

County Salaries

IN

North Carolina

2007

Compiled by the MAPS Group for the Institute of Government

Based on data collected in the fall of 2006



UNC
SCHOOL OF GOVERNMENT

THE UNIVERSITY
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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-three 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 2006–2007 fiscal year. For the first time in this report, emergency telecommunications data is presented in a new table—Table XVII—separate from law enforcement listings. 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 2006 and assessed property valuations for each county for fiscal year 2006–2007 are presented on the North Carolina state map on page 1 and in Table 1 on page 2. Both population estimates and property valuations are based on estimates provided by the individual counties. For this reason, information presented here may vary from projections available from other sources.

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

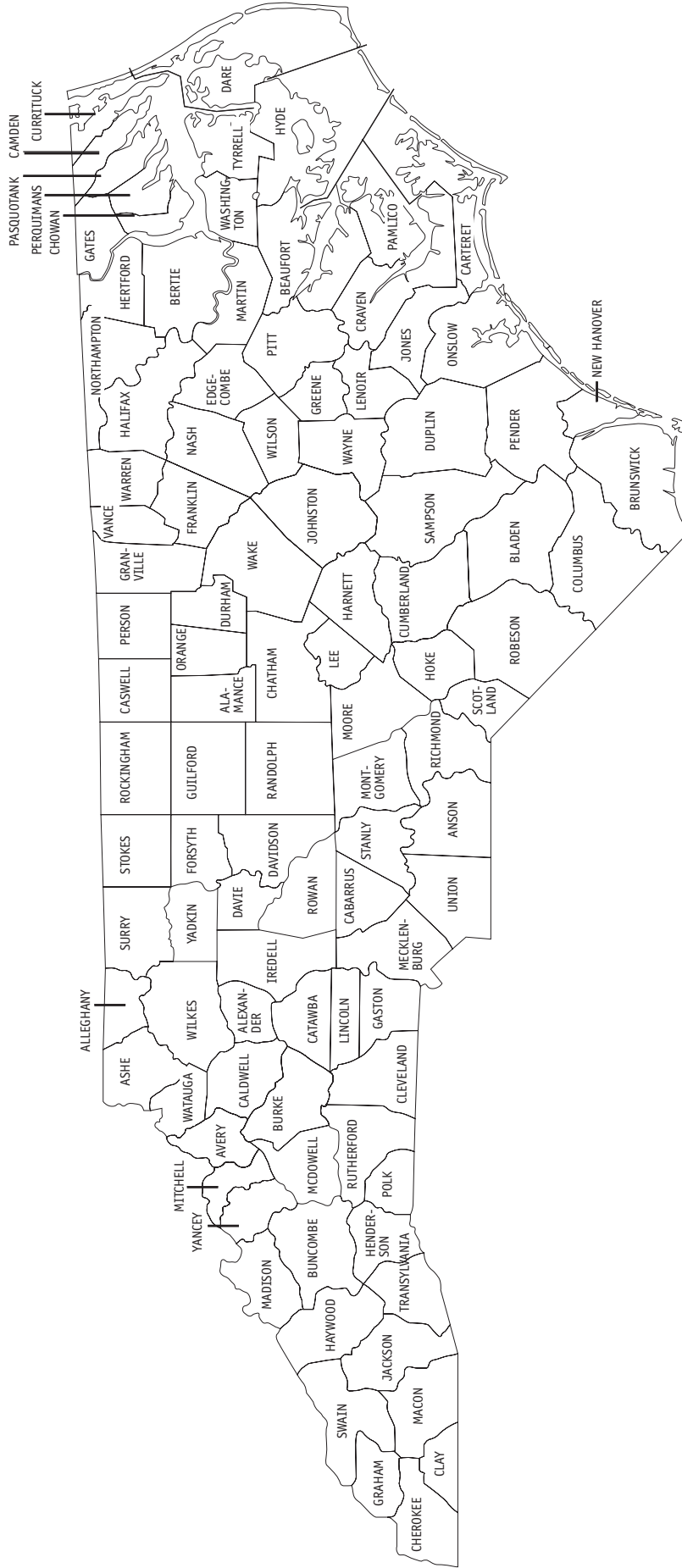
Twenty-one counties awarded performance pay increases for 2006–2007. The percentage of employees who received performance increases ranged from a low of 4.0 percent to a high of 100 percent of employees in the counties reporting a performance pay increase. The average was 69.6 percent (up from 49.6 percent the previous year) for those counties providing any such increase.

Sixty-seven counties (down from seventy-five the previous year) reported awarding their employees an across-the-board cost of living adjustment (COLA). The COLAs ranged from a low of 1.0 percent to a high of 7.6 percent. The average COLA was 3.2 percent (up from 2.9 percent last year). Fifteen counties reported awarding their employees both a COLA and a performance pay increase.

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 2006 population, 90 counties reporting: 8,151,218

Total approximate 2005-2006 valuations of real and personal property and public service companies, 77 counties reporting: \$521,301 million

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

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

January 2007

County	Est. Pop'n 2006	Approx. Valuation 2005–2006 (Millions)	Chair Board of Commissioners	County Commissioner	County Manager/Administrator
Alamance	138,572	\$10,430	\$9,600 + \$1,500 travel	\$8,400 + \$1,500 travel	\$144,000
Alexander	40,000	no data	n/a	\$7,753	\$95,700
Alleghany	10,870	1,050	\$4,800 + \$35 per meeting	\$3,000 + \$35 per meeting	\$65,165 ¹
Anson	25,864	1,242	\$8,413 + \$1,200 travel	\$7,155 + \$1,200 travel	\$75,190 + \$5,000 travel
Ashe	25,350	3,284	\$9,700	\$8,400	\$90,000 ²
Avery	18,221	3,567	\$8,500	\$5,500	\$61,600
Beaufort	46,010	3,750	\$6,300 + \$3,000 travel	\$4,200 + \$1,800 travel	\$96,717 + \$5,700 travel
Bertie	19,733	982	\$10,596 + \$4,800 travel	\$9,272 + \$4,800 travel	\$94,926 + \$6,000 travel
Bladen	33,204	15	\$8,674 + \$4,800 travel	\$7,774 + \$3,600 travel	\$95,880 + \$7,200 travel
Brunswick	89,162	14,750	\$13,858 + \$50 per meeting	\$11,548 + \$50 per meeting	\$147,817 ²
Buncombe	215,000	no data	\$21,729 + \$9,100 travel	\$14,619 + \$9,100 travel	\$154,922 + \$9,100 travel
Burke	89,148	4,979	\$6,907 + \$600 travel	\$5,953 + \$600 travel	\$96,000
Cabarrus	150,244	13,970	\$12,480	\$10,934	\$96,000
Caldwell	79,000	4,232	\$5,675 + \$2,796 travel	\$5,675 + \$2,796 travel	\$99,847 + unspecified travel allowance
Camden	9,008	5,063	\$5,100 + \$50 for special meetings	\$4,800 + \$50 for special meetings	no data
Carteret	62,436	8,500	\$4,800 + \$2,400 travel	\$3,600 + \$1,800 travel	\$93,000 + \$6,000 travel
Caswell	23,857	1,276	\$7,416	\$6,516	\$63,144
Catawba	146,971	11,402	\$10,800 + \$3,000 travel	\$8,400 + \$3,000 travel	\$182,048 + \$12,000 travel
Chatham	59,000	no data	\$15,450 + \$1,200 travel	\$14,400 + \$1,200 travel	\$116,000 + \$7,500 travel
Cherokee	25,000	2,314	\$11,210 + \$3,600 travel	\$10,786 + \$1,200 travel	\$53,379 + \$3,600 travel
Chowan	14,549	1,085	\$7,200	\$6,000	\$108,849 + \$6,000 travel
Clay	9,811	1,239	\$16,798 + \$3,600 travel	\$11,850 + \$2,400 travel	\$59,240
Cleveland	98,352	5,850	\$10,128 + \$4,800 travel	\$8,076 + \$4,800 travel	\$128,676 + \$4,800 travel
Columbus	54,749	3,000	no data + \$1,500 travel	\$45 per meeting	\$81,000
Craven	93,454	6,295	\$10,500 + \$4,800 travel	\$9,300 + \$4,800 travel	\$135,000 + \$4,800 travel
Cumberland	304,520	12,373	\$24,308 + \$6,000 travel	\$18,210 + \$4,800 travel	\$163,261 + \$8,100 travel
Currituck	23,112	7,596	\$15,600 + \$3,600 travel	\$14,400 + \$3,600 travel	\$100,477 ²
Dare	no data	no data	\$9,029 + \$4,800 travel	\$8,335 + \$3,600 travel	\$159,609
Davidson	149,690	10,000	\$10,542 + \$2,700 travel	\$9,205 + \$2,400 travel	\$120,000 + \$3,139 travel
Davie					
Duplin	51,482	no data	n/a	n/a	no data
Durham	242,582	19,235	\$20,550 + \$1,800 travel	\$17,456 + \$1,800 travel	\$153,000 + \$6,000 travel
Edgecombe	54,713	2,540	\$6,328 + \$5,400 travel	\$4,785 + \$4,620 travel	\$96,057 + \$6,000 travel
Forsyth	325,967	24,574	\$20,592	\$17,680	\$188,656 ²
Franklin	54,000	3,441	\$11,036 + \$3,600 travel	\$9,942 + \$3,600 travel	\$95,763 ²
Gaston					
Gates	10,901	536	\$374 + \$25 per meeting	\$315 + \$25 per meeting	\$73,365 + \$2,265 travel
Graham	9,000	717	\$6,000 + 50 per meeting	\$6,000 + 50 per meeting	\$38,000
Granville	52,942	3,233	\$11,400 + \$3,600	\$10,200 + \$3,600	\$101,289 + \$7,200
Greene	19,750	918	\$5,104 + \$1,800 travel	\$4,429 + \$1,200 travel	\$91,555 + \$6,000 travel ³
Guilford	443,519	41,650	\$24,300 + \$1,500 travel	\$20,700 + \$1,500 travel	\$162,384 + \$6,000 travel
Halifax	57,523	2,309	\$5,400 + \$1,800 travel	\$4,800 + \$1,500 travel	\$97,331 + \$7,200 travel
Harnett	101,612	no data	\$8,229 + \$6,120 travel	\$7,073 + \$6,120 travel	\$124,488 + \$8,653 travel
Haywood	74,421	4,445	\$13,111 + \$2,400 travel	\$11,472 + \$2,400 travel	\$86,184—interim
Henderson	97,810	9,036	\$16,233 + \$75 per meeting	\$10,078 + \$75 per meeting	\$132,600 + \$7,800 travel
Hertford	22,604	1,139	\$12,740	\$11,413	\$81,920 ²
Hoke	41,016	1,524	\$7,612 + \$100 per special meeting	\$6,858 + \$100 per special meeting	\$88,611 ²
Hyde	no data	no data	\$5,244	\$3,933	\$73,542 ²
Iredell	136,808	15,085	\$10,391 + \$4,920 travel	\$9,648 + \$4,320 travel	\$145,141 + \$9,000 travel
Jackson	36,245	6,076	\$14,918	\$10,614	\$100,219 ²
Johnston	151,031	8,607	\$6,543 + \$6,000 travel	\$4,823 + \$4,800 travel	\$121,745 + \$6,000 travel
Jones	10,600	no data	\$9,792 + \$2,400 travel	\$9,180 + \$2,400 travel	\$72,014 ²
Lee	54,933	3,940	\$10,639	\$9,233	\$106,811 + \$7,500 travel
Lenoir	58,278	3,215	\$16,947	\$13,520	\$80,818 + \$7,200 travel
Lincoln	70,000	5,918	\$6,000 + \$2,400 travel	\$4,800 + \$2,400	\$95,089
McDowell	43,300	2,683	\$9,030	\$9,030	\$87,642 + unspecified travel allowance ⁴
Macon	31,816	5,350	\$10,320 + \$4,800 travel	\$8,599 + \$4,800 travel	\$100,445 + \$10,800 travel
Madison					
Martin	25,593	1,342	\$8,118 + \$6,000 travel	\$7,190 + \$6,000 travel	\$78,800 + \$3,600 travel ^{2,5}
Mecklenburg	850,178	89,050	\$25,878 + \$3,528 travel	\$20,702 + \$3,528 travel	\$187,200 + \$10,800 travel
Mitchell	15,687	no data	\$3,900 + \$3,600 travel	\$2,700 + \$3,000 travel	\$47,000
Montgomery	27,000	2,159	\$8,784	\$7,968	\$101,280 + \$7,200 travel
Moore	82,296	7,626	\$6,360 + \$2,700 travel	\$4,680 + \$2,700 travel	\$122,486
Nash	91,548	5,662	\$9,225	\$7,995	\$114,231 + \$6,000 travel
New Hanover	160,000	no data	\$22,170	\$15,045	\$141,780
Northampton	22,086	no data	\$9,537	\$8,740	\$80,835 ¹

County	Est. Pop'n 2006	Approx. Valuation 2005–2006 (Millions)	Chair Board of Commissioners	County Commissioner	County Manager/Administrator
Onslow	157,000	\$9,702	\$11,810 + \$1,800 travel	\$10,877 + \$1,800 travel	\$124,000 + \$3,000 travel
Orange	120,965	10,916	\$16,665 + \$3,300 travel	\$12,772 + \$2,700 travel	vacant
Pamlico					
Pasquotank	34,897	2,927	\$8,400	\$7,200	\$94,868 ¹
Pender	46,000	4,036	\$13,176 + \$2,400 travel	\$12,367 + \$2,400 travel	\$103,950 ¹
Perquimans	11,368	936	\$4,800	\$3,600	\$75,482
Person	37,344	3,625	\$11,556	\$9,180	\$90,512
Pitt	141,508	no data	\$10,517 + \$2,400 travel	\$10,517 + \$2,400 travel	\$146,170
Polk	19,400	1,826	\$7,534	\$6,101	\$95,275 + \$7,200 travel
Randolph	137,283	8,750	\$8,400 + \$3,000 travel	\$6,000 + \$1,800 travel	\$95,760
Richmond	46,000	2,344	\$9,375	\$8,778	\$108,574 + \$4,800
Robeson	20,795	4,483	\$14,975 + \$8,400 travel	\$11,200 + \$8,400 travel	\$110,363 ²
Rockingham	94,489	5,395	\$11,455 + \$1,800 travel	\$10,153 + \$1,800 travel	\$123,481
Rowan	133,010	9,826	\$14,650 + \$3,600 travel	\$12,208 + \$3,600 travel	contracted at \$134,021 + \$7,200 travel
Rutherford	63,861	no data	\$5,799 + \$3,406 travel	\$5,799 + \$3,406 travel	\$89,436 + \$3,600 travel
Sampson	61,768	3,226	\$9,216 + \$3,000 travel	\$5,832 + \$3,000 travel	\$104,784 + \$3,600 travel
Scotland	37,180	1,789	\$9,084	\$5,916	\$88,500 + \$6,000 travel
Stanly	58,912	3,526	\$10,506 + \$6,000 travel	\$9,270 + \$6,000 travel	\$112,000 + \$5,400 travel
Stokes	47,000	3,138	\$192.27 per meeting + \$38.76 per outside meeting	\$174.42 per meeting + \$35.70 per outside meeting	vacant
Surry	73,046	4,731	\$7,944	\$7,152	\$101,521 + \$3,600 travel
Swain	13,198	1,761	\$11,220 + \$3,900 travel	\$5,610 + \$3,250 travel	\$62,000 ²
Transylvania	29,714	no data	\$10,030 + \$400 travel	\$8,394	\$90,042 ¹
Tyrrell	4,149	407	\$400 meeting fee	\$100 meeting fee	\$28,092 ⁶
Union	161,332	14,199	\$10,074	\$8,682	\$176,564 + \$7,200 travel
Vance	44,000	2,080	\$8,400	\$6,000	\$5,016 + \$6,600 travel ⁷
Wake	775,000	851	\$19,957	\$17,017	\$180,242 + \$6,000 travel
Warren					
Washington	13,428	744	\$5,700 + \$3,000 travel	\$4,800 + \$2,700 travel	\$75,500 + \$3,600 travel
Watauga	43,000	no data	\$7,679 + \$2,851 travel	\$6,374 + \$2,138 travel	\$112,810
Wayne					
Wilkes	67,162	4,785	\$6,500 + \$3,000 travel	\$6,500 + \$2,400 travel	\$91,951
Wilson	76,281	5,044	\$6,600 + \$1,800 travel	\$5,400 + \$1,200 travel	\$124,284 + \$5,100 travel
Yadkin	no data	no data	\$2,100 + \$588 travel	\$1,800 + \$588 travel	\$79,353 + \$6,000 travel
Yancey					

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

TABLE II. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER

January 2007

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			clerk to the board		
Ashe		n/a			\$ 32,703	\$ 46,209	\$ 33,522 ^{1,2}
Avery		45,285	63,151	49,480	24,014	33,488	24,494
Beaufort		56,410	84,086	56,228 ¹	36,097	54,146	48,156 ¹
Bertie		social services director			clerk to the board		
Bladen		n/a			34,430	40,386	40,292
Brunswick		76,168	121,869	87,708 ³	n/a		
Buncombe	2 positions	84,076	119,584	114,258	n/a		
Burke		62,799	97,339	72,546	n/a		
Cabarrus	2 positions	81,252	125,446	90,049	n/a		
Caldwell		62,966	98,857	94,854	n/a		
Camden		n/a			29,836	44,751	38,286 ¹
Carteret		n/a			30,358	47,382	39,929
Caswell		n/a			n/a		
Catawba	2 positions	81,155	125,914	101,152	n/a		
Chatham		64,849	95,812	71,400	n/a		
	also finance director	64,849	75,812	88,538			
Cherokee		n/a			27,942	42,280	34,000
Chowan		n/a			n/a		
Clay		n/a			n/a		
Cleveland		81,438	127,158	93,732 ⁴	n/a		
Columbus		n/a			n/a		
Craven		85,468	139,866	130,330 ⁵	n/a		
Cumberland	3 positions	61,680	133,719	109,156 ⁶	35,812	59,090	48,085
Currituck		n/a			71,000	98,817	71,000
Dare		n/a			finance director		
Davidson		58,918	88,377	77,000	38,065	57,098	46,349
Davie							
Duplin		n/a			n/a		
Durham	2 positions—deputy mgr.	96,960	166,926	123,886	n/a		
	2 positions—asst.	62,169	107,026	72,767 ⁷			
Edgecombe		n/a			n/a		
Forsyth	2 positions	87,131	143,790	143,468	n/a		
Franklin		n/a			n/a		
Gaston							
Gates		n/a			n/a		
Graham		n/a			n/a		
Granville		n/a			clerk to the board		
Greene		n/a			47,471	66,459	56,964 ³
Guilford		104,317	177,339	151,712 ⁴	n/a		
Halifax		57,898	93,785	73,225	35,355	57,189	46,939
Harnett		62,702	97,189	77,128 ⁸	30,651	47,509	41,106
Haywood	-serving as interim county mgr.				n/a		
Henderson	2 positions	61,230	94,907	85,855	n/a		
Hertford		40,725	60,273	57,391 ¹	n/a		
Hoke		n/a			32,609	46,076	34,261
Hyde		n/a			26,484	44,684	29,223
Iredell	deputy	79,713	123,635	113,020 ⁷	32,246	50,293	50,293 ⁹
		72,856	113,000	87,621 ⁵			
Jackson		n/a			n/a		
Johnston		n/a			n/a		
Jones		n/a			29,880	37,728	29,880
Lee		71,361	99,905	79,273	39,770	55,678	45,354
Lenoir		51,971	75,270	64,905 ⁴	n/a		
Lincoln		n/a			n/a		
McDowell		n/a			29,370	43,176	40,068 ¹
Macon		42,418	63,223	61,600	n/a		
Madison							
Martin		n/a			28,738	45,939	39,615
Mecklenburg	3 positions	121,906	189,859	160,165 ¹⁰	47,760	81,200	70,689 ¹¹
Mitchell		n/a			n/a		
Montgomery		n/a			22,620	38,124	25,980
Moore		76,815	\$120,681	vacant	n/a		

County	Comments	Assistant County Manager			Assistant to the Manager		
		Min.	Max.	Actual	Min.	Max.	Actual
Nash		\$ 77,801	\$124,575	\$ 97,286	n/a		
New Hanover	3 positions	96,283	147,701	133,979	n/a		
Northampton		n/a			\$ 31,098	\$ 54,875	\$ 36,326 ¹
Onslow	deputy	78,546	125,673	91,902	n/a		
		72,620	116,192	76,975			
Orange	2 positions	84,889	135,707	124,530 ¹	54,429	87,011	72,800 ¹
Pamlico							
Pasquotank		55,575	77,806	77,806 ¹	n/a		
Pender		48,413	72,778	59,483 ¹	n/a		
Perquimans		n/a			n/a		
Person		53,819	79,447	72,101 ³	n/a		
Pitt	2 positions	89,214	141,335	111,801	n/a		
Polk		n/a			clerk to the board		
Randolph	finance director	63,432	98,484	87,145	41,062	63,431	46,388 ¹²
Richmond		n/a			35,396	51,515	51,123
Robeson		72,450	84,289	72,450 ¹	n/a		
Rockingham		67,242	97,569	90,518			
Rowan		n/a			n/a		
Rutherford		n/a			n/a		
Sampson		55,104	82,656	59,592	n/a		
Scotland	finance director				33,828	47,796	42,240
Stanly		58,367	83,382	62,483 ⁵	n/a		
Stokes		n/a			clerk to the board/personnel director		
Surry	budget and finance	52,644	89,844	78,156	n/a		
Swain		n/a			n/a		
Transylvania		n/a			n/a		
Tyrrell		n/a			n/a		
Union	2 positions	90,067	135,101	vacant ⁵	66,101	99,150	vacant ⁵
Vance		n/a			n/a		
Wake		97,000	162,000	129,566	47,750	79,750	71,500
Warren							
Washington		n/a			n/a		
Watauga		52,653	78,981	74,658 ¹³	n/a		
Wayne							
Wilkes		n/a			n/a		
Wilson		52,212	88,248	60,240	n/a		
Yadkin		n/a			n/a		
Yancey							

1. Car available
2. Also clerk to the board
3. Car assigned
4. \$3,600 travel allowance
5. \$4,800 travel allowance
6. \$2,000 travel allowance
7. Also oversees finance, tax administration and land records, social services, health, and elections
8. \$6,744 travel allowance
9. \$2,400 travel allowance
10. \$5,100 travel allowance
11. Five positions
12. Also clerk to the board
13. Also serves as human resources director and safety director

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

January 2007

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	\$ 51,381	1	\$ 29,182	\$46,690	\$30,636
Alexander	n/a	n/a	29,868	41,174	36,392		n/a		
Alleghany	\$35 per meeting	\$35 per meeting	29,935	44,902	29,935 ¹		n/a		
Anson	\$50 per meeting	\$50 per meeting	29,995	51,812	41,811	1	22,889	36,458	24,234
Ashe	\$35 per meeting	\$35 per meeting	34,137	48,237	37,683 ¹	1	26,385	37,281	27,045 ¹
Avery	\$2,400	\$2,400	27,800	38,767	27,800	1	21,781	30,374	21,781
Beaufort	\$25 per meeting + \$7 per hour	\$25 per meeting + \$7 per hour	34,543	51,814	43,368 ¹	1	25,382	38,073	26,758 ¹
Bertie	\$60 per meeting	\$50 per meeting	23,256	35,144	32,000		n/a		
Bladen	\$2,649	\$1,988	45,359	52,919	55,268	1	27,099	31,851	31,705
Brunswick	\$50 per meeting	\$50 per meeting	39,722	63,555	51,040 ¹	1	22,292	35,667	27,000
Buncombe	\$3,250	\$2,600	54,154	76,988	74,437	4	26,780	38,093	29,640
Burke	\$3,154	\$2,454	31,715	49,159	33,063	1	21,465	33,272	22,321
Cabarrus	\$75 per meeting	\$50 per meeting	45,252	69,859	59,450	2	26,452	40,847	26,551
Caldwell	\$2,400 + \$50 per meeting	\$2,400 + \$50 per meeting	29,929	47,247	36,395	2	20,634	32,414	23,562
Camden	\$35 per meeting	\$30 per meeting	part-time		17,958	1	n/a		
Carteret	\$100 per election day + \$35 per meeting	\$100 per election day + \$35 per meeting	34,943	57,244	38,259	2	19,172	36,222	26,242
Caswell	n/a	n/a	26,736	44,067	32,868		n/a		
Catawba	\$50 per election day + \$35 per meeting	\$50 per election day + \$35 per meeting	40,980	63,586	59,820	2	23,949	37,168	30,586
Chatham	\$3,600	\$2,400	37,916	56,019	45,932	1	28,293	41,802	29,980
Cherokee	\$50 per meeting	\$50 per meeting	29,020	44,255	34,563		24,952	37,109	30,451
Chowan	\$40 per meeting	\$40 per meeting	28,278	50,780	32,735		n/a		
Clay	\$50 per meeting	\$50 per meeting			36,408				22,058
Cleveland	\$4,002	\$2,544	33,438	52,200	48,642		23,004	35,898	30,450
Columbus	\$35 per meeting	n/a	31,957	65,397	43,189		n/a		
Craven	\$70 per meeting	\$70 per meeting	33,466	54,762	45,398 ¹	2	21,945	35,909	25,257 ¹
Cumberland	\$4,744	n/a	42,894	70,775	58,534	2	32,681	61,819	38,478
Currituck	\$900 + \$8 per hour for meetings	\$300 + \$8 per hour for meetings	35,114	48,568	39,400	1	23,584	32,456	24,026
Dare	n/a	n/a	46,249	73,988	72,800	1	27,326	43,722	35,103
Davidson	\$1,000 per election + \$25 per meeting	\$1,000 per election + \$25 per meeting	39,940	59,910	56,902		n/a		
Davie									
Duplin	n/a	n/a	n/a				20,714	32,664	no data
Durham	\$3,000	\$2,500	56,322	96,960	82,981	1	25,555	43,999	31,054
Edgecombe	\$35 per meeting	\$35 per meeting	31,430	46,657	37,080	3	20,259	21,927	no data
Forsyth	n/a	n/a	52,146	86,050	86,050	1	33,405	55,120	53,165
Franklin	\$25 per meeting	\$25 per meeting	38,570	55,100	45,579	2	27,967	43,796	30,160
Gaston									
Gates	\$25 per meeting	\$25 per meeting			29,692		n/a		
Graham	\$40 per meeting	\$40 per meeting	part-time		\$13/hr.		part-time		\$8.50/hr.
Granville	\$3,000	\$1,500	33,339	53,342	43,704	2	20,463	46,078	27,825
Greene	\$25 per meeting	\$25 per meeting	30,618	42,863	41,243		n/a		
Guilford	no data	no data			87,599 ²	5	29,338	49,875	30,715
Halifax	\$300 + \$35 per meeting + \$50 election day	\$300 + \$35 per meeting + \$50 election day	32,041	51,810	42,009	1	20,607	33,246	30,132
Harnett	\$2,400	\$1,800	37,833	58,641	50,910	1	27,014	41,871	32,417
Haywood	\$25 per day	\$25 per day	30,891	46,337	49,311		n/a		
Henderson	\$40 per meeting	\$40 per meeting	44,733	69,342	53,604	1	21,236	32,916	21,665
Hertford	\$35 per meeting	\$35 per meeting	23,806	35,234	29,680		n/a		
Hoke	\$1,200	\$600	35,952	50,799	44,899	1	21,020	22,637	22,637
Hyde	\$25 per meeting	\$25 per meeting			8,292				5,085
Iredell	\$900 + \$40 canvass meeting + \$60 election day + \$40 instructions meeting + \$20 absentee meeting + \$60 state seminars	\$900 + \$40 canvass meeting + \$60 election day + \$40 instructions meeting + \$20 absentee meeting + 60 State seminars	40,603	62,975	46,225	2	22,628	35,096	24,456
Jackson	n/a	n/a	30,205	55,806	36,816		n/a		
Johnston	n/a	n/a	42,754	63,109	vacant		n/a		
Jones	\$25 per meeting	\$25 per meeting	25,944	32,724	29,880		n/a		
Lee	\$100 per election day + \$25 per meeting	\$100 per election day + \$25 per meeting	41,598	58,238	41,881	1	27,752	38,853	29,766
Lenoir	\$3,824	\$2,881	35,992	52,128	37,815	3	19,811	28,692	24,363
Lincoln	\$2,800	\$2,400	41,069	59,481	58,030	2	29,066	48,819	33,137
McDowell	\$50 per meeting	\$50 per meeting	34,092	50,118	35,388 ¹		n/a		

County	Board of Elections		Elections Director			Elections Specialist			
	Chair	Member	Min.	Max.	Actual	No.	Min.	Max.	Actual
Macon	\$50 per meeting	\$40 per meeting	\$ 27,169	\$ 40,753	\$ 36,774		n/a		
Madison									
Martin	\$60 per meeting	\$40 per meeting	26,317	42,071	35,392		n/a		
Mecklenburg	\$6,515	\$4,416	68,170	129,147	90,000 ³	9	\$ 31,054	\$ 55,300	\$ 36,979
Mitchell	\$2,400	\$2,400	30,270	42,378	31,178		n/a		
Montgomery	\$1,800	\$1,500	23,484	39,552	36,336		n/a		
Moore	\$2,400	\$1,800	38,796	60,952	55,250	1	28,951	45,483	35,098
Nash	\$2,700	\$25 per meeting	38,793	62,193	47,320	2	21,335	34,245	23,381
New Hanover	\$4,020	\$2,500	49,592	71,490	vacant	3	27,810	42,702	31,293
Northampton	\$30 per meeting	\$25 per meeting	28,207	49,774	29,634 ¹		n/a		
Onslow	\$25 per meeting	\$25 per meeting	33,413	53,029	40,834	3	20,701	33,121	22,133
Orange	\$50 per meeting	\$40 per meeting	63,120	100,906	66,300 ¹	2	30,093	48,107	43,768 ¹
Pamlico									
Pasquotank	\$25 per meeting	\$25 per meeting	33,669	47,136	37,881 ¹	1	25,150	35,209	26,587 ¹
Pender	\$25 per meeting	\$25 per meeting	30,584	47,817	30,584	1	25,451	40,632	25,451
	+ \$100 election day	+ \$100 election day							
	+ \$75 canvass day	+ \$75 canvass day							
Perquimans	\$35 per meeting	\$35 per meeting	25,627	38,808	29,666		n/a		
Person	\$40 per meeting	\$40 per meeting	37,487	55,338	42,323	1	27,182	40,126	28,537
Pitt	\$3,600	\$150 election day + \$50 per meeting	53,392	84,388	58,640		n/a		
Polk	\$35 per meeting + \$135 election day	\$35 per meeting	29,284	47,985	40,369	1	22,945	37,598	22,945
Randolph	\$2,100	\$1,200	41,062	63,431	43,081	2	24,732	37,359	25,288
Richmond	\$2,207	\$1,545	26,725	38,895	30,030	1	19,697	28,658	20,647
Robeson	\$3,600	\$1,800	41,384	48,005	42,473 ¹		n/a		
Rockingham	\$150 per month	\$35 per meeting	39,671	57,564	50,532				
Rowan	\$1,846	\$1,404	45,342	71,977	47,155	2	22,779	36,157	26,961
Rutherford	\$840	\$840	37,685	56,782	38,633 ¹	2	22,928	34,547	23,505 ¹
Sampson	n/a	\$1,854	33,252	49,884	43,416		n/a		
Scotland	\$1,500	\$1,200	33,828	47,796	33,828		n/a		
Stanly	\$1,200 + \$30 per meeting	\$30 per meeting	32,528	46,469	40,015	2	24,834	35,477	26,000
Stokes	\$100 election day	\$100 election day	38,134	57,201	43,271	1	23,818	35,728	25,752
	+ \$35 per meeting	+ \$35 per meeting							
Surry	\$50 canvass day + \$35 per meeting	\$50 canvass day + \$35 per meeting	33,660	56,364	41,832	1	27,204	44,820	32,940 ⁴
Swain	\$50 for 1st meeting, then \$25	n/a	23,227	35,768	34,972 ¹	1	19,477	28,703	21,751 ¹
Transylvania	\$24.16 per hour + \$30 per meeting	\$20.15 per hour + \$30 per meeting	33,530	48,619	45,624 ¹	2	24,640	35,728	33,663 ¹
Tyrrell	\$50 per meeting	\$50 per meeting			\$12.36/hr		n/a		
Union	\$3,000	\$2,400	50,670	76,005	69,343	6	19,199	40,152	26,334
Vance	\$2,500 + \$500 travel	\$1,500 + \$200 travel	26,220	40,884	33,492	1	19,608	30,528	22,572
Wake	\$25 per meeting	\$25 per meeting	58,610	97,890	87,076	7	27,460	45,860	38,916
Warren									
Washington	\$30 per meeting	\$30 per meeting	25,380	36,744	24,516		n/a		
Watauga	\$3,600 + \$600 travel	\$2,400 + \$300 travel	33,906	50,858	47,283	2	23,841	37,373	28,434
Wayne									
Wilkes	\$2,400	\$1,200	30,822	59,171	38,605	2	17,974	34,492	25,587
Wilson	\$2,820	\$1,872	41,304	69,840	53,964	1	25,860	43,668	33,276
Yadkin	n/a	n/a	26,542	38,429	30,775	1	20,038	29,003	19,526
Yancey									

1. Car available
 2. \$3,600 travel allowance
 3. \$4,200 travel allowance
 4. Deputy director

TABLE IV. CLERK TO THE BOARD OF COUNTY COMMISSIONERS

January 2007

County	Clerk to the Board			County	Clerk to the Board		
	Min.	Max.	Actual		Min.	Max.	Actual
Alamance	\$ 30,494	\$ 48,791	\$ 51,720	Johnston	\$ 44,680	\$ 65,950	\$ 51,195
Alexander	24,515	33,795	32,166	Jones	assistant to county manager		
Alleghany	28,509	42,764	28,938 ¹	Lee	assistant to county manager		
Anson	26,691	42,629	42,629	Lenoir	28,607	41,423	32,366
Ashe	assistant to county manager			Lincoln	33,708	48,819	38,135
Avery	25,215	35,163	33,488	McDowell	24,078	35,388	34,950
Beaufort	36,097	54,146	48,156	Macon	county manager		
Bertie	26,605	40,264	32,887 ¹	Madison			
Bladen	assistant to county manager			Martin	n/a		
Brunswick	39,722	63,555	51,774	Mecklenburg	40,039	81,200	66,464
Buncombe			74,770	Mitchell	human resources director		
Burke	31,715	49,159	35,272	Montgomery	assistant to county manager		
Cabarrus	39,076	60,336	60,336	Moore			62,686
Caldwell	34,456	54,417	40,129	Nash	assistant county manager		
Camden	assistant to county manager			New Hanover	60,706	60,706	60,706
Carteret	44,174	72,367	53,221	Northampton	assistant to county manager		
Caswell	26,736	44,067	41,112	Onslow	28,331	45,329	32,604
Catawba	39,032	60,564	43,701	Orange	63,120	100,906	72,416
Chatham	34,390	50,811	49,675	Pamlico			
Cherokee			35,000 ²	Pasquotank	31,235	43,729	42,684
Chowan	n/a			Pender	county manager		
Clay		part-time	1,246	Perquimans	23,467	35,538	26,519
Cleveland	33,438	52,200	50,982	Person	39,024	57,607	49,802
Columbus	35,274	72,185	45,376	Pitt	42,235	66,753	42,235
Craven	40,363	66,059	58,736	Polk	30,748	50,384	35,658
Cumberland	41,007	67,662	64,174	Randolph	assistant to county manager		
Currituck	45,350	62,901	53,719	Richmond	assistant to county manager		
Dare	40,066	64,106	63,425	Robeson	38,540	44,706	41,660
Davidson	n/a			Rockingham	40,470	60,094	58,317
Davie				Rowan	33,754	53,590	39,897
Duplin	n/a			Rutherford	35,858	54,029	45,404
Durham	51,024	87,840	61,650	Sampson	assistant county manager		
Edgecombe	personnel officer			Scotland	assistant to county manager		
Forsyth	52,145	86,049	88,878	Stanly	29,730	42,471	35,039
Franklin	32,098	45,854	35,000	Stokes	personnel officer		
Gaston				Surry	27,204	44,820	30,888
Gates	county manager			Swain	county manager		
Graham	part-time		\$13.55/hr.	Transylvania	28,118	40,771	vacant
Granville	33,339	53,342	48,761 ³	Tyrrell			26,376
Greene	county manager			Union			60,902 ⁴
Guilford			66,643	Vance	24,984	38,952	37,836
Halifax	assistant to county manager			Wake			72,000
Harnett	36,273	56,224	45,708	Warren			
Haywood	county manager			Washington	30,492	44,148	43,056
Henderson	29,055	45,045	42,608	Watauga	31,048	46,572	34,613
Hertford	assistant county manager			Wayne			
Hoke	39,637	56,006	49,501	Wilkes	33,727	64,736	50,556
Hyde	n/a			Wilson	assistant county manager		
Iredell	assistant to county manager			Yadkin	30,550	44,221	34,545
	additional		14,551	Yancey			
Jackson	no data	no data	no data				

1. Also administrative assistant to county manager

2. Also county attorney

3. Also assistant to county manager

4. Also \$4,800 travel

TABLE V. COUNTY ATTORNEY

January 2007

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			ABCDEFGHIJKLMOTUVW
	assistant	\$ 59,352						
Alexander	n/a							
Alleghany			\$ 15,000		normal		acde	ABCDEFGHIJKLMOPSTUVW
Anson	n/a							ABCDEFGHIJKLMNOQRSTUVWXYZ
Ashe				\$ 14,856	lower			ABCDEFGHIJKLMQSTUVW
Avery			24,000	6,049	normal		acdf	ABCDEFGHIKLMOPTW
Beaufort			24,917		normal		acdef	ABCDEFGHIKLMRSTVW
Bertie				127,070	normal		acdef	ABCDEFGHIKLMRSTUVW
Bladen			3,600	192,065	normal		a	X
Brunswick		102,085		54,140	normal			ABCDEFGHIJKLMOPQRSTUVWXYZ
	assistant	75,859						
Buncombe				contracted			acdef	X
	tax department	\$ 54,154–\$76,988 range						
Burke			9,000	\$125/hr.	higher	1	a	X
Cabarrus				85,772	normal			ABCDEFGHIJKLMOTUVW
Caldwell	no data		no data				acdef	X
Camden				66,925	higher	1		ABCDEFGHIKLMRSTU
Carteret			\$150/hr.	25,978	normal			ABCDEFGHIKLMOPRTV
Caswell		61,764						X
Catawba		89,203			normal			ABCDEFGHIJLMNOSTUVW
	assistant	65,868						
Chatham			62,240	57,144	higher	1	acdef	ABCDEFGHIJKLMRSTUV
Cherokee			35,000		normal		acdef	ABCDEFGHIKLMOSW
Chowan		88,000			normal			ABCDEFGHIKLMORSTUV
Clay				15,368	normal			ABCDEFGHIJKLMOPRSTUV
Cleveland			10,500	64,817	normal		acdef	ABCDEFGHIJLMOTVW
Columbus		70,000			normal			ABCDEFGHIJKLMNOQRSTUVWXYZ
Craven				no data	normal			ABCDEFGHIKLMOPQRSTVW
Cumberland		125,929			normal			ABCDEFGHIJLMNOSTUVW
	staff attorney III—legal	\$ 77,444–\$127,783						
	staff attorney III—sheriff	\$ 77,444–\$127,783						
	staff attorney II—legal	\$ 64,528–\$106,471						
Currituck		72,247			normal			ABCDEFGHIJKLMOPQRSUV
Dare			no data	no data			acdef	ABCDEFGHIJKLMOPRTUV
Davidson		90,155			normal			ABCDEFGHIJKLMOPTUVWX
Davie								
Duplin		53,589						no data
Durham		149,000			normal			X
	deputy—all departments	\$ 65,315–\$112,445						
	advisor sheriff's dep't.	\$ 62,169–\$107,026						
	asst.—5 positions	76,426						
Edgecombe			42,710	5,628	normal		acdef	ABCDEFGHIJLMOPRTVW
Forsyth		137,113			normal			ABCKLU
	asst.—6 positions	74,800						
Franklin			12,000	300,006	higher	1, 2, 3, 4	acde	ABCDEFGHIJKLMOPQSTUVWX
Gaston								
Gates			1,773	13,987	normal		bc	ABCDEFGHILMRV
Graham				7,182	lower		bcdef	ABCDEFGHIKLMOTW
Granville			7,800	104,206			acdef	ABCDEFGHIJLMOPRSTUVW
Greene	no data				normal			ABCDEFGHIKLMOPRSTVW
Guilford		98,600			normal			ABCDEFGHIJLMNOSTV
	deputy—5 positions	85,285						
Halifax		83,898			normal			ABCDEFGHIJLOPSTVW
Harnett	staff—all except DSS, tax, sheriff	78,269	7,200	39,842	normal		abcd	A
Haywood			36,000		normal		acdef	ABCDEFGHIJKLMOSTVW
Henderson		95,370						ABCDEFGHIJKLMOPTVW
	assistant	72,828						
	sheriff's department	\$ 51,605–\$79,997 range						
Hertford	n/a		no data	no data			acdef	ABCDEFGHIJLMOPRSTUVW
Hoke				50,644	normal		acdef	X
Hyde				\$120/hr.	normal			ABCDEFGHIJLMOPRSTU
Iredell			16,800	35,999	lower		ac	X
Jackson			no data	no data	no data		no data	no data
Johnston		103,019			normal			X
	assistant	31,418						

County	Comments	Full-time Salary	Retainer	Fees	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Jones				\$125/hr.				ABCDEFGHIJKLMNQRSTUUVW
Lee		\$ 88,247			normal			ABCDEFGHIJKPTUUVW
Lenoir			\$ 22,500	0	normal		abcdef	ABCDEFGHILMOSUVW
Lincoln				\$114,564	normal		acdef	ABCDEFGHIJKLMOPTVW
McDowell			14,236	8,064	higher	3	be	ABCDEFGHIJKLMOPSTUVWX
Macon		88,400			normal			ABCDEFGHIKLMQSTW
Madison								
Martin			7,200	6,811	higher	1	bcdef	ABCFEHIMQRTUVWX
Mecklenburg			213,400		normal		acdef	ACD
	assistant	121,612						
Mitchell				22,973	normal			ABCDEFGHIKMTU
Montgomery				30,612	normal			ABCDEFGHIJLMQRTUVWX
Moore		113,282			normal			ABCDEFGHIJKLMOPTVW
	asst.—3 positions	69,179						ABCDEFGHIJKLMOPTVW
Nash			18,000	no data	normal		acde	ABCDEFGHIKLMOVW
New Hanover		119,928			normal			X
	asst.—2 positions	82,371						
Northampton			6,000	57,520	normal		a	ABCDEFGHIKLMOPRSTUVWX
Onslow			22,257	n/a	normal		abcde	X
Orange			48,000	162,939			acde	ABCDEFGHIJKLMOPTUVW
Pamlico								
Pasquotank		76,717			normal			ABCDEFGHIJKLMORUVW
Pender			48,000	27,000	normal		ac	ABCDEFGHIJKLMPVW
Perquimans			7,476	\$75/hr.	normal		acdef	ABCDEFGHIKLMOPRSTUVX
Person			no data	no data	normal		acdef	X
Pitt		109,164			normal			ABCDEFGHIHLMNSTVW
	staff attorney	\$ 58,640–\$92,682						
	assistant	81,419						
Polk			18,000	18,000	normal		acde	ABCDEFGHIKLMNSTVW
Randolph	staff attorney	70,862	17,500	6,442	normal		a	ABCDEFGHIJLMOPTUVW
Richmond			no data	no data			acdef	ABCDEFGHIJKLMPQRSTVW
Robeson		31,312		241,634	normal		acdef	ABCDEFGHIKLMOPRSTUVW
Rockingham		90,518			normal			ABCDEFGHIJKLMOPTUVW
	asst.—2 positions	59,385						
Rowan			15,996	105,369	higher	1	acdef	X
Rutherford			8,000	56,260	normal		acdef	ABCDEFGHIJKLMOSTVW
Sampson			9,600	83,214	higher	1	acdef	ABCDEFGHIJKMOPQRSTUV
Scotland			3,125	41,344	normal		a	ABCDEFGHIJKLMOPTUVWX
Stanly				80,000	normal		acdef	ABCDEFGHIJLMOPQRSTV
Stokes			48,000		normal		bcdef	ABCDEFGHIKLMOPSTVW
Surry			4,800	94,979	higher	5	acdef	ABCDEFGHIKLMOPSTUVW
Swain			no data	no data	normal			ABCDEFGHIKLMOSTW
Transylvania			6,000	140,342	normal		acde	ABCDEFGHIJKLMOSTVW
Tyrrell				no data				ABCDEFHLMR
Union			10,400	256,473	normal		bcef	ABCDEFGHIJKLMPRTVW
	senior staff	106,349 + \$4,800 travel						
	staff-legal	59,421						
	staff-sheriff's dept	58,328						
Vance				20,020	normal		acdef	ABCDEFILMOSTUVW
Wake		182,978			normal			ABCDFGHJKLMNOVW
	asst.—6 positions	71,334						
Warren								
Washington				16,924	normal			X
Watauga				73,868	normal		acde	ABCFEHIKLMSTVW
Wayne								
Wilkes				184,912	higher	3	no data	X
Wilson	no data		35,000		normal		acdef	ABCDEFGHIJLMORUVW
Yadkin				54,508	normal			ABCDEFGHIKLMOTUVW
Yancey								

