22,823
Chatham	47,442	70,093	62,949	4	assistant	26,418	39,031	30,435	n/a				
Cherokee	31,884	49,628	34,792	1	assistant	21,623	32,143	24,294	2	deputy	20,066	29,610	20,988
Chowan	35,384	63,540	39,008	1	assistant	21,722	39,008	23,948	1	deputy	20,687	37,151	21,722
Clay			42,259										
Cleveland	45,510	71,034	61,722	1	assistant	27,186	42,444	33,576	3	deputy	22,548	35,190	25,950
Columbus	45,154	72,186	60,682	4	assistant	no data	no data	no data	1	deputy II	18,562	29,676	27,692
				4	deputy I	15,235					15,235	24,356	24,356
Craven			53,045	1	assistant	27,952	45,746	32,553	1	deputy II	23,170	37,927	25,675
				5	deputy I	21,101					21,101	34,528	22,543
Cumberland			98,797	3	assistant	30,152	49,752	39,372	5	deputy III	27,518	45,405	31,137
				6	deputy I	22,889					22,889	37,767	24,290
Currituck			56,774	1	assistant	23,732	33,231	26,172	3	deputy	22,084	30,956	23,614
Dare	44,470	71,152	67,596	2	assistant	26,275	42,040	36,334	5	deputy	22,763	36,421	25,846
Davidson	51,953	77,930	51,953	1	assistant	26,352	39,528	39,010	5	deputy II	23,888	35,832	27,928
				2	deputy I	21,638					21,638	32,457	23,702
Davie													
Duplin	41,834	65,971	45,283	1	assistant II	28,154	44,396	31,706	2	deputy III	22,200	35,005	24,528
				1	assistant I	24,028	37,892	29,878	2	deputy II	20,509	32,341	20,714
Durham			90,000	2	supervisor	30,231	52,046	37,231	1	deputy III	28,774	49,538	42,009
				7	deputy II	24,811					24,811	42,717	29,970
				4	deputy I	22,478					22,478	38,701	26,987
Edgecombe	39,135	58,096	56,642	1	assistant	22,881	33,967	30,834	3	deputy II	20,753	30,808	21,820
Forsyth	54,683	90,251	83,782	2	assistant II	30,638	50,564	50,564	17	deputy	23,004	37,980	27,474
				4	assistant I	25,916	42,764	40,138					
Franklin	47,113	67,304	56,087	1	assistant	29,764	42,520	30,620	3	deputy	24,769	35,385	25,649
Gaston	51,127	79,258	70,297	1	assistant II	31,631	49,038	34,004	13	deputy	20,960	32,497	23,076
				1	assistant I	24,042	37,268	27,048					
Gates	n/a			n/a				1	deputy				19,950
Graham			27,825	n/a				1	deputy				19,095
Granville	37,841	60,546	52,407	1	assistant II	25,597	40,955	29,276	n/a				
				3	assistant I	19,109	30,574	21,072					
Greene			40,716	n/a									
Guilford			88,687	4	assistant III	35,661	60,623	40,911	6	deputy III	30,805	52,369	33,696
				1	assistant I	30,805	52,369	32,653	3	deputy I	25,343	43,084	28,958
Halifax	44,347	71,789	59,640	1	assistant	22,279	35,966	28,824	2	deputy II	20,203	32,594	22,554
									1	deputy I	19,239	31,031	21,477
Harnett	47,750	74,013	64,596	63	assistant I	27,623	42,816	34,556	3	sr. deputy	25,392	39,358	29,271
									1	deputy	24,345	37,735	24,345
Haywood	38,681	58,022	53,271	1	assistant	23,618	35,426	25,224	3	deputy	21,628	32,442	23,026
Henderson			53,972	1	assistant	24,843	38,493	32,780	1	deputy II	22,971	35,607	29,250
				4	deputy I	21,236					21,236	32,916	25,584
Hertford	31,295	46,315	45,194	1	assistant	21,170	31,334	24,523	1	deputy	19,218	28,442	20,683
Hoke	34,240	48,380	44,926	1	assistant	24,334	34,383	25,566	1	deputy	25,550	36,102	27,516
Hyde	30,362	51,226	37,455	1	admin asst	24,198	40,793	24,983	1	clerk	16,795	28,336	20,048

County	Register of Deeds			Assistant Register of Deeds				Deputy Register of Deeds					
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.		
Iredell	\$ 43,341	\$ 67,221	\$ 65,899	1	assistant II	\$ 27,642	\$ 42,874	\$ 37,472	6	deputy II	\$ 24,154	\$ 37,462	\$ 29,158
Jackson			46,290	1	assistant I	25,265	39,186	31,464	3	deputy I	22,076	34,240	24,081
Johnston	47,417	69,986	65,462	2	assistant	29,218	43,128	33,178	2	deputy II	23,776	43,928	27,054
Jones	34,896	44,052	38,076	1	assistant	21,216	26,424	22,200	1	deputy I	21,611	39,928	23,392
Lee			52,771	1	assistant	28,704	40,085	29,359	5	deputy	26,756	39,493	28,622
Lenoir	41,308	59,827	42,756	1	assistant	23,805	34,477	23,805	4	deputy	24,014	33,540	24,582
Lincoln	45,105	65,326	52,308			n/a			3	deputy I	20,741	30,039	20,914
McDowell	35,832	52,668	43,176	1	assistant	22,908	33,672	25,938	2	deputy III	24,937	36,117	35,236
Macon	33,342	50,013	45,423	1	assistant	22,567	33,850	25,956	3	deputy I	20,467	29,643	25,003
Madison									2	deputy	17,868	29,010	18,318
Martin	36,504	58,357	47,897	3	assistant	21,521	34,406	23,798	3	deputy	18,566	27,849	no data
Mecklenburg	50,505	85,859	87,500	1	senior	28,939	49,196	49,196			n/a		
Mitchell	38,633	54,086	39,019	1	entry level	25,987	44,178	38,012			n/a		
Montgomery			51,876	1	assistant	16,856	23,598	20,898			n/a		
Moore			73,346	1	assistant	20,804	35,244	26,148	1	deputy	19,680	33,204	21,732
Nash			66,503	2	assistant	28,911	44,638	31,972	2	deputy III	26,294	40,572	27,769
New Hanover	45,677	70,096	70,096	1	assistant	27,933	44,834	32,836	1	deputy II	25,289	40,615	30,110
Northampton	35,999	63,526	48,415	2	assistant	30,160	46,322	42,516	4	deputy I	22,878	36,740	26,995
Onslow			56,277	4	assistant	22,607	36,171	30,107	16	deputy	27,290	41,870	30,641
Orange	66,992	107,097	72,870	1	assistant	35,254	56,359	51,862	2	deputy	20,047	35,373	21,588
Pamlico	27,418	51,612	37,596	1	assistant	17,673	33,268	22,387	1	lead worker	28,935	46,256	32,950
Pasquotank	42,473	59,462	58,621	1	assistant	25,097	35,135	33,088	2	deputy I	26,213	41,906	28,369
Pender	38,370	58,480	50,100	1	chief asst.	22,112	35,718	26,289	1	deputy	16,030	30,175	18,393
Perquimans	32,241	48,824	44,285	1	assistant	20,762	31,443	26,499	3	deputy	21,621	30,270	23,754
Person			44,904	1	assistant	26,460	40,044	28,476	3	deputy II	20,172	33,002	22,916
Pitt			57,378	1	assistant II	33,819	53,452	39,867	1	deputy I	19,265	31,734	19,265
Polk	32,288	48,432	43,421	1	assistant	22,946	34,419	26,609	1	deputy	19,012	28,791	20,462
Randolph	51,552	79,848	62,652	1	part-time			10,530	2	deputy	22,872	34,596	26,460
Richmond			47,438	1	assistant	22,946	34,419	26,609	2	deputy III	23,242	36,734	27,089
Robeson	46,079	62,068	48,310	1	assistant	27,876	42,492	39,528	3	deputy II	21,162	33,444	23,473
Rockingham	47,760	69,236	58,678	1	assistant	27,876	42,492	39,528			n/a		
Rowan	46,061	73,119	58,315	2	assistant II	29,160	33,632	29,465	2	deputy I	21,240	32,028	23,370
Rutherford	45,971	69,267	56,080	1	assistant I	23,370	28,614	23,940	4	deputy	20,242	29,441	23,492
Sampson	41,016	61,524	52,560	4	assistant	28,135	40,829	34,565	1	deputy II	21,828	27,234	22,731
Scotland	40,920	57,828	46,296	1	assistant	23,856	33,708	24,456	2	deputy I	19,123	23,597	20,107
Stanly	43,266	61,809	52,543	1	assistant	25,221	36,029	29,112	3	deputy II	24,682	35,828	29,143
Stokes	44,611	66,917	47,288	2	assistant	26,819	42,569	34,296	2	deputy I	21,611	31,369	24,058
Surry	44,544	75,876	46,632	1	assistant	23,856	33,708	24,456	8	deputy	22,030	34,968	26,358
Swain	31,839	44,573	38,050	1	assistant	24,771	37,157	26,257	4	deputy	22,928	34,547	24,449
Transylvania	37,150	53,868	41,619	1	assistant	23,922	34,687	26,839	6	deputy	21,552	32,340	25,831
Tyrrell			34,788	1	assistant	24,771	37,157	26,257	2	deputy	19,932	28,152	20,940
Union	46,155	69,233	60,705	1	assistant II	26,412	43,512	34,116	1	deputy II	23,050	32,930	25,308
Vance	32,796	51,156	47,448	1	assistant I	24,372	39,708	29,376	3	deputy I	22,037	31,482	24,000
Wake			98,718			n/a			1.5	deputy	20,360	30,540	21,219
Warren	34,905	56,013	38,717	1	assistant	20,400	29,544	22,524	3	deputy II	21,648	34,824	24,716
Washington	31,932	46,188	39,828	1	assistant	20,400	29,544	22,524	3	deputy I	19,872	31,980	22,300
Watauga	44,366	66,549	44,366			n/a			1	deputy	22,389	31,345	22,609
Wayne			46,000	1	assistant	25,433	39,669	38,701			n/a		
Wilkes	42,235	81,068	54,726	2	assistant I	23,069	35,979	29,900	3	deputy III	27,338	41,006	30,890
Wilson	44,448	75,180	65,844	1	assistant II	32,040	54,156	38,040	3	deputy I	22,924	34,387	24,473
Yadkin	37,846	54,786	\$ 39,756	1	assistant I	25,344	42,804	26,616	3	deputy II	20,926	32,634	23,482
Yancey				1	assistant	22,503	43,203	35,272	2	deputy I	18,980	29,602	18,980
				1	assistant II	32,040	54,156	38,040	4	deputy	17,974	34,492	21,808
				1	assistant I	25,344	42,804	26,616	1	deputy V	24,180	40,920	26,808
						n/a			3	deputy III	22,020	37,236	23,124
									2	deputy	26,022	37,675	30,251

**TABLE XV. PARKS AND RECREATION DIRECTOR, RECREATION PROGRAM SUPERVISOR,
AND NATURAL RESOURCES CONSERVATION TECHNICIAN**

January 2006

County	Parks and Recreation Director			Recreation Program Supervisor				Natural Resources Conservation Technician			
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	\$ 47,356	\$ 75,770	\$ 53,045	1	\$ 34,799	\$ 55,679	\$ 36,220	1	\$ 38,002	\$ 60,801	\$ 50,775
Alexander	31,380	43,258	32,968		n/a			1	22,209	30,615	25,755
Alleghany	n/a				n/a			1	29,348	44,021	33,257
Anson	28,535	45,939	40,005	1	21,636	34,809	25,838	1	24,361	39,210	26,377
Ashe	32,514	45,942	32,514	1	24,090	34,041	24,090	2	29,832	42,150	30,729
Avery	n/a			2	22,203	30,961	27,415	1	28,337	39,517	28,337
Beaufort	n/a				n/a			1	27,174	40,762	33,124
Bertie	25,830	39,091	25,830		n/a			1	24,716	37,374	28,631
Bladen	n/a				n/a				n/a		
Brunswick	49,230	78,768	59,495	5	33,384	53,414	35,521	2	30,215	48,344	37,540
Buncombe	n/a				n/a				n/a		
Burke	41,265	63,962	46,846	1	26,599	41,229	37,354	1	29,324	45,455	40,065
Cabarrus	50,863	78,504	73,678		n/a			2	32,778	50,600	39,240
Caldwell	n/a				n/a				n/a		
Camden	n/a				n/a				n/a		
Carteret	39,239	62,714	46,373	2	26,848	40,597	26,848	1	28,261	43,033	29,231
Caswell	29,689	48,988	30,864	1	16,802	27,518	23,868	1	24,529	40,392	31,524
Catawba	n/a				n/a			1	31,794	49,321	43,496
Chatham	39,031	57,667	47,187	1	29,126	43,032	29,126	1	30,581	45,183	38,335
Cherokee	26,075	39,625	30,004		n/a				n/a		
Chowan	49,784	63,540	89,406		n/a			1	26,403	47,415	32,093
Clay											
Cleveland	n/a				n/a				n/a		
Columbus											
Craven	44,674	73,108	62,031	2	30,701	50,248	32,179	1	32,179	52,656	34,527
Cumberland	n/a				n/a				n/a		
Currituck	40,202	56,293	43,499	1	27,026	37,843	27,026	1	27,026	37,843	31,492
Dare	56,487	90,379	79,463	4	35,010	56,016	45,653	1	33,375	53,400	42,636
Davidson	42,741	64,111	57,283	1	28,978	43,544	30,427		n/a		
Davie											
Duplin	35,707	56,305	36,419		n/a			1	29,290	46,191	37,892
Durham	joint city-county function				joint city-county function			1	28,774	49,538	44,403
Edgecombe	n/a				n/a			4	26,487	39,320	31,380
Forsyth	49,920	82,368	82,368		n/a				n/a		
Franklin	41,049	58,642	42,075	1	31,163	44,519	31,256	2	31,163	44,519	33,863
Gaston	44,573	69,101	55,717	2	29,535	45,784	31,934	4	29,535	45,785	33,410
Gates	n/a			1	no data			1			37,016
Graham			27,500		n/a				n/a		
Granville	n/a				n/a			1	25,597	40,955	38,018
Greene	n/a				n/a			2	23,512	32,917	29,336
Guilford	n/a				n/a			1	45,513	77,372	55,650
Halifax	n/a				n/a			2	24,574	39,690	26,500
Harnett	40,349	62,541	48,420		n/a			1	34,096	52,849	42,947
Haywood	33,896	50,845	36,431		n/a			1	31,040	46,560	45,000
Henderson	46,527	72,111	51,455	4	30,225	46,839	37,323		n/a		
Hertford	n/a				n/a			1	24,500	36,259	36,259
Hoke	37,749	43,883	vacant		26,828	37,907	vacant	1	28,169	39,802	32,668
Hyde	n/a				n/a			1	25,305	42,694	26,059
Iredell	47,420	73,548	54,799	2	28,914	44,846	32,865		n/a		
Jackson	38,384	70,918	53,747	2	30,267	55,921	33,015	1	30,267	55,921	29,731
Johnston	n/a				n/a				n/a		
Jones	20,304	25,188	23,016		n/a				n/a		
Lee	48,973	68,397	52,348	5	31,384	43,836	33,908	1	30,018	41,903	32,810
Lenoir			69,500		n/a			2	26,095	37,793	33,920
Lincoln	38,894	56,330	48,573		n/a				n/a		
McDowell	34,092	50,118	47,100	1	22,908	33,672	30,870	1	22,908	33,672	24,990
Macon	33,342	50,013	37,776	1	23,695	35,544	25,750	1	23,695	35,544	32,991
Madison											
Martin	n/a				n/a			1	26,820	42,874	41,828
Mecklenburg	94,494	160,641	130,244	9	32,943	56,003	41,786		n/a		
Mitchell	30,270	42,378	33,118		n/a				n/a		
Montgomery	n/a				n/a			1	22,620	38,124	26,256
Moore	42,517	65,733	48,698		n/a			2	27,578	42,517	34,985
Nash	n/a				n/a				n/a		
New Hanover	65,645	100,797	80,142		n/a				n/a		

County	Parks and Recreation Director			Recreation Program Supervisor				Natural Resources Conservation Technician			
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Northampton	\$ 31,098	\$ 54,878	\$ 34,326		n/a			1	\$ 24,365	\$ 42,996	\$ 24,975
Onslow	45,798	73,276	73,276	1	\$ 36,195	\$ 57,911	\$ 38,059	1	40,714	65,142	46,414
Orange	66,992	107,097	68,667	1	47,412	75,796	53,612	3	40,884	65,359	52,446
Pamlico	23,685	44,585	39,590		n/a			1	18,557	34,932	24,947
Pasquotank	28,572	40,001	32,792		n/a			1	19,305	27,026	25,849
Pender	29,128	45,540	33,802		n/a				n/a		
Perquimans	n/a			1	32,241	48,824	35,546	1	21,696	32,858	22,781
Person	37,224	56,364	39,096	3	27,756	42,060	29,184		n/a		
Pitt	n/a				n/a			3	30,793	48,666	33,872
Polk	29,000	43,000	35,680		n/a			1	24,093	36,140	25,944
Randolph	n/a				n/a				n/a		
Richmond	29,441	42,842	29,441		n/a				n/a		
Robeson	43,810	52,032	47,099	1	31,008	41,996	32,604		n/a		
Rockingham	n/a				n/a			1	28,135	40,829	29,051
Rowan	50,821	80,675	73,851		n/a			1			28,560
Rutherford	n/a				n/a			1	30,892	46,546	33,283
Sampson	41,016	61,524	48,900	6	28,404	46,692	31,257	3	28,404	42,600	31,532
Scotland	40,920	57,828	47,460	2	26,100	38,580	30,846	1	31,248	44,148	34,488
Stanly	n/a				n/a				n/a		
Stokes	n/a				n/a			1	30,138	45,207	31,946
Surry	38,832	65,892	45,588	1	27,588	45,588	27,588	1	26,412	43,512	30,612
Swain	29,155	40,816	32,071	1	25,549	35,768	25,549	1	23,397	32,754	27,029
Transylvania	40,569	58,825	52,925	2	26,123	37,878	31,454	1	29,811	43,226	40,442
Tyrrell	n/a				n/a				n/a		
Union	50,462	75,693	58,341 ¹	1	38,657	57,985	40,221	2	29,587	55,437	39,742
Vance	n/a				n/a				n/a		
Wake	50,502	84,338	80,955		n/a			4	37,925	63,335	56,328
Warren	28,716	46,081	39,361		n/a			1	24,806	39,805	25,550
Washington	23,700	34,296	32,676		n/a			1			24,000
Watauga	44,366	66,549	48,023	3	29,854	51,102	36,081	1	28,568	42,853	29,140
Wayne	n/a				n/a			4	26,705	48,217	34,199
Wilkes	35,272	67,721	40,366		n/a			1	36,898	70,825	41,281
Wilson	n/a				n/a			3	26,568	49,320	31,256
Yadkin	29,951	43,354	36,475		n/a			1	31,383	45,447	32,975
Yancey											

1. Plus \$4,800 travel

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

January 2006

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Alamance	\$ 64,447	\$103,112	\$ 72,100	major	2	\$ 45,317	\$ 72,509	\$ 57,023	detention admin.	1	\$ 43,365	\$ 69,386	\$ 48,828
				captain	3	41,499	66,397	48,179	asst. detention admin.	3	38,002	60,801	42,864
				lieutenant	10	38,002	60,801	45,769	detention sergeant	8	33,300	53,282	34,799
				sergeant	15	33,300	53,282	40,131	detention corporal	4	27,924	44,679	29,340
				corporal	19	31,866	50,986	36,296	detention officer	39	26,722	42,756	28,659
				deputy II	20	30,494	48,791	30,055					
				deputy I	30	29,182	46,690	30,101					
Alexander	48,943	67,468	62,651	chief	1	34,638	47,749	39,189	detention supervisor	1	25,756	35,505	26,399
				detective/investigator	4	31,380	43,258	32,416	detention officer	14	21,138	29,139	23,332
				captain	1	29,869	41,175	38,234					
				sergeant	6	25,756	35,505	29,869					
				DARE officer	1	25,756	35,505	27,059					
Alleghany	45,527	68,292	51,673	deputy	27	23,334	32,166	25,128					
				chief	1	30,815	46,222	40,094	detention admin.	1	29,348	44,021	31,454
				investigator	1	26,619	39,928	27,532	lieutenant jailer	1	25,351	38,027	25,351
Anson	39,210	62,981	57,098	deputy	5	24,145	36,216	24,651	certified jailer	8	21,900	32,850	22,896
				chief	2	30,863	49,716	38,443	n/a				
				lieutenant	2	28,535	45,939	30,863					
				sergeant	7	27,427	44,150	27,966					
				detective/investigator	2	27,427	44,150	27,966	detention officer	12	23,391	23,391	23,391
				DARE officer	1	27,427	44,150	27,966					
				deputy	12	23,395	37,677	24,844					
Ashe	48,642	73,884	59,160	major	1	43,968	62,124	48,531	chief jailer	1	32,514	45,942	34,161
				captain	1	38,631	54,582	47,067	asst. chief jailer	1	27,372	38,676	28,056
				lieutenant	2	33,933	47,946	42,907	jailer	6	25,131	35,508	26,000
				DARE officer	1	29,832	42,150	33,753	chief telecommunicator	1	31,146	44,010	31,146
				sergeant	5	29,832	42,150	31,561	asst. chief telecommunicator	1	28,593	40,401	28,593
Avery	41,075	57,280	46,639	deputy	10	27,372	38,676	27,448	telecommunicator I	6	25,131	37,068	26,203
				chief	1	32,183	44,878	32,827	detention admin.	1	30,650	42,740	32,201
				detective/investigator	4	29,190	40,705	29,555	detention sergeant	1	24,014	33,488	24,494
				lieutenant	1	26,476	36,921	27,803	jailer	7	21,781	30,374	21,906
				sergeant	4	25,215	35,163	25,593					
Beaufort	50,327	75,490	64,919	deputy	8	24,014	33,488	24,165					
				chief	1	39,666	60,008	49,995	detention admin.	1	31,011	46,517	35,657
				lieutenant	3	33,865	50,798	43,000	asst. detention admin.	1	26,004	39,007	30,763
				sergeant	7	29,676	45,514	35,000	detention officer II	2	24,884	37,326	26,500
				detective/investigator	10	28,398	42,596	32,000	detention officer I	12	22,788	34,183	25,000
Bertie	42,555	64,499	53,565	corporal	6	27,174	40,762	29,000	telecommunicator supvr.	1	31,011	46,517	33,415
				deputy	18	26,004	39,007	28,000	telecommunicator	8	22,788	34,183	25,600
				chief	1	33,145	49,069	43,692	telecommunicator supvr.	1	21,580	32,611	24,349
				sergeant	4	30,501	48,134	36,048	telecommunicator	4	20,635	31,234	22,761
				detective/investigator	3	30,501	48,134	28,183					
Bladen	48,701	68,181	56,441	corporal	3	28,016	41,277	28,183					
				deputy	7	26,907	39,560	28,576					
				chief	1	39,357	47,228	40,392	n/a				
				captain	1	35,832	50,143	36,065					
				lieutenant	2	33,516	46,922	35,715					
Brunswick	61,906	99,050	99,050	sergeant	5	32,348	45,287	33,525					
				detective/investigator	5	32,348	45,287	31,705					
				deputy	16	27,675	38,745	26,180					
				chief	1	49,230	78,768	75,000	detention admin.	1	42,892	68,627	58,180
				captain	3	42,892	68,627	55,900	correctional shift supvr.	4	27,045	43,272	30,277
				investigator commander	1	38,138	61,021	52,036	jailer I	24	25,461	40,738	25,915
				lieutenant	5	38,138	61,021	50,030					
				patrol shift supvr.	4	33,384	53,414	40,437					
				sergeant	11	33,384	53,414	40,186					
				detective/investigator	17	33,384	53,414	37,615					
Buncombe			105,526	DARE officer	1	28,630	45,808	31,832					
				deputy	39	28,630	45,808	30,735					
				chief	1	49,580	70,529	67,990	jail admin.	2	45,425	64,558	56,811
				patrol commander	1	45,425	64,558	56,811	jail shift supvr.	10	33,379	47,450	34,374
				investigations commander	1	45,425	64,558	56,811	jailer I	86	27,967	39,769	30,746
				captain		45,425	64,558	56,369	dispatcher II	6	27,967	39,768	31,372
				patrol shift supvr.	6	39,769	56,563	43,902	dispatcher I	14	25,628	36,452	28,110
				lieutenant		39,769	56,563	41,498					
				detective/investigator	17	33,379	47,450	36,858					
				sergeant		33,379	47,450	35,671					
				deputy	50	29,224	41,584	31,968					

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	
Burke	\$ 52,668	\$ 81,635	\$ 56,896	major	2	\$ 39,301	\$ 60,915	no data	correctional shift supvr.	1	\$ 27,929	\$ 43,290	\$ 29,208	
				lieutenant	9	30,791	47,727	\$ 33,279	detention officer	10	22,977	35,616	24,422	
				sergeant	13	27,929	43,290	33,490	telecommunicator	1	22,977	35,616	24,798	
				detective/investigator	13	27,929	43,290	30,049						
				investigator	13	27,929	43,290	30,049						
				DARE officer	5	27,929	43,290	31,153						
				deputy	40	25,332	39,265	27,260						
Cabarrus	68,159	105,213	87,821	chief	1	50,863	78,504	53,132	n/a					
				captain	3	43,934	67,825	55,585						
				lieutenant	13	39,849	61,518	50,648						
				sergeant	21	36,146	55,784	41,694						
				detective/investigator	8	36,146	55,784	41,492						
				DARE officer	3	29,720	45,893	34,115						
				deputy	119	29,720	45,893	34,115						
Caldwell	50,135	77,823	70,412	major	1	39,714	62,707	50,149	detention admin.	1	34,456	54,417	43,568	
				investigations commander	1	36,113	57,036	43,388	correctional shift supvr.	4	24,822	39,112	28,351	
				captain	5	34,456	54,417	42,546	detention officer	18	22,634	35,604	23,204	
				lieutenant	4	31,365	49,531	39,264	telecommunicator supvr.	4	26,001	40,986	24,817	
				detective/investigator	11	28,574	45,073	31,705	telecommunicator II	5	24,822	39,112	31,721	
				sergeant	4	27,267	42,940	31,700	telecommunicator I	2	23,700	37,306	29,739	
				DARE officer	1	26,001	40,986	29,047						
				deputy	16	24,822	39,112	26,981						
Camden	35,747	53,621	43,000	chief	1	29,976	44,965	35,131	n/a					
				patrol shift supvr.	1	28,685	43,029	36,350						
				investigator	1	26,268	39,403	32,033						
				deputy	9	24,055	36,082	30,068						
Carteret	54,615	87,289	74,201	chief	1	41,122	65,724	45,248	detention admin.	1	34,091	54,485	34,949	
				captain	1	35,727	57,101	40,394	asst. detention admin.	1	29,618	45,099	32,171	
				lieutenant	7	31,039	47,263	34,769	detention shift supvr.	2	25,732	38,299	26,895	
				detective/investigator	3	28,261	43,033	36,770	detention admin. officer	1	24,553	36,545	28,472	
				deputy	15	28,261	43,033	31,785	senior detention officer	3	22,101	34,477	26,400	
				sergeant	11	28,261	43,033	30,568	detention officer	13	21,089	32,898	23,471	
				corporal	3	21,089	32,898	24,863	telecommunicator supvr.	1	28,261	43,033	29,852	
Caswell	43,604	72,173	53,316						lead telecommunicator	1	21,089	32,898	24,164	
									telecommunicator	5	20,123	30,461	22,398	
				major	1	no data	no data	41,136	detention admin.	1	28,575	47,132	32,484	
				captain	1	no data	no data	39,804	correctional shift supvr.	1	25,481	41,972	28,032	
				lieutenant	3	33,306	55,017	33,968	correctional officer	7	23,613	38,866	25,361	
				sergeant	5	28,575	47,132	30,094						
				detective/investigator	1	26,472	43,630	29,088						
Catawba	68,181	102,567	98,145 ¹	corporal	9	26,472	43,630	28,279						
				deputy	6	24,529	40,392	26,199						
				major	1	49,321	76,526	63,623	detention admin.	1	42,603	66,100	no data	
				captain	2	42,603	66,100	57,495	correctional shift supvr.	4	31,794	49,321	no data	
				lieutenant	4	38,646	59,964	45,890	correctional officer	12	30,280	46,976	no data	
				patrol commander	2	38,646	59,964	no data						
				investigations commander	1	38,646	59,964	no data						
				sergeant	12	35,053	54,377	40,234						
Chatham	63,577	93,933	63,867	corporal	10	31,794	49,321	34,199						
				detective/investigator	8	31,794	49,321	33,706						
				patrol shift supvr.	4	31,794	49,321	no data						
				DARE officer	5	30,280	46,976	no data						
				deputy	70	30,280	46,976	32,866						
				major	1	47,442	70,093	53,186	detention lieutenant	1	37,172	54,921	46,067	
				captain	2	40,983	60,550	47,404	correctional shift supvr.	2	27,738	40,983	33,985	
				investigations commander	2	37,172	54,921	45,121	detention officer	11	25,159	37,172	27,052	
Cherokee	36,059	56,869	44,448	lieutenant	5	37,172	54,921	44,944						
				patrol commander	1	37,172	54,921	42,400						
				detective/investigator	11	33,716	49,815	37,024						
				patrol shift supvr.	4	32,110	47,442	35,344						
				sergeant	7	32,110	47,442	33,752						
				corporal	8	29,126	43,032	31,007						
				deputy	26	27,738	40,983	28,780						
lieutenant	2	27,151	41,451	30,004	detention admin.	1	31,884	49,628	34,500					
sergeant	5	25,080	37,934	29,198	detention lieutenant	1	26,075	39,625	27,251					
detective/investigator	3	25,080	37,934	27,463	detention sergeant	5	24,161	36,318	22,768					
corporal	2	24,161	36,318	26,296	detention officer	7	22,420	33,445	22,644					
deputy	7	23,283	34,826	25,400										

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Chowan			\$ 83,493	lieutenant	1	\$ 30,566	\$ 54,888	\$ 45,157	detention admin.	1	\$ 30,566	\$ 54,888	\$ 40,958
				detective/investigator	3	29,109	52,273	42,358	correctional officer II	1	27,724	49,784	32,093
				deputy	8	29,109	52,273	38,051	correctional officer I	6	22,808	40,958	25,364
				DARE officer	1	29,109	52,273	33,698					
				deputy trainee	3	27,724	49,784	27,724					
Clay													
Cleveland	\$ 57,510	\$ 89,796	83,694	chief	1	47,688	74,448	63,168	detention admin.	1	39,540	61,722	51,174
				captain	3	39,540	61,722	45,510	asst. detention admin.	1	34,362	53,634	41,454
				investigations commander	2	34,362	53,634	39,540	detention sergeant	4	29,850	46,608	34,362
				patrol shift supvr.	4	32,278	51,174	36,024	detention officer	21	25,950	40,506	29,850
				sergeant	6	29,850	46,608	34,362					
				investigator	6	28,506	44,472	34,362					
				detective/investigator	10	28,506	44,472	32,778					
				DARE officer	1	27,186	42,444	33,576					
Columbus	45,154	72,186	62,245	deputy	41	27,186	42,444	31,302					
				chief	1	33,575	53,674	49,842	detention captain	1	30,418	48,626	42,972
				captain	3	30,418	48,626	42,987	detention chief deputy	1	27,557	44,053	35,575
				lieutenant	4	26,556	44,953	40,258	detention sergeant	4	23,762	37,987	26,060
				DARE officer	1	26,229	41,931	32,756	detention corporal	4	21,527	34,414	23,076
				patrol shift supvr.	4	26,229	41,931	32,192	detention officer	15	19,502	31,178	21,722
				detective/investigator	8	23,762	37,987	28,806					
				sergeant	10	23,762	37,987	28,526					
Craven			74,263	deputy	28	21,527	34,414	24,356					
				chief	1	42,629	69,762	68,140	chief jailer	1	38,811	63,519	46,820
				captain	2	40,674	66,566	58,606	correctional shift supvr.	5	27,952	45,746	29,565
				lieutenant	7	33,722	55,185	42,425	jailer II	4	24,285	39,744	26,314
				sergeant	12	30,701	50,248	38,505	jailer I	24	23,170	37,927	24,388
				detective/investigator	6	30,701	50,248	34,687	communications supvr.	1	32,179	52,656	35,341
				DARE officer	1	30,701	50,248	33,722	communications dispatcher II	1	26,674	43,652	30,373
				deputy	21	27,952	45,746	29,679	communications dispatcher I	9	24,285	39,744	26,537
Cumberland			125,759	chief	1	52,006	85,811	72,448	detention major	1	45,386	74,887	50,791
				major	3	45,386	74,887	55,970	detention captain	2	41,443	68,381	50,904
				captain	5	41,443	68,381	52,077	detention lieutenant	6	34,601	57,092	43,256
				lieutenant	9	36,199	59,728	48,466	correctional shift supvr.	13	31,576	52,101	34,622
				patrol shift supvr.	4	34,601	57,092	42,712	detention officer II	24	28,806	47,529	31,116
				sergeant	26	33,074	54,572	40,341	detention officer I	76	26,283	43,367	27,420
				detective/investigator	33	31,576	52,101	36,723	dispatcher II	6	26,283	43,367	29,401
				corporal	56	30,152	49,752	34,969	dispatcher I	4	25,090	41,398	25,396
				DARE officer	18	30,152	49,752	34,659					
				deputy	100	28,806	47,529	30,488					
Currituck			62,018	chief	1	40,202	56,293	52,985	detention admin.	1	38,556	53,988	42,521
				lieutenant	2	38,556	53,988	44,297	correctional shift supvr.	1	31,967	44,762	27,249
				sergeant	8	35,262	49,375	38,631	detention program director	1	28,674	40,151	30,314
				detective/investigator	3	31,967	44,762	33,829	detention sergeant	5	28,674	40,151	30,314
				deputy	39	31,967	44,762	31,656	intake officer	3	25,378	35,535	26,231
Dare	61,115	100,907	77,312	detention officer	16	23,732	33,231	24,333	detention admin.	1	41,151	67,899	55,096
				major	1	41,151	67,899	57,851	detention asst. admin.	1	39,379	64,975	49,056
				lieutenant	3	39,379	64,975	48,883	detention shift leader	4	34,509	56,938	38,975
				sergeant	6	34,509	56,938	42,940	detention asst. leader	4	30,239	49,895	35,170
				deputy	26	28,938	47,747	31,175	detention officer	29	27,691	45,690	31,372
				chief	1	42,741	64,111	59,623	detention major	1	42,741	64,111	55,118
Davidson	72,407	109,584	76,125	major	1	42,741	64,111	54,835	detention officer II	1	27,637	41,455	39,304
				captain	4	38,777	58,166	51,151	detention officer I	24	26,352	39,528	26,976
				lieutenant	16	35,242	52,864	42,631	telecommunicator I	4	25,066	37,599	30,135
				sergeant	16	31,922	47,883	37,982					
				detective/investigator	9	30,422	45,633	35,960					
				deputy III	3	30,422	45,633	35,534					
				patrol commander	11	28,978	43,544	33,414					
				patrol shift supvr.	12	28,978	43,544	33,050					
				school resource officer	2	28,978	43,544	32,166					
				deputy I	45	27,637	41,455	29,635					
Davie													
Duplin	49,017	77,294	60,946	captain	4	31,706	49,998	39,423	n/a				
				lieutenant	5	30,474	48,056	31,856					
				sergeant	6	29,290	46,191	30,537					
				detective II	2	29,290	46,191	30,482					
				detective I	3	28,154	44,396	29,107					
				deputy III	2	28,154	44,396	28,717					
				deputy II	2	27,060	42,672	27,331					
				deputy I	7	26,000	41,015	26,391					

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions						
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	
Durham			\$103,000	chief	1	\$ 54,682	\$ 94,136	\$ 79,826	detention admin.	1	\$ 52,046	\$ 89,599	\$ 76,573	
				major	2	49,538	85,282	73,506	detention major	2	44,879	77,260	64,113	
				captain	6	47,151	81,173	63,665	detention captain	4	42,717	73,539	58,832	
				lieutenant	13	42,717	73,539	59,881	detention lieutenant	5	38,701	66,622	52,321	
				sergeant	16	36,835	63,413	55,480	detention staff sergeant	10	35,059	60,358	47,653	
				corporal	15	30,231	52,046	43,448	detention sergeant	30	33,369	57,448	43,658	
				investigator	7	28,774	49,538	37,897	detention officer II	26	28,774	49,538	41,663	
				deputy	99	28,774	49,538	37,897	detention officer I	137	26,068	44,879	30,674	
									detention officer trainee	34	24,811	42,717	vacant	
									telecommunicator II	1	28,774	49,538	40,739	
									telecommunicator I	8	26,068	44,879	32,774	
	Edgecombe	\$ 52,444	\$ 77,853	70,762	captain	1	35,496	52,694	44,166	detention admin.	1	30,663	45,519	36,873
					lieutenant	3	32,195	47,794	38,023	detention lieutenant	1	27,811	41,286	32,537
				sergeant	12	29,202	43,351	33,551	detention sergeant	5	24,025	35,665	27,464	
				detective/investigator	6	27,811	41,286	31,792	detention corporal	5	22,881	33,967	25,388	
				corporal	6	26,487	39,320	28,943	detention officer	20	21,792	32,350	23,471	
				deputy	20	25,226	37,448	26,504	communications director	1	27,811	41,286	29,954	
Forsyth									telecommunications supvr.	5	22,881	33,967	24,644	
									telecommunicator	4	21,792	32,350	23,471	
	72,196	119,142	105,580	chief	1	59,945	98,924	80,849	detention admin.	1	52,145	86,049	68,203	
				major	2	52,145	86,049	70,428	detention officer	165	29,369	48,484	31,615	
				captain	4	45,656	75,296	68,244	telecommunicator III	4	33,404	55,120	37,471	
				lieutenant	8	41,662	68,744	54,541	telecommunicator I	16	29,369	48,484	30,343	
				sergeant	12	38,126	62,899	47,470						
				corporal	16	33,404	55,120	43,052						
				detective/investigator	15	32,052	52,894	35,963						
				deputy	54	30,638	50,564	34,447						
Franklin	62,061	88,660	64,087	lieutenant	1	41,049	58,642	41,049	detention admin.	1	34,161	48,801	39,086	
				investigations commander	1	37,446	53,495	41,813	correctional shift supvr.	4	29,764	42,520	30,529	
				patrol shift supvr.	5	34,161	48,801	35,802	detention officer	23	27,153	38,789	27,919	
				detective/investigator	8	34,161	48,801	34,712						
				DARE officer	1	34,161	48,801	33,563						
Gaston	62,808	97,374	84,794 ²	deputy	21	31,163	44,519	31,331						
				chief	1	54,756	84,893	65,710	detention admin.	1	47,737	74,002	56,090	
				police captain	7	47,737	74,002	54,083	correctional officer	66	27,576	42,751	29,765	
				major	2	47,737	74,002	52,510	records clerk	9	24,042	37,268	25,010	
				captain	11	41,618	64,516	47,151						
				police sergeant	20	38,859	60,245	48,429						
				master police officer I	11	33,877	52,523	41,692						
				sergeant	22	33,877	52,523	38,170						
				police officer	85	31,631	49,038	36,884						
				deputy	77	27,576	42,751	32,040						
Gates			no data	chief	1			31,269	n/a					
				deputy	8			26,744						
Graham			40,000	detective/investigator	4			26,875	detention admin.	1			24,800	
				deputy	7			24,750	chief jailer	1			18,762	
Granville									jailer	4			18,492	
	50,697	81,115	79,311	chief	1	39,733	63,573	48,213	detention admin.	1	31,130	49,809	40,094	
				lieutenant	3	34,329	54,927	40,438	correctional shift supvr.	1	25,597	40,955	32,947	
				sergeant	7	28,234	45,174	37,562						
				corporal	5	26,888	43,021	34,148						
				DARE officer	1	25,597	40,955	30,109						
				deputy	15	25,597	40,955	27,325						
Greene			45,549	major	1	31,506	44,108	32,973	correctional shift supvr.	1	24,699	34,581	24,699	
				captain	1	30,018	42,023	31,416	correctional officer I	7	20,316	28,444	20,999	
				lieutenant	1	28,569	39,993	29,899	dispatch supvr.	1	23,512	32,917	26,957	
				detective/investigator	5	27,205	38,088	28,510	dispatcher II	6	21,330	29,862	23,723	
				DARE officer	2	25,935	36,306	28,408						
				deputy	10	24,699	34,581	25,753						
Guilford			117,551	chief	1	81,735	138,950	91,215	prison farm admin.	1	64,042	108,871	78,189	
				major	2	70,606	120,030	85,315	detention admin.	2	64,042	108,871	74,466	
				captain	8	64,042	108,871	77,116	correctional shift supvr.	25	54,004	91,807	61,954	
				patrol commander	3	64,042	108,871	76,389	detention officer II	12	39,316	66,837	47,031	
				lieutenant	8	55,322	94,047	65,552	detention officer I	146	33,963	57,737	42,047	
				patrol shift supvr.	25	52,687	89,568	58,863						
				sergeant	30	52,687	89,568	58,760						
				investigations commander	5	52,687	89,568	56,375						
				detective/investigator	21	39,316	66,837	48,907						
				corporal	50	39,316	66,837	47,568						
				DARE officer	3	39,316	66,837	45,761						
				deputy	106	33,963	57,737	41,804						

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Halifax	\$ 51,424	\$ 83,277	\$ 70,906	major	2	\$ 46,589	\$ 75,430	\$ 49,500	jail admin.	1	\$ 36,412	\$ 58,908	\$ 43,267
				captain	1	42,214	68,324	47,755	chief jailer	1	27,107	43,803	34,239
				lieutenant	7	31,413	50,794	39,700	jail shift supervisor	6	25,810	41,696	27,442
				sergeant	5	29,906	48,347	32,594	jailer/matron	13	23,399	37,782	23,979
				investigator	4	29,906	48,347	31,413					
				patrol shift supvr.	8	27,107	43,803	28,470					
				deputy	12	24,574	36,690	25,810					
Harnett	64,116	99,380	73,971	major	1	51,945	80,515	59,735	detention admin.	1	42,084	65,230	38,557
				captain	2	45,781	70,961	51,912	detention lieutenant	1	37,091	57,491	38,557
				lieutenant	6	42,084	65,230	49,872	detention sergeant	4	31,342	48,580	36,927
				sergeant	8	37,091	57,491	41,074	detention officer	14	26,484	41,050	28,303
				corporal	9	34,096	52,849	37,850					
				detective/investigator	15	35,562	55,121	36,343					
				deputy	44	31,342	48,580	32,895					
Haywood	50,375	75,562	67,815	chief	1	37,017	55,525	38,045	detention lieutenant	2	26,953	40,430	29,251
				captain	1	33,896	50,845	37,542	detention sergeant	1	24,681	37,022	24,681
				lieutenant	5	31,040	46,560	34,772	detention officer	16	22,601	33,902	23,559
				detective/investigator	7	29,703	44,555	31,807	telecommunicator	5	22,601	33,902	24,870
				sergeant	6	28,424	42,637	29,775					
				deputy	22	25,792	38,689	27,138					
				commander	1	53,685	83,200	69,346	detention admin.	1	45,885	71,115	52,269
Henderson			73,495	major	2	45,885	71,115	62,528	correctional shift supvr.	6	36,254	56,202	43,884
				captain	3	40,789	63,232	49,616	detention corporal	5	no data	no data	34,247
				lieutenant	12	36,254	56,202	46,746	detention officer III	3	30,992	48,048	34,154
				sergeant	15	33,530	51,598	35,651	detention officer II	17	29,806	46,197	30,322
				corporal	14	32,240	49,962	37,935	telecommunicator V	2	33,530	51,958	39,957
				deputy II	11	29,806	46,197	31,042	telecommunicator III	8	28,662	44,429	33,307
				telecommunicator I	3	25,480	39,499	25,480					
Hertford	44,030	65,164	60,546	chief	1	31,295	46,315	39,983	detention captain	2	23,339	34,543	27,692
				lieutenant	1	29,802	44,110	34,525	detention sergeant	1	22,237	32,911	22,242
				drug agent	2	28,391	42,020	29,096	detention lieutenant	1	20,165	29,843	21,177
				sergeant	3	27,037	40,015	30,561	detention officer	21	20,165	29,843	21,111
				traffic deputy	2	24,500	36,259	27,022	dispatch sergeant	1	21,170	31,334	30,561
				deputy	10	24,500	36,259	26,004	dispatcher	3	20,165	29,843	21,006
				chief	1	53,117	75,053	55,806	detention admin.	1	37,749	53,339	38,693
Hoke	64,564	91,228	69,529	major	1	45,885	64,834	48,208	jailer lieutenant	1	28,169	39,802	29,595
				captain	2	35,952	50,799	37,772	jailer sergeant	4	25,550	36,102	25,709
				lieutenant	3	34,240	48,380	36,573	jailer	9	23,175	32,746	23,696
				detective/investigator	3	32,609	46,076	33,981					
				sergeant	8	29,578	41,793	31,077					
				corporal	5	28,169	39,802	29,021					
				deputy	20	26,828	37,907	27,173					
Hyde	38,127	64,327	40,113	chief	1	29,010	48,945	29,439	chief jailer	1	25,305	40,793	29,136
				DARE officer	1	26,484	44,684	30,493	dispatcher/jailer	3	18,397	31,039	19,620
				sergeant	3	26,484	46,684	27,284					
				deputy	8	25,305	42,694	25,680					
Iredell	62,108	96,330	82,120	chief	1	51,882	80,470	70,332	detention captain	1	41,435	64,265	39,412
				major	2	45,334	70,314	63,480	jailer III	8	27,642	42,874	31,126
				captain	3	41,435	64,265	46,309	jailer II	22	26,427	40,988	27,988
				lieutenant	8	34,613	53,685	47,098	jailer I	19	25,265	39,186	26,707
				sergeant	19	31,635	49,067	38,720					
				detective/investigator	19	31,635	49,067	38,136					
				DARE officer	2	26,427	40,988	31,019					
Jackson			62,482	deputy	33	26,427	40,988	31,856					
				captain	1	31,349	57,920	41,364	detention admin.	1	31,349	57,920	39,758
				lieutenant	5	30,267	55,921	38,520	detention lieutenant	1	27,419	48,692	30,156
				sergeant	8	28,104	51,925	33,961	detention sergeant	4	21,084	37,442	25,295
				detective/investigator	5	27,022	49,926	30,759	detention officer	12	21,084	37,442	22,589
				deputy	15	25,941	47,928	28,666					
				captain	5	43,421	64,091	54,054	detention admin.	1	45,374	66,975	58,603
Johnston	64,527	95,242	93,801	lieutenant	9	38,049	56,163	44,860	detention lieutenant	6	30,533	45,067	33,460
				detective/investigator	21	34,844	51,429	37,736	detention sergeant	4	27,960	41,271	30,975
				sergeant	4	33,342	49,213	37,141	detention officer	32	25,602	37,793	27,564
				deputy	50	31,905	47,097	33,852	telecommunicator II	2	27,960	41,271	32,157
				telecommunicator I	8	26,756	39,493	28,116					
Jones	36,624	46,224	40,008	chief	1	27,672	34,896	27,572	dispatcher	6	19,428	24,084	20,026
				deputy	7	25,188	31,776	25,188					

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Lee			\$ 76,021	chief	1	\$ 48,973	\$ 68,397	\$ 53,510	detention admin.	1	\$ 34,310	\$ 47,882	\$ 34,310
				lieutenant	1	35,846	50,058	38,341	assistant chief jailer	1	30,018	41,903	30,018
				captain	3	34,310	54,709	45,266	correctional shift supvr.	5	28,704	40,085	31,028
				detective/investigator	4	33,214	48,459	39,812	correctional officer	16	27,448	38,341	27,929
				patrol shift supvr.	4	34,310	47,882	36,531	dispatcher	4	26,284	36,690	27,977
				sergeant	3	31,384	43,836	34,997					
				investigator	2	30,018	41,903	34,310					
				deputy		30,018	41,903	30,792					
Lenoir	\$ 51,971	\$ 75,270	79,081	major	2	35,992	52,128	47,903	chief jailer	1	32,833	47,552	39,028
				lieutenant	1	31,359	45,418	42,175	correctional shift supvr.	5	27,324	39,573	30,219
				patrol shift supvr.	4	31,359	45,418	41,403	jailer II	16	24,924	36,097	25,822
				detective/investigator	7	29,952	45,418	33,992	jailer I	3	23,805	34,477	24,004
				sergeant	6	28,607	41,432	35,195	telecommunications mgr.	1	29,952	43,379	36,494
				deputy II	20	26,095	37,793	29,333	telecomm. training coord.	1	26,095	37,793	28,102
				deputy	7	24,924	36,097	27,921	telecomm. database coord.	1	26,095	37,793	28,102
									telecomm. squad supvr.	2	26,095	37,793	27,759
Lincoln	52,308	75,757	70,349	chief	1	45,105	65,325	52,308	detention lieutenant	1	37,019	53,615	37,945
				lieutenant	3	37,019	53,615	44,032	detention 1st sergeant	1	33,538	48,573	28,620
				sergeant	6	33,538	48,573	35,992	detention sergeant	4	28,919	41,884	30,384
				detective/investigator	8	31,922	46,232	35,808	detention officer	17	26,200	37,945	27,019
				school resource officer	4	31,922	46,232	32,725	detention officer trainee	4	24,937	36,116	24,937
				deputy	29	28,919	41,884	29,881	senior telecommunicator	4	27,526	39,866	31,590
									telecommunicator	11	26,200	37,945	26,736
									telecommunicator trainee	2	24,937	36,117	24,937
McDowell	48,282	70,968	60,384	chief	1	45,942	67,530	48,888	detention admin.	1	30,870	45,372	34,950
				captain	2	34,092	50,118	38,610	jailer III	1	29,370	43,176	32,040
				lieutenant	4	30,870	45,372	33,697	jailer II	1	26,592	39,090	30,486
				detective/investigator	8	26,592	45,372	31,394	jailer I	5	24,078	35,388	25,441
				DARE officer	1	22,908	43,176	30,486	jailer trainee	9	22,908	33,672	25,274
				deputy	20	22,908	43,176	27,265	telecommunicator II	1	24,078	35,388	27,258
									telecommunicator I	3	22,909	33,672	23,778
									telecommunicator trainee	1	20,742	30,486	20,742
Macon	40,527	60,791	55,319	chief	1	33,342	50,013	40,500	detention admin.	1	30,242	45,363	33,256
				investigations commander	1	30,242	45,363	33,258	detention officer	7	22,567	33,850	no data
				captain	2	30,242	45,363	no data					
				lieutenant	2	27,430	41,145	no data					
				detective/investigator	11	27,430	41,145	no data					
				sergeant	11	26,124	39,186	no data					
				DARE officer	1	26,124	39,186	30,715					
				deputy	15	24,880	37,320	no data					
Madison													
	Martin	47,534	75,988	52,468	chief	1	34,947	55,866	38,576	n/a			
					detective/investigator	5	28,037	44,819	31,260				
					sergeant	5	28,037	44,819	30,063				
					DARE officer	1	25,675	41,045	28,340				
				deputy	15	25,675	41,045	29,047					
Mecklenburg	94,494	160,641	127,000	chief	2	80,296	136,503	108,024	correctional shift supvr.	24	38,583	65,590	52,963
				major	4	54,474	92,606	79,797	detention officer	444	30,444	51,755	35,446
				captain	26	49,220	83,674	69,563	dispatcher	7	23,741	40,359	29,151
				sergeant	24	38,583	65,590	52,963					
				deputy	99	30,444	51,755	39,139					
Mitchell	44,723	62,612	45,170	chief	1	36,793	51,510	37,529	telecommunicator III	2	22,588	31,623	22,814
				captain	1	33,373	46,722	34,040	telecommunicator II	1	19,513	27,318	20,526
				lieutenant	2	31,783	44,496	32,419	telecommunicator I	2	17,698	24,777	18,801
				detective/investigator	1	27,456	38,438	28,005					
				deputy	9	22,588	31,623	24,393					
Montgomery			57,492	chief	1	32,484	54,684	37,680	detention admin.	1	26,400	44,448	28,416
				assistant chief	1	29,844	50,232	33,768	jailer II	4	21,732	36,624	23,112
				captain	2	27,492	46,332	34,410	jailer I	6	20,136	33,948	21,684
				sergeant	4	25,392	42,744	31,440					
				lieutenant	4	25,392	42,744	30,639					
				detective/investigator	4	27,492	46,332	29,604					
				DARE officer	1	25,392	42,744	28,728					
				deputy	11	25,392	42,744	26,850					

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Moore			\$ 94,822	chief	1	\$ 46,975	\$ 72,733	\$ 62,478	detention admin.	1	\$ 33,457	\$ 51,609	\$ 42,354
				captain	4	36,857	56,862	50,562	shift supervisor	5	27,578	42,517	29,609
				lieutenant	4	33,457	51,609	42,564	detention officer	33	25,146	38,646	27,167
				sergeant	9	30,349	46,856	36,463	dispatch captain	1	25,106	36,400	36,982
				detective/investigator	12	30,349	46,856	35,432	dispatcher	5	24,066	35,256	31,460
				DARE officer	1	28,911	44,638	31,798					
				deputy	37	28,911	44,638	30,482					
Nash			92,595	major	1	53,321	85,534	54,661	detention admin.	1	43,702	70,098	43,702
				lieutenant	5	43,702	70,098	47,363	asst. jail admin.	1	39,606	63,468	39,606
				sergeant	4	39,606	63,468	42,395	chief jailer	1	37,663	60,381	41,623
				detective/investigator	9	37,663	60,381	38,310	jail sergeant	3	34,083	54,661	35,850
				corporal	6	34,083	54,661	38,804	jail corporal	4	27,933	44,834	30,877
				DARE officer	1	34,083	54,661	39,606	jailer	39	25,289	40,615	28,183
				deputy	36	30,861	49,495	32,831					
New Hanover			118,653	chief	1	73,509	112,798	98,093	deputy captain	2	54,350	83,408	71,581
				major	1	64,272	98,571	77,949	deputy lieutenant	5	45,760	70,200	55,024
				captain	4	54,350	83,408	69,217	deputy sergeant	11	42,411	48,842	48,787
				lieutenant	16	45,760	70,200	55,810	deputy corporal	7	35,173	53,914	40,957
				sergeant	23	42,411	65,042	48,842	detention deputy	64	32,781	50,274	36,321
				detective/investigator	35	38,438	58,947	44,083	detention corporal	4	32,781	50,274	33,613
				corporal	14	35,173	53,914	42,200	detention officer	61	29,910	45,906	29,993
Northampton	\$ 48,243	\$ 85,131	63,298	deputy	91	32,781	50,274	38,000					
				chief	1	35,999	63,526	38,767	detention admin.	1	35,999	63,256	41,749
				DARE officer	1	32,653	57,620	36,042	detention sergeant	3	25,584	45,146	28,721
				investigations commander	1	32,653	57,620	35,163	detention officer	16	22,100	38,999	23,759
				drug investigations supvr.	1	32,653	57,620	35,163	telecommunications supvr.	1	24,365	42,996	28,964
				investigator	2	29,617	52,263	33,550	telecommunicator	3	22,100	38,999	24,643
				deputy	13	25,584	57,620	28,539					
Onslow			84,498	chief	1	57,949	92,718	60,267	detention admin.	1	39,148	62,637	45,299
				major	4	49,535	79,256	52,583	jail lieutenant	1	34,802	55,684	37,586
				captain	7	40,714	65,142	46,950	jail sergeant	4	30,939	49,503	33,569
				lieutenant	3	36,195	57,911	39,403	jailer	29	24,452	39,123	25,534
				sergeant	14	34,802	55,684	39,069					
				detective/investigator	1	30,939	49,503	39,573					
				investigator	4	26,447	42,315	35,843					
Orange				deputy	61	28,605	45,768	31,520					
				major	1	57,767	92,349	66,029	detention admin.	1	57,767	92,349	66,029
				captain	2	47,412	75,796	61,958	detention officer	26	28,935	46,256	29,744
				lieutenant	7	42,954	68,667	51,998					
				sergeant	14	38,913	62,209	44,023					
				detective/investigator	7	35,254	56,359	43,642					
				DARE officer II	4	33,555	53,643	40,864					
Pamlico				corporal	19	33,555	53,643	39,828					
				deputy	34	31,939	51,058	33,981					
	36,746	69,171	56,144	captain	2	26,112	49,153	37,596	detention admin.	1	22,555	42,457	36,239
				detective/investigator	2	21,482	40,438	31,156	telecommunicator	4	16,831	31,683	21,091
Pasquotank				deputy	6	18,557	34,932	25,149					
	52,899	52,975	46,769	chief	1	37,839	52,975	46,769	n/a				
				investigator	6	29,730	41,622	35,676					
				DARE officer	1	28,572	40,001	37,081					
Pender				deputy	29	28,572	40,001	34,286					
	46,108	69,312	58,500	chief	1	40,174	61,003	47,787	detention admin.	1	35,002	53,765	40,008
				patrol commander	1	35,002	53,765	43,323	detention deputy	2	26,572	41,961	28,700
				investigations commander	1	35,002	53,765	43,323	jail shift leader	4	25,378	40,290	25,630
				captain	4	35,002	53,765	41,739	jail officer	8	23,153	37,172	24,125
				lieutenant	4	31,931	49,463	36,884	chief E911 telecommunicator	1	30,497	47,456	34,000
				patrol shift supvr.	2	31,931	49,463	36,673	E911 shift leader	4	25,378	40,290	26,449
Perquimans				detective/investigator	6	30,497	47,456	34,984	E911 telecommunicator	8	24,239	38,697	24,999
				sergeant	5	29,128	45,540	32,818					
				DARE officer	1	27,820	43,708	30,421					
				deputy I	17	26,572	41,961	27,253					
	40,178	60,846	45,404	detective/investigator	2	29,524	44,711	32,163	dispatch supvr.	1	24,758	37,495	33,179
				DARE officer	1	25,872	39,181	27,845	dispatcher	5	20,762	31,443	23,840
				deputy	5	25,649	38,844	26,956					
Person			64,668	chief	1	41,052	62,244	43,980	detention admin.	1	35,460	53,700	37,224
				captain	1	35,460	53,700	38,904	detention officer II	7	25,212	38,172	27,054
				lieutenant	3	32,148	48,684	35,292	detention officer I	25	22,872	34,596	23,738
				sergeant	10	29,184	44,172	32,772					
				investigator	8	29,184	44,172	32,772					
			deputy	12	27,756	42,060	29,760						

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Pitt			\$ 74,934	chief—various areas	3	\$ 49,210	\$ 77,776	\$ 57,589	detention admin.	1	\$ 56,640	\$ 89,522	\$ 65,196
				captain	1	44,805	70,815	55,354	correctional shift supvr.	1	40,795	64,777	51,571
				lieutenant	6	40,795	64,477	47,039	detention officer adv.	4	29,381	46,666	no data
				detective-3 levels	11	32,270	51,003	37,252	detention officer intermed.	7	28,035	44,312	no data
				DARE officer	1	32,270	51,003	37,145	detention officer basic	60	26,752	42,282	no data
				deputy-3 levels	43	29,381	51,003	34,063	telecommunicator advanced	1	29,381	46,438	33,819
									telecommunicator intermed.	4	28,035	44,312	33,358
									telecommunicator basic	3	26,752	42,282	26,168
									detention admin.	1	30,750	46,125	39,360
									detention deputy	1	24,093	36,140	25,944
Polk	\$ 41,208	\$ 61,812	52,747	patrol commander	1	32,288	48,432	41,329	detention officer	5	21,853	32,780	24,000
				captain	3	32,288	48,432	38,000	senior cook	1	17,122	25,683	25,944
				patrol shift supvr.	1	32,288	48,432	37,442	communications supervisor	1	30,750	46,125	37,463
				detective/investigator	1	32,288	48,432	35,529	telecommunicator	8	21,853	32,780	24,000
				investigations commander	1	29,286	43,929	33,132					
				lieutenant	3	29,286	43,929	33,000					
				sergeant	7	26,563	39,845	29,000					
				DARE/domestic officer	1	26,563	39,845	27,906					
				deputy	6	24,093	36,140	25,000					
Randolph	56,784	88,128	82,932	chief	1	50,028	76,776	60,564	detention admin.	1	47,676	73,224	52,524
				patrol commander	1	43,236	66,588	48,816	jailer captain	1	39,324	60,564	44,292
				investigations commander	1	43,236	66,588	48,816	jail nurse	1	39,324	60,564	43,236
				captain	3	43,236	66,588	48,056	jail maintenance supvr.	1	35,832	55,080	39,324
				investigator	10	39,324	60,564	42,742	correctional shift supvr.	4	34,200	52,524	38,649
				patrol shift supvr.	4	39,324	60,564	40,709	jail sergeant	4	31,908	48,888	38,298
				lieutenant	5	37,536	57,756	44,537	jail corporal	4	29,064	44,472	31,371
				detective/investigator	4	33,456	51,276	34,293	jailer	40	26,460	40,440	28,751
				sergeant	8	31,908	48,888	34,992	dispatcher deputy	2	27,732	42,408	30,210
				DARE officer	1	31,908	48,888	34,272					
			corporal	20	30,444	46,632	33,841						
			deputy	71	27,732	42,408	29,580						
Richmond	no data			no data					no data				
Robeson	76,375	88,831	81,357	chief	1	45,865	55,378	49,670	detention admin.	1	40,809	50,359	44,629
				major	2	39,851	53,378	47,194	correctional shift supvr.	7	25,965	36,978	31,097
				lieutenant	5	29,747	43,668	35,895	detention officer II	8	23,799	33,632	27,159
				sergeant	13	27,152	38,651	32,607	detention officer I	57	22,783	31,960	25,460
				detective/investigator	25	27,152	38,651	31,821	telecommunicator II	4	24,851	35,305	29,119
				deputy	51	23,799	33,281	25,490	telecommunicator I	11	23,799	30,895	27,973
Rockingham	64,968	94,270	78,521	major	1	49,881	72,388	59,219	jail captain	1	43,738	63,445	52,299
				captain	3	43,738	63,445	52,449	correctional shift supvr.	7	35,039	50,887	35,604
				lieutenant	6	38,329	55,617	42,454	jailer II	23	28,135	40,829	30,041
				sergeant	6	35,039	50,887	39,468	jailer I	2	26,884	39,089	26,884
				detective/investigator	13	30,771	44,608	36,229	lead telecommunicator	4	28,135	40,829	34,794
				DARE officer	2	29,439	42,678	37,800	telecommunicator	12	26,884	39,089	30,325
				deputy	47	29,439	42,678	32,801					
Rowan	58,899	93,496	93,496	chief	1	48,382	76,805	76,805	detention captain	1	41,745	66,268	63,722
				major	1	46,061	73,119	73,119	detention sergeant	5	32,644	51,828	40,678
				captain	2	41,745	66,268	57,486	master deputy	19	28,169	44,717	38,415
				lieutenant	7	36,019	57,184	51,094	master detention officer	5	28,169	44,717	33,435
				sergeant	11	32,644	51,828	44,683	detention officer	31	26,819	42,569	28,023
				detective/investigator	14	29,588	46,969	38,276	telecommunications supvr.	4	29,588	46,969	33,384
				DARE officer	1	28,169	44,717	34,632					
				deputy	46	26,819	42,569	30,761					
Rutherford			no data	chief	1	50,775	76,505	57,491	detention admin.	1	35,858	54,029	43,203
				captain	1	41,622	62,715	49,529	detention sergeant	5	30,892	46,546	31,288
				lieutenant	4	35,858	54,029	48,918	detention corporal	7	27,970	42,144	28,377
				sergeant	8	32,467	48,918	37,441	detention officer	17	25,325	38,156	26,115
				detective/investigator	13	30,892	46,546	36,602					
				corporal	15	29,395	44,290	33,114					
				deputy	15	26,614	40,100	28,616					
Sampson	51,600	77,400	60,996	chief	1	39,168	58,764	46,860	sheriff chief of staff	1	35,724	53,616	43,644
				major	1	37,416	56,136	43,224	detention admin.	1	35,724	53,616	42,084
				captain	3	35,724	53,616	40,716	sheriff master officer	25	27,132	40,704	30,319
				lieutenant	2	32,604	48,900	38,532	detention officer	20	22,584	33,864	24,584
				sergeant	10	29,748	44,604	34,704					
				detective/investigator	2	27,132	40,704	30,198					
			deputy	17	25,908	38,868	27,421						

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Scotland	\$ 51,240	\$ 72,408	\$ 65,592	chief	1	\$ 42,804	\$ 60,480	\$ 54,792	detention admin.	1	\$ 39,120	\$ 55,284	\$ 42,132
				captain	2	35,760	50,520	36,648	asst. jail administrator	1	29,868	42,204	30,612
				detective/investigator	7	31,248	46,176	35,199	correctional shift supvr.	4	24,948	35,256	26,562
				lieutenant	4	29,868	42,204	33,435	transportation officer	1	24,948	35,256	26,220
				patrol shift supvr.	4	29,868	42,204	32,178	detention officer II	6	23,856	33,708	24,558
				deputy	14	24,948	36,876	27,002	detention officer I	7	22,812	32,220	22,973
									senior dispatcher	1	24,948	35,256	26,220
									dispatcher/records clerk	1	23,856	33,708	25,692
									dispatcher	2	22,812	32,220	23,964
				Stanly	56,667	80,953	62,136	chief	1	45,256	53,876	51,156	detention admin.
captain	2	39,545	56,492					43,000	correctional shift supvr.	4	28,864	41,234	31,200
lieutenant	3	36,144	51,634					39,000	senior detention officer	4	26,380	37,687	27,500
sergeant	5	31,581	45,116					37,000	detention officer	10	25,221	36,029	26,000
detective/investigator	6	31,581	45,116					36,000					
patrol shift supvr.	3	31,581	45,116					no data					
DARE officer	1	27,595	39,420					no data					
deputy	20	27,595	39,420					29,000					
Stokes	52189	78283	65,236	chief	1	41,246	61,869	51,557	detention admin.	1	38,134	57,201	47,667
				captain	2	38,134	57,201	47,667	jail sergeant	1	27,864	41,796	31,558
				detective sergeant	1	30,138	45,207	37,672	correctional shift supvr.	4	26,792	40,189	28,055
				DARE officer	1	27,864	41,796	38,080	corporal evidence manager	1	26,792	40,189	28,055
				sergeant	4	27,864	41,796	33,427	corporal	4	26,792	40,189	27,949
				detective/investigator	7	27,864	41,796	32,462	jailer	11	25,762	38,643	26,595
				corporal	4	26,792	40,189	30,543	baliff	1	24,771	37,157	27,389
				deputy II	4	25,762	38,643	28,215					
				school resource officer	5	25,762	38,643	26,953					
				school safety officer	1	25,762	38,643	25,762					
Surry			67,464	deputy I	6	24,771	37,157	25,210					
				chief	1	40,608	69,060	46,632	detention admin.	1	34,116	57,276	37,224
				captain	2	34,116	57,276	43,170	detention sergeant	4	29,988	4,992	33,462
				lieutenant	5	32,676	54,720	38,335	detention officer II	16	24,372	39,708	26,698
				sergeant	7	29,988	49,920	34,073	detention officer I	6	23,448	38,028	24,494
				detective/investigator	6	28,800	47,688	34,276					
				DARE officer	1	28,800	47,688	32,676					
				deputy II	2	28,800	47,688	32,676					
				deputy I	8	26,412	43,512	29,612					
				deputy	15	25,380	41,580	27,328					
Swain	34,768	48,675	38,618	chief	1	30,467	42,654	35,140	chief jailer	1	20,502	28,703	21,049
				captain	1	29,155	40,816	29,214	detention sergeant	4	19,620	27,468	20,601
				lieutenant	1	27,900	39,060	31,916	detention officer	11	18,775	26,285	18,775
				sergeant	4	26,698	37,379	27,453					
				school resource officer	2	25,549	35,768	26,000					
				deputy	6	25,549	35,768	25,549					
Transylvania	48,380	70,151	59,050	chief	1	42,395	61,473	46,600	detention admin.	1	35,550	51,548	45,028
				patrol commander	1	42,395	61,473	44,000	detention officer	8	23,922	34,687	27,103
				investigations commander	1	35,550	51,548	44,064	cook	1	16,821	24,390	20,340
				lieutenant	4	31,152	45,170	39,895	telecommunicator I	4	21,906	31,764	26,696
				investigator	6	29,811	43,226	37,428					
				sergeant	7	29,811	43,226	34,171					
				DARE officer	6	29,811	43,226	33,684					
				deputy	13	24,998	36,247	29,521					
				chief		no data	no data	29,868	dispatcher		no data	no data	21,984
Union	62,953	94,429	94,412	deputy		no data	no data	27,852					
				chief	1	50,462	75,693	64,983	detention officer I	31	29,587	44,380	30,090
				captain	4	46,155	69,233	56,282	dispatcher	5	27,054	40,581	30,986
				lieutenant	12	42,228	63,342	50,936					
				sergeant	17	38,657	57,985	45,055					
				corporal	8	35,336	53,005	39,196					
				detective/investigator	9	32,348	48,523	39,546					
				investigator	4	32,348	48,523	37,143					
				DARE officer	3	29,587	48,523	35,771					
				deputy	89	29,587	48,523	33,072					
Vance			68,604	lieutenant	4	26,988	47,732	38,514	detention admin.	1	31,236	47,732	34,968
				sergeant	6	24,492	40,080	34,302	asst. detention admin.	1	24,492	38,184	26,664
				detective/investigator	4	24,492	38,184	29,370	correctional lieutenant	2	22,224	34,632	29,568
				deputy	20	23,340	36,348	26,579	correctional officer II	6	21,156	32,988	25,426
									correctional officer I	29	20,172	31,416	22,558