Codes for Reason if Higher

1. Unusual litigation or complex business transactions
2. Unusual number of tax foreclosures
3. Additional services requested by board of commissioners
4. Payments to more than one attorney
5. Water/sewer projects

Codes for Services Covered by Retainer

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

Codes for Departments Served by County Attorney

- | | | |
|---------------------------|-------------------------------|---------------------------|
| A. Board of Commissioners | I. Board of Elections | Q. Airport Authority |
| B. General Administration | J. Public Library | R. Water System |
| C. Tax Supervisor | K. Recreation | S. Economic Development |
| D. Tax Collector | L. Planning | T. Veterans' Services |
| E. Sheriff | M. Inspections | U. Agricultural Extension |
| F. Register of Deeds | N. Mental Health | V. Animal Control |
| G. Public Health | O. Emergency Medical Services | W. Landfill |
| H. Social Services | P. Public Works | X. All departments |

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

January 2007

County	Finance Director			Purchasing Agent			Accountant				Accounting Technician			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual
Alamance	\$ 51,714	\$ 82,743	\$ 70,377	\$ 43,365	\$ 69,386	\$ 44,236	1	\$ 34,799	\$ 55,679	\$ 39,828	3	\$ 24,471	\$ 39,151	\$ 28,956
Alexander	56,759	78,243	69,155	36,392	50,166	46,584		n/a				20,122	27,738	24,516
Alleghany	42,125	63,181	42,125	n/a				n/a			1	23,454	35,181	23,454
Anson	36,458	58,274	46,079	finance director				n/a			2	22,889	36,458	25,696
Ashe	48,222	68,139	54,561	finance director			1	34,137	48,237	36,765	1	31,323	44,256	33,729
Avery	assistant county manager			n/a			1	32,183	44,878	32,827	2	24,855	34,326	25,978
Beaufort	assistant county manager			n/a				n/a			1	33,055	49,582	41,665
	and human resources director													
Bertie	38,251	57,963	53,855	n/a				n/a			1	24,335	36,819	28,835
Bladen	47,765	55,726	53,010	24,826	29,177	27,657		n/a			4	25,963	34,605	29,695
Brunswick	66,660	106,656	96,956	assistant county manager			1 III	53,983	86,373	63,305	4	28,630	45,808	35,426
							2 II	44,476	71,162	45,717				
							2 I	41,307	66,091	43,256				
Buncombe			100,058	45,434	64,558	54,138	2	43,435	61,800	49,916	3	23,463	33,379	28,429
Burke	assistant county manager			n/a				n/a			1	23,666	36,684	23,669
Cabarrus	assistant county manager			35,458	54,726	49,632	2	39,076	60,336	42,164	5	27,781	42,890	34,622
Caldwell	55,157	85,610	57,915	29,929	47,247	37,746	1	31,364	49,531	37,400	4	24,822	39,112	29,907
Camden	34,048	51,068	48,138	finance director				n/a				n/a		
Carteret	55,981	91,708	82,167	31,815	49,657	33,781	3	38,378	72,367	47,333	2	21,616	38,396	26,843
Caswell	42,374	70,118	46,536	n/a				n/a			6	20,491	33,072	23,032
Catawba	68,863	103,593	85,794	39,032	60,564	53,219	1	45,179	70,104	48,459	8	29,122	45,179	35,380
Chatham	assistant county manager			32,752	48,391	42,226	1	41,802	61,761	58,122	5	no data	no data	37,368
Cherokee	50,291	80,031	61,566	n/a				n/a			1	24,074	35,616	25,538
Chowan	36,092	64,811	61,724	finance director				n/a			1	26,931	48,363	43,866
Clay			42,500	n/a				n/a				n/a		
Cleveland	64,434	100,578	69,150	30,450	47,544	31,932	1	30,450	47,544	35,052	4	25,260	39,408	31,182
Columbus	49,842	101,997	64,112	31,957	65,397	42,135		n/a			2	20,490	41,930	22,173
Craven	77,815	127,348	127,348	finance director				n/a			3	24,097	39,444	25,257
Cumberland	70,686	116,632	110,332 ¹	39,200	64,680	50,632	7	42,894	81,129	51,696	27	23,690	51,492	27,713
Currituck	58,172	80,854	67,717	n/a				n/a			2	23,584	32,456	23,805
Dare	86,137	137,819	132,957 ²	38,194	61,110	59,737	1	42,030	67,247	51,510	11	26,050	55,536	35,176
Davidson	58,918	88,377	83,333	44,023	66,034	53,840	2	28,466	42,699	34,105	3	25,818	38,727	30,513
Davie														
Duplin	43,960	69,320	no data	43,960	69,320	no data		36,064	56,868	no data		22,422	35,355	no data
Durham	83,608	143,938	114,392	43,999	75,745	63,107	5	34,370	46,771	44,819	8	25,555	43,999	37,372
Edgecombe	46,436	68,934	61,800	29,932	44,435	32,044	1	33,000	48,989	37,086	16	24,626	36,557	26,288
Forsyth	87,131	143,790	141,523	n/a			1	45,656	75,296	55,078	2	25,917	42,765	39,884
Franklin	63,923	91,320	75,574	n/a				n/a			4	27,967	52,627	34,003 ³
Gaston														
Gates			44,253	n/a				n/a			1			35,327
Graham	part-time		\$14/hr.	n/a				n/a				n/a		
Granville	42,551	68,082	64,082	n/a				n/a			3	23,687	48,397	33,261
Greene	40,992	57,388	40,992	n/a				n/a			2	26,454	37,032	27,718
Guilford			130,316	58,088	98,749	77,879	2	37,444	63,655	42,318	35	31,575	53,678	37,610
Halifax	52,452	84,943	67,155 ⁴	n/a			2	35,355	57,189	43,595		n/a		
Harnett	65,398	101,367	89,735	29,387	45,550	35,266	3	36,273	56,224	43,528	3	27,014	41,871	27,914
Haywood	52,390	78,584	77,686	29,561	44,342	33,274		n/a			2	22,493	33,740	29,884
Henderson	58,871	91,241	79,442	n/a				n/a			1	23,888	37,031	32,058
Hertford	38,791	57,411	50,789	n/a			1	30,398	44,993	36,982	1	23,806	35,234	25,001
Hoke	64,564	91,228	67,832	n/a				n/a			2	26,828	37,907	28,186
Hyde	34,807	58,726	36,383	n/a				n/a			1	25,305	42,694	26,450
Iredell	deputy county manager			35,478	55,027	52,611		n/a			2	25,896	40,165	30,329
Jackson	48,687	89,954	89,956	n/a				n/a				n/a		
Johnston	66,398	98,004	98,004	n/a			1	46,690	68,917	60,043		n/a		
Jones	37,728	47,616	37,728	n/a				n/a			1	23,712	29,880	24,804
Lee	65,223	91,312	71,631	n/a				n/a			4	26,533	48,651	32,647
Lenoir	assistant county manager			n/a				n/a			3	21,714	31,448	24,778
Lincoln	52,572	76,140	65,652	n/a			3	33,708	48,819	36,638	2	29,066	42,096	32,503
McDowell	45,942	67,530	51,378	43,716	64,254	45,372 ⁵		n/a			2	20,742	33,672	23,601
Macon	48,792	73,187	vacant	n/a			1	34,676	52,014	vacant		n/a		
Madison														
Martin	46,629	74,545	50,215	n/a			2	27,490	54,801	35,175	3	22,059	38,549	25,118
Mecklenburg	104,515	189,859	149,263	n/a			12	35,354	81,200	45,145	7	22,454	46,420	27,507
Mitchell	38,633	54,086	45,850	n/a				n/a				n/a		
Montgomery	33,840	56,928	49,776	n/a				n/a			1	24,432	41,160	31,404
Moore	60,186	94,557	66,274	35,190	55,285	41,101	1	35,190	55,285	44,668	7	25,009	39,290	30,775

County	Finance Director			Purchasing Agent			Accountant				Accounting Technician				
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	
Nash	\$ 63,751	\$102,214	\$ 81,754	n/a			1	\$ 28,771	\$ 46,180	\$ 39,794	2	\$ 26,048	\$ 41,834	\$ 31,400	
New Hanover	91,853	140,899	102,816	\$ 49,254	\$ 75,546	no data	1	43,222	66,310	48,224	35	27,810	42,702	31,437	
Northampton	55,848	98,549	71,489	24,366	42,997	\$ 28,964	n/a				1	22,100	38,999	25,005	
Onslow	deputy county manager			37,281	59,650	41,250	2	34,469	55,150	35,502	5	23,286	37,257	27,665	
Orange	76,905	122,944	104,239	42,520	67,974	63,999	1	42,520	67,974	60,208	3	31,616	50,541	34,544	
Pamlico															
Pasquotank	54,358	76,102	68,739	n/a				n/a			4	23,932	38,617	31,306	
Pender	58,177	86,447	55,407	n/a			1	33,528	51,936	33,907	3	25,451	40,632	28,935	
Perquimans	36,443	55,189	44,296	n/a				n/a			1	part-time		23,239	
Person	60,713	89,624	75,700	n/a			1	45,828	67,651	46,996	3	26,111	55,338	32,063	
Pitt	deputy county manager financial services			n/a			1	48,614	76,834	48,614	5	30,418	48,078	35,451	
Polk	41,208	67,521	54,066	n/a				n/a			2	24,093	39,478	27,974	
Randolph	assistant county manager			35,700	54,852	37,361	2	35,700	54,852	39,185	3	27,084	41,064	30,950	
Richmond	48,002	69,842	57,222	n/a				n/a			4	24,323	35,396	30,424	
Robeson	68,698	79,341	71,575	n/a				n/a				n/a			
Rockingham	67,242	97,569	90,518		43,298	62,823	46,575	1	36,265	52,668	45,614	5	27,825	40,457	32,768
Rowan	70,580	112,046	96,675		39,120	62,106	45,342	2 II	47,627	75,606	50,547	4 III	27,731	44,017	32,072
								2 I	39,120	62,106	46,515	3 II	25,133	39,897	29,645
Rutherford	61,941	93,327	71,010	finance director			1	37,685	56,782	43,203	2	25,325	38,156	29,452	
Sampson	60,420	90,612	85,032		38,160	57,264	44,880	1	41,832	62,760	41,832	9	25,236	39,648	29,215
Scotland	63,492	89,712	70,080		37,008	52,296	39,852		n/a			7	22,572	47,796	29,623
Stanly	61,052	87,216	80,993	n/a				n/a			5	24,834	35,477	26,000	
Stokes	44,611	66,917	50,715		32,597	48,896	40,912		n/a			1 IV	25,762	38,643	27,853
												1 II	23,818	35,728	25,509
Surry	assistant county manager			28,416	46,956	31,536		n/a			2	30,888	51,420	32,274	
Swain	county manager			n/a				n/a			2	23,227	34,229	25,213	
Transylvania	50,144	72,709	67,323		26,907	39,015	34,264		n/a			1 II	26,907	39,015	32,904
												2 I	24,640	35,728	26,675
Tyrrell	county manager			n/a				n/a				1			32,856
Union	90,067	135,101	115,272		40,590	60,884	41,817	4	55,379	90,730	71,971	21	23,777	60,884	35,714
Vance	38,712	60,408	66,804	county manager				n/a				1	21,588	33,648	31,764
Wake	88,010	146,990	117,936		53,000	88,500	83,826	11	30,710	51,290	43,210	29	24,680	41,220	32,219
Warren															
Washington	49,548	71,796	66,660		27,084	39,216	29,172		n/a				n/a		
Watauga	60,087	90,130	90,130	n/a					n/a			4	28,431	42,647	33,717
Wayne															
Wilkes	44,170	84,791	57,855		25,756	49,425	28,807	1	33,727	64,736	35,336	1	28,175	54,078	35,272
Wilson	54,708	92,508	77,904	n/a					n/a			2	27,108	45,804	32,340
Yadkin	38,603	55,882	44,758	n/a					n/a			2	21,998	31,874	29,290
Yancey															

1. Also serves as assistant county manager
2. Also serves as assistant to the county manager
3. Multiple levels
4. Also serves as assistant budget officer
5. Also serves as personnel officer

TABLE VII. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN

January 2007

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	\$ 65,000	1	\$ 34,799	\$ 55,679	\$ 44,964	1	\$ 31,866	\$ 50,986	\$ 45,156
Alexander	38,234	52,706	42,204		n/a				n/a		
Alleghany	n/a				n/a				n/a		
Anson	36,458	58,274	45,202		n/a				n/a		
Ashe	n/a				n/a				n/a		
Avery	n/a				n/a				n/a		
Beaufort	assistant county manager				n/a			1	31,631	47,447	33,990
Bertie	n/a				n/a			1	31,888	48,289	31,888
Bladen	39,808	46,566	no data		n/a			1	28,264	33,217	34,100
Brunswick	49,230	78,768	69,762	1	34,968	45,459	43,000	1	31,799	41,339	42,395
Buncombe	70,529	100,277	97,930	1	38,093	54,153	45,558	4	27,967	39,769	31,404
Burke	46,860	72,633	58,401		n/a			1	23,666	36,684	26,149
Cabarrus	63,658	98,280	79,308	1	39,076	60,336	49,411	1	29,159	45,030	38,140
Caldwell	45,685	72,268	64,268		n/a			3	24,822	39,112	26,228
Camden	27,322	40,980	28,971 ¹		n/a				n/a		
Carteret	44,174	72,367	64,240		n/a				n/a		
Caswell	21,282	33,660	24,948 ¹		n/a				n/a		
Catawba	63,586	98,655	89,718	1	39,032	60,564	42,420	3	30,583	47,446	38,070
Chatham	48,391	71,495	52,864		n/a			1	28,293	41,802	33,000
Cherokee	36,849	58,006	41,106 ¹		n/a				n/a		
Chowan	n/a				n/a				n/a		
Clay			25,547 ¹		n/a				n/a		
Cleveland	53,430	83,406	55,986		n/a			1	27,732	43,296	32,682
Columbus	40,908	79,679	58,083		n/a			1	21,527	30,418	23,203
Craven	77,815	127,348	vacant	1	46,461	76,032	70,851 ²	2 II	29,070	47,576	36,892 ³
Cumberland	51,441	84,878	75,279	2	39,200	70,775	57,479	5	31,207	53,924	36,368
Currituck	49,937	69,323	51,894		n/a			1	23,584	32,456	24,501
Dare	61,625	98,600	98,123		n/a			2	28,664	45,863	41,898
Davidson	53,512	80,268	75,601	1	36,299	54,450	43,260	1 III	32,880	49,320	40,517
								3 II	29,847	44,850	36,450
								1 I	27,143	40,714	29,008
Davie											
Duplin	28,436	44,840	no data		n/a				n/a		
Durham	75,745	130,402	109,675	2	34,370	59,171	44,051	3	28,209	48,566	35,089
Edgecombe	38,203	56,712	44,058 ¹		n/a				n/a		
Forsyth	68,889	113,672	91,062	4	43,534	71,822	49,868	2	27,123	44,740	32,063
Franklin	n/a				n/a				n/a		
Gaston											
Gates	n/a				n/a				n/a		
Graham	n/a				n/a						\$14/hr.
Granville	n/a				n/a			1	30,248	48,397	31,004
Greene	n/a				n/a			1	26,454	37,032	28,976
Guilford	85,822	145,879	116,850	1	43,346	73,688	58,679	4	27,941	47,500	43,420
Halifax	43,058	69,690	46,939	1	29,041	46,939	30,132		n/a		
Harnett	55,263	85,657	63,292	1	42,926	66,535	42,927 ²	1	29,387	45,550	33,960
Haywood	42,040	63,059	49,570		n/a				n/a		
Henderson	54,425	84,357	73,620	1	33,989	52,689	45,591	1	26,871	41,652	35,432
Hertford	assistant county manager				n/a				n/a		
Hoke	37,749	53,339	38,693		n/a			1	31,057	43,883	31,833
Hyde	n/a				n/a				n/a		
Iredell	53,180	82,482	78,861	1	35,478	55,027	37,666	1	29,637	45,967	45,967
Jackson	n/a				n/a				n/a		
Johnston	63,540	93,784	91,723	1	46,690	68,917	61,531		n/a		
Jones	county manager				n/a				n/a		
Lee	56,991	79,788	63,672		n/a			1	31,761	44,466	37,621
Lenoir	35,992	52,128	46,073		n/a				n/a		
Lincoln	47,628	68,979	48,817	1	33,708	48,819	34,549	1	30,538	44,227	30,537
McDowell	purchasing agent				n/a				n/a		
Macon	assistant county manager				n/a				n/a		
Madison											
Martin	county manager ¹				n/a				n/a		
Mecklenburg	104,515	189,859	115,000		40,039	81,200	vacant	9	27,276	55,300	35,245
Mitchell	31,783	44,496	32,736		n/a				n/a		
Montgomery	24,432	41,160	32,580 ¹		n/a				n/a		
Moore	54,590	85,766	vacant	1	35,190	55,285	45,214		n/a		
Nash	63,751	102,214	74,926		n/a			1	31,787	50,980	35,106

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	\$ 70,512	\$108,222	\$ 84,660	2	\$ 49,592	\$ 84,802	\$ 63,751	2	\$ 27,810	\$ 42,702	\$ 37,743
Northampton	43,757	77,216	54,648		n/a			1	20,046	35,373	20,046
Onslow	64,559	103,294	78,280		n/a			3	27,241	43,586	32,291
Orange	76,905	122,944	95,160	4	42,520	87,011	58,525	2	33,217	53,101	42,620
Pamlico											
Pasquotank	33,669	47,136	38,479 ¹		n/a				n/a		
Pender	county manager				n/a			1	25,451	40,632	29,907
Perquimans	n/a				n/a				n/a		
Person	39,024	57,607	39,993 ¹		n/a				n/a		
Pitt	70,737	111,801	80,522	2	38,456	60,779	42,768		n/a		
Polk	clerk to the board				n/a				accounting technician		
Randolph	60,420	93,780	77,122	1	37,356	57,528	45,213	1	31,077	47,497	35,701
Richmond	n/a				n/a			1	22,147	32,222	23,760
Robeson	51,391	61,199	51,391		n/a				n/a		
Rockingham	61,698	89,355	82,800		n/a			1	36,265	52,668	41,212
Rowan	55,196	87,624	64,603	1	41,093	65,233	48,098	1 II	30,595	48,566	34,424
								1 I	26,398	41,906	30,293
Rutherford	56,080	84,498	65,910		n/a			1	27,970	42,144	32,065
Sampson	n/a				n/a				n/a		
Scotland	37,008	52,296	39,932		n/a			2	24,696	41,760	28,182
Stanly	53,335	76,209	60,100		n/a			1	29,730	42,471	37,113
Stokes	41,246	61,869	47,973 ¹		n/a				n/a		
Surry	39,996	67,872	46,956		n/a			1	28,416	46,956	29,664
Swain	28,944	42,654	33,252 ¹		n/a				n/a		
Transylvania	45,632	66,166	58,466		n/a			1 II	22,563	32,716	24,152
								1 I	20,662	29,960	29,623
Tyrrell	n/a				n/a			1			26,424
Union	66,101	99,150	88,760 ⁴		n/a			3	28,406	50,949	38,155
Vance	51864	80976	52,008		n/a				n/a		
Wake	79,210	132,290	109,696	8	36,070	60,230	46,972	5	24,680	41,220	32,053
Warren											
Washington	n/a			1	29,616	42,900	34,332		n/a		
Watauga	assistant county manager				n/a			1	31,048	46,572	33,926
Wayne											
Wilkes	28,175	54,078	41,281		n/a			1	25,756	49,425	34,908
Wilson	39,420	66,624	42,828		n/a			2	31,176	52,740	36,324
Yadkin	n/a				n/a			2	21,998	36,668	25,250
Yancey											

1. Personnel officer—functions as a single-person personnel shop
2. Serves as assistant human resources director
3. Reports human resources technician II
4. Plus \$4,800 travel

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

January 2007

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	\$ 40,000		n/a		
Alexander	n/a			n/a				n/a				n/a		
Alleghany	n/a			n/a				n/a				n/a		
Anson	n/a			\$ 28,854	\$ 46,079	\$ 35,054		n/a				n/a		
Ashe	n/a			37,188	52,545	37,188		n/a				n/a		
Avery	n/a			n/a				n/a				n/a		
Beaufort	n/a			31,631	47,447	vacant		n/a				n/a		
Bertie	n/a			n/a			1	34,927	52,924	46,144		n/a		
Bladen	n/a			42,724	49,883	47,088		n/a				n/a		
Brunswick	58,737	93,979	70,069	n/a			2	33,384	55,949	34,546	1	\$ 38,138	\$ 61,021	\$ 40,814
Buncombe	assistant county manager			n/a			2	31,498	45,425	36,496	5	41,484	59,112	56,134
Burke	56,960	88,290	56,960	n/a			1	31,715	49,159	31,715		n/a		
Cabarrus	66,857	103,202	87,010	n/a			3	37,230	57,457	43,464	2	43,087	66,512	43,296
Caldwell	47,899	75,775	64,990	n/a				n/a			1	31,364	49,531	36,226
Camden	n/a			42,429	63,639	50,419		n/a				n/a		
Carteret	53,417	87,508	66,086	n/a			2	30,358	47,382	31,194	1	33,343	54,622	36,436
Caswell	n/a			28,860	47,603	39,456		n/a				n/a		
Catawba	60,563	93,952	90,173	n/a			3	35,404	54,920	43,378	1	40,980	63,586	63,586
Chatham	56,019	82,766	74,256	n/a			1	48,391	71,495	56,532		n/a		
Cherokee	n/a			n/a				n/a				n/a		
Chowan	48,363	86,853	53,318	n/a				n/a				n/a		
Clay	n/a			n/a				n/a				n/a		
Cleveland	50,982	79,578	74,154	n/a			1	35,052	54,708	36,750		n/a		
Columbus	n/a			37,060	75,840	45,349		n/a				n/a		
Craven	64,512	105,569	100,734	n/a			2	35,071	57,393	36,754		n/a		
Cumberland	61,680	101,772	82,500	n/a			10	32,681	59,090	41,099	3	39,200	64,680	49,533
Currituck	66,408	92,387	73,164	n/a			4	35,114	48,568	37,981	1	46,645	64,714	46,645
Dare	67,812	108,499	108,499	n/a			1	38,194	61,110	40,181	1	48,515	77,624	66,690
Davidson	53,512	80,268	71,563	n/a			1	34,535	51,802	44,833		n/a		
Davie														
Duplin	n/a			40,612	64,042	no data		n/a				n/a		
Durham	joint city-county function			joint city-county function			joint city-county function				joint city-county function			
Edgecombe	46,436	68,934	51,500	n/a			1	27,149	40,303	27,964	1	34,651	51,440	37,503
Forsyth	n/a			n/a				n/a				n/a		
Franklin	61,054	87,220	63,000	n/a			1	36,839	52,627	34,163	1	40,383	57,690	42,947
Gaston														
Gates			44,253	n/a				n/a				n/a		
Graham	n/a					\$16.15/hr.		n/a				n/a		
Granville	42,551	68,082	66,034	n/a			1	30,248	48,397	33,155	1	38,598	61,757	46,363
Greene	n/a			47,471	66,459	56,964		n/a				n/a		
Guilford	70,606	120,030	102,211	n/a			4	39,316	66,837	44,150	2	43,346	73,688	57,617
Halifax	47,521	76,939	51,810	n/a				n/a				n/a		
Harnett	62,702	97,189	62,702	n/a			1	36,273	56,224	36,273	1	41,156	63,792	44,200
Haywood	43,931	65,897	55,723	n/a			2	30,891	46,337	34,528		n/a		
Henderson	56,609	87,731	66,708	n/a			2	33,989	52,689	35,363	1	36,777	56,989	49,764
Hertford	economic development director			n/a				n/a				n/a		
Hoke	n/a			45,885	64,834	45,885		n/a				n/a		
Hyde	n/a			36,429	61,463	39,477		n/a				n/a		
Iredell	50,841	78,854	67,222	n/a			1	33,918	52,607	35,298	3	40,603	62,975	48,848
Jackson	41,969	77,514	60,729	n/a				n/a				n/a		
Johnston	63,540	93,784	vacant	n/a			1	34,309	50,640	34,309	1	40,915	60,391	42,522
Jones	n/a			county manager				n/a				n/a		
Lee	n/a			n/a				n/a				n/a		
Lenoir	n/a			n/a				n/a				n/a		
Lincoln	n/a			n/a				n/a				n/a		
McDowell	n/a			29,370	43,176	32,442		n/a				n/a		
Macon	29,954	44,930	38,563	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			vacant				n/a				n/a		
Moore	60,186	94,557	80,444	n/a			3	36,950	58,049	41,825	1	38,796	60,952	46,145
Nash	60,659	97,286	84,879	n/a			1	36,880	59,165	48,523	1	49,739	79,765	59,165
New Hanover	84,739	129,979	89,760	n/a			2	49,254	75,546	60,971	2	51,938	79,643	51,428
Northampton	n/a			34,286	60,500	37,845		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	\$ 64,559	\$103,294	\$ 68,242	n/a			3	\$ 34,469	\$ 55,150	\$ 36,248		n/a		
Orange	76,905	122,944	99,904	n/a			6	42,520	67,974	55,732	3	\$ 54,429	\$ 87,011	\$ 62,555
Pamlico														
Pasquotank	33,669	47,136	45,433	n/a				n/a				n/a		
Pender	42,183	64,053	50,400	n/a			1 II	32,022	49,829	35,175		n/a		
							2 I	29,211	45,893	32,550				
Perquimans	n/a			\$ 36,443	\$ 55,189	\$ 39,222		n/a				n/a		
Person	n/a			47,707	70,424	55,236		n/a				n/a		
Pitt	70,737	111,801	82,398	n/a			1 III	42,235	66,753	46,942	1	46,387	73,315	49,198
							3 II	38,456	60,779	35,058				
							1 I	35,013	55,339	37,579				
Polk	n/a			n/a				n/a				n/a		
Randolph	54,852	84,960	73,431	n/a			1	37,356	57,528	41,063		n/a		
Richmond	n/a			no data	no data	53,998		n/a				n/a		
Robeson	n/a			n/a				n/a			1	49,914	57,900	52,964
Rockingham	51,627	74,922	62,494	n/a			1	33,284	48,251	33,284		n/a		
Rowan	45,342	71,977	59,128	n/a			1	33,754	53,590	35,458	1	37,244	59,128	39,511
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	51,000	72,858	60,100	n/a			2	32,528	46,469	38,400		n/a		
Stokes	41,246	61,869	50,097	n/a				n/a				n/a		
Surry	45,876	78,156	53,880	30,888	51,420	34,356		n/a				n/a		
Swain	n/a			n/a				n/a				n/a		
Transylvania	economic development director			n/a			1	36,617	53,095	45,850		n/a		
Tyrrell	n/a			n/a				n/a				n/a		
Union	72,191	108,286	97,274 ¹	n/a				n/a			2	48,463	72,694	62,152
Vance	31,872	48,696	71,736	n/a				n/a			1	44,820	69,936	51,012
Wake	79,210	132,290	110,751	n/a			3	36,070	60,230	40,075	1	43,070	71,930	56,665
Warren														
Washington	n/a			n/a				n/a				n/a		
Watauga	55,023	82,535	82,534	38,691	58,037	46,128		n/a				n/a		
Wayne														
Wilkes	30,822	59,171	42,235	n/a				n/a				n/a		
Wilson	45,348	76,692	61,056	n/a				n/a				n/a		
Yadkin	n/a			n/a				n/a				n/a		
Yancey														

1. Also \$4,800 travel

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

January 2007

County	Information Technology Director			Systems Administrator				PC Consultant			
	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	\$ 56,474	\$ 90,358	\$ 83,575	1	\$ 45,317	\$ 72,509	\$ 59,760	4	\$ 31,866	\$ 50,986	\$ 36,606
Alexander	48,942	67,467	58,177		n/a				n/a		
Alleghany	n/a				n/a				n/a		
Anson	39,412	62,980	62,980	1	29,995	47,922	40,991		n/a		
Ashe	52,584	74,301	52,584		n/a				n/a		
Avery	n/a			1	30,650	42,740	30,650		n/a		
Beaufort	n/a				n/a				n/a		
Bertie	n/a				n/a				n/a		
Bladen	45,359	52,919	51,397	1	46,562	54,322	59,658	2	29,451	40,386	34,231
Brunswick	55,568	88,909	75,243	1	46,061	73,698	55,436	2	36,553	58,485	38,638
Buncombe	70,529	100,277	97,830	1	n/a				n/a		
Burke	51,664	80,079	57,495	1	30,204	46,819	32,536		n/a		
Cabarrus	66,857	103,202	80,465	2	52,388	80,585	65,553	1	41,044	63,363	47,270
Caldwell	43,574	68,916	53,396	2	34,456	54,417	39,636	2	24,822	39,112	26,109
Camden	n/a				n/a				n/a		
Carteret	46,294	75,840	65,161	2	36,620	59,992	47,754		n/a		
Caswell	28,860	47,603	34,872		n/a				n/a		
Catawba	63,586	98,655	92,920	1	45,179	70,104	70,104	5	37,168	57,675	44,872
Chatham	48,391	71,495	61,301	3	39,812	58,820	48,710	1	36,109	53,352	37,525
Cherokee	40,136	63,560	44,440	1	38,470	60,712	39,961		n/a		
Chowan	39,788	71,453	71,453	1	34,372	61,724	46,060		n/a		
Clay	n/a				n/a						25,547
Cleveland	53,430	83,406	69,150	3	36,750	57,336	42,288		n/a		
Columbus	60,727	124,274	72,100	2	30,418	62,245	37,730		n/a		
Craven	70,851	115,946	108,044		n/a				n/a		
Cumberland	70,686	116,632	101,313	2	46,975	84,878	57,910	12	28,481	74,047	36,904
Currituck	n/a			1	45,350	62,901	52,777		n/a		
Dare	64,644	103,431	101,817	4	44,089	85,418	54,109	3	48,515	77,624	56,456
Davidson	58,918	88,377	82,296	1	41,927	62,890	45,497	3	36,299	54,450	39,466
Davie											
Duplin	40,612	64,042	no data		n/a				n/a		
Durham	79,578	137,004	111,779	6	39,862	68,621	50,393	9	34,370	59,171	43,451
Edgecombe	44,224	65,650	47,864	2	34,651	51,440	36,736	1	28,506	42,318	30,853
Forsyth	75,670	124,821	124,821	1	47,715	78,707	71,469	3	41,662	68,744	52,354
Franklin	n/a			1	40,383	57,690	43,081		n/a		
Gaston											
Gates	n/a				n/a				n/a		
Graham	n/a				n/a			1			39,685
Granville	n/a				n/a				n/a		
Greene	n/a				n/a				n/a		
Guilford	90,113	153,192	134,570	4	47,789	81,241	61,743	1	58,088	98,749	81,903
Halifax	37,140	60,086	47,521	1	35,355	57,189	44,132	1	30,504	49,314	39,015
Harnett	62,702	97,189	75,743	1	50,799	78,739	57,470	2	37,833	58,641	42,670
Haywood	36,839	55,258	46,848	1	35,252	52,879	40,155		n/a		
Henderson	52,338	81,120	66,211	3	35,354	54,795	48,367		n/a		
Hertford	n/a				n/a				n/a		
Hoke	43,700	61,746	45,912		n/a			1	32,609	46,076	34,260
Hyde	n/a				n/a				n/a		
Iredell	48,605	75,387	75,387	1	42,470	65,872	61,124	1	38,817	60,205	52,358
Jackson	37,487	69,261	52,492		n/a				n/a		
Johnston	66,398	98,004	88,186		n/a			2	46,690	65,950	49,893
Jones	n/a				n/a				n/a		
Lee	62,354	87,296	64,283	1	49,799	69,719	51,339	2	45,515	63,721	46,219
Lenoir	51,971	75,270	64,905	1	35,992	52,128	37,814	3	28,607	41,432	31,382
Lincoln	41,069	59,481	53,884	1	39,090	56,615	50,037	1	37,207	53,887	38,135
McDowell	n/a				n/a				n/a		
Macon	38,229	47,787	55,210	1	36,409	54,615	50,844	1	28,527	42,791	35,745
Madison											
Martin	n/a				n/a				n/a		
Mecklenburg	104,515	189,859	135,928	19	58,158	129,147	72,422	12	35,354	81,200	52,006
Mitchell	36,793	51,510	\$18.04/hr.		n/a				n/a		
Montgomery	n/a				n/a				n/a		
Moore	54,590	85,766	58,266	6	40,736	64,000	43,504		n/a		
Nash	60,659	97,286	74,026		n/a			3	40,795	65,373	48,431
New Hanover	88,296	135,450	116,645	3	46,592	71,490	56,736	13	39,208	60,133	43,056
Northampton	finance director			1	34,286	60,500	43,888		n/a		

County	Information Technology Director			Systems Administrator				PC Consultant			
	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Onslow	\$ 64,559	\$103,294	\$ 83,241	5	\$ 33,143	\$ 53,029	\$ 46,467		n/a		
Orange	76,905	122,944	92,189	1	49,309	78,828	60,751	2	\$ 36,665	\$ 58,614	\$ 39,114
Pamlico											
Pasquotank	48,273	67,582	57,928		n/a				n/a		
Pender	48,413	72,778	53,550	1	32,022	49,829	42,000	1	30,584	47,817	31,128
Perquimans	n/a				n/a				n/a		
Person	56,025	82,703	64,801	1	39,024	57,607	48,612	1	34,592	51,065	32,945
Pitt	102,929	162,681	125,654		n/a				n/a		
Polk	37,375	61,243	40,249		n/a			1	24,093	39,478	25,945
Randolph	60,420	93,780	77,122	1	47,497	73,429	54,853	10	34,080	52,320	38,209
Richmond			61,146	1			40,748		n/a		
Robeson	52,758	61,199	56,337		n/a				n/a		
Rockingham	61,698	89,355	76,920	1	45,269	65,666	51,401	1	36,265	52,668	40,495
Rowan	70,580	112,046	103,562	1	50,028	79,416	69,209	1	29,127	46,237	31,512
Rutherford	50,775	76,505	56,782		n/a			2	32,467	48,918	33,507
Sampson	45,852	68,772	53,604		n/a			3	36,444	54,684	37,964
Scotland	n/a			2	37,008	52,296	39,366	1	27,012	38,172	29,820
Stanly	48,757	69,655	56,150	2	38,940	55,628	41,653		n/a		
Stokes	42,896	64,343	48,419		n/a			2	31,343	47,015	33,488
Surry	43,788	74,496	56,364	1	35,136	58,992	40,896	1	29,664	49,116	31,536
Swain	n/a			1	31,608	46,579	37,294		n/a		
Transylvania	43,667	63,317	58,300	2	38,264	57,981	45,730	1	30,705	44,522	40,227
Tyrrell	n/a				n/a				n/a		
Union	75,464	113,196	93,195 ²	1	38,806	58,209	55,080	5	29,710	58,209	43,711
Vance	n/a				n/a				n/a		
Wake	88,010	146,990	115,013	21	39,250	65,550	51,959	24	34,830	58,170	41,954
Warren											
Washington	25,380	36,744	34,128		n/a				n/a		
Watauga	46,140	69,211	62,401	1	42,252	63,378	44,398	2	40,432	60,649	43,924
Wayne											
Wilkes	40,366	77,506	54,078	1	30,822	59,171	42,235		n/a		
Wilson	52,212	88,248	60,432		n/a				n/a		
Yadkin	53,572	77,618	53,572	1	27,791	40,251	27,791		n/a		
Yancey											

1. Two persons serve as co-directors

2. \$4,800 travel allowance

TABLE X. TAX ADMINISTRATION

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

January 2007

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	\$ 49,212	
							tax appraiser	5	33,300	53,282	38,807	
Alexander	n/a			34,638	47,749	37,301	n/a					
Alleghany	\$ 42,125	\$ 63,181	\$ 46,931	tax assessor			n/a					
Anson	32,394	51,812	46,987	29,995	47,992	33,037	n/a					
Ashe	48,222	68,139	57,321	tax assessor			tax appraiser	1	31,323	44,256	31,323	
Avery	39,901	54,551	42,742	39,119	54,551	46,636	lead appraiser	1	26,476	36,921	28,929	
							appraiser	1	25,215	35,163	27,552	
Beaufort	44,984	67,477	68,411	40,459	61,209	43,837	tax appraiser	2	28,965	43,448	30,550	
Bertie	n/a			45,870	69,582	51,843	n/a					
Bladen	tax collector			50,172	58,534	55,818	n/a					
Brunswick	61,906	99,050	67,411	42,892	68,627	52,000	real estate appraiser II	2	36,553	47,519	45,337	
							real estate appraiser I	5	33,384	43,399	33,384	
Buncombe	70,529	100,277	102,988	56,563	80,444	57,319	real property appraiser II	11	31,948	45,425	37,916	
							real property appraiser I	2	27,967	39,768	30,135	
Burke	51,664	80,079	59,583	34,967	54,198	39,513	real estate appraiser	2	30,204	46,819	31,842	
Cabarrus				96,652	45,252	69,859	revaluation supervisor	1	49,878	77,020	69,515	
							real estate appraiser	6	35,458	54,726	43,620	
Caldwell	n/a			50,135	77,823	55,113	senior appraiser	1	32,873	51,916	36,396	
							appraiser I	2	26,001	40,986	29,498	
Camden	37,181	55,767	44,334	tax assessor			n/a					
Carteret	50,970	83,500	79,526	33,343	54,622	36,044	senior property appraiser	2	33,343	54,622	35,182	
							property appraiser	4	30,358	47,382	31,190	
Caswell	n/a			42,374	70,118	60,936	n/a					
Catawba	57,675	89,485	71,208	47,445	73,613	57,517	senior real estate appraiser	2	35,404	54,920	44,169	
							real estate appraiser	4	32,112	49,814	35,275	
Chatham	53,352	78,825	69,600	37,916	46,087	52,259	property appraiser	4	31,193	46,087	34,535	
Cherokee	37,680	59,522	55,065	33,965	52,927	41,372	tax appraiser	2	26,866	40,418	28,986	
Chowan	36,092	64,811	53,318	tax assessor			n/a					
Clay				41,814			appraiser				26,614	
							appraiser	3	31,932	49,818	36,750	
Cleveland	n/a			53,430	83,406	55,986	n/a					
Columbus	n/a			40,908	79,679	59,246	n/a					
Craven	tax collector			64,512	105,569	98,372	chief appraiser	1	51,030	83,510	53,481	
							appraiser I	5	35,071	57,393	35,768	
Cumberland	64,528	106,471	98,981	tax assessor			senior appraiser	4	41,007	67,662	46,152	
							appraiser	6	34,232	56,483	35,209	
Currituck	n/a			49,937	69,323	57,083	tax appraiser	2	33,467	46,262	34,758	
Dare	61,625	98,600	98,600	46,249	73,998	72,608	chief real property appraiser	1	44,089	70,542	66,999	
							real property appraiser tech	1	27,326	43,722	38,634	
Davidson	36,299	54,450	48,981	28,466	42,699	31,708	appraiser III	2	34,535	51,802	43,015	
							appraiser II	1	32,879	49,320	35,204	
Davie												
Duplin	42,252	66,631	no data	n/a			n/a					
Durham				101,000	tax assessor			commercial tax appraiser	2	34,370	59,171	42,066
							residential tax appraiser	12	32,716	56,322	36,233	
Edgecombe	40,113	59,548	49,053 ¹	36,383	54,011	46,350	tax appraiser	2	28,506	42,318	29,951	
Forsyth	72,197	119,142	119,142	tax assessor			appraiser II	4	34,798	57,408	43,623	
							appraiser I	9	32,053	52,894	35,536	
Franklin	61,054	87,220	60,898	tax assessor			property appraiser	2	35,186	50,265	35,578	
Gaston												
Gates				40,420	tax assessor			n/a				
Graham				31,980			\$14/hr.	appraiser	2			
Granville	42,551	68,082	42,551	tax assessor			n/a					
Greene	n/a			40,992	57,388	49,191	n/a					
Guilford	50,178	85,303	64,775	50,178	85,303	53,691	appraiser III	1	39,316	66,837	59,267	
							appraiser I	5	32,345	54,987	40,364	
Halifax	33,658	54,432	49,926	39,015	63,129	54,432	n/a					
Harnett	tax collector			57,639	89,341	81,817	revaluation coordinator	1	41,156	63,792	49,388	
							property appraiser	4	33,344	51,683	40,551	
Haywood	43,931	65,897	48,938	40,228	60,343	55,831	real property appraiser II	1	30,891	46,337	32,141	
							tax appraiser	2	28,031	42,047	30,337	
Henderson				79,560			property appraiser	7	30,225	46,839	35,086	
Hertford	40,725	60,273	53,323	38,791	57,411	44,933	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	41,672	tax assessor			n/a					

County	Tax Assessor			Tax Collector			Property and/or Reevaluation Appraiser				
	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
Wilkes	\$ 42,235	\$ 81,068	\$ 51,698	n/a			appraiser	4	\$ 25,756	\$ 49,425	\$ 30,698
Wilson	52,212	88,248	63,324	tax assessor			reevaluation supvr.	1	32,688	55,272	33,516
							appraiser I	1	29,748	50,316	34,380
Yadkin	35,145	50,888	48,429	tax assessor			senior appraiser	1	33,535	48,566	43,997
							real estate appraiser	2	29,139	42,198	31,412
Yancey											

1. Also serves as GIS administrator
2. Also serves as Property Revaluation Manager
3. Plus \$4,800 travel

TABLE X. TAX ADMINISTRATION

Part Two: Business Personal Property Appraiser, Property Mapper, and Tax Clerk
January 2007

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	\$ 51,012	lead tax mapper	1	\$ 27,924	\$ 44,679	\$ 35,004	4	\$ 22,409	\$ 35,853	\$ 28,878	
					tax mapper	1	25,572	40,913	31,368					
Alexander		n/a					n/a			3	21,140	29,141	26,137	
Alleghany		n/a					n/a			1	21,274	31,911	21,274	
Anson		n/a					n/a			3	18,882	29,995	19,633	
Ashe	3	28,740	40,611	33,618	tax mapping supvr.	1	32,703	46,209	33,522	4	27,546	38,919	31,316	
					tax mapping clerk	1	27,546	38,919	27,546					
Avery	4	21,090	29,410	23,943			n/a			2	24,855	34,321	28,751	
Beaufort		n/a			senior land records	1	31,631	47,447	39,387	5	21,285	31,927	24,435	
Bertie		n/a			asst. admin.	1	30,483	46,182	41,858	3	23,256	35,144	24,467	
					tax mapper	2	22,228	33,590	22,775					
Bladen	1	23,734	27,884	24,667			n/a			4	21,562	25,311	24,594	
Brunswick	1	33,384	43,399	35,720	real estate supvr.	1	33,384	53,414	35,720	14	22,292	40,738	27,817	
					mapper II	1	30,215	39,279	31,500					
Buncombe	2	31,948	45,425	34,086	GIS mapper II	5	30,586	43,435	35,968	4	23,436	33,379	28,128	
					GIS mapper I	1	27,967	39,768	30,937					
Burke	1	28,767	44,589	30,956	tax mapper	1	24,850	38,518	28,088	7	22,538	34,936	25,671	
Cabarrus	1	35,458	54,726	37,599	senior GIS mapper	2	33,760	52,117	43,616	6	23,991	37,033	32,341	
					mapper	2	30,611	47,270	34,351					
Caldwell	1	28,574	45,073	37,299	land records tech	1	22,634	35,604	27,953	5	20,634	32,414	24,492	
					land records clerk	2	18,801	29,527	19,633					
Camden		20,980	31,468	22,026	GIS technician						20,980	31,468	24,079	
Carteret	1	22,653	36,222	24,728			n/a			8	19,172	54,622	22,213	
Caswell	1	23,849	39,255	26,376			n/a			3	20,491	33,072	22,384	
Catawba	1	26,401	40,980	33,132	cadastral mapper	3	29,112	45,180	38,473	3	25,141	39,032	27,316	
Chatham	1	26,946	39,812	28,926	mapper	2	28,293	41,802	34,697	4	23,276	34,390	26,544	
Cherokee	1	24,074	35,616	30,751	mapping tech	1	24,074	35,616	25,989	4	20,811	30,857	23,204	
Chowan		n/a			land records clerk	1	32,735	58,786	48,363	4	22,156	39,788	25,546	
					mapper	1	25,647	46,060	36,092					
Clay		n/a			mapper	1			29,283				21,343	
Cleveland	1	25,260	39,408	29,082	mapper supvr.	1	27,732	43,296	36,750	7	20,958	32,682	25,260	
					mapper	1	25,260	39,408	29,082					
Columbus		n/a			land records supvr.	1	26,229	53,675	39,317	3	23,762	48,627	28,336	
					GIS coordinator	1	26,229	53,675	33,739					
Craven	1	33,466	54,762	39,444	property mapper	2	26,468	43,317	28,756	3	clerk I	24,097	39,444	28,204
					mapping asst.	1	24,097	39,444	26,468					
Cumberland	3	41,007	67,662	47,114	GIS technician II	5	31,207	51,492	35,077	16	25,968	42,847	26,954	
					GIS technician I	1	28,481	46,994	31,428					
Currituck		n/a			GIS specialist	1	36,762	50,875	38,187	4	23,584	32,456	24,762	
Dare	2	28,664	45,863	38,771	land records mgr.	1	42,030	67,247	61,371	10	23,647	41,680	35,193	
					land records tech	1	33,089	52,942	46,037					
Davidson	1	39,847	44,850	37,567	land records tech III	2	28,466	42,699	34,373	4	III	28,466	42,699	29,747
										3	II	27,143	40,714	26,662
										9	I	22,287	33,431	25,071
Davie														
Duplin		n/a					n/a				20,714	32,664	no data	
Durham	5	29,637	51,024	32,198	GIS cartographer	4	31,138	53,607	36,901	3	20,976	36,111	23,597	
Edgecombe	1	27,149	40,304	30,118			n/a			6	21,272	31,578	24,216	
Forsyth	1	38,126	62,899	48,173	GIS technician III	1	33,405	55,120	54,309	6	23,004	37,981	25,060	
					GIS technician I	6	28,226	46,592	39,475					
Franklin	2	30,657	43,796	33,051			n/a			7	23,273	36,446	26,231	
Gaston														
Gates		n/a					n/a			3	20,531	24,526	no data	
Graham		n/a			mapper	1			39,685		n/a			
Granville		n/a					n/a			8	19,491	41,774	25,671	
Greene	1	22,838	31,972	26,182			n/a			3	20,722	29,013	20,713	
Guilford	5	32,345	54,987	40,364	mapping tech	4	29,338	49,875	43,454	4	24,137	41,032	27,763	
Halifax	2	30,504	49,314	34,726			n/a				n/a			
Harnett	1	34,778	53,906	41,733	land records tech	2	28,175	43,672	28,176	11	24,832	38,489	27,736	
Haywood		n/a					n/a			4	21,524	32,286	23,877	
Henderson	2	24,843	38,493	36,914	GIS specialist	2	26,871	41,652	37,167	3	21,236	32,916	21,450	
					services specialist	2	24,843	38,493	31,473					
Hertford		n/a			land records supvr.	1	30,398	44,993	36,982	1	19,602	29,010	20,087	
					mapping tech	1	21,594	31,961	22,130					
Hoke		n/a					n/a			4	23,175	32,746	25,600	

County	Business Personal Property Appraiser				Property Mapper				Tax Clerk					
	No.	Min.	Max.	Avg.	Class	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Hyde		n/a					n/a			2	\$ 16,795	\$ 40,793	\$ 24,436	
Iredell	2	\$ 32,426	\$ 50,293	\$ 32,589	Sr. GIS mapper	1	\$ 31,000	\$ 48,081	\$ 43,734	2	20,681	32,077	25,082	
					GIS mapping tech	2	28,334	43,945	30,470					
Jackson		n/a					n/a				n/a			
Johnston		n/a					n/a			4	27,532	40,638	27,351	
Jones		n/a			mapper/appraiser	1	28,500	35,940	29,880	2	deputy	21,852	27,216	24,258
Lee	2	33,222	46,512	36,050			n/a			4	25,365	35,512	28,155	
Lenoir	1	35,992	52,128	50,103	land records mgr	1	28,607	41,432	34,005	5	19,811	30,039	21,831	
Lincoln		n/a			GIS specialist	2	32,084	46,466	33,747	7	25,064	36,300	25,866	
McDowell	1	19,734	29,010	21,798	tax mapper	2	21,798	32,040	23,487	2	18,780	27,600	19,014	
Macon	1	23,470	35,204	30,116	mapper	2	20,274	30,411	26,681	2	29,954	37,442	no data	
Madison														
Martin		n/a			mapper	1	part-time		25,000	5	19,341	35,266	23,452	
Mecklenburg	11	31,054	55,300	38,504	GIS analyst	3	45,344	81,200	58,498	7	22,454	46,420	27,507	
					GIS technician	17	27,276	55,300	39,031					
Mitchell	1	28,828	40,359	30,846	mapping specialist	1	24,903	34,864	31,783		n/a			
Montgomery		n/a					n/a			7	19,680	33,204	22,992	
Moore	1	27,572	43,318	32,736	senior mapper	2	28,951	45,483	34,994	6	25,009	39,290	28,530	
Nash	1	31,787	50,980	31,787	property map tech.	1	30,254	48,523	34,245	5	21,335	34,245	22,582	
New Hanover		n/a			senior tax mapper	1	33,176	50,918	41,308	17	27,810	42,702	30,922	
					tax mapper	3	30,514	46,821	33,847					
Northampton		n/a					n/a			3	clerk II	20,047	35,373	24,424
										2	clerk I	18,182	32,085	19,130
Onslow	1	28,331	45,329	32,900	land records tech	3	28,331	45,329	42,104	3	21,529	34,446	26,860	
Orange	1	42,520	67,974	58,756	GIS mapper II	2	33,217	53,101	47,762	4	28,642	45,790	32,521	
					GIS mapper I	2	30,093	48,107	38,421					
Pamlico														
Pasquotank		n/a					n/a			9	19,064	33,505	26,645	
Pender	1	26,647	42,305	28,538	tax mapper	1	25,451	40,632	28,000	8	19,321	32,049	22,073	
Perquimans		n/a			mapper	1	30,560	46,280	32,088	5	26,523	40,167	30,307	
Person	1	29,457	43,484	30,885			n/a			8	25,083	43,484	27,102	
Pitt	2	38,456	60,779	43,016			n/a				24,063	38,031	26,528	
Polk		n/a					n/a			4	21,852	35,807	28,595	
Randolph	2	34,080	52,320	38,274	senior mapper	1	35,700	54,852	35,701	6	24,732	37,359	27,708	
					GIS specialist	1	31,077	47,497	35,701					
Richmond		n/a					n/a			8	19,247	28,014	22,154	
Robeson	1	31,432	36,461	30,206	mapper	3	28,588	33,162	30,166	7	22,901	26,586	24,142	
Rockingham		n/a			GIS coordinator	1	41,470	60,094	45,368					
					GIS technician	1	33,284	48,251	38,131	2	23,380	33,901	23,380	
Rowan	1	32,139	51,018	37,614	sr. cartographer	1	29,127	46,237	43,590	5	IV	22,779	36,157	28,312
										5	III	20,655	32,772	23,165
										1	III		part-time	10,740
Rutherford	1	37,685	56,782	38,633	mapper	1	25,325	38,156	32,467	3	21,817	32,872	24,579	
Sampson	1	26,424	39,648	30,144	land records spec.	1	27,672	41,520	34,596	10	21,000	31,500	24,199	
Scotland	1	32,340	45,696	33,144	specialist/mapper	1	27,012	38,172	28,380	6	20,628	31,884	21,572	
Stanly	1	28,423	40,603	30,000	mapper	1	25,978	37,110	26,335	3	23,742	33,918	25,000	
Stokes	1	23,818	35,728	27,854	GIS mapper I	1	24,771	37,157	27,502		n/a			
Surry	1	27,204	44,820	30,888	land records mgr.	1	32,220	53,880	46,956	7	22,296	35,868	24,413	
					senior mapper	2	27,204	44,820	31,674					
Swain	1	19,477	28,703	23,458	mapper II	1	23,227	34,229	32,102	1	19,477	28,703	21,751	
					mapper I	1	19,477	28,703	22,839					
Transylvania	1	26,907	39,015	30,504	land records supv.	1	32,087	46,526	vacant	1	II	23,579	34,190	29,618
					land records asst.	1	24,640	35,728	33,005	2	I	22,563	32,716	26,017
Tyrrell		n/a					n/a			3				
Union	2	24,867	46,599	28,683	GIS specialist	4	37,103	63,636	42,180	10	24,867	55,655	30,324	
					GIS technician	2	35,509	53,262	35,509					
Vance		n/a					n/a			4	16,908	30,528	21,867	
Wake	9	30,710	51,290	41,586	mapping supvr.	1	43,070	71,930	50,104	39	27,460	45,860	32,416	
					mapping technician	10	27,460	45,860	36,623					
Warren														
Washington		n/a					n/a			2	20,280	29,352	22,152	
Watauga	1	31,048	46,572	33,269	land records spec.	1	29,711	44,567	39,333	2	27,208	42,647	31,861	
					tax mapper I	1	24,914	37,373	32,244					
Wayne														
Wilkes	1	23,538	45,179	29,466	mapper	2	19,667	37,745	30,487	9	17,180	32,973	28,286	
Wilson		n/a					n/a			6	24,672	41,748	26,688	
Yadkin	1	24,171	34,982	25,382	land records supv.	1	33,535	48,566	40,850	3	21,998	31,874	22,691	
Yancey														

1. Other duties include GIS technician and water system clerk

TABLE XI. GIS ADMINISTRATOR AND TECHNICIAN

January 2007

County	GIS Administrator				GIS Technician			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	1	\$ 43,365	\$ 69,386	\$ 58,500	1	\$ 33,300	\$ 53,282	\$ 36,360
Alexander	1	34,638	47,749	43,258	1	27,060	37,302	33,794
Alleghany		n/a				n/a		
Anson		n/a			1	24,702	39,412	33,709
Ashe		n/a				n/a		
Avery	1	32,183	44,878	33,812		n/a		
Beaufort		n/a				n/a		
Bertie		n/a				n/a		
Bladen		n/a			2	22,641	36,013	28,340
Brunswick		information technology director			4	28,630	50,878	32,232
Buncombe		n/a				n/a		
Burke	1	34,967	54,198	40,913	1	24,850	38,518	28,958
Cabarrus		n/a			2	43,087	66,512	47,097
Caldwell	1	32,873	51,916	38,536	2	23,700	37,306	29,993
Camden		n/a				29,836	44,751	33,729
Carteret	1	38,378	62,872	39,312	2	28,968	47,382	31,851
Caswell	1	34,956	57,760	38,076 ¹		n/a		
Catawba	1	45,179	70,104	60,167	2	37,168	57,675	39,721
Chatham	1	36,109	53,352	41,909		n/a		
Cherokee	1	31,425	48,420	37,233		25,871	38,724	no data
Chowan		n/a				n/a		
Clay		n/a				n/a		
Cleveland	1	36,750	57,336	47,544	1	26,472	41,332	33,438
Columbus	1	27,557	56,392	37,241	1	21,527	44,053	30,569
Craven	1	48,692	79,686	61,558		n/a		
Cumberland	2	42,894	70,775	62,672	6	28,481	51,492	34,469
Currituck		n/a			1	36,762	50,875	40,478
Dare	1	46,249	73,998	49,852	1	31,543	50,469	37,141
Davidson	1	39,940	59,911	48,395	1	31,335	47,002	35,722
Davie								
Duplin		n/a				n/a		
Durham		n/a				n/a		
Edgecombe		tax assessor			2	25,857	38,384	29,040
Forsyth	1	41,662	68,744	68,744	1	29,370	48,485	47,174
Franklin	1	40,383	57,690	41,016	2	32,098	45,854	32,588
Gaston								
Gates		n/a				n/a		
Graham		n/a				n/a		
Granville		n/a			1	28,799	46,078	37,280
Greene		n/a				n/a		
Guilford	1	55,322	94,047	77,149	1	33,963	57,737	vacant
Halifax	1	30,504	49,314	43,058	1	22,725	36,685	23,867
Harnett	1	44,772	69,396	53,728	3	31,969	49,552	37,296
Haywood	1	38,498	57,746	50,734	2	28,031	42,047	30,778
Henderson	1	38,240	59,280	44,129	1	24,843	38,493	30,420
Hertford		n/a				n/a		
Hoke	1	37,749	53,339	43,778	1	43,700	61,746	45,912
Hyde		n/a				n/a		
Iredell	1	48,605	75,387	50,584	1	33,918	52,607	35,831
Jackson	1	31,326	57,878	36,539	1	26,849	49,606	30,205
Johnston		n/a			2	31,418	46,374	39,710
Jones		n/a			1	28,500	35,940	29,880
Lee	1	52,089	72,925	56,733	3	39,770	55,678	44,280
Lenoir	1	35,992	52,128	48,406		n/a		
Lincoln		n/a				n/a		
McDowell		n/a				n/a		
Macon	1	34,676	52,014	40,376	1	24,643	36,966	32,130
Madison								
Martin		n/a				n/a		
Mecklenburg	1	71,131	129,147	88,914	17	27,276	55,300	39,031
Mitchell		n/a				n/a		
Montgomery		n/a			1	27,492	46,332	30,792
Moore	1	42,774	67,200	60,424		n/a		
Nash	1	45,014	72,201	46,280	1	30,254	48,523	34,245
New Hanover	1	51,938	79,643	77,204	1	33,176	50,918	37,658
Northampton	1	28,207	49,774	39,856	2	22,100	38,999	25,950

County	GIS Administrator				GIS Technician			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Onslow	1	\$ 45,358	\$ 72,573	\$ 61,676	3	\$ 28,331	\$ 45,329	\$ 35,632
Orange	1	49,309	78,828	60,235	1	36,665	58,614	47,623
Pamlico								
Pasquotank	1	36,103	50,544	45,490	1	25,150	35,209	25,868
Pender	1	38,480	58,871	49,955		n/a		
Perquimans		n/a				n/a		
Person	1	42,290	62,428	46,639	1	29,457	43,484	38,172
Pitt	1	58,640	92,682	71,587	1	31,880	50,384	54,032
Polk		n/a			1	29,286	47,985	31,536
Randolph	1	43,079	66,598	48,648	1	31,077	47,497	34,079
Richmond	1			53,998	1	26,098	37,977	29,351
Robeson		n/a			1	33,051	43,057	vacant
Rockingham	1	41,470	60,094	45,368	1	33,284	48,251	38,131
Rowan	1	41,093	65,233	48,098	1	29,127	46,237	32,139
Rutherford	1	37,685	56,782	44,290	1	30,892	46,546	33,280
Sampson		n/a				n/a		
Scotland		n/a				n/a		
Stanly	1	44,564	63,663	52,392	1	32,528	46,469	35,387
Stokes	1	38,134	57,201	47,216	1	27,864	41,796	31,938
Surry	1	33,660	56,364	37,488	1	30,888	51,420	32,940
Swain	1	30,246	46,579	36,000		n/a		
Transylvania		n/a				n/a		
Tyrrell		n/a			1	also tax clerk		9,792
Union	1	42,424	63,636	52,845	3	35,509	58,209	41,427
Vance		n/a				n/a		
Wake	1	71,720	119,780	97,530	10	27,460	45,860	36,623
Warren								
Washington	1	31,344	45,360	32,112		n/a		
Watauga		n/a			1	31,048	46,572	34,863
Wayne								
Wilkes	1	33,727	64,736	41,281	1	23,538	45,179	38,605
Wilson	1	29,748	50,316	37,512	2	29,748	50,316	34,818
Yadkin		n/a				n/a		
Yancey								

1. Also assistant tax director

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

January 2007

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	\$ 60,000	2	\$ 64,447	\$ 103,112	\$ 90,640	1	\$ 59,015	\$ 94,423	\$ 81,522	1
Alexander	42,204	58,178	45,448	1	51,421	70,884	69,155	1	51,421	70,884	65,822	1
Alleghany	n/a				n/a				51,198	76,797	60,830	1
Anson	n/a				42,629	68,070	57,135	1	42,629	68,070	62,980	1
Ashe	n/a				n/a				67,629	95,559	80,391	1
Avery	n/a				n/a				45,285	63,151	54,552	1
Beaufort	n/a				56,410	84,086	64,474	1	56,410	84,086	62,793	1
Bertie	see Hertford				n/a				55,031	83,512	81,583	1
Bladen	45,359	52,919	50,396	1	52,579	61,342	63,726	1	52,579	61,342	60,816	1
Brunswick	55,568	88,909	80,375	1	69,829	111,726	101,590	1	69,829	111,726	105,965	1
Buncombe	70,529	100,277	97,830	1	84,076	119,585	115,077	1	84,076	119,585	115,077	1
Burke	51,664	80,079	vacant	1	54,248	84,084	64,699	1	54,249	84,084	63,494	1
Cabarrus	63,658	98,280	98,280	1	n/a				73,698	113,783	vacant	1
Caldwell	50,135	77,823	55,883	1	55,157	85,610	73,660	1	55,157	85,610	77,840	1
Camden	see Pasquotank				see Pasquotank				42,429	63,639	53,995	1
Carteret	n/a				61,635	100,971	89,975	1	61,635	100,971	63,138	1
Caswell	32,374	53,457	40,428		45,795	74,512	77,796	1	42,374	70,118	55,044	1
Catawba	54,920	85,219	71,282	1	70,103	108,766	94,150	1	77,291	119,917	119,917	1
Chatham	46,087	68,091	55,800	1	61,761	91,249	77,386	1	61,761	91,249	84,365	1
Cherokee			no data	3	50,291	80,031	61,533	1	50,291	80,031	61,760	1
Chowan	see Washington				see Pasquotank				50,780	91,194	82,716	1
Clay	see Cherokee						63,415	1			58,196	1
Cleveland	44,298	69,150	54,708	1	74,154	115,770	105,414	1	74,154	115,770	100,578	1
Columbus	38,937	79,676	50,085	1	49,842	101,997	67,352	1	49,842	101,997	61,023	1
Craven	n/a				77,815	127,348	124,361	1	77,815	127,348	98,372	1
Cumberland	61,680	101,772	95,211	1	84,834	139,976	110,480	1	84,834	139,976	114,447	1
Currituck	n/a				see Pasquotank				58,172	80,854	69,128	1
Dare	n/a				64,644	103,431	97,430	1	64,644	103,431	103,431	1
Davidson	53,552	80,268	61,025	1	64,987	97,480	84,342	1	64,987	97,480	89,505	1
Davie												
Duplin	42,252	66,631	no data	1	n/a				58,005	91,469	no data	
Durham	72,095	124,118	105,000	1	87,840	151,227	126,705	1	87,840	151,227	120,950	1
Edgecombe	n/a				65,340	96,998	69,950	1	65,340	96,997	76,499	1
Forsyth	65,811	108,576	106,912	1	105,352	173,825	158,121	1	79,310	130,852	123,011	1
Franklin	53,195	75,993	53,395	1	66,927	95,611	72,750	1	66,927	95,611	74,569	1
Gaston												
Gates	see Hertford				n/a						56,859	1
Graham	see Cherokee						63,015	1			56,821	1
Granville	38,598	61,757	52,500	1	see Vance				49,249	78,798	72,221	1
Greene	n/a				47,471	66,459	56,964	1	47,471	66,459	52,002	1
Guilford	n/a						134,387	1			148,334	1
Halifax	45,234	73,225	51,810	1	57,898	93,785	83,898	1	57,898	93,785	75,992	1
Harnett	50,799	78,739	61,252	1	68,210	105,726	75,140	1	68,210	105,726	79,167	1
Haywood	47,974	71,961	57,985	1	63,330	94,996	80,340	1	63,330	94,996	81,936	1
Henderson	54,425	84,357	76,638	1	56,609	87,731	81,365	1	56,609	87,731	81,109	1
Hertford	44,000	75,180	64,246	4	77,478	114,212	89,059	1	49,510	73,275	66,467	1
Hoke	n/a				61,490	86,884	71,309	1	interim is part-time		52,494	1
Hyde	n/a				47,878	80,779	50,046	1	38,127	64,327	47,829	1
Iredell	55,626	86,276	79,659	1	69,652	108,031	88,492	1	69,652	108,304	108,031	1
Jackson	n/a				no data	69,261	66,109	1	no data	98,234	78,387	1
Johnston			53,981	1	134,283	198,200	186,882	1	75,772	102,415	100,765	1
Jones	n/a				49,968	63,546	49,968	1	47,616	60,564	49,968	1
Lee	54,485	76,279	62,138	1	68,222	95,511	83,237	1	68,222	95,511	79,615	1
Lenoir	n/a				51,971	75,270	68,191	1	51,971	75,270	77,152	1
Lincoln	41,069	59,481	41,069	1	52,234	79,995	67,297	1	52,234	79,995	81,995	1
McDowell	43,716	no data	47,688	1	see Rutherford				53,328	no data	60,384	1
Macon	n/a				53,792	80,688	66,773	1	62,271	93,408	80,000	1
Madison												
Martin	regional system				see Washington				46,629	74,545	64,634	1
Mecklenburg	104,515	189,859	148,400	1	104,515	189,859	156,307	1	104,515	189,859	160,641	1
Mitchell	n/a				n/a				51,772	72,481	63,465	1
Montgomery	n/a				vacant				48,084	80,892	71,340	1
Moore	n/a				66,355	104,248	87,126	1	66,355	104,248	77,506	1
Nash	n/a				70,428	112,843	96,085	1	70,428	112,843	82,796	1

County	Library Director				Public Health Director				Social Services Director					
	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties		
New Hanover	\$ 84,739	\$129,979	\$107,520	1	\$ 91,853	\$140,899	\$109,856	1	\$ 91,853	\$140,899	\$102,473	1		
Northampton	see Hertford				58,639	103,476	71,447	1	48,243	85,131	66,504	1		
Onslow	62,076	99,321	78,795	1	69,827	111,723	95,748	1	69,827	111,723	75,411	1		
Orange	69,672	111,381	85,836	3	76,905	122,944	105,477	1	76,905	122,944	101,636	1		
Pamlico														
Pasquotank	53,064	74,766	67,734	2	87,932	140,407	136,983	4	58,009	81,213	64,639	1		
Pender	42,183	64,053	54,495	1	58,177	86,447	67,830	1	58,177	86,447	73,473	1		
Perquimans	see Washington				n/a				43,459	65,815	52,826	1		
Person	47,707	70,424	46,567	1	60,713	89,624	62,252	1	60,713	89,624	70,303	1		
Pitt	n/a				107,870	170,488	158,846	1	77,692	122,792	79,568	1		
Polk	39,246	64,304	50,234	1	n/a				50,088	82,072	64,153	1		
Randolph	54,852	84,960	65,030	1	60,420	93,780	79,050	1	60,420	93,780	77,122	1		
Richmond	n/a				59,285	86,396	74,285	1	53,998	78,545	71,520	1		
Robeson	n/a				75,506	87,587	88,359	1	72,664	84,289	86,180	1		
Rockingham	51,627	74,922	63,247	1	67,242	97,569	83,015	1	67,242	97,596	80,326	1		
Rowan	60,901	96,675	92,040	1	70,580	112,046	95,737	1	70,580	112,046	84,252	1		
Rutherford	50,775	76,505	52,053	1	n/a				61,941	93,327	64,292	1		
Sampson	43,800	65,688	48,288	1	55,104	82,656	64,716	1	55,104	82,656	67,536	1		
Scotland	n/a				58,032	81,996	63,492	1	58,032	81,996	74,280	1		
Stanly	53,335	76,209	63,124	1	63,861	91,229	78,208	1	63,861	91,229	75,275	1		
Stokes	n/a				48,252	72,377	62,424	1	48,252	72,377	59,639	1		
Surry	n/a				57,684	98,772	78,156	1	57,684	98,772	81,876	1		
Swain	n/a				51,295	75,593	60,529	1	46,972	69,222	50,185	1		
Transylvania	45,632	66,166	59,783	1	50,144	72,709	67,098	1	50,144	72,709	72,255	1		
Tyrrell	see Washington				see Washington				52,992				1	
Union	66,101	99,150	70,980	1	75,464	113,196	89,250	1	72,191	108,286	104,000	1		
Vance	35,124	54,804	54,600	1					169,164	2	49,416	77,100	vacant	1
Wake	71,720	119,780	98,092	1	79,210	105,750	132,715	1	n/a					
Warren														
Washington	43,152	56,112	56,112	4					vacant	3	70,161		1	
Watauga	n/a				n/a				60,087	90,130	78,711		1	
Wayne														
Wilkes	n/a								83,926	1	83,926		1	
Wilson	45,348	76,692	62,736	1	65,976	111,576	95,868	1	65,976	111,576	105,408	1		
Yadkin	n/a				48,791	70,639	62,436	1	48,791	70,639	63,997		1	
Yancey														

1. Plus \$4,800 travel

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

January 2007

County	Librarian				Library Branch Manager				Library Assistant			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	4	\$ 33,300	\$ 53,282	\$ 36,636	2	\$ 29,182	\$ 46,690	\$ 37,062	6	\$ 21,444	\$ 34,308	\$ 23,312
Alexander		n/a				n/a			4	22,208	30,614	23,916
Alleghany		n/a				n/a				n/a		
Anson		n/a				n/a			2	18,882	29,995	21,222
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			9	20,478	24,027	24,142
Brunswick		n/a			5	34,968	55,949	46,782	13	22,292	35,667	26,242
Buncombe		n/a				n/a				18,819	26,780	no data
Burke	1	33,302	51,617	33,302	1	34,967	54,198	38,467	3	20,444	31,688	20,909
Cabarrus	2	37,230	57,457	43,726		43,087	66,512	57,063	3	43,087	66,512	57,063
Caldwell	3	34,456	54,417	39,129	1	36,113	57,036	38,964	12	22,634	35,604	25,755
Camden		n/a				n/a				n/a		
Carteret		n/a				n/a				n/a		
Caswell		n/a				n/a			2	part-time		13,524
Catawba	6	33,724	52,300	37,646	4	32,112	49,814	35,946	10	21,716	33,725	23,666
Chatham		n/a			4	29,708	43,893	37,116	6	no data	no data	26,948
Cherokee		n/a				n/a				n/a		
Chowan		n/a				n/a				n/a		
Clay		n/a				n/a				n/a		
Cleveland	2	29,082	45,366	29,766	1	24,114	37,608	24,702	4	24,114	37,608	24,702
Columbus		n/a				n/a			3	18,562	37,988	23,877
Craven		n/a				n/a				n/a		
Cumberland	23	31,207	56,483	35,907	8	37,466	67,662	42,842	64	19,816	46,994	27,157
Currituck		n/a				n/a			2	23,584	32,456	26,958
Dare	1	38,194	61,110	44,043	3	27,326	48,111	35,426	7	23,674	37,878	26,576
Davidson	1 III	38,065	57,098	47,543	3	29,847	44,850	39,481		n/a		
	3 II	36,299	54,450	38,478								
	1 I	32,880	49,320	45,839								
Davie												
Duplin		n/a				n/a				18,344	29,004	no data
Durham	23	31,138	53,607	38,665	5	39,862	68,621	53,590	11	22,037	37,940	30,190
Edgecombe		n/a				n/a				n/a		
Forsyth	23	33,405	55,120	39,447	14	39,832	65,686	52,666	24	23,005	37,980	28,182
Franklin	2	35,186	50,265	36,859	1	32,098	45,854	33,012	1	27,967	39,953	29,912
Gaston												
Gates		n/a				n/a				n/a		
Graham		n/a				n/a				n/a		
Granville	2	28,799	48,397	30,736		n/a			6	19,491	37,900	25,848
Greene		n/a				n/a				n/a		
Guilford		n/a				n/a				n/a		
Halifax	2	22,725	36,685	23,895		n/a				17,799	28,688	19,624
Harnett	3	34,778	53,906	40,576	1	25,900	40,145	27,286	1	21,885	33,922	26,356
Haywood	3	28,031	42,047	40,795		n/a			9	18,861	28,293	23,477
Henderson	7	30,225	46,839	34,341	11	23,888	37,031	28,906	13	19,637	30,420	21,939
Hertford		n/a				n/a				n/a		
Hoke		n/a				n/a			4	21,545	30,443	22,704
Hyde		n/a				n/a				n/a		
Iredell	5	35,478	55,027	44,957	1	31,000	48,081	33,912	8	24,757	38,399	27,130
Jackson		n/a				n/a				n/a		
Johnston		n/a				n/a				n/a		
Jones		n/a				n/a				n/a		
Lee	2	34,751	48,651	42,126		n/a			7	21,189	29,664	24,401
Lenoir	1	60,744	124,392	114,090	2	22,644	46,308	25,473	4	20,508	41,952	21,744
Lincoln	1	26,332	38,137	32,884	3	23,856	34,550	24,252	7	20,571	29,793	21,814
McDowell	1	29,370	43,176	38,136	1	no data	no data	26,262	7	18,780	27,600	23,462
Macon		n/a				n/a				n/a		
Madison												
Martin		n/a				n/a				n/a		
Mecklenburg	84	35,354	81,200	44,076	30	40,039	81,200	51,784	111	23,958	55,300	27,985
Mitchell		n/a				n/a				n/a		
Montgomery	1	22,620	38,124	27,996		n/a			4	18,228	30,720	23,529
Moore		n/a			1	30,398	47,757	34,482	10	21,604	33,941	27,394
Nash		n/a				n/a				n/a		

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

January 2007

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	\$ 50,000	1 assistant	\$ 26,722	\$ 42,756	\$ 32,756	8 deputy II	\$ 24,471	\$ 39,151	\$ 25,751
Alexander	40,170	55,374	47,749		n/a			deputy	23,333	32,165	27,736
Alleghany	40,115	60,173	48,220	1 assistant	25,858	38,788	28,856	1 deputy	23,454	35,181	24,713
Anson	31,165	49,823	38,651	2 assistant II	18,882	31,165	25,199		n/a		
Ashe	n/a			1 assistant	28,740	40,611	32,517	4 deputy	27,546	38,919	28,970
Avery	39,119	54,551	44,406	1 assistant	25,215	35,163	27,550	2 deputy	22,870	31,891	23,008
Beaufort	40,459	61,209	53,373	1 assistant	24,289	36,434	25,754	3 deputy	21,285	31,927	24,159
Bertie	36,563	55,464	54,529	1 assistant	22,228	33,590	23,001	2 deputy	19,431	29,361	20,966
Bladen	42,724	49,883	51,953	1 assistant	25,963	30,514	30,078	1 deputy	23,734	27,884	25,818
								1 part-time	12,579	14,779	12,773
Brunswick	n/a			1 admin/tech	41,307	66,091	57,819	1 deputy III	27,045	43,272	30,629
				4 assistant	31,799	50,878	39,905	11 deputy I	22,292	35,667	24,295
Buncombe			97,830	1 assistant	31,947	45,425	66,000	17 deputy II	25,628	36,452	33,838
								4 deputy I	22,451	31,947	32,289
Burke	44,630	69,175	52,405	2 assistant	22,538	34,936	25,593	3 deputy	21,465	33,272	22,711
Cabarrus	n/a			1 assistant	35,458	54,726	38,337	7 deputy	25,197	38,903	29,338
Caldwell	39,714	62,707	58,339	1 assistant	26,001	40,986	30,626	5 deputy	23,700	37,306	28,246
Camden	34,048	51,068	43,837	assistant	20,980	31,468	23,267	deputy	19,212	28,816	21,612
Carteret	40,220	65,889	53,819	2 assistant	27,641	42,653	30,116	3 deputy II	19,172	29,139	23,227
								1 deputy I	18,293	27,804	17,847
Caswell	37,750	62,415	41,628	1 assistant	22,104	34,977	24,720	1 deputy	21,282	33,660	22,356
Catawba	49,814	77,291	63,000	2 assistant II	29,122	45,180	43,949	3 deputy II	25,141	39,032	28,885
				1 assistant I	26,401	40,980	35,092	3 deputy I	22,807	35,404	23,296
Chatham	48,391	71,495	69,000	5 assistant	26,946	39,812	31,569		n/a		
Cherokee	35,334	55,388	40,146	1 assistant	23,211	34,235	27,261	2 deputy	20,811	30,857	23,203
Chowan	37,894	68,051	43,866	1 assistant	16,535	39,788	26,931	1 deputy	21,101	37,894	24,427
Clay			49,307	assistant			33,627	deputy II			33,627
								deputy I			19,261
Cleveland	46,422	72,456	62,958	1 assistant	27,732	43,296	35,052	3 deputy	23,004	35,898	26,472
Columbus	49,842	101,997	62,502		n/a			1 deputy II	18,562	37,988	28,523
								4 deputy I	15,235	31,175	19,977
Craven			38,000	1 assistant	29,070	47,576	33,466	1 deputy II	24,097	39,444	25,257
								5 deputy I	21,945	35,909	22,687
Cumberland			102,255	1 assistant II	42,894	70,775	62,399	5 deputy III	28,481	46,994	32,227
				3 assistant I	34,232	56,483	40,750	6 deputy I	23,690	39,089	24,705
Currituck			59,410	1 assistant	25,232	34,731	27,762	4 deputy	23,584	32,456	25,007
Dare	46,249	73,998	73,815	2 assistant	27,326	43,722	37,787	5 deputy	23,674	37,878	27,437
Davidson	53,512	80,268	53,512	1 assistant	27,143	40,714	40,180	5 deputy II	24,605	36,907	27,711
								2 deputy I	22,287	33,431	23,513
Davie											
Duplin	42,252	66,631	no data		n/a				n/a		
Durham			98,000	2 supervisor	31,138	53,607	41,712	8 deputy II	25,555	43,999	30,895
								4 deputy I	23,152	39,862	23,755
Edgecombe	40,113	59,548	63,376	1 assistant	23,453	34,816	31,759	3 deputy II	21,272	31,578	23,830
Forsyth	54,683	90,251	83,782	1 assistant III	34,798	57,408	57,408	15 deputy	23,004	37,980	27,354
				4 assistant I	25,916	42,764	40,138				
Franklin	48,526	69,323	57,087	1 assistant	30,657	43,796	31,620	3 deputy	25,512	36,446	27,313
Gaston											
Gates			40,824		n/a			1 deputy			20,586
Graham			30,000	1 assistant			\$10.26/hr.		n/a		
Granville	38,598	61,757	55,326	1 assistant II	26,109	41,774	30,748	3 deputy	19,491	31,186	22,019
Greene			41,530		n/a			2 deputy	18,782	26,296	21,559
Guilford			93,121	4 assistant III	35,661	60,623	43,139	6 deputy III	30,805	52,369	35,329
				1 assistant I	30,805	52,369	34,939	2 deputy I	25,343	43,084	27,859
Halifax	45,234	73,225	62,354	1 assistant	22,725	36,685	29,765	2 deputy II	20,607	33,246	25,259
								2 deputy I	19,624	31,652	22,836
Harnett	48,705	75,493	65,888	3 assistant I	28,175	43,672	35,248	3 chief deputy	27,014	41,871	32,417
								2 deputy	24,832	38,489	24,831
Haywood	40,228	60,343	56,510	1 assistant	24,563	36,843	27,712	3 deputy	22,493	33,740	24,738
Henderson			55,051	1 assistant	24,843	38,493	35,627	1 deputy II	22,971	35,607	31,454
								4 deputy I	21,236	32,916	25,335
Hertford	31,921	47,242	46,098	1 assistant	21,594	31,961	25,013	1 deputy	19,602	29,010	21,097
Hoke	34,240	48,380	46,049	1 assistant	24,334	34,383	25,566	1 deputy	25,550	36,102	27,515
Hyde	veterans' services officer			1 admin asst	24,198	40,793	25,732	1 clerk	16,795	28,336	20,649
Iredell	46,468	72,071	68,224	1 assistant II	28,334	43,945	39,183	5 deputy II	24,757	38,399	30,998
				1 assistant I	25,896	40,165	32,901	2 deputy I	22,628	35,096	25,455
Jackson			46,286		n/a			3 deputy	24,608	45,465	28,316

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

January 2007

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	\$ 56,645	1	\$ 34,799	\$ 55,679	\$ 38,040	1	\$ 38,002	\$ 60,801	\$ 50,774
Alexander	32,969	45,448	34,638		n/a				n/a		
Alleghany	n/a				n/a			1	29,935	44,902	33,922
Anson	29,995	47,992	46,079 ¹	2	22,889	36,458	27,773	1	27,773	44,325	29,995
Ashe	34,137	48,237	34,137	1	25,293	35,739	25,293	2	31,323	44,256	32,264
Avery	32,184	44,878	32,184	2	24,014	33,488	28,238	1	29,190	40,705	29,191
Beaufort	n/a				n/a			1	27,718	41,577	34,118
Bertie	26,605	40,264	27,903		n/a			1	24,457	38,495	29,490
Bladen	38,410	44,968	39,316	1	24,826	29,177	25,773	2	25,963	30,514	30,140
Brunswick	49,230	78,768	62,521	6	33,384	53,414	35,849	2	30,215	48,344	39,793
Buncombe	n/a				n/a				n/a		
Burke	42,503	65,881	48,251	1	27,397	42,466	38,475		n/a		
Cabarrus	52,388	80,585	78,521		n/a			1	33,760	52,117	39,272
Caldwell	n/a				n/a				n/a		
Camden	29,546	44,321	vacant		parks and recreation director				n/a		
Carteret	40,270	65,889	46,373	2	27,641	49,657	32,949	1	28,968	45,212	30,251
Caswell	29,896	49,478	31,020		n/a				n/a		
Catawba	n/a				n/a			1	32,112	49,814	44,874
Chatham	39,812	58,820	48,035	1	29,708	43,893	35,000	2	31,193	46,087	44,430
Cherokee	31,425	48,420	33,344		n/a				n/a		
Chowan	50,780	91,194	68,051		n/a			1	26,931	48,363	32,735
Clay	n/a				n/a				n/a		
Cleveland	n/a				n/a				n/a		
Columbus	35,575	68,707	43,189	1	21,527	44,053	30,716		n/a		
Craven	46,461	76,032	64,512	2	31,930	52,258	38,132	1	33,466	54,762	38,515
Cumberland	n/a				n/a				n/a		
Currituck	41,702	57,793	45,059		n/a			1	28,526	39,343	33,172
Dare	58,746	96,994	86,774	1	40,066	64,106	50,361	1	34,710	55,536	44,341
Davidson	44,023	66,034	59,002	1	29,847	44,850	31,340		n/a		
Davie											
Duplin	36,064	56,868	no data		n/a				n/a		
Durham	n/a				n/a			1	29,637	51,024	44,699
Edgecombe	n/a				n/a			3	27,149	40,303	32,536
Forsyth	49,920	82,368	82,368	1	41,662	68,744	56,243	1	32,052	52,894	40,539
Franklin	42,281	60,401	43,075	1	32,098	45,854	34,325	2	32,098	45,854	32,819
Gaston											
Gates	n/a			1	no data			1			37,756
Graham			30,000		n/a				n/a		
Granville	22,568	36,108	35,331		n/a			1	26,109	41,774	40,081
Greene	29,140	40,793	34,966		n/a			2	23,982	33,575	29,923
Guilford	n/a				n/a			1	45,513	77,372	58,433
Halifax	n/a				n/a				25,065	40,484	no data
Harnett	41,156	63,792	49,388		n/a			1	39,460	61,163	45,997
Haywood	35,252	52,879	40,000		n/a			1	32,282	48,423	46,800
Henderson	46,527	72,111	55,292	4	30,225	46,839	32,192		n/a		
Hertford	n/a				n/a			1	24,990	36,985	36,984
Hoke	53,117	75,053	53,117	1	26,828	37,907	26,828	1	28,169	39,802	32,668
Hyde	n/a				n/a			1	25,305	42,694	26,841
Iredell	48,605	75,387	57,301	2	32,426	50,293	35,949		n/a		
Jackson	39,727	73,399	63,332		n/a				n/a		
Johnston	n/a				n/a				n/a		
Jones	20,916	25,944	27,712		n/a				n/a		
Lee	52,089	72,925	56,711	5	33,222	46,512	35,855	1	31,761	44,466	36,201
Lenoir	55,036	77,438	70,865		n/a			2	26,095	37,793	34,768
Lincoln	41,069	59,481	51,288		n/a				n/a		
McDowell	37,668	55,356	49,500	1	24,078	35,388	32,442		n/a		
Macon	34,676	52,014	39,287	1	24,643	36,966	26,780	1	24,643	36,966	34,311
Madison											
Martin	n/a				n/a			1	30,040	48,024	43,507
Mecklenburg	104,515	189,859	vacant	23	40,039	81,200	48,690		n/a		
Mitchell	30,270	42,378	33,118		n/a				n/a		
Montgomery	vacant				n/a			1	22,620	28,128	27,312
Moore	42,774	67,200	51,064		n/a			2	35,190	55,285	42,307
Nash	n/a				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.
New Hanover	\$ 66,955	\$102,814	\$ 85,832		n/a				n/a		
Northampton	31,098	54,875	35,184		n/a			1	\$ 24,366	\$ 42,997	\$ 25,600
Onslow	47,173	75,476	75,476	1	\$ 37,281	\$ 59,650	\$ 39,201	1	41,936	67,098	47,806
Orange	69,672	111,381	79,983	1	49,309	78,828	57,988	3	42,520	67,974	56,727
Pamlico											
Pasquotank	30,018	42,025	36,021		n/a				n/a		
Pender	30,584	47,817	35,492		n/a				n/a		
Perquimans	33,372	50,540	31,625	1	25,637	38,808	27,581	1	22,456	34,008	24,169
Person	49,663	73,312	50,854	1	36,011	53,159	38,804		n/a		
Pitt	n/a				n/a			3	31,880	50,384	34,615
Polk	29,286	47,985	36,572		n/a			2	24,093	39,478	26,260
Randolph	n/a				n/a				n/a		
Richmond	30,030	43,699	30,030		n/a				n/a		
Robeson	47,071	54,602	52,895		n/a				n/a		
Rockingham	n/a				n/a			1	29,120	42,258	34,433
Rowan	52,549	83,418	76,362		n/a			1			28,560
Rutherford	n/a				n/a			1	30,892	46,546	33,283
Sampson	41,832	62,760	49,884	6	28,968	47,628	31,944	3	28,968	476,287	33,036
Scotland	42,360	59,844	49,116	2	27,012	39,924	31,932	1	32,340	45,696	32,340
Stanly	n/a				n/a				n/a		
Stokes	n/a				n/a			1	30,138	45,207	34,625
Surry	39,996	67,872	48,036	1	28,416	46,956	30,252	1	27,204	44,820	30,888
Swain	27,697	40,816	33,040	1	24,271	35,768	26,321	1	22,227	32,754	23,748
Transylvania	41,786	60,590	55,571	3	26,907	39,015	33,027	1	30,705	44,522	42,464
Tyrrell	n/a				n/a				n/a		
Union	57,879	86,819	66,153 ²	1	33,966	50,949	35,700	1	40,590	60,884	44,595
Vance	n/a				n/a				n/a		
Wake	53,000	88,500	71,925		n/a			4	39,330	65,670	56,328
Warren											
Washington	n/a			1	24,540	35,508	33,828		n/a		
Watauga	46,140	69,211	54,483	4	28,431	53,146	35,710	1	29,711	44,567	29,711
Wayne											
Wilkes	35,272	67,721	44,170		n/a			1	36,898	70,825	43,203
Wilson	n/a				n/a			1	29,748	50,316	38,232
Yadkin	30,550	44,221	38,129		n/a			1	24,171	34,982	30,924
Yancey											