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Wake			\$115,111	chief	1	\$ 61,457	\$102,634	\$ 88,981	detention admin.	1	\$ 55,628	\$ 92,898	\$ 84,143
				major	3	61,457	102,634	88,346	correctional shift supvr.	6	42,000	70,140	55,231
				captain	9	50,502	84,338	69,524	detention lieutenant	12	37,925	63,335	46,559
				lieutenant	13	42,818	71,506	62,569	detention sergeant	23	33,711	56,298	40,950
				sergeant	31	37,925	63,335	53,518	detention master deputy	42	26,923	44,961	36,280
				detective/investigator	40	33,711	56,298	44,174	detention officer	144	26,923	44,961	29,666
				investigator	40	33,711	56,298	44,174					
Warren	\$ 44,546	\$ 71,484	59,879	deputy	139	30,073	50,227	34,700					
				lieutenant	2	30,152	48,384	33,432	detention admin.	1	30,152	48,384	33,000
				sergeant	5	27,348	43,886	29,879	asst. detention admin.	1	24,806	39,805	25,387
				DARE officer	2	27,348	43,886	28,019	correctional shift supvr.	5	21,427	34,383	23,082
				detective/investigator	4	26,045	41,795	27,381	detention officer I	8	19,435	31,188	20,992
Washington	40,944	59,304	49,884	deputy	10	24,806	39,805	25,258	telecommunicator	8	19,435	31,158	19,685
				detective/investigator	1	28,608	41,448	29,340	detention admin.	1	22,044	31,944	22,044
				chief	1	27,792	40,248	33,036	detention officer	10	20,400	29,544	20,550
Watauga	\$52,907	\$79,360	\$64,385	lieutenant	1	27,792	40,248	29,928					
				deputy	7	26,160	37,884	26,340					
				chief	1	44,366	66,549	44,960	detention admin.	1	34,068	51,102	39,468
				captain	2	37,203	55,805	39,272	correctional shift supvr.	2	28,568	42,853	31,685
				lieutenant	6	32,602	48,902	31,329	jailer II	4	27,338	41,006	29,155
				sergeant	6	31,198	46,796	35,863	jailer I	17	26,161	39,241	26,161
				detective/investigator	6	31,198	46,796	32,477	telecommunicator supvr.	1	29,854	44,781	35,654
Wayne			73,000	deputy	12	28,568	44,781	30,434	telecommunicator II	3	27,338	41,006	30,574
				telecommunicator I	5	26,161	39,241	26,161					
				major	2	38,454	61,538	50,507	detention admin.	1	34,083	53,161	44,721
				captain	4	34,083	53,161	43,377	detention lieutenant	1	30,914	48,217	35,851
				lieutenant	3	32,461	50,625	40,539	correctional shift supvr.	1	30,914	48,217	35,851
				patrol shift supvr.	1	32,461	50,625	36,726	detention sergeant	5	28,041	43,735	31,269
				detective/investigator	12	30,914	48,217	36,683	detention corporal	6	24,224	37,782	28,098
Wilkes			67,723	sergeant	8	30,914	48,217	36,576	detention officer I	42	24,069	35,979	26,431
				investigator	3	28,041	43,735	33,292					
				corporal	7	26,705	41,651	33,241					
				deputy	37	25,433	39,669	22,478					
				chief	1	38,605	74,091	46,200	detention admin.	1	26,925	51,698	29,472
				captain	8	32,248	61,887	40,178	telecommunications director	1	29,456	56,577	38,605
				detective/investigator	6	25,756	49,425	30,626	telecommunications supvr.	2	24,613	47,248	30,830
Wilson	61716	104376	96,888 ³	lieutenant	2	24,613	56,577	35,789	telecommunicator	7	21,520	41,281	23,641
				sergeant	11	24,613	49,425	31,592					
				deputy	32	23,538	61,887	26,371					
				major	2	42,396	71,748	45,768	detention admin.	1	44,448	75,180	51,720
				captain	4	35,184	59,508	45,438	detention captain	1	35,184	59,508	45,096
				lieutenant	2	33,576	56,760	39,576	detention lieutenant	3	30,564	56,760	39,016
				sergeant	6	32,040	54,156	36,212	detention sergeant	8	29,160	49,320	32,787
Yadkin	47,834	69,254	62,742	detective/investigator	6	30,564	51,696	34,592	detention officer II	11	27,828	47,064	28,054
				patrol shift supvr.	1	30,564	51,696	31,332	detention officer I	34	26,568	44,904	27,455
				deputy	20	27,828	47,064	28,791					
				major	1	37,846	54,876	53,452	detention admin.	1	28,568	41,371	33,121
				captain	1	34,456	49,890	45,202	detention officer	6	24,823	35,949	25,118
Yancey				lieutenant	3	31,383	45,447	34,645	telecommunications director	1	29,951	43,354	32,240
				sergeant	2	28,568	41,371	30,024	telecommunicator	10	23,697	34,296	25,429
				detective/investigator	4	27,246	39,462	29,364					
				DARE officer	4	26,002	37,675	28,005					
			deputy	22	26,002	37,675	27,374						

	Yes	No	No Data
Are deputies paid (or given compensatory time) for court appearances outside regular working hours?	73	15	8
Are county cars provided?	91	1	4

1. Travel allowance
 2. \$5,700 travel allowance
 3. \$9,300 travel allowance

TABLE XVII: ANIMAL CONTROL OFFICER

January 2006

Animal Control Officer					
County	Title	No.	Min.	Max.	Avg.
Alamance	control officer	1	\$ 29,182	\$ 46,690	\$ 30,060
Alexander	supervisor	1	25,128	34,639	31,381
	officer	2	23,917	32,970	27,736
Alleghany	officer		part-time		10,735
Anson			n/a		
Ashe	supervisor	1	29,832	42,150	33,327
	officer		27,372	38,676	27,372
Avery			n/a		
Beaufort	supervisor	1	26,004	39,007	vacant
	control officer	1	20,867	31,301	23,978
	shelter attendant	1	16,744	25,116	19,705
Bertie	officer	1	23,626	35,747	23,626
Bladen			n/a		
Brunswick	supervisor	1	33,384	55,949	38,963
	officer II	1	25,461	40,738	28,950
	officer I	4	22,292	35,667	25,461
Buncombe			n/a		
Burke			n/a		
Cabarrus			n/a		
Caldwell	supervisor	1	34,456	54,417	35,107
	officer II	1	24,822	39,112	24,828
	officer I	3	22,634	35,604	23,132
Camden			n/a		
Carteret	supervisor	1	29,618	45,099	38,804
	officer II	2	21,089	32,898	24,220
	officer I	1	22,732	37,398	28,524
Caswell	supervisor	1	21,071	33,327	24,828
Catawba	supervisor	1	38,646	59,964	39,032
	officer	4	23,712	36,800	23,830
Chatham	supervisor	1	43,032	52,306	54,000
	officer II	4	25,159	37,172	28,291
Cherokee			n/a		
Chowan	supervisor	1	30,566	54,888	30,566
	officer II	1	22,808	40,958	26,403
	officer I	1	20,687	37,151	21,722
Clay					
Cleveland	supervisor	1	29,850	46,608	34,362
	officer II	1	25,950	40,506	29,850
	officer I	4	23,640	36,870	27,186
Columbus	supervisor	1	27,557	39,910	40,908
	officer II	1	20,490	32,756	25,589
	officer I	1	19,502	31,178	19,990
Craven	lead officer	1	26,674	43,652	32,179
	officer II	1	25,450	41,651	27,538
	officer I	1	23,170	37,927	25,450
Cumberland	supervisor	1	52,006	85,811	72,448
	investigator	1	25,090	41,398	26,158
	officer	6	23,951	39,519	25,429
Currituck	supervisor	1	28,674	40,151	29,832
	officer	2	25,378	35,535	26,403
Dare			n/a		
Davidson	deputy I	3	27,637	41,455	29,332
Davie					
Duplin	supervisor	1	25,000	39,423	26,010
	helper	1	22,200	35,005	22,200
Durham	administrator	1	38,701	66,622	51,613
	field supervisor	2	27,387	47,151	35,998
	officer I	7	23,616	40,659	26,000
Edgecombe	officer I	2	19,765	29,341	21,275
Forsyth	supervisor	1	36,358	59,987	47,798
	officer II	3	32,052	52,894	43,867
	officer I	4	30,638	50,564	32,947
Franklin	supervisor	1	27,153	38,789	33,033
	officer II	2	25,933	35,385	26,819
	officer I	1	23,657	33,797	26,178

Animal Control Officer					
County	Title	No.	Min.	Max.	Avg.
Jackson	lead officer	1	\$ 24,812	\$ 40,705	\$ 27,941
	officer I	1	21,705	35,609	22,582
Johnston	sr. control officer	1	29,218	43,128	34,334
	control officer	3	26,756	39,493	28,045
Jones			n/a		
Lee	lead officer	1	28,704	40,085	28,704
	officer II	3	27,448	38,341	28,760
Lenoir	officer II	1	21,714	31,448	21,714
	officer I	1	19,811	28,692	19,810
Lincoln	sergeant	1	30,383	44,005	32,720
	officer	3	21,503	31,143	25,145
McDowell	officer II	1	21,798	32,040	22,626
	officer I	1	19,734	29,010	20,484
Macon			n/a		
Madison					
Martin	supervisor	1	20,589	32,914	27,015
	part-time	1	7,913	12,651	9,883
Mecklenburg			n/a		
Mitchell			n/a		
Montgomery	officer	2	21,732	36,624	23,994
Moore	officer II	5	22,915	35,080	28,872
Nash	lead officer	1	26,580	42,632	31,648
	officer II	4	25,289	40,615	29,301
New Hanover	supervisor	1	38,438	58,947	44,179
	officer	7	27,269	41,829	30,831
Northampton	officer II	1	22,100	38,999	28,999
Onslow	supervisor	1	27,505	44,008	37,531
	officer II	6	21,738	34,780	29,115
Orange	supervisor	1	47,412	75,796	vacant
	officer	5	28,935	46,256	31,613
Pamlico	officer	1	16,831	31,683	20,092
Pasquotank	officer	3	22,780	31,892	27,336
Pender	supervisor	1	26,572	41,961	26,931
	officer I	3	21,119	34,329	23,597
Perquimans	officer I	1	22,672	34,334	24,401
Person	supervisor	1	32,148	48,684	33,768
	control officer	2	22,872	34,596	25,212
	shelter attendant	1	24,000	36,360	26,460
Pitt	program mgr.	1	33,819	53,452	37,145
	officer II	4	25,527	40,345	29,119
Polk	officer	1	24,093	36,140	33,132
Randolph	supervisor	1	29,208	44,640	32,808
	officer II	2	24,288	36,828	25,452
	officer I	1	22,224	33,552	22,224
Richmond			n/a		
Robeson	officer I	3	22,783	30,287	26,161
Rockingham	officer	1	26,884	39,089	34,570
Rowan	supervisor	1	32,644	51,828	46,516
	officer II	1	25,530	40,528	24,544
	officer I	4	23,140	36,733	26,953
Rutherford	supervisor	1	32,467	48,918	37,220
	officer	1	26,614	40,100	27,625
Sampson	chief	1	23,640	35,448	29,892
	officer	1	21,552	32,340	23,064
Scotland	officer II	1	23,856	33,708	26,328
Stanly	supervisor	1	26,380	37,687	32,953
	officer I	3	23,050	32,930	26,000
Stokes	chief	1	25,762	38,643	no data
	control officer	2	21,174	31,762	no data
	deputy	1	19,577	29,365	no data
Surry	supervisor	1	25,380	41,580	33,360
	officer II	4	22,524	36,396	22,257
Swain			n/a		
Transylvania	supervisor	1	26,123	37,878	33,819
	officer I	2	22,892	33,193	28,682

Animal Control Officer					
County	Title	No.	Min.	Max.	Avg.
Gaston	supervisor	2	\$ 31,631	\$ 49,038	\$ 43,494
	officer	1	25,749	39,919	vacant
Gates	officer	2			25,452
Graham			n/a		
Granville	supervisor	1	25,597	40,955	33,437
	officer	3	21,067	33,207	22,449
Greene	supervisor	1	34,724	48,612	43,304
	officer	1	21,330	29,862	25,598
Guilford	supervisor	2	32,345	54,987	36,874
	specialist	12	26,611	45,238	28,661
Halifax	lead officer	1	21,215	34,239	34,239
	officer II	3	20,203	32,594	20,703
Harnett	supervisor	1	30,050	46,578	38,798
	officer I	3	24,345	37,735	28,043
Haywood	director	1	26,953	40,430	31,299
	officer I	6	21,628	32,442	22,268
Henderson	supervisor II	1	29,055	45,045	39,858
	officer I	8	23,888	37,031	24,969
Hertford	officer	1	21,170	31,334	21,696
Hoke	supervisor	1	26,828	37,907	31,112
	officer II	1	24,334	34,383	25,566
Hyde			n/a		
Iredell	chief control officer	1	33,091	51,324	39,996
	field supervisor	1	27,642	42,874	35,295
	control officer	6	25,265	39,186	27,909

Animal Control Officer					
County	Title	No.	Min.	Max.	Avg.
Tyrrell					n/a
Union	supervisor	1	\$ 40,604	\$ 60,606	\$ 50,919
	lead officer	1	26,013	39,020	no data
	officer I	4	22,772	34,158	24,924
	chief	1	26,988	42,084	28,800
Vance	sergeant	1	38,657	57,985	44,554
	officer I	6	29,587	44,380	30,816
Wake	supervisor	1	55,628	92,898	77,492
	team leader	1	30,073	50,227	50,222
	officer	6	24,189	40,396	32,324
	officer II	1	21,427	34,383	no data
Warren	officer I	1	19,435	31,188	no data
Washington			n/a		
Watauga	supervisor	1	28,568	42,853	36,823
	officer	2	26,161	39,241	28,505
Wayne	supervisor	1	28,041	43,735	34,165
	officer II	3	23,069	35,979	25,814
	officer I	1	20,926	32,634	21,448
Wilkes	supervisor	1	28,175	54,078	42,235
	officer	4	19,667	41,281	23,182
Wilson	supervisor	1	32,040	54,156	34,956
	officer	5	24,180	40,920	27,405
Yadkin	supervisor	1	24,823	35,949	26,082
	officer	2	21,567	31,249	22,687
Yancey					

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

January 2006

County	Director of Emergency Services			Assistant Director—EMS			Other EMS Positions					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Title	No.	Min.	Max.	Actual
Alamance	\$ 45,317	\$ 72,509	\$ 66,324	n/a			40	crew chief	4	\$ 34,799	\$ 55,679	\$ 44,786
								training officer	1	34,799	55,679	38,897
								EMT—paramedic	56	30,494	48,791	35,218
								EMT—intermediate	2	26,722	42,756	27,890
								EMT—certified	6	24,471	39,151	24,911
								telecommunicator—EMD	18	27,924	44,679	30,085
Alexander	51,421	70,884	55,374	\$ 29,869	\$ 41,175	\$ 35,504	48	training officer	1	29,869	41,175	40,170
								shift supervisor	3	29,869	41,175	34,639
								EMT—paramedic	26	27,060	37,303	29,869
								EMT—intermediate	5	part-time		\$8.28/hr.
								telecommunicator	18	21,138	29,139	23,332
Alleghany	n/a			n/a			56	shift supervisor	3	29,348	44,021	39,768
								EMT—paramedic	9	26,619	39,928	28,890
Anson	27,427	44,150	32,765	n/a			54	training officer	1	24,361	39,210	29,102
								shift supervisor	3	26,377	42,447	30,266
								EMT—paramedic	6	24,361	39,210	26,950
								EMT—intermediate	6	22,487	36,229	22,790
Ashe	n/a			n/a				n/a				
Avery	34,444	48,037	37,634	32,804	45,746	34,802	48	training officer	1	31,242	43,568	33,445
								crew chief	2	31,242	43,568	30,454
								EMT—paramedic	13	29,754	41,491	30,424
								EMT—intermediate	2	24,479	34,136	24,479
								telecommunicator—EMD	11	21,146	41,491	23,288
Beaufort	n/a			n/a				n/a				
Bertie	n/a			n/a				n/a				
Bladen	33,516	46,922	31,889	n/a			37.5	n/a				
Brunswick	57,152	91,443	70,644	49,230	58,485	58,274	56	shift supervisor	3	34,968	55,949	34,758
								training officer	1	31,799	50,878	38,000
								EMT—paramedic	49	30,215	48,344	32,094
								telecommunicator—EMD	20	23,876	38,202	25,329
Buncombe	70,529	100,277	94,890	n/a			56	training officer	1	36,452	51,814	51,814
								shift supervisor	3	38,093	54,154	53,508
								EMT—paramedic	46	30,586	43,435	36,858
								EMT—intermediate	21	26,780	38,093	32,651
								telecommunicator	19	25,629	36,452	28,476
Burke	41,265	63,962	46,452	n/a			56	training officer	1	37,429	58,015	42,743
								shift supervisor	3	35,645	55,251	46,287
								EMT—paramedic	32	29,324	45,455	34,630
								EMT—intermediate	2	25,332	39,265	26,263
								telecommunicator—EMD	6	25,332	39,265	26,677
Cabarrus	56,071	86,555	64,910	43,934	67,825	55,258	40	shift supervisor	3	39,849	61,518	54,398
								crew chief	24	32,778	50,600	41,200
								EMT—paramedic	22	29,720	45,893	31,794
								EMT—intermediate	1	25,682	39,658	25,682
Caldwell	37,954	59,801	47,134	n/a			56	shift supervisor	3	34,456	54,417	39,619
								crew chief	3	31,364	49,531	37,756
								training officer	1	27,267	42,940	38,916
								EMT—paramedic	15	28,574	45,073	33,970
								EMT—intermediate	9	26,001	40,986	26,053
								EMT—certified	2	21,634	33,969	22,243
Camden	n/a			n/a				n/a				
Carteret	37,442	59,841	42,640	n/a			56	EMT—paramedic	9	26,967	40,597	27,062
Caswell	38,843	64,240	47,292	n/a			53	training officer	1	29,689	48,988	35,880
								shift supervisor	2	28,575	47,132	34,866
								EMT—paramedic	7	25,481	41,979	31,413
								EMT—certified	2	21,885	34,631	24,444
								telecommunicator	7	23,613	38,866	26,658
Catawba	n/a			49,320	76,526	58,896	42	shift supervisor	4	38,646	59,964	49,588
								training officer	1	38,646	59,964	42,634
								EMT—paramedic	58	31,794	49,321	35,400
								EMT—intermediate	7	27,453	42,603	29,091
								EMT—certified	1	24,892	38,646	28,878
								telecommunicator—EMD	20	27,453	42,603	30,508
Chatham	n/a			n/a				telecommunicator—EMD	12	26,418	39,031	29,901

County	Director of Emergency Services			Assistant Director—EMS			Other EMS Positions					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Title	No.	Min.	Max.	Actual
Cherokee	\$ 31,884	\$ 49,625	\$ 38,450	\$ 28,229	\$ 43,387	\$ 35,435	40	EMT—paramedic	19	\$ 26,075	\$ 39,625	\$ 26,926
								EMT—intermediate	1	24,161	36,318	24,161
								EMT—certified	1	22,420	33,445	22,420
								telecommunicator—EMD	8	22,420	33,445	23,831
Chowan	33,698	60,514	57,633	n/a			39	shift supervisor	4	29,109	52,273	32,594
								EMT—intermediate	4	27,724	49,784	29,838
								EMT—certified	6	25,144	45,157	25,774
Clay												
Cleveland	47,688	74,448	71,034	n/a			60	training officer	1	32,778	51,174	43,428
								shift supervisor	3	29,850	46,608	36,024
								EMT—paramedic	51	28,506	44,472	34,362
								EMT—intermediate	8	24,762	38,634	24,762
								EMT—certified	1	23,640	36,870	23,640
								telecommunicator	15	25,950	40,506	29,850
Columbus												
Craven	46,820	76,621	69,762	38,811	63,519	49,067		n/a				
Cumberland	47,506	78,384	73,734	36,199	59,728	46,084		telecommunicator—EMD	12	26,283	47,529	29,578
Currituck	40,202	56,293	52,605	n/a			42	training officer	1	31,967	44,762	34,588
								EMT—paramedic	29	30,320	42,455	32,000
								EMT—intermediate	10	25,378	35,535	26,044
								EMT—certified	8	23,732	33,231	24,031
								telecommunicator—EMD	11	25,378	33,231	24,031
Dare	56,487	90,379	85,940	46,649	74,638	64,443	56	shift supervisor	3	40,413	64,661	51,638
								crew chief	9	35,010	56,016	39,378
								EMT—paramedic	34	30,330	48,528	32,860
								EMT—intermediate	22	27,562	44,099	30,269
								EMT—certified	11	23,878	38,205	24,717
								telecommunicator	16	26,500	47,747	28,833
Davidson	51,953	77,930	55,590	n/a			66	shift supervisor	3	35,242	52,864	45,061
								training officer	1	35,242	52,864	37,005
								EMT—paramedic	36	27,637	41,455	31,293
								telecommunicator	19	26,352	39,528	28,221
Davie												
Duplin	37,149	58,580	41,834	n/a			44	training officer	1	37,149	58,580	40,210
								shift supervisor	4	30,474	48,056	32,359
								EMT—paramedic	44	27,060	42,672	27,060
								EMT—intermediate	16	25,000	39,423	26,010
								EMT—basic	4	23,096	36,419	23,560
								telecommunicator	8	23,096	36,419	23,096
Durham	60,358	103,909	79,284	42,717	73,539	vacant	40	training officer	1	38,701	66,622	66,622
								special program director	2	33,369	57,448	50,252
								shift supervisor	3	31,763	54,682	54,682
								senior paramedic	8	28,774	49,538	47,913
								lead paramedic	8	27,387	47,151	40,811
								EMT—paramedic	37	24,811	42,717	34,767
								EMT—intermediate	29	22,478	38,701	26,128
Edgecombe	n/a			n/a				n/a				
Forsyth	57,241	94,452	76,419	43,534	71,822	59,155	42-56	shift supervisor	3	33,404	55,120	51,163
								training officer	3	33,404	55,120	45,965
								EMT—paramedic	70	29,369	48,484	31,797
								EMT—intermediate	11	25,916	42,764	25,940
								telecommunicator—EMD	25	29,369	48,484	32,592
Franklin	n/a			37,446	53,495	42,618	42	crew chief	1	35,766	51,094	38,286
								training officer	1	35,766	51,094	36,592
								shift supervisor	4	32,628	46,611	33,470
								EMT—paramedic	21	29,764	42,520	30,578
								EMT—intermediate	2	27,153	38,789	27,076
								EMT—certified	1	24,769	35,385	24,511
								telecommunicator—EMD	11	24,769	35,385	24,511
Gaston	54,756	84,893	79,402	41,618	64,516	54,102	42	training officer	1	36,283	56,252	48,984
								shift supervisor	4	33,877	52,523	42,348
								EMT—paramedic	69	25,749	45,784	33,277
								EMT—intermediate	3	20,960	32,497	21,396
								telecommunicator—EMD	29	25,749	39,919	28,159
Gates	n/a			n/a				telecommunicator	5			22,093
								telecommunicator	3	part-time		\$8.36/hr.
Graham			31,250			28,000	60	EMT—paramedic	10	28,000	33,000	30,500
								EMT—intermediate	2	25,000	28,000	26,500
								training officer	1			14,021

County	Director of Emergency Services			Assistant Director—EMS			Other EMS Positions					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Title	No.	Min.	Max.	Actual
Martin	n/a			n/a				telecommunicator	9	\$ 20,589	\$ 39,295	\$ 25,867
Mecklenburg	n/a			n/a				n/a				
Mitchell	n/a			n/a				n/a				
Montgomery	n/a			n/a				telecommunicator	9	20,904	35,244	24,062
Moore	\$ 54,024	\$ 83,646	\$ 72,453	\$ 36,857	\$ 56,862	\$ 51,739	64	shift supervisor	3	33,712	48,589	46,237
								crew chief	3	31,849	45,827	43,852
								EMT—paramedic	27	30,351	43,663	36,558
								EMT—intermediate	2	26,724	40,901	27,589
								EMT—certified	1	24,361	33,979	30,568
								telecommunicator	12	24,066	35,256	27,263
Nash	n/a			43,702	70,098	48,290	42	training officer	1	35,805	57,441	42,105
								shift supervisor	4	34,083	54,661	40,237
								EMT—paramedic	23	30,861	49,495	35,186
								EMT—intermediate	1	27,933	44,834	33,247
								telecommunicator	11	25,289	40,615	29,372
New Hanover	n/a			n/a				telecommunicator—EMD	47	27,290	41,870	28,461
Northampton	39,690	70,036	50,805	34,286	60,500	39,760	55	EMT—paramedic	4	31,098	54,875	33,939
								EMT—intermediate	2	28,206	49,774	28,206
								EMT—certified	5	25,584	45,146	25,584
								telecommunicator	2	22,100	38,999	22,653
								telecommunicator—EMD	6	22,100	38,999	23,031
Onslow	n/a			55,720	89,152	64,635	50	training officer	1	49,535	79,256	55,479
								shift supervisor	4	42,343	67,748	52,261
								crew chief	4	37,642	60,228	42,833
								EMT—paramedic	63	32,177	51,483	34,003
								telecommunicator—EMD	19	21,738	34,780	22,353
Orange	52,335	83,664	56,360 ²	42,954	68,667	vacant	40	shift supervisor	4	38,913	62,209	47,258
								training officer	1	35,254	56,359	vacant
								EMT—paramedic	11	31,939	51,058	37,315
								EMT—certified	22	27,540	44,028	27,780
								telecommunicator	15	30,400	48,597	32,530
								telecommunicator—EMD	15	30,400	48,597	32,530
Pamlico	n/a			n/a						n/a		
Pasquotank	38,998	54,597	49,004	n/a			40	shift supervisor	1	34,364	48,110	44,598
								EMT—paramedic	8	30,889	43,244	37,066
								EMT—intermediate	2	27,413	38,379	32,896
								EMT—certified	1	25,097	35,135	30,116
								telecommunicator—EMD	12	23,938	35,135	29,537
Pender	n/a			n/a				n/a				
Perquimans	27,036	40,943	30,552	n/a			40	EMT—certified	5	23,692	35,880	25,779
Person	43,128	65,256	46,404	n/a				crew chief	3	35,460	53,700	37,224
								EMT—paramedic	18	32,148	59,184	34,340
								EMT—certified	4	24,000	40,044	26,568
								telecommunicator—EMD	11	22,872	37,224	26,136
Pitt	54,049	85,422	56,640	n/a				training coordinator	1	33,819	53,452	41,781
								EMT—paramedic	6	25,527	40,345	26,665
								EMT—intermediate	2	23,242	36,734	25,236
								telecommunicator II	4	26,752	42,282	30,794
								telecommunicator I	4	24,358	38,496	24,798
Polk	41,000	61,000	52,747	n/a			42	shift supervisor	2	29,280	43,929	38,423
								EMT—paramedic	9	26,561	39,845	30,943
								EMT—certified	1	22,493	33,740	33,171
Randolph	40,488	62,592	45,720	n/a			56	shift supervisor	3	22,485	34,424	28,122
								crew chief	3	21,445	32,864	24,710
								EMT—paramedic	27	20,426	31,325	22,610
								EMT—intermediate	8	17,722	27,165	19,490
								EMT—certified	2	16,931	25,917	17,722
								lead telecommunicator	4	26,728	40,955	30,285
								telecommunicator—EMD	13	25,501	39,042	25,750
Richmond	n/a			n/a				n/a				
Robeson	52,074	57,051	54,065	36,879	48,687	41,602	40	shift supervisor	4	34,847	45,341	39,045
								training officer	1	33,909	39,295	36,063
								EMT—paramedic	39	28,899	41,996	35,137
								EMT—intermediate	12	23,799	35,505	26,048
Rockingham	n/a			n/a			56	shift supervisor	3	33,571	48,685	43,806
								training officer	1	33,571	48,685	40,509
								crew chief	3	32,158	46,619	40,769
								EMT—paramedic	26	28,135	40,829	31,751
								EMT—intermediate	2	24,682	35,828	27,448
								EMT—certified	5	22,589	32,755	22,950
								telecommunicator	12	26,884	39,089	30,325

County	Director of Emergency Services			Assistant Director—EMS			Other EMS Positions					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Title	No.	Min.	Max.	Actual
Rowan	emergency management director			n/a			56	shift supervisor	3	\$ 36,019	\$ 57,282	\$ 51,538
								crew chief	3	31,083	49,340	41,955
								EMT—paramedic	33	28,169	44,717	30,526
								EMT—convalescent	2	23,140	36,733	23,780
								telecommunicator	12	24,307	38,585	26,936
Rutherford	\$ 56,080	\$ 84,498	\$ 57,491	\$ 37,685	\$ 56,782	\$ 42,670	40	training officer	1	34,120	51,410	37,220
								shift supervisor	3	34,120	51,410	36,651
								EMT—paramedic	1	27,970	42,144	29,863
								EMT—intermediate	3	26,614	40,100	26,614
								telecommunicator	6	24,096	36,307	24,096
Sampson	emergency management director			34,128	51,204	38,160	50–60	shift supervisor	2	34,128	51,204	36,752
								crew chief	4	25,908	38,868	30,576
								EMT—intermediate	14	24,744	37,116	27,200
								telecommunicator	12	23,640	37,116	26,488
Scotland	emergency management director			n/a			42–56	training officer	2	34,188	48,300	40,632
								shift supervisor	4	31,248	44,148	32,868
								EMT—paramedic	10	28,560	40,356	29,698
								EMT—intermediate	1	24,948	35,256	26,220
								EMT—certified	1	22,812	32,220	23,376
Stanly	41,363	59,091	46,772	n/a			48–72	shift supervisor	4	34,554	49,362	36,000
								crew chief	11	31,581	45,116	30,000
								EMT—paramedic	8	28,864	41,234	29,000
								EMT—intermediate	3	25,221	36,029	23,948
								telecommunicator—EMD	13	30,191	43,131	32,000
Stokes	44,611	66,917	52,082	41,246	61,869	43,721	55–61	shift supervisor	3	32,597	48,896	38,453
								training officer	1	32,597	48,896	33,738
								EMT—paramedic	26	28,979	43,468	33,542
								EMT—intermediate	4	24,771	37,157	28,770
								telecommunicator	10	25,762	38,643	31,734
Surry	44,544	75,876	64,404	38,832	65,892	54,720	56	senior shift supvr.	1	35,676	59,952	44,544
								asst. shift supervisor	3	34,116	57,276	40,016
								training officer	1	34,116	57,276	38,832
								asst. training officer	5	29,988	49,920	38,378
								EMT—paramedic	31	28,800	47,688	33,336
								EMT—intermediate	6	25,380	41,580	26,648
								asst. director communications	1	35,676	59,952	41,580
								asst. communications supvr.	2	29,988	49,920	34,470
								telecommunicator—EMD II	2	26,412	43,512	31,746
								telecommunicator—EMD I	10	24,372	39,708	26,366
Swain	emergency management director			n/a			42	crew chief	2	no data	no data	no data
								EMT—paramedic	10	24,449	34,229	26,936
								EMT—intermediate	2	21,426	29,995	23,509
								telecommunicator—EMD	6	21,426	29,995	22,496
								telecommunicator	1	20,502	28,703	22,496
Transylvania	42,395	61,473	49,604	n/a			42	training officer	1	32,554	47,203	36,276
								shift supervisor	4	28,527	41,364	35,090
								EMT—paramedic	14	27,299	39,584	29,174
								telecommunicator	6	22,892	33,193	26,546
Tyrrell	n/a			n/a			40	EMT—certified	2			26,448
								telecommunicator				21,984
Union	n/a			n/a				telecommunicator—EMD	21	27,054	42,442	28,181
Vance	n/a			n/a			56	shift supervisor	2	28,332	44,196	44,466
								crew chief	3	25,704	40,080	33,676
								EMT—paramedic	10	22,224	34,632	30,589
								EMT—intermediate	1	22,224	34,632	22,764
								EMT—certified	4	22,224	34,632	22,416
								telecommunicator III	1	21,156	32,988	26,568
								telecommunicator II	4	21,156	32,988	29,940
								telecommunicator I	8	20,172	31,416	23,366
Wake	55,628	92,898	88,595	42,000	70,140	65,252	56	shift supervisor	9	37,925	63,335	57,867
								training officer	5	37,925	63,335	50,262
								EMT—paramedic	91	30,073	50,227	37,609
								telecommunicator	14	26,923	50,227	35,962
Warren	emergency management director			30,152	48,384	46,523		shift supervisor	3	26,045	41,795	30,081
								EMT—paramedic	6	24,806	39,805	25,769
								EMT—certified	3	21,427	34,383	22,193
Washington	n/a			n/a				telecommunicator	7	20,400	22,392	29,544
Watauga	n/a			n/a				n/a				