1. Also building maintenance supervisor

2. Plus \$4,800 travel

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

January 2007

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	\$ 63,786	detention admin.	1	\$ 43,365	\$ 69,386	\$ 51,264
				captain	3	41,499	66,397	51,992	asst. detention admin.	2	41,499	66,397	46,596
				lieutenant	10	38,002	60,801	46,978	detention captain	1	41,499	66,397	43,572
				sergeant	19	33,300	53,282	41,640	correctional shift supvr.	5	38,002	60,801	39,520
				corporal	21	31,866	50,986	36,715	detention sergeant	10	33,300	53,282	35,570
				deputy II	20	30,494	48,791	34,520	detention corporal	68	31,866	50,986	33,805
				deputy I	32	29,182	46,690	32,207	detention officer II	66	29,182	46,690	31,316
Alexander	51,421	70,884	64,217						detention officer I	62	26,722	42,756	28,292
				chief	1	36,392	50,166	40,169	detention officer	7	22,208	30,614	24,514
				captain	1	31,381	43,259	39,191					
				detective/investigator	3	29,868	41,174	33,793					
				lieutenant		28,430	39,190	33,794					
				sergeant	5	28,430	39,190	29,869					
				DARE officer	1	27,060	37,302	27,736					
Alleghany	46,437	69,658	no data	deputy		24,515	33,795	no data					
				chief	1	31,432	47,147	40,896	correctional shift supvr.	1	29,935	44,902	32,083
				DARE officer	1	25,858	38,788	26,790	jailer, certified	6	22,338	33,507	23,637
				deputy	5	24,628	36,940	24,711	jailer, non-certified	1	20,260	30,391	20,260
Anson	40,991	65,475	61,768 ¹	chief	2	32,394	51,812	40,991	detention admin.	1	28,854	46,079	33,037 ²
				lieutenant	3	29,995	47,992	33,709	asst. detention admin.	1	28,854	46,079	31,165
				sergeant	10	28,854	46,079	30,580	jailer		24,702	39,412	25,199
				detective/investigator	4	28,854	46,079	30,580	jailer trainee		23,767	no data	23,767
Ashe	54,903	77,577	63,672	deputy	12	22,889	30,580	27,773					
				major	1	46,164	65,226	52,230	asst. chief jailer	2	34,137	48,237	35,868
				captain	1	40,560	48,213	50,655	jailer	6	26,385	37,281	27,530
				detective/investigator	3	35,628	50,343	42,208					
				DARE officer	1	31,323	44,256	36,324					
				sergeant	3	31,323	44,256	32,913					
				deputy	9	28,740	40,611	29,663					
Avery	42,305	58,995	48,974	chief	1	33,147	46,222	33,810	detention admin.	1	31,569	44,023	34,493
				detective/investigator	4	30,066	41,927	30,750	detention sergeant	1	24,734	34,491	25,299
				lieutenant	1	27,270	38,027	28,650	jailer	7	22,434	31,285	22,499
				sergeant	4	25,971	26,216	26,690					
				DARE officer	1	24,734	34,491	27,025					
				deputy	8	24,734	34,491	24,833					
Beaufort	51,333	77,000	66,867	chief	1	40,459	61,209	51,454	detention admin.	1	31,631	47,447	40,990
				lieutenant	3	34,543	51,814	43,532	asst. detention admin.	1	26,524	39,787	33,944
				sergeant	7	30,269	45,404	36,264	detention officer	14	28,691	38,073	29,411
				detective/investigator	9	27,850	39,787	32,688					
				deputy	20	27,850	39,787	29,627					
				corporal	5	27,718	41,577	32,501					
Bertie	43,832	66,434	55,172	DARE officer	1	27,718	41,577	31,917					
				chief	1	34,139	50,541	47,187	n/a				
				detective/investigator	1	31,416	49,578	37,129					
				sergeant	3	31,416	49,578	35,088					
				investigator	3	28,856	42,515	29,028					
				corporal	4	28,856	42,515	28,985					
Bladen	50,172	58,534	60,266	deputy	10	27,714	40,747	27,714					
				chief	1	39,808	46,566	46,881	jail administrator	1	37,064	43,421	39,283
				captain	1	35,718	41,873	41,008	jailer III	1	27,099	31,851	29,671
				investigations commander	1	33,127	38,882	37,740	jailer II	3	23,734	27,884	25,397
				lieutenant	2	33,127	38,882	36,682	jailer I	3	22,641	26,590	23,114
				sergeant	6	31,875	37,429	35,676					
				detective/investigator	6	31,875	37,429	34,445					
				DARE officer	1	30,659	36,013	33,359					
				corporal	5	30,659	36,013	32,757					
				deputy	15	27,099	31,851	28,528					
Brunswick	61,906	99,050	96,435	chief	1	49,230	78,768	80,882	detention admin.	1	42,892	68,627	61,877
				investigations commander	1	42,892	68,627	62,242	detention sergeant	5	33,384	53,414	38,957
				captain	3	42,892	68,627	60,490	correctional shift supvr.	4	27,045	48,272	32,380
				patrol commander	1	38,138	61,021	55,197	jailer I	28	25,461	40,738	26,686
				lieutenant	6	38,138	61,021	48,067					
				detective/investigator	14	33,384	53,414	37,576					
				sergeant	9	33,384	53,414	37,078					
				patrol shift supvr.	4	33,384	53,414	36,444					
				DARE officer	1	28,630	45,808	33,343					
				deputy	55	28,630	45,808	31,277					

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Buncombe			\$105,526	chief	1	\$ 49,580	\$ 70,529	\$ 67,990	jail admin.	2	\$ 45,425	\$ 64,558	\$ 56,811
				patrol commander	1	45,425	64,558	vacant	correctional shift supvr.	10	33,379	47,450	34,089
				investigations commander	1	45,425	64,558	56,811	jailer I	84	27,967	39,769	30,521
				captain	7	45,425	64,558	56,111					
				patrol shift supvr.	7	39,769	56,563	43,559					
				lieutenant	20	39,769	56,563	42,421					
				detective/investigator	17	33,379	47,450	36,521					
				sergeant	26	33,379	47,450	35,779					
				deputy	61	29,224	41,584	32,433					
	Burke	\$ 54,248	\$ 84,084	58,602	major	1	40,480	62,742	45,920	detention officer	12	23,666	36,684
				lieutenant	8	31,715	49,159	32,936					
				sergeant	10	28,767	44,589	30,713					
				detective/investigator	13	28,767	44,589	29,939					
				deputy	40	26,092	40,443	27,864					
Cabarrus	70,204	108,369	90,455	chief	1	52,388	80,585	57,186	n/a				
				captain	3	45,252	69,859	59,524					
				lieutenant	13	41,044	63,363	51,733					
				detective/investigator	10	37,230	57,457	44,711					
				sergeant	22	37,230	57,457	43,820					
				deputy	112	30,611	47,270	35,671					
Caldwell	50,135	77,823	72,813	DARE officer	2	30,611	47,270	32,875					
				chief	1	39,714	62,707	52,156	detention admin.	1	29,929	47,247	45,311
				investigations commander	1	36,113	57,036	45,124	correctional shift supvr.	4	24,822	39,112	29,043
				captain	3	36,113	57,036	44,251	detention officer	16	22,634	35,604	24,200
				patrol commander	1	34,456	54,417	46,651					
				patrol shift supvr.	4	31,364	49,531	38,908					
				lieutenant	5	31,364	49,531	38,145					
				detective/investigator	8	28,574	45,073	33,060					
				sergeant	6	27,267	42,940	32,877					
				DARE officer	2	26,001	40,986	31,431					
				civil officer	3	24,822	39,112	32,450					
				school resource officer	3	24,822	39,112	28,799					
				deputy	18	24,822	39,112	27,210					
	Camden	37,181	55,767	45,150	bailliff	6	24,822	39,112	26,069				
				chief		31,179	46,765	40,290	n/a				
				detective/investigator		27,322	40,980	33,314					
Carteret	55,981	91,708	65,000	DARE officer		25,019	37,526	33,877					
				chief	1	42,151	69,052	55,000	detention admin.	1	34,943	57,244	40,000
				captain	3	28,968	59,992	44,214	asst. detention admin.	1	30,358	47,382	35,967
				lieutenant	5	28,968	45,212	37,145	detention shift supvr.	2	26,375	40,239	29,091
				patrol shift supvr.	5	28,968	49,657	36,677	senior detention officer	3	22,653	36,222	27,668
				detective/investigator	2	28,968	45,212	34,709	detention officer	21	21,616	34,563	23,754
				sergeant	5	26,375	45,212	33,473					
				DARE officer	1	26,375	40,239	29,423					
				deputy	13	26,375	40,239	29,105					
				corporal	3	21,616	34,563	25,965					
Caswell	44,040	72,895	53,856	chief	2	39,231	64,883	40,884	detention admin.	1	28,860	47,603	32,820
				lieutenant	1	33,640	55,567	34,368	correctional shift supvr.	1	25,736	42,399	28,320
				sergeant	4	29,986	49,478	32,842	correctional officer		23,849	39,255	25,586
				corporal	7	26,736	44,067	30,226					
				detective/investigator	1	26,736	44,067	29,388					
Catawba	68,863	103,593	100,623 ³	deputy	9	24,775	40,796	27,341					
				major	1	52,300	81,155	66,700	n/a				
				captain	2	45,179	70,104	59,149					
				lieutenant	5	40,980	63,586	44,294					
				sergeant	12	37,168	57,675	40,879					
				corporal	10	33,724	52,300	35,319					
				detective/investigator	8	33,724	52,300	35,079					
Chatham	64,849	95,812	75,000	deputy	69	32,112	49,814	34,156					
				major	1	48,391	71,495	56,377	correctional shift supvr.	2	28,293	41,802	35,345
				captain	3	41,802	61,761	49,592	detention officer	11	25,662	37,916	27,373
				investigations commander	1	41,802	61,761	49,592					
				lieutenant	5	37,916	56,019	47,154					
				patrol commander	1	37,916	56,019	44,944					
				detective/investigator	11	34,390	50,811	37,795					
				patrol shift supvr.	4	32,752	48,391	36,618					
				sergeant	8	32,752	50,811	34,487					
			corporal	8	29,708	43,893	31,154						
			deputy	24	28,293	41,802	29,061						

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Cherokee	\$ 43,926	\$ 69,699	\$ 50,722	lieutenant	2	\$ 31,425	\$ 48,420	\$ 36,298	detention admin.	1	\$ 32,675	\$ 50,620	\$ 37,582
				chief	1	29,371	45,364	40,719	detention lieutenant	1	26,866	40,418	30,513
				sergeant	4	29,020	44,255	34,348	detention sergeant	4	24,952	37,109	26,431
				detective/investigator	6	29,020	44,255	32,493	detention officer	8	23,211	34,235	24,007
				corporal	4	26,866	40,418	30,868					
Chowan			89,421	deputy	5	25,871	38,724	28,356					
				lieutenant	1	32,735	58,786	48,363	detention admin.	1	31,177	55,986	43,866
				detective/investigator	4	31,177	55,986	47,787	correctional officer III	1	29,691	53,318	34,372
				patrol shift supvr.	7	31,177	55,986	39,313	correctional officer II	5	24,427	43,866	27,495
				DARE officer	1	29,691	53,318	29,691	correctional officer I	1	23,264	41,777	23,264
Clay			56,630	deputy	4	28,278	53,318	28,984					
				detective/investigator				39,296	detention admin.				27,976
				DARE officer				31,267					
				chief				31,023					
Cleveland	58,662	91,596	87,402	deputy				24,163					
				chief	1	48,642	75,942	67,530	detention admin.	1	40,332	62,958	54,708
				captain	3	40,332	62,958	46,422	asst. detention admin.	1	35,052	54,708	42,288
				investigations commander	2	35,052	54,708	40,322	detention sergeant	4	30,450	47,544	35,052
				patrol shift supvr.	4	33,438	52,200	38,484	detention officer	21	26,472	41,322	30,450
				sergeant	6	30,450	47,544	36,750					
				DARE officer	1	30,450	47,544	36,750					
				investigator	6	29,082	45,366	33,438					
				detective/investigator	10	29,082	45,366	33,438					
				corporal	9	27,732	43,296	31,932					
				deputy	41	27,732	43,296	30,450					
Columbus			no data	chief	1	40,908	79,679	49,842	detention admin.	1	31,957	65,397	34,582
				captain	4	35,274	72,185	44,712	detention sergeant	4	26,229	53,675	26,818
				lieutenant	4	31,957	65,397	43,984	detention corporal	4	24,965	51,088	24,996
				patrol shift supvr.	5	28,952	59,246	35,370	detention officer	18	23,762	48,627	24,576
				DARE officer	1	28,952	59,246	33,739					
				sergeant	5	27,557	56,392	31,070					
				detective/investigator	5	27,557	56,392	30,297					
				deputy	31	26,229	53,675	27,174					
Craven			79,000	chief	1	44,335	72,552	72,552	chief jailer	1	40,363	66,059	48,692
				captain	3	42,301	69,228	57,897	correctional shift supvr.	5	29,070	47,576	30,906
				lieutenant	8	35,071	57,393	44,165	jailer II	4	25,257	41,334	26,942
				sergeant	11	31,930	52,258	39,642	jailer/EMT	1	25,257	41,334	27,741
				investigator	8	31,930	52,258	35,750	jailer I	24	24,097	39,444	25,422
				zone deputy	4	30,467	49,860	33,081					
				school resource officer	3	30,467	49,860	31,930					
Cumberland			136,669	deputy	17	29,070	47,576	31,125					
				chief	1	68,211	112,548	85,825	detention major	1	46,975	77,509	52,568
				major	4	58,987	97,329	61,217	correctional shift supvr.	2	42,894	70,775	52,685
				captain	5	53,625	88,481	57,403	detention lieutenant	6	37,466	61,819	44,116
				lieutenant	20	44,850	77,703	55,796	detention sergeant	19	34,232	56,483	35,574
				patrol shift supvr.	4	44,850	77,703	53,987	detention officer II	25	29,814	49,193	32,706
				sergeant	52	39,243	67,988	45,277	detention officer I	79	27,203	44,885	28,398
				detective/investigator	38	36,684	60,529	41,386					
				deputy	182	32,500	56,306	36,431					
Currituck			63,518	chief	1	41,702	57,793	54,575	jail superintendent	1	40,056	55,488	44,111
				lieutenant	2	40,827	55,488	45,842	correctional shift supvr.	1	33,467	46,262	38,929
				sergeant	8	36,762	50,875	40,771	detention program director	1	31,820	43,955	33,045
				investigator	1	35,114	48,568	36,472	detention sergeant	5	30,174	41,651	32,594
				detective/investigator	2	33,467	46,262	35,091	intake officer	3	26,878	37,035	28,103
Dare	63,601	104,943	84,424	deputy	39	30,174	41,651	33,496	detention officer	18	25,232	34,731	25,977
				chief	1	53,332	87,998	66,161	detention admin.	1	42,797	70,615	57,300
				major	19	42,797	70,615	38,385	detention asst. admin.	1	40,954	67,574	51,018
				lieutenant	3	40,954	67,574	51,708	detention shift leader	4	35,889	59,216	41,043
				sergeant	6	35,889	59,216	44,059	detention asst. shift leader	4	31,449	51,891	35,183
Davidson	74,579	112,872	78,409	deputy	28	30,096	49,657	35,508	detention officer	30	28,799	47,518	32,499
				chief	1	44,023	66,034	61,412	detention major	1	44,023	66,034	56,610
				major	1	44,023	66,034	56,481	detention officer I	25	28,466	42,699	28,318
				captain	4	39,940	59,911	51,223					
				lieutenant	14	36,299	54,450	42,818					
				sergeant	15	32,880	49,320	38,665					
				deputy III	2	31,335	47,002	36,531					
				detective/investigator	9	31,335	47,002	36,076					
				investigator	9	31,335	47,002	36,076					
				deputy II	16	29,847	44,850	34,220					
				school resource officer	5	29,847	44,850	32,194					
				deputy I	36	28,466	42,699	30,168					

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Davie													
Duplin	\$ 49,507	\$ 78,067	no data	lieutenant		\$ 30,779	\$ 48,537	no data	n/a				
				sergeant		29,583	46,653	no data					
Durham			\$110,000	chief	1	56,322	96,960	\$ 85,754	detention admin.	1	\$ 53,607	\$ 92,287	\$ 82,259
				major	2	51,024	87,840	78,965	detention major	1	46,225	79,578	67,739
				captain	6	48,566	83,608	67,523	detention captain	4	43,999	75,745	63,048
				lieutenant	12	43,999	75,745	63,004	detention lieutenant	5	39,862	68,621	55,989
				sergeant	16	37,940	65,315	55,284	detention staff sergeant	10	36,111	62,169	50,731
				corporal	14	31,138	53,607	47,736	detention sergeant	30	34,370	59,171	46,127
				investigator	7	29,637	51,024	36,800	detention officer II	26	29,637	51,024	44,309
				deputy	101	29,637	51,024	34,506	detention officer I	112	26,850	46,225	32,236
Edgecombe	53,755	79,799	72,885	chief	1	40,121	54,011	45,491	detention admin.	1	35,091	46,657	37,979
				lieutenant	3	37,089	48,989	39,255	detention lieutenant	1	30,965	42,318	34,016
				sergeant	12	32,728	44,435	35,502	detention sergeant	5	26,136	36,557	28,712
				detective/investigator	8	30,255	42,318	32,399	detention corporal	5	24,161	34,816	26,542
				corporal	6	27,969	40,403	30,166	detention officer II	27	22,671	33,656	24,242
				deputy	21	25,857	38,384	27,391	detention officer	13	22,336	33,159	22,472
Forsyth	72,196	119,142	105,580	chief	1	59,945	98,924	80,849	detention admin.	1	52,145	86,049	68,203
				major	1	52,145	86,049	83,408	detention captain	2	43,534	71,822	54,433
				captain	4	45,656	75,296	60,689	detention lieutenant	4	39,832	65,686	48,722
				lieutenant	10	41,662	68,744	54,294	detention sergeant	17	36,358	59,987	43,335
				sergeant	11	38,126	62,899	48,028	detention corporal	13	32,052	52,894	37,886
				corporal	16	33,404	55,120	42,124	detention officer	162	29,369	48,484	31,254
				investigator	15	32,051	52,894	35,743					
				deputy	110	30,638	50,564	34,105					
Franklin	63,923	91,320	65,087	chief	1	42,281	60,401	vacant	asst. detention admin.	1	35,186	50,265	34,373
				lieutenant	1	42,281	60,401	44,101	correctional shift supvr.	4	30,657	43,796	31,720
				sergeant	6	35,186	50,265	36,967	detention officer	24	27,967	39,953	29,010
				detective/investigator	14	35,186	50,265	35,504					
				DARE officer	1	32,098	45,554	35,402					
				deputy	20	32,098	45,854	32,356					
Gaston													
Gates			52,819	chief	1			32,038	n/a				
				deputy	8	24,526	31,140	no data					
Graham			40,000	chief	1			30,000	detention admin.	1			\$11/hr.
				detective/investigator	3			\$13.00/hr.	jailer				\$10/hr.
				deputy	8			\$12.00/hr.					
Granville	54,295	86,871	83,930	chief	1	40,528	64,844	50,667	detention admin.	1	31,753	50,804	44,709
				lieutenant	3	35,016	56,025	43,255	correctional shift supvr.	1	27,426	43,881	36,657
				sergeant	8	28,799	46,078	39,431	corporal/transportation officer	26,109	41,774	28,391	
				detective/investigator	5	28,799	46,078	37,189	detention shift sergeant	24,884	39,814	29,519	
				vice investigator	2	27,426	43,881	36,643	detention relief sergeant	23,687	37,900	26,683	
				corporal	5	27,426	43,881	32,777	detention officer	13	22,568	36,108	24,905
				deputy	13	26,109	41,774	28,129					
				DARE officer	1	26,109	41,774	27,430					
Greene			46,461	major	1	32,136	44,990	33,632	detention admin.	1	25,193	35,273	26,369
				captain	1	30,618	42,863	32,044	jailer	7	20,722	29,013	22,135
				lieutenant	1	29,140	40,793	30,497					
				detective/investigator	2	27,749	38,850	28,396					
				DARE officer	2	26,454	37,032	27,673					
				deputy	13	24,193	35,273	26,891					
Guilford			123,428	chief	1	81,735	138,950	91,215	prison farm admin.	1	64,042	108,871	78,189
				major	3	70,606	120,030	90,652	detention admin.	2	64,042	108,871	78,189
				patrol commander	3	64,042	108,871	80,437	correctional shift supvr.	25	54,004	91,807	64,780
				captain	9	64,042	108,871	75,171	detention officer II	20	39,316	66,837	47,758
				lieutenant	6	55,322	94,047	67,215	detention officer I	159	33,963	57,737	43,798
				investigations commander	5	52,687	89,568	62,564					
				patrol shift supvr.	30	52,687	89,568	61,639					
				sergeant	30	52,687	89,568	61,215					
				detective/investigator	22	39,316	66,837	49,959					
				DARE officer	3	39,316	66,837	49,360					
				corporal	52	39,316	66,837	49,105					
				deputy	113	33,963	57,737	42,059					
Halifax	52,452	84,943	74,137	major	2	47,521	76,939	52,140	jail admin.	1	37,140	60,086	no data
				captain	1	43,058	69,690	44,132	chief jailer	1	27,649	44,679	35,355
				lieutenant	8	32,041	51,810	37,440	jail supervisor	1	26,326	42,530	27,991
				sergeant	5	30,504	49,314	31,391	jail shift leader	4	26,326	42,530	no data
				investigator	4	30,504	49,314	31,847	jailer/matron	11	23,867	38,538	no data

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Harnett	\$ 65,398	\$101,367	\$ 76,964	major	1	\$ 52,984	\$ 82,125	\$ 62,255	detention admin.	1	\$ 42,926	\$ 66,535	\$ 53,854
				captain	2	46,697	72,380	54,579	detention officer	16	27,014	41,871	29,148
				lieutenant	5	42,926	66,535	49,747					
				sergeant	8	37,833	58,641	42,627					
				corporal	10	34,778	53,906	37,793					
				detective/investigator	14	36,273	56,224	37,840					
Haywood	52,390	78,584	71,939	deputy	48	31,969	49,552	33,827					
				chief	1	38,498	57,746	40,358	detention lieutenant	2	28,031	42,047	31,078
				captain	1	35,252	52,879	39,825	detention sergeant	1	23,505	35,259	26,182
				lieutenant	5	32,282	48,423	36,886	detention officer	20	23,505	35,259	24,243
				detective/investigator	7	30,891	46,337	33,540					
				sergeant	6	29,561	44,342	31,435					
Henderson			74,965	deputy	18	26,824	40,236	28,806					
				commander	1	53,685	83,200	72,651	detention admin.	1	40,789	63,232	57,887
				major	2	45,885	71,115	63,484	correctional shift supvr.	4	36,254	56,202	46,329
				captain	3	40,789	63,232	52,638	detention corporal	5	32,240	49,962	36,371
				lieutenant	14	36,254	56,202	49,986	detention officer III	6	30,992	48,048	36,150
				sergeant	13	33,530	51,598	44,068	detention officer II	18	29,806	46,197	31,217
Hertford	44,911	66,467	61,757	corporal	15	32,240	49,962	39,403					
				deputy II	9	29,806	46,197	31,274					
				chief	1	31,921	47,242	43,894	detention captain	2	24,990	36,985	28,246
				lieutenant	2	30,398	44,993	35,725	detention sergeant	1	20,569	30,440	22,687
				sergeant	1	27,577	40,815	33,550	transportation officer	2	20,569	30,440	22,234
				drug agent	4	27,577	40,815	32,150	detention officer	20	20,569	30,440	20,217
Hoke	64,564	91,228	69,529	deputy	12	24,990	36,985	27,720					
				chief	1	53,117	75,053	55,806	detention admin.	1	37,749	53,339	38,693
				major	1	45,885	64,834	48,208	jailer lieutenant	1	28,169	39,802	26,844
				captain	2	35,952	50,799	37,772	jailer sergeant	4	25,550	36,102	26,064
				lieutenant	3	34,240	48,380	36,587	jailer	9	23,175	32,746	23,642
				detective/investigator	5	32,609	46,076	34,101					
Hyde	38,127	64,327	41,316	sergeant	9	29,578	41,793	31,420					
				corporal	7	28,169	39,802	28,981					
				deputy	15	26,828	37,907	28,186					
				school resource officer		26,828	37,907	26,828					
				chief	1	29,010	48,945	30,322	chief jailer	1	25,305	40,793	30,010
				DARE officer	1	26,484	44,684	31,408					
Iredell	63,661	98,738	85,869	sergeant	2	26,484	44,684	28,444					
				deputy	8	25,305	42,694	26,807					
				chief	1	53,180	82,482	74,280	detention admin.	1	42,470	65,872	48,110
				major	2	46,468	72,071	66,058	correctional shift supvr.	3	33,918	52,607	38,963
				captain	2	42,470	65,872	48,490	jailer III	9	29,637	45,967	32,698
				lieutenant	13	38,817	60,205	51,197	jailer II	24	27,088	42,013	29,098
Jackson			64,668	sergeant	17	33,918	52,607	43,407	jailer I	21	25,896	40,165	28,560
				detective/investigator	20	33,918	52,607	41,407					
				field training officer	8	29,637	45,967	35,372					
				deputy	27	27,088	42,013	33,029					
				DARE officer	2	27,088	42,013	32,603					
				school resource officer	6	27,088	42,013	29,609					
Johnston	66,398	98,004	96,521	captain	1	32,446	59,947	43,259	detention admin.	1	32,446	59,947	44,737
				lieutenant	5	31,326	57,878	41,144	detention lieutenant	1	29,088	53,743	36,747
				sergeant	8	29,088	53,743	34,758	detention sergeant	4	24,608	45,465	26,973
				detective/investigator	6	27,968	51,673	31,949	detention officer	14	23,486	43,392	24,662
				deputy	19	26,844	49,606	29,310					
				captain	5	44,680	65,950	56,375	detention admin.	1	46,690	68,917	vacant
Jones	37,728	47,616	41,208	lieutenant	10	39,152	57,792	45,177	detention officer	31	26,344	38,889	28,159
				detective/investigator	20	35,854	52,920	38,009					
				sergeant	4	34,309	50,640	37,586					
				deputy	49	32,830	48,463	34,469					
				deputy	7	25,944	32,724	25,944	jailer/dispatcher	8	20,016	24,804	20,478
				chief	1	52,089	72,925	55,490	detention admin.	1	36,349	50,888	36,621
Lee			78,834	captain	3	39,770	55,678	45,338	assistant chief jailer	1	31,761	44,466	32,016
				lieutenant	1	38,021	53,228	40,070	correctional shift supvr.	5	30,364	42,511	31,399
				detective/investigator	7	36,349	50,888	40,400	correctional officer	17	29,029	40,641	30,228
				patrol shift supvr.	4	36,349	50,888	40,221					
				sergeant	4	33,222	46,512	35,553					
				deputy	18	31,761	44,466	32,731					

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	
Lenoir	\$ 51,971	\$ 75,270	\$ 83,084	major	2	\$ 35,992	\$ 52,128	\$ 52,795	chief jailer	1	\$ 32,833	\$ 47,552	\$ 40,003	
				lieutenant	1	31,359	45,418	43,229	correctional shift supvr.	5	27,324	39,573	30,975	
				patrol shift supvr.	4	31,359	45,418	42,438	jailer II	13	24,924	36,097	28,215	
				detective/investigator	7	29,952	45,418	34,842	jailer I	13	23,805	34,477	25,635	
				sergeant	6	28,607	41,432	36,075						
				deputy II	26	26,095	37,793	30,088						
				deputy	2	24,924	36,097	28,199						
Lincoln	55,232	79,992	74,280	chief	1	47,626	68,977	56,612	detention lieutenant	1	39,089	56,612	40,066	
				lieutenant	3	39,089	56,612	46,124	detention 1st sergeant	1	35,413	51,288	36,298	
				corporal	7	35,413	51,288	38,305	senior detention officer	4	30,536	44,226	32,082	
				detective/investigator	8	33,706	48,817	38,585	detention officer	17	27,664	40,066	28,488	
				school resource officer	4	33,706	48,817	34,765	detention officer trainee	3	26,331	38,136	26,550	
				sergeant	13	32,082	46,465	33,625						
				deputy	33	30,536	44,226	31,332						
McDowell	50,742	no data	63,462	chief	1	43,716	64,254	51,378	detention admin.	1	32,442	47,688	36,738	
				captain	2	35,832	52,668	40,566	jailer III	1	30,870	45,372	33,672	
				lieutenant	4	32,442	47,688	35,416	jailer II	1	27,948	41,076	32,040	
				detective/investigator	8	27,948	47,688	32,593	jailer I	5	25,302	37,200	26,736	
				DARE officer	1	27,948	41,076	32,040	jailer trainee	9.5	24,078	45,372	25,160	
				deputy	19	24,078	45,372	28,674						
Macon	42,148	63,223	57,532	chief	1	34,676	52,014	42,120	detention admin.	1	31,452	47,178	39,655	
				captain	2	37,500	47,178	40,368	detention officer	11	23,470	35,204	27,517	
				lieutenant	2	36,000	47,178	36,754						
				investigations commander	1	31,452	47,178	35,672						
				detective/investigator	8	31,100	42,791	34,434						
				sergeant	11	29,500	40,753	35,061						
				deputy	15	28,500	38,813	29,906						
Madison														
Martin	48,722	77,888	53,780	chief	1	35,821	57,263	39,540	n/a					
				detective/investigator	4	28,738	45,939	31,339						
				sergeant	5	28,738	45,939	30,815						
				DARE officer	1	26,317	42,071	26,975						
				deputy	17	26,317	42,071	29,529						
Mecklenburg	104,515	189,859	130,810	chief	1	89,605	189,859	124,779	detention admin.		65,862	129,147	94,317	
				major	4	58,156	129,147	82,220	correctional shift supvr.	22	45,344	81,200	59,706	
				captain	10	54,191	81,200	74,729	detention captain	19	54,191	81,200	72,526	
				sergeant	22	45,344	81,200	59,706	detention sergeant	17	45,344	81,200	59,310	
				deputy	185	31,054	55,300	40,579	detention officer	508	31,054	55,300	37,063	
Mitchell	44,723	62,612	46,065	chief	1	36,793	51,510	37,897	n/a					
				captain	1	33,373	46,722	34,373						
				lieutenant	2	31,783	44,496	32,736						
				DARE officer	1	31,783	44,496	32,736						
				detective/investigator	1	27,456	38,438	29,378						
				investigator	1	27,456	38,438	28,280						
				deputy	5	24,903	34,864	24,903						
Montgomery			59,796	chief	1	32,484	54,684	39,192	detention admin.	1	26,400	44,448	31,344	
				assistant chief	1	29,844	50,232	36,408	asst. jail admin.	1	21,732	36,624	24,336	
				captain	2	27,492	46,332	35,064	jailer II	3	21,732	36,624	23,548	
				detective/investigator	4	27,492	46,332	30,204	jailer I	5	20,136	33,948	21,900	
				sergeant	4	25,392	42,744	32,944						
				lieutenant	4	25,392	42,744	31,860						
				DARE officer	1	25,392	42,744	29,880						
Moore			98,436	deputy	11	25,392	42,744	28,080						
				chief	1	54,590	85,766	71,110	detention admin.	1	40,736	64,000	48,074	
				captain	5	44,912	70,560	57,608	detention supervisor	5	30,398	47,757	33,342	
				lieutenant	3	40,736	64,000	49,428	detention officer	22	27,572	43,318	30,613	
				sergeant	6	35,190	55,285	40,129						
				detective/investigator	15	35,190	55,285	40,061						
				deputy	39	31,919	50,146	36,300						
Nash			80,077	major	1	54,921	88,101	57,708	detention admin.	1	45,014	72,201	46,180	
				lieutenant	6	45,014	72,201	49,754	asst. jail admin.	1	40,795	65,373	41,834	
				sergeant	8	40,795	65,373	44,378	chief jailer	1	38,793	62,193	43,911	
				detective/investigator	11	38,793	62,193	44,689	jail sergeant	4	35,106	56,301	37,609	
				DARE officer	1	35,106	56,301	41,317	jail corporal	3	28,771	46,180	32,598	
				corporal	5	35,106	56,301	40,810	jailer	37	26,048	41,834	29,485	
				deputy	35	31,787	50,980	35,306						

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
New Hanover			\$130,728	chief	1	\$ 74,984	\$115,045	\$108,389	detention sergeant	1	\$ 39,208	\$ 60,133	\$ 42,430
				major	2	65,562	100,547	78,811	detention corporal	2	33,176	50,918	34,285
				captain	6	55,432	85,072	69,295	detention officer	65	30,514	46,821	31,080
				lieutenant	20	46,675	71,614	54,937					
				sergeant	35	43,264	66,352	48,792					
				detective/investigator	33	39,208	60,133	43,455					
				corporal	20	35,880	54,995	41,251					
Northampton	\$ 48,243	\$ 85,131	63,298	deputy	152	33,446	51,272	36,143					
				chief	1	35,999	63,526	39,736	detention admin.	1	35,999	63,256	42,793
				DARE officer	1	32,653	57,620	36,042	detention sergeant	3	25,584	45,146	25,964
				investigations commander	1	32,653	57,620	35,163	detention officer	15	22,100	38,999	22,454
				drug investigator supvr.	1	32,653	57,620	35,163					
				investigator	1	29,617	52,263	32,692					
				deputy	11	25,585	45,146	24,256					
Onslow	64,559	103,294	87,003	chief	1	59,688	95,501	62,075	detention admin.	1	40,323	64,517	48,058
				major	4	51,022	81,635	54,684	jail lieutenant	1	35,847	57,356	40,166
				captain	7	41,936	67,098	46,709	jail sergeant	3	31,868	50,989	35,266
				lieutenant	4	38,772	62,036	41,406	jailer	27	25,186	40,297	25,944
				sergeant	14	35,847	57,356	41,460					
				detective/investigator	7	31,868	50,989	33,555					
				deputy	56	29,464	47,142	32,306					
Orange	76,905	122,944	110,555	major	1	60,078	96,043	71,418	detention admin.	1	60,078	96,043	71,418
				captain	2	49,309	78,828	65,638	detention officer	31	30,093	48,107	31,225
				lieutenant	9	44,673	71,414	54,633					
				sergeant	11	40,470	64,698	50,601					
				detective/investigator	6	36,665	58,614	46,641					
				DARE officer	19	34,898	55,789	42,172					
				corporal	19	34,898	55,789	42,172					
Pamlico				deputy	32	33,217	53,101	35,635					
Pasquotank	55,575	77,806	68,913	chief	1	39,754	55,655	48,649	n/a				
Pender	48,413	72,778	61,425	deputy	36	30,018	43,729	36,752					
				major	1	42,183	64,053	50,176	detention admin.	1	36,752	56,453	42,008
				patrol commander	1	36,752	56,453	45,489	detention deputy II	1	29,211	45,893	30,850
				investigations commander	1	36,752	56,453	45,489	detention deputy I	1	27,901	44,059	29,421
				captain	4	36,752	56,453	43,825	jail shift leader	4	26,647	42,305	26,647
				patrol shift supvr.	2	33,528	51,936	39,192	jail officer	7	24,311	39,031	24,816
				lieutenant	4	33,528	51,936	38,729					
				detective/investigator	6	32,022	49,829	36,733					
				sergeant	5	30,584	47,817	34,459					
				deputy II	8	29,211	45,893	32,343					
				DARE officer	1	29,211	45,893	31,942					
				deputy I	15	27,901	44,059	28,591					
	Perquimans	41,588	62,981	46,997	detective/investigator	2	30,560	46,280	34,535				
				deputy	9	26,780	40,555	27,605					
Person	60,713	89,624	71,135	chief	1	49,663	73,312	52,357	detention admin.	1	42,290	62,428	46,837
				investigations commander	1	40,625	59,970	47,275	correctional shift supvr.	4	30,664	45,266	33,993
				patrol shift supvr.	5	34,592	51,065	40,243	senior detention officer	4	28,296	41,771	30,585
				DARE officer	1	33,229	49,053	39,584	detention officer	20	27182	40126	29,269
				investigator	7	33,229	49,053	37,856					
				deputy	11	30,664	45,266	33,826					
Pitt			77,579	chief	3	50,947	80,522	61,009	detention admin.	1	58,640	92,682	60,779
				captain	1	46,387	73,315	50,947	detention officer advanced	11	30,418	48,078	37,549
				lieutenant	1	42,235	66,753	54,032	detention officer intermed.	4	29,025	45,877	34,361
				sergeant	1	36,694	57,994	39,383	detention officer basic	54	27,696	43,774	29,796
				detective/investigator	1	36,694	57,994	39,383					
				DARE officer	1	31,880	50,384	33,409					
Polk	41,208	67,521	54,066	deputy	31	30,418	48,078	33,811					
				captain	3	32,288	52,904	41,001	detention admin.	1	30,748	50,384	42,386
				lieutenant	3	29,284	47,985	34,385	jail lieutenant	1	26,563	43,523	37,530
				detective/investigator	2	26,563	43,523	32,025	transport deputy	1	26,563	43,523	30,051
				sergeant	3	26,563	43,523	30,812	jail sergeant	1	24,093	39,478	31,611
				patrol shift supvr.	4	26,563	43,523	29,519	jailer	2	21,853	35,807	25,033
				DARE/domestic officer	1	26,563	43,523	28,603					
			deputy	7	24,093	39,478	25,312						

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Randolph	\$ 66,308	\$102,688	\$ 88,863	chief	1	\$ 54,552	\$ 84,628	\$ 64,765	detention admin.	1	\$ 52,020	\$ 80,598	\$ 57,282
				patrol commander	1	47,316	73,105	52,022	jailer captain	1	43,032	66,308	43,034
				investigations commander	1	47,316	73,105	52,022	jail maintenance supvr.	1	39,144	60,144	43,034
				captain	2	47,316	73,105	52,022	correctional shift supvr.	4	37,332	57,280	41,545
				investigator	4	43,032	66,308	47,318	jail sergeant	4	32,388	57,280	41,545
				patrol shift supvr.	4	43,032	66,308	47,054	jail corporal	4	30,924	47,316	33,765
				lieutenant	5	41,052	63,151	46,439	jailer	40	28,152	43,032	30,562
				detective/investigator	5	35,592	54,552	38,698					
				sergeant	9	33,948	52,020	37,541					
				DARE officer	1	33,948	52,020	36,469					
				corporal	12	32,388	49,620	35,841					
				deputy	74	29,508	45,120	32,404					
				Richmond			91,239	chief	1			56,560	detention admin.
major	2	37,106	53,998					42,700	detention officer	15	21,632	31,464	24,232
captain	4	34,576	50,306					36,907					
lieutenant	6	31,464	45,809					32,358					
sergeant	9	28,658	41,700					31,383					
Robeson	75,506	87,587	87,338	deputy	24	26,725	38,895	28,387					
				major	3	47,071	54,602	50,931	detention admin.	1	42,805	49,654	47,470
				lieutenant	12	37,118	43,057	38,861	correctional shift supvr.	6	31,432	36,461	33,011
				detective/investigator	20	32,854	38,110	34,981	jailer II	5	28,588	33,162	30,203
				sergeant	16	32,854	38,110	31,062	jailer I	37	27,166	31,513	27,047
Rockingham				deputy	54	28,588	36,461	28,160					
				chief	1	67,242	97,569	80,152	jail captain	1	45,269	65,666	45,269
				major	1	51,627	74,922	60,831	correctional shift supvr.	8	36,265	52,668	36,593
				captain	3	45,269	65,666	48,437	jailer II	30	29,120	42,258	30,242
				lieutenant	6	39,671	57,564	44,436	jailer I	1	27,825	40,457	27,825
				sergeant	6	36,265	52,668	37,985					
				detective/investigator	13	31,848	46,169	37,148					
				deputy	48	30,469	44,172	33,282					
Rowan	67,193	106,668	96,675	DARE officer	2	30,469	44,172	39,123					
				chief	1	50,028	79,416	79,416	detention captain	1	43,165	68,521	65,889
				major	1	47,627	75,606	75,606	detention sergeant	5	33,754	53,590	40,533
				captain	2	43,165	68,521	59,440	master deputy	18	29,127	46,237	39,009
				lieutenant	7	37,244	59,128	52,831	master detention officer	5	29,127	46,237	32,961
				sergeant	12	33,754	53,390	44,685	detention officer	33	27,731	44,017	28,307
				detective/investigator	16	30,595	48,566	39,559					
				master deputy	1	29,127	46,237	37,244					
Rutherford			no data	deputy	45	27,731	44,017	31,930					
				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					
				DARE officer	1	29,395	44,290	32,065					
Sampson	52,632	78,948	62,220	deputy	15	26,614	40,100	28,616					
				chief	1	39,948	59,940	50,184	detention admin.	1	36,444	54,684	43,788
				major	1	38,160	57,264	46,296	director of public information	1	36,444	54,684	44,520
				captain	3	36,444	54,684	42,468	sheriff master officer	31	27,672	41,520	31,197
				lieutenant	2	33,252	49,884	37,146	detention officer	10	23,040	34,536	24,928
				sergeant	10	30,348	45,492	36,509					
				detective/investigator	3	27,672	41,520	30,508					
Scotland	53,040	74,940	67,896	deputy	15	26,424	39,648	28,194					
				chief	1	44,304	62,604	56,712	detention admin.	1	40,500	57,216	43,608
				captain	1	37,008	52,296	37,932	asst. jail administrator	1	30,912	43,680	31,692
				detective/investigator	6	32,340	47,796	36,840	correctional shift supvr.	4	25,824	36,492	27,489
				lieutenant	4	30,912	43,680	35,265	detention officer II	6	24,696	34,884	25,414
				patrol shift supvr.	4	30,912	43,680	33,306	detention officer I	7	23,604	33,348	24,024
Stanly	58,367	83,382	64,000	deputy	16	27,012	39,924	28,725	transportation officer	1	23,604	33,348	23,604
				chief	1	46,614	66,591	48,552	detention admin.	1	31,228	53,183	40,115
				captain	2	40,731	58,187	47,900	detention shift supvr.	4	29,730	42,471	33,000
				lieutenant	4	37,228	53,183	42,000	senior detention officer	4	27,171	38,818	28,500
				sergeant	3	32,528	46,469	34,000	detention officer	9	25,978	37,110	26,600
				detective/investigator	4	32,528	46,469	34,500					
				patrol shift supvr.	6	32,528	46,469	no data					
DARE officer	3	28,423	40,603	no data									
deputy	23	27,171	38,818	31,200									

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Wilkes			\$ 73,954	chief	1	\$ 48,337	\$ 92,776	\$ 56,577	detention officer IV	1	\$ 28,175	\$ 54,078	\$ 34,492
				major	1	38,605	74,091	52,880	detention lieutenant	2	26,925	51,698	30,495
				captain	8	32,248	61,887	42,262	correctional shift supvr.	5	24,613	47,248	28,186
				lieutenant	3	26,925	56,577	32,629	detention officer II	2	23,538	45,179	24,076
				sergeant	6	25,756	49,425	33,702	detention officer I	13	22,503	43,203	24,250
				detective/investigator	12	25,756	49,425	31,417					
				DARE officer	1	23,538	45,179	28,807					
				deputy	27	23,538	45,179	27,170					
	Wilson	\$ 65,976	\$ 111,576	108,912 ³	major	3	45,348	76,692	58,076	detention officer II		28,392	48,012
				captain	6	35,892	60,708	45,182	detention officer I		27,108	45,804	28,605
				lieutenant	4	34,248	57,500	41,022					
				sergeant	6	32,688	55,272	39,916					
				detective/investigator	6	31,176	52,740	37,583					
				deputy	27	28,392	48,012	31,277					
Yadkin	48,791	70,639	65,607	major	1	38,603	55,882	54,521	detention admin.	1	29,139	42,198	34,633
				captain	1	35,145	50,888	46,103	detention officer		25,319	36,668	25,995
				lieutenant	2	32,011	46,356	35,339					
				sergeant	2	29,139	42,198	31,380					
				detective/investigator	4	27,791	40,251	29,795					
				deputy	20	26,542	38,429	27,559					
Yancey													

	Yes	No	No Data
Are deputies paid (or given compensatory time) for court appearances outside regular working hours?	70	16	6
Are county cars provided?	88	1	3

- 1. Plus \$1,100 training allowance
- 2. Car provided
- 3. Unspecified travel allowance
- 4. Also \$9,756 travel allowance

TABLE XVII: EMERGENCY TELECOMMUNICATIONS

January 2007

Emergency Telecommunications					Emergency Telecommunications						
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
Alamance	n/a					Jones	n/a				
Alexander	n/a					Lee	telecommunicator	4	\$ 27,752	\$ 38,853	\$ 29,012
Alleghany	telecommunicator supervisor	1	\$ 27,151	\$ 40,727	\$ 29,351	Lenoir	telecom. operations manager	1	29,952	43,379	37,405
	telecommunicator	4	23,454	35,181	24,531		telecom. training coordinator	1	26,095	37,793	29,524
Anson	n/a						telecom. squad supervisor	2	26,095	37,793	28,453
Ashe	chief telecommunicator	1	32,703	46,209	32,703		telecommunicator	2	20,741	30,039	23,905
	assistant chief	1	30,021	35,688	30,744	Lincoln	sr. telecommunicator	4	29,065	42,095	32,797
	telecommunicator	5	27,546	38,919	28,023		telecommunicator	9	27,665	40,067	28,279
Avery	n/a						telecommunicator trainee	2	26,332	38,136	26,331
Beaufort	telecommunicator supervisor	1	31,631	47,447	34,417	McDowell	telecommunicator II	1	25,302	37,200	28,650
	telecommunicator	8	23,244	34,866	25,717		telecommunicator I	3	24,078	35,388	24,686
Bertie	telecommunicator supervisor	1	22,228	33,590	22,768		telecommunicator trainee	1	21,798	32,040	21,798
	telecommunicator	4	21,254	32,171	22,342	Macon					
Bladen	telecommunicator supervisor	1	27,099	31,851	28,873	Madison					
	telecommunicator II	1	24,826	29,177	26,084	Martin	n/a				
	telecommunicator I	5	22,641	26,590	23,382	Mecklenburg	telecommunicator	8	25,564	55,300	31,160
Brunswick	n/a					Mitchell	telecommunicator III	3	22,588	31,623	24,169
Buncombe	telecommunicator II	6	27,967	39,768	31,593		telecommunicator I	2	17,698	24,777	17,698
	telecommunicator I	14	25,628	36,452	28,215	Montgomery	n/a				
Burke	telecommunicator	7	23,666	36,684	25,637	Moore	telecommunicator	4	27,581	43,306	32,978
Cabarrus	n/a						telecommunicator captain	1	25,002	29,270	38,792
Caldwell	telecommunicator supervisor	3	26,001	40,986	28,822	Nash	n/a				
	telecommunicator II	8	24,822	39,112	25,442	New Hanover	telecommunicator—EMD	44	27,810	42,702	28,971
	telecommunicator I	1	23,700	37,306	23,828	Northampton	telecommunications supervisor	1	24,366	42,996	29,688
Camden	n/a						telecommunicator	3	22,100	38,999	24,643
Carteret	telecommunicator supervisor	1	28,968	45,212	30,561	Onslow	n/a				
	lead telecommunicator	1	21,616	34,563	25,673	Orange	telecommunicator—EMD	13	31,616	50,541	34,450
	telecommunicator	8	20,626	32,003	23,481	Pamlico					
Caswell	chief telecommunicator	2	25,736	42,399	28,200	Pasquotank	n/a				
	asst. director	1	23,849	39,255	29,328	Pender	chief E911 telecommunicator	1	32,022	49,829	35,700
	telecommunicator	4	23,849	39,255	25,602		E911 shift leader	4	26,647	42,305	28,097
Catawba	n/a						E911 telecommunicator	8	25,451	40,632	26,081
Chatham	telecommunicator—EMD	10	26,946	39,812	27,089	Perquimans	chief telecommunicator	1	25,627	38,808	34,341
Cherokee	n/a						telecommunicator	5	21,489	32,543	23,840
Chowan	communications director	1	32,735	58,786	46,060	Person	n/a				
	dispatcher II	1	25,647	46,060	39,788	Pitt	telecommunicator II		27,696	43,774	31,296
	dispatcher I	8	24,427	43,866	28,510		telecommunicator I		25,217	39,854	25,369
Clay	telecommunicator II				23,343	Polk	communications director	1	30,748	50,384	38,400
	telecommunicator I				21,261		telecommunicator II	1	24,093	39,478	29,354
	telecommunicator—EMD				21,261		telecommunicator I	8	21,853	35,807	24,756
Cleveland	n/a					Randolph	n/a				
Columbus	telecommunicator—EMD	20	23,762	48,627	30,861	Richmond	telecommunicator	4	21,632	31,464	25,326
	telecommunicator supervisor	2	23,762	48,627	30,566	Robeson	communications director	1	35,697	41,409	39,262
	telecommunicator III	5	22,617	46,283	27,709		telecommunications supervisor	4	30,009	34,811	31,325
	telecommunicator I	7	19,502	39,910	19,769		telecommunicator	12	27,166	31,513	26,879
Craven	communications supv.	1	33,466	54,762	36,754	Rockingham	telecommunicator—lead	4	30,469	44,172	35,686
	telecommunicator II	1	27,741	45,398	31,199		telecommunicator	12	29,120	42,258	31,243
	telecommunicator I	9	25,257	41,334	27,393		Rowan	telecommunications supervisor	4	30,595	48,566
Cumberland	telecommunicator—EMD	4	29,814	49,193	33,692	Rutherford	n/a				
	telecommunicator III	4	29,814	49,193	33,692	Sampson	n/a				
	telecommunicator II	4	28,481	46,994	30,282	Scotland	senior dispatcher	1	25,824	36,492	27,132
	telecommunicator I	4	27,203	44,885	27,497		records clerk/dispatcher	1	24,696	34,884	26,592
Currituck	n/a						dispatcher	3	23,604	33,348	24,804
Dare	telecommunicator supervisor	4	32,863	54,226	39,165	Stanly	telecommunicator III	6	31,097	46,425	36,000
	telecommunicator—EMD	1	30,096	49,657	42,115		telecommunicator II	5	28,423	40,603	34,292
	telecommunicator II	4	30,096	49,657	34,477		telecommunicator I	2	25,978	37,110	27,000
	telecommunicator I	11	27,560	45,475	28,706		Stokes	telecommunications supervisor	1	30,138	45,207
Davidson	asst. commun. director	1	34,535	51,802	37,816		telecommunicator—TAC officer	1	26,792	40,189	35,056
	telecommunicator	4	25,818	38,727	30,076		telecommunicator—EMD	9	25,762	38,643	27,053
Davie						Surry					
Duplin	n/a					Swain	telecommunicator—EMD	6	20,354	29,995	22,731
Durham	telecommunicator II	1	29,637	51,024	41,010	Transylvania	telecommunicator	4	22,563	32,716	27,919
	telecommunicator I	8	26,850	46,225	34,708	Tyrrell	telecommunicator				21,624
Edgecombe	communications director	1	28,506	42,318	30,853	Union	dispatcher	6	28,406	42,610	32,110
	telecommunications supervisor	3	23,453	34,816	25,047	Vance	telecommunications supervisor	5	21,588	33,648	31,135
	telecommunicator	5	22,337	33,159	23,500		telecommunicator I	8	20,580	32,052	25,092

Emergency Telecommunications					Emergency Telecommunications						
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
Forsyth	telecommunicator supervisor	1	\$ 36,358	\$ 59,987	\$ 42,286	Wake	telecommunications supervisor	1	\$ 36,070	\$ 60,230	\$ 47,250
	telecommunicator III	3	33,404	55,120	37,149		telecommunicator II	5	30,710	51,290	39,686
	telecommunicator—EMD	4	32,052	52,894	47,731		telecommunicator I	12	27,460	45,860	31,862
	telecommunicator I	17	29,369	48,484	30,498	Warren					
Franklin	telecommunicator—EMD	12	27,967	39,953	28,480	Washington	telecommunicator II	1	22,824	33,072	25,188
Gaston							telecommunicator I	6	21,120	30,588	22,576
Gates	n/a					Watauga	telecommunications supervisor	1	31,048	46,572	37,822
Graham	n/a						telecommunicator II	5	28,431	42,647	30,887
Granville	telecommunicator II	2	24,884	39,814	28,160		telecommunicator I	5	27,208	40,811	27,208
	telecommunicator I	9	22,568	36,108	23,780	Wayne					
Greene	dispatcher	6	21,757	30,459	24,206	Wilkes	telecommunications director	1	29,466	56,577	40,366
Guilford	n/a						telecommunications supervisor	3	24,613	47,248	33,256
Halifax	n/a						telecommunicator	7	21,520	41,281	24,725
Harnett	n/a					Wilson	n/a				
Haywood	telecommunicator	7	23,505	35,259	24,479	Yadkin	telecommunications supervisor	1	30,550	44,221	32,885
Henderson	telecommunicator V	2	30,992	48,048	43,722		telecommunicator	10	24,171	34,982	25,603
	telecommunicator III	7	28,662	44,429	35,333	Yancey					
	telecommunicator I	5	25,480	39,499	25,995						
Hertford	dispatch sergeant	1	27,577	40,815	31,172						
	dispatcher	3	20,569	30,440	21,427						
Hoke	telecommunicator I	8	24,942	35,242	26,692						
Hyde	lead telecommunicator	1	18,397	31,039	21,817						
	telecommunicator II	1	18,397	31,039	19,578						
	telecommunicator I	3	18,397	31,039	18,949						
Iredell	telecommunicator II	4	29,364	45,967	34,083						
	telecommunicator I	15	25,896	40,165	37,737						
Jackson	n/a										
Johnston	senior telecommunicator	4	28,771	42,468	32,437						
	telecommunicator	6	27,532	40,638	28,451						

TABLE XVIII: ANIMAL CONTROL OFFICER

January 2007

Animal Control Officer					
County	Title	No.	Min.	Max.	Avg.
Alexander	supervisor	1	\$ 25,756	\$ 35,505	\$ 32,166
	officer		24,515	33,795	26,828
Alleghany	officer		part-time		10,950
Anson			20,403	32,394	22,011
Ashe	supervisor	1	34,137	48,237	35,868
	officer		28,740	40,611	28,740
Avery			n/a		
Beaufort	chief officer	1	26,524	39,787	31,413
	control officer	2	21,285	31,927	23,381
Bertie	officer	1	24,335	36,819	24,335
Bladen	supervisor	1	24,826	29,177	30,232
	officer I		22,641	26,590	24,117
Brunswick	supervisor	1	33,384	53,414	42,019
	officer II		25,461	40,738	31,245
	officer I		22,292	35,667	27,035
Buncombe			n/a		
Burke	supervisor	1	31,715	49,159	33,062
Cabarrus	officer	1	26,452	40,847	34,425
Caldwell	supervisor	1	34,456	54,417	36,512
	field officer		24,822	39,112	25,821
	officer		22,634	35,604	23,603
Camden			n/a		
Carteret	officer II		21,616	34,563	25,044
Caswell	officer		21,282	33,660	25,080
Catawba	supervisor	1	39,032	60,564	45,450
	officer		25,141	39,032	25,141
Chatham	officer II	1	25,662	37,916	29,869
Cherokee			n/a		
Chowan	supervisor	1	31,177	55,986	36,092
	officer II	1	23,264	41,777	26,931
	officer I	1	21,101	37,894	22,156
Clay			n/a		
Cleveland	supervisor	1	30,450	47,544	34,248
	officer II		26,472	41,322	30,450
	officer I		24,114	37,608	27,732
Columbus	supervisor	1	27,557	56,392	43,680
	officer II	1	20,490	41,930	26,357
	officer I	1	19,502	39,910	21,632
Craven	lead officer	1	27,741	45,398	no data
	officer II	1	26,468	43,317	29,070
	officer I	1	24,097	39,444	26,468
Cumberland	director	1	39,200	64,680	59,202
	supervisor	1	28,481	46,994	28,862
	investigator		25,968	42,847	26,199
	officer	8	24,789	40,902	26,519
Currituck	supervisor	1	30,174	41,651	32,585
	officer	3	26,878	37,035	27,933
Dare			n/a		
Davidson	deputy I		28,466	42,699	30,429
Davie					
Duplin	officer		25,250	39,817	no data
Durham	administrator	1	39,682	68,621	55,421
	field supervisor	2	28,209	48,566	38,283
	officer I	8	24,324	41,879	26,608
Edgecombe	officer I		20,259	30,075	20,839
Forsyth	officer II		32,052	52,894	40,386
	officer I		30,638	50,564	32,676
Franklin	supervisor	1	42,281	60,401	41,000
	officer		26,711	38,159	28,279
Gaston					
Gates	officer				24,526
Graham			n/a		
Granville	chief officer	1	26,109	41,774	35,141
	officer		21,488	34,381	20,772

Animal Control Officer					
County	Title	No.	Min.	Max.	Avg.
Lee	supervisor	1	\$ 30,364	\$ 42,511	\$ 33,222
	lead officer	3	29,029	40,641	30,390
	officer II	1	26,533	37,145	26,533
Lenoir	officer II	1	21,714	31,448	22,257
Lincoln	sergeant	1	32,082	46,465	34,549
McDowell	officer	4	26,331	38,136	26,825
	officer II	1	22,908	33,672	23,778
Macon	officer I	1	20,742	30,486	21,528
			n/a		
Madison					
Martin	supervisor	1	21,104	33,737	27,690
	part-time	1	8,111	12,967	10,130
Mecklenburg			n/a		
Mitchell			n/a		
Montgomery	officer	2	21,732	36,624	24,954
Moore	officer II		27,572	43,318	30,115
Nash	lead officer	1	27,378	43,911	32,984
	officer II	4	26,048	41,834	30,647
New Hanover	supervisor	1	39,208	60,133	27,354
	officer	7	27,810	42,702	31,851
Northampton	officer II	1	22,100	38,999	28,999
Onslow	supervisor	1	28,331	45,329	38,657
	officer II		22,390	35,824	29,180
Orange	supervisor	1	49,309	78,828	49,309
	officer		30,093	48,107	32,707
Pamlico					
Pasquotank	officer		23,932	33,505	28,719
Pender	supervisor	1	30,584	47,817	30,584
	officer II		23,218	37,504	28,088
	officer I		21,181	34,652	23,511
Perquimans	officer I	1	23,467	35,538	25,256
	part-time officer	1	23,467	35,538	23,467
Person	supervisor	1	36,011	53,159	36,908
	control officer	2	27,182	40,126	29,256
Pitt	officer		26,428	41,769	28,715
Polk	supervisor	1	29,284	47,985	33,960
	officer		24,093	39,478	26,593
Randolph	supervisor	1	31,077	47,497	34,909
	officer II	3	25,842	39,185	25,570
Richmond	officer		21,149	30,754	23,492
Robeson	officer II		25,744	29,863	28,065
Rockingham	officer	1	27,825	40,457	35,780
Rowan	supervisor	1	33,754	53,590	48,098
	officer I	5	23,927	37,982	27,474
Rutherford	supervisor	1	32,467	48,918	37,220
Sampson	officer	1	26,614	40,100	27,625
	chief	1	26,424	39,648	32,016
	officer	1	23,040	34,536	23,868
Scotland	officer II		24,696	34,884	27,252
Stanly	supervisor	1	29,730	42,471	34,000
	officer I		25,978	37,110	28,628
Stokes	supervisor	1	25,762	38,643	32,995
	control officer		21,174	31,762	22,245
	deputy officer		19,577	29,365	21,487
Surry	supervisor	1	26,136	42,828	35,868
	officer II		23,196	37,488	25,516
	officer trainee		19,668	31,536	19,668
Swain			n/a		
Transylvania	supervisor	1	26,907	39,015	35,847
	officer I		23,579	34,190	30,116
Tyrrell			n/a		
Union	supervisor	1	44,340	66,509	53,465
	sergeant	1	40,590	60,884	46,782
	deputy		31,066	46,599	32,820

Animal Control Officer					
County	Title	No.	Min.	Max.	Avg.
Greene	officer II	1	\$ 21,757	\$ 30,459	\$ 26,110
Guilford	supervisor	2	32,345	54,987	38,672
	specialist	11	26,611	45,238	29,451
Halifax	supervisor		23,867	38,538	no data
	officer II		20,607	33,246	no data
	officer I		18,688	30,132	no data
Harnett	supervisor	1	30,651	47,509	39,574
	officer I		24,832	38,489	29,798
Haywood	director	1	28,031	42,047	35,282
	officer I	5	22,493	33,740	23,798
Henderson	supervisor II	1	36,777	56,999	48,500
	officer I		23,888	37,031	24,697
Hertford	officer	1	21,594	31,961	22,130
Hoke	supervisor	1	26,828	37,907	30,353
	officer II	1	24,334	34,383	25,566
Hyde			n/a		
Iredell	supervisor	1	35,478	55,027	43,746
	field supervisor		29,637	45,967	38,604
	control officer		25,896	40,165	29,447
Jackson	supervisor	1	26,849	49,606	36,769
	officer		23,486	43,392	24,524
	attendant		20,125	37,183	20,439
Johnston	senior control officer		30,065	44,379	35,330
	control officer		27,532	40,638	28,858

Animal Control Officer					
County	Title	No.	Min.	Max.	Avg.
Vance	chief	1	\$ 27,528	\$ 42,936	\$ 30,636
	officer II		24,984	38,952	27,936
	officer I		22,680	35,328	24,000
Wake	supervisor	1	30,710	51,290	40,000
	officer		24,680	41,220	32,877
Warren					
Washington			n/a		
Watauga	supervisor	1	29,711	44,567	39,828
	officer		27,208	40,811	27,208
Wayne					
Wilkes	supervisor	1	28,175	54,078	44,170
	officer II	3	no data	21,520	24,990
	officer I	2	no data	19,667	22,267
Wilson	supervisor	1	35,892	60,708	38,388
	officer II		24,672	41,748	28,689
Yadkin	supervisor	1	25,319	36,668	26,605
	officer		21,998	31,874	23,141
Yancey					

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

January 2007

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	\$ 65,000	n/a			40	training officer	1	\$ 34,799	\$ 55,679	\$ 50,400	
								crew chief	4	34,799	55,679	48,267	
								EMT—paramedic	57	30,494	48,791	36,204	
								telecommunicator—EMD	16	27,924	44,679	31,040	
								EMT—intermediate	3	26,722	42,756	30,197	
Alexander	38,234	52,706	46,585	n/a			48	EMT—certified	9	24,471	39,151	26,002	
								shift supervisor		31,381	43,259	38,340	
								EMT—paramedic		27,060	37,303	31,800	
								EMT—intermediate		24,515	33,795	26,400	
Alleghany	n/a			n/a			56	telecommunicator—EMD		22,208	30,614	23,916	
								shift supervisor	3	29,935	44,902	38,115	
Anson	n/a			n/a			36-48	EMT—paramedic	9	27,151	40,727	29,105	
								training officer	1	26,691	42,629	31,779	
								shift supervisor	3	27,773	44,325	32,403	
								EMT—paramedic	6	26,691	42,629	28,518	
								EMT—intermediate	3	24,702	39,412	25,862	
								EMT—certified	3	24,702	39,412	24,868	
								telecommunicator	8	21,193	36,458	22,100	
Ashe	n/a			n/a				n/a					
Avery	35,482	49,479	38,769		\$ 33,792	\$ 47,122	\$ 35,164	48	training officer	1	32,183	44,878	33,813
									shift supervisor	2	29,330	40,900	31,371
									EMT—paramedic	14	30,650	42,740	31,837
									EMT—intermediate	1	25,215	35,163	25,719
									telecommunicator—EMD	11	21,781	31,891	24,308
Beaufort	n/a			n/a				n/a					
Bertie	n/a			n/a				n/a					
Bladen	n/a				31,875	37,429	33,585	36-48	training officer	1	31,875	37,429	33,264
									shift supervisor	2	24,826	29,177	25,189
									EMT—intermediate	13	24,826	29,177	24,992
									EMT—certified	11	23,734	27,884	24,028
Brunswick	emergency management director				49,230	58,485	63,620	56	shift supervisor	4	34,968	55,949	49,367
									training officer	1	34,968	55,949	44,700
									EMT—paramedic	57	30,215	39,279	35,088
									EMT—intermediate	2	27,045	43,272	27,045
									telecommunicator—EMD	20	23,876	38,202	25,961
Buncombe	emergency management director			n/a				56	training officer	1	36,452	51,814	51,814
									shift supervisor	3	38,093	54,154	59,046
									EMT—paramedic	46	30,586	43,435	38,998
									EMT—intermediate	21	26,780	38,093	30,912
									telecommunicator	19	25,629	36,452	28,668
Burke	n/a			42,503	65,881	47,845	42	training officer	1	38,552	59,755	44,025	
									shift supervisor	1	33,302	51,617	43,941
									EMT—paramedic	34	30,204	46,819	34,047
									EMT—intermediate	4	26,092	40,443	26,092
									telecommunicator—EMD	6	26,092	40,443	26,677
Cabarrus	57,752	89,151	69,170		45,252	69,859	65,553	40	shift supervisor	3	41,044	63,363	58,368
									crew chief	27	33,760	52,117	42,091
									EMT—paramedic	21	30,611	47,270	32,019
									EMT—intermediate	2	26,452	40,847	26,452
									EMT—certified	2	25,197	38,903	25,825
Caldwell	41,569	65,748	47,512	n/a				56	shift supervisor	3	34,456	54,417	40,479
									crew chief	3	31,364	49,531	40,027
									training officer	1	29,929	47,247	40,513
									EMT—paramedic	23	28,574	45,073	33,690
									EMT—intermediate	7	23,700	37,306	25,829
									EMT—certified	2	21,634	33,969	22,380
Camden	n/a			n/a					n/a				
Carteret	n/a				30,358	47,382	33,345	56	crew chief	1	34,943	57,244	45,150
									shift supervisor	2	30,358	47,382	32,867
									EMT—paramedic	7	27,641	42,653	30,910
Caswell	n/a								training officer	1	29,986	49,478	36,240
									shift supervisor	1	28,860	47,603	35,616
									EMT—paramedic	6	25,736	40,796	33,094

County	Director of Emergency Services			Assistant Director—EMS			Other EMS Positions					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Title	No.	Min.	Max.	Actual
Catawba	n/a			\$ 52,300	\$ 81,155	\$ 64,640	42	shift supervisor	4	\$ 39,032	\$ 60,564	\$ 50,722
								training officer	1	39,032	60,564	44,567
								EMT—paramedic	65	33,724	52,300	37,053
								EMT—intermediate	2	27,728	43,029	30,840
								EMT—certified	1	25,141	39,032	29,167
								telecommunicator—EMD	19	27,728	43,029	31,090
Chatham	n/a			n/a				n/a				
Cherokee	\$ 31,425	\$ 48,420	\$ 39,604	29,020	44,255	36,498	42	EMT—paramedic	21	26,866	40,418	31,895
								EMT—intermediate	2	24,952	37,019	28,245
								telecommunicator—EMD	8	23,211	34,235	27,539
Chowan	34,372	61,724	61,724	31,177	55,986	41,777	39	training officer	1	29,691	53,318	31,177
								EMT—intermediate	11	28,278	50,780	no data
								EMT—certified	7	25,647	46,060	no data
Clay			45,864			41,628		training officer				35,941
								EMT—paramedic				28,894
								EMT—certified				24,618
								EMT—intermediate				23,605
								telecommunicator				23,343
								telecommunicator—EMD				21,261
Cleveland	48,642	75,942	74,154	n/a			60	training officer	1	33,438	52,200	45,366
								shift supervisor	3	30,450	47,544	36,750
								EMT—paramedic	51	29,082	45,366	35,052
								EMT—intermediate	8	25,260	39,408	29,082
								EMT—certified	1	24,114	37,608	24,702
								telecommunicator	15	26,472	41,322	31,932
Columbus	n/a			n/a				n/a				
Craven	48,692	79,686	72,552	40,363	66,059	51,030		n/a				
Cumberland	n/a			n/a				telecommunicator—EMD	12	27,203	49,193	30,763
Currituck	48,290	67,017	55,198	41,702	57,793	47,659	42	training officer	1	36,762	50,875	39,714
								shift supervisor	4	35,114	48,568	37,019
								EMT—paramedic	22	31,820	43,955	33,968
								EMT—intermediate	11	28,526	39,343	29,575
								EMT—certified	7	25,232	34,731	25,642
								telecommunicator—EMD	11	25,232	34,731	28,410
Dare	58,476	93,994	89,378	n/a			56	shift supervisor	3	42,030	67,247	53,704
								crew chief	9	36,410	58,257	42,263
								EMT—paramedic	33	31,543	50,469	35,221
								EMT—intermediate	26	28,664	45,863	31,507
								EMT—certified	9	24,833	39,733	26,484
Davidson	53,512	80,268	57,258	n/a			66	shift supervisor	3	36,299	54,450	47,805
								training officer	1	36,299	54,450	38,115
								EMT—paramedic	35	28,466	42,699	32,110
								telecommunicator	20	25,818	38,727	28,226
Davie												
Duplin	40,612	64,042	no data	n/a			44	telecommunicator		26,270	41,425	no data
Durham	62,169	107,026	84,570	43,999	75,745	72,734	40	training officer	1	39,862	68,621	68,621
								special program coordinator	2	34,376	59,171	53,959
								shift supervisor	3	32,716	56,322	56,322
								senior paramedic	7	29,037	51,024	45,614
								lead paramedic	6	28,209	48,566	33,062
								EMT—paramedic	72	25,555	43,999	33,301
								EMT—intermediate	22	23,152	39,862	27,599
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	95	29,369	48,484	31,721
								EMT—intermediate	14	25,916	42,764	26,139
								EMT—certified	4	24,003	39,603	24,198
								telecommunicator—EMD	21	29,369	48,484	32,260
								telecommunicator	21	29,369	48,484	32,260
Franklin	48,526	69,323	50,026	n/a			42	training officer	1	36,839	52,627	40,342
								crew chief	1	36,839	52,627	39,286
								shift supervisor	4	33,606	48,010	34,470
								EMT—paramedic	25	30,657	43,796	31,845
								EMT—intermediate	2	27,967	39,953	28,076
								EMT—certified	2	25,512	36,446	27,507
Gaston												
Gates	n/a			n/a				telecommunicator—EMD	8			22,290
Graham			31,250	part-time		\$9.25/hr.	48	telecommunicator	8			20,000

County	Director of Emergency Services			Assistant Director—EMS			Other EMS Positions					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Title	No.	Min.	Max.	Actual
Granville	\$ 38,598	\$ 61,757	\$ 48,990	n/a			42	shift supervisor	4	\$ 30,248	\$ 48,397	\$ 37,976
								crew chief	4	27,426	43,881	34,666
								EMT—paramedic	24	26,109	41,774	28,779
								EMT—intermediate	5	22,568	36,108	23,425
								EMT—certified	2	22,568	36,108	21,220
Greene	n/a			n/a			42	EMT—intermediate	7	23,982	33,575	24,628
								EMT—basic	3	20,722	29,013	23,437
								telecommunicator	1	29,140	40,793	31,919
Guilford	70,606	120,030	96,532	\$ 60,992	\$103,686	\$ 78,746	56	shift supervisor	4	45,513	77,372	61,122
								training officer	3	45,513	77,372	56,995
								crew chief	14	41,282	70,179	51,955
								EMT—paramedic	72	33,963	57,737	38,915
								EMT—intermediate	8	27,941	47,500	28,941
								EMT—certified	5	25,342	43,084	25,889
								telecommunicator	10	30,805	52,369	36,731
Halifax	43,058	69,690	no data	39,015	63,129	46,364	40	EMT—paramedic	14	27,649	44,679	29,402
								EMT—intermediate	11	25,065	40,484	25,417
								EMT—certified	7	22,725	36,685	23,109
								telecommunicator—EMD	4	23,867	38,538	28,812
								telecommunicator	8	21,639	34,924	22,235
Harnett	n/a			50,799	78,739	62,220	56	training officer	1	42,926	66,535	55,540
								shift supervisor	3	41,589	64,464	53,604
								EMT—paramedic	25	36,655	56,814	39,178
								EMT—intermediate	3	30,972	48,008	33,811
								EMT—certified	11	27,296	42,310	29,352
								telecommunicator—EMD	7	27,014	41,871	30,227
Haywood	42,040	63,059	50,346	n/a			48	training officer	1	36,839	55,258	41,371
								shift supervisor	4	29,561	44,342	32,130
								EMT—intermediate	11	28,031	42,047	31,007
								EMT—paramedic	19	28,031	42,047	28,787
Henderson	46,527	72,111	64,909	n/a			42	training officer	1	35,354	54,795	51,071
								shift supervisor	4	33,530	51,958	47,523
								EMT—paramedic	38	28,662	44,429	33,781
Hertford	35,198	52,091	35,198	n/a			48	EMT—intermediate	8	26,253	38,856	27,782
								EMT—certified	3	22,681	33,569	22,870
Hoke	n/a			n/a				n/a				
Hyde	29,010	48,945	33,788	n/a			40	EMT—intermediate	9	21,090	35,583	24,299
Iredell	48,605	75,387	vacant	n/a			56	training officer	1	37,110	57,558	48,580
								shift supervisor	3	35,478	55,027	39,076
								EMT—paramedic	38	29,637	45,967	32,795
								EMT—intermediate	7	27,088	42,013	27,702
								EMT—certified	2	24,757	38,399	24,757
Jackson	n/a			n/a				n/a				
Johnston	n/a			n/a				telecommunicator—EMD	14	27,532	40,638	27,741
Jones	31,272	39,216	31,272	n/a			39	EMT—intermediate	5	23,712	29,880	23,980
Lee	n/a			n/a				n/a				
Lenoir	32,833	47,552	43,080	n/a			42	training officer	1	29,952	43,379	36,494
								shift supervisor	5	29,952	43,379	35,260
								EMT—paramedic	23	27,324	39,573	30,588
								EMT—intermediate	8	24,924	36,097	27,438
								EMT—certified	2	22,737	32,931	25,098
								telecommunicator	14	22,737	32,931	26,420
Lincoln	50,037	72,468	50,037	n/a			42	training officer	1	39,089	56,613	40,066
								shift supervisor	4	33,704	48,817	37,670
								EMT—paramedic	36	30,536	44,225	33,570
								EMT—intermediate	4	27,664	40,066	30,536
								EMT—certified	4	25,062	36,298	27,499
McDowell	43,716	64,254	53,328	n/a			60	crew chief	3	29,370	43,176	39,386
								EMT—paramedic	15	27,948	41,076	31,110
								telecommunicator—EMD	4	25,302	37,200	27,604
Macon	n/a			33,024	49,526	47,736	42	crew chief	2	29,954	44,980	42873
								training officer	1	28,527	42,791	39,998
								EMT—paramedic	30	27,169	40,753	32349
								EMT—intermediate	1	24,643	36,966	24,643
								telecommunicator—EMD	8	22,352	33,529	25785
Madison												
Martin	n/a			n/a				telecommunicator	9	21,104	40,277	25,411
Mecklenburg	n/a			n/a				n/a				
Mitchell	n/a			n/a				telecommunicator—EMD	5	17,698	31,623	22,588
Montgomery	n/a			n/a				telecommunicator	8	20,904	35,244	25,369

County	Director of Emergency Services			Assistant Director—EMS			Other EMS Positions					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Title	No.	Min.	Max.	Actual
Moore	\$ 66,355	\$104,248	\$ 79,056	\$ 49,516	\$ 77,792	\$ 56,186	64	shift supervisor	3	\$ 42,765	\$ 67,226	\$ 49,343
								crew chief	3	28,804	60,099	44,174
								EMT—paramedic	30	35,177	55,245	39,936
								EMT—intermediate	2	30,385	47,790	32,465
								EMT—certified	1	27,556	43,331	36,641
								telecommunicator	13	25,002	39,270	29,037
Nash	n/a			47,320	75,888	53,565	42	training officer	1	36,880	59,165	43,911
								shift supervisor	4	35,106	56,301	41,322
								EMT—paramedic	41	31,787	50,980	33,225
								EMT—intermediate	3	28,771	46,180	30,738
								EMT—certified	12	26,048	41,934	26,048
								telecommunicator	13	26,048	41,834	28,163
New Hanover	n/a			n/a				telecommunicator—EMD	1	27,378	43,911	28,771
Northampton	39,690	70,036	vacant	34,286	60,500	39,760	55	EMT—paramedic	4	31,098	54,875	34,347
								EMT—intermediate	2	28,206	49,774	28,559
								EMT—certified	4	25,584	45,146	26,224
								telecommunicator	2	22,100	38,999	25,259
								telecommunicator—EMD	7	22,100	38,999	23,220
Onslow	57,393	91,828	66,574	51,022	81,635	58,429	36–48	shift supervisor	4	43,614	69,782	54,321
								crew chief	4	38,772	62,036	45,086
								EMT—paramedic	44	33,143	53,029	34,456
								telecommunicator—EMD	17	22,390	35,824	24,597
Orange	54,429	87,011	60,959	44,673	71,414	47,736	42	shift supervisor	4	40,470	64,698	50,601
								training officer	1	36,665	58,614	vacant
								EMT—paramedic	11	33,217	53,101	40,743
								EMT—certified	22	28,642	45,790	29,573
								telecommunicator	13	31,616	50,541	34,450
								telecommunicator—EMD	13	31,616	50,541	34,450
Pamlico												
Pasquotank	40,971	57,359	44,759	n/a			40	shift supervisor	1	36103	50544	43323
								training officer	1	33,669	47,136	35,592
								EMT—paramedic	7	30,889	43,244	37,066
								EMT—intermediate	6	28,081	40,321	34,561
								EMT—certified	1	26,367	36,913	27,120
								telecommunicator—EMD	9	25,150	36,913	31,640
Pender	n/a			n/a				n/a				
Perquimans	30,560	46,280	34,535	n/a			40	EMT—intermediate	8	27,985	42,381	29,438
								EMT—certified	2	24,523	37,136	25,443
Person	47,707	70,424	48,886	n/a				shift supervisor	3	34,592	51,065	37,224
								training officer	1	34,592	51,065	35,454
								crew chief	3	31,921	47,122	34,884
								EMT—paramedic	14	30,664	45,266	34,123
								EMT—intermediate	2	26,111	38,545	29,910
								telecommunicator—EMD	11	27,182	41,771	28,368
Pitt	n/a			40,301	63,695	45,877		EMT—paramedic	7	26,428	41,769	27,538
								EMT—intermediate	1	24,063	38,031	26,428
								telecommunicator II	5	27,696	43,774	31,296
								telecommunicator I	4	25,217	39,854	25,369
Polk	41,208	67,521	54,066	n/a			42	shift supervisor	2	29,284	47,985	39,384
								EMT—paramedic	12	26,561	43,523	30,357
Randolph	43,079	66,598	48,648	n/a			56	shift supervisor	3	23,920	36,608	29,390
								crew chief	3	22,818	34,965	26,728
								EMT—paramedic	33	21,736	33,322	23,275
								EMT—intermediate	2	18,866	28,912	21,778
								EMT—certified	1	18,013	27,581	19,781
								lead telecommunicator	4	28,434	43,576	32,947
								telecommunicator—EMD	15	27,123	41,538	29,515
Richmond	n/a			n/a				telecommunicator—EMD	12	22662	32996	23,795
Robeson	48,493	57,325	57,325	41,384	48,005	44,843	40	shift supervisor	4	38,540	44,706	43,077
								training officer	1	37,883	44,706	37,883
								EMT—paramedic	41	35,697	41,409	34,996
								EMT—intermediate	10	25,016	34,811	25,016
Rockingham	n/a			n/a			56	shift supervisor	3	37,953	54,974	45,339
								training officer	1	36,265	52,668	41,927
								EMT—paramedic	21	30,469	44,172	32,829
								EMT—intermediate	4	26,700	38,685	27,355
								EMT—certified	2	24,449	35,478	24,760
Rowan	emergency management director			n/a			56	shift supervisor	3	37,244	59,230	53,290
								training officer	1	37,244	59,128	42,736
								crew chief	3	32,140	51,018	41,953
								EMT—paramedic	39	29,126	46,237	29,823
								telecommunicator	12	25,133	39,897	28,205

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

January 2007

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	\$ 40,008	n/a			\$ 29,182	\$ 46,690	\$ 41,035
Alexander	n/a				n/a			\$54,024	\$74,473	\$56,759 ¹	27,060	37,302	34,639
Alleghany	n/a				emergency management director			31,432	47,147	34,319	part-time		
Anson	n/a				n/a			37,921	60,581	46,987 ²	human resources director		
Ashe	n/a				n/a			37,188	52,545	39,069	31,323	44,256	43,176
Avery	32,183	44,878	38,768		n/a			fire marshal			16,336	22,781	16,662
Beaufort	n/a			1	part-time		20,600	33,055	49,582	42,745	27,718	41,577	30,173
Bertie	n/a				n/a			30,483	46,182	38,701	part-time		
Bladen	n/a				n/a			44,155	51,515	49,367 ¹	elections director		
Brunswick	36,553	58,485	49,219	1	30,215	39,279	33,790	57,152	91,443	76,264 ¹	36,553	58,485	36,553
Buncombe	49,580	70,529	63,000		n/a			70,529	100,277	94,890 ¹	30,586	43,435	33,798
Burke	36,714	56,909	40,763	1	27,397	42,466	28,427	49,203	76,264	56,737 ¹	26,092	40,443	29,768
Cabarrus	n/a			2	37,230	57,457	43,616	52,388	80,585	54,184	37,230	57,457	57,457
Caldwell	37,954	59,801	53,492	1	26,001	40,986	32,422	50,135	77,823	63,087 ¹	24,822	39,112	35,571
Camden	n/a				n/a			n/a			n/a		
Carteret	part-time		\$18/hr.		n/a			50,970	83,500	57,545 ¹	36,620	59,992	50,311
Caswell	n/a				n/a			39,231	64,883	47,772 ¹	n/a		
Catawba	39,032	60,564	55,797	2	30,583	47,446	40,411	57,675	89,486	75,843 ¹	30,583	47,446	30,583
Chatham	41,802	61,761	55,975	2	36,109	53,352	41,190	53,352	78,825	61,685	n/a		
Cherokee	n/a			1	31,425	48,420	37,352	33,965	52,927	37,081	n/a		
Chowan	n/a			2	part-time		17.32/hr.	director of emergency services ¹			part-time		12,390
Clay	asst. director emergency medical services				4,110		n/a	director of emergency services			part-time		3,600
Cleveland	emergency management director			1	30,450	47,544	35,898	40,332	62,958	46,422	27,732	43,296	35,898
Columbus	37,060	75,840	50,085	1	35,575	68,707	37,595	n/a			26,229	53,675	44,485
Craven	director of emergency services				n/a			director of emergency services			31,930	52,258	47,576
Cumberland	emergency management director			3	32,681	53,924	33,345	51,441	84,878	76,315	37,466	61,819	42,218
Currituck	36,762	50,875	42,769		n/a			n/a			n/a		
Dare	58,746	93,994	93,994		n/a			58,746	93,994	93,994	26,050	41,680	41,680
Davidson	38,065	57,098	50,371	2	32,879	51,802	37,944	n/a			29,847	44,850	44,850
Davie													
Duplin	23,250	39,817	no data		n/a			n/a			26,270	41,425	no data
Durham	51,024	87,840	79,256	2	36,111	62,169	42,193	fire marshal			31,138	53,607	40,008
Edgecombe	n/a				n/a			40,113	59,548	59,051	27,149	40,303	33,205
Forsyth	57,241	94,452	71,760	4	34,798	57,408	43,716	39,832	65,686	39,832	n/a		
Franklin	38,570	55,100	vacant		n/a			44,267	63,239	46,867	30,657	43,796	33,019
Gaston													
Gates	building inspector				n/a			chief telecommunicator			see Hertford county		
Graham	n/a				n/a			n/a			part-time		\$14/hr.
Granville	emergency management director			1	28,799	46,078	38,257	33,339	53,342	49,268	part-time		9,400
Greene	emergency management director				n/a			39,057	54,678	46,865 ¹	part-time		
Guilford	45,513	77,372	65,516	3	41,282	70,179	44,969	52,687	89,568	68,177 ¹	33,963	57,737	39,999
Halifax	33,658	54,432	37,600		n/a			30,504	49,314	36,685	part-time		\$19/hr.
Harnett	44,772	69,396	56,414	3	36,655	56,814	38,487	57,639	89,341	73,187 ¹	31,969	49,552	42,403
Haywood	30,891	46,337	45,446		n/a			42,040	63,059	52,392 ¹	26,824	40,236	29,506
Henderson	emergency management director				n/a			56,609	87,731	77,804 ¹	part-time		
Hertford	n/a				n/a			35,198	52,091	46,098	23,806	35,234	29,680
Hoke	major sheriff, part-time				n/a			n/a			part-time		16,106
Hyde	n/a				n/a			29,010	48,945	30,875 ¹	register of deeds		5,677
Iredell	42,470	65,872	55,597	1	28,334	43,945	28,334	48,605	75,387	60,835	32,426	50,293	42,237
Jackson	27,968	51,673	29,615		n/a			37,487	69,261	44,906	26,849	49,606	28,799
Johnston	42,754	63,109	47,117		n/a			55,678	82,184	82,184 ¹	32,830	48,463	40,936
Jones	building inspector				n/a			28,500	35,940	28,500	part-time		16,012
Lee	49,799	69,719	55,775		n/a			56,991	79,788	61,104	part-time		16,062
Lenoir	29,952	43,379	32,255		n/a			39,454	57,142	51,768	n/a		
Lincoln	35,414	51,290	30,535	1	29,066	42,096	30,535 ⁵	47,628	68,979	48,817	39,090	56,615	50,037
McDowell	n/a				n/a			n/a			part-time		21,276
Macon	n/a			1	27,169	40,753	32,731	48,792	73,187	61,882 ¹	24,643	36,966	31,197
Madison													
Martin	n/a				n/a			28,738	45,939	38,649	25,196	40,277	29,950
Mecklenburg	45,344	81,200	69,980		n/a			n/a			58,156	129,147	72,695
Mitchell	n/a				emergency management director			33,373	46,722	34,374	24,903	34,864	31,677
Montgomery	n/a				safety coordinator			41,964	70,560	45,768 ¹	21,732	36,624	29,400
Moore	40,736	64,000	46,228	1	33,514	52,653	36,894	n/a			30,398	47,757	44,122
Nash	n/a			2	31,787	50,980	37,845	60,659	97,286	79,682 ¹	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	\$ 55,286	\$ 84,802	\$ 62,362	3	\$ 39,208	\$ 60,133	\$ 42,680	\$ 70,512	\$108,222	\$ 91,168	\$ 49,592	\$ 71,490	\$ 50,918
Northampton	n/a				n/a			35,999	37,822	vacant	25,584	45,146	26,879
Onslow	38,772	62,036	44,728	1	31,868	50,989	33,779	64,559	103,294	69,722 ¹	45,358	72,573	52,324
Orange	54,429	87,011	64,000	1	36,665	58,614	42,153	76,905	122,944	79,982 ¹	33,217	53,101	47,761
Pamlico													
Pasquotank	n/a				n/a			36,103	52,248	44,918	n/a		
Pender	29,211	45,893	34,233		n/a			30,584	47,817	39,667	30,584	47,817	38,264
Perquimans	part-time		\$11.39/hr.		n/a			part-time		\$14.41/hr.	part-time		5,512
Person	37,487	55,338	45,500	1	33,229	49,053	38,453	no data	no data	no data ¹	36,011	53,159	37,829
Pitt	n/a			1	35,013	55,339	39,383	61,456	97,129	64,406 ¹	31,880	50,384	36,694
Polk	director of emergency services				n/a			director of emergency services ¹			part-time		\$16.28/hr.
Randolph	41,062	63,431	47,499	3	32,520	49,833	34,713	54,852	84,960	71,695 ¹	31,077	47,497	35,701
Richmond	n/a			1	32,222	46,907	38,894	38,895	56,560	41,699	27,353	39,797	28,658
Robeson	48,493	57,034	57,034	1	35,697	41,409	38,108	n/a			34,661	41,409	34,661
Rockingham	41,470	60,094	42,920	1	34,746	50,389	34,746	53,990	78,270	55,722	n/a		
Rowan	39,120	62,106	vacant		n/a			60,901	96,675	80,211 ¹	27,731	44,017	34,096
Rutherford	37,685	54,029	44,289	1	32,467	48,918	32,872	n/a			32,467	48,918	36,307
Sampson	emergency management director			1	27,672	41,520	31,500	48,012	72,024	64,164 ¹	28,968	43,452	38,316
Scotland	n/a				n/a			53,040	74,940	55,728 ¹	28,260	39,924	29,688
Stanly	35,591	50,843	41,892	2	part-time		31,097	46,614	66,591	56,650 ¹	28,423	40,603	38,960
Stokes	38,134	57,201	41,231	1	30,138	45,207	30,138	director of emergency services			part-time		15,486
Surry	33,660	56,364	42,828	2	28,416	46,956	33,660	director of emergency services			27,204	44,820	35,868
Swain	28,944	42,654	30,907	1	24,271	35,768	25,932	30,246	44,573	40,365	register of deeds		
Transylvania	33,530	48,619	48,619		n/a			47,686	69,145	69,143	n/a		
Tyrrell			29,568 ³		n/a					14,424 ³	part-time		2,892
Union	42,424	63,636	63,100	3	29,710	55,655	33,327	57,879	86,819	82,992	40,590	60,884	45,560
Vance	n/a			1	24,984	38,952	55,872	33,456	52,188	50,508 ¹	26,220	40,884	31,716
Wake	53,000	88,500	80,138	4	39,330	52,500	49,754	55,628	92,898	86,829	30,710	51,290	42,806
Warren													
Washington	n/a				n/a			37,308	53,988	45,444	part-time		no data
Watauga	35,430	53,146	43,925	1	35,460	53,146	40,247	fire marshal			35,430	53,146	43,500
Wayne													
Wilkes	28,175	54,078	38,605	2	24,613	47,248	31,898	28,175	54,078	39,479	26,925	51,698	45,179
Wilson	emergency management director				n/a			41,304	69,840	53,844	n/a		
Yadkin	32,011	46,356	40,975		fire marshal			director of emergency services			24,171	34,982	24,782
Yancey													