County	Director of Emergency Services			Assistant Director—EMS			Other EMS Positions					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Title	No.	Min.	Max.	Actual
Wayne	\$ 45,675	\$ 71,239	\$ 57,042	\$ 41,430	\$ 64,614	\$ 45,730	60	training officer	1	\$ 32,461	\$ 50,625	\$ 37,622
								shift supervisor	3	29,442	45,920	32,770
								crew chief	1	29,442	45,920	32,499
								EMT—paramedic	30	28,041	43,735	30,540
								EMT—intermediate	22	25,433	39,669	28,499
								telecommunicator	24	21,971	34,268	26,178
Wilkes	38,605	74,091	48,337	n/a			43	shift supervisor	3	26,925	51,698	39,891
								training officer	3	26,925	51,698	36,061
								EMT—paramedic	22	25,756	49,425	28,811
								EMT—intermediate	11	21,520	41,281	24,234
Wilson	44,448	75,180	74,016	44,448	75,180	74,016	42	shift supervisor	4	32,040	54,156	38,040
								training officer	1	32,040	54,156	38,040
								EMT—paramedic	18	25,344	54,156	32,557
								EMT—intermediate	2	27,828	47,064	31,512
								telecommunicator—EMD	26			29,273
Yadkin	32,877	47,614	43,134	n/a			48	training officer	1	38,383	45,447	41,163
								shift supervisor	4	31,383	45,447	39,440
								EMT—paramedic	24	28,568	41,371	31,529
								EMT—intermediate	2	27,246	39,462	35,049
								EMT—certified	1	24,823	35,949	35,068
Yancey												

1. Actual includes overtime pay
2. Also serves as deputy emergency management director

**TABLE XIX. FIRE MARSHAL, FIRE INSPECTOR,
EMERGENCY MANAGEMENT DIRECTOR, AND VETERANS' SERVICES OFFICER**

January 2006

County	Fire Marshal			Fire Inspector				Emergency Management Director			Veterans' Services Officer		
	Min.	Max.	Actual	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.
Alamance	\$ 45,317	\$ 72,509	\$ 54,590	1	\$ 31,866	\$ 50,986	\$ 38,103	n/a			\$ 29,182	\$ 46,690	\$ 41,035
Alexander	n/a				n/a			\$ 36,392	\$ 50,167	\$ 45,448	25,756	35,505	33,794
Alleghany	n/a				emergency management director			30,815	46,222	33,646	part-time 8,902		
Anson	n/a				n/a			36,229	58,230	45,030 ²	human resources director		
Ashe	director of inspections			1	32,514	45,942	34,161	35,418	50,043	36,303	29,832	42,150	40,119
Avery	31,242	43,568	35,843		n/a			31,242	43,568	35,843	21,146	29,488	16,177
Beaufort	n/a				n/a			32,407	48,610	vacant	27,174	40,762	29,294
Bertie	n/a				n/a			29,595	44,837	37,574	part-time 14,562		
Bladen	n/a				n/a			42,861	60,025	46,752 ²	n/a		
Brunswick	36,553	58,485	44,874	1	30,215	48,344	30,819	director of emergency services ²			36,553	58,485	40,663
Buncombe	49,580	70,529	63,000		n/a			director of emergency services			30,586	43,435	33,798
Burke	35,645	55,251	39,575	1	26,599	41,229	27,599	47,770	74,043	55,084 ²	25,332	39,265	28,901
Cabarrus	emergency management director			1	32,778	50,600	39,467	50,863	78,504	50,863	36,146	55,784	55,784
Caldwell	37,954	59,801	49,451	1	26,001	40,986	29,396	50,135	77,823	60,660 ²	24,822	39,112	34,203
Camden	n/a				n/a			n/a			n/a		
Carteret	32,529	51,990	38,577		n/a			49,727	79,476	51,628 ²	35,727	57,101	45,203
Caswell	n/a				n/a			n/a			n/a		
Catawba	38,646	59,964	54,698	2	30,280	46,976	34,700	57,104	88,599	74,349 ²	27,453	42,603	27,453
Chatham	40,983	60,550	53,822	3	35,401	52,306	38,836	52,306	77,279	60,476	n/a		
Cherokee	n/a			1	27,151	41,451	32,133	27,151	41,451	30,719	n/a		
Chowan	joint w/town of Edenton			2	part-time		16.50/hr.	director of emergency services			part-time 12,147		
Clay													
Cleveland	39,540	61,722	45,510	1	29,850	46,608	35,190	27,186	42,444	31,302	27,186	42,444	34,362
Columbus													
Craven	director of emergency services				n/a			director of emergency services			30,701	50,248	45,746
Cumberland	n/a			2	28,806	52,101	31,457	33,074	54,572	vacant	31,576	52,101	40,790
Currituck	33,614	47,068	39,168		n/a			40,202	56,293	46,008 ²	n/a		
Dare	40,413	64,661	57,842		n/a			44,470	71,152	71,152	25,048	40,077	38,934
Davidson	36,956	55,435	48,948	4	27,637	41,455	33,448	n/a			28,978	43,544	43,544
Davie													
Duplin	emergency management director			1	32,986	52,017	39,423	40,210	63,408	45,283	24,028	37,892	24,028
Durham	49,538	85,282	76,025	3	35,059	60,358	40,024	fire marshal			30,231	63,413	40,008
Edgecombe	n/a				n/a			39,135	58,096	53,366	26,487	39,320	32,238
Forsyth	57,241	94,452	71,760	4	34,798	57,408	43,716	n/a			n/a		
Franklin	n/a				n/a			47,113	67,304	49,026 ²	29,764	42,520	31,238
Gaston	51,127	79,258	65,185		n/a			fire marshal			25,749	39,919	32,831
Gates	building inspector				n/a			part-time		4,761	see Hertford County		
Graham	director of emergency services				director of emergency services			director of emergency services			n/a		
Granville	n/a				n/a			32,685	52,296	46,813	part-time \$15.42/hr.		
Greene	director of emergency services				director of emergency services			director of emergency services			part-time 11,700		
Guilford	45,513	77,372	62,996	2	41,282	70,179	44,436	52,687	89,568	71,959 ²	32,345	54,987	38,460
Halifax	32,998	53,365	35,966		n/a			29,906	48,347	35,091	part-time no data		
Harnett	43,894	68,036	55,308	3	34,096	52,849	36,937	director of emergency services			31,342	48,580	41,571
Haywood	29,703	44,555	42,841		n/a			46,129	69,193	49,389	25,792	32,241	29,522
Henderson	emergency management director				n/a			56,609	87,731	74,156 ²	25,838	40,034	17,082
Hertford	director of emergency services				n/a			director of emergency services			part-time 29,098		
Hoke	emergency management director				n/a			no data	no data	no data	part-time 15,713		
Hyde	director of emergency services				n/a			director of emergency services			register of deeds		
Iredell	41,435	64,265	53,170		n/a			assistant county manager			31,635	49,067	40,393
Jackson	27,022	49,926	28,114		n/a			36,219	66,918	43,285	25,941	47,928	27,529
Johnston	39,762	58,689	41,347		n/a			54,109	79,868	79,633 ²	31,905	47,097	39,782
Jones	n/a				n/a			27,672	34,886	27,672	part-time 15,542		
Lee	35,846	50,058	vacant		n/a			48,973	68,397	58,532	part-time 14,352		
Lenoir	29,952	43,379	30,701		n/a			39,454	57,142	48,140	n/a		
Lincoln	33,538	48,574	38,894		n/a			45,105	65,326	46,233	37,020	53,616	38,894
McDowell	n/a				n/a			41,592	61,140	50,742	part-time 15,180		
Macon	n/a			1	26,124	39,186	31,472			59,483 ²	23,695	35,544	29,997
Madison													
Martin	n/a				n/a			28,307	44,819	32,514	24,581	39,295	27,314
Mecklenburg	43,551	74,036	67,713		n/a			n/a			50,505	85,859	69,245
Mitchell	n/a				emergency management director			33,373	46,722	33,708	24,903	34,864	29,322
Montgomery	n/a				safety coordinator			41,964	70,560	44,004	21,732	36,624	28,260
Moore	35,080	54,136	42,780	1	28,911	44,638	vacant	n/a			30,349	46,856	39,884
Nash	n/a			2	30,861	49,495	36,510	58,892	94,452	73,677 ²	n/a		

County	Fire Marshal			Fire Inspector				Emergency Management Director			Veterans' Services Officer		
	Min.	Max.	Actual	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.
New Hanover	\$ 48,381	\$ 74,194	\$ 54,496	3	\$ 38,438	\$ 58,947	\$ 40,262	\$ 69,139	\$106,101	\$ 83,533	\$ 45,677	\$ 70,096	\$ 47,050
Northampton	n/a				n/a			n/a			25,584	45,146	27,551
Onslow	37,642	60,228	41,167	1	30,939	49,503	34,033	62,677	100,284	67,691 ²	44,036	70,458	48,440
Orange	52,335	83,664	59,171	2	\$35,254	\$56,359	vacant	73,947	118,215	73,947 ²	31,939	51,058	45,924
Pamlico	emergency management director				n/a			23,685	44,585	25,608	19,484	36,677	20,653
Pasquotank	n/a				n/a			34,364	48,110	43,182	n/a		
Pender	27,820	43,708	32,603		n/a			29,128	45,540	37,778 ²	29,128	45,540	34,707
Perquimans	part-time		\$11.00/hr.		n/a			part-time		\$14.75/hr.	part-time		5,300
Person	n/a			1	29,184	44,172	33,768	43,128	65,256	45,264	part-time		17,298
Pitt	38,927	61,523	41,284		safety coordinator			n/a			30,793	48,666	34,635
Polk	director of emergency services				n/a			director of emergency services ²			part-time		\$16.28/hr.
Randolph	38,592	59,616	43,596	3	38,592	59,616	33,552	51,552	79,848	67,356 ²	29,208	44,640	33,552
Richmond	n/a			1	31,590	45,987	38,131	38,132	55,451	40,881	26,817	39,017	26,816
Robeson	40,809	50,359	44,629	1	30,408	38,651	33,705	42,714	53,705	47,110	34,056	41,996	37,232
Rockingham	38,329	55,617	41,469	1	33,571	48,685	35,597	52,164	75,623	53,838 ²	28,135	40,829	40,187
Rowan	37,834	60,064	43,416		n/a			58,899	93,496	77,574 ²	26,819	42,569	32,975
Rutherford	35,858	54,029	42,143	1	32,467	48,918	32,872	director of emergency services			32,467	48,918	36,307
Sampson	emergency management director			1	27,132	40,704	30,888	47,076	70,608	62,904 ²	28,404	42,600	37,560
Scotland	n/a			1	29,868	44,148	34,488	51,240	72,408	53,832 ²	27,300	38,580	27,984
Stanly	33,034	47,192	39,788		n/a			45,256	64,651	53,605	27,595	39,420	36,325
Stokes	38,134	57,201	40,422		n/a			director of emergency services			part-time		15,182
Surry	32,676	54,720	41,580	2	27,588	45,588	32,328	director of emergency services			26,412	43,512	34,824
Swain	n/a			1	24,449	34,229	31,838	31,839	44,573	39,181 ²	register of deeds		
Transylvania	32,554	47,203	46,417		n/a			48,380	70,151	67,131	n/a		
Tyrrell			28,704		n/a					14,004	part-time		2,808
Union	40,404	60,606	60,095	3	28,295	53,005	31,792	55,123	82,685	79,040	33,818	57,985	42,121
Vance	n/a			1			52,536	32,796	51,156	47,484 ²	25,704	40,080	29,820
Wake	50,502	84,338	80,138	4	37,925	63,335	49,754	55,628	92,898	86,829	30,073	50,227	44,677
Warren	emergency management director				n/a			40,405	64,839	42,029 ²	part-time		29,518
Washington	33,552	48,588	39,888 ¹		n/a			36,036	52,152	43,896	part-time		8,496
Watauga	34,068	51,102	41,408	1	34,068	51,102	38,202	fire marshal			35,601	53,402	50,024
Wayne	24,224	37,782	30,970		n/a			26,705	41,651	35,040	28,041	43,735	35,894
Wilkes	28,175	54,078	36,898	2	24,613	47,248	30,495	29,466	56,577	37,745	26,925	51,698	43,203
Wilson	emergency management director				n/a			36,864	62,340	47,100	26,568	44,904	29,280
Yadkin	31,383	45,447	40,172		n/a			director of emergency services			23,697	34,296	24,296
Yancey													

1. Also building inspector

2. Also manages emergency medical function

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

January 2006

County	Building, Electrical, Plumbing, or Mechanical Inspector Multiple Trade				Building, Electrical, Plumbing, or Mechanical Inspector Single Trade					
	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Alamance	chief and code inspectors	6	\$ 34,799	\$ 55,679	\$ 38,720	n/a				
Alexander	n/a					n/a				
Alleghany	chief building inspector	1	32,356	48,534	39,383	n/a				
	building inspector III	1	29,348	44,021	no data					
Anson	n/a					n/a				
Ashe	building codes inspector III	1	45,930	64,896	53,262	n/a				
	building codes inspector II	2	40,314	56,961	42,367					
		1	30,246	42,738	31,002					
Avery	inspector IV	1	36,166	50,434	39,516	n/a				
	inspector III	1	29,754	41,491	30,349					
	inspector II	1	28,337	39,517	31,387					
	inspector I	1	28,337	39,517	28,904					
Beaufort	code administrator	1	40,385	60,578	54,031	building inspector I	3	\$ 27,174	\$ 40,762	\$ 32,000
Bertie	chief code enforcement	1	29,595	44,837	37,767	n/a				
	code enforcement officer	1	27,050	40,941	29,110					
Bladen	n/a					n/a				
Brunswick	inspector IV	1	36,553	58,485	43,995	inspector II	1	31,799	50,878	36,000
	inspector III	2	34,968	55,949	40,302	inspector I	2	30,215	48,344	31,950
Buncombe	n/a					building inspector III	1	31,947	45,425	39,769
						building inspector II	1	30,586	43,434	34,625
						building inspector I	3	29,224	41,584	32,740
Burke	inspector I	3	30,791	47,727	38,131	n/a				
Cabarrus	various levels	6	no data	no data	no data	various levels	9	no data	no data	no data
Caldwell	inspector IV	2	31,364	49,531	41,785	n/a				
	inspector III	1	28,574	45,073	30,583					
	inspector I	1	26,001	40,986	28,233					
Camden	n/a					inspector I		24,055	36082	32,324
						probationary		24,055	36082	27,982
Carteret	n/a					code enforcement officer II	1	31,039	47,263	43,012
						code enforcement officer I	3	26,967	40,597	32,169
						n/a				
Caswell	chief building codes inspector	1	33,306	55,017	47,436	n/a				
Catawba	building services officer III	5	35,053	54,377	51,596	n/a				
	building services officer II	2	33,391	51,783	45,522					
	building services officer I	8	30,280	46,976	36,847					
Chatham	various levels	7	35,401	52,306	41,805	n/a				
Cherokee	code enforcement supvr.	1	31,884	49,628	40,159	n/a				
	building code inspector I	4	27,151	41,451	27,825					
Chowan	inspector III	1	33,698	60,514	45,157	n/a				
	inspector II	1	32,093	57,633	45,157					
Clay										
Cleveland	building code inspector IV	1	34,362	53,634	41,454	n/a				
	building code inspector II	1	29,850	46,608	30,570					
	building code inspector I	1	28,506	44,472	29,178					
Columbus										
Craven	chief building codes inspector	1	44,674	73,108	59,590	n/a				
	building inspector III	2	35,341	57,835	44,009					
	building inspector II	2	33,722	55,185	37,076					
Cumberland	code enforcement officer	7	28,806	54,572	36,740	n/a				
Currituck	inspector IV	1	41,850	58,600	52,271	n/a				
	inspector III	1	41,850	58,600	43,499					
	inspector II	1	33,614	47,068	39,936					
	inspector I	3	30,320	42,455	33,000					
Dare	chief inspector	1	40,413	64,661	52,599	n/a				
	code inspector	3	31,816	50,906	46,095					
Davidson	inspector IV	5	33,529	50,293	44,888	n/a				
	inspector III	1	31,922	47,883	43,255					
Davie										
Duplin	chief inspector	1	37,149	58,580	45,283	n/a				
	inspector I	2	27,060	42,672	27,060					
Durham	joint city-county function					joint city-county function				
Edgecombe	senior code enforcement	1	32,195	47,794	51,737	building inspector	1	27,811	41,286	51,189
Forsyth	maintenance mechanic IV	2	27,163	44,740	38,043	maintenance specialist	27	29,369	48,484	34,362
	maintenance mechanic III	7	25,916	42,764	31,152					
	maintenance mechanic II	2	23,004	37,980	29,348					
	maintenance mechanic I	27	21,320	35,152	24,450					

County	Building, Electrical, Plumbing, or Mechanical Inspector Multiple Trade				Building, Electrical, Plumbing, or Mechanical Inspector Single Trade					
	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Franklin	inspector III	1	\$ 37,446	\$ 53,495	\$ 39,442	n/a				
	inspector II	1	35,766	51,094	45,680					
	inspector I	4	34,161	48,801	36,334					
Gaston	code enforcement officer IV	3	36,283	56,252	42,181	n/a				
	code enforcement officer III	2	33,877	52,523	38,536					
	code enforcement officer I	5	29,535	45,784	33,078					
Gates	chief inspector	1			41,797	n/a				
	building inspector	1			31,431					
Graham	n/a					building inspector	1			\$ 34,092
Granville	inspector IV	1	37,841	60,546	54,974	n/a				
	inspector II	2	32,685	52,296	45,644					
	inspector I	1	28,234	45,174	34,097					
Greene	building inspector VI	1	38,291	53,606	45,946	building inspector I	1	\$ 24,699	\$ 34,581	24,699
Guilford	inspector II	11	39,316	66,837	54,763	n/a				
	inspector I	7	37,444	63,655	45,573					
Halifax	n/a					n/a				
Harnett	code enforcement III	2	43,894	68,036	50,585	n/a				
	code enforcement II	3	40,349	62,541	44,325					
	code enforcement I	1	37,091	57,491	37,637					
Haywood	n/a					building code inspector II	1	29,703	44,555	32,639
						building code inspector I	1	26,953	40,430	28,042
Henderson	building code inspector III	4	31,434	48,711	35,599	n/a				
	building code inspector II	4	30,225	46,839	32,735					
	building code inspector I	2	29,055	45,045	29,055					
Hertford	n/a				n/a					
Hoke	inspector III	1	43,700	61,746	44,792	n/a				
	building inspector	1	43,700	61,746	43,701					
Hyde	n/a					building inspector	1	27,718	44,684	37,072
Iredell	inspector unlimited	4	36,205	56,154	47,501	n/a				
	inspector IV	5	34,613	53,685	39,526					
	inspector III	6	31,635	49,067	41,018					
	inspector II	1	30,244	46,909	33,584					
Jackson	n/a					inspector III	4	36,219	66,918	44,898
						inspector II	1	30,267	55,921	45,875
						inspector I	3	28,104	51,925	33,406
Johnston	code enforcement IV	7	43,421	64,091	52,499	n/a				
	code enforcement III	3	39,762	58,689	47,390					
	code enforcement II	4	36,412	53,744	40,793					
	code enforcement I	3	33,342	49,213	35,659					
Jones	n/a				n/a					
Lee	n/a				n/a					
Lenoir	chief inspector	1	35,992	52,128	52,128	n/a				
	building inspector III	1	32,833	47,552	45,261					
Lincoln	n/a					chief building inspector	1	37,020	53,616	48,573
						building & land plan reviewer	1	35,236	51,033	47,389
						building inspector	5	30,384	44,005	36,343
						building & code enforcement	1	30,384	44,005	34,376
McDowell	director of inspections	1	35,832	52,668	45,372	n/a				
	building inspector I		24,078	35,388	29,370					
	building apprentice		20,742	30,486	21,264					
Macon	code inspector III	1	27,430	41,145	33,954	n/a				
	code inspector II	5	26,124	39,186	no data					
Madison										
Martin	n/a					building inspector	1	28,307	44,819	40,605
Mecklenburg	n/a					trades inspector	91	34,447	58,559	51,528
Mitchell	n/a					building inspector	1	33,373	46,722	44,000
Montgomery	inspector	1	27,492	46,332	31,896	n/a				
Moore	code enforcement officer	6	28,911	44,638	38,500	n/a				
Nash	chief enforcement officer	1	39,606	63,468	44,834	n/a				
	code enforcement officer II	1	37,663	60,381	47,694					
	code enforcement officer I	2	32,423	52,004	41,062					
New Hanover	n/a					senior code enforcement	4	no data	no data	44,684
						code enforcement III	36	33,862	51,938	38,171
						code enforcement II	4	33,197	50,918	35,087
						code enforcement I	3	32,531	49,920	32,975
Northampton	code inspector II	1	31,098	54,875	40,803	n/a				
	code inspector I	1	28,206	49,774	28,912					
Onslow	code enforcement officer	5	28,605	45,768	35,112	n/a				
Orange	code compliance III	8	37,039	59,211	43,229	n/a				
Pamlico	building inspector	1	24,869	46,813	44,995	n/a				
	asst. building inspector	1	20,458	38,510	24,422					

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

January 2006

County	Public Utilities Director			Water/Wastewater System Supt.			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Alamance	n/a			n/a			n/a				
Alexander	n/a			n/a			n/a				
Alleghany	n/a			n/a			n/a				
Anson	\$ 42,447	\$ 68,120	\$ 55,990	\$ 30,863	\$ 49,716	\$ 41,595	wastewater treatment plant superintendent	1	\$ 33,446	\$ 53,804	\$ 45,939
							distribution system supervisor	1	30,863	49,716	41,595
							wastewater treatment plant operator—III	1	26,377	42,447	35,491
							laboratory supervisor	1	25,327	40,800	32,765
							plant maintenance mechanic	1	23,395	37,677	29,102
							water treatment plant operator—A	3	22,487	36,229	30,846
							wastewater treatment plant operator—II	3	20,783	33,446	26,556
							water treatment plant operator—B	1	20,783	33,446	22,487
							wastewater treatment plant operator—I	3	19,222	30,863	21,209
							water treatment plant operator—C	3	19,222	30,863	19,478
							utility maintenance worker	3	17,745	28,535	21,153
Ashe	n/a			n/a			n/a				
Avery	n/a			n/a			n/a				
Beaufort	n/a			44,102	66,153	51,474	n/a				
Bertie	n/a			42,555	64,499	46,892	n/a				
Bladen	n/a			n/a			n/a				
Brunswick	76,168	99,018	100,000	n/a			wastewater treatment plant supervisor	2	42,892	68,627	49,448
							water treatment plant superintendent	2	42,892	68,627	50,544
							collection/distribution system supervisor	1	41,307	53,699	51,953
							laboratory technician	2	31,799	50,878	37,036
							water treatment plant operator—A	7	28,630	45,808	37,082
							distribution system technician	2	28,630	45,808	37,525
							utility maintenance worker	14	28,630	45,808	33,152
							water treatment plant operator—B	2	27,045	43,272	32,616
							water treatment plant operator—C	4	25,461	40,738	30,222
							wastewater treatment plant operator—I	3	25,461	40,738	28,359
							plant maintenance mechanic	4	22,292	35,667	26,399
Buncombe	n/a			n/a			n/a				
Burke	n/a			n/a			distribution system supervisor	1	27,929	43,290	28,929
							utility maintenance worker	2	21,882	33,918	22,882
Cabarrus	n/a			n/a			n/a				
Caldwell	41,569	65,748	55,662	28,574	45,073	41,986	distribution system technician	2	21,634	33,969	25,426
							utility maintenance worker	6	17,917	28,129	19,105
Camden	n/a			n/a			water treatment plant superintendent	1	34,208	51,312	47,351
							distribution system technician	2	22,028	33,041	28,122
							water treatment plant operator—C	3	22,028	33,041	24,335
Carteret	n/a			35,727	57,101	41,000	water treatment plant operator—C	1	26,967	40,597	27,958
							utility maintenance worker	1	22,101	34,477	23,308
Caswell	n/a			n/a			n/a				
Catawba	n/a			n/a			n/a				
Chatham	52,306	77,279	60,000	33,716	49,815	37,280	plant maintenance mechanic	1	33,716	49,815	40,280
							distribution system technician		25,159	37,172	27,467
							utility maintenance worker	6	22,819	33,716	24,584
Cherokee	n/a			n/a			n/a				
Chowan	n/a			39,008	70,052	39,008	distribution system technician	1	27,724	49,784	39,008
							water treatment plant operator—B	1	27,724	49,784	32,093
							utility maintenance worker	2	25,144	45,157	25,774
Clay											
Cleveland	n/a			n/a			n/a				
Columbus											
Craven	n/a			51,424	84,151	78,415	customer service supervisor	1	32,179	52,656	46,820
							water field technician III	1	29,295	47,942	33,295
							water treatment plant operator—C	1	29,295	47,942	30,701
							water field technician I	3	24,285	39,744	26,197
Cumberland	56,954	93,974	69,960	n/a			n/a				
Currituck	45,145	63,214	53,753 ¹				water treatment plant superintendent	1	45,145	63,214	46,969
							distribution system supervisor	2	36,909	51,682	39,552
							water treatment plant operator—C	5	30,320	42,455	32,176
							plant maintenance mechanic	1	27,026	37,843	27,567

County	Public Utilities Director			Water/Wastewater System Supt.			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Dare	\$ 59,255	\$ 94,808	\$ 83,311	\$ 46,649	\$ 74,638	\$ 74,638	water treatment plant operator—A	2	no data	no data	\$ 80,938
							water treatment plant superintendent	5	\$ 40,413	\$ 64,661	53,193
							distribution system supervisor	2	36,725	67,829	49,854
							wastewater treatment plant operator—IV	1	30,330	48,528	43,136
							water treatment plant operator—C	22	28,913	46,261	30,584
							wastewater treatment plant operator—I	1	26,275	42,040	29,719
							distribution system technician	9	26,275	42,040	28,462
Davidson	n/a			n/a			n/a				
Davie											
Duplin	n/a			40,210	63,408	50,999	water treatment plant operator—C	3	26,010	41,015	26,530
							utility maintenance worker	4	25,000	39,423	25,250
Durham	n/a			n/a			n/a				
Edgecombe	39,135	58,096	54,536	29,202	43,351	33,292	distribution system supervisor	1	29,202	43,351	29,769
							utility maintenance worker		19,765	29,341	19,765
Forsyth	n/a			n/a			n/a				
Franklin	56,615	80,879	66,600	n/a			wastewater treatment plant superintendent	1	41,049	58,642	44,916
							collection/distribution system supervisor	1	35,766	51,094	34,724
							distribution system technician	1	34,161	48,801	vacant
							laboratory supervisor	1	31,163	44,519	29,815
							wastewater treatment plant operator—I	2	28,428	40,613	31,282
							utility maintenance worker	4	23,657	33,797	24,981
Gaston	n/a			n/a			laboratory supervisor	1	29,535	45,784	42,823
Gates	n/a					58,079	plant maintenance mechanic	4			24,604
Graham	n/a			n/a			n/a				
Granville	36,040	57,603	49,316	n/a			utility maintenance worker	2	19,109	30,574	24,746
Greene	38,291	53,606	43,897	public utilities director			distribution manager	2	24,699	34,581	30,805
							collection and distribution supervisor	1	22,330	28,736	29,862
							utility maintenance technician	4	21,330	29,862	23,936
Guilford	n/a			n/a			n/a				
Halifax	46,589	75,430	62,661	n/a			water treatment plant superintendent	1	31,413	50,794	32,998
							wastewater treatment plant superintendent	1	31,413	50,794	31,413
							distribution system supervisor	1	25,810	32,594	28,472
							water treatment plant operator—C	8	21,215	34,239	21,741
							wastewater treatment plant operator—I	3	21,215	34,239	21,477
Harnett	69,749	108,111	84,103	47,750	74,013	no data	water treatment plant superintendent	1	40,349	62,541	48,420
							wastewater treatment plant superintendent	1	40,349	62,541	48,420
							collection/distribution system supervisor	2	35,562	55,121	45,932
							laboratory technician	1	30,050	46,578	36,060
							plant maintenance mechanic	1	28,811	44,657	40,503
							water treatment plant operator—C	5	27,623	42,816	29,363
							distribution system technician	11	26,484	41,050	29,199
Haywood	n/a			n/a			n/a				
Henderson	n/a			n/a			n/a				
Hertford	31,295	46,315	41,992	n/a			utility maintenance worker	2	22,237	32,911	24,593
Hoke	50,588	71,479	54,478	n/a			distribution system supervisor	1	35,952	50,799	40,676
							distribution system technician	1	32,609	46,076	34,259
							utility maintenance worker	2	24,334	34,383	25,566
							water treatment plant operator—B	1	23,175	32,746	23,754
Hyde	38,127	64,327	39,396	26,484	44,684	31,048	water treatment plant superintendent	1	27,718	46,766	36,868
							distribution system supervisor	1	26,484	44,684	31,048
							wastewater treatment plant operator—IV	1	25,305	42,694	29,615
							water treatment plant operator—A	1	21,090	35,583	26,100
							distribution system technician	1	21,090	33,999	23,624
							water treatment plant operator—B	1	20,151	33,999	22,380
							water treatment plant operator—C	2	19,254	32,485	22,785
							utility maintenance worker	1	18,397	31,039	18,397
Iredell	n/a			n/a			n/a				
Jackson	n/a			n/a			n/a				
Johnston	n/a			n/a			collection/distribution system supervisor	1	45,374	66,975	58,139
							water treatment plant superintendent	1	39,762	58,689	50,337
							wastewater treatment plant superintendent	1	39,762	58,689	47,528
							laboratory supervisor	1	38,049	56,163	42,562
							water treatment plant operator—A	1	30,533	45,067	34,819
							wastewater treatment plant operator—IV	1	30,533	45,067	33,196
							water treatment plant operator—B	2	29,218	43,128	32,749
							wastewater treatment plant operator—II	1	27,960	41,271	30,263
							laboratory technician	1	27,960	41,271	29,348
							wastewater treatment plant operator—I	3	26,756	39,493	29,861
							water treatment plant operator—C	2	26,756	39,493	27,788
							distribution system technician	11	25,602	37,793	28,554
Jones	n/a			n/a			n/a				

County	Public Utilities Director			Water/Wastewater System Supt.			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Lee	n/a			n/a			n/a				
Lenoir	n/a			n/a			n/a				
Lincoln	\$ 73,911	\$ 107,045	\$ 81,583	n/a			water treatment plant supervisor	1	\$ 33,538	\$ 48,574	\$ 47,389
							wastewater treatment plant supervisor	1	33,538	48,574	35,236
							water treatment plant operator—C	6	28,920	41,885	31,734
							wastewater treatment plant operator—I	1	23,736	34,377	28,920
							utility maintenance worker	6	21,503	31,144	23,623
McDowell	n/a			n/a			n/a				
Macon	n/a			n/a			n/a				
Madison							n/a				
Martin	n/a			n/a			distribution system supervisor	1	36,504	58,357	42,334
							distribution system technician	2	19,711	31,513	21,227
							utility maintenance worker	1	18,869	30,167	20,321
Mecklenburg	n/a			n/a			n/a				
Mitchell	n/a			n/a			n/a				
Montgomery	54,972	92,436	57,000	\$ 27,492	\$ 46,332	\$ 28,920	water treatment plant superintendent	1	25,392	42,744	27,108
							distribution system supervisor	1	22,620	38,124	23,928
							utility maintenance worker	5	21,723	36,624	23,373
							water treatment plant operator—C	4	19,680	32,204	21,981
Moore	54,024	83,646	75,000	36,857	56,862	53,612	wastewater treatment plant superintendent	1	36,857	56,862	46,065
							laboratory supervisor	1	30,349	46,856	35,961
							distribution system supervisor	1	30,349	46,856	30,349
							water treatment plant operator—C	3	22,915	35,080	25,047
							laboratory technician	1	21,867	33,458	23,166
							plant maintenance mechanic	3	20,904	31,854	27,079
							utility maintenance worker	14	20,904	31,854	24,434
							wastewater treatment plant operator—I	7	19,959	30,349	21,821
Nash	58,892	94,452	68,376	n/a			n/a				
New Hanover	n/a			n/a			collection/distribution system supervisor	1	50,918	78,083	62,754
							plant maintenance mechanic		32,531	49,920	39,056
							water treatment plant operator—B	1	27,810	42,661	36,733
							wastewater treatment plant operator—II	1	27,269	41,829	35,318
							water treatment plant operator—C	2	27,269	41,829	28,819
							utility maintenance worker	6	27,269	41,829	28,763
Northampton	48,243	85,131	53,252	n/a			distribution system technician	3	24,365	42,996	26,276
							utility maintenance worker	2	22,100	38,999	23,506
Onslow	n/a			n/a			n/a				
Orange	n/a			n/a			n/a				
Pamlico	n/a			22,555	42,457	40,810	water treatment plant operator—C	5	16,831	31,683	22,088
Pasquotank	n/a			44,790	62,706	64,587	water treatment plant supervisor	1	32,047	44,866	47,136
							water treatment plant operator—B	1	26,255	36,757	36,778
							water treatment plant operator—C	1	22,780	31,892	28,156
							wastewater treatment plant operator—I	1	22,780	31,892	24,804
							laboratory technician	7	21,076	29,507	23,185
Pender	46,108	69,312	56,650	31,931	49,463	41,535	utility maintenance worker	2	24,239	38,697	32,810
Perquimans	n/a			29,524	44,711	37,681	water treatment plant operator—C	1	29,524	44,711	35,887
							distribution system technician	1	25,872	39,181	29,237
							utility maintenance worker	3	19,595	29,675	21,687
Person	n/a			n/a			n/a				
Pitt	n/a			n/a			n/a				
Polk	n/a			n/a			n/a				
Randolph	n/a			n/a			n/a				
Richmond	n/a			n/a			water treatment plant superintendent	1	36,378	52,939	40,881
							distribution system supervisor	1	36,378	52,939	38,131
							water treatment plant operator—A	1	28,096	40,882	32,349
							plant maintenance mechanic	2	25,000	36,378	29,274
							water treatment plant operator—B	2	23,846	34,702	26,816
							distribution system technician	3	21,713	31,590	27,916
							water treatment plant operator—C	2	20,242	29,441	23,293
							utility maintenance worker	5	18,870	27,465	20,822
Robeson	59,103	72,105	64,304	46,861	55,378	50,268	distribution system supervisor	1	32,587	40,324	35,682
							plant maintenance mechanic	3	25,239	33,632	27,122
							water treatment plant operator—B	3	23,799	33,632	28,726
							water treatment plant operator—A	3	22,783	31,960	26,389
							laboratory technician	1	20,873	23,350	21,864
							utility maintenance worker	4	20,873	25,146	21,505
Rockingham	n/a			n/a			n/a				
Rowan	n/a			n/a			n/a				
Rutherford	n/a			n/a			n/a				
Sampson	49,284	73,932	66,528	n/a			utility maintenance worker	3	23,640	35,448	26,656
Scotland	n/a			n/a			n/a				

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

County	Public Utilities Director			Water/Wastewater System Supt.			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Stanly	\$ 45,256	\$ 64,651	\$ 59,563	n/a			collection/distribution system supervisor	1	\$ 30,191	\$ 43,131	\$ 40,227
							water treatment plant superintendent		27,595	39,420	29,217
							distribution system technician	3	25,221	36,029	30,753
							utility maintenance worker	3	20,142	28,775	22,029
Stokes	42,896	64,343	45,470	n/a			n/a				
Surry	n/a			n/a			n/a				
Swain	n/a			n/a			n/a				
Transylvania	n/a			n/a			n/a				
Tyrrell	n/a			county manager			water treatment plant operator—C				35,664
							distribution system technician				27,768
Union	71,870	107,805	vacant	n/a			collection/distribution system supervisor	1	42,228	63,342	54,080
							wastewater treatment plant superintendent	1	42,228	63,342	53,677
							distribution system supervisor	1	42,228	63,342	52,000
							wastewater treat. plant operator—IV	2	35,336	53,005	38,093
							wastewater treat. plant operator—III	1	32,348	48,523	36,405
							laboratory supervisor	1	32,348	48,523	34,840
							wastewater treat. plant operator—II	1	29,587	44,380	35,358
							distribution system technician	19	29,587	46,394	32,204
							wastewater treat. plant operator—I	1	27,054	40,581	31,824
							utility maintenance worker	17	27,054	40,581	28,011
							laboratory technician	2	27,054	40,581	27,463
Vance	n/a			n/a			n/a				
Wake	n/a			n/a			laboratory supervisor	1	37,925	63,335	52,199
Warren	40,405	64,839	45,665	\$ 27,348	\$ 43,886	\$ 30,000	utility maintenance worker	2	21,427	34,383	21,713
Washington	n/a			34,368	49,764	37,956	utility maintenance worker	3	20,400	29,544	21,412
Watauga	n/a			n/a			n/a				
Wayne	n/a			n/a			n/a				
Wilkes	n/a			n/a			n/a				
Wilson	n/a			n/a			distribution system supervisor	1	40,488	68,460	49,932
							utility maintenance worker	2	23,088	39,036	24,240
Yadkin	n/a			n/a			n/a				
Yancey											

1. Two positions

TABLE XXII. SOLID WASTE MANAGEMENT

Part One: Solid Waste Manager, Landfill Supervisor, and Solid Waste Truck Driver

January 2006

County	Solid Waste Manager			Landfill Supervisor			Solid Waste Truck Driver			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	\$ 49,487	\$ 79,180	\$ 69,129	\$ 43,365	\$ 69,386	\$ 43,365		n/a		
Alexander	n/a			27,737	38,235	33,794	1	\$ 21,666	\$ 29,867	\$ 25,754
Alleghany	n/a			n/a				n/a		
Anson	24,361	39,210	29,671	n/a				n/a		
Ashe	45,930	64,896	47,075	n/a			5	25,131	45,942	31,335
Avery	32,804	45,746	33,461	20,139	28,083	23,104	5	20,139	28,083	20,423
Beaufort	n/a			n/a				n/a		
Bertie	n/a			n/a				n/a		
Bladen	n/a			n/a				n/a		
Brunswick	46,061	73,698	51,834	30,215	48,344	41,302		contracted		
Buncombe	n/a			43,435	61,800	59,525	4	24,511	34,845	25,802
Burke	n/a			29,324	45,455	32,115	3	18,904	29,301	19,571
Cabarrus	39,849	61,518	54,709	n/a				n/a		
Caldwell	n/a			n/a				n/a		
Camden	n/a			n/a				n/a		
Carteret	n/a			n/a				n/a		
Caswell	26,472	43,630	35,556	n/a				n/a		
Catawba	38,646	59,964	53,220	35,053	54,377	50,212		n/a		
Chatham	47,442	70,093	54,817	n/a			5	25,159	37,172	28,455
Cherokee	34,544	54,302	39,565	26,075	39,625	31,645	3	21,623	32,143	25,291
Chowan	n/a			n/a				n/a		
Clay										
Cleveland	32,778	51,174	42,444	29,850	46,608	32,778	16	22,548	35,190	25,950
Columbus										
Craven	37,034	60,612	58,834	n/a				n/a		
Cumberland	49,701	82,007	59,483	34,601	57,092	37,445	7	26,283	43,367	28,807
Currituck	n/a			n/a				n/a		
Dare	38,525	61,640	59,103	30,330	48,528	34,293	20	25,048	40,077	30,752
Davidson	44,883	67,325	66,643	35,242	52,864	35,242	4	25,066	37,599	26,503
Davie										
Duplin	35,707	56,305	50,999	n/a			8	25,000	39,423	28,484
Durham	n/a			n/a				n/a		
Edgecombe	35,496	52,694	45,000	n/a			3	20,753	30,808	25,259
Forsyth	n/a			n/a				n/a		
Franklin	44,998	64,283	47,979	n/a				n/a		
Gaston	33,877	52,523	47,431	n/a				n/a		
Gates	n/a			n/a				n/a		
Graham			30,319			21,986	4	21,986	22,880	22,443
Granville	34,329	54,927	41,565	n/a				n/a		
Greene	38,291	53,606	43,897	n/a				n/a		
Guilford	n/a			n/a				n/a		
Halifax	34,662	56,068	40,681	n/a			2	20,203	32,594	24,574
Harnett	34,096	52,849	40,918	30,050	46,578	36,235				32,260
Haywood	38,681	58,022	42,338	26,953	40,430	27,625	3	23,618	35,426	25,015
Henderson	37,710	58,448	46,527	24,502	37,981	31,054		n/a		
Hertford	n/a			22,237	32,911	27,723	2	20,165	29,843	21,730
Hoke	50,588	71,479	54,478	n/a			1	25,550	36,102	26,845
Hyde	water system supervisor			n/a				n/a		
Iredell	47,420	73,548	57,315	36,205	56,154	44,420	5	26,427	40,988	31,048
Jackson	36,219	66,918	39,205	25,941	47,928	29,214		n/a		
Johnston	45,374	66,975	58,139	36,412	53,744	vacant	4	24,500	36,165	25,771
Jones	n/a			n/a				n/a		
Lee	39,204	54,709	43,836	n/a			2	27,448	38,341	30,129
Lenoir	35,992	52,128	40,556	n/a			1	20,741	30,039	26,550
Lincoln	n/a			n/a			6	21,503	31,144	23,099
McDowell	35,832	52,668	41,592	27,948	41,076	30,486	2	18,780	27,600	23,400
Macon	33,342	50,013	48,668	n/a				n/a		
Madison										
Martin	n/a			28,037	44,819	30,947		n/a		
Mecklenburg	80,296	136,503	116,381	37,720	64,124	62,054		n/a		
Mitchell	30,270	42,378	30,573	n/a			1	15,289	21,405	18,067
Montgomery	n/a			n/a				n/a		
Moore	n/a			26,294	40,572	34,814	2	19,959	30,349	26,143
Nash	n/a			n/a				n/a		
New Hanover	86,570	132,787	106,683	48,298	74,069	58,323	4	27,269	41,829	29,063
Northampton	n/a			29,617	52,263	35,205		n/a		

TABLE XXII. SOLID WASTE MANAGEMENT

Part Two: Landfill Equipment Operator, Solid Waste Site Attendant, and Equipment Mechanic

January 2006

County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	4	\$ 29,182	\$ 46,690	\$ 34,763	6	\$ 24,471	\$ 39,151	\$ 28,807		n/a		
Alexander	1	22,764	31,381	29,868	13	part-time		\$7.41/hr.		n/a		
Alleghany		n/a			2	part-time		no data		n/a		
Anson		n/a				n/a			1	\$ 21,636	\$ 34,809	\$ 23,395
Ashe	4	25,131	37,068	27,611	24	part-time		\$7.80/hr.		n/a		
Avery	1	23,313	32,509	24,492	18	12095	17709	13,337	1	24,479	34,136	24,969
Beaufort		n/a				n/a				n/a		
Bertie		n/a				n/a				n/a		
Bladen		n/a				n/a				n/a		
Brunswick	4	23,876	38,202	27,007	1	28,630	45,808	30,106	8	27,045	43,272	33,381
Buncombe	8	24,511	34,845	27,004	2	20,565	29,224	22,185	5	24,511	34,845	28,855
Burke	3	22,977	35,616	24,529	26			\$8/hr.	3	24,128	37,396	28,906
Cabarrus	2	25,682	39,658	29,720	1	21,143	32,610	27,498	4	29,720	45,893	38,428
Caldwell		n/a			12			7,800		n/a		
Camden		n/a				n/a				n/a		
Carteret		n/a				n/a			2	20,123	36,545	23,662
Caswell	1	16,802	27,518	20,088		n/a				n/a		
Catawba	3	23,712	36,800	24,480	2	21,501	33,391	23,133	4	26,140	40,574	37,144
Chatham		n/a				n/a				n/a		
Cherokee	3	21,623	32,143	24,894	10	17,461	22,658	18,096	1	21,623	32,143	24,379
Chowan		n/a				n/a				n/a		
Clay												
Cleveland		n/a			36	part-time		\$8.03/hr.	2	22,548	35,190	23,094
Columbus												
Craven		n/a			8	201,239	32,946	22,742		n/a		
					4	part-time		\$9.67/hr.				
Cumberland	10	22,889	45,405	27,312	17	19,146	31,591	20,722	7	27,518	45,405	31,014
Currituck		n/a				n/a				n/a		
Dare	17	25,048	44,099	28,971	3	20,686	33,098	22,605	11	33,375	56,016	35,364
Davidson	5	27,637	41,455	30,878	14	18,639	27,958	19,825	1 III	31,922	47,883	33,518
									1 II	26,352	39,528	26,846
Davie												
Duplin	2	25000	39423	no data	18	part-time		17,666	3	28,154	44,396	28,342
Durham		n/a			8	17,561	30,231	22,509	4	27,387	47,151	37,409
Edgecombe	4	19,765	29,341	25,731	45	part-time		\$11/hr.		n/a		
Forsyth		n/a				n/a			4	25,916	42,764	28,288
Franklin	2	24,769	35,385	26,294	27	17,959	25,657	10,783		n/a		
Gaston		n/a			1	18,273	28,323	19,643		n/a		
Gates		n/a				n/a				n/a		
Graham	2			20,862	1			19,760	1			22,880
Granville		n/a				n/a				n/a		
Greene	2	20,316	28,444	22,278		n/a				n/a		
Guilford		n/a				n/a				n/a		
Halifax	1	22,279	35,966	22,554		n/a				n/a		
Harnett	7	27,623	42,816	no data		n/a				n/a		
Haywood	7	23,618	35,426	24,814	17	15,893	23,839	16,124	2	23,618	35,426	26,415
Henderson	4	22,651	35,110	23,171	1	20,946	32,448	21,362		n/a		
Hertford	2	20,165	29,843	20,415	15	part-time		\$5.15/hr.		n/a		
Hoke	1	25,550	36,102	26,845	15	9,209	10,252	9,435	1	28,169	39,802	29,596
Hyde		n/a			2	17,578	29,657	19,172		n/a		
Iredell	8	24,154	37,462	29,578	7	part-time		22,079	3	28,914	44,846	35,505
Jackson	3	23,776	43,928	24,575		n/a			1	24,854	45,920	26,903
Johnston	5	26,756	39,493	30,642	21	18,813	27,771	19,652		n/a		
Jones		n/a				n/a				n/a		
Lee	1	27,448	38,341	27,448	17	part-time		\$7.48/hr.		n/a		
Lenoir	6	20,741	30,039	25,626		n/a			1	26,095	37,793	26,095
Lincoln		n/a			29	part-time		\$8.69/hr.		n/a		
McDowell	4	20,742	30,486	21,400	25	part-time		\$7.40/hr.	2	19,734	32,040	26,871
Macon	9	22,567	33,850	no data	40	part-time		\$6.75/hr.	2	24,880	37,320	no data
Madison												
Martin	2	22,504	35,977	23,983	2	part-time		10,501		n/a		
Mecklenburg	6	23,103	39,275	32,031	10	25,153	42,760	34,120		n/a		
Mitchell		n/a				n/a				n/a		
Montgomery		n/a				n/a				n/a		

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

January 2006

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.				
Alamance	1	\$ 39,712	\$ 63,540	\$ 52,624	13	\$ 34,799	\$ 55,679	\$ 36,312	10	\$ 24,471	\$ 39,151	\$ 26,641	11	\$ 30,494	\$ 48,791	\$ 29,198
Alexander	1	34,638	47,749	45,448	2	29,869	41,175	39,190	10	24,515	33,794	25,556	17	28,429	43,258	32,166
Alleghany	n/a				n/a				1	29,348	44,021	29,348	n/a			
Anson	1	28,535	45,939	39,210	1	26,377	42,447	25,712	n/a				n/a			
Ashe	n/a				n/a				5	29,832	47,946	30,776	3	33,933	52,278	38,018
Avery	n/a				n/a				3	21,146	29,488	21,146	2	26,988	37,635	23,896
Beaufort	1	39,666	60,008	49,319	4	33,865	50,798	37,192	n/a				16	28,398	42,596	31,000
Bertie	n/a				n/a				1	21,580	32,611	21,580	3	27,050	40,941	31,299
Bladen	n/a				n/a				2	24,171	33,839	24,523	4	30,012	42,017	38,225
Brunswick	1	55,568	88,909	65,995	14	38,138	61,021	43,015	35	28,630	45,808	31,870	13	33,384	53,414	37,187
Buncombe	n/a				16	33,379	47,449	38,927	n/a				44	31,947	45,425	35,769
Burke	1	35,645	55,251	46,846	2	30,791	47,727	36,200	5	22,977	35,616	23,577	14	29,324	45,455	30,919
Cabarrus	n/a				n/a				n/a				25	32,778	50,600	37,860
Caldwell	1	37,954	59,801	50,178	4	29,929	47,247	34,812	3	22,634	35,604	24,092	18	28,574	45,073	32,391
Camden	n/a				n/a				n/a				1	27,450	41,176	37,585
Carteret	1	39,239	62,714	48,638	8	29,618	45,099	33,237	1	21,089	32,898	24,512	11	28,261	43,033	35,005
Caswell	1	30,847	50,920	42,936	2	28,575	47,132	39,000	1	22,732	37,398	23,112	6	27,503	45,346	29,074
Catawba	2	40,574	62,957	49,091	9	33,391	51,783	40,078	49	27,453	42,603	29,565	18	31,794	49,321	34,578
Chatham	n/a				n/a				n/a				7	32,110	47,442	33,048
Cherokee	1	29,371	45,364	36,110	3	27,151	41,451	35,005	1	21,623	32,143	21,814	4	26,075	39,625	31,749
Chowan	n/a				n/a				n/a				n/a			
Clay																
Cleveland	1	43,428	67,794	63,168	8	32,778	51,174	37,728	58	23,640	36,870	23,640	20	31,302	48,840	36,024
Columbus	1	30,418	48,626	48,597	4	26,229	41,931	32,756	n/a				3	24,965	39,910	28,317
Craven	1	38,811	63,519	38,811	10	33,722	55,185	36,663	11	25,450	41,651	26,400	29	32,179	52,656	34,878
Cumberland	3	37,874	62,492	61,027	14	33,074	54,572	40,815	64	25,090	41,398	26,517	77	31,576	52,101	34,178
Currituck	n/a				n/a				n/a				2	35,262	49,375	38,065
Dare	n/a				7	35,010	56,016	39,303	4	25,048	40,077	28,054	8	31,816	50,906	35,217
Davidson	2	44,883	67,325	58,452 ¹	8	33,529	50,293	36,944	44	26,352	39,528	29,083	8	30,422	45,633	35,724
Davie																
Duplin	1	35,707	56,305	50,999	5	31,706	49,998	34,526	30	24,028	37,892	24,733	7	29,290	46,191	30,231
Durham	2	35,059	60,358	50,958	10	30,231	52,046	39,838	n/a				82	30,231	52,046	39,563
Edgecombe	n/a				4	29,202	43,351	33,935	1	21,792	32,350	25,876	24	27,811	41,286	29,616
Forsyth	4	39,832	65,686	56,778	21	34,798	57,408	40,817	40	24,960	41,184	25,326	27	33,404	55,120	39,089
Franklin	n/a				4	34,161	48,801	38,270	3	25,933	37,047	25,445	11	32,628	46,611	33,621
Gaston	2	38,859	60,245	47,604	8	33,877	52,523	45,048	60	25,749	39,919	29,386	30	29,535	45,784	34,836
Gates	n/a				n/a				n/a				n/a			
Graham	n/a				1		33,280		n/a				n/a			
Granville	n/a				n/a				n/a				6	no data	no data	32,406
Greene	1	34,724	48,612	43,304	n/a				1	21,330	29,862	21,330	7	27,205	38,088	29,849
Guilford	10	39,316	66,837	50,437	21	37,444	63,655	44,863	153	29,338	49,875	33,701	59	33,963	57,737	43,598
Halifax	1	38,250	61,892	54,028	5	28,472	46,019	36,863	3	20,203	32,594	28,824	20	25,810	41,696	33,406
Harnett	1	37,091	57,491	51,222	5	32,690	50,670	39,329	4	25,392	39,358	25,977	22	31,342	48,580	34,213
Haywood	1	38,681	58,022	52,454	6	29,703	44,555	39,257	11	23,618	35,426	24,214	14	29,703	44,555	30,525
Henderson	n/a				9	32,682	50,661	37,805	8	22,971	35,607	23,490	20	31,434	48,711	30,972
Hertford	n/a				n/a				n/a				n/a			
Hoke	1	35,952	50,709	43,805	1	32,609	46,076	37,817	5	23,175	32,746	24,012	7	29,578	41,793	30,763
Hyde	1	36,429	61,463	41,950	n/a				2	18,397	31,039	19,009	n/a			
Iredell	1	37,870	58,737	56,159	9	33,091	51,324	43,671	7	24,154	37,462	24,312	21	31,635	49,067	36,868
Jackson	1	39,561	70,254	43,061	8	29,529	52,439	32,055	3	23,773	39,005	24,090	3	29,529	52,439	31,499
Johnston	1	39,762	58,689	51,116	6	34,844	51,429	40,453	7	26,756	39,492	26,722	27	33,342	49,213	35,863
Jones	n/a				n/a				n/a				2	27,672	34,896	29,004
Lee	1	41,001	57,186	55,988	5	35,846	50,058	39,523	6	26,284	36,690	27,091	9	32,810	45,803	33,731
Lenoir	1	34,377	49,788	42,028	5	29,952	43,379	37,112	2	21,714	31,448	21,714	14	27,324	39,573	32,437
Lincoln	1	35,236	51,033	49,788	2	33,538	48,574	33,538	24	24,937	36,117	25,541	13	31,922	46,233	33,125
McDowell	n/a				n/a				3	22,908	33,672	26,024	10	29,370	43,176	31,014
Macon	1	36,759	55,140	vacant	6	31,754	47,631	no data	n/a				2	26,124	39,186	no data
Madison																
Martin	n/a				n/a				10	21,521	34,406	23,527	7	26,820	42,874	27,332
Mecklenburg	3	37,720	64,124	63,938	33	32,943	56,003	42,559	144	25,987	44,178	28,917	107	32,943	56,003	43,417
Mitchell	n/a				n/a				1	23,718	28,461	24,192	27	27,465	38,438	28,483
Montgomery	1	29,844	50,232	46,236	3	27,492	46,332	36,260	5	22,620	38,124	24,874	5	27,492	46,332	31,784
Moore	1	36,857	56,862	49,114	7	31,854	49,189	40,915	n/a				13	28,911	44,638	33,101
Nash	1	39,606	63,468	45,941	8	35,805	57,441	40,583	n/a				26	32,423	52,004	35,459

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.
New Hanover	4	\$ 50,918	\$ 78,083	\$ 54,688	10	\$ 35,173	\$ 53,914	\$ 38,590	82	\$ 27,290	\$ 41,870	\$ 31,132 ²	111	\$ 45,677	\$ 70,096	\$ 48,815 ³
Northampton	1	35,999	61,975	48,415	1	31,098	54,875	33,489	3	22,100	38,999	22,100	11	28,206	49,774	31,628
Onslow	2	36,195	57,911	44,629	8	32,177	51,483	35,401	2	22,607	36,171	24,643	29	30,939	49,503	33,313
Orange	1	52,335	83,664	60,612	7	37,039	59,211	47,539	5	28,935	46,256	30,388	23	35,254	56,359	37,896
Pamlico		30,230	56,905	43,989		27,418	51,612	33,384	2	17,673	33,268	27,290	4	22,555	42,457	27,852
Pasquotank	n/a				n/a				36	21,621	38,379	30,000	6	28,572	40,001	34,286
Pender	1	31,931	49,463	44,053	4	27,820	43,708	42,306		n/a			1	27,820	43,708	38,391
Perquimans	n/a				n/a					n/a			n/a			
Person	1	39,096	59,184	56,364	4	33,768	51,132	36,807	2	24,000	36,360	24,624	9	29,184	44,172	31,534
Pitt	2	72,753	67,572	48,365	3	37,145	58,706	41,148	4	25,527	40,345	29,439	22	32,270	51,003	36,422
Polk	n/a				n/a					n/a			1	26,563	39,845	30,051
Randolph	2	40,488	62,592	49,776	13	35,112	54,072	39,313		n/a			13	30,564	46,836	34,390
Richmond	1	34,702	50,505	49,320	5	30,151	43,868	35,084	31	22,755	33,121	23,375	17	28,775	41,863	28,391
Robeson	1	39,978	45,341	42,123	7	29,674	40,324	35,151	87	22,783	30,287	25,696	33	28,389	38,651	31,950
Rockingham	n/a				8	33,571	48,685	31,751	1	23,622	34,278	28,797	22	30,771	44,608	34,946
Rowan	1	41,745	66,268	57,756	7	31,082	49,340	35,772		n/a			15	31,082	49,340	36,168
Rutherford	n/a				n/a				3	22,928	34,547	22,928	7	29,395	44,290	30,770
Sampson	1	39,168	58,764	54,300	4	29,748	48,900	43,143	28	22,584	33,884	24,972	5	28,404	42,600	32,458
Scotland	1	35,760	50,520	44,652	2	31,248	44,148	39,024	6	23,856	33,708	23,856	14	29,868	42,204	31,413
Stanly	1	36,144	51,634	48,839	6	31,581	45,116	33,000		n/a			n/a			
Stokes	1	38,134	57,201	49,904	3	33,901	50,851	44,125	11	22,902	34,353	24,267 ⁴	1	25,762	38,643	31,806
Surry	1	35,676	59,952	53,472	4	31,284	52,308	41,202	2	23,448	38,028	25,800	14	28,800	47,688	32,794
Swain	1	30,467	42,654	no data	3	29,155	40,816	33,500	3	22,389	31,345	22,389	6	27,900	39,060	30,913
Transylvania	1	34,019	49,328	51,548	4	29,811	43,226	42,678		n/a			3	28,527	41,364	35,641
Tyrrell	n/a				n/a					n/a			1			27,372
Union	1	42,228	63,342	42,228	10	36,958	55,437	38,801		n/a			18	36,958	55,437	37,361
Vance	n/a				n/a					n/a			8	28,332	44,196	30,830
Wake	5	38,476	64,254	61,450	28	30,073	50,227	38,622	185	26,923	44,961	32,841	60	30,073	50,227	39,307
Warren	1	40,405	64,839	45,481	2	34,905	56,013	38,947		n/a			6	27,348	43,886	33,294
Washington	n/a				n/a				13	23,016	31,644	24,377	15	29,388	40,428	29,734
Watauga	n/a				n/a					n/a			n/a			
Wayne	1	35,787	55,816	40,490	8	28,442	45,920	35,354		n/a			24	29,442	45,920	31,709
Wilkes	1	32,248	61,887	55,314	5	28,175	54,078	37,686	3	20,568	39,479	21,682	13	26,925	51,698	29,823
Wilson	1	42,936	71,748	55,716	6	32,040	54,156	39,466		n/a			25	30,564	51,696	34,386
Yadkin	1	36,108	52,302	46,218	3	31,383	45,447	39,657	19	26,022	37,675	29,950	7	29,951	43,354	35,668
Yancey																

1. County reports Environmental Health Supervisor II

2. County reports Income Maintenance Caseworker I, II, and III together

3. County reports Social Worker II and III together

4. County reports Income Maintenance Caseworker II

**TABLE XXIV. CLERK III (OSSOG GRADE 57), PUBLIC HEALTH NURSE,
PHYSICIAN EXTENDER, AND NUTRITIONIST**

January 2006

County	Clerk III (OSSOG Grade 57)			Public Health Nurse II			Physician Extender I			Nutritionist I						
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.				
Alamance	n/a				5	\$ 38,002	\$ 60,801	\$ 42,005	5	\$ 51,714	\$ 82,743	\$ 64,603 ¹	1	\$ 26,722	\$ 42,756	\$ 30,492
Alexander	n/a				8	32,969	45,448	39,402	n/a				1	28,429	39,190	32,969
Alleghany	n/a				n/a				n/a				n/a			
Anson	n/a				4	30,863	49,716	39,416	n/a				n/a			
Ashe	4	\$ 25,131	\$ 35,508	\$ 23,744	n/a				n/a				n/a			
Avery	n/a				n/a				n/a				n/a			
Beaufort	n/a				3	39,666	60,008	37,802	2	50,327	75,490	63,829	2	24,884	37,326	30,024
Bertie	5	18,026	27,208	24,099	n/a				n/a				n/a			
Bladen	n/a				14	34,684	48,558	36,811	1	35,852	50,193	36,108	n/a			
Brunswick	13	19,122	30,595	22,025	2	36,553	58,485	45,262	3	53,983	86,373	64,824 ¹	1	28,630	45,808	33,847
Buncombe	n/a				46	38,093	54,154	43,330	n/a				3	27,967	39,769	32,057
Burke	13	18,904	29,301	21,221	11	33,949	52,619	34,879	n/a				n/a			
Cabarrus	n/a				n/a				n/a				n/a			
Caldwell	19	18,801	29,527	20,368	18	34,456	54,417	37,468	n/a				n/a			
Camden	n/a				n/a				n/a				n/a			
Carteret	n/a				5	34,091	54,485	41,140	n/a				n/a			
Caswell	n/a				9	33,306	55,017	39,631	n/a				n/a			
Catawba	n/a				28	36,800	57,104	42,542	3	49,320	76,526	66,046	4	31,794	49,321	35,338 ²
Chatham	4	21,733	32,110	25,623	7	39,031	57,667	44,014	n/a				n/a			
Cherokee	8	18,698	27,366	21,585	6	30,634	47,471	38,082	1	41,198	65,232	48,889	n/a			
Chowan	n/a				n/a				n/a				n/a			
Clay																
Cleveland	44	20,544	32,040	22,548	19	36,024	56,208	41,454	n/a				1	25,950	40,506	29,850
Columbus	14	16,006	25,589	20,673	4	30,418	48,626	44,375	2	42,979	68,707	52,350	1	21,527	34,414	21,526
Craven	n/a				20	38,811	63,519	41,677	4	59,191	96,860	62,399 ¹	5	32,179	52,656	34,084 ²
Cumberland	58	20,941	34,552	22,877	16	37,874	62,492	44,214	1	52,006	85,811	68,009	4	27,518	45,405	28,401
Currituck	n/a				n/a				n/a				n/a			
Dare	n/a				10	38,525	61,640	42,353	n/a				n/a			
Davidson	48	20,567	30,851	22,442	16	36,956	55,435	44,843	1	49,489	74,234	68,557 ¹	5	30,422	45,633	36,648 ²
Davie																
Duplin	8	20509	32341	21145	10	34,319	54,119	38,475	3	49,017	77,294	63,568 ¹	n/a			
Durham	72	20,385	35,059	26,973	21	35,059	60,358	45,320	2	40,659	69,995	60,106	n/a			
Edgecombe	30	19,765	29,341	22,582	20	37,271	55,329	38,528	n/a				n/a			
Forsyth	n/a				15	39,832	65,686	52,244	n/a				n/a			
Franklin	21	21,581	30,830	23,126	8	39,207	56,010	42,560	n/a				1	28,428	40,613	30,699
Gaston	n/a				23	33,877	52,523	42,863	3	44,573	69,101	57,202	5	27,576	42,751	30,796
Gates	n/a				n/a				n/a				n/a			
Graham	n/a				3		no data		1		46,467		n/a			
Granville	n/a				n/a				n/a				n/a			
Greene	n/a				4	34,724	48,612	41,987	1	51,315	71,815	63,994	1	27,205	38,088	36,650
Guilford	n/a				43	41,282	70,179	53,470	12	52,687	89,568	66,965	4	32,345	54,987	34,692
Halifax	21	16,619	26,777	19,476	15	31,413	50,794	36,412	n/a				n/a			
Harnett	20	21,456	33,257	24,298	16	37,091	57,491	43,320	n/a				n/a			
Haywood	n/a				12	35,422	53,133	38,794	1	35,422	53,133	52,640	n/a			
Henderson	n/a				18	35,354	54,795	40,858	n/a				n/a			
Hertford	n/a				n/a				n/a				n/a			
Hoke	n/a				3	41,619	58,807	43,735	n/a				n/a			
Hyde	n/a				3	34,807	58,726	41,461	n/a				n/a			
Iredell	30	20,177	31,295	24,130	5	37,870	58,739	44,443	n/a				3	26,427	40,988	30,215
Jackson	n/a				3	35,336	62,751	37,089	2	50,118	89,002	51,120	1	26,363	46,817	30,202
Johnston	38	22,435	33,117	25,423	4	38,049	56,163	40,322	n/a				n/a			
Jones	n/a				3	33,276	41,952	34,896	n/a				1	part-time		27,917
Lee	14	21,991	30,690	22,839	4	39,204	54,709	42,465	n/a				1	28,704	40,085	31,384
Lenoir	3	18,071	26,173	18,863	1	34,377	49,788	35,236	n/a				n/a			
Lincoln	n/a				6	35,236	51,033	44,635	n/a				1	30,384	44,005	31,143
McDowell	7	18,780	27,600	21,800	n/a				n/a				n/a			
Macon	15	17,682	26,523	no data	5	35,475	50,013	no data	n/a				1	23,695	35,554	25,262
Madison																
Martin	n/a				n/a				n/a				n/a			
Mecklenburg	n/a				4	32,943	56,003	48,436	1	43,551	74,036	70,000	1	32,943	56,003	47,570
Mitchell	n/a				n/a				n/a				n/a			
Montgomery	10	20,904	35,244	23,838	8	32,484	54,684	38,894	1	43,956	73,968	65,016	2	24,432	41,160	30,348
Moore	15	19,044	28,911	22,250	6	33,457	51,609	39,555	n/a				1	25,146	38,646	25,146
Nash	7	20,713	33,247	24,466	23	39,606	63,468	42,936	3	50,738	81,389	59,387	2	27,933	44,834	33,247
New Hanover	n/a				59	45,677	70,096	49,269 ³	4	50,918	78,083	61,475 ⁴	3	35,173	53,914	38,099 ⁵

County	Clerk III (OSSOG Grade 57)			Public Health Nurse II			Physician Extender I			Nutritionist I			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Northampton	6	\$ 18,183	\$ 32,085	\$ 21,984	12	\$ 34,286	\$ 60,500	\$ 39,778	1	\$ 48,243	\$ 85,131	\$ 77,124	n/a
Onslow	n/a				16	34,802	55,684	37,987	n/a				3 \$ 27,505 \$ 44,008 \$ 30,085
Orange	13	24,951	39,887	27,848	6	42,954	68,667	43,943	2	47,412	75,796	55,743	1 37,039 59,211 37,965
Pamlico	n/a				1	27,418	51,612	33,385	1	38,583	72,628	55,042	1 24,869 46,813 37,440
Pasquotank	n/a				n/a				n/a				n/a
Pender	9	18,401	30,523	21,199	n/a				1	40,174	61,003	50,175	n/a
Perquimans	n/a				n/a				n/a				n/a
Person	n/a				8	37,224	56,364	40,363	n/a				n/a
Pitt	n/a				8	40,795	64,477	49,318	n/a				3 28,035 44,312 35,313
Polk	n/a				n/a				n/a				1 20,812 31,218 25,991
Randolph	31	20,316	30,564	22,394	16	40,488	62,592	50,686	n/a				n/a
Richmond	n/a				6	36,378	52,939	40,760	n/a				2 28,775 41,863 30,906
Robeson	n/a				18	33,909	45,341	35,571	n/a				3 24,851 28,028 26,122
Rockingham	28	22,589	32,755	26,087	10	38,329	55,617	45,132	n/a				n/a
Rowan	35	19,976	31,695	21,987	8	37,834	60,064	43,944	2	53,381	84,742	61,254	n/a
Rutherford	2	20,759	31,279	21,281	n/a				n/a				n/a
Sampson	13	18,792	28,176	21,302	5	34,128	51,204	37,971	2	44,952	67,428	52,824 ¹	1 24,744 37,116 24,744
Scotland	6	19,932	28,152	21,058	3	35,760	50,520	36,660	n/a				1 26,100 36,876 30,264
Stanly	n/a				7	36,144	51,634	38,000	n/a				n/a
Stokes	6	18,100	27,150	22,046	10	32,597	48,896	39,266	1	39,659	59,489	vacant	3 27,864 45,207 40,000 ²
Surry	35	19,872	31,980	22,562	17	35,676	59,952	40,201	2	46,632	79,488	51,696	2 28,800 47,688 vacant ²
Swain	n/a				4	33,271	46,579	38,507	n/a				n/a
Transylvania	9	20,060	29,087	21,731	8	34,019	49,328	40,511	n/a				n/a
Tyrrell	n/a				n/a				n/a				n/a
Union	n/a				13	40,404	60,606	45,973	1.7	60,216	90,324	62,464	2 29,587 44,380 31,140
Vance	n/a				n/a				n/a				n/a
Wake	n/a				158	37,925	63,335	51,104	24	48,513	81,016	69,154	19 30,073 50,227 42,246
Warren	17	17,628	28,287	20,090	6	33,242	53,345	37,568	n/a				1 22,499 36,104 22,724
Washington	n/a				n/a				n/a				n/a
Watauga	n/a				n/a				n/a				n/a
Wayne	n/a				9	35,787	55,816	39,838	n/a				n/a
Wilkes	n/a				8	33,727	64,736	38,492	n/a				n/a
Wilson	n/a				23	38,640	65,316	48,844	2	53,628	90,684	60,174	2 30,564 51,696 31911 ²
Yadkin	n/a				5	36,108	52,302	40,485	1	55,080	79,731	44,063	n/a
Yancey													