1. Also manages emergency medical function

2. Also manages EMS, fire inspector and fire marshal

3. Also building inspector

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

January 2007

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 building inspector	5	\$ 34,799	\$ 55,679	\$ 40,538	n/a				
	code inspector I	1	31,866	50,986	36,756					
Alexander	n/a					code enforcement officer		\$ 32,969	\$ 45,448	\$ 33,000
Alleghany	chief building inspector	1	33,003	49,504	40,171	n/a				
	building inspector III	1	29,935	44,902	29,935					
Anson	n/a					n/a				
Ashe	director of inspections	1	48,222	68,139	55,923	n/a				
	building code inspector VI	2	42,327	59,805	45,054					
	building code inspector III	1	34,137	48,237	35,868					
Avery	director of inspections	1	37,256	51,953	42,742	n/a				
	ordinance admin./inspector III	1	30,650	42,740	31,263					
	plumbing and electric inspector	2	29,190	40,705	30,834					
Beaufort	code administrator	1	41,192	61,789	54,031	n/a				
	building code inspector	3	27,718	41,577	33,844					
Bertie	building inspector	1	30,483	46,182	38,900	n/a				
	code enforcement officer	1	27,861	42,169	29,983					
Bladen	director and inspector	3	37,064	46,566	42,081	n/a				
Brunswick	inspector IV	1	36,553	58,485	46,852	inspector II	2	31,799	50,878	39,015
	inspector III	2	34,968	55,949	41,783	inspector I	3	30,215	48,344	32,855
Buncombe	n/a					building inspector III	3	31,947	45,425	37,558
						building inspector II	1	30,586	43,434	36,908
						building inspector I	2	29,224	41,584	33,875
Burke	inspector III	4	31,715	49,159	40,011	n/a				
Cabarrus	inspector III	6	33,760	52,117	47,031	inspector III	4	33,760	52,117	49,756
						building inspector II	3	33,760	52,117	39,485
						electrical inspector I	1	33,760	52,117	37,599
Caldwell	inspector IV	2	31,364	49,531	43,760	n/a				
	inspector III	1	28,574	45,073	30,583					
	inspector II	1	27,267	42,940	30,760					
Camden	building code inspector I		25,019	37,526	33,161	n/a				
Carteret	n/a					n/a				
Caswell	chief building inspector	1	33,640	55,567	49,428	n/a				
Catawba	building services officer III	6	35,404	54,920	52,292	n/a				
	building services officer II	3	33,724	52,300	44,061					
	building services officer I	7	30,583	47,446	36,593					
Chatham	building inspector	7	36,109	53,352	42,086	n/a				
Cherokee	n/a					building code inspector I	4	29,020	44,255	31,163
Chowan	inspector III	2	34,372	61,724	48,363	n/a				
Clay	n/a					inspector II				36,360
Cleveland	building code inspector IV	2	36,750	57,336	40,332	n/a				
	building code inspector III	1	33,438	52,200	31,932					
	building code inspector I	1	30,450	47,544	30,450					
Columbus	chief building inspector	1	35,274	72,185	55,000	assistant building inspector	1	24,965	51,088	45,000
Craven	building inspector III	2	36,754	60,148	47,683	n/a				
	building inspector II	2	35,071	57,393	38,559					
Cumberland	n/a					inspector III	4	34,232	56,483	39,930
						inspector II	2	31,207	51,492	33,776
						inspector I	2	29,814	49,193	31,957
Currituck	chief building inspector	1	43,350	60,100	53,771	n/a				
	inspector III	2	41,702	57,793	45,059					
	inspector II	2	35,114	48,568	35,679					
Dare	building inspector III	1	38,194	61,110	59,251	n/a				
	chief inspector	1	38,194	61,110	54,703					
	building inspector II	2	36,410	58,257	39,463					
Davidson	inspector IV	1	34,535	51,802	31,335	n/a				
	inspector III	1	32,880	49,320	44,553					
Davie										
Duplin	n/a					n/a				
Durham	n/a					n/a				
Edgecombe	senior code enforcement	1	33,000	48,989	53,289	building inspector	1	28,506	42,318	30,113
Forsyth	n/a					maintenance specialist	29	29,369	48,484	34,150
						maintenance mechanic III	8	25,916	42,764	29,481
						maintenance mechanic I	27	21,320	35,152	23,977
Franklin	inspector III	1	38,570	55,100	42,464	n/a				
	inspector II	1	36,839	52,627	50,163					
	inspector I	4	35,186	50,265	38,437					

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.
Gaston										
Gates	building inspector	1			\$ 32,060	chief inspector	1			vacant
Graham	n/a					building inspector	1	no data	no data	\$ 33,560
Granville	chief building inspector	1	\$ 38,598	\$ 61,757	57,923	n/a				
	inspector II	1	33,339	53,342	48,468					
	inspector I	2	28,799	46,078	32,463					
Greene	chief building inspector	1	39,057	54,678	46,865	building inspector I	1	\$ 25,193	\$ 35,273	25,193
Guilford	inspector II	11	39,316	66,837	56,447	n/a				
	inspector I	7	37,444	63,655	47,014					
Halifax	n/a					n/a				
Harnett	code enforcement III	2	44,772	69,396	51,597	n/a				
	code enforcement II	4	41,156	63,792	45,629					
Haywood	n/a					building code inspector II	2	30,891	46,337	32,758
						building code inspector I	2	28,031	42,047	28,732
Henderson	building code inspector III	4	31,434	48,711	36,028	n/a				
	building code inspector II	4	30,225	46,839	34,915					
	building code inspector I	3	29,055	45,045	29,348					
Hertford	n/a					code enforcement officer	1	25,577	40,815	41,325
Hoke	chief building inspector	1	43,700	61,746	45,912	n/a				
	building inspector III	1	43,700	61,746	44,792					
Hyde	n/a					n/a				
Iredell	inspector unlimited		37,110	57,558	51,904	n/a				
	inspector IV	5	35,478	55,027	41,688					
	inspector III	4	32,426	50,293	38,088					
	inspector II	5	31,000	48,081	33,354					
Jackson	inspector IV	1	41,969	77,541	48,866	n/a				
	inspector III	3	37,487	69,261	48,559					
	inspector II	1	31,326	57,878	48,431					
	inspector I	3	29,088	53,743	29,724					
Johnston	code enforcement IV	8	44,680	65,950	53,442	n/a				
	code enforcement III	1	40,915	60,391	50,966					
	code enforcement II	4	37,468	55,303	42,077					
	code enforcement I	3	34,309	50,640	36,987					
Jones	fire marshal					n/a				
Lee	n/a					n/a				
Lenoir	chief inspector	1	35,992	52,128	56,136	n/a				
	building inspector III	1	32,833	47,552	47,552					
Lincoln	n/a					chief building inspector	1	39,090	56,615	51,288
						building plan reviewer	1	37,207	53,887	50,037
						building inspector	5	30,083	46,466	38,584
						building and code enforcement	1	32,083	46,466	36,298
McDowell	director of inspections	1	39,576	58,176	47,688	n/a				
	building inspector II	2	29,370	43,176	30,870					
Macon	code inspector III	1	28,527	42,791	35,312	n/a				
	code inspector II	5	27,169	40,753	31,094					
Madison										
Martin	building inspector	1	28,738	45,939	41,620	n/a				
Mecklenburg	inspections supervisor	6	45,344	81,200	63,339	inspector II	5	35,354	81,200	44,827
	inspector III	112	40,039	81,200	54,604	inspector I	5	33,134	no data	40,451
	inspector II	5	35,354	81,200	44,827					
Mitchell	n/a					building inspector	1	31,783	44,496	31,783
						plumbing inspector	1	28,828	40,359	28,828
Montgomery	inspector	1	27,492	46,332	31,896	n/a				
Moore	code enforcement officer	6	35,190	55,285	42,761	n/a				
Nash	chief enforcement officer	1	40,795	65,373	46,180	n/a				
	code enforcement officer II	1	38,793	62,193	50,351					
	code enforcement officer I	2	33,396	53,565	39,788					
New Hanover	n/a					senior code enforcement	25	39,208	60,133	45,096
						code enforcement III	2	33,862	43,909	41,658
						code enforcement II	3	33,176	43,909	35,572
Northampton	code inspector II	1	31,098	54,875	41,824	n/a				
	code inspector I	1	28,206	49,774	29,634					
Onslow	code enforcement officer	8	29,464	47,142	32,791	n/a				
Orange	code compliance officer III	8	38,521	61,580	46,098	n/a				
Pamlico										
Pasquotank	chief building inspector	1	37,320	52,248	47,123	n/a				
	building inspector III	1	32,452	45,432	40,240					
	building inspector II	1	31,235	43,729	35,928					
	building inspector I	1	27,584	38,617	28,372					

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

January 2007

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	\$ 44,325	\$ 70,769	\$ 58,274	\$ 32,394	\$ 51,812	\$ 43,448	wastewater treatment plant superintendent	1	\$ 35,054	\$ 56,023	\$ 47,922	
							water treatment plant superintendent	1	31,165	49,823	38,651	
							laboratory supervisor	1	26,691	42,629	34,352	
Ashe	n/a			n/a			n/a					
Avery	n/a			n/a			n/a					
Beaufort	n/a			41,192	61,789	49,928	distribution system supervisor	1	26,524	39,787	32,162	
							water treatment plant superintendent	1	26,524	39,787	29,417	
							water treatment plant operator—C	5	22,243	33,365	24,084	
							distribution mechanic	9	22,243	33,365	22,018	
Bertie	n/a			43,832	66,434	48,299	n/a					
Bladen	37,064	43,421	41,945	n/a			plant maintenance mechanic	5	21,562	25,311	23,130	
Brunswick	76,168	99,018	103,971	53,983	86,373	75,000 ²	collection/distribution system supervisor	1	42,892	68,627	55,012	
							wastewater treatment plant superintendent	2	42,892	68,627	53,523	
							water treatment plant superintendent	2	42,892	68,627	52,417	
							laboratory technician	2	31,799	50,878	38,213	
							water treatment plant operator—A	3	28,630	45,808	37,658	
							distribution system technician	1	28,630	45,808	36,109	
							utility maintenance worker	4	27,045	43,272	35,581	
							plant maintenance mechanic	4	27,045	43,272	35,581	
							water treatment plant operator—B	2	27,045	43,272	31,632	
							wastewater treatment plant operator—II	3	27,045	43,272	29,485	
							water treatment plant operator—C	6	25,461	40,738	31,368	
Buncombe	n/a			n/a			n/a					
Burke	n/a			n/a			utility maintenance worker	3	22,538	34,936	23,450	
Cabarrus	n/a			n/a			n/a					
Caldwell	41,569	65,748	57,331	n/a			distribution system supervisor	1	28,574	45,073	43,666	
							utility maintenance worker	7	19,693	30,936	21,622	
Camden	n/a			35,580	53,366	49,738	distribution system supervisor		29,836	44,751	31,200	
							distribution system technician		22,911	34,364	29,247	
Carteret	36,620	59,992	44,772	n/a			water treatment plant superintendent	1	28,968	45,212	40,000	
							water treatment plant operator—C	2	22,653	42,653	26,455	
Caswell	n/a			n/a			n/a					
Catawba	n/a			n/a			n/a					
Chatham	53,352	78,825	54,398	41,802	61,761	41,802	plant maintenance mechanic	1	34,390	50,811	42,697	
							water treatment plant superintendent	1	32,752	39,812	32,046	
							water treatment plant operator—B	2	29,708	43,893	32,701	
							water treatment plant operator—C	2	26,946	39,812	27,565	
							distribution system technician	3	25,662	37,916	27,618	
							utility maintenance worker	5	23,276	34,390	25,175	
Cherokee	n/a			n/a			n/a					
Chowan	n/a			39,788	71,453	39,788	distribution system technician	1	28,278	50,780	39,788	
							water treatment plant operator—B	1	28,278	50,780	32,735	
							utility maintenance worker	2	25,647	46,060	26,289	
Clay			39,000			37,581	water treatment plant operator—B				29,292	
Cleveland	n/a			n/a			n/a					
Columbus	35,575	68,707	59,756	n/a			wastewater treatment plant superintendent	1	35,575	68,707	59,756	
							distribution system technician	1	26,229	53,675	33,739	
							collection/distribution system supervisor	1	19,502	39,910	25,890	
							utility maintenance worker	5	16,816	34,415	20,071	
Craven	n/a			53,481	87,517	83,510	customer service supervisor	1	33,466	54,762	48,692	
							water field technician II	1	30,467	49,860	34,264	
							water treatment plant operator—C	1	30,467	49,860	31,930	
							water field technician I	3	25,257	41,334	27,103	
Cumberland	n/a			n/a			n/a					
Currituck	n/a			46,645	64,714	48,469	water treatment plant superintendent	1	46,645	64,714	55,403	
							distribution system supervisor	2	38,409	53,182	41,097	
							water treatment plant operator—C	6	31,820	43,955	33,399	
							plant maintenance mechanic	3	28,526	39,343	29,254	

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	\$ 61,625	\$ 98,600	\$ 86,643	n/a			water treatment plant superintendent	5	\$ 42,030	\$ 67,247	\$ 55,320
							distribution system supervisor	3	34,710	55,536	45,632
							water treatment plant operator—A	3	30,070	52,942	39,852
							water treatment plant operator—B	6	30,070	52,942	33,372
							water treatment plant operator—C	9	30,070	52,942	32,556
							plant maintenance mechanic	1	28,664	45,863	39,652
							wastewater treatment plant operator—III	2	27,326	50,469	38,026
							distribution system technician	1	27,326	43,722	29,585
Davidson	n/a			n/a			n/a				
Davie											
Duplin	40,612	64,042	no data	n/a			n/a				
Durham	n/a			n/a			n/a				
Edgecombe	40,113	59,548	40,309	\$ 29,932	\$ 44,435	\$ 35,148	distribution system supervisor	1	29,932	44,435	35,148
							utility maintenance worker	3	20,259	30,075	20,712
Forsyth	n/a			n/a			n/a				
Franklin	58,314	83,305	69,290	n/a			wastewater treatment plant superintendent	1	42,281	60,401	45,916
							collection/distribution system supervisor	1	36,839	52,627	42,167
							laboratory supervisor	1	32,098	45,854	32,306
							wastewater treatment plant operator—II	1	29,281	41,831	36,617
							wastewater treatment plant operator—I	1	24,367	34,811	29,281
							utility maintenance worker	4	24,367	34,811	27,084
Gaston											
Gates	n/a					59,411	plant maintenance mechanic	4			26,137
Graham	n/a			n/a			n/a				
Granville	n/a			n/a			utility maintenance worker	2	19,491	31,186	26,897
Greene	39,057	54,678	44,775	public utilities director			distribution manager	2	25,193	35,273	32,657
							utility maintenance technician	4	21,757	30,459	25,165
Guilford	n/a			n/a			n/a				
Halifax	47,521	76,939	63,914	n/a			wastewater treatment plant superintendent	1	32,041	51,810	32,840
							utility maintenance worker	8	21,639	34,924	23,281
Harnett	71,144	110,273	85,785	48,705	75,493	71,910	wastewater treatment plant superintendent	1	41,156	63,792	49,390
							water treatment plant superintendent	1	41,156	63,792	49,388
							collection/distribution system supervisor	2	36,273	46,249	46,850
							plant maintenance mechanic	1	29,387	45,550	41,313
							water treatment plant operator—A	3	28,175	43,672	41,313
							wastewater treatment plant operator—IV	2	28,175	43,672	40,000
							laboratory supervisor	1	31,969	49,552	38,366
							wastewater treatment plant operator—II	2	28,175	43,672	37,351
							laboratory technician	1	30,651	47,509	36,781
							water treatment plant operator—B	1	28,175	43,672	35,924
							wastewater treatment plant operator—I	1	28,175	43,672	29,584
							distribution system technician	11	27,014	41,871	29,470
Haywood	n/a			n/a			n/a				
Henderson	n/a			n/a			n/a				
Hertford	n/a			n/a			utility maintenance worker	3	22,681	33,569	24,284
Hoke	50,588	71,479	54,478	32,609	46,076	34,260	distribution system supervisor	1	35,952	50,799	40,676
							distribution system technician	2	24,334	34,383	25,566
							utility maintenance worker	1	23,175	32,746	24,348
							water treatment plant operator—B	1	23,175	32,746	24,348
Hyde	38,127	64,327	46,758	n/a			water treatment plant superintendent	1	27,718	46,766	37,974
							distribution system supervisor	1	26,484	44,684	31,979
							wastewater treatment plant operator—IV	1	25,305	42,694	30,503
							water treatment plant operator—A	1	21,090	35,583	26,883
							distribution system technician	1	21,090	33,999	24,333
							water treatment plant operator—B	1	20,151	33,999	24,333
							water treatment plant operator—C	2	19,254	32,485	23,469
							utility maintenance worker	1	18,397	31,039	22,214
Iredell	n/a			n/a			n/a				
Jackson	n/a			n/a			n/a				
Johnston	n/a			50,986	75,259	56,849	water treatment plant superintendent	1	40,915	60,391	51,797
							wastewater treatment plant superintendent	1	40,915	60,391	48,906
							laboratory supervisor	1	39,152	57,792	45,549
							wastewater treatment plant operator—IV	2	31,418	46,374	35,890
							water treatment plant operator—A	1	31,418	46,374	35,838
							water treatment plant operator—B	2	30,065	44,379	33,695
							wastewater treatment plant operator—III	2	30,065	44,379	33,404
							laboratory technician	1	30,065	44,379	32,011
							wastewater treatment plant operator—II	1	28,771	42,468	30,971
							wastewater treatment plant operator—I	2	27,532	40,638	28,870
							water treatment plant operator—C	2	27,532	40,638	28,600

County	Public Utilities Director			Water/Wastewater System Supt.			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Jones	n/a			\$ 35,940	\$ 45,372	\$ 37,728	distribution system supervisor	1	\$ 31,272	\$ 39,216	\$ 31,272
							utility maintenance worker	3	28,500	35,940	29,420
Lee	n/a			n/a			n/a				
Lenoir	n/a			n/a			n/a				
Lincoln	\$ 78,044	\$ 113,031	\$ 86,142	n/a			water treatment plant superintendent	1	35,414	51,290	50,037
							wastewater treatment plant superintendent	1	35,414	51,290	37,205
							water treatment plant operator—A	5	30,538	44,227	35,855
							wastewater treatment plant operator—III	2	32,084	46,466	33,295
							water treatment plant operator—C	2	30,538	44,227	31,299
							plant maintenance mechanic	1	27,665	40,068	27,665
							utility maintenance worker	5	22,706	32,885	25,161
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		37,417	59,816	no data
							collection/distribution system supervisor	1	21,104	33,737	21,104
							distribution system technician	2	20,204	32,301	21,758
							utility maintenance worker	1	19,341	30,921	20,829
Mecklenburg	n/a			n/a			n/a				
Mitchell	n/a			n/a			n/a				
Montgomery	54,972	92,436	61,560	27,492	46,332	30,792	water treatment plant operator—C	5	25,392	42,744	34,704
							distribution system supervisor	1	22,620	38,124	28,440
							utility maintenance worker	5	21,723	36,624	26,824
Moore	60,186	94,557	85,644	42,774	67,200	56,784	wastewater treatment plant superintendent	1	38,796	60,952	47,840
							laboratory supervisor	1	30,398	47,757	37,336
							wastewater treat. plant operator—IV	4	28,951	45,483	35,386
							water treatment plant operator—B	1	26,259	41,254	28,912
							plant maintenance mechanic	3	26,259	41,254	28,907
							water treatment plant operator—C	2	26,259	41,254	27,144
							laboratory technician	1	25,009	39,290	27,534
							utility maintenance worker	12	25,009	39,290	27,235
							wastewater treatment plant operator—I	7	22,683	35,638	24,217
Nash	n/a			n/a			n/a				
New Hanover	n/a			n/a			water and sewer maintenance specialist	1	51,938	79,643	67,255
							distribution system supervisor	1	39,208	60,133	57,686
							plant maintenance mechanic	3	33,176	50,918	40,975
							water treatment plant operator—C	3	27,810	39,790	35,067
							distribution system technician	7	27,810	42,702	28,114
							wastewater treatment plant operator—I	1	27,810	42,702	27,810
							utility maintenance worker	4	22,443	34,445	23,069
Northampton	n/a			n/a			distribution system technician	3	24,365	42,996	24,461
							utility maintenance worker	2	22,100	38,999	25,637
Onslow	n/a			n/a			n/a				
Orange	n/a			n/a			n/a				
Pamlico											
Pasquotank	n/a			47,056	65,879	65,879	water treatment plant supervisor	1	33,669	47,136	47,136
							water treatment plant operator—B	1	27,584	38,617	38,070
							distribution system technician	1	23,932	33,505	31,265
							wastewater treatment plant operator—I	2	23,932	33,505	28,719
							water treatment plant operator—C	1	23,932	33,505	25,300
							laboratory technician	6	21,498	30,098	25,184
Pender	assistant county manager			33,528	51,936	43,612	utility maintenance worker	2	25,451	40,632	34,450
Perquimans	n/a			30,560	46,280	39,003	water treatment plant operator—B	1	29,524	44,711	35,887
							distribution system technician	1	26,780	40,555	30,263
							utility maintenance worker	3	20,282	30,716	22,333
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			37,977	55,239	41,699	distribution system supervisor	1	37,977	55,239	38,894
							water treatment plant operator—A	1	28,658	41,700	35,396
							plant maintenance mechanic	1	25,500	37,106	34,576
							water treatment plant operator—B	2	24,323	35,396	27,353
							distribution system technician	8	22,147	32,222	24,570
							water treatment plant operator—C	2	20,647	30,030	23,760
Robeson	61,289	71,096	68,242	n/a			water treatment plant superintendent	1	47,071	54,602	53,010
							water treatment plant operator—A	1	37,118	43,057	37,594
							distribution system supervisor	1	34,275	39,759	38,796
							water treatment plant operator—B	4	28,865	34,811	28,865
							water treatment plant operator—C	3	28,588	33,162	31,000
							plant maintenance mechanic	2	25,744	33,162	28,437
							laboratory technician	1	22,901	26,566	25,200
							utility maintenance worker	4	22,901	26,566	22,257

County	Public Utilities Director			Water/Wastewater System Supt.			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Rockingham	n/a			n/a			n/a				
Rowan	n/a			n/a			n/a				
Rutherford	n/a			n/a			n/a				
Sampson	\$ 50,268	\$ 75,408	\$ 67,860	n/a			utility maintenance worker	4	\$ 24,108	\$ 36,156	\$ 26,661
Scotland	n/a			n/a			n/a				
Stanly	48,757	69,655	68,500	n/a			wastewater treatment plant operator—IV	1	28,423	46,469	31,200
							collection/distribution system supervisor	1	25,978	37,110	34,345
							water treatment plant operator—C	3	25,978	37,110	30,500
							utility maintenance worker	3	20,746	29,638	23,497
Stokes	42,896	64,343	48,419	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					\$ 14,040	county manager				
							water treatment plant operator—C				36,828
							distribution system technician				28,692
Union	94,111	141,166	98,000 ¹	\$ 55,379	\$ 83,068	65,215	collection/distribution system supervisor	1	55,379	83,068	65,215
							wastewater treatment plant superintendent	1	55,379	83,068	61,722
							distribution system supervisor	1	35,509	53,262	47,751
							wastewater treatment plant operator—IV	3	33,966	50,949	38,800
							laboratory supervisor	1	33,966	50,949	36,582
							wastewater treatment plant operator—II	1	31,066	46,599	37,126
							distribution system technician	12	31,066	46,599	32,789
							wastewater treatment plant operator—I	1	28,406	42,610	33,416
							utility maintenance worker	13	28,406	42,610	29,376
							laboratory technician	2	28,406	42,610	28,836
Vance	n/a			n/a			n/a				
Wake	n/a			n/a			laboratory supervisor	1	39,330	65,670	52,199
Warren											
Washington	35,580	51,516	39,288	n/a			water treatment plant superintendent		34,728	50,292	34,728
							utility maintenance worker	3	21,120	30,588	22,168
Watauga	n/a			n/a			n/a				
Wayne											
Wilkes	n/a			n/a			n/a				
Wilson	n/a			41,304	69,840	52,224	distribution system technician	2	23,556	39,828	26,376
Yadkin	n/a			n/a			n/a				
Yancey											

1. Also \$4,800 travel

TABLE XXIII. SOLID WASTE MANAGEMENT

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

January 2007

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	\$ 50,088		n/a		
Alexander	n/a			28,430	39,191	39,191		\$ 22,208	\$ 30,614	\$ 26,398
Alleghany	n/a			n/a				n/a		
Anson	25,696	40,991	31,165	n/a				n/a		
Ashe	48,222	68,139	50,664	34,137	48,237	34,992	5	26,385	48,237	34,726
Avery	33,792	47,122	35,501	20,744	28,928	23,799	5	20,744	28,928	21,421
Beaufort	n/a			n/a				n/a		
Bertie	n/a			n/a				n/a		
Bladen	51,375	59,938	58,012	24,826	30,514	28,878		n/a		
Brunswick	46,061	73,698	56,203	30,215	48,344	43,815		contracted		
Buncombe	n/a			43,435	61,800	59,524	4	24,511	34,845	25,708
Burke	n/a			n/a			3	19,471	30,180	20,352
Cabarrus	41,044	63,363	58,318	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	26,736	44,067	35,916	n/a				n/a		
Catawba	40,980	63,586	53,752	37,168	57,675	50,714		n/a		
Chatham	48,391	71,495	58,150	28,293	41,802	32,676	6	25,662	37,916	29,281
Cherokee	35,334	55,388	43,449	26,866	40,418	32,983	3	22,414	32,933	26,948
Chowan	n/a			n/a				n/a		
Clay	n/a					28,040		n/a		
Cleveland	33,438	52,200	44,298	30,450	47,544	34,248	16	23,004	35,898	26,472
Columbus	35,575	47,440	59,756	20,490	41,930	24,475	1	19,502	39,910	22,281
Craven	38,515	63,036	47,576	n/a				n/a		
Cumberland	51,441	84,878	61,564	35,812	59,090	vacant	8	27,203	44,885	29,212
Currituck	n/a			n/a				n/a		
Dare	40,066	64,106	56,626	31,543	50,469	35,665	21	26,050	41,680	30,784
Davidson	46,230	69,345	68,643	36,299	54,450	36,300	4	25,818	38,727	27,298
Davie										
Duplin	26,064	56,868	no data	n/a				n/a		
Durham	n/a			n/a				n/a		
Edgecombe	36,383	54,011	46,350	n/a			3	21,272	31,578	25,200
Forsyth	n/a			n/a				n/a		
Franklin	46,348	66,211	48,979	n/a				n/a		
Gaston										
Gates	n/a			n/a				n/a		
Graham			31,531	part-time		\$11.44/hr.	2	part-time		\$10.99/hr.
Granville	n/a			35,016	56,025	43,745		n/a		
Greene	39,057	54,678	44,775	29,140	40,793	31,919		n/a		
Guilford	n/a			n/a				n/a		
Halifax	35,355	57,189	42,530	n/a			2	20,607	33,246	26,170
Harnett	34,778	53,906	41,737	30,651	47,509	36,961		n/a		
Haywood	40,228	60,343	54,432	26,824	40,236	26,824	4	24,563	36,843	26,176
Henderson	37,710	58,448	50,322	24,502	37,981	32,011		n/a		
Hertford	31,921	47,242	42,832	22,681	33,569	28,277	2	20,569	30,440	22,164
Hoke	50,588	71,479	55,840	n/a			2	25,550	36,102	26,844
Hyde	26,484	44,684	31,979	n/a				n/a		
Iredell	53,180	82,482	62,694	37,110	57,558	47,384	8	27,088	42,013	30,724
Jackson	37,487	69,261	41,389	26,849	49,606	30,840		n/a		
Johnston	46,690	68,917	59,825	37,468	55,303	49,666	4	25,211	37,214	26,707
Jones	24,804	31,272	24,804	n/a			2	20,916	25,944	21,384
Lee	41,598	58,238	47,345	n/a			2	27,752	38,853	32,988
Lenoir	35,992	52,128	44,950	n/a			1	20,741	30,039	27,214
Lincoln	n/a			39,090	56,615	41,069	4	25,064	36,299	26,879
McDowell	39,576	58,176	43,716	no data	no data	32,040	2	19,734	29,010	25,956
Macon	48,792	73,187	59,526	25,875	38,813	33,221		n/a		
Madison										
Martin	n/a			28,738	45,938	31,721		n/a		
Mecklenburg	76,822	129,147	116,381	n/a				n/a		
Mitchell	30,270	42,378	33,600	n/a			1	no data	33,205	25,853
Montgomery	n/a			n/a				n/a		
Moore	n/a			30,398	47,757	35,516	3	21,604	33,941	26,598
Nash	n/a			n/a				n/a		

TABLE XXIII. SOLID WASTE MANAGEMENT

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

January 2007

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	\$ 35,169	6	\$ 24,471	\$ 39,151	\$ 22,868		n/a		
Alexander		n/a				14,596	20,121	17,784		\$ 24,515	\$ 33,795	\$ 25,756
Alleghany		n/a			2	19,296	28,944	17,691		n/a		
Anson		n/a				n/a				n/a		
Ashe	3	26,385	37,281	26,605	24	part-time		\$8.20/hr.	1	28,740	40,611	37,710
Avery	1	25,215	35,163	25,215	18	12,770	17,806	13,093	1	25,215	35,163	26,491
Beaufort		n/a				n/a				n/a		
Bertie		n/a				n/a				n/a		
Bladen	5	22,641	27,884	24,258	2	21,562	25,311	27,400	4	22,641	30,514	25,974
Brunswick	4	23,876	38,202	28,755	1	28,630	45,808	32,246	7	27,045	43,272	38,625
Buncombe	8	24,511	34,845	27,004	2	20,565	29,224	22,672	5	24,511	34,845	27,900
Burke	4	23,666	36,684	25,832		n/a				n/a		
Cabarrus	2	26,452	40,847	31,127	1	21,777	33,588	29,749	4	30,611	47,270	40,552
Caldwell		n/a			17			\$7.71/hr.		n/a		
Camden		n/a				n/a				n/a		
Carteret		n/a				n/a			2	20,626	38,396	26,204
Caswell		n/a			1	16,970	27,794	20,292		n/a		
Catawba	9	27,728	43,029	32,215	2	21,716	33,725	23,851	4	27,728	43,029	38,079
Chatham		n/a				n/a				n/a		
Cherokee	3	22,414	32,933	25,105	10	18,704	24,284	19,701	1	20,856	30,401	26,587
Chowan		n/a				n/a				n/a		
Clay				22,320				22,320				31,726
Cleveland		n/a			36	part-time		\$8.35/hr	2	23,004	35,898	24,114
Columbus		n/a				n/a				n/a		
Craven		n/a			8	20,935	34,264	23,789		n/a		
Cumberland	12	23,690	46,994	26,691	22	19,816	32,696	21,414	9	28,481	46,994	31,820
Currituck		n/a				n/a				n/a		
Dare	17	26,050	45,863	30,206	3	21,513	34,422	23,867	11	30,070	55,536	35,006
Davidson	6	28,466	42,699	31,248	14	19,198	28,797	20,469	2 III	32,880	49,320	34,585
									1 II	27,143	40,714	27,651
Davie												
Duplin		n/a				18,394	29,004	no data		n/a		
Durham		n/a			8	18,088	31,138	22,866		n/a		
Edgecombe	3	20,259	30,075	26,848	36	part-time		\$6.97/hr		n/a		
Forsyth		n/a				n/a			5	25,916	42,764	27,813
Franklin	3	25,512	39,953	29,329	36	part-time		10,252		n/a		
Gaston												
Gates		n/a				n/a				n/a		
Graham	2	part-time		\$10.99/hr.	1	part-time		\$10.99/hr.	1	part-time		\$11.02/hr.
Granville		n/a			3	17,682	31,186	22,649		n/a		
Greene	2	20,722	29,013	23,784		n/a				n/a		
Guilford		n/a				n/a				n/a		
Halifax	1	20,607	33,246	23,296		n/a				n/a		
Harnett	6	28,175	43,672	32,754	2	24,832	38,489	28,321		n/a		
Haywood	7	23,505	35,259	25,557	17	16,529	24,793	16,568		n/a		
Henderson	4	22,651	35,110	24,378	1	20,946	32,448	22,672		n/a		
Hertford	2	20,569	30,440	20,823	15	part-time		\$5.15/hr.		n/a		
Hoke	1	25,550	36,102	27,515	15			\$7.80/hr.	1	28,169	39,802	29,596
Hyde		n/a			2	17,578	29,657	17,419		n/a		
Iredell	6	24,757	38,399	30,018	10	21,633	33,552	25,321	2	29,637	45,967	40,453
Jackson	3	24,608	45,465	25,297		n/a				n/a		
Johnston	8	27,532	40,638	29,967	22	19,359	28,576	20,406		n/a		
Jones		solid waste truck driver				n/a				n/a		
Lee	1	31,761	44,466	35,121	17	part-time		\$7.48/hr.		n/a		
Lenoir	7	20,741	30,039	25,674		n/a			1	26,095	37,793	26,748
Lincoln	1	32,083	46,466	35,413		n/a			3	30,538	44,227	31,045
McDowell	4	21,798	32,040	22,491	25	part-time		\$7.78/hr.	2	20,742	39,090	28,239
Macon	5	23,470	35,204	27,483	44	part-time		\$6.80-\$7.35/hr.	1	25,875	38,813	29,383
Madison												
Martin	2	23,067	36,876	24,583	2	part-time		10,764		n/a		
Mecklenburg		n/a			29	29,104	55,300	35,868		n/a		
Mitchell		n/a			7	part-time		\$7.50/hr.		n/a		
Montgomery		n/a				n/a				n/a		
Moore	2	25,009	39,290	31,655	24	14,622	22,972	16,765		n/a		

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

January 2007

County	Environmental Health Supervisor I				Environmental Health Specialist I				Income Maintenance Caseworker I				Social Worker II			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	1	\$ 39,712	\$ 63,540	\$ 55,260	12	\$ 34,799	\$ 55,679	\$ 45,246	12	\$ 24,471	\$ 39,151	\$ 26,738	15	\$ 31,866	\$ 50,986	\$ 35,647
Alexander		36,392	50,166	no data		31,381	43,259	no data		n/a				29,868	41,174	31,000
Alleghany		n/a				n/a			3	23,454	35,181	25,047	1	29,935	44,902	33,002
Anson	1	29,995	47,992	40,991	1	27,773	44,325	33,079		27,889	36,458	23,327		26,691	42,629	27,217
Ashe		n/a				n/a			2	28,740	40,611	28,740	5	35,628	54,891	39,205
Avery		n/a				n/a			1	21,781	30,374	21,782	2	27,800	38,767	27,800
Beaufort	1	40,459	61,209	50,800	3	34,543	51,814	35,789		n/a			16	30,269	45,404	31,289
Bertie		n/a				n/a			1	22,228	33,590	22,228	6	29,159	44,155	32,071
Bladen	1	33,127	38,882	38,366	2	30,659	36,013	33,548	39	25,963	36,013	28,735	39	25,963	38,882	34,053
Brunswick	1	55,568	88,909	72,762	4	38,138	61,021	40,726	38	28,630	45,808	32,756 ¹	13	34,968	55,949	41,283
Buncombe		n/a			15	33,379	47,449	38,715	10	25,628	36,452	29,964	49	31,947	45,425	31,117
Burke		n/a			4	31,715	49,159	34,198	5	23,666	36,684	24,092	14	30,204	46,819	30,752
Cabarrus		n/a				n/a				n/a			24	33,760	52,117	39,488
Caldwell		n/a			2	28,574	45,073	32,000	7	22,634	35,604	23,804	22	28,574	45,073	32,429
Camden		n/a				n/a				n/a				28,551	42,824	39,480
Carteret		n/a				n/a				n/a			11	30,358	47,382	30,934
Caswell	1	31,156	51,429	43,368	2	28,860	47,603	39,396	1	22,959	37,772	26,292	10	27,778	45,799	30,940
Catawba	2	40,980	63,586	50,928	9	35,404	54,920	41,430	47	27,728	43,029	29,754	18	32,112	49,814	34,777
Chatham		n/a				36,109	53,352	41,334		n/a				n/a		
Cherokee		n/a			2	31,425	48,420	47,471		n/a			4	27,942	42,280	34,398
Chowan		n/a				n/a				n/a				n/a		
Clay			40,744				36,717					27,875				35,141
Cleveland	1	44,298	69,150	65,988 ²	8	33,438	52,200	38,484	60	24,114	37,608	27,732	13	33,438	52,200	38,484
Columbus	1	30,418	62,245	50,055	4	26,229	53,675	33,739	10	16,006	32,756	21,850	4	26,229	53,675	30,621
Craven	1	40,363	66,059	46,461	12	35,071	57,393	38,113	4	26,468	43,317	27,423	30	33,466	54,762	36,003
Cumberland	2	39,200	64,680	63,996	14	34,232	56,483	42,244	73	25,968	42,847	27,097	88	34,232	56,483	37,181
Currituck		n/a				n/a				n/a			3	36,762	50,875	27,391
Dare	1	48,518	77,624	54,489	8	36,410	58,257	40,824	2	26,050	41,680	28,664	10	34,710	55,536	38,227
Davidson	2	46,230	69,345	60,152	3	38,065	57,098	47,871	46	27,143	40,714	29,559 ¹	1	32,880	49,320	32,901
Davie																
Duplin		n/a				n/a				n/a				n/a		
Durham	2	36,111	62,169	54,160	10	31,138	53,607	40,957		n/a			79	31,138	53,607	41,858
Edgecombe		n/a			4	29,932	44,435	34,954	1	22,337	33,159	26,652	24	29,932	44,435	31,219
Forsyth	4	39,832	65,686	56,778	22	34,798	57,408	41,936	32	24,960	41,184	25,546	31	33,404	55,120	38,586
Franklin		n/a			4	35,186	50,265	38,848	4	26,711	38,159	28,377	8	35,186	50,265	35,231
Gaston																
Gates		n/a				n/a				n/a				n/a		
Graham		n/a			1		30,498		7		\$11/hr.		6		\$15.38/hr.	
Granville		n/a				n/a			5	21,488	34,381	22,295	4	28,799	46,078	36,064
Greene		n/a				n/a			5	21,757	30,459	20,986	5	29,140	40,793	32,240
Guilford	10	39,316	66,837	54,341	19	37,444	63,655	45,990	145	29,338	49,875	34,480	60	33,963	57,737	44,270
Halifax		33,658	54,432	no data		29,041	46,939	no data		20,607	33,246	no data		27,649	44,679	no data
Harnett	2	37,833	58,641	52,248	5	33,344	51,683	40,932	7	25,900	40,145	26,547	24	33,344	51,683	35,958
Haywood	1	40,228	60,343	55,643 ²	7	30,891	46,337	40,370	15	24,563	36,843	24,797	14	32,282	48,423	32,642
Henderson		n/a			10	30,225	46,839	38,706	11	22,971	35,607	23,478	20	31,434	48,711	32,894
Hertford		n/a				n/a				n/a				n/a		
Hoke	1	35,952	50,799	42,775	2	32,609	41,076	36,895	3	23,175	32,746	24,991	8	29,578	41,793	30,895
Hyde	1	36,429	61,463	45,216		n/a			1	18,397	31,039	18,849		n/a		
Iredell	1	38,817	60,205	59,906	11	33,918	52,607	46,128	8	24,757	38,399	45,468	21	33,918	52,607	39,555
Jackson	1	44,207	81,676	62,584	10	32,446	59,947	35,169		n/a			3	31,326	57,878	33,534
Johnston	1	40,915	60,391	52,598	9	35,854	52,920	41,588	11	27,532	40,638	27,033	28	35,854	52,920	38,236
Jones		n/a				n/a			1	23,712	29,880	23,712	2	28,500	35,940	29,880
Lee	1	43,513	60,918	63,285	5	38,021	53,228	44,799	6	27,752	38,853	29,038	9	36,349	50,888	38,553
Lenoir	1	34,377	49,788	42,932	5	29,952	43,379	36,289	1	21,714	31,448	24,401	13	28,607	41,432	34,038
Lincoln	1	41,069	59,481	52,570	1	35,414	51,290	35,412	23	26,332	38,137	27,053	15	35,414	51,290	36,561
McDowell		n/a				n/a			4	24,078	35,388	26,380	9	30,870	45,372	26,844
Macon	1	38,229	57,346	46,800	9	29,954	44,930	35,072	1	21,288	31,931	21,288	1	27,169	40,753	35,426
Madison																
Martin		n/a				n/a			10	22,059	35,266	24,390	6	28,738	45,939	29,102
Mecklenburg	13	45,344	81,200	66,677	54	35,354	81,200	44,570	136	27,993	55,300	31,548	98	35,354	81,200	45,876
Mitchell		n/a				n/a			1	21,513	30,118	22,158	4	28,828	40,359	30,173
Montgomery	1	29,844	50,232	44,460	2	27,492	46,332	38,664	5	22,620	38,124	26,400	6	28,656	48,240	34,646
Moore	1	47,157	74,087	56,186	7	40,736	64,000	46,429		n/a			14	31,919	50,146	37,349
Nash	1	49,739	79,765	57,708	7	40,795	65,373	42,291		n/a			21	33,396	53,565	39,017

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	1	\$ 66,955	\$102,814	\$ 80,133	11	\$ 38,880	\$ 40,186	\$ 39,688	34	\$ 27,810	\$ 42,702	\$ 29,404	23	\$ 46,592	\$ 71,490	\$ 48,896
Northampton	1	35,999	61,975	49,625	1	31,098	54,875	33,489	3	22,100	38,999	22,469	11	28,206	49,774	31,834
Onslow	1	37,281	59,650	49,051	8	33,143	53,029	42,715	n/a				29	31,868	50,989	33,033
Orange	1	54,429	87,011	65,558	7	38,521	61,580	51,111	4	30,093	48,107	32,291	29	36,665	58,614	40,799
Pamlico																
Pasquotank	n/a				n/a				8	22,715	31,802	27,259	11	31,235	43,729	37,482
Pender	1	33,528	51,936	46,256	4	29,211	45,893	44,422	n/a				1	30,584	47,817	41,270
Perquimans	n/a				n/a				n/a				n/a			
Person	1	40,625	59,970	62,244	5	36,011	53,159	37,666	2	26,111	38,545	25,515	6	33,229	49,053	33,235
Pitt	2	44,262	69,958	50,709	6	38,456	60,779	40,778	3	25,217	39,854	30,023	25	33,409	52,803	37,799
Polk	n/a				n/a				8	22,946	41,452	27,948 ³	3	27,890	50,384	35,947 ⁴
Randolph	2	43,079	66,598	49,285	12	37,359	57,533	40,871	n/a				13	34,078	52,323	38,026
Richmond	1	35,396	51,515	48,001	5	30,754	44,745	36,796	30	23,210	33,783	23,951	15	30,754	44,745	31,881
Robeson	1	38,540	44,706	44,985	6	34,275	39,759	38,002	84	25,744	29,863	25,924	31	34,275	39,759	36,317
Rockingham	n/a				6	34,746	50,389	38,632	1	27,825	40,457	29,624	28	31,848	46,169	35,027
Rowan	1	45,342	71,977	62,728	7	33,754	53,590	38,455	n/a				16	32,139	51,018	37,069
Rutherford	n/a				n/a				3	22,928	34,547	22,928	7	29,395	44,290	30,770
Sampson	1	39,948	59,940	55,392	1	33,252	49,884	46,560	30	23,040	34,536	24,844	5	30,348	45,492	34,397
Scotland	2	35,388	49,992	44,202	2	32,340	45,696	32,340	7	24,696	34,884	25,221	12	32,340	45,696	34,319
Stanly	1	37,228	53,183	51,174	5	32,528	46,469	37,000	n/a				12	32,528	46,469	34,500
Stokes	1	38,134	57,201	47,055	3	33,901	50,851	37,164	12	22,902	34,353	24,752 ¹	7	26,792	40,189	28,991
Surry	1	36,744	61,752	60,396	1	32,220	53,880	45,876	7	24,156	39,168	25,298	15	30,888	51,420	34,622
Swain	n/a				3	27,697	40,816	34,003	3	21,270	31,345	23,061	5	27,697	40,816	29,633
Transylvania	1	36,617	53,095	53,096	4	32,087	46,526	44,362	n/a				3	29,382	42,604	37,423
Tyrrell	n/a				n/a							19,560				29,592
Union	1	44,340	66,509	44,340	11	38,806	58,209	41,311	1	28,406	42,610	28,407	17	35,509	53,262	41,542
Vance	n/a				n/a				1	22,680	35,328	22,680	8	28,908	45,084	32,792
Wake	6	39,250	65,550	58,106	28	30,710	51,290	38,553	192	27,460	45,860	32,714	61	30,710	51,290	39,069
Warren																
Washington	n/a				n/a				4	21,600	29,712	23,820	7	29,016	39,804	29,016
Watauga	n/a				n/a				n/a				n/a			
Wayne																
Wilkes	1	32,248	61,887	57,855	6	28,175	54,078	39,679	3	20,568	39,479	24,519	14	26,925	51,698	30,886
Wilson	n/a				5	32,688	55,272	42,137	n/a				35	32,688	55,272	36,085
Yadkin	1	36,830	53,348	47,142	2	32,011	46,356	45,239	1	24,171	34,982	26,680	5	32,011	46,356	36,374
Yancey																

1. Reports Income Maintenance Caseworker II
2. Reports Environmental Health Supervisor II
3. Reports Income Maintenance Caseworker II and III together
4. Reports Social Workers II and III together