1. County reports Physician Extender II

2. County reports Nutritionist II and III

3. County reports Public Health Nurse I, II, and III together

4. County reports Physician Extender I and II together

5. County reports Nutritionist I and II together

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

January 2006

County	Public Health Educator I			Spanish Interpreter			Business Officer I			Medical Records Assistant III			Substance Abuse Counselor I							
	No. Min.	Max.	Avg.	No. Min.	Max.	Avg.	No. Min.	Max.	Avg.	No. Min.	Max.	Avg.	No. Min.	Max.	Avg.					
Alamance	2	\$ 30,494	\$ 48,791	\$ 31,869	4	\$ 23,416	\$ 37,466	\$ 25,061	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Alexander	1	23,334	32,166	25,756	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Alleghany	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Anson	1	23,395	37,677	24,361	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Ashe	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Avery	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Beaufort	n/a	n/a	n/a	n/a	2	21,807	32,711	22,220	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Bertie	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Bladen	1	26,507	37,110	25,906	2	23,003	32,204	23,016	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Brunswick	1	28,630	45,808	30,280	1	23,876	38,202	25,006	1	\$ 44,476	\$ 71,162	\$ 44,476	1	\$ 23,876	\$ 38,202	\$ 21,590				
Buncombe	n/a	n/a	n/a	n/a	2	24,511	34,845	28,858	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Burke	1	24,126	37,396	25,609	2	20,840	32,303	25,832	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Cabarrus	n/a	n/a	n/a	n/a	2	23,293	35,955	25,443	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Caldwell	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	39,714	62,707	40,228	1	18,801	29,527	20,153				
Camden	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Carteret	1	24,553	36,545	26,925	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Caswell	1	28,575	47,132	33,144	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Catawba	2	33,391	51,783	40,320	2	23,712	36,800	28,596	3	38,646	59,964	42,894	n/a	n/a	n/a					
Chatham	n/a	n/a	n/a	n/a	4	23,961	35,401	26,006	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Cherokee	1	23,283	34,826	24,257	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Chowan	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Clay	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Cleveland	5	27,186	42,444	31,302	n/a	n/a	n/a	n/a	1	39,540	61,722	57,510	n/a	n/a	n/a					
Columbus	n/a	n/a	n/a	n/a	1	18,562	29,676	19,502	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Craven	1	33,722	55,185	35,340	2	27,952	45,746	30,274	1	n/a	n/a	n/a	n/a	n/a	n/a					
Cumberland	3	27,518	45,405	30,003	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4	20,941	34,552	21,807					
Currituck	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Dare	1	27,562	44,099	27,562	3	22,763	48,528	32,409	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Davidson	1	26,352	39,528	31,992	1	26,352	39,528	26,352	1	n/a	n/a	n/a	n/a	n/a	n/a					
Davie	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Duplin	1	26,000	41,015	26,010	5	23,096	36,419	23,188	n/a	n/a	n/a	1	20,509	32,341	22,644					
Durham	3	26,068	44,879	32,731	5	23,616	40,659	26,162	1	42,717	73,539	52,397	n/a	3	\$ 26,068	\$ 44,879	\$ 32,705			
Edgecombe	1	24,025	35,665	vacant	1	19,765	29,341	vacant	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Forsyth	8	29,369	48,484	30,994	5	24,960	41,184	26,881	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Franklin	1	28,428	40,613	29,332	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Gaston	n/a	n/a	n/a	n/a	2	24,042	37,268	26,896	2	41,618	64,516	61,796	29	19,570	30,340	23,585				
Gates	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Graham	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	n/a	23,026	n/a					
Granville	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Greene	1	25,935	36,306	28,408	1	17,549	24,572	18,367	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Guilford	11	32,345	54,987	44,628	10	26,611	45,238	30,031	n/a	n/a	n/a	6	25,343	43,084	30,717	74	33,963	57,737	43,529	
Halifax	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	34,662	56,068	44,890	n/a	n/a	n/a	n/a				
Harnett	n/a	n/a	n/a	n/a	2	27,623	42,816	27,623	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Haywood	1	31,040	46,560	39,838	1	22,601	33,902	23,054	n/a	n/a	n/a	2	19,806	29,709	21,323	n/a	n/a	n/a		
Henderson	n/a	n/a	n/a	n/a	8	22,074	34,223	23,527	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Hertford	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Hoke	n/a	n/a	n/a	n/a	1	20,019	28,287	21,558	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Hyde	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Iredell	1	26,427	40,988	26,427	2	23,091	35,815	26,179	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Jackson	1	28,472	50,562	31,273	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Johnston	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	43,421	64,091	53,704	n/a	n/a	n/a	n/a				
Jones	1	31,776	40,008	31,776	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Lee	n/a	n/a	n/a	n/a	2	25,120	35,095	26,165	n/a	n/a	n/a	1	21,991	30,690	22,498	n/a	n/a	n/a		
Lenoir	n/a	n/a	n/a	n/a	2	20,741	30,039	20,849	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Lincoln	2	31,922	46,233	32,720	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
McDowell	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Macon	2	24,880	37,320	no data	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Madison	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Martin	n/a	n/a	n/a	n/a	1	21,521	34,406	21,521	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Mecklenburg	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	4	50,505	85,859	78,818	5	23,741	40,359	31,327	20	32,943	56,003	39,017
Mitchell	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Montgomery	1	24,432	41,160	28,416	5	19,680	33,204	21,859	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Moore	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Nash	3	30,861	49,495	36,438	4	24,071	38,634	26,438	1	43,702	70,098	44,834	n/a	n/a	n/a	n/a				
New Hanover	4	35,173	53,914	32,092	3	27,290	41,870	28,018	2	58,136	89,170	71,500	n/a	n/a	n/a	n/a				
Northampton	n/a	n/a	n/a	n/a	1	n/a	\$9.79/hr.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				

County	Public Health Educator I			Spanish Interpreter			Business Officer I			Medical Records Assistant III			Substance Abuse Counselor I					
	No.Min.	Max.	Avg.	No.Min.	Max.	Avg.	No.Min.	Max.	Avg.	No.Min.	Max.	Avg.	No.Min.	Max.	Avg.			
Onslow	n/a			n/a			n/a			n/a			n/a					
Orange	1	\$ 35,254	\$ 56,359	\$ 41,543	1	\$ 31,939	\$ 51,058	\$ 33,331	2	\$ 47,412	\$ 75,796	\$ 49,616	6	\$ 24,951	\$ 39,887	\$ 28,762		
Pamlico	1	23,685	44,585	25,106	1	15,293	31,590	15,888	n/a				n/a					
Pasquotank	n/a			n/a			n/a		n/a				n/a		\$ 40,000			
Pender	n/a			n/a			n/a		n/a				n/a					
Perquimans	n/a			n/a			n/a		n/a				n/a					
Person	n/a			1	26,460	40,044	27,756	n/a					n/a					
Pitt	n/a			n/a			n/a		1	44,805	70,815	50,399	1	21,162	44,312	23,242		
Polk	n/a			n/a			n/a		n/a				n/a					
Randolph	n/a			5	23,244	35,112	25,452	n/a					n/a					
Richmond	n/a			1	21,713	31,590	23,294	n/a					2	19,753	28,775	19,753		
Robeson	2	24,851	28,028	26,346	7	21,852	23,846	22,698	1	42,789	48,687	45,148	1	22,905	25,269	23,851		
Rockingham	n/a			5	23,622	34,278	26,524	n/a					n/a		2	28,135	40,829	
Rowan	4	31,082	49,340	37,907	2.5	23,140	36,733	23,837	n/a				n/a					
Rutherford	n/a			n/a			n/a		n/a				n/a					
Sampson	n/a			2	21,552	35,448	25,230	n/a					1	18,792	28,176	18,792 ³		
Scotland	n/a			n/a			n/a		n/a				n/a					
Stanly	1	31,581	45,116	38,000 ²	1	23,037	31,482	23,057	n/a				n/a					
Stokes	1	26,792	40,189	29,274 ²	n/a			n/a					2	19,577	29,365	19,577 ⁴		
Surry	5	29,988	49,920	33,494	6	22,524	36,396	24,744	n/a				n/a					
Swain	1	24,449	34,229	29,339	n/a			n/a					n/a					
Transylvania	n/a			n/a			n/a		n/a				n/a					
Tyrrell	n/a			n/a			n/a		n/a				n/a					
Union	n/a			7	25,862	38,793	27,602	n/a					n/a					
Vance	n/a			n/a			n/a		1	36,144	56,412	41,160	n/a					
Wake	20	30,073	50,227	41,172	12	24,189	40,396	27,864	3	45,986	76,796	68,558	n/a		27	30,073	50,227	40,157
Warren	2	22,499	36,104	22,493	n/a			n/a					n/a					
Washington	n/a			n/a			n/a		n/a				n/a					
Watauga	n/a			n/a			n/a		n/a				n/a					
Wayne	1	25,433	39,669	30,990	6	21,971	32,634	22,063	n/a				n/a					
Wilkes	1	23,538	45,179	30,822	2	21,520	41,281	25,090	n/a				n/a					
Wilson	2	29,160	49,320	29,892	3	23,088	39,036	24,860	1	40,488	68,460	58,668	n/a					
Yadkin	2	28,568	41,371	27,470	1	26,022	37,675	28,005	n/a				n/a					
Yancey																		

1. County reports Foreign Language Interpreter II

2. County reports Public Health Educator II

3. County reports Medical Records Assistant III

4. County reports Medical Records Assistant IV

TABLE XXVI. COUNTY ENGINEER, CIVIL ENGINEER, AND CUSTODIAN

January 2006

County	County Engineer			Civil Engineer			Custodian			Grounds Maintenance Worker						
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.				
Alamance		n/a			n/a			1	\$ 19,636	\$ 31,418	\$ 23,842	1	\$ 23,416	\$ 37,466	\$ 24,470	
Alexander		n/a			n/a				n/a			2	23,334	32,166	28,430	
Alleghany		n/a			n/a				n/a				n/a			
Anson		n/a			n/a				n/a				n/a			
Ashe		n/a			n/a			2	18,672	35,508	25,027	2	20,307	28,692	20,561	
Avery		n/a			n/a				n/a				n/a			
Beaufort		n/a			n/a				n/a				n/a			
Bertie		n/a			n/a			4	16,491	20,007	18,317	1	17,238	26,001	17,433	
Bladen		n/a			n/a				n/a				n/a			
Brunswick		n/a			n/a			17	22,292	35,677	20,959	2	20,707	33,131	21,289	
Buncombe		n/a			n/a				n/a				n/a			
Burke		\$ 52,668	\$ 81,635	\$ 76,338	n/a			1			\$9.34/hr.	1	18,904	29,301	19,904	
Cabarrus		n/a			n/a			12	20,116	31,057	21,834	5	21,143	32,610	24,750	
Caldwell		41,569	65,748	53,560	n/a			5	17,917	28,129	18,000		n/a			
Camden		n/a			n/a			2	part-time		\$8.49/hr.	2	17,676	26,513	17,676	
Carteret		n/a			n/a			6	17,847	26,464	19,836	1	15,208	21,489	19,667	
Caswell		n/a			n/a			4	17,445	28,591	19,116		n/a			
Catawba		51,783	80,351	76,930	n/a				n/a				n/a			
Chatham		n/a			n/a			5	20,669	30,581	21,976		n/a			
Cherokee		n/a			n/a			2	17,384	21,028	20,068	1	17,736	25,286	17,736	
Chowan		n/a			n/a			5	15,438	27,724	16,867	1	22,808	40,958	22,808	
Clay																
Cleveland		n/a			n/a			3	17,856	27,846	18,708		custodian			
Columbus		n/a			n/a			5	15,235	24,356	18,517		n/a			
Craven		n/a			n/a			5	17,488	28,625	20,220	1	22,113	36,188	23,170	
Cumberland		56,594	93,974	88,886	n/a			29	15,370	25,360	16,880	17	19,146	31,591	20,722	
Currituck		n/a			n/a			2	18,791	26,312	24,237	4	27,026	37,843	25,068	
Dare	1	48,935	78,296	64,002	n/a			4	19,720	31,552	25,567	4	21,700	34,720	28,153	
Davidson		n/a			n/a			1	16,068	24,102	16,608	1	21,638	32,457	21,638	
Davie																
Duplin		n/a			n/a			8	16,171	25,499	17,613	4	23,096	39,423	23,688	
Durham		66,622	114,696	100,181	n/a				n/a			10	22,478	38,701	28,115	
Edgecombe		n/a			n/a			11	16,261	24,140	16,989		n/a			
Forsyth		n/a			n/a			45	17,492	28,870	20,324	27	21,320	35,152	24,450	
Franklin		n/a			n/a			6	18,803	26,861	19,490		n/a			
Gaston	1	54,756	84,893	vacant	n/a				n/a			6	18,273	28,323	22,953	
Gates		n/a			n/a			1			20,510	1			17,648	
Graham		n/a			n/a				n/a				n/a			
Granville		n/a			n/a				n/a			3	17,335	27,736	22,101	
Greene		n/a			n/a			3	15,178	21,246	17,402		n/a			
Guilford	1	55,322	94,047	81,431	1	\$ 45,513	\$ 77,372	\$ 58,317	12	22,987	39,078	26,865		custodian		
Halifax		n/a			n/a			5	15,829	25,495	18,500	2	16,619	26,777	19,400	
Harnett		n/a			n/a			5	17,383	26,944	22,219	3	21,456	33,257	23,023	
Haywood		n/a			n/a			10	16,608	24,913	17,926	5	21,628	32,442	22,278	
Henderson		60,382	93,579	74,493	n/a			4	20,417	31,649	22,425	3	22,651	35,110	25,834	
Hertford		n/a			n/a			3	14,339	21,222	15,469	1	31,295	46,315	32,866	
Hoke	1	67,793	95,789	74,830	n/a			4	17,293	24,435	19,235		n/a			
Hyde		n/a			n/a			1	17,758	29,657	19,877		n/a			
Iredell		n/a			n/a				n/a			1	21,105	32,734	22,074	
Jackson		n/a			n/a			13	20,527	37,925	19,750	12	22,692	41,925	25,195	
Johnston	1	73,637	108,687	108,687	n/a			4	18,813	27,771	22,461	1	20,546	30,328	22,458	
Jones		n/a			n/a			3	17,796	22,200	18,340	1	23,016	29,004	23,016	
Lee		n/a			n/a			10	18,409	25,702	20,520	4	24,014	33,540	24,567	
Lenoir		n/a			n/a				n/a				n/a		20,532	
Lincoln		n/a			1	40,864	59,183	47,389	9	17,649	25,561	21,430	3	19,481	28,214	21,390
McDowell		n/a			n/a			3.5	15,396	22,626	19,173		n/a			
Macon		n/a			n/a				n/a			8	17,682	26,523	no data	
Madison																
Martin		n/a			n/a			3	15,826	27,647	19,395	2	15,826	25,301	21,448	
Mecklenburg		n/a			3	46,251	78,627	59,072	16	18,065	30,711	23,590	78	20,096	34,163	26,832
Mitchell		n/a			n/a			1	12,578	17,609	13,474		n/a			
Montgomery		n/a			n/a			5	18,144	30,588	20,784	1	20,904	35,244	24,264	
Moore		n/a			n/a			12	18,201	27,578	20,938	5	19,959	30,349	23,933	
Nash		n/a			n/a			7	19,705	31,648	22,756		n/a			
New Hanover	1	86,570	132,787	105,622	n/a			24	22,006	33,779	23,807		22,006	33,779	23,307	
Northampton		n/a			n/a			6	15,707	29,101	18,985	2	16,491	29,102	21,344	

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

January 2006

County	Zoning Code Enforcement Officer			Economic Development Director			Tourism Director			Public Information Officer				
	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance		n/a			n/a			n/a				n/a		
Alexander		n/a			\$ 44,339	\$ 61,122	\$ 61,122	n/a				n/a		
Alleghany		n/a			n/a			n/a				n/a		
Anson		n/a					57,098	n/a				n/a		
Ashe	1	\$ 27,372	\$ 38,676	\$ 27,372	42,108	59,496	42,108	n/a				n/a		
Avery		n/a			n/a			n/a				n/a		
Beaufort		n/a			54,958	82,437	89,703	n/a				n/a		
Bertie		n/a			32,401	49,101	42,397	n/a				n/a		
Bladen		n/a			n/a			n/a				n/a		
Brunswick	1	39,722	63,555	45,352	n/a			n/a				county attorney		
Buncombe		n/a			n/a			n/a				n/a		
Burke	1	27,929	43,290	29,208	n/a			n/a				n/a		
Cabarrus	12	32,778	50,600	39,676	n/a					\$ 61,108	2	\$ 39,849	\$ 61,518	\$ 45,523
Caldwell	2	24,822	39,112	26,001	n/a			n/a			1	23,700	37,306	34,201
Camden	1	27,450	41,176	29,459	n/a			n/a				n/a		
Carteret		n/a			n/a			n/a				n/a		
Caswell		n/a			37,377	61,797	45,240	n/a				county manager		
Catawba	1	30,280	46,976	34,747	n/a			n/a			2	38,646	59,964	47,135
Chatham	1	32,110	47,442	38,051	n/a			\$ 39,031	\$ 57,667	49,487		n/a		
Cherokee		n/a			30,634	47,471	44,114	n/a				n/a		
Chowan	1	part-time		\$8.84/hr.	n/a			n/a				staff attorney		
Clay														
Cleveland		n/a			n/a			n/a				n/a		
Columbus														
Craven		n/a			74,822	122,450	116,841	62,031	101,509	94,589		n/a		
Cumberland	3	30,152	49,752	33,288	n/a			n/a			1	36,199	59,728	45,392
Currituck	2	30,320	42,455	31,564	43,850	61,401	45,622	45,145	63,214	53,952	1	35,262	49,375	35,262
Dare	1	31,816	50,906	36,713	n/a			n/a			1	44,470	71,152	71,152
Davidson	2	30,422	45,633	41,081	n/a			n/a				n/a		
Davie														
Duplin		n/a			n/a			40,210	63,408	47,113		n/a		
Durham		joint city-county function			n/a			n/a			1	33,369	57,448	41,513
Edgecombe		n/a			n/a			n/a				n/a		
Forsyth		n/a			n/a			n/a				n/a		
Franklin	1	32,628	46,611	33,470	62,061	88,660	65,702	n/a				n/a		
Gaston	1	47,737	74,002	62,056	62,808	97,374	92,624	36,283	56,252	44,448	1	41,618	64,516	60,343
Gates		n/a			n/a			n/a				n/a		
Graham		n/a			n/a			n/a				n/a		
Granville		n/a			n/a			n/a				n/a		
Greene		n/a			46,540	65,156	55,847	n/a				n/a		
Guilford	1	29,338	49,875	31,980	70,606	120,030	92,774	n/a			1	41,282	70,179	vacant
Halifax	2	29,906	48,347	35,525	62,661	101,518	79,256	n/a				n/a		
Harnett	2	30,050	46,578	33,056	58,939	91,355	73,700	n/a				n/a		
Haywood		n/a			44,142	66,213	69,655	n/a			1	31,040	46,560	32,452
Henderson	2	31,434	48,711	31,912	n/a			44,733	69,342	64,879	1	35,354	54,795	40,468
Hertford		n/a			38,030	56,285	53,594	n/a				n/a		
Hoke		n/a			n/a			n/a				n/a		
Hyde		n/a			county planner			n/a				n/a		
Iredell	2	39,612	61,439	48,427	n/a			n/a				n/a		
Jackson		n/a			n/a			n/a				n/a		
Johnston	2	31,905	47,097	34,545	67,432	99,529	92,170	n/a				n/a		
Jones		n/a			n/a			n/a				n/a		
Lee		n/a					85,510	n/a				n/a		
Lenoir		n/a			51,971	75,270	64,000	32833	47552	vacant		n/a		
Lincoln	2	30,384	44,005	31,533	n/a			n/a				n/a		
McDowell		n/a			county manager			27,948	29,010	30,486		n/a		
Macon		n/a			n/a			n/a				n/a		
Madison														
Martin		n/a			n/a					32,000		n/a		
Mecklenburg	3	32,077	54,530	43,165	n/a			n/a			1	50,505	85,859	81,413
Mitchell		n/a			n/a			n/a				n/a		
Montgomery		safety coordinator			n/a			n/a				n/a		
Moore		n/a			n/a			n/a				n/a		
Nash		n/a			n/a			n/a				n/a		
New Hanover	5	32,531	49,920	33,130	n/a			n/a			1	48,298	74,069	65,707

County	Zoning Code Enforcement Officer			Economic Development Director			Tourism Director			Public Information Officer				
	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Northampton		n/a			\$ 48,243	\$ 85,131	\$ 77,124	n/a				n/a		
Onslow	4	\$ 26,447	\$ 42,315	\$ 30,796	n/a			n/a				n/a		
Orange	1	40,884	65,359	48,000	66,992	107,097	72,144	\$ 60,692	\$ 97,025	\$ 70,000		n/a		
Pamlico		n/a			n/a			n/a				n/a		
Pasquotank	1	29,730	41,622	34,122	65,000	75,000	75,000	35,000	45,000	40,000		n/a		
Pender	1	24,239	38,697	26,910	n/a			29,128	45,540	35,338		n/a		
Perquimans	1	20,762	31,443	22,345	county manager			n/a				n/a		
Person		n/a			52,368	79,320	65,256	n/a				n/a		
Pitt		n/a					106,657	n/a			1	\$ 44,805	\$ 70,815	\$ 49,210
Polk		n/a			41,206	61,812	43,344	29,000	43,000	37,486		n/a		
Randolph	1	29,208	44,640	32,808	n/a			44,640	69,012	50,364		n/a		
Richmond	1	23,294	33,898	26,200			82,233	n/a				n/a		
Robeson	1	28,438	35,305	31,185	60,162	63,233	61,390	n/a				n/a		
Rockingham	1	28,135	40,829	31,777	n/a			n/a			1	36,670	53,115	44,907
Rowan	2	29,588	46,969	36,801	n/a			n/a				n/a		
Rutherford		n/a			61,941	93,327	76,505	35,828	54,029	50,775		n/a		
Sampson		n/a			49,284	73,932	73,560	n/a				assistant county manager		
Scotland		n/a			n/a			n/a				n/a		
Stanly	1	28,864	41,234	30,317	47,337	67,626	57,667	n/a				n/a		
Stokes	1	28,792	40,189	29,422	48,252	72,377	53,179	n/a				n/a		
Surry	1	27,588	45,588	29,988	n/a			n/a				n/a		
Swain		n/a			30,467	42,654	30,467	n/a				n/a		
Transylvania		n/a			46,297	67,131	67,131 ¹	n/a				n/a		
Tyrrell		n/a			n/a			n/a				n/a		
Union	1	27,054	40,581	30,090	n/a			n/a			1	44,154	66,231	55,000
Vance		n/a			39,852	62,196	59,892	39,852	62,196	51,708		n/a		
Wake		n/a			n/a			n/a			1	55,628	92,898	76,950
Warren		n/a			44,546	71,484	60,000	n/a				n/a		
Washington	1	21,216	30,744	21,768			60,000	31,080	45,012	36,948		n/a		
Watauga	2	31,198	46,796	38,529	planning director			n/a				n/a		
Wayne	1	30,914	48,217	30,914			79,889	n/a				n/a		
Wilkes	1	23,538	45,179	29,466	n/a			n/a				n/a		
Wilson	1	26,568	44,904	27,900	n/a			n/a				n/a		
Yadkin		planning director			n/a			n/a				n/a		
Yancey														

1. Also planning director

TABLE XXVIII. OFFICE ASSISTANT AND CUSTOMER SERVICE REPRESENTATIVE

January 2006

County	Office Assistant—Entry Level			Office Assistant—Journey Level			Utility Customer Service Representative				Senior Utility Customer Service Representative					
	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	8	\$ 21,444	\$ 34,308	\$ 22,113	2	\$ 23,416	\$ 37,466	\$ 29,528	n/a				n/a			
Alexander	2	17,350	23,917	23,334	3	19,152	26,401	23,334	n/a				n/a			
Alleghany	n/a				n/a				n/a				n/a			
Anson	n/a				n/a				n/a				1	\$ 18,456	\$ 29,671	\$ 23,878
Ashe	n/a				n/a				n/a				n/a			
Avery	n/a				n/a				n/a				n/a			
Beaufort	n/a				n/a				4	\$ 20,867	\$ 31,301	\$ 21,281	1	22,788	34,183	23,000
Bertie	n/a				n/a				n/a				n/a			
Bladen	n/a				n/a				n/a				n/a			
Brunswick	13	19,122	30,595	23,500	20	22,292	35,667	33,500	2	23,876	38,202	22,292	2	25,461	40,738	26,170
Buncombe	33 III	21,473	30,586	24,539	35 IV	23,468	33,379	26,027	n/a				n/a			
Burke	3	18,904	29,301	20,417	3	22,977	35,616	24,431	1	27,929	43,290	30,643	n/a			
Cabarrus	n/a				1	21,143	32,610	30,174	n/a				n/a			
Caldwell	n/a				n/a				1	22,634	35,604	24,145	n/a			
Camden	3	18,471	27,706	22,493	n/a				1	18,471	27,706	19,688	1	20,171	30,256	22,191
Carteret	4	17,847	26,464	22,147	5	19,201	29,066	25,406	n/a				n/a			
Caswell	n/a				2	20,288	32,745	21,888	n/a				n/a			
Catawba	45	2258135,054	25,607	24,606	9	28,834	44,732	32,220	n/a				n/a			
Chatham	n/a				n/a				1	25,159	37,172	26,146	1	29,126	43,032	33,661
Cherokee	n/a				2	18,698	27,366	18,428	n/a				n/a			
Chowan	n/a				n/a				1	20,687	37,151	25,144	n/a			
Clay	n/a				n/a				n/a				n/a			
Cleveland	40	20,544	32,040	23,640	n/a				n/a				n/a			
Columbus	13	16,006	25,589	20,357	6	17,667	28,246	18,789	n/a				n/a			
Craven	6 III	21,101	34,528	22,870	4 IV	23,170	37,927	26,054	3	23,170	37,927	24,832	n/a			
Cumberland	13	18,320	30,228	20,064	28	20,941	34,552	22,418	n/a				n/a			
Currituck	n/a				n/a				2	22,084	30,956	23,001	1	27,026	37,843	29,243
Dare	15	21,700	40,077	26,273	18	22,763	53,400	37,074	2	23,878	38,205	29,078	2	26,275	42,040	34,468
Davidson	n/a				n/a				n/a				n/a			
Davie	n/a				n/a				n/a				n/a			
Duplin	n/a				n/a				1	28,154	44,396	28,717	n/a			
Durham	41	19,384	33,369	22,522	7	22,478	38,701	29,340	n/a				n/a			
Edgecombe	5	17,928	26,614	20,041	15	19,765	29,341	22,438	1	19,765	29,341	24,758	1	21,792	32,350	29,615
Forsyth	21	21,320	35,152	25,160	14	23,004	37,980	29,543	n/a				n/a			
Franklin	1	22,595	32,280	23,485	n/a				1	24,769	35,385	25,649	n/a			
Gaston	18	19,571	30,340	24,178	6	20,960	32,497	25,066	n/a				n/a			
Gates	n/a				n/a				n/a				n/a			
Graham	n/a				n/a				n/a				n/a			
Granville	n/a				n/a				1	25,597	40,955	28,787	n/a			
Greene	n/a				n/a				1	17,549	24,572	21,889	1	21,330	28,736	29,862
Guilford	175	22,987	39,078	28,097	81	25,343	43,084	30,717	n/a				n/a			
Halifax	4	16,619	26,777	23,500	9	18,322	29,541	24,275	2	22,279	35,966	25,000	1	24,574	39,690	28,472
Harnett	1	21,456	33,257	23,601	n/a				2	24,345	37,735	29,657	1	26,484	41,050	34,959
Haywood	n/a				n/a				n/a				n/a			
Henderson	3 III	19,637	30,420	20,370	9 IV	21,236	32,916	25,693	n/a				n/a			
Hertford	n/a				n/a				1	19,218	28,442	19,693	1	20,165	29,843	vacant
Hoke	19	25,015	35,326	26,727	9	34,280	49,589	40,847	2	21,020	29,701	21,282	1	35,952	50,799	41,694
Hyde	n/a				n/a				1	17,578	29,657	17,578	1	23,102	38,977	24,748
Iredell	33	20,177	31,295	24,145	25	24,154	37,462	25,581	n/a				n/a			
Jackson	1	23,776	43,928	25,736	n/a				n/a				n/a			
Johnston	2	22,435	33,117	26,477	n/a				3	26,756	39,493	25,480	1	27,960	41,271	29,660
Jones	n/a				n/a				n/a				n/a			
Lee	n/a	21,991	30,690	no data	n/a	24,014	33,540	no data	n/a				n/a			
Lenoir	11	18,071	26,173	19,203	13	19,811	28,692	21,502	n/a				n/a			
Lincoln	2	19,481	28,214	22,453	n/a				6	23,736	34,377	25,094	n/a			
McDowell	n/a				n/a				n/a				n/a			
Macon	5	17,682	26,523	no data	8	19,494	29,241	no data	n/a				n/a			
Madison	n/a				n/a				n/a				n/a			
Martin	n/a				n/a				1	20,589	32,914	22,727	n/a			
Mecklenburg	132	21,908	37,244	26,712	16	23,741	40,359	34,649	n/a				n/a			
Mitchell	n/a				1	16,856	23,598	23,040	n/a				n/a			
Montgomery	3	19,680	33,204	22,868	5	24,432	41,160	28,095	2	19,680	33,202	21,852	1	24,432	41,160	28,344
Moore	n/a				12	19,044	28,911	22,258	2	23,995	36,857	26,026	1	26,294	40,572	32,760
Nash	n/a				3	27,933	44,934	30,664	1	24,071	38,634	28,293	n/a			
New Hanover	14	24,669	37,814	27,116	27	30,160	46,322	35,634	8	27,290	41,870	27,646	n/a			
Northampton	1	18,183	32,085	18,636	2	20,047	35,373	22,791	2	20,047	35,373	22,445	n/a			

TABLE XXIX: RISK MANAGER AND SAFETY COORDINATOR

January 2006

County	Risk Manager			Safety Coordinator			County	Risk Manager			Safety Coordinator		
	Min.	Max.	Actual	Min.	Max.	Actual		Min.	Max.	Actual	Min.	Max.	Actual
Alamance	n/a			n/a			Johnston	\$ 41,459	\$ 61,330	\$ 49,329	n/a		
Alexander	n/a			n/a			Jones	n/a			n/a		
Alleghany	n/a			n/a			Lee	n/a			\$ 34,310	\$ 47,882	\$ 36,690
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			n/a		
Beaufort	n/a			n/a			Macon	n/a			n/a		
Bertie	emergency management director			n/a			Madison						
Bladen	n/a			n/a			Martin	n/a			n/a		
Brunswick	\$ 34,968	\$ 45,459	\$ 34,968	risk manager			Mecklenburg	n/a			43,551	74,036	61,867
Buncombe	43,435	61,800	50,187	\$ 39,769	\$ 56,563	\$ 48,639	Mitchell	n/a			n/a		
Burke	n/a			n/a			Montgomery	n/a			n/a		
Cabarrus	37,938	58,579	48,426	n/a			Moore	35,080	54,136	36,750	n/a		
Caldwell	n/a			31,364	49,531	32,724	Nash	n/a			n/a		
Camden	n/a			n/a			New Hanover	48,298	74,069	62,525	45,677	70,096	54,122
Carteret	n/a			n/a			Northampton	n/a			n/a		
Caswell	n/a			n/a			Onslow	n/a			30,939	49,503	36,356
Catawba	44,732	69,409	vacant	risk manager			Orange	n/a			n/a		
Chatham	n/a			n/a			Pamlico	n/a			n/a		
Cherokee	n/a			n/a			Pasquotank	n/a			n/a		
Chowan	n/a			n/a			Pender	n/a			29,128	45,540	37,778
Clay							Perquimans	n/a			n/a		
Cleveland	n/a			n/a			Person	n/a			30,636	46,404	37,224
Columbus							Pitt	n/a			33,819	53,452	35,443
Craven	44,674	73,108	46,820	risk manager			Polk	accounting technician			director of emergency services		
Cumberland	49,701	82,007	56,983	37,874	62,492	43,978	Randolph	35,112	54,072	39,528	risk manager		
Currituck	n/a			n/a			Richmond	n/a			n/a		
Dare	44,470	71,152	46,694	n/a			Robeson	n/a			n/a		
Davidson	42,741	64,111	45,733	n/a			Rockingham	n/a			n/a		
Davie							Rowan	39,742	63,088	42,998	n/a		
Duplin	n/a			emergency management director			Rutherford	n/a			n/a		
Durham	47,151	81,173	65,557	35,059	60,358	46,398	Sampson	finance officer			n/a		
Edgecombe	n/a			n/a			Scotland	n/a			n/a		
Forsyth	52,145	86,049	69,908	38,126	62,899	62,899	Stanly	n/a			n/a		
Franklin	n/a			n/a			Stokes	n/a			n/a		
Gaston	31,631	49,038	45,366	n/a			Surry	n/a			human resources director		
Gates	n/a			n/a			Swain	30,467	42,654	32,227	31,839	44,573	35,534
Graham	n/a			n/a			Transylvania	n/a			34,019	49,328	49,328
Granville	n/a			n/a			Tyrrell	n/a			n/a		
Greene	n/a			n/a			Union	55,123	82,685	77,717	n/a		
Guilford	58,088	98,749	81,279	41,282	70,179	54,884	Vance	n/a			n/a		
Halifax	n/a			n/a			Wake	55,628	92,898	80,330	35,354	59,041	45,353
Harnett	38,686	59,963	41,011	risk manager			Warren	n/a			n/a		
Haywood	n/a			n/a			Washington	n/a			n/a		
Henderson	safety coordinator			38,240	59,280	42,000	Watauga	n/a			veterans service officer		
Hertford	n/a			director of emergency services			Wayne	25,433	39,669	25,433	n/a		
Hoke	n/a			n/a			Wilkes	n/a			n/a		
Hyde	n/a			n/a			Wilson	n/a			n/a		
Iredell	n/a			43,340	67,221	67,221	Yadkin	n/a			n/a		
Jackson	n/a			n/a			Yancey						

TABLE XXX. SOCIAL SERVICES ATTORNEY

January 2006

County	Full-Time Salary	Retainer	Fees	County	Full-Time Salary	Retainer	Fees
Alamance	\$56,203			Johnston	n/a		
Alexander	\$55,374			Jones	n/a		
Alleghany			\$90/hr.	Lee			\$58,347
Anson	n/a			Lenoir			\$162,582
Ashe	\$54,939			Lincoln	n/a		
Avery			\$22,794	McDowell			\$110,926
Beaufort	no data			Macon			\$47,050
Bertie			\$14,979	Madison			
Bladen	n/a			Martin			\$14,736
Brunswick			\$40,716	Mecklenburg	6 positions—\$64,000–\$103,352,		
Buncombe	n/a			Mitchell	no data		
Burke	\$54,817			Montgomery	\$63,396		
Cabarrus	\$78,504			Moore	n/a		
Caldwell	\$51,084			Nash	\$66,703		
Camden			6,136	New Hanover	\$71,614–\$62,130—2 positions		
Carteret	n/a			Northampton			\$102,814
Caswell			\$65/hr.	Onslow	\$39,148–\$62,637—3 positions		
Catawba	\$65,379—3 positions			Orange			\$110/hr.
Chatham			\$57,602	Pamlico	no data		
Cherokee			\$35,418	Pasquotank	n/a		
Chowan			\$35,983	Pender	n/a		
	staff all departments—\$83,232			Perquimans	n/a		
Clay				Person	n/a		
Cleveland	\$71,466			Pitt	no data		
Columbus	\$55,016			Polk		17,000	
Craven	\$60,612			Randolph	\$62,592		
Cumberland	\$51,215 and \$62,857—2 positions			Richmond	n/a		
Currituck	n/a			Robeson	n/a		
Dare	n/a			Rockingham	\$52,432		
Davidson	\$81,826			Rowan	\$66,621—2 positions		
Davie				Rutherford		\$9,000	\$26,005
Duplin	n/a			Sampson		\$80/hr.	\$94,448
Durham	n/a			Scotland			\$44,754
Edgecombe	n/a			Stanly			\$110/hr.
Forsyth	\$71,995			Stokes	n/a		
Franklin	n/a			Surry			\$47,094
Gaston	\$47,737–74,002—3 positions			Swain			\$45,354
Gates	n/a			Transylvania	n/a		
Graham			\$12,500	Tyrrell	n/a		
Granville	n/a			Union			\$94,695
Greene	n/a			Vance			\$141,814
Guilford	n/a			Wake	n/a		
Halifax	\$73,587			Warren	n/a		
Harnett	\$59,784			Washington	n/a		
Haywood	n/a			Watauga	n/a		
Henderson	assistant county attorney			Wayne	n/a		
	n/a			Wilkes			\$137,900
Hoke	\$60,097			Wilson	no data		
Hyde	n/a			Yadkin	n/a		
Iredell	\$59,361			Yancey			
Jackson	\$21,372						

TABLE XXXI. NORTH CAROLINA COOPERATIVE EXTENSION SERVICE COUNTY EXTENSION DIRECTOR

January 2006

County Extension Director		County Extension Director		County Extension Director	
County	Actual	County	Actual	County	Actual
Alamance	\$ 70,659	Franklin	\$ 69,118	Orange	\$ 74,779
Alexander	65,390	Gaston	54,125	Pamlico	59,195
Alleghany	70,524	Gates	56,840	Pasquotank	62,867
Anson	52,850	Graham	48,593	Pender	67,120
Ashe	73,036	Granville	72,644	Perquimans	55,919
Avery	54,282	Greene	68,858	Person	56,391
Beaufort	70,405	Guilford	61,903	Pitt	74,261
Bertie	70,426	Halifax	61,930	Polk	54,579
Bladen	69,557	Harnett	61,357	Randolph	69,720
Brunswick	64,621	Haywood	64,303	Richmond	66,000
Buncombe	70,697	Henderson	44,074	Robeson	63,778
Burke	46,858	Hertford	57,069	Rockingham	59,443
Cabarrus	49,886	Hyde	69,225	Rowan	61,785
Caldwell	58,195	Iredell	87,911	Rutherford	52,491
Carteret	68,128	Jackson	64,559	Sampson	87,078
Caswell	54,576	Johnston	80,587	Scotland	35,271
Catawba	63,429	Jones	56,749	Scotland	64,399
Chatham	55,073	Lee	57,351	Stanly	54,493
Cherokee	63,795	Lenoir	47,850	Surry	61,359
Chowan	67,185	Lincoln	58,630	Transylvania	64,444
Cleveland	63,298	Macon	75,937	Union	60,185
Columbus	63,867	Madison	50,103	Vance	51,570
Craven	70,306	Martin	63,629	Wake	72,320
Cumberland	80,750	McDowell	54,618	Warren	59,489
Currituck	68,213	Mecklenburg	63,000	Washington	51,929
Dare	72,292	Mitchell	43,117	Watauga	54,202
Davidson	73,415	Montgomery	66,851	Wayne	67,534
Davie	65,972	Moore	58,000	Wilkes	68,920
Duplin	70,596	Nash	64,441	Wilson	56,170
Durham	72,973	New Hanover	69,671	Yadkin	65,488
Edgecombe	74,374	Northampton	70,137	Yancey	50,474
Forsyth	66,480	Onslow	55,142		

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

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

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2006

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 Maximum
Alamance	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 13 days after 6 years, 16 days after 11 years, 18 days after 16 years, 20 days after 21 years	30
Alexander	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
Alleghany	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Anson	10	X	X	X	X	X	X		X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Ashe	12	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		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
Beaufort	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 1 year, 18 days after 8 years	30
Bertie	11 or 12	X	X	X	X	X	X	X	X	X	2-3		5 days during first year, 8 days after 1 year, 10 days after 4 years, 15 days after 8 years, 20 days after 15 years	30
Bladen	11 or 12	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Brunswick	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Buncombe	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 18 days after 5 years, 21 days after 10 years, 24 days after 15 years, 27 days after 20 years	varies ¹
Burke	12	X	X	X	X	X	X	X	X	X	3		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30
Cabarrus	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 13 days after 5 years, 15 days after 10 years, 17 days after 15 years, 20 days after 20 years	30
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	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
Carteret	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years	30
Caswell	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
Catawba	11	X	X	X	X	X	X		X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Chatham	11 or 12	X	X	X	X	X	X	X	X	X	2-3		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	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 20 days after 10 years, 25 days after 15 years, 30 days after 20 years	30

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Maximum
Chowan	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Clay														
Cleveland	11	X	X	X	X	X	X	X	X	X	2		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	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	28
Craven	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 20 years	30
Cumberland	11	X	X	X	X	X	X	X	X	X	2		8.9 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	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 3 years, 15 days after 6 years, 18 days after 9 years	30
Davie														
Duplin	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 15 after 5 years	30
Durham	12	X	X	X	X	X	X	X	X	X	2	1	11.87 days during first year, 13.87 days after 2 years, 16.87 days after 5 years, 19.87 days after 10 years, 22.87 days after 15 years, 25.87 days after 20 years	30
Edgecombe	11	X	X	X	X	X	X	X	X	X	2		7.5 days during first year, 13.5 days after 1 year, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years; 25 days after 20 years	30
Forsyth	10.5	X	X	X	X	X	X		X	X	2.5		12 days during first year, 14 days after 5 years, 17 days after 8 years, 20 days after 13 years, 23 days after 18 years	30
Franklin	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 13.5 after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Gaston	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 28 days after 20 years	30
Gates	12	X	X	X	X	X	X		X	X	4		15 days at all service points	30
Graham	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	no data
Granville	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14.5 days after 2 years, 16.8 days after 5 years, 20 days after 10 years, 23.2 days after 15 years, 25.6 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	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 15 years, 23 days after 20 years	30
Halifax	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 22 days after 15 years	30
Harnett	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
Haywood	10 or 11	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

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 Maximum
Hertford	11	X	X	X	X	X	X		X	X	3		6 days during first year, 12 days after 1 year, 15 days after 5 years, 18 days after 15 years	30
Hoke	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 15 days after 5 years, 18 days after 14 years; 20 days after 21 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	10 or 11	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Jackson	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Johnston	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years	30
Jones	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	no data
Lee	11 or 12	X	X	X	X	X	X	X	X	X	2-3		14 days during first year, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Lenoir	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Lincoln	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, 17 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
McDowell	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Macon	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
Madison														
Martin	12.5	X	X	X	X	X	X	X	X	X	3.5		11.5 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 25.5 days after 20 years	30
Mecklenburg	10	X	X	X	X	X	X		X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Mitchell	11	X		X	X	X	X	X	X	X	3		5 days during first year, 10 days after 1 year, 12 days after 2 years, 15 days after 5 years, 21 days after 10 years, 24 days after 15 years	30
Montgomery	12	X	X	X	X	X	X	X	X	X	2-3		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30
Moore	11 or 12	X	X	X	X	X	X	X	X	X	2-3		8 days during first year, 9 days after 2 years, 11 days after 5 years, 13 days after 10 years, 15 days after 15 years, 17 days after 20 years	30
Nash	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 22 days after 15 years, 25 days after 20 years	30
New Hanover	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	40
Northampton	12 or 13	X	X	X	X	X	X	X	X	X	3	1 ²	10.67 days during first year, 12.8 days after 2 years, 16 days after 5 years, 19.2 days after 10 years, 22.4 days after 15 years, 25.6 days after 20 years	32
Onslow	11	X	X	X	X	X	X	X	X	X	2		13.5 days during first year, 16.5 days after 5 years, 19.5 days after 10 years, 21 days after 15 years, 22.5 days after 20 years	30
Orange	11	X	X	X	X	X	X		X	X	3		12 days during first year, 14.4 days after 2 years, 18 days after 5 years, 21.6 days after 10 years, 25.2 days after 15 years, 28.8 days after 20 years	30

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 Maximum
Pamlico	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 20 years	30
Pasquotank	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 11 days after 2 years, 12 days after 4 years, 14 days after 6 years, 16 days after 9 years, 18 days after 12 years	30
Pender	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Perquimans	varies	X	X	X	X	X	X	X	X	X	X ³		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Person	10 or 11	X	X	X	X	X	X		X	X	2-3		10 days during first year, 12 days after 3 years, 15 days after 6 years, 18 days after 10 years,	30
Pitt	11 or 12	X	X	X	X	X	X	X	X	X	2-3		11.63 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Polk	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 22 days after 20 years	30
Randolph	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 20 years	30
Richmond	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 19 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Robeson	13	X	X	X	X	X	X	X	X	X	3	1	12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years, 27 days after 25 years	30
Rockingham	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Rowan	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Rutherford	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Sampson	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Scotland	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Stanly	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 5 year, 14 days after 10 years, 16 days after 55 years, 18 days after 20 years, 20 days after 25 years	30
Stokes	12	X	X	X	X	X	X	X	X	X	2	1	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	no data
Surry	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Swain	11 or 12	X	X	X	X	X	X	X	X	X	2-3		11 days during first year, 13 days after 2 years, 16 days after 5 years, 19 days after 10 years, 22.5 days after 15 years, 25 days after 20 years	30
Transylvania	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 3 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 24 days after 20 years	30
Tyrrell	12	X	X	X	X	X	X		X	X	3	1	6 days during first year, 12 days after 1 year, 15 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years	30
Union	10	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

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 Maximum
Vance	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 15 days after 10 years	20-30
Wake	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Warren	11 or 12	X	X	X	X	X	X	X	X	X	2-3		11.8 days during first year, 13.8 days after 2 years, 16.8 days after 5 years, 19.8 days after 10 years, 22.8 days after 15 years, 25.8 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	10 or 11	X		X	X	X	X	X	X	X	2-3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Wayne	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 14 days after 4 years, 17 days after 9 years, 20 days after 14 years, 23 days after 19 years, 26 days after 20 years,	30
Wilkes	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Wilson	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14.25 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Yadkin	11	X	X	X	X	X	X	X	X	X	2		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
Yancey														

1. Equal to two years accrual amount
2. Election day in year with a national election
3. Number varies

TABLE XXXIII. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE

January 2006

County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave		County Sick Leave Applies			
	Annual Leave	Sick Leave	Holidays	Health Insurance	Earned Days	Carryover Max	Excess Converted	Public Health	Social Services	Agricultural Extension
Alamance	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Alexander	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Alleghany	no	no	no	no	12	no limit	yes	no	yes	no
Anson	no	no	yes	no	12	no limit	yes	yes	yes	yes
Ashe	no	no	no	no	12	no limit	yes	no	yes	no
Avery	yes	yes	yes	n	12	no limit	yes	no	yes	yes
Beaufort	no	no	no	no	12	no limit	yes	yes	yes	yes
Bertie	yes	yes	yes	no	12	no limit	no	no	yes	no
Bladen	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Brunswick	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Buncombe	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Burke	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Cabarrus	yes	yes	yes	no	8	no limit	no data	no	yes	yes
Caldwell	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Camden	yes	yes	yes	no	12	no limit	yes	no	yes	no
Carteret	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Caswell	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Catawba	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Chatham	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Cherokee	no	no	no	no	12	no limit	no data	yes	yes	no
Chowan	yes	yes	no	no	12	no limit	yes	no	yes	yes
Clay										
Cleveland	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Columbus	no	no	no	no	12	no limit	yes	yes	yes	yes
Craven	no	no	no	no	12	no limit	yes	yes	yes	no
Cumberland	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Currituck	no	no	yes	no	12	no limit	yes	no	yes	no
Dare	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Davidson	yes	yes	yes	no	12	no limit	no	no	no	no
Davie										
Duplin	yes	yes	yes	no	12	no limit	yes	yes	yes	no
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	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Gates	no	no	no	no	no data	no data	no data	no	yes	no
Graham	no	yes	yes	no	12	20 days	yes	yes	yes	no
Granville	yes	yes	yes	yes	12	no limit	yes	no	yes	no
Greene	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Guilford	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Halifax	yes	yes	yes	no	12	no limit	no data	yes	yes	yes
Harnett	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Haywood	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Henderson	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Hertford	no	no	no	no	12	no limit	yes	no	yes	no
Hoke	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Hyde	yes	yes	no	no	12	no limit	yes	yes	yes	yes
Iredell	yes	yes	yes	no	12	no limit	no data	yes	yes	yes
Jackson	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Johnston	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Jones	no	no	no	no	12	no limit	no data	no	no	no
Lee	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Lenoir	no	no	no	no	12	no limit	yes	yes	yes	no
Lincoln	yes	yes	yes	yes	13	no limit	yes	yes	yes	yes
McDowell	yes	yes	yes	yes	12	no limit	yes	no	yes	yes
Macon	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Madison										
Martin	yes	yes	yes	no	12	no limit	yes	no	yes	yes
Mecklenburg	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Mitchell	no	no	no	no	12	no limit	no	no	yes	yes
Montgomery	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Moore	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Nash	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
New Hanover	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Northampton	yes	yes	yes	yes	12.8	no limit	yes	yes	yes	no

County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave		County Sick Leave Applies			
	Annual Leave	Sick Leave	Holidays	Health Insurance	Earned Days	Carryover Max	Excess Converted	Public Health	Social Services	Agricultural Extension
Onslow	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Orange	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Pamlico	yes	yes	no	no	12	no limit	yes	yes	yes	yes
Pasquotank	yes	yes	no	no	12	no limit	yes	no	yes	no
Pender	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Perquimans	yes	yes	yes	no	12	no limit	yes	no	yes	no
Person	yes	yes	no	no	12	no limit	yes	yes	yes	no
Pitt	yes	yes	no	no	12	no limit	yes	yes	yes	no
Polk	yes	yes	yes	no	12	no limit	yes	no	yes	yes
Randolph	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Richmond	no	no	no	no	12	no limit	no data	yes	yes	yes
Robeson	no	no	no	no	12	no limit	no data	yes	yes	yes
Rockingham	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Rowan	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Rutherford	no	no	no	no	12	no limit	yes	no	yes	yes
Sampson	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Scotland	no	no	no	no	12	no limit	yes	yes	yes	no
Stanly	no	no	no	no	12	no limit	yes	no	yes	yes
Stokes	yes	yes	yes	no	no data	no limit	no data	yes	yes	no
Surry	yes	yes	no	no	12	no limit	yes	yes	yes	no
Swain	no	no	no	no	12	no limit	yes	yes	yes	no
Transylvania	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Tyrrell	no	no	no	no	12	no limit	no data	no	yes	no
Union	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Vance	yes	yes	yes	yes	10	no limit	yes ¹	no	no	no
Wake	yes	yes	yes	yes	12	no limit	yes	no	yes	no
Warren	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Washington	yes	yes	no	no	12	no limit	no data	no	yes	no
Watauga	no	no	no	no	12	no limit	yes	no	yes	no
Wayne	yes	yes	no	no	12	no limit	yes	yes	yes	yes
Wilkes	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Wilson	yes	yes	yes	no	12	240	yes	yes	yes	yes
Yadkin	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Yancey										

1. Up to two days per year

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

January 2006

County	Reimbursements			Number of Positions			On Call Compensation			Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budgeted	Filled	Provided	Basis	Note		
Alamance	48.5¢	\$30.00	\$30.00	848	714	no	n/a		2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years	
Alexander	no data	no data	no data	no data	no data	yes	both		1.5% after 5 years; increases 0.1% per year to a maximum of 4.0% at 30 years	
Alleghany	40.5¢	40	40	102	100	yes	cash	1	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years	
Anson	48.5¢	29	29	251	no data	yes	cash	31	1.0% after 3 years; 2.0% after 50 years; 4.0% after 10 years; 6.0% after 15 years	
Ashe	48.5¢	IRS guidelines	IRS guidelines	168	168	yes	cash	20	2.5% step increments after years 4, 7, 9, 11, 13, 15, 16, 18, 20, 22, 24, 26, 28, and 30	
Avery	38.0¢	25	25	no data	150	yes	time off		2.0% after 2 years; 3.0% after 4 years; 4.0% after 6 years; 5.0% after 10 years; 5.0% after 15 years	
Beaufort	37.5¢	31.75	31.75	324	300	no	n/a		none	
Bertie	40.5¢	28	28	142	137	yes	time off		none	
Bladen	48.5¢	no data	no data	425	425	yes	no data		1.5% after 5 years; 2.25% after 10 years; 3.00% after 15 years; 4.00% after 20 years; 5.00 % after 25 years	
Brunswick	no data	actual costs	actual costs	no data	no data	yes	cash	7	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	48.5¢	no data	no data	no data	no data	yes	no data		\$25 after hire; \$50 after 1 year; 1.25% after 5 years; 1.5% after 10 years; 1.75% after 20 years; 2.0% after 25 years	
Burke	36.0¢	actual costs	actual costs	no data	494	yes	time off		2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years	
Cabarrus	no data	35	35	944	875	yes	cash	31	none	
Caldwell	37.0¢	no data	no data	550	550	yes	time off		\$450 after 5 years, increases \$50 each year thereafter (no limit)	
Camden	48.5¢	21	21	80	80	no data	no data		1.0% after 3 years; 1.5% after 5 years; 2.0% after 10 years; 2.5% after 15 years; 3.0% after 20 years	
Carteret	48.5¢	25	35	372	368	no	n/a		\$50 first year plus \$20 for each additional year of service	
Caswell	40.5¢	30	30	no data	274	yes	both		1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4% after 20 years	
Catawba	48.5¢	32	32	1084	1001	no	n/a		2.5% after 5 years, 2.6% after 6 years, 2.7% after 7 years, 3.5% after 15 years 5.0% after 30 years	
Chatham	40.5¢	30	30	385	360	yes	cash	20	none	
Cherokee	35.0¢	30	30	231	227	no	n/a		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	
Chowan	48.5¢	actual cost	actual cost	150	150	yes	cash		none	
Clay	38.0¢	29.5	31.5	729	no data	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Cleveland	48.5¢	no data	no data	730	730	yes	time off		0.75% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years	
Craven	48.5¢	actual cost	actual cost	600	870	yes	cash		\$200 after 5 years, increases \$25 per year. to a Maximum of \$1000	
Cumberland	48.5¢	no data	no data	2,587	2,243	yes	time off		0.75% after 3 years; 1.0% after 5 years; 1.25% after 7 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Currituck	48.5¢	39	46	316	312	yes	cash	21	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	40.5¢	per diem	per diem	695	670	yes	no data		2.0% after 5 years; 4.0% after 10 years; 6.0% after 15 years	
Davidson	48.0¢	\$8 w/o receipt	\$8 w/o receipt	936	812	yes	cash		\$35 per year after 3 years; \$50 per year after 10 years; \$75 after 20 years	
Davie										
Duplin	35.0¢	actual cost	actual cost	589	547	no	n/a		none	

County	Reimbursements			Number of Positions			On Call Compensation			Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	Provided	Basis	Note		
		In-State	Out-of-State							
Durham	37.5¢	35	no data	1898	1735	yes	time off	7	\$400 after 5 years; \$500 after 10 years; \$600 after 15 years; \$700 after 20 years; \$800 after 25 years	
Edgecombe	40.5¢	actual cost	actual cost	536	490	yes	both	10	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	48.5¢	35	45	2067	2037	yes	time off		\$680 after 7 years, increases \$40 per year to maximum of \$2000	
Franklin	48.5¢	30	68	420	394	yes	cash	18	\$300 after 3 years; \$400 after 8 years; \$500 after 12 years; \$600 after 17 years; \$700 after 21 years; \$800 after 26 years; \$900 after 30 years; \$1,000 after 34 years; \$1,100 after 38 years; \$1,200 after 41 years	
Gaston	no data	no data	no data	1403	1346	yes	cash		1.5% after 8 years; 2.5% after 11 years; 3.5% after 14 years; 4.5% after 17 years; 5.0% after 20 years (no plan for those hired after 10/24/2002)	
Gates	48.5¢	actual cost	actual cost	90	81	no	n/a		none	
Graham	29.0¢	35	35	138	138	no data	n/a		none	
Granville	no data	no data	no data	no data	no data	yes	cash		none	
Greene	no data	actual cost	actual cost	169	168	yes	cash		none	
Guilford	48.5¢	no data	no data	2717	2589	yes	time off		\$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000	
Halifax	40.0¢	29	39	550	516	yes	cash		2.0% after 5 years; 3.0% after 10 years	
Harnett	no data	no data	no data	no data	no data	yes	cash	3	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years	
Haywood	48.5¢	31	31	517	517	no	n/a		2.0% after 5 years; 2.5% after 10 years; 3.0% after 15 years; 3.5% after 20 years; 4.0% after 30 years	
Henderson	48.5¢	actual cost	actual cost	728	693	yes	cash		4.0% after 2 years	
Hertford	40.5¢	41	46	no data	no data	no data	no data		none	
Hoke	no data	25	25	35	308	no	n/a		2.5% increase after 1 year and 2 years, then 2.5% every third year through 32 years	
Hyde	37.0¢	30.5	30.5	142	139	yes	cash	9	\$250 after 5 years; \$400 after 10 years; \$550 after 15 years; \$700 after 20 years	
Iredell	48.5¢	actual cost	actual cost	843	799	yes	cash	4	none	
Jackson	34.5¢	32	36	315	310	yes	cash	13	none	
Johnston	48.5¢	actual cost	actual cost	no data	809	yes	cash		\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years	
Jones	34.0¢	no data	no data	102	98	yes	cash	6	none	
Lee	40.5¢	fed. per diem	fed. per diem	363	350	yes	cash	8	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	40.5¢	actual cost	actual cost	425	407	yes	time off		none	
Lincoln	no data	40	40	537	no data	no data	no data		none	
McDowell	27.0¢	25	25	265	261	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Macon	43.0¢	30.5	no data	336	328	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	48.5¢	actual cost	actual cost	209	207	no	n/a		\$300 after 5 years; \$400 after 10 years; \$500 after 15 years; \$600 after 20 years	
Mecklenburg	48.5¢	actual cost	actual cost	5686	5380	no	n/a		1.0% after 10 years; 2.0% after 15 years; 3.0% after 20 years; 4.0% after 25 years	
Mitchell	no data	30	30	173	173	no data	no data		1.0% after 10 years; 1.5% after 15 years; 2.0% after 20 years; 2.5% after 25 years	
Montgomery	48.0¢	28	30	212	208	yes	both	2	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	
Moore	40.5¢	28	28	646	623	yes	cash	14	1.0% after 3 years; 2.0% after 6 years; 3.0% after 11 years; 4.0% after 16 years; 5.0% after 21 years	
Nash	48.5¢	actual cost	actual cost	599	587	yes	cash	15	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	48.5¢	33	33	no data	no data	yes	cash	24	none	
Northampton	43.0¢	actual cost	actual cost	283	266	yes	cash	5	2.5% after 10 years; 2.75% after 15 years; 3.0% after 20 years; 4.25% after 25 years	

County	Reimbursements			Number of Positions					Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	On Call Compensation			
		In-State	Out-of-State			Provided	Basis	Note	
Onslow	48.5¢	39	64	1131	1074	no	n/a		none
Orange	no data	33	33	845	795	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Pamlico	45.0¢	actual cost	actual cost	142	140	yes	both	23	1.5% after 5 years; 2.25% after 15 years; 3.25% after 20 years; 4.25% after 25 years
Pasquotank	48.5¢	28	30	no data	no data	yes	cash		none
Pender	no data	30	30	314.5	308	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	40.5¢	actual cost	actual cost	105	101	yes	cash	16	none
Person	40.5¢	28	28	no data	no data	no data	no data		\$50 after 1 year; \$100 after 2 years; 1.0% after 5 years; 2.0% after 10 years; 3.25% after 15 years
Pitt	no data	no data	no data	no data	no data	no data	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Polk	40.5¢	no data	no data	199	199	yes	both	25	\$100 after 1 year; \$400 after 4 years; \$600 after 9 years; \$750 after 14 years; \$1000 after 20 years
Randolph	48.5¢	25	25	702	702	yes	cash	26	none
Richmond	48.5¢	no data	no data	330	330	no data	n/a		none
Robeson	32.0¢	28	30	1056	977	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	41.5¢	32	32	760	694	yes	cash	22	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	40.5¢	actual cost	actual cost	733	715	yes	time off	17	none
Rutherford	48.5¢	actual cost	actual cost	363	363	yes	cash	6	0.5% after 5 years; 0.75% after 10 years; 1.125% after 15 years; 1.25% after 20 years; 2.25% after 25 years
Sampson	40.5¢	actual cost	actual cost	562	528	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Scotland	48.5¢	IRS guidelines	IRS guidelines	311	292	yes	cash	12	\$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years; \$700 after 25 years
Stanly	48.0¢	no data	no data	no data	no data	yes	both	3	1.5% after 5 years; 2.25% after 10 years; 3.25% after 15 years; 4.25% after 20 years; 5.25% after 25 years
Stokes	34.5¢	30.5	30.5	270	no data	yes	cash	27	\$2,000 after 15 years
Surry	48.5¢	28	28	849	750	yes	both	22	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Swain	25.0¢	28	30	205	202	yes	cash	11	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Transylvania	35.0¢	30	30	289	283	yes	both		2.0% after 5 years; 3.0% after 11 years; 4.0% after 16 years; 5.0% after 21 years; maximum of \$1,250
Tyrrell	no data	no data	no data	no data	no data	no data	no data		one-third of 1% after 2 years
Union	37.5¢	actual cost	actual cost	912	856	yes	cash	28	none
Vance	40.5¢	actual cost	actual cost	326	309	yes	both	4	\$50 after 1 year; \$100 after 2 years; \$200 after 5 years; \$300 after 10 years; \$400 after 15 years; \$500 after 20 years; \$750 after 25 years; \$1,000 after 30 years
Wake	48.5¢	40	40	3754	3356	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years. Program being phased out. Employees hired after 6/16/1995 not eligible.
Warren	40.5¢	30	40	no data	no data	yes	both	22	none
Washington	40.5¢	25	25	no data	151	yes	no data		1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years; 3.0% after 25 years
Watauga	40.5¢	28	28	285	273	yes	cash	29	\$100 after 10 years; \$150 after 15 years; \$200 after 20 years; \$250 after 25 years
Wayne	37.5¢	31	31	780	727	no	n/a		1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years 3.0% after 25 years
Wilkes	30.0¢	30	30	no data	549	no	n/a		\$200 after 1 year, \$400 after 5 years, \$600 after 10 years, \$800 after 15 years

County	Reimbursements			Number of Positions			On Call Compensation			Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	Provided	Basis	Note		
		In-State	Out-of-State							
Wilson	no data	no data	no data	664	no data	yes	cash		2.5% after 5 years; 3.0% after 10 years; 3.5% after 15 years; 4.0% after 20 years	
Yadkin	no data	29.5	29.5	365	251	no	n/a		0.50% after 10 years; 0.75% after 15 years; 1.0% after 20 years; 1.25% after 25 years 1.5% after 30 years	
Yancey										

1. Social Services are paid; others receive time off if called in
2. 7.5% added to base pay if paid or 1.5 time off if comp time
3. Two-hour minimum per call out
4. Varies by department.
5. \$20/day for Health, Water and DSS
6. \$100 per week, Social Services CPS only
7. One hour per day of "on-call"
8. \$100 per week
9. \$50 hour Admin/Recert - \$25 hr all other - \$15 M-F 5pm to 8am - \$24 weekend
10. Eight hours per week of on call standby time
11. \$2.00 per hour
12. EMS \$100, DSS & Health \$200
13. Sheriff/Animal Shelter \$100/wk, DSS \$24.50/hr
14. \$10/day Monday–Thursday, \$20/day Friday–Sunday, \$30/holiday
15. \$10/day Monday–Friday, \$20/day Saturday–Sunday, \$40/holiday
16. \$100 per weekend
17. \$90 per week/\$30 per holiday
18. \$15/weeknight, \$20/weekend night
19. \$15/weeknight, \$40/weekend
20. DSS only
- 21.
22. \$50/weekend
23. No countywide policy, up to each department
24. Four hours per week, sixteen hours/weekend in Water Department
25. 6.25% of normal hourly rate for each hour on call
26. DSS \$200/month; Sheriff one hour/day
27. \$125/week, Monday–Friday \$15/day, Saturday–Sunday \$25/day, Holiday \$40/day
28. DSS-\$200/week
29. \$100/day
30. Weekday \$10/day; weekend \$25/day
31. \$85/week for Health; nine hours/week for all others
32. \$400 per week

TABLE XXXV. WORKWEEK AND OVERTIME POLICIES

January 2006

County	Work-Week Hours	Exempt Employees			Nonexempt Employees	
		Compensated for Overtime	Time Off or Paid	Straight Time or Time and One-Half	Cash or Time and One-Half	Choice of Compensation Method by Employee
Alamance	40	no	n/a	n/a	both	no
Alexander	40	yes	time off	straight time	time off	no
Alleghany	40	no	n/a	n/a	both	no
Anson	40	no	n/a	n/a	both	no
Ashe	40	yes	time off	time & one half	time off ¹	no
Avery	40	no	n/a	n/a	cash	no
Beaufort	40	no	n/a	n/a	cash	no
Bertie	37.5	no	n/a	n/a	time off	no
Bladen	37.5	no	n/a	n/a	time-off	no
Brunswick	40	no data	n/a	n/a	both	no
Buncombe	37.5	no	n/a	n/a	both	yes
Burke	40	yes	time off	straight time	time off	no
Cabarrus	40	yes	time off	straight time	time off	no
Caldwell	40	no	n/a	n/a	both	yes
Camden	40	no data	n/a	n/a	time off	no
Carteret	40	no	n/a	n/a	time off	no
Caswell	40	yes	time off	straight time	both	yes
Catawba	40	yes	time off	straight time	time off	no
Chatham	40	no	n/a	n/a	time off	no
Cherokee	40	no	n/a	n/a	both	no
Chowan	40	yes	Time Off	straight time	cash	no
Clay						
Cleveland	40	yes	time off	straight time	time off	no
Columbus	37.5	no	n/a	n/a	time off	no
Craven	40	no	n/a	n/a	time off	no
Cumberland	40	yes	time off	straight time	both	yes
Currituck	40	no	n/a	n/a	time off	no
Dare	37.5	no	n/a	n/a	both	yes
Davidson	40	no	n/a	n/a	cash	no
Davie						
Duplin	40	no	n/a	n/a	no data	no
Durham	37.5	no	n/a	n/a	cash	no
Edgecombe	40	yes	time off	straight time	both	no
Forsyth	40	no	n/a	n/a	cash	no
Franklin	40	no	n/a	n/a	time off	no
Gaston	40	no	n/a	n/a	both	yes
Gates	37.5	no	n/a	n/a	time off	no
Graham	37.5	no	n/a	n/a	cash	no
Granville	37.5	yes	Time Off	straight time	both	no
Greene	40	no	n/a	n/a	time off	no
Guilford	40	yes	time off	straight time	time off	no
Halifax	37.5	no	n/a	n/a	time off	no
Harnett	40	yes	time off	straight time	time off	no
Haywood	40	yes	time off	straight time	time off	no
Henderson	37.5	no	n/a	n/a	cash	no
Hertford	37.5	yes	time off	straight time	time off	no
Hoke	40	no	n/a	n/a	both	no
Hyde	40	no	n/a	n/a	cash	no
Iredell	40	yes	time off	straight time	both	no
Jackson	37.5	yes	time off	straight time	time off	no
Johnston	40	no	n/a	n/a	both	yes
Jones	40	yes	time off	straight time	both	no
Lee	40	yes	time off	straight time	both ²	no
Lenoir	37.5	yes	time off	straight time	time off	no
Lincoln	40	no	n/a	n/a	cash	no
McDowell	40	yes	time off	straight time	both	no
Macon	40	no	n/a	n/a	both	no
Madison						
Martin	40	yes	time off	straight time	time off	no
Mecklenburg	40	no	n/a	n/a	both	yes
Mitchell	40	no	n/a	n/a	time off	no
Montgomery	40	yes	time off	time & one-half	time off	no
Moore	40	no	n/a	n/a	both	yes
Nash	40	no	n/a	n/a	time off	no
New Hanover	40	no	n/a	n/a	cash usually	no
Northampton	37.5	no	n/a	n/a	both	no