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

January 2007

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				3	\$ 38,002	\$ 60,801	\$ 50,976	4	\$ 51,714	\$ 82,743	\$ 59,123 ¹	4	\$ 30,494	\$ 48,791	\$ 32,700 ²
Alexander	n/a					38,234	52,706	45,000	n/a				n/a			
Alleghany	n/a					n/a			n/a				n/a			
Anson	n/a					29,995	51,812	37,800	n/a				1	24,702	39,412	26,194
Ashe	n/a					n/a			n/a				n/a			
Avery	n/a					n/a			n/a				n/a			
Beaufort	6	\$ 19,491	\$ 29,236	\$ 22,377	4	40,459	61,209	39,849	2	51,333	77,000	65,745 ¹	1	25,382	38,073	26,780
Bertie	5	18,566	28,024	21,256		n/a			n/a				n/a			
Bladen	n/a				16	37,064	43,421	39,346	1	50,172	58,534	55,835	1	27,099	31,851	28,181
Brunswick	20	19,122	30,595	21,181	2	42,882	68,627	47,502	3	57,152	91,443	68,172 ¹	2	28,630	45,808	35,222
Buncombe	n/a				46	41,584	59,112	46,062	n/a				2	27,967	39,769	29,399
Burke	n/a				8	36,714	56,909	no data	n/a				n/a			
Cabarrus	n/a					n/a			n/a				n/a			
Caldwell	18	18,801	29,527	20,600	16	34,456	54,417	38,938	n/a				n/a			
Camden	n/a					n/a			n/a				n/a			
Carteret	n/a				5	38,378	62,872	42,460	n/a				n/a			
Caswell	n/a				7	33,640	55,567	44,727	n/a				n/a			
Catawba	n/a				28	37,168	57,675	40,122	3	49,814	77,291	64,109	4	32,112	49,814	38,488
Chatham	n/a				9	39,812	58,820	50,414	n/a				n/a			
Cherokee	6	19,488	28,157	23,166	4	33,965	52,927	40,883	1	45,968	73,004	57,408	n/a			
Chowan	n/a					n/a			n/a				n/a			
Clay	n/a							52,528	n/a				n/a			
Cleveland	44	20,958	32,682	23,640	23	40,332	62,958	43,428	n/a				1	26,472	41,322	34,248
Columbus	n/a				4	35,575	68,707	45,707	2	47,440	97,083	53,920	n/a			
Craven	n/a				19	40,363	66,059	44,138	4	61,558	100,734	63,774 ¹	5	33,466	54,762	35,085 ²
Cumberland	116	21,674	35,762	23,164	35	42,894	70,775	46,951	2	58,947	97,263	74,007	6	28,481	46,994	28,883
Currituck	n/a					n/a			n/a				n/a			
Dare	n/a				8	40,089	70,542	47,064	n/a				n/a			
Davidson	59	38,065	57,098	24,064	3	38,065	57,098	48,802	3	64,987	97,480	70,967 ¹	4	31,335	47,002	39,349 ²
Davie																
Duplin	n/a					n/a			n/a				n/a			
Durham	55	20,976	36,111	28,676	26	36,111	62,169	48,906	2	41,879	72,095	64,657	n/a			
Edgecombe	16	18,376	27,279	22,496	18	42,118	62,525	42,118	n/a				n/a			
Forsyth	n/a				16	39,832	65,686	50,723	3	52,145	86,049	65,388	n/a			
Franklin	21	22,228	31,755	24,495	10	44,267	63,239	44,593	n/a				1	29,281	41,831	32,491
Gaston																
Gates	n/a					n/a			n/a				n/a			
Graham	n/a				3			34,000	n/a				n/a			
Granville	n/a					n/a			n/a				n/a			
Greene	n/a				5	39,057	54,678	47,101	1	57,716	80,803	71,977	1	23,982	33,575	25,099
Guilford	n/a				39	43,346	73,688	54,887	11	52,687	89,568	70,481	4	32,345	54,987	36,394
Halifax	n/a					35,355	57,189	no data	45,234	73,225	no data		22,725	36,685	no data	
Harnett	15	21,885	33,922	24,334	12	41,156	63,792	45,892	n/a				n/a			
Haywood	n/a				9	40,228	60,343	42,962	1	59,785	89,679	61,150 ¹	1	30,891	46,337	37,440 ²
Henderson	n/a				14	35,354	54,795	42,019	n/a				n/a			
Hertford	n/a					n/a			n/a				n/a			
Hoke	n/a				3	41,619	58,807	43,388	n/a				n/a			
Hyde	n/a				4	34,807	58,726	42,882	n/a				1	34,807	58,726	35,322
Iredell	n/a				7	42,470	65,872	47,702	n/a				3	27,088	42,013	30,031
Jackson	n/a				4	37,487	69,261	39,108	2	57,646	106,506	67,499	n/a			
Johnston	37	23,089	34,077	26,019	8	40,915	60,391	43,698	n/a				n/a			
Jones	n/a				4	34,272	43,212	35,553	n/a				n/a			
Lee	14	23,184	32,457	23,921	5	45,515	63,721	54,860	n/a				2	30,364	42,511	31,458
Lenoir	7	18,071	26,173	20,219		n/a			n/a				n/a			
Lincoln	n/a				6	37,207	53,887	47,129	1	part-time		89,061	1	32,083	42,466	32,082
McDowell	7	19,734	29,010	23,430		n/a			n/a				n/a			
Macon	16	18,389	27,584	23,359	6	34,676	52,014	39,456	n/a				n/a			
Madison																
Martin	n/a					n/a			n/a				n/a			
Mecklenburg	n/a				4	40,039	81,200	48,548	1	51,942	81,200	71,948	1	35,354	81,200	49,116
Mitchell	n/a					n/a			n/a				n/a			
Montgomery	11	20,904	35,244	24,796	9	35,240	59,328	43,415	1	48,084	80,892	69,048	2	24,432	41,160	29,634
Moore	15	22,683	35,638	27,228	4	42,774	67,200	49,972	n/a				n/a			
Nash	6	21,335	34,245	26,529	25	40,795	65,373	47,580	3	52,261	83,831	61,937	2	28,771	46,180	34,459

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.				
New Hanover	n/a				44	\$ 49,592	\$ 71,790	\$ 48,630	3	\$ 51,938	\$ 79,643	\$ 68,846	3	\$ 35,880	\$ 54,995	\$ 39,079
Northampton	7	\$ 18,183	\$ 32,085	\$ 21,662	12	34,286	60,500	39,721	1	48,243	85,131	77,124	n/a			
Onslow	34	20,701	33,121	22,085	7	35,847	57,356	37,371	n/a				2	28,331	45,329	28,755
Orange	13	25,950	41,483	29,527	9	44,673	71,414	50,045	n/a				1	38,521	61,580	44,143
Pamlico																
Pasquotank	n/a				n/a				n/a				n/a			
Pender	7	19,321	32,049	21,886	8	35,102	54,143	39,839	1	42,183	64,053	52,684	2	30,584	47,817	36,324 ²
Perquimans	n/a				n/a				n/a				n/a			
Person	n/a				5	40,625	59,970	43,973	n/a				n/a			
Pitt	n/a				8	46,387	73,315	51,538	n/a				n/a			
Polk	n/a				n/a				n/a				2	18,877	34,103	25,215
Randolph	29	21,616	32,520	22,630	13	45,212	69,918	45,446	n/a				n/a			
Richmond	7	20,148	29,351	20,929	5	40,748	59,285	43,813	n/a				2	29,351	42,700	31,346
Robeson	32	20,057	23,266	21,215	22	41,384	48,005	41,545	n/a				3	28,588	33,162	27,292
Rockingham	25	23,380	33,901	26,028	10	39,671	57,564	45,529	n/a				n/a			
Rowan	35	20,655	32,772	23,700	8	39,120	62,106	44,788	2	55,196	87,624	30,772	n/a			
Rutherford	2	20,759	31,279	21,281	n/a				n/a				n/a			
Sampson	12	19,164	28,740	21,613	4	38,160	57,264	40,847	2	50,268	75,408	57,804	1	28,968	43,452	30,432 ²
Scotland	8	20,628	29,148	21,569	3	40,500	57,216	41,852	n/a				n/a			
Stanly	1	20,746	29,638	21,500	12	40,713	58,187	45,000	n/a				1	29,730	42,471	31,929
Stokes	7	18,100	27,150	19,286	10	32,597	48,896	41,502	1	46,396	69,594	65,000	2	27,864	41,796	28,932
Surry	32	20,472	32,940	23,189	20	39,996	67,872	43,558	2	48,036	81,876	53,250	2	29,664	49,116	32,220 ²
Swain	3	17,836	26,285	21,591	4	34,517	50,866	40,727	n/a				1	23,227	34,229	30,150
Transylvania	n/a				8	35,040	50,808	43,565	n/a				n/a			
Tyrrell	n/a				n/a				n/a				n/a			
Union	n/a				11	46,362	69,543	52,643	n/a				2	31,066	46,599	37,915
Vance	n/a				n/a				n/a				n/a			
Wake	n/a				167	39,330	65,670	51,429	26	50,190	83,810	69,837	19	30,710	51,290	41,969
Warren																
Washington	n/a				n/a				n/a				n/a			
Watauga	n/a				n/a				n/a				n/a			
Wayne																
Wilkes	n/a				6	33,727	64,736	40,093	n/a				n/a			
Wilson	n/a				24	41,304	69,840	46,203	2	62,952	106,464	75,276	n/a			
Yadkin	n/a				2	40,451	58,591	44,115	n/a				n/a			
Yancey																

1. Reports Physician Extender II

2. Reports Nutritionist II

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

January 2007

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.
Alamance	2	\$ 30,494	\$ 48,791	\$ 33,462	n/a				n/a				n/a			
Alexander	n/a				n/a				n/a				n/a			
Alleghany	n/a				1	\$ 22,338	\$ 33,507	\$ 22,338	n/a				n/a			
Anson	1	24,702	39,412	25,696	n/a				n/a				n/a			
Ashe	n/a				n/a				n/a				n/a			
Avery	n/a				n/a				n/a				n/a			
Beaufort	1	25,382	38,073	27,989	2	25,382	38,073	25,467	n/a				1	\$ 19,491	\$ 29,236	\$ 26,299
Bertie	n/a				n/a				n/a				n/a			
Bladen	1	25,963	30,514	26,783	2	22,641	26,590	23,925	n/a				10	19,414	37,429	23,636
Brunswick	1	28,630	45,808	33,451	1	23,876	38,202	26,746	1	\$ 44,476	\$ 71,162	\$ 44,476	3	23,876	38,202	25,376
Buncombe	n/a				2	24,511	34,845	28,858	n/a				n/a			
Burke	n/a				2	26,092	40,443	26,607	n/a				n/a			
Cabarrus	n/a				2	27,781	42,890	28,125	n/a				n/a			
Caldwell	n/a				n/a				1	39,714	62,707	41,838	1	18,801	29,527	20,957
Camden	n/a				n/a				n/a				n/a			
Carteret	2	25,167	38,396	27,361	n/a				n/a				n/a			
Caswell	n/a				n/a				n/a				n/a			
Catawba	2	33,724	52,300	41,151	3	26,401	40,980	29,463	3	39,032	60,564	42,300	n/a			
Chatham	n/a				4	24,440	29,708	26,102	n/a				n/a			
Cherokee	n/a				n/a				n/a				n/a			
Chowan	n/a				n/a				n/a				n/a			
Clay	n/a				n/a				n/a				n/a			
Cleveland	9	27,732	43,296	29,766	n/a				1	40,332	62,958	61,488	n/a			
Columbus	1	35,575	68,707	46,509	1	18,562	37,988	20,087	n/a				n/a			
Craven	1	35,071	57,393	36,754	1	29,070	47,576	30,467	2	n/a			n/a			
Cumberland	4	28,481	46,994	29,528	3	24,789	40,902	26,311	n/a				7	21,674	35,762	23,080
Currituck	n/a				n/a				n/a				n/a			
Dare	4	31,543	50,469	35,827	2	23,674	37,878	28,907	n/a				n/a			
Davidson	1	27,143	40,714	32,952	2	27,143	40,714	27,897	2	n/a			n/a			
Davie																
Duplin		26,270	41,425	no data	n/a				n/a				n/a			
Durham	4	26,850	46,225	32,881	5	24,324	41,879	29,117	1	43,999	75,745	55,723	n/a		3	26,850
Edgecombe	n/a				1	23,453	34,816	23,567	n/a				n/a			
Forsyth	7	29,369	48,484	30,822	6	25,917	42,765	27,997	n/a				n/a			
Franklin	1	29,281	41,831	vacant	n/a				n/a				n/a			
Gaston																
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				2	17,900	25,063	19,173	n/a				n/a			
Guilford	10	32,345	54,987	36,731	10	26,611	45,238	31,106	8	35,661	60,623	48,988	6	26,611	45,238	31,487
Halifax		22,725	36,685	no data		22,725	36,685	no data		37,140	60,086	no data		16,951	27,313	no data
Harnett	n/a				3	28,175	43,672	33,810	n/a				n/a			
Haywood	1	32,282	48,423	42,260	1	23,505	35,259	23,740	n/a				2	20,598	30,898	23,856
Henderson	n/a				9	22,074	34,223	24,291	n/a				n/a			
Hertford	n/a				n/a				n/a				n/a			
Hoke	n/a				2	21,597	29,736	21,815	n/a				n/a			
Hyde	n/a				n/a				n/a				n/a			
Iredell	1	27,088	42,013	28,902	2	23,689	36,710	27,093	1	42,470	65,872	55,875	n/a			
Jackson	2	27,968	51,673	22,741	1	24,608	45,465	25,602	n/a				n/a			
Johnston	n/a				n/a				1	44,680	65,950	55,261	1	23,086	34,077	26,409
Jones	n/a				n/a				n/a				n/a			
Lee	n/a				1	26,533	37,145	28,572	n/a				1	23,184	32,457	24,170
Lenoir	n/a				2	20,741	30,039	21,371	n/a				n/a			
Lincoln	2	33,708	48,819	34,127	n/a				n/a				n/a			
McDowell	n/a				n/a				n/a				n/a			
Macon	1	part-time		18,433	1	24,643	36,966	27,525	n/a				n/a			
Madison																
Martin	n/a				1	22,059	35,266	24,114	n/a				n/a			
Mecklenburg		n/a			3	25,564	55,300	29,182	7	51,352	81,200	72,783	7	27,276	55,300	32,701
Mitchell	n/a				n/a				n/a				n/a			
Montgomery	2	24,432	41,160	30,600	5	19,680	33,204	22,265	n/a				n/a			
Moore	1	27,572	43,318	28,498	n/a				n/a				n/a			
Nash	3	31,787	50,980	35,470	4	28,771	46,180	29,139	1	45,014	72,201	47,320	n/a			
New Hanover	3	38,550	54,995	39,002	4	27,810	42,702	28,769	3	49,254	75,546	57,264	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.				
Northampton	n/a			1 vacant			n/a			n/a			n/a						
Onslow	n/a			n/a			n/a			n/a			n/a						
Orange	1	\$ 36,665	\$ 58,614	\$ 43,205	1	\$ 33,217	\$ 53,101	\$ 36,051	2	\$ 49,309	\$ 78,828	\$ 52,655	6	\$ 25,950	\$ 41,483	\$ 30,711	n/a		
Pamlico																			
Pasquotank	n/a			n/a			n/a			n/a			2			\$ 38,440			
Pender	1	29,211	45,893	32,011	1 ¹ n/a			n/a			n/a			n/a					
Perquimans	n/a			n/a			n/a			n/a			n/a						
Person	n/a			1	28,296	41,771	28,269	n/a			n/a			n/a					
Pitt	n/a			3	29,025	45,877	29,259	1	46,387	73,315	64,406	n/a			n/a				
Polk	n/a			1	22,945	37,598	24,107	n/a			n/a			n/a					
Randolph	n/a			5	24,732	37,359	26,089	n/a			n/a			n/a					
Richmond	n/a			n/a			n/a			1	20,148	29,351	20,148	n/a					
Robeson	1	28,588	33,162	27,292	9	24,322	28,214	23,765	n/a			1	21,479	24,918	24,810	n/a			
Rockingham	n/a			5	24,449	35,478	27,037	n/a			n/a			2	\$ 29,120	\$ 42,258	31,347		
Rowan	4	32,139	51,018	27,916	2	23,927	37,982	24,767	n/a			n/a			n/a				
Rutherford	n/a			n/a			n/a			n/a			n/a						
Sampson	1	30,348	45,492	30,348	3	25,236	37,860	26,244	n/a			1	19,164	28,740	21,408	n/a			
Scotland	n/a			n/a			n/a			n/a			n/a						
Stanly	1	32,528	46,469	41,779	1	23,742	33,918	24,423	n/a			n/a			n/a				
Stokes	1	26,792	42,882	28,587	n/a			2	26,792	40,189	36,000	2	19,577	29,365	20,368	n/a			
Surry	5	30,888	51,420	34,769	5	23,196	37,488	25,762	n/a			2	20,472	32,940	23,304	n/a			
Swain	1	23,227	34,229	30,150	n/a			n/a			n/a			n/a					
Transylvania	n/a			n/a			n/a			n/a			n/a						
Tyrrell	n/a			n/a			n/a			n/a			n/a						
Union	n/a			8	27,155	40,733	28,836	n/a			n/a			n/a					
Vance	n/a			n/a			1	36,876	57,552	43,776	n/a			n/a					
Wake	21	30,710	51,290	40,346	14	24,680	41,220	28,805	4	47,750	79,750	65,673	n/a			21	30,710	51,290	39,725
Warren																			
Washington	n/a			n/a			n/a			n/a			n/a						
Watauga	n/a			n/a			n/a			n/a			n/a						
Wayne																			
Wilkes	1	23,538	45,179	32,248	3	21,520	43,203	27,718	n/a			n/a			n/a				
Wilson	2	29,748	50,316	32,040	4	27,108	45,804	29,748	1	45,348	76,692	65,712	n/a			n/a			
Yadkin	1	29,139	42,198	30,612	n/a			n/a			n/a			n/a					
Yancey																			

1. Reports Public Health Educator II
 2. Reports Foreign Language Interpreter II

TABLE XXVII. COUNTY ENGINEER, CIVIL ENGINEER, AND CUSTODIAN

January 2007

County	County Engineer			Civil Engineer			Custodian			Grounds Maintenance Worker						
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance		n/a			n/a			1	\$ 19,636	\$ 31,418	\$ 26,496	1	\$ 23,416	\$ 37,466	\$ 25,692	
Alexander		n/a			n/a				n/a				19,151	26,400	20,624	
Alleghany		n/a			n/a			1	18,377	27,565	18,377		n/a			
Anson		n/a			n/a				n/a			3	18,882	29,995	20,000	
Ashe		n/a			n/a			2	19,605	37,281	26,280		n/a			
Avery		n/a			n/a				n/a				n/a			
Beaufort		n/a			n/a				n/a				n/a			
Bertie		n/a			n/a			3	16,986	25,591	20,242	3	17,756	26,781	20,000	
Bladen		n/a			n/a			8	18,386	25,311	19,742	1	22,641	26,590	25,271	
Brunswick		n/a			n/a			17	22,292	35,667	21,059	2	20,707	33,131	23,153	
Buncombe		n/a			n/a				n/a				n/a			
Burke		\$ 54,248	\$ 84,084	\$ 78,628	n/a				n/a			1	19,471	30,180	20,501	
Cabarrus		n/a			n/a			12	20,719	31,989	22,691	6	21,777	33,588	25,341	
Caldwell		41,569	65,748	55,327	n/a			9	17,917	28,129	18,324		n/a			
Camden		n/a			n/a				part-time		13,930		18,385	25,575	24,474	
Carteret		50,970	83,500	81,900	n/a			5	18,293	27,804	20,303	1	25,167	38,396	26,863	
Caswell		n/a			n/a			5	17,620	28,877	19,109		n/a			
Catawba		52,300	81,155	80,419	n/a				n/a				n/a			
Chatham		n/a			n/a			5	21,113	31,193	23,068		n/a			
Cherokee		n/a			n/a			2	18,704	21,819	20,120	2	18,704	26,706	19,266	
Chowan		n/a			n/a			8	15,747	28,278	18,228	1	23,264	41,777	23,264	
Clay		n/a			n/a					20,261			n/a			
Cleveland		n/a			n/a			4	16,590	25,872	19,086	2	23,004	35,898	27,732	
Columbus		n/a			n/a			7	15,235	31,175	20,672		n/a			
Craven		n/a			n/a			5	18,187	29,770	21,094	1	22,998	37,635	24,097	
Cumberland		58,947	97,263	91,997	n/a			40	15,908	27,436	17,972	9	24,789	44,885	28,312	
Currituck		66,408	64,714	vacant	n/a			2	20,291	27,812	25,872	4	25,232	34,731	26,807	
Dare	1	50,892	81,428	73,218	n/a			5	20,509	32,814	27,548	5	22,568	36,109	28,156	
Davidson		n/a			n/a			3	16,550	24,825	12,268	2	17,433	26,149	17,417	
Davie																
Duplin		n/a			n/a				22,422	35,355	no data		23,327	36,783	no data	
Durham		68,621	118,137	104,439	n/a				n/a			12	23,152	39,862	32,018	
Edgecombe		n/a			n/a			13	16,668	24,774	17,746		n/a			
Forsyth		n/a			n/a			43	17,492	28,870	20,225	17	21,320	35,152	23,923	
Franklin		n/a			n/a			6	19,367	27,667	20,343		n/a			
Gaston																
Gates		n/a			n/a			1			18,636	1			18,636	
Graham		n/a			n/a			2	part-time		\$9/hr.	3	part-time		\$9.50/hr.	
Granville		n/a			n/a				n/a			3	17,682	28,291	23,377	
Greene		n/a			n/a			4	15,482	21,671	18,457		n/a			
Guilford	1	55,322	94,047	84,688	1	\$ 45,513	\$ 77,372	\$ 61,233	12	22,987	39,078	27,769	custodian			
Halifax		n/a			n/a				15,379	24,761	no data	2	16,951	27,313	21,460	
Harnett		n/a			n/a			5	17,731	27,483	22,877	2	21,885	33,922	24,178	
Haywood		n/a			n/a			10	17,272	25,909	18,892	5	22,493	33,740	23,611	
Henderson	1	62,795	97,323	82,603	n/a			4	21,778	33,758	25,308	3	22,651	35,110	27,151	
Hertford		n/a			n/a			4	15,357	22,727	15,857	1	31,921	47,242	33,523	
Hoke	1	67,793	95,789	76,701	n/a			4	17,293	24,435	19,494		n/a			
Hyde		n/a			n/a			1	17,578	29,657	20,473		n/a			
Iredell		n/a			n/a				n/a			2	25,896	40,165	29,399	
Jackson		n/a			n/a				n/a				n/a			
Johnston	1	75,772	111,839	111,839	n/a			14	19,359	28,576	20,926	1	21,142	31,208	23,109	
Jones		n/a			n/a			3	18,324	22,872	18,888	1	20,916	25,944	21,852	
Lee		n/a			n/a			10	21,189	29,664	23,620	4	25,365	35,512	27,141	
Lenoir		n/a			n/a				n/a				n/a		20,532	
Lincoln		n/a			1	47,628	68,979	52,570	9	20,571	29,793	22,685		n/a		
McDowell		n/a			n/a			3.5	16,176	23,778	20,784	1	17,868	26,262	17,868	
Macon		n/a			n/a				n/a			7	18,389	27,584	26,637	
Madison																
Martin		n/a			n/a			5	16,222	28,338	20,722		n/a			
Mecklenburg		n/a			5	40,039	81,200	54,551	114	21,044	46,420	27,671	114	21,044	46,420	27,671
Mitchell		n/a			n/a			1	12,578	17,609	13,962		n/a			
Montgomery		n/a			n/a			5	18,144	30,588	21,624	1	20,904	35,244	25,236	
Moore		54,590	85,766	63,778	n/a			11	17,774	27,923	21,770	3	19,595	30,785	24,475	
Nash		n/a			n/a			7	20,297	32,598	23,725		n/a			
New Hanover	1	88,296	135,450	115,276	2	59,301	90,958	60,224	23	22,443	34,445	25,175	19	22,443	34,445	24,204
Northampton		n/a			n/a			6	15,707	29,101	19,041	2	17,316	30,557	18,215	

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

January 2007

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			\$ 46,584	\$ 64,217	\$ 64,217	n/a				n/a		
Alleghany		n/a			n/a			n/a				n/a		
Anson	2	\$ 26,691	\$ 42,629	\$ 38,651	40,991	65,475	59,415 ¹	n/a				county manager		
Ashe	1	28,740	40,611	28,740	50,334	71,121	50,334	n/a				n/a		
Avery		n/a			n/a			n/a				n/a		
Beaufort		n/a			73,000	109,499	108,150	n/a				n/a		
Bertie		n/a			33,373	50,574	43,669	n/a				n/a		
Bladen		n/a			53,783	62,747	63,949 ²	n/a				n/a		
Brunswick	1	39,722	63,555	47,862	n/a			n/a				county attorney		
Buncombe		n/a			n/a			n/a				n/a		
Burke	1	28,767	44,589	vacant	n/a			n/a				n/a		
Cabarrus	2	37,230	57,457	45,473	n/a			vacant			2	\$ 41,044	\$ 63,363	\$ 48,746
Caldwell	2	24,822	39,112	26,001	55,157	85,610	82,212	\$ 39,714	\$ 62,707	\$ 52,000	1	23,700	37,306	35,182
Camden	1	28,551	42,824	28,548	county planner			32,582	48,869	40,541		n/a		
Carteret	6	27,641	59,992	39,945	n/a			n/a				n/a		
Caswell		n/a			37,750	62,415	45,696	n/a				n/a		
Catawba	1	30,583	47,446	35,950	n/a			n/a			2	39,032	60,564	47,606
Chatham	1	32,752	48,391	32,752	n/a			39,812	58,820	51,467		n/a		
Cherokee		n/a			35,334	55,388	45,437	n/a				n/a		
Chowan	1	part-time		7,035	n/a			n/a				staff attorney		
Clay		n/a			n/a			n/a				n/a		
Cleveland		n/a			n/a			n/a				n/a		
Columbus		n/a			45,154	92,402	no data	30,418	62,245	35,446		n/a		
Craven		n/a			77,815	127,348	124,361	64,512	105,569	100,734		n/a		
Cumberland	5	29,814	53,924	35,135	n/a			n/a			3	32,681	64,680	47,994
Currituck	2	31,820	43,955	33,094	45,350	62,901	vacant	46,645	64,714	55,452	1	36,762	50,875	38,187
Dare	1	34,710	55,536	36,446	n/a			n/a			1	46,249	73,998	73,998
Davidson	3	31,335	47,002	39,872	n/a			n/a				n/a		
Davie														
Duplin		n/a			47,584	75,036	no data	40,612	64,042	no data		n/a		
Durham		joint city-county function			n/a			n/a			1	34,370	59,171	46,469
Edgecombe		n/a			n/a			n/a				n/a		
Forsyth		n/a			n/a			n/a				n/a		
Franklin	1	33,606	48,010	34,470	63,923	91,320	68,345	n/a				n/a		
Gaston														
Gates		n/a			n/a			n/a				n/a		
Graham		n/a			n/a			part-time		\$9.24/hr.		n/a		
Granville	1	22,568	36,108	22,568	n/a			n/a				n/a		
Greene		n/a			47,471	66,459	56,964	n/a				n/a		
Guilford	1	30,805	52,369	46,796	70,606	120,030	96,485	n/a				41,282	70,179	vacant
Halifax		n/a			63,914	103,548	80,841	n/a				n/a		
Harnett	2	30,651	47,509	33,717	60,118	93,183	75,173	n/a				n/a		
Haywood		n/a			45,907	68,861	73,890	n/a			1	32,282	48,423	34,425 ³
Henderson	2	31,434	48,711	33,365	n/a			44,733	69,342	74,247	1	35,354	54,795	42,740
Hertford		economic development director			38,791	57,411	54,666	n/a				n/a		
Hoke	1	35,952	50,799	37,772	n/a			n/a				n/a		
Hyde		n/a			county planner			n/a				n/a		
Iredell	1	29,637	45,967	30,843	n/a			n/a				n/a		
Jackson		n/a			n/a			n/a				n/a		
Johnston	2	32,830	48,463	36,327	69,388	102,415	94,843	n/a				n/a		
Jones		n/a					44,091	n/a				n/a		
Lee		n/a					88,674	n/a				n/a		
Lenoir		n/a			51,971	75,270	66,527	32,833	47,552	38,000		n/a		
Lincoln	1	37,207	53,887	38,135	n/a			n/a				n/a		
McDowell		n/a			county manager			29,370	43,176	32,040		n/a		
Macon		n/a			n/a			n/a				n/a		
Madison														
Martin		n/a			n/a					45,000		n/a		
Mecklenburg		n/a			n/a			n/a			5	45,344	81,200	58,377
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		

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.
New Hanover	4	\$ 35,880	\$ 54,995	\$ 37,175	n/a			n/a			1	\$ 49,254	\$ 75,546	\$ 67,021
Northampton		n/a			\$ 48,243	\$ 85,131	\$ 77,124	n/a				n/a		
Onslow	4	24,241	43,586	27,545	n/a			n/a				n/a		
Orange	1	42,520	67,974	51,917	69,672	111,381	79,983	\$ 63,120	\$100,906	\$ 72,800		n/a		
Pamlico														
Pasquotank	1	31,235	43,729	32,362	n/a			43,000	74,000	43,200		n/a		
Pender	1	25,451	40,632	28,256	n/a			30,584	47,817	30,000		n/a		
Perquimans	1	21,489	32,543	22,345	county manager			n/a				n/a		
Person		n/a			60,713	89,624	73,814	n/a				n/a		
Pitt		n/a					89,424	n/a			1	46,387	73,315	50,947
Polk	1	21,852	35,807	24,724	37,375	61,243	45,538	29,286	47,985	39,384		n/a		
Randolph	1	31,077	47,497	34,909	n/a			47,497	73,429	38,293		n/a		
Richmond	1	no data	no data	28,014	no data	no data	89,760	n/a				n/a		
Robeson	1	30,009	34,811	33,930	55,602	64,579	64,579	n/a				n/a		
Rockingham	2	29,120	42,258	36,150	n/a			n/a			1	37,953	54,974	47,408
Rowan	2	30,595	48,566	38,052	n/a			n/a				n/a		
Rutherford		n/a			n/a			35,828	54,029	50,775		n/a		
Sampson		n/a			50,268	75,408	75,036	n/a				assistant county manager		
Scotland		n/a			n/a			n/a				n/a		
Stanly	1	29,730	42,471	31,200	51,000	72,858	71,700	n/a				n/a		
Stokes	1	32,597	48,896	35,244	48,252	72,377	56,242	n/a				n/a		
Surry	1	28,416	46,956	31,536	n/a			n/a				n/a		
Swain		n/a			28,944	42,654	31,388	n/a				n/a		
Transylvania		n/a			47,686	69,145	69,143	n/a				n/a		
Tyrrell		n/a			n/a			n/a				n/a		
Union	1	44,340	66,509	46,389	n/a			n/a			1	46,362	69,543	60,060
Vance		n/a			40,656	63,444	62,928	40,656	63,444	54,996		n/a		
Wake		n/a			n/a			n/a			1	58,610	97,890	76,950
Warren														
Washington	1	21,960	31,824	22,536			62,100	n/a				n/a		
Watauga	2	32,446	53,146	40,760	planning director			n/a				n/a		
Wayne														
Wilkes	1	23,538	45,179	30,822	n/a			n/a				n/a		
Wilson	1	27,108	45,804	29,184	n/a			n/a				n/a		
Yadkin		n/a			n/a			n/a				n/a		
Yancey														

1. Also \$4,000 travel
2. Also \$7,800 travel
3. Also grants writer

TABLE XXIX. OFFICE ASSISTANT AND CUSTOMER SERVICE REPRESENTATIVE

January 2007

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	\$ 25,911	3	\$ 23,416	\$ 37,466	\$ 30,539	n/a				n/a			
Alexander		18,228	25,128	24,515		20,122	27,738	23,335	n/a				n/a			
Alleghany		n/a				n/a			n/a				n/a			
Anson		20,403	32,394	23,000		n/a			n/a				n/a			
Ashe		n/a				n/a			n/a				n/a			
Avery		n/a				n/a			n/a				n/a			
Beaufort		n/a			5	21,285	31,927	22,676	1	\$ 21,285	\$ 31,927	\$ 21,919	1	\$ 23,244	\$ 34,866	\$ 23,936
Bertie		n/a				n/a			n/a				n/a			
Bladen	19	20,478	25,311	21,840	6	22,641	29,177	27,875	1	23,734	27,884	26,309	1	25,963	30,514	28,771
Brunswick		n/a			20	19,122	30,595	21,181	4	20,707	40,738	26,593	1	39,722	63,555	43,042
Buncombe	25	21,473	30,586	24,468	31	23,468	33,379	26,708					n/a			
Burke		n/a				n/a							n/a			
Cabarrus		n/a			1	21,777	33,588	31,078					n/a			
Caldwell	11	18,801	29,527	20,832	12	20,634	32,414	24,318					1	22,634	35,604	25,111
Camden		19,212	28,816	22,838		n/a				19,212	28,816	20,476		20,980	31,468	23,425
Carteret	6	18,293	27,804	21,318	6	19,681	34,563	26,584	1	19,681	30,537	20,862	1	21,616	34,563	23,868
Caswell	3	20,491	33,072	23,332		n/a							n/a			
Catawba	45	22,807	35,404	26,694	9	29,122	45,180	33,162					n/a			
Chatham		n/a				n/a			1	25,662	37,916	28,293	1	29,708	43,893	33,661
Cherokee		n/a				n/a				n/a			n/a			
Chowan		n/a				n/a			1	21,101	37,894	25,647		n/a		
Clay		n/a				n/a				n/a			n/a			
Cleveland	42	20,958	32,682	24,114		n/a				n/a			n/a			
Columbus		n/a				n/a			1	13,901	28,245	28,065	1	18,562	37,988	21,105
Craven	III	21,945	35,909	23,401	IV	24,097	39,444	27,641	2	24,097	39,444	27,437	1	26,468	43,317	29,070
Cumberland	14	18,961	31,286	21,193	27	21,674	35,762	23,318					n/a			
Currituck		n/a				n/a			2	23,584	32,456	24,501	1	28,526	39,343	30,803
Dare	14	22,568	36,109	28,974	24	23,674	50,469	35,588	2	24,833	39,733	30,241	1	30,070	48,111	41,011
Davidson		n/a				n/a				n/a			n/a			
Davie																
Duplin		n/a				20,714	32,664	no data		n/a			n/a			
Durham	55	20,136	34,370	23,755	8	20,976	36,111	25,871		n/a			n/a			
Edgecombe	30	18,376	27,279	21,253	10	20,259	30,075	28,460	1	20,259	30,075	25,501	1	22,237	33,159	30,503
Forsyth	17	21,320	35,152	25,018	17	21,320	35,152	24,829		n/a			n/a			
Franklin		n/a				n/a			1	25,512	36,446	26,649		n/a		
Gaston																
Gates		n/a				n/a			1			19,586		n/a		
Graham		n/a				n/a				n/a			n/a			
Granville		n/a				n/a			1	19,491	31,186	19,491		n/a		
Greene		n/a				n/a			2	21,757	30,459	23,688	1	22,838	31,972	30,764
Guilford	172	24,137	41,032	28,911	82	26,611	45,238	31,487		n/a			n/a			
Halifax		16,951	27,313	no data		18,688	30,132	no data	2	22,725	36,685	25,847	1	25,065	40,484	29,181
Harnett	2	21,885	33,922	24,509	14	23,808	36,902	26,303	3	24,832	38,489	26,487		n/a		
Haywood		n/a				n/a				n/a			n/a			
Henderson	4	19,637	30,420	21,151	8	21,236	32,916	33,148		n/a			n/a			
Hertford		n/a				n/a			2	19,602	29,010	19,844	1	20,165	29,843	vacant
Hoke	27	22,677	31,335	23,243	5	25,550	39,802	27,499	3	21,020	29,701	21,370		n/a		
Hyde		n/a				n/a			1	17,578	29,657	18,105	1	23,102	38,977	25,490
Iredell	13	20,681	32,077	25,266	11	22,628	35,096	27,142		n/a			n/a			
Jackson	1	24,608	45,465	27,035		n/a				n/a			n/a			
Johnston		n/a				n/a			3	27,532	40,638	27,518	1	28,771	42,468	30,513
Jones		n/a				n/a			2	22,872	28,500	24,408		n/a		
Lee		23,184	32,457	no data		25,365	35,512	no data		n/a			n/a			
Lenoir		n/a			16	19,811	28,692	21,982		n/a			n/a			
Lincoln	1	20,571	29,793	26,331		n/a			6	25,064	36,299	26,291		n/a		
McDowell		n/a				n/a				n/a			n/a			
Macon	3	18,389	27,584	24,057	12	20,274	30,411	26,807		n/a			n/a			
Madison																
Martin		n/a				n/a				n/a			n/a			
Mecklenburg	194	25,564	55,300	30,192	168	28,639	55,300	36,362		n/a			n/a			
Mitchell		n/a				n/a				n/a			n/a			
Montgomery	4	19,680	33,204	24,426	5	24,432	41,160	30,240	2	19,680	33,202	22,452	1	24,432	41,160	33,024
Moore	15	20,575	32,324	24,379	18	28,951	45,483	33,134	2	22,683	35,638	27,404	1	28,951	45,483	34,008
Nash	1	28,771	46,180	32,508	3	28,771	46,180	32,508	1	24,794	39,794	29,507		n/a		
New Hanover	15	25,168	38,563	26,607	27	30,514	46,821	37,182	8	27,810	42,702	28,753		n/a		
Northampton	2	18,783	32,085	18,410	3	20,047	35,375	25,040	2	20,047	35,373	22,445		n/a		

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.
Onslow	5	\$ 19,139	\$ 30,263	\$ 21,566	13	\$ 22,390	\$ 35,284	\$ 26,858	n/a			n/a				
Orange	13	25,950	41,483	29,527	17	27,262	43,583	29,439	n/a			n/a				
Pamlico																
Pasquotank	n/a				18	22,715	35,209	29,198	2	\$ 20,281	\$ 28,394	\$ 24,338	1	\$ 25,150	\$ 35,209	\$ 34,367
Pender	n/a				n/a				2	19,321	32,049	20,953	1	25,451	40,632	29,692
Perquimans	n/a				n/a				1.5	22,456	34,008	26,646	n/a			
Person	2	22,235	32,823	22,781	2	24,095	35,569	28,288	n/a			n/a				
Pitt	2	21,909	34,625	22,173	7	24,063	38,301	28,534	n/a			n/a				
Polk	8	19,821	35,807	23,780	7	24,092	43,523	32,355	n/a			n/a				
Randolph	8	21,612	32,520	24,003	7	24,732	37,359	27,925	n/a			n/a				
Richmond	n/a				n/a				1	18,792	27,353	18,792	2	18,792	27,353	23,485
Robeson	5	20,057	23,266	22,301	9	24,322	28,214	24,408	1	42,805	49,654	48,523	n/a			
Rockingham	n/a				n/a				n/a			n/a				
Rowan	35	20,655	32,772	23,700	22	22,779	36,157	26,659	n/a			n/a				
Rutherford	1	21,817	32,872	22,928	7	25,325	38,156	26,358	n/a			n/a				
Sampson	13	19,164	28,740	21,597	16	21,000	31,500	23,634	n/a			1	23,040	34,536	28,104	
Scotland	4	20,628	29,148	21,513	15	22,572	31,884	23,649	n/a			n/a				
Stanly		20,746	29,638	21,000		27,171	38,818	no data	1	22,698	32,426	27,041	1	23,742	33,918	29,113
Stokes	n/a				n/a				n/a			n/a				
Surry	3	20,472	32,940	24,981	15	22,296	35,868	24,795	n/a			n/a				
Swain	1	17,068	25,154	19,060	n/a				n/a			n/a				
Transylvania	n/a				n/a				n/a			n/a				
Tyrrell	n/a				n/a				n/a			n/a				
Union	41	22,740	37,301	26,157	29	24,867	44,565	33,495	4	28,406	42,610	29,442	1	29,710	44,565	41,658
Vance	4	16,920	26,388	18,705	9	19,608	30,528	22,369	n/a			n/a				
Wake	161	22,280	37,220	27,659	161	22,280	37,220	27,659	n/a			n/a				
Warren																
Washington	n/a				n/a				20,280	29,352	21,840	n/a				
Watauga	n/a				n/a				n/a			n/a				
Wayne																
Wilkes	n/a				8	13,725	36,078	23,538	n/a			n/a				
Wilson	n/a				n/a				1	27,108	45,804	29,196	n/a			
Yadkin	n/a				11	21,998	31,874	24,567	n/a			n/a				
Yancey																

TABLE XXX: RISK MANAGER AND SAFETY COORDINATOR

January 2007

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	\$ 42,754	\$ 63,109	\$ 50,760	n/a		
Alexander	human resources director			n/a			Jones	n/a			emergency management director		
Alleghany	n/a			emergency management director			Lee	36,349	50,888	38,223	n/a		
Anson	n/a			n/a			Lenoir	emergency management director			n/a		
Ashe	n/a			n/a			Lincoln	n/a			\$ 32,083	\$ 46,466	\$ 32,885
Avery	n/a			n/a			McDowell	n/a			n/a		
Beaufort	n/a			n/a			Macon	n/a			n/a		
Bertie	n/a			n/a			Madison						
Bladen	n/a			part-time		\$ 7,573	Martin	n/a			n/a		
Brunswick	\$ 34,968	\$ 45,459	\$ 48,565	risk manager			Mecklenburg	n/a			45,344	81,200	64,032
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			29,844	50,232	48,492
Cabarrus	n/a			39,076	60,336	45,252	Moore	35,190	55,285	42,822	n/a		
Caldwell	human resources director			29,929	47,247	31,500	Nash	n/a			n/a		
Camden	human resources director			human resources director			New Hanover	49,254	75,546	66,964	46,592	71,490	53,634 ¹
Carteret	n/a			n/a			Northampton	n/a			n/a		
Caswell	n/a			n/a			Onslow	n/a			31,868	50,989	43,183
Catawba	45,179	70,104	54,723	risk manager			Orange	n/a			n/a		
Chatham	n/a			n/a			Pamlico						
Cherokee	n/a			n/a			Pasquotank	n/a			n/a		
Chowan	n/a			n/a			Pender	n/a			30,584	47,817	39,667
Clay	n/a			n/a			Perquimans	n/a			n/a		
Cleveland	n/a			n/a			Person	n/a			36,011	53,159	44,828
Columbus	n/a			31,957	65,397	42,135	Pitt	44,262	69,958	vacant	n/a		
Craven	safety coordinator			46,461	76,032	51,030	Polk	accounting technician			director of emergency services		
Cumberland	51,441	84,878	58,977	39,200	64,680	45,517	Randolph	37,356	57,528	43,081	risk manager		
Currituck	n/a			n/a			Richmond	n/a			n/a		
Dare	46,249	73,998	49,277	n/a			Robeson	n/a			n/a		
Davidson	44,023	66,034	47,105	n/a			Rockingham	41,470	60,094	57,000	n/a		
Davie							Rowan	41,093	65,233	44,460	n/a		
Duplin	n/a			n/a			Rutherford	n/a			n/a		
Durham	48,566	83,608	70,394	36,111	62,169	49,821	Sampson	finance officer			n/a		
Edgecombe	n/a			n/a			Scotland	n/a			n/a		
Forsyth	52,145	86,049	vacant	38,126	62,899	62,899	Stanly	n/a			n/a		
Franklin	n/a			n/a			Stokes	n/a			n/a		
Gaston							Surry	n/a			human resources director		
Gates	n/a			n/a			Swain	n/a			28,944	42,654	32,000
Graham	n/a			n/a			Transylvania	n/a			38,264	55,483	53,348
Granville	n/a			n/a			Tyrrell	n/a			n/a		
Greene	n/a			n/a			Union	57,879	86,819	75,000	n/a		
Guilford	58,088	98,749	85,583	41,282	70,179	57,079	Vance	n/a			n/a		
Halifax	n/a			n/a			Wake	58,610	97,890	80,330	36,070	60,230	45,354
Harnett	39,460	61,163	44,591	n/a			Warren						
Haywood	n/a			n/a			Washington	n/a			n/a		
Henderson	38,240	59,280	42,840	risk manager			Watauga	n/a			n/a		
Hertford	assistant county manager			n/a			Wayne						
Hoke	n/a			n/a			Wilkes	n/a			n/a		
Hyde	n/a			n/a			Wilson	assistant county manager			assistant county manager		
Iredell	n/a			44,424	68,902	68,902	Yadkin	n/a			n/a		
Jackson	n/a			n/a			Yancey						