County	Work-Week Hours	Exempt Employees			Nonexempt Employees	
		Compensated for Overtime	Time Off or Paid	Straight Time or Time and One-Half	Cash or Time and One-Half	Choice of Compensation Method by Employee
Onslow	40	no	n/a	n/a	cash	no
Orange	40	no	n/a	n/a	both	no
Pamlico	40	no	n/a	n/a	both	no
Pasquotank	40	no	n/a	n/a	both	yes
Pender	40	yes	time off	straight time	both	yes
Perquimans	40	no	n/a	n/a	time off	no
Person	37.5	no	n/a	n/a	time off	no
Pitt	40	no	n/a	n/a	time off (cash for law enforcement)	no
Polk	37.5	yes	time off	straight time	time off	no
Randolph	40	no	n/a	n/a	both	no
Richmond	40	no	n/a	n/a	both	yes
Robeson	40	no	n/a	n/a	time off	no
Rockingham	40	no	n/a	n/a	time off	no
Rowan	40	yes	time off	straight time	both	no
Rutherford	37.5	no	n/a	n/a	both	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	37.5	yes	time off	straight time	time off	no
Surry	40	yes	time off	straight time	time off ³	yes
Swain	40	yes	time off	straight time	both	no
Transylvania	37.5	no	n/a	n/a	both	yes
Tyrrell	35 - 40	no	n/a	n/a	time off	no
Union	40	no	n/a	n/a	both	no ⁴
Vance	37.5	no	n/a	n/a	both	no
Wake	40	no	n/a	n/a	cash	no
Warren	37.5	yes	time off	straight time	time off	no
Washington	37.5	no	n/a	n/a	both	yes
Watauga	40	yes	time off	straight time	time off	no
Wayne	40	no	n/a	n/a	both	no
Wilkes	37.5	no	n/a	n/a	time off	no
Wilson	40	yes	time off	both	both	no
Yadkin	40	no	n/a	n/a	time off	no
Yancey						

1. Time and one-half for hours over forty in a week and straight time for hours over eight in a day

2. Only a few employees get cash

3. Normally time off

4. Employees have a choice in some departments

TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE

January 2006

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	\$ 416.00	\$ 0.00	\$ 416.00	100%	100% county paid with 20 years, 75% with 15 years, 50% with 10 years service	no
Alexander	no	500	\$15	no data	429.77	0.00	429.77	0%	100% county paid after 20 years	County pays for supplement after 20 years
Alleghany	no	250	100%	500	412.08	0.00	412.08	0%	100% county paid	100% county paid
Anson	no	1,000	none	3,000	366.39	0.00	366.39	0%	no	no
Ashe	no	1,000	100%	3,000	402.84	0.00	402.84	0%	100% county paid after 25 years service with Ashe County	no
Avery	no	200	\$10	2,000	336.05	0.00	336.05	0%	100% county paid after 20 years and age 62	no
Beaufort	no	500	\$15	no data	341.42	0.00	341.42	0%	100% county paid after 20 years/ age 60 or after 30 years regardless of age	no
Bertie	no	500	\$20	2,000	377.26	0.00	377.26	0%	100% county paid after 20 years	100% county paid Medicare supplement
Bladen	no	350	no data	no data	321.14	0.00	321.14	0%	no	\$244.48 Medicare supplement only
Brunswick	yes	0.00	\$10	1,000	606.00	0.00	606.00	0%	100% county paid for disability retiree with 5 years or service retiree with 10 years	100% county paid for disability retiree with 5 years or service retiree with 10 years
Buncombe	yes	0.00	\$15	no data	454.15	\$30.44	423.71	90%	no data	no data
Burke	yes	500	\$15	3,000	370.70	0.00	370.70	0%	45% county paid after 10 years, 60% paid after 15 years, 75% paid after 20 years, 100% paid after 25 years	no
Cabarrus	yes	0.00	\$20	2,000	445.00	0.00	445.00	0%	100% county paid after 25 years service 50% county paid after 10 years service	no
Caldwell	no	500	no data	3,000	419.00	\$30.00	389.00	0%	50% county paid after 30 years of service with county	no data
Camden	no	500	\$20	3,000	386.00	0.00	386.00	no data	100% county paid after 20 years service	no
Carteret	no	500	70%	3,000	433.66	0.00	433.66	100%	100% county paid after 20 years service	no
Caswell	no	500	\$15	none	376.30	0.00	376.30	no data	75% county paid after 20 years, age 60; 100% after 25 years, age 60; 100% after 30 years at any age; at least 15 years with Caswell	no
Catawba	no	500	\$15	1,500	316.00	0.00	316.00	50%	0% county paid after 15 years, 100% after 30 years service	no
Chatham	yes	0.00	\$10/\$20	2,000	no data	no data	no data	0%	50% county paid after 20 years, 75% after 25 years, 100% after 30 years with full retirement system eligibility	no
Cherokee	no	250	\$20/\$40	2,000	507.00	0.00	507.00	0%	100% county paid after 30 years of service	no
Chowan	no	200	\$15	1,500	359.00	0.00	359.00	0%	100% county paid if retired in NCLGERS	no
Clay										
Cleveland	no	1,000	\$20	2,000	311.00	0.00	311.00	0%	100% county paid after 20 service	no
Columbus	no	no data	\$25	1,500	494.36	0.00	494.36	0%	100% county paid after 20 years/ age 55	100% county paid after 20 years Medicare supplement
Craven	no	300	20%/30%	1,800	328.00	0.00	328.00	0%	Sliding scale based on service after 20 years of service, eligible to remain on plan after 15 years with Craven County	no
Cumberland	no	500	20%	2,500	363.42	\$21.00	342.42	54%	21% County paid after 10 years service	Same as active employees with Medicare primary
Currituck	no	500	\$15	2,000	381.00	0.00	381.00	0%	50% county paid after 10 years, 75% after 15 years, 100% after 20 years with full retirement system eligibility	no
Dare	no	500	10%	2,000	327.36	0.00	327.36	no data	100% county paid after 5 years/ age 60 or 20 years/age 50	100% county paid after 5 years
Davidson	yes	0.00	\$30	2,000	461.97	\$31.46	430.51	39%	1/3 county paid after 20 years, 2/3 after 25 years, 100% after 30 years	no
Davie										
Duplin	no	750	\$20	8,000	404.84	0.00	404.84	emp. only	50% county paid after 10 years	50% county paid after 10 years
Durham	yes	0.00	\$20	1,000	320.00	0.00	320.00	41%	100% county paid after 20 years	100% county paid after 20 years
Edgecombe	no	750	100%	2,000	370.00	0.00	370.00	0%	100% county paid after 30 years	no
Forsyth	no	500	\$20	none	205.59	\$15.42	190.17	0%	93% county paid (same as for active) employees if retired in NCLGERS	Medicare supplement

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
Franklin	yes	\$ 0.00	\$10	\$ 1,500	\$ 494.00	\$ 0.00	\$ 494.00	0%	100% county paid after 20 years/ age 55 or after 30 years regardless of age	Retirees may have coverage, county pays for basic plan, retiree pays for upgrade
Gaston	yes	20	10%	50,000	462.72	40.72	422.00	0%	\$100 county paid after 20 years, 100% after 25 years	no plan J or same as active employee
Gates	no	500	15%	2,000	359.00	0.00	359.00	0%	100% county paid after 20 years	100% county paid after 20 years
Graham	no	1,000	0%	5,000	359.00	0.00	359.00	0%	no	no
Granville	yes	750	20%	no data	no data	no data	no data	no data	100% county paid after 20 years/ age 65 or 25 years/age 55 or 30 years regardless of age	100% county paid with 20 years of service (Medicare Supplement)
Greene	no	1,000	\$20	3,000	355.16	0.00	355.16	0%	100% county paid with 25 years service	no
Guilford	yes	0.00	\$15	1,000	390.54	\$22.10	368.44	80%	75% after 25 years, 100% after 30 years regardless of age	75% after 25 years, 100% after 30 years regardless of age
Halifax	no	500	\$20	1,000	283.00	0.00	283.00	0%	100% county paid after 30 years	no
Harnett	no	250	\$10	1,250	387.00	0.00	387.00	50%	50% county paid after 15 years, 100% after 30 years regardless of age	no
Haywood	no	300	20%	50,000	499.00	no data	499.00	0%	67% county paid after 20 years/ age 50, 93% after 28 years/age 50, 50% after 15 years/ age 60, 100% after 30 years	no
Henderson	no	500	\$15	1,000	427.50	0.00	427.50	0%	50% county paid after service/ age total of 70, 75% after total of 75, 80% after total of 80	no
Hertford	no	500	\$10	no data	373.74	0.00	373.74	0%	100% county paid after 20 years at age 62 or 100% after 30 years at any age	100% after 10 years of service
Hoke	no	1,000	no data	1000	318.20	0.00	318.20	41%	no	no
Hyde	no	500	\$20	3,500	362.44	0.00	362.44	0%	30% county paid after 20 years/ 60% county paid after 25 years/ 100% county paid after 30 years	no
Iredell	no	1,000	\$20	3000	422.50	0.00	422.50	0%	50% county paid after 10 years/ age 50, 75% after 15 years/age 50, 100% after 20 years/age 50	no
Jackson	no	250	\$15	2,500	525.10	0.00	525.10	\$331.21	100% county paid after 15 years/ age 60 or after 30 years any age	100% county paid after 15 years /age 60 or after 30 years without regard to age
Johnston	yes	350	\$20	3,000	495.24	0.00	495.24	22%	100% county paid if receiving NCLGERS benefits with 10 years of service	no
Jones	no	1,000	no data	1,000	409.48	\$102.48	307.00	0%	no	no
Lee	yes	0.00	\$20	2,500	369.55	0.00	369.55	0%	100% county paid after 20 years/ age 55 or after 30 years any age. Last 15 years must be with Lee	100% county paid after 20 years/ age 55 or after 30 years any age. Last 15 years must be with Lee
Lenoir	no	700	\$30/\$45	4,200	553.75	\$20.00	533.75	0%	100% county paid after 25 years/ age 60 or after 30 years/any age.	no
Lincoln	no	750	\$15	2,000	421.11	0.00	421.11	65%	100% county paid after 20 years	100% county paid after 20 years
McDowell	no	450	\$20	1,750	self funded	0.00	all	0%	25% county paid after 15 years, 50% paid after 20 years, 75% paid after 25 years, 100% paid after 30 years.	no
Macon	no	0.00	\$15	1,500	468.00	0.00	468.00	80%	100% county paid after 15 years	100% county paid after 25 years
Madison										
Martin	no	500	100%	\$2,500	419.12	0.00	419.12	0%	100% county paid after 25 years/ age 60 or after 20 years/age 50 or after 30 years at any age	50% county paid with 15 years all with Martin or 20 years, 10 with Martin plus a Medicare supplement is provided
Mecklenburg	yes	no data	no data	no data	385.37	0.00	385.37	50%	50% county paid (employee only) for less than 20 years of service, 100% after 20 years	no
Mitchell	no	1,000	flat rate	2,000	388.72	0.00	388.72	0%	75% county paid after 20 years, 87.50% after 25 years, 100% after 30 years of service	100% county paid after 30 years
Montgomery	no	500	\$20 3,000+ deductible	364.26	0.00	364.26	varies		100% county paid after 12 years/ age 62 or 100% after 30 years regardless of age	County pays \$100/month after 12 years of continuous service
Moore	no	500	20%	2,500	527.08	0.00	527.08	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

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
Nash	no	\$ 500	\$15	\$ 2,000	\$ 356.23	\$ 0.00	\$ 356.23	0%	50% county paid after 10 years, 75% paid after 15 years, 100% paid after 20 years	50% county paid after 10 years, 75% paid after 15 years, 100% paid after 20 years (Medicare only) Above is for pre-2001 retirees
New Hanover	no data	no data	no data	no data	no data	no data	no data	no data	25% county paid after 15 years, 50% paid after 20 years, 75% after 25 years, 100% paid after 20 years (all are % of what employee would pay)	25% county paid after 15 years, 50% paid after 20 years, 75% after 25 years, 100% paid after 20 years (all are % of what employee would pay)
Northampton	no	500	\$15	1,000	337.86	\$33.79	304.07	\$304.07	100% county paid after 30 years or 80–95% with 24–28 years service and disability retirement	\$326 on Medicare supplement after 30 years, 75–95% after 24–28 years of service
Onslow	no	1,000	100%	4,000	329.27	0.00	329.27	0%	100% county paid after 10 years	no
Orange	yes	0.00	\$10	none	342.78	0.00	342.78	52%	100% county paid after 10 years	100% county paid after 10 years
Pamlico	no	500	\$20	700	500.00	0.00	500.00	0%	2% per year of service county paid	no
Pasquotank	no	500	20%	2,000	359.00	0.00	359.00	0%	100% county paid after 25 years	no
Pender	no	500	\$20	3,000	383.44	0.00	383.44	0%	100% county paid after 30 years 100% county paid after 25 years/ age 55. Service must be with Pender County	100% county paid after 00 years Medicare supplement only
Perquimans	no	500	\$15	2,000	359.00	0.00	359.00	0%	100% County paid after 20 years service	no
Person	no	500	25%	1,500	500.00	0.00	500.00	0%	50% county paid after 20 years, 75% paid after 25 years; 100% paid after 30 years.	no
Pitt	no	250	\$15/\$30	1,000	376.00	0.00	376.00	50%	100% county paid after 20 years/ age 60 or 100% after 30 years	100% Medicare supplement with 20 years service and age 60 or any age with 30 years
Polk	no	500	\$20	2,500	439.35	0.00	439.35	0%	no	no
Randolph	no	500	100%	2,000	375.00	0.00	375.00	0%	0% county paid with 10 years service, 50% county paid after 20 years, 75% after 25 years, 100% after 30 years	no
Richmond	no	no data	no data	no data	440.00	0.00	440.00	no data	100% county paid after 15 years and age 55 for Law Enforcement; 100% county paid for others after 30 years	no
Robeson	no	500	\$20	125,000	503.70	0.00	503.70	0%	100% county paid after 20 years and age 55 or 30 years of service at any age	100% county paid after 30 years
Rockingham	no	400	\$15	1,500	357.00	0.00	357.00	5%	50% county paid after 10 years, 75% paid after 15 years; 100% paid after 20 years. Service must be with Rockingham County	50% county paid after 10 years, 75% paid after 15 years; 100% paid after 20 years. Service must be with Rockingham County
Rowan	no	300	\$20	2,000	596.00	0.00	596.00	77-87%	100% county paid after 20 years and age 55	no
Rutherford	no	350	20%	1,500	321.14	0.00	321.14	0%	50% county paid after 20 years continuous service with Rutherford County	50% county paid after 20 years continuous service with Rutherford County
Sampson	yes	250	\$15	250	634.00	0.00	634.00	\$135/mo	75% county paid after 15 years, 100% paid after 20 years	no
Scotland	no	varies	\$25/\$35	3,500	366.00	0.00	366.00	0%	100% county paid after 15 years/ age 60, 100% after 20 years/age 50, 100% after 30 years. At least 15 years service with Scotland County	100% county paid after 15 years Secondary to Medicare
Stanly	no	500	\$20	no data	no data	0.00	1.00	no data	County pays 50% after 25 years of service and 100% after 30 years of service	no
Stokes	no	500	\$20	n/a	296.97	0.00	296.97	0%	County pays nothing with 20 years, 50% paid after 25 years (10 with county), 100% paid after 25 years (20 with county)	no
Surry	no	500	\$25	2,500	496.41	\$148.92	347.49	70%	50% county paid after 20 years/ age 55, 50% paid after 30 years regardless of age	50% county paid after 20 years/ age 55, 50% paid after 30 years regardless of age
Swain	yes	500	\$25	3,000	370.00	\$30.00	340.00	0%	100% of employer share paid after 30 years, or 25 years/age 55, or 10 years/age 62	no
Transylvania	no	500	100%	1,000	378.42	0.00	378.42	50%	no	no
Tyrrell	no	no data	\$15	no data	474.84	0.00	474.84	0%	100% county paid after 5 years service	100% Medicare supplement after 5 years of service

TABLE XXXVII. LIFE AND LIABILITY INSURANCE

January 2006

Life Insurance for Employees *						
County	Monthly Cost			NCLGERS Death Benefit	Liability Insurance	
	Maximum Benefit	Employee Pays	County Pays		Elected Officials	Administrator
Alamance	\$ 70,000	0%	100%	yes	\$2,000,000	\$2,000,000
Alexander	12,500	0%	100%	yes	no data	no data
Alleghany	10,000	0%	100%	yes	2,000,000	2,000,000
Anson	10,000	0%	100%	no data	no data	no data
Ashe	10,000	0%	100%	yes	1,000,000	1,000,000
Avery	10,000	0%	100%	yes	2,000,000	2,000,000
Beaufort	10,000	0%	100%	yes	yes	yes
Bertie	100% annual salary ¹	0%	100%	yes	1,000,000	1,000,000
Bladen	10,000	0%	100%	no	yes	yes
Brunswick	24,500	0%	100%	yes	1,000,000	1,000,000
Buncombe	30,000	0%	100%	yes	yes	yes
Burke	10,000	0%	100%	yes	2,000,000	2,000,000
Cabarrus	20,000	0%	100%	yes	1,750,000	1,750,000
Caldwell	50,000	0%	100%	yes	2,000,000	2,000,000
Camden	20,000	0%	100%	yes	yes	yes
Carteret	10,000	0%	100%	yes	2,000,000	2,000,000
Caswell	no data	no data	no data	yes	yes	yes
Catawba	350,000	0%	100%	no data	2,000,000	2,000,000
Chatham	10,000	0%	100%	yes	2,000,000	2,000,000
Cherokee	15,000	0%	100%	yes	5,000,000	5,000,000
Chowan	10,000	0%	100%	yes	yes	yes
Clay						
Cleveland	none	n/a	n/a	yes	yes	yes
Columbus	varies	0%	100%	yes	yes	yes
Craven	10,000	0%	100%	yes	yes	yes
Cumberland	105,000	95.2%	4.8%	yes	no	no
Currituck	none	n/a	n/a	yes	yes	yes
Dare	30,000	0%	100%	yes	2,000,000	2,000,000
Davidson	10,000	0%	100%	yes	no data	no data
Davie						
Duplin	none	n/a	n/a	yes	yes	yes
Durham	100% annual salary	0%	100%	yes	yes	no
Edgecombe	20,000	0%	100%	yes	2,000,000	2,000,000
Forsyth	150% annual salary	0%	100%	yes	5,000	5,000
Franklin	50,000	0%	100%	yes	2,000,000	2,000,000
Gaston	300% annual salary	0%	100%	yes	yes	yes
Gates	10,000	0%	100%	yes	yes	yes
Graham	15,000	0%	100%	yes	yes	no data
Granville	10,000	0%	100%	yes	2,000,000	2,000,000
Greene	10,000	0%	100%	yes	2,000,000	2,000,000
Guilford	110,000	50%	50%	yes	yes	yes
Halifax	20,000	100%	0%	yes	2,000,000	2,000,000
Harnett	100% annual salary	0%	100%	yes	yes	yes
Haywood	15,000	0%	100%	yes	2,000,000	no data
Henderson	none	n/a	n/a	yes	2,000,000	2,000,000
Hertford	5,000	100%	0%	no data	yes	yes
Hoke	10,000	0%	100%	yes	no	no
Hyde	30,000	66.67%	33.33%	yes	2,000,000	2,000,000
Iredell	75,000	0%	100%	yes	2,000,000	2,000,000
Jackson	100% annual salary	0%	100%	yes	300,000	300,000
Johnston	100,000	0%	100%	yes	no	no
Jones	10,000	0%	100%	no data	no data	no data
Lee	10,000	0%	100%	yes	1,000,000	1,000,000
Lenoir	20,000	0%	100%	yes	1,000,000	1,000,000
Lincoln	50,000	no data	no data	yes	yes	yes
McDowell	20,000	0%	100%	yes	2,000,000	2,000,000
Macon	30,000	0%	100%	yes	2,000,000	2,000,000
Madison				yes		
Martin	10,000	0%	100%	yes	2,000,000	2,000,000
Mecklenburg	1,000,000	0%	100%	yes	yes	yes
Mitchell	10,000	0%	100%	no	yes	yes
Montgomery	100% annual salary	0%	100%	yes	yes	yes
Moore	200% annual salary	0%	100%	yes	2,000,000	2,000,000
Nash	100% annual salary	0%	100%	yes	yes	yes

Life Insurance for Employees *						
County	Monthly Cost			NCLGERS Death Benefit	Liability Insurance	
	Maximum Benefit	Employee Pays	County Pays		Elected Officials	Administrator
New Hanover	500% annual salary	100%	0%	yes	\$5,000,000	\$5,000,000
Northampton	\$ 20,000	0%	100%	yes	2,000,000	2,000,000
Onslow	22,500	100%	0%	yes	yes	yes
Orange	50,000	0%	100%	yes	6,000,000	6,000,000
Pamlico	10,000	0%	100%	yes	yes	yes
Pasquotank	10,000	0%	100%	yes	1,000,000	1,000,000
Pender	10,000	0%	100%	yes	yes	yes
Perquimans	10,000	0%	100%	no	2,000,000	2,000,000
Person	10,000	0%	100%	yes	2,000,000	2,000,000
Pitt	600% annual salary	All over 100% salary	100% salary	yes	yes	yes
Polk	15,000	0%	100%	no	n/a	n/a
Randolph	none	n/a	n/a	yes	2,000,000	2,000,000
Richmond	10,000	0%	100%	yes	1,000,000	1,000,000
Robeson	10,000	0%	100%	yes	yes	yes
Rockingham	none	n/a	n/a	yes	2,000,000	2,000,000
Rowan	24,000	0%	100%	yes	1,000,000	1,000,000
Rutherford	10,000	0%	100%	yes	2,000,000	250,000
Sampson	none	n/a	n/a	yes	1,000,000	1,000,000
Scotland	50,000	50%	50%	yes	1,000,000	1,000,000
Stanly	none	n/a	n/a	yes	yes	yes
Stokes	none	n/a	n/a	no data	no data	no data
Surry	30,000	0%	100%	yes	2,000,000	2,000,000
Swain	10,000	0%	100%	yes	2,000,000	2,000,000
Transylvania	10,000	0%	100%	yes	2,000,000	2,000,000
Tyrrell	yes	n/a	n/a	yes	1,000,000	1,000,000
Union	100% annual salary	no data	no data	yes	1,000,000	1,000,000
Vance	25,000	0%	100%	yes	3,000,000	3,000,000
Wake	200,000	0%	100%	yes	500,000	500,000
Warren	40,000	50%	50%	yes	2,000,000	2,000,000
Washington	100% annual salary	0%	100%	yes	yes	yes
Watauga	100% annual salary	0%	100%	yes	2,000,000	2,000,000
Wayne	none	n/a	n/a	yes	no	no
Wilkes	30,000	0%	100%	yes	5,000,000	no
Wilson	none	n/a	n/a	yes	yes	yes
Yadkin	10,000	0%	100%	yes	2,000,000	2,000,000
Yancey				yes		

1. Annual salary not to exceed \$50,000

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

January 2006

County	401k Plan		Classification		Pay System				Performance Appraisal System	% Employees Receiving Merit Increases	FY 2004-05 Cost of Living
	Plan	Contribution	Plan	Last Update	Plan	Last Update	Posted on Web	Probation Increase			
Alamance	yes	2.00%	yes	2002	yes	2002	no	0.00%	no	n/a	3.00%
Alexander	yes	no	yes	2003	yes	2003	no	2.50%	yes	no data	2.50%
Alleghany	yes	no	yes	2005	yes	2005	no	0.00%	no	n/a	1.88%
Anson	yes	no	no data	no data	no data	no data	yes	no data	no	n/a	0.00%
Ashe	yes	2.00%	yes	2004	yes	2004	no	2.50%	no	n/a	7.50%
Avery	yes	no	yes	2005	yes	2005	no	no data	no	n/a	3.00%
Beaufort	yes	5.00%	yes	2005	yes	2005	no	0.00%	no	n/a	3.00%
Bertie	yes	no	yes	1996	yes	2005	no	0.00%	no	n/a	2.50%
Bladen	yes	5.00%	yes	2004	yes	2004	no	n/a	no	n/a	2.00%
Brunswick	yes	5.00%	yes	2005	yes	2005	no	no data	yes	86.00%	0.00%
Buncombe	yes	no	no data	no data	no data	no data	no	to 4.50%	yes	no data	5.00%
Burke	yes	2.00%	yes	2005	yes	2005	yes	n/a	no	n/a	2.50% ²
Cabarrus	yes	5.00%	yes	2005	yes	2005	no	0.00%	yes	75.00%	2.00%
Caldwell	yes	no	yes	2005	yes	2005	yes	5.00%	yes	0.00%	0.00%
Camden	yes	2.00%	yes	2004	yes	2004	no	5.00%	yes	99.00%	2.00%
Carteret	yes	5.00%	yes	2005	yes	2005	no	0.00%	yes	3.00%	2.50%
Caswell	yes	no	yes	1998	yes	1998	no	no data	no	n/a	2.00%
Catawba	yes	no	yes	2005	yes	2005	yes	varies	yes	60.00%	2.00%
Chatham	yes	4.50%	yes	2001	yes	2005	no	0.00%	yes	6.00%	0.00%
Cherokee	yes	no	yes	2005	yes	2005	no	no data	yes	no data	3.00%
Chowan	yes	no	yes	no data	yes	2003	no	no data	no	n/a	2.00%
Clay											
Cleveland	yes	5.00%	yes	2005	yes	2005	no	0.00%	yes	2.40%	2.00%
Columbus	yes	no	yes	2004	yes	2004	no	0.00%	no	n/a	5.00%
Craven	yes	4.00%	yes	2004	yes	2004	no	4.80%	yes	28.00%	3.00%
Cumberland	yes	1.00%	yes	1997	yes	2005	yes	0.00%	yes	0.00%	5.00% ¹
Currituck	yes	4.87%	yes	1997	yes	2002	no	2.50%	yes	2.50%	2.50%
Dare	yes	5.00%	yes	2005	yes	2005	no	5.00%	yes	25.00%	3.00%
Davidson	yes	no	yes	2004	yes	2004	no	no data	yes	no data	varied
Davie											
Duplin	no	n/a	yes	2005	yes	2005	no	0.00%	yes	no data	no data
Durham	yes	5.00%	yes	2001	yes	2001	no	2.50%	yes	no data	0.00%
Edgecombe	yes	2.00%	yes	2005	yes	2005	no	0.00%	no	n/a	2.50%
Forsyth	yes	no	yes	2004	yes	2004	yes	0.00%	yes	no data	2.50%
Franklin	yes	4.00%	yes	2005	yes	2005	no	2.5%-5.0%	yes	0.00%	\$1,000
Gaston	yes	no	no	n/a	yes	2005	yes	1.20%	yes	100.00%	1.10%
Gates	yes	0.00%	yes	1982	yes	2001	no	no data	no	n/a	no data
Graham	yes	no	no	n/a	no	n/a	no	0.00%	no	n/a	0.00%
Granville	yes	no	yes	1997	yes	2005	no	no data	yes	100.00%	2.00%
Greene	yes	no	yes	1995	yes	1995	no	no data	no	n/a	2.50%
Guilford	yes	5.00%	yes	no data	yes	no data	yes	no data	yes	no data	no data
Halifax	yes	no	yes	on going	yes	2005	no	0.00%	yes	99.00%	2.50%
Harnett	yes	2.00%	yes	2003	yes	2003	yes	0.00%	yes	0.00%	2.00%
Haywood	yes	5.00%	yes	no data	yes	1999	no	no data	yes	0.00%	3.00%
Henderson	yes	2.00%	yes	2005	yes	2005	no	n/a	yes	2.00%	0.00%
Hertford	yes	no	yes	1996	yes	1996	no	0.00%	no	n/a	3.00%
Hoke	yes	no	yes	2001	yes	2005	no	0.00%	yes	40.00%	10.25%
Hyde	yes	no	yes	2005	yes	2005	no	0.00%	no	n/a	3.00%
Iredell	yes	5.00%	yes	2005	yes	2005	no	4.50%	yes	0.00%	2.50%
Jackson	yes	no	yes	2003	yes	2003	no	no data	no	n/a	2.00%
Johnston	yes	5.00%	yes	2003	yes	2003	yes	5.00%	yes	0.00%	0.00%
Jones	yes	4.78%	yes	2004	yes	2005	no data	no data	no data	no data	no data
Lee	yes	5.00%	yes	2001	yes	2005	yes	0.00%	yes	0.00%	3.30%
Lenoir	yes	5.00%	yes	2005	yes	2005	no	0.00%	no	n/a	3.00%
Lincoln	yes	no	yes	1995	yes	2005	no data	no data	yes	0.00%	2.50%
McDowell	yes	no	yes	2004	yes	2004	no	0.00%	no	n/a	3.75%
Macon	yes	no	yes	2005	yes	2005	yes	no data	yes	30.00%	3.00%
Madison											
Martin	yes	no	yes	1999	yes	2005	no	no data	no	n/a	2.50%
Mecklenburg	yes	no data	yes	no data	yes	no data	yes	0.00%	yes	85.00%	0.00%
Mitchell	no	n/a	yes	2000	yes	2000	no	no data	no	n/a	no data
Montgomery	yes	5.00%	yes	2001	yes	2001	no	5.00%	no	n/a	2.50%
Moore	yes	2.60%	yes	2005	yes	2005	no	0.00%	yes	98.00%	3.30%
Nash	yes	5.00%	yes	2001	yes	2002	no	0.00%	yes	99.00%	2.50%
New Hanover	yes	no	yes	2001	yes	2005	yes	varies	yes	no data	2.00%
Northampton	yes	no	yes	2003	yes	2005	no	one step	yes	35.00%	5.00%

County	401k Plan		Classification		Pay System			Performance Appraisal System	% Employees Receiving Merit Increases	FY 2004-05 Cost of Living	
	Plan	Contribution	Plan	Last Update	Plan	Last Update	Posted on Web				Probation Increase
Onslow	yes	1.00%	yes	2005	yes	2005	no	0.00%	yes	0.00%	no data
Orange	yes	\$25 per pay period	yes	2003	yes	2004	no	0.00%	yes	0.00%	2.00%
Pamlico	yes	3.00%	yes	1994	yes	2002	no	6.00%	yes	1.00%	2.00%
Pasquotank	yes	no	yes	2005	yes	2005	no	2.50%	yes	0.00%	2.00%
Pender	yes	no	yes	2005	yes	2005	no	no data	no	n/a	3.50%
Perquimans	yes	no	yes	2004	yes	2004	no	one step	yes	41.90%	4.00%
Person	yes	5.00%	no	n/a	no	n/a	no	no data	no	n/a	3.00%
Pitt	yes	4.90%	yes	2004	yes	2004	no	2.40%	no data	no data	1.90%
Polk	yes	no	yes	2004	yes	2004	no	5.00%	yes	no data	2.50%
Randolph	yes	no	yes	2005	yes	2005	yes	5.00%	yes	14.20%	2.50%
Richmond	yes	4.00%	yes	2005	yes	2005	no	no data	no	n/a	2.00%
Robeson	yes	4.00%	yes	no data	yes	2004	no	n/a	no data	n/a	2.00%
Rockingham	yes	no	yes	2005	yes	2005	no	0.00%	yes	75.00%	0.00%
Rowan	yes	3.00%	yes	2005	yes	2005	yes	2.00%	yes	0.00%	2.00%
Rutherford	yes	4.00%	yes	2004	yes	2005	no	0.00%	yes	0.00%	1.90%
Sampson	yes	2.53%	yes	2004	yes	2005	no	5.00%	yes	0.00%	2.00%
Scotland	yes	3.75%	yes	2005	yes	2005	no	2.50%	yes	0.00%	0.00%
Stanly	yes	no	yes	2005	yes	2005	yes	5.00%	yes	varied	3.30%
Stokes	yes	1.00%	yes	2000	yes	2000	no	2.00%	no	n/a	3.00%
Surry	yes	no	yes	2005	yes	2005	no	no data	yes	30.00%	2.50%
Swain	yes	no	yes	2005	yes	2005	no	5.00%	yes	no data	2.00%
Transylvania	yes	no	yes	1997	yes	1997	no	0.00%	yes	99.00%	3.50%
Tyrrell	yes	no	no	n/a	no	n/a	no	no data	no	n/a	5.00%
Union	yes	5.00%	yes	2004	yes	2005	yes	no data	yes	no data	4.00%
Vance	yes	no	yes	1994	yes	2005	no	no data	yes	97.00%	0.00%
Wake	yes	5.00%	yes	2004	yes	2004	yes	0.00%	yes	no data	no data
Warren	yes	no	yes	2005	yes	2005	no	0.00%	yes	0.00%	2.00%
Washington	yes	3.00%	yes	1998	yes	2001	no	no data	no	n/a	2.00%
Watauga	yes	5.00%	yes	2004	yes	2004	no	0.00%	yes	2.00%	3.00%
Wayne	yes	1.00%	yes	2003	yes	2003	yes	no data	yes	2.50%	0.00%
Wilkes	yes	no	yes	2005	yes	2005	no	no data	no	n/a	2.30%
Wilson	yes	no	yes	1996	yes	1996	no	0.00%	no	n/a	3.00%
Yadkin	yes	5.00%	yes	2005	yes	2005	no data	0.00%	no	n/a	2.50%
Yancey											

1. \$1,000 minimum

2. 2.5% COLA plus \$1,000 for all employees as of July 1, 2005.