1. Two positions

TABLE XXXI. SOCIAL SERVICES ATTORNEY

January 2007

County	Full-Time Salary	Retainer	Fees	County	Full-Time Salary	Retainer	Fees
Alamance	\$59,016			Johnston	n/a		
Alexander	\$62,651			Jones	n/a		
Alleghany			\$90/hr.	Lee	n/a		
Anson	n/a			Lenoir	3 positions—\$24,340–\$93,532		
Ashe	\$64,281			Lincoln	\$62,491		
Avery			\$22,327	McDowell			\$143,136
Beaufort	\$59,098			Macon	\$46,800		
Bertie			\$15,160	Madison			
Bladen	n/a			Martin			\$15,268
Brunswick			\$78,099	Mecklenburg	6 positions—\$58,156–\$129,147		
Buncombe	\$66,170			Mitchell	n/a		
Burke	no data			Montgomery	\$65,940		
Cabarrus	\$63,658			Moore	n/a		
Caldwell	\$53,564—2 positions			Nash	\$70,428		
Camden			\$4,161	New Hanover	\$51,938–\$84,802—2 positions		
Carteret	n/a			Northampton			\$135,295
Caswell	n/a			Onslow	\$45,358–\$81,635—2 positions		
Catawba	\$67,510			Orange			\$150/hr.
Chatham			\$40,144	Pamlico			
Cherokee	n/a			Pasquotank	n/a		
Chowan			\$44,314	Pender	n/a		
Clay			\$25,000	Perquimans	n/a		
Cleveland	\$76,398			Person	n/a		
Columbus	n/a			Pitt	\$68,308		
Craven	\$63,036		\$230,750	Polk		\$17,000	\$85/hr.
Cumberland	\$63,404—3 positions			Randolph	\$66,600		
Currituck	n/a			Richmond	n/a		
Dare	n/a			Robeson	n/a		
Davidson	\$81,753			Rockingham	\$53,481		
Davie				Rowan	\$69,585—2 positions		
Duplin	n/a			Rutherford		\$9,000	\$41,908
Durham	n/a			Sampson		\$80/hr.	\$89,403
Edgecombe	n/a			Scotland			\$98,167
Forsyth	\$71,995			Stanly			\$160,000
Franklin	n/a			Stokes	n/a		
Gaston				Surry			\$44,404
Gates	n/a			Swain	n/a		
Graham			\$28,808	Transylvania	n/a		
Granville	n/a			Tyrrell	n/a		
Greene	n/a			Union			\$134,688
Guilford	n/a			Vance			\$118,293
Halifax	\$80,841			Wake	n/a		
Harnett	\$63,648			Warren			
Haywood	n/a			Washington			\$14,860
Henderson	\$37,513			Watauga	n/a		
Hertford	n/a			Wayne			
Hoke	\$60,097			Wilkes			\$137,044
Hyde	n/a			Wilson	\$81,205		
Iredell	\$53,180–\$52,482			Yadkin	n/a		
Jackson	n/a			Yancey			

TABLE XXXII. NORTH CAROLINA COOPERATIVE EXTENSION SERVICE COUNTY EXTENSION DIRECTOR

January 2007

Extension Director		Extension Director		Extension Director	
Actual		Actual		Actual	
Alamance	\$ 81,409	Franklin	\$ 72,662	Orange	\$ 80,919
Alexander	69,839	Gaston	63,993	Pamlico	68,024
Alleghany	73,955	Gates	76,739	Pasquotank	83,689
Anson	65,874	Graham	62,207	Pender	75,510
Ashe (Vancant)	81,360	Granville	75,948	Perquimans	69,872
Avery	76,967	Greene	82,476	Person	70,227
Beaufort	74,123	Guilford	74,067	Pitt	79,243
Bertie	78,432	Halifax	67,581	Polk	56,219
Bladen	73,134	Harnett	74,834	Randolph	73,909
Brunswick	65,352	Haywood	68,396	Richmond	68,761
Buncombe	77,551	Henderson	74,442	Robeson	72,592
Burke	62,253	Hertford	69,178	Rockingham	73,129
Cabarrus	62,483	Hoke	55,683	Rowan	73,428
Caldwell	67,994	Hyde	73,296	Rutherford	57,503
Camden	See Pasquotank	Iredell	94,119	Sampson	93,705
Carteret	82,787	Jackson	68,803	Scotland	72,876
Caswell	62,797	Johnston	67,726	Stanly	63,811
Catawba	73,512	Jones	69,043	Stokes	See Yancey
Chatham	72,674	Lee	70,882	Surry	76,757
Cherokee	68,222	Lenoir	64,234	Swain	See Jackson
Chowan	70,129	Lincoln	69,544	Transylvania	68,063
Clay	See Macon	Macon	80,094	Tyrrell	See Washington
Cleveland	69,777	Madison	58,165	Union	73,769
Columbus	76,839	Martin	68,341	Vance	73,236
Craven	74,782	McDowell	65,004	Wake	79,332
Cumberland	85,316	Mecklenburg	75,755	Warren	61,375
Currituck	78,333	Mitchell	55,632	Washington	63,924
Dare	77,359	Montgomery	73,334	Watauga	72,704
Davidson	81,219	Moore	62,127	Wayne	78,246
Davie	70,172	Nash	70,495	Wilkes	73,307
Duplin	77,985	New Hanover	76,979	Wilson	66,670
Durham	76,735	Northampton	72,625	Yadkin	79,186
Edgecombe	80,080	Onslow	67,669	Yancey	72,362
Forsyth	70,333				

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 XXXIII. HOLIDAYS AND VACATION LEAVE

January 2007

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, 20 days after 16 years, 25 days after 21 years	30
Alexander	11	X	X	X	X	X	X	X	X	X	2		7.83 days during first year, 9.17 after 2 years, 11.17 days after 5 years, 13.17 days after 10 years, 15.17 days after 15 years, 17.17 days after 20 years	30
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, 12.8 days after 2 years, 16 days after 5 years, 19.2 days after 10 years, 22.4 days after 15 years	30
Ashe	12	X		X	X	X	X	X	X	X	3		5 days during first year, 10 days after 1 year, 15 days after 3 years, 20 days after 10 years, 25 days after 15 years, 30 days after 20 years	30
Avery	11	X	X	X	X	X	X	X	X	X	1	1	11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30
Beaufort	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 1 year, 18 days after 8 years	30
Bertie	11	X	X	X	X	X	X	X	X	X	2		5 days during first year, 8 days after 1 year, 10 days after 4 years, 15 days after 9 years, 20 days after 16 years	30
Bladen	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
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	no data
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	X	X	X	X	X	X	X	X	X	1	1	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	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

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	11	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Cleveland	11	X	X	X	X	X	X	X	X	X	2		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	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	no data
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		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	X	X	X	X	X	X	X	X	X	X		no data	no data
Durham	11	X	X	X	X	X	X		X	X	2	1	11.87 days during first year, 13.87 days after 2 years, 16.87 days after 5 years, 19.87 days after 10 years, 22.87 days after 15 years, 25.87 days after 20 years	no data
Edgecombe	11	X	X	X	X	X	X	X	X	X	2		7.5 days during first year, 13.5 days after 1 year, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years; 25 days after 20 years	30
Forsyth	10.5	X	X	X	X	X	X		X	X	2.5		12 days during first year, 14 days after 7 years, 17 days after 12 years, 20 days after 13 years, 23 days after 17 years	30
Franklin	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 13.5 after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Gaston														
Gates	12	X	X	X	X	X	X		X	X	4		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Graham	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	20
Granville	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14.4 days after 2 years, 16.8 days after 5 years, 20 days after 10 years, 23.2 days after 15 years, 26.4 days after 20 years	no data
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	13	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 23 days after 20 years	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	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
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

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
Henderson	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Hertford	11	X	X	X	X	X	X		X	X	3		6 days during first year, 12 days after 1 year, 15 days after 5 years, 18 days after 15 years	30
Hoke	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 15 days after 4 years, 18 days after 14 years; 20 days after 20 years	30
Hyde	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 13 days after 2 years, 17 days after 5 years, 19 days after 10 years, 23 days after 15 years, 25 days after 20 years	30
Iredell	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 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	10 or 11	X	X	X	X	X	X	X	X	X	1-2		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	30
Lee	11 or 12	X	X	X	X	X	X	X	X	X	2-3		16 days during first year, 19 days after 5 years, 22 days after 10 years, 25 days after 15 years, 28 days after 20 years	30
Lenoir	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Lincoln	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 17 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
McDowell	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 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	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
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	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 22 days after 15 years, 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

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
Orange	11	X	X	X	X	X	X		X	X	3		12 days during first year, 14.4 days after 2 years, 18 days after 5 years, 21.6 days after 10 years, 25.2 days after 15 years, 28.8 days after 20 years	30
Pamlico														
Pasquotank	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 11 days after 2 years, 12 days after 4 years, 14 days after 6 years, 16 days after 9 years, 18 days after 12 years	30
Pender	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Perquimans	varies	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Person	12	X	X	X	X	X	X		X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 21 days after 20 years	30
Pitt	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 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 22 days after 20 years	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	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 14 days after 2 years, 17 days after 5 years, 19 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Robeson	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years, 27 days after 25 years	30
Rockingham	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 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	12 or 13	X	X	X	X	X	X	X	X	X	2-3	1	10 days during first year, 12 days after 2 years, 14 days after 5 years, 16 days after 10 years, 18 days after 15 years, 20 days after 20 years	30
Stokes	12	X	X	X	X	X	X	X	X	X	2	1	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	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		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30
Transylvania	11	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

TABLE XXXIV. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE

January 2007

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	no	no	12	no limit	yes	yes	yes	yes
Ashe	no	no	no	no	12	no limit	yes	no	yes	no
Avery	yes	yes	yes	no	12	no limit	yes	no	yes	yes
Beaufort	no	no	no	no	12	no limit	yes	yes	yes	no
Bertie	yes	yes	yes	no	12	no limit	yes	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	no
Buncombe	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Burke	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Cabarrus	yes	yes	yes	no	8	no limit	yes	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	yes
Carteret	yes	yes	no	no	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	yes	yes	yes	no
Chowan	yes	yes	no	no	12	no limit	yes	no	yes	yes
Clay	no	no	no	no	12	no limit	yes ¹	yes	yes	no
Cleveland	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Columbus	no	no	no	no	12	no data	yes	yes	yes	no
Craven	no	no	no	no	12	no limit	yes	yes	yes	no
Cumberland	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Currituck	no	no	yes	no	12	no limit	yes	no	yes	no
Dare	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Davidson	yes	yes	yes	no	12	no limit	no	no	no	no
Davie										
Duplin	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data
Durham	yes	yes	yes	yes	12	no limit	no data	yes	yes	yes
Edgecombe	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
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										
Gates	no	no	no	no	12	no limit	yes	no	yes	no
Graham	yes	yes	yes	yes	11.25	0	yes	yes	yes	no
Granville	no	no	no	no	12	no limit	no data	no	yes	yes
Greene	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Guilford	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Halifax	no	yes	yes	no	12	no limit	yes	yes	yes	yes
Harnett	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Haywood	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Henderson	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Hertford	no	no	no	no	12	no limit	yes	no	yes	no
Hoke	yes	yes	yes	yes	12	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	up to 5 days	yes	yes	no
Jackson	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Johnston	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Jones	no	no	no	no	12	no limit	yes	yes	yes	no
Lee	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
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	yes
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	yes	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	yes
Orange	yes	yes	no	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	yes	no	12	no limit	yes	yes	yes	no
Pitt	yes	yes	no	no	12	no limit	yes	yes	yes	no
Polk	yes	yes	yes	no	12	no limit	yes	no	yes	yes
Randolph	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Richmond	no	no	no	no	12	no limit	yes	yes	yes	yes
Robeson	no	no	yes	no	12	no limit	yes	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	no
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	yes	yes	no
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	yes	no	yes	no
Union	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Vance	yes	yes	yes	yes	10	no limit	yes ²	no	no	no
Wake	yes	yes	yes	yes	12	no limit	yes	no	yes	no
Warren										
Washington	yes	yes	no	no	12	no limit	yes	no	yes	no
Watauga	no	no	no	no	12	no limit	yes	no	yes	no
Wayne										
Wilkes	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Wilson	no	no	no	no	12	no limit	yes	yes	yes	yes
Yadkin	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Yancey										

1. Up to forty hours
 2. Up to two days per year

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

January 2007

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	44.5¢	\$30	\$30	1,010	924	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	\$38	\$38	352	352	yes	yes	30	1.5% after 5 years; increases 0.1% per year to a maximum of 4.0% at 30 years	
Alleghany	40.5¢	\$40	\$40	100	98	yes	both	1	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years	
Anson	44.5¢	\$29	\$29	250	241	yes	cash		1.0% after 3 years; 2.0% after 5 years; 4.0% after 10 years; 6.0% after 15 years 8.0% after 20 years; not to exceed \$1,200	
Ashe	44.5¢	actual cost	actual cost	163	163	yes	cash	19	none	
Avery	38.0¢	\$25	\$25	191	190	yes	time off		2.0% after 2 years; 3.0% after 4 years; 4.0% after 6 years; 5.0% after 10 years;	
Beaufort	44.5¢	\$31.75	\$31.75	323	303	yes	cash		none	
Bertie	44.5¢	\$28	\$28	148	138	yes	time off		none	
Bladen	44.5¢	\$21	\$26	400	359	yes	cash	4	1.5% after 5 years; 2.25% after 10 years; 3.00% after 15 years; 4.00% after 20 years; 5.00 % after 25 years; 6.00% after 30 years	
Brunswick	44.5¢	actual cost	actual cost	907	805	yes	cash		1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5 % after 25 years	
Buncombe	44.5¢	no data	no data	497	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 cost	actual cost	no data	494	yes	time off		2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years	
Cabarrus	44.5¢	\$39	\$39	979	901	yes	no data		none	
Caldwell	37.0¢	no data	no data	525	525	yes	time off		\$450 after 5 years, increases \$50 each year thereafter (no limit)	
Camden	44.5¢	\$21	\$21	75	75	no	n/a		1.0% after 3 years; 1.5% after 5 years; 2.0% after 10 years; 2.5% after 15 years; 3.0% after 20 years	
Carteret	no data	\$44	\$44	388.6	371	yes	time off		\$50 first year plus \$20 for each additional year of service	
Caswell	44.5¢	\$30	\$30	no data	no data	yes	time off		1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years	
Catawba	44.5¢	\$32	\$32	no data	no data	no	n/a		\$500 after 5 years, \$650 after 10 years, \$800 after 15 years, \$1,000 after 20 years \$1,500 after 25 years	
Chatham	44.5¢	\$30	\$30	268	261	yes	cash		none	
Cherokee	44.5¢	\$30	\$30	231	227	no	n/a	11	1.00% after 5 years; 1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.00% after 25 years	
Chowan	44.5¢	actual cost	actual cost	155	155	yes	cash	20	none	
Clay	40.0¢	\$30	\$30	no data	no data	yes	cash		none	
Cleveland	38.0¢	\$29.50	\$29.50	741	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	
Columbus	no data	no data	no data	881	881	yes	both		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	
Craven	no data	actual cost	actual cost	no data	no data	yes	cash		\$200 after 5 years, increases \$25 per year; to a Maximum of \$1,000	
Cumberland	48.5¢	\$39 no receipts \$54 with receipts	\$40 no receipts \$55 with receipts	2,712	2,289	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	44.5¢	\$39	\$46	327	291	yes	cash	22	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	44.5¢	per diem	per diem	743	737	yes	no data		2.0% after 5 years; 4.0% after 10 years; 6.0% after 15 years	
Davidson	no data	\$40	\$40	1,782	1,478	yes	cash		\$35 per year after 3 years; \$50 per year after 10 years; \$75 after 20 years	
Davie										
Duplin	no data	no data	no data	no data	no data	no data	no data		no data	

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	44.5¢	\$35	\$35	1,861.6	1,752	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	546	509	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	2,309	2,114	yes	cash		\$680 after 7 years, increases \$40 per year to maximum of \$2,000	
Franklin	44.5¢	\$30	\$68	426	407	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										
Gates	44.5¢	actual cost	actual cost	84	74	no	n/a		none	
Graham	40.5¢	\$35	\$35	158	158	yes	cash		none	
Granville	36.0¢	actual cost	actual cost	291	281	yes	cash		none	
Greene	44.5¢	actual cost	actual cost	176	174	yes	cash		none	
Guilford	no data	no data	no data	2,683	2,467	no data	no data		\$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000	
Halifax	40.0¢	\$29	\$39	634	555	yes	cash		2.0% after 5 years; 3.0% after 10 years	
Harnett	41.0¢	\$28	\$28	740	740	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	44.5¢	\$39	\$39	541	541	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	
				534	534	no	n/a		4.0% after 2 years	
Henderson	44.5¢	actual cost	actual cost	746	711	yes	cash		none	
Hertford	40.5¢	\$41	\$46	no data	no data	no data	no data		none	
Hoke	40.5¢	\$25	\$50	349	336	yes	time off	13	2.5% increase after 1 year and 2 years, then 2.5% every third year through 32 years	
Hyde	37.0¢	\$30.5	\$30.50	142	138	yes	cash	9	\$250 after 5 years; \$400 after 10 years; \$550 after 15 years; \$700 after 20 years	
Iredell	44.5¢	actual cost	actual cost	879	838	no	n/a		none	
Jackson	40.5¢	\$32	\$36	no data	no data	no data	n/a		none	
Johnston	44.5¢	actual cost	actual cost	no data	915	yes	cash		\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years	
Jones	36.0¢	no data	no data	118	107	yes	cash	8	none	
Lee	44.5¢	fed. per diem	fed. per diem	362	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	48.5¢	actual cost	actual cost	445	421	yes	cash/time	24	1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years; 3.0% after 25 years	
Lincoln	44.5¢	no data	no data	545	no data	yes	no data		none	
McDowell	40.0¢	\$25	\$25	no data	no data	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Macon	44.5¢	\$32	no data	no data	no data	no	n/a		1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years	
Madison										
Martin	44.5¢	actual cost	actual cost	209	200	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	5,723	5,492	no	n/a		25.0% of bi-weekly after 10 years; 50.0% of bi-weekly after 15 years; 75.0% of bi-weekly after 20 years; 100.0% of bi-weekly after 25 years	
Mitchell	40.5¢	no data	no data	106	106	no data	no data		none	
Montgomery	44.5¢	\$28	\$30	224	218	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	44.5¢	\$28	\$28	647	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	44.5¢	no data	no data	643	621	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	44.5¢	\$33	\$33	1,573	1,496	yes	cash	21	none	
Northampton	43.0¢	actual cost	actual cost	284	273	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			On Call Compensation			Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	Provided	Basis	Note		
		In-State	Out-of-State							
Onslow	44.5¢	actual cost	actual cost	1,067	1,055	no	n/a		none	
Orange	44.5¢	\$26	\$33	851	798	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Pamlico										
Pasquotank	44.5¢	\$30.50	\$32.50	274	271	yes	cash		\$500 after 10 years; \$750 after 15 years; \$1,000 after 20 years; \$1,500 after 25 years; \$2,000 after 30 years	
Pender	47.5¢	\$30	\$30	322	301	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										
Person	44.5¢	actual cost	actual cost	117	113	yes	cash	16	none	
	44.5¢	\$28	\$28	400	no data	yes	cash		\$50 after 1 year; \$100 after 2 years; 1.0% after 5 years; 2.0% after 10 years; 3.25% after 15 years; 4.50% after 20 years; 5.75% after 25 years	
Pitt	44.5¢	\$28	\$28	875.9	815	yes	cash		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Polk	40.5¢	\$30	\$30	200	200	yes	both	22	none	
Randolph	44.5¢	\$25	\$25	704	704	yes	cash	23	none	
Richmond	48.5¢	no data	no data	330	330	yes	cash		\$100 after 5 years; \$250 after 10 years; \$350 after 15 years; \$500 after 20 years	
Robeson	40.0¢	\$28	\$30	1,109	1,020	yes	time off	25	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										
	44.5¢	\$32	\$32	762	718	yes	both	29	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										
Rutherford	44.5¢	\$36	\$36	751	726	yes	time off	17	none	
	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	582	545	no	cash	26	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Scotland	44.5¢	IRS guidelines	IRS guidelines	317	304	yes	cash	12	\$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years; \$700 after 25 years	
Stanly										
	44.5¢	\$28	\$30	442	no data	yes	cash	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¢	\$30.50	\$30.50	290	278	yes	time off		\$2,000 after 15 years	
Surry	44.5¢	\$28	\$28	838	778	yes	both		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Swain	44.5¢	\$28	\$30	202	201	yes	cash		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	290	284	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										
Union	44.5¢	no data	no data	no data	no data	no data	no data		one-third of 1% after 2 years	
Vance	44.5¢	actual cost	actual cost	960	884	yes	no data		none	
	44.5¢	actual cost	actual cost	345	307	yes	cash		\$50 after 1 year; \$100 after 2 years; \$200 after 5 years; \$300 after 10 years; \$400 after 15 years; \$500 after 20 years; \$750 after 25 years; \$1,000 after 30 years	
Wake	44.5¢	\$38	\$38	3,839	3,322	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										
Washington	40.5¢	\$25	\$25	no data	151	yes	cash		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										
	44.5¢	\$28	\$28	293	285	yes	cash	27	\$100 after 10 years; \$150 after 15 years; \$200 after 20 years; \$250 after 25 years	
Wayne										
Wilkes	30.0¢	\$30	\$30	no data	590	no	n/a		\$200 after 1 year, \$400 after 5 years, \$600 after 10 years, \$800 after 15 years	
Wilson	44.5¢	actual cost	actual cost	667	644	yes	both		2.5% after 5 years; 3.0% after 10 years; 3.5% after 15 years; 4.0% after 20 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							
Yadkin	31.0¢	\$29.5	\$29.5	248	238	yes	time off		0.50% after 10 years; 0.75% after 15 years; 1.0% after 20 years; 1.25% after 25 years 1.5% after 30 years	
Yancey										

1. Social Services are paid, others receive time off if called in
2. 7.5% added to base pay if paid or time and one-half off if comp time
3. Two hour minimum per call out
4. \$0.60/hr.
5. \$20/day for Health, Water, and DSS
6. \$100/week; Social Services, and CPS only
7. One hour per day of "on-call"
8. \$100 per week.
9. \$50/hr. for administration; \$25/hr. all others
10. Eight hours/week of standby time
11. \$2/hr.
12. EMS \$100, DSS and Health \$200
13. Time and one-half off
14. \$10/day Monday through Thursday, \$20/day Friday through Sunday, \$30/holiday
15. \$10/day Monday through Friday, \$20/day Saturday through Sunday, \$40/holiday
16. \$100 per weekend
17. \$90/week/\$30/holiday
18. \$15/weeknight, \$20/weekend night
19. DSS only—\$35/weekday, \$120/weekend, \$60/holiday, plus \$10/hr. when on call
20. \$50/weekend
21. 6.25% of normal hourly rate for each hour on call
22. \$200/month for DSS; one hour/day Sheriff
23. \$125/week: Monday through Friday, \$15/day; Saturday through Sunday, \$25/day; holiday, \$40/day
24. \$100/week for DSS; \$50/week for DSS Supervisor, \$50/week for Animal Control
25. Four hours per week on call
26. \$1 per hour on call
27. \$10/weekday; \$25/weekend day
28. 2.5 percent of salary for year round on-call
29. Varies by department

TABLE XXXVI. WORKWEEK AND OVERTIME POLICIES

January 2007

County	Work-Week Hours	Exempt Employees			Nonexempt Employees	
		Compensated for Overtime	Time Off or Paid	Straight Time or Time and One-Half	Cash or Time and One-Half	Choice of Compensation Method by Employee
Alamance	40	no	n/a	n/a	time off	no
Alexander	40	yes	time off	straight time	both	no
Alleghany	40	no	n/a	n/a	both	no
Anson	37.5	no	n/a	n/a	both	no
Ashe	40	yes	time off	time and one half	time off	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	both	no
Brunswick	40	no	n/a	n/a	both	no
Buncombe	37.5	no	n/a	n/a	both	yes
Burke	40	yes	time off	straight time	no data	no data
Cabarrus	40	yes	time off	straight time	time off	no
Caldwell	40	no	n/a	n/a	time off	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	no
Catawba	40	yes	time off	straight time	time off	no
Chatham	40	no	n/a	n/a	both	no
Cherokee	40	yes	Time Off	straight time	both	no
Chowan	40	yes	Time Off	straight time	both	no
Clay	40	no	n/a	n/a	both	no
Cleveland	40	no	n/a	n/a	time off	no
Columbus	37.5	no	n/a	n/a	both	yes
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	no data	no
Davidson	40	no	n/a	n/a	cash	no
Davie						
Duplin	no data	no data	no data	no data	no data	no data
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	both	no
Gaston						
Gates	37.5	no	n/a	n/a	time off	no
Graham	37.5	yes	time off	time and one-half	cash	no
Granville	37.5	yes	time off	straight time	time off	no
Greene	40	no	n/a	n/a	time off	no
Guilford	40	yes	time off	straight time	time off	no
Halifax	37.5	yes	Time Off	rate of 1.1 for 1.0 hours	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	yes	Time Off	straight time	time off	no
Hyde	40	no	n/a	n/a	cash	no
Iredell	40	no	n/a	n/a	both	no
Jackson	40	no data	n/a	n/a	time off	no
Johnston	40	no	n/a	n/a	both	yes
Jones	40	yes	time off	straight time	cash	no
Lee	40	no	n/a	n/a	both ¹	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	both	yes
Mecklenburg	40	no	n/a	n/a	both	yes
Mitchell	40	no	n/a	n/a	time off	no
Montgomery	40	no	n/a	n/a	time off	no
Moore	40	no	n/a	n/a	both	yes
Nash	40	no	n/a	n/a	both	no
New Hanover	40	no	n/a	n/a	no data	n/a
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						
Pasquotank	40	no	n/a	n/a	time off	no
Pender	40	yes	time off	straight time	both	yes
Perquimans	40	no	n/a	n/a	time off	no
Person	37.5	yes	time off	straight time	time off	no
Pitt	40	no	n/a	n/a	time off (cash for law enforcement)	no
Polk	37.5–40	yes	time off	straight time	time off	no
Randolph	40	no	n/a	n/a	both	no
Richmond	40	no	n/a	n/a	cash	no
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 ²	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
Vance	37.5	no	n/a	n/a	both	no
Wake	40	no	n/a	n/a	cash	no
Warren						
Washington	37.5	no	n/a	n/a	both	yes
Watauga	40	yes	time off	straight time	time off	no
Wayne						
Wilkes	37.5	no	n/a	n/a	time off	no
Wilson	40	yes	no data	no data	time off	no
Yadkin	40	no	n/a	n/a	time off	no
Yancey						

- 1. Only a few employees get cash
- 2. Normally time off

TABLE XXXVII. EMPLOYEE/RETIREE HEALTH INSURANCE

January 2007

County	Health Insurance (Employee Only Coverage)								Health Insurance for Retirees	
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost	Employee Pays	County Pays	% Paid on Family Coverage	Retirees under Age 65	Retirees Age 65 or More
Alamance	no	\$ 300	20%	2,000	\$500.00	0.00	\$500.00	0%	100% county paid with 5 years	100% county paid with 5 years Medicare
Alexander	no	500	\$15	2,000	475.00	0.00	475.00	0%	100% county paid after 20 years	County pays for supplement after 20 years
Alleghany	no	250	\$15	250	439.00	0.00	439.00	0%	100% county paid (NCLGERS)	100% county paid (NCLGERS)
Anson	no	1,000	\$20	5,000	410.00	0.00	410.00	0%	After age 62: \$103 with 10 years, \$207 with 20 years, \$250 with 25 years, \$310 with 30 years	Medicare supplement on same basis as under age 65
Ashe	no	1,000	100%	3,000	357.00	0.00	357.00	0%	100% county paid after 25 years service with Ashe County	no
Avery	no	200	\$10	2,000	67.00	0.00	676.00	0%	100% county paid after 20 years and age 55	\$2,000 reimbursable expenses
Beaufort	no	500	\$15	2,000	366.00	0.00	366.00	0%	100% county paid after 20 years/ age 60 or after 30 years regardless of age	no
Bertie	no	500	\$20	2,000	394.00	0.00	394.00	0%	100% county paid after 20 years	100% county paid Medicare supplement
Bladen	no	350	\$20	1,750	311.52	0.00	311.52	0%	100% county paid	No
Brunswick	yes	0	\$10	1,000	606.00	0.00	606.00	100%	100% county paid for disability retiree with 5 years or service retiree with 10 years	100% county paid for disability retiree with 5 years or service or retiree with 10 years and Medicare
Buncombe	yes	0	\$15	no data	454.15	\$30.44	423.71	90%	no data	no data
Burke	yes	500	\$15	3,000	408.00	0.00	408.00	0%	45% county paid after 10 years, 60% paid after 15 years, 75% paid after 20 years, 100% paid after 25 years	no
Cabarrus	yes	0	\$20	2,000	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	20%	3,000	419.00	\$30.00	389.00	48%	50% county paid after 30 years of service with county	no data
Camden	no	500	\$20	650	376.13	0.00	376.13	0%	100% county paid after 20 years service	no
Carteret	no	500	100%	3,000	485.00	0.00	485.00	0%	100% county paid after 20 years service	no
Caswell	no	750	\$20	2,000	395.52	0.00	395.92	0%	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 County	no
Catawba	no	500	\$15	1,500	332.00	0.00	332.00	50%	0% county paid after 15 years, 100% after 30 years service	no
Chatham	yes	0	100%	2,000	538.00	0.00	538.00	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	2,000	504.00	0.00	504.00	0%	100% county paid after 30 years of service	no
Chowan	no	500	\$15	1,500	377.00	0.00	377.00	0%	100% county paid if retired in NCLGERS	no
Clay	no	1,000	no data	2,000	496.00	0.00	496.00	0%	100% county paid after 10 years and age 60	no
Cleveland	no	1,000	\$20	2,000	336.00	0.00	336.00	0%	100% county paid after 20 service	no
Columbus	no	300	\$25	1,500	534.08	0.00	534.08	0%	100% county paid after 20 years and age 55	100% county paid after 20 years for Medicare supplement
Craven	no	300	20%	1,800	377.00	0.00	377.00	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	2,000	407.00	\$21.00	386.00	57%	100% county paid after 10 years service	Same as active employees with Medicare primary
Currituck	no	500	\$15	2,000	355.00	0.00	355.00	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	327.00	0.00	327.00	no data	100% county paid after 5 years and age 60 or 20 years and age 50	100% county paid after 5 years
Davidson	yes	500	80%	2,000	431.00	\$31.46	431.00	0%	1/3 county paid after 20 years, 2/3 after 25 years, 100% after 30 years	no
Davie										
Duplin	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data
Durham	yes	no data	no data	no data	no data	no data	no data	no data	100% county paid after 20 years	100% county paid after 20 years
Edgecombe	no	750	25%	2,000	370.00	0.00	370.00	0%	100% county paid after 30 years	no

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
Forsyth	no	\$ 500	\$20	none	\$448.00	\$34.00	\$415.00	53%	93% county paid (same as for active) employees if retired in NCLGERS	no
Franklin	yes	0	\$10	\$1,500	500.00	0.00	500.00	0%	100% county paid after 20 years and age 55 or after 30 years regardless of age	Retirees may have coverage, county pays for basic Medicare, plan, retiree pays for upgrade
Gaston										
Gates	no	500	15%	2,000	377.00	0.00	377.00	0%	100% county paid after 20 years	100% county paid after 20 years
Graham	no	1,000	20%	2,000	346.00	0.00	346.00	0%	no	no
Granville	yes	750	20%	no data	351.41	0.00	351.41	0	100% county paid after 20 years and age 65 or 25 years and age 55 or 30 years regardless of age	65% county paid on same basis as active employees
Greene	no	1,000	\$20	3,000	360.10	0.00	360.10	0%	100% county paid with 25 years service	no
Guilford	yes	0	\$15	1,000	391.00	\$22.00	368.00	80%	75% after 25 years, 100% after 30 years regardless of age	75% after 25 years, 100% after 30 years regardless of age
Halifax	no	500	\$20	1,000	319.00	0.00	319.00	0%	100% county paid after 30 years	no
Harnett	no	250	20%	250	365.26	0.00	365.26	50%	50% county paid after 15 years, 65% after 20 years, 85% after 25 years, 100% after 30 years regardless of age	Medicare supplement
Haywood	no	300	\$20	50,000	575.00	0.00	575.00	0%	67% county paid after 20 years and age 50, 93% after 28 years and age 50, 50% after 15 years and age 60, 100% after 30 years	no
Henderson	no	500	\$15	1,250	581.75	0.00	581.75	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	394.00	0.00	394.00	0%	100% county paid after 20 years at age 62 or 100% after 30 years at any age	100% after 10 years of service no
Hoke	no	1,000	20%	4,000	305.08	0.00	305.08	0%	50% county paid after 20 years and age 55, 75% after 30 years at any age	no
Hyde	no	500	\$20	3,500	347.50	0.00	347.50	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%	3,000	500.00	0.00	500.00	0%	50% county paid after 10 years, age 50, 75% after 15 years and age 50, 100% after 20 years and age 50	no
Jackson	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data
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	\$30	3,000	420.66	\$105.16	315.50	0%	no	no
Lee	yes	0	\$20	2,500	366.78	0.00	366.78	0%	100% county paid after 20 years and age 55 or after 30 years and any age. Last 15 years must be with Lee County.	100% county paid after 20 years and age 55 or after 30 years at any age. Last 15 years must be with Lee County.
Lenoir	no	700	\$30/\$45	4,200	553.75	\$20.00	533.75	0%	100% county paid after 25 years and age 60 or after 30 years at any age.	no
Lincoln	no	750	\$15	2,000	472.00	0.00	472.00	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	\$25	1,500	850.00	0.00	850.00	80%	100% county paid after 15 years	100% county paid after 25 years
Madison										
Martin	no	500	100%	2,500	448.00	0.00	448.00	0%	100% county paid after 25 years and age 60 or after 20 years and age 50 or after 30 years at any age. Last 10 to 20 years must be with Martin County.	50% county paid with 15 years all with Martin County or 20 years, 10 with Martin plus a Medicare supplement is provided
Mecklenburg	yes	400	15%	n/a	431.60	0.00	431.61	50%	no	no
Mitchell	no	1,000	20%	3,000	378.06	0.00	387.06	0%	75% county paid after 20 years, 87.50% after 25 years, 100% after 30 years of service	75% county paid after 20 years, 87.50% after 25 years, 100% after 30 years of service
Montgomery	no	500	\$20	3,000 plus deductible	381.66	0.00	381.66	0%	100% county paid after 12 years and 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	554.00	0.00	554.00	0%	25% county paid after 15 years, 50% paid after 20 years, 100% paid after 30 years	25% county paid after 15 years, 50% paid after 20 years

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	no data	no data	no data	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	500	20%	2,000	\$601	\$31.00	\$570.00	90%	25% county paid after 15 years, 50% paid after 20 years, 75% after 25 years, 94% paid after 20 years (all are percentage of what employee would pay)	25% county paid after 15 years, 50% paid after 20 years, 75% after 25 years, 94% paid after 20 years (all are percentage of what employee would pay)
Northampton	no	500	\$15	2,000	372.28	37.23	335.05	\$335.05	100% county paid after 30 years or 80–95% with 24–28 years service and disability retirement	\$229 on Medicare supplement after 30 years, 75–95% after 24–28 years of service
Onslow	no	1,000	100%	4,000	382.00	0.00	382.00	0%	100% county paid after 10 years	no
Orange	yes	n/a	\$10	n/a	398.24	0.00	398.24	52%	100% county paid after 10 years	100% county paid after 10 years
Pamlico										
Pasquotank	no	500	20%	2,000	377.00	0.00	377.00	0%	100% county paid after 25 years	no
Pender	no	500	\$20	3,000	439.26	0.00	439.26	0%	100% county paid after 30 years, 100% county paid after 25 years and age 55	100% county paid after 00 years Medicare supplement only
Perquimans	no	500	\$15	2,000	377.00	0.00	377.00	0%	100% county paid after 20 years service	no
Person	no	500	25%	2,000	468.00	0.00	468.00	0%	50% county paid after 20 years, 75% paid after 25 years; 100% paid after 30 years.	no
Pitt	no	250	\$15	1,000	386.00	\$10.00	376.00	48%	100% county paid after 20 years and 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	\$25	2,500	439.00	0.00	439.00	0%	no	no
Randolph	no	500	20%	2,000	400.00	0.00	400.00	0%	0% county paid with 10 years service, 50% county paid after 20 years, 75% after 25 years, 100% after 30 years	no
Richmond	no	500	\$20	3,000	448.00	0.00	448.00	no data	100% county paid after 30 years	no
Robeson	no	500	\$20	no data	504.00	0.00	504.00	0%	100% county paid after 20 years and age 55 or 30 years of service at any age	100% county paid after 30 years
Rockingham	yes	400	\$15	1,500	474.00	0.00	474.00	5%	50% county paid after 10 years, 75% after 15 years, 100% after 20 years	50% county paid after 10 years, 75% after 16 years, 100% after 20 years
Rowan	no	400	\$20	2,500	596.00	0.00	596.00	75%	100% county paid after 20 years with the county 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	\$245/mo	75% county paid after 15 years, 100% paid after 20 years	no
Scotland	no	varies	\$25/\$35	3,500	399.00	0.00	399.00	0%	100% county paid after 15 years and age 60, 100% after 20 years and 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	2,000	550.00	0.00	550.00	24%	County pays 50% after 25 years of service (10 with Stanly County) and 100% after 30 years of service	no
Stokes	no	750	\$30	n/a	283.00	0.00	283.00	0%	County pays nothing with 20 years, 50% paid after 25 years (10 with county), 100% paid after 25 years (20 with Stokes County)	no
Surry	yes	500	\$25	2,500	530.11	\$159.03	371.08	70%	50% county paid after 20 years and age 55, 50% paid after 30 years regardless of age	50% county paid after 20 years and 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 and age 55, or 10 years/age 62	no
Transylvania	no	475	100%	1,000	475.00	0.00	475.00	50%	60% county paid after 15 years and age 60, 80% after 20 years and age 55, 100% after 30 years	no
Tyrrell	no	no data	\$15	no data	480.88	0.00	480.88	0%	100% county paid after 5 years service	100% Medicare supplement after 5 years of service
Union	no	150	20% ¹	2,750	409.00	0.00	409.00	50%	100% county paid after NCLGERS retirement with 10 years of service	100% Medicare supplement
Vance	no	500	\$15	no data	458.10	0.00	458.10	0%	100% county paid after 15 years	100% county paid after 15 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
Wake	yes	\$300	\$25	\$1,800	\$374.00	0.00	\$374.00	0%	no	no
Warren										
Washington	no	350	30%	no data	321.14	0.00	321.14	no data	100% county paid after 20 years	100% county paid after 20 years
Watauga	no	750	\$15	2,000	313.00	0.00	313.00	\$30/month	75% county paid after 20 years service, 100% paid after 25 years	no
Wayne										
Wilkes	no	750	20%	3,750	451.00	0.00	451.00	50%	100% county paid after 30 years 63% county paid after 25	no
Wilson	no	250	30%	2000	388.68	0.00	388.68	0%	100% county paid with unreduced retirement and 15 years with Wilson County	Medicare only with same requirements
Yadkin	no	500	\$20	1,000	414.75	0.00	414.75	0%	100% county paid after 30 years	no
Yancey										

1. County supplements an HRA amount of \$750 after \$150 deductible is met

TABLE XXXVIII. LIFE AND LIABILITY INSURANCE

January 2007

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	no
Alleghany	10,000	0%	100%	yes	2,000,000	2,000,000
Anson	no data	no data	no data	yes	no data	no data
Ashe	10,000	0%	100%	yes	1,000,000	1,000,000
Avery	10,000	0%	100%	yes	no data	no data
Beaufort	10,000	0%	100%	yes	2,000,000	2,000,000
Bertie	100% annual salary	0%	100%	yes	no data	no data
Bladen	10,000	0%	100%	yes	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	yes	yes
Cabarrus	20,000	0%	100%	yes	no data	no data
Caldwell	50,000	0%	100%	yes	3,000,000	3,000,000
Camden	20,000	0%	100%	yes	no	no
Carteret	10,000	0%	100%	yes	2,000,000	2,000,000
Caswell	no data	no data	no data	yes	no	no
Catawba	350,000	0%	100%	yes	2,000,000	2,000,000
Chatham	10,000	0%	100%	yes	no data	no data
Cherokee	15,000	0%	100%	yes	5,000,000	5,000,000
Chowan	10,000	0%	100%	yes	yes	yes
Clay	no data	n/a	n/a	yes	yes	yes
Cleveland	none	n/a	n/a	yes	500,000	500,000
Columbus	60,000	0%	100%	no data	2,000,000	2,000,000
Craven	10,000	0%	100%	yes	1,000,000	1,000,000
Cumberland	105,000	96%	4%	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	20,000	0%	100%	yes	yes	yes
Davie						
Duplin	no data	no data	no data	no data	no data	no data
Durham	no data	no data	no data	yes	yes	no
Edgecombe	20,000	0%	100%	yes	200,000	200,000
Forsyth	150,000	0%	100%	no	yes	yes
Franklin	50,000	0%	100%	yes	2,000,000	2,000,000
Gaston						
Gates	15,000	0%	100%	yes	yes	yes
Graham	15,000	0%	100%	yes	yes	yes
Granville	10,000	0%	100%	yes	no data	no data
Greene	10,000	0%	100%	yes	2,000,000	2,000,000
Guilford	110,000	no data	no data	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	20,000	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%	yes	yes	yes
Hoke	10,000	0%	100%	yes	25,000	100,000
Hyde	30,000	66.67%	33.33%	yes	2,000,000	2,000,000
Iredell	75,000	0%	100%	yes	no data	no data
Jackson	no data	n/a	n/a	no data	no data	no data
Johnston	100,000	0%	100%	yes	no	no
Jones	10,000	0%	100%	yes	no data	no data
Lee	15,000	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%	yes	yes	yes
Montgomery	100% annual salary	0%	100%	yes	yes	yes
Moore	500,000	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	none	n/a	n/a	yes	no data	no data
Northampton	\$ 20,000	0%	100%	yes	\$2,000,000	\$2,000,000
Onslow	22,500	100%	0%	yes	1,000,000	1,000,000
Orange	50,000	0%	100%	yes	6,000,000	6,000,000
Pamlico						
Pasquotank	10,000	0%	100%	yes	no data	no data
Pender	10,000	0%	100%	yes	yes	yes
Perquimans	10,000	0%	100%	no	2,000,000	2,000,000
Person	10000	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	All over \$15,000	100%	yes	2,000,000	2,000,000
Randolph	none	n/a	n/a	yes	2,000,000	2,000,000
Richmond	10,000	0%	100%	yes	2,000,000	2,000,000
Robeson	no data	0%	100%	yes	yes	yes
Rockingham	0	n/a	n/a	yes	yes	yes
Rowan	26,000	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	2,000,000	2,000,000
Stokes	none	n/a	n/a	yes	yes	yes
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	yes	yes
Tyrrell	50,000	0%	100%	yes	1,000,000	1,000,000
Union	100% annual salary	0%	100%	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						
Washington	100% annual salary	0%	100%	yes	no	no data
Watauga	100% annual salary	0%	100%	yes	2,000,000	2,000,000
Wayne						
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	1,000,000	1,000,000
Yancey				yes		

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

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

January 2007

County	401k Plan		Classification		Pay System				Performance Appraisal System	% Employees Receiving Merit Increases	FY 2005-06 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	5.00%
Alexander	yes	5.00%	yes	2003	yes	2003	yes	2.50%	yes	0.00%	2.50%
Alleghany	yes	0.00%	yes	2006	yes	2006	no	no data	no	n/a	2.00%
Anson	yes	2.00%	yes	no data	yes	no data	yes	no data	no	n/a	3.00%
Ashe	yes	2.00%	yes	2004	yes	2004	no	0.00%	no	n/a	5.00%
Avery	yes	3.00%	yes	2006	yes	2006	no	no data	no	n/a	3.00%
Beaufort	yes	5.00%	yes	2006	yes	2006	no	0.00%	no	n/a	5.00%
Bertie	yes	0.00%	yes	1996	yes	2005	no	0.00%	no	n/a	3.00%
Bladen	yes	5.00%	yes	2004	yes	2004	no	n/a	no	n/a	2.00%
Brunswick	yes	5.00%	yes	2004	yes	2006	no	no data	yes	93.00%	no data
Buncombe	yes	8.00%	yes	no data	yes	no data	no	0.00% to 4.50%	no data	no data	no data
Burke	yes	2.00%	yes	2005	yes	2005	yes	n/a	no	n/a	2.50%
Cabarrus	yes	5.00%	yes	2005	yes	2005	no	no data	yes	no data	2.00%
Caldwell	yes	0.00%	yes	2006	yes	2006	yes	5.00%	yes	75.00%	no data
Camden	yes	5.00%	yes	2006	yes	2006	no	5.00%	yes	100.00%	4.00%
Carteret	yes	0.00%	yes	2005	yes	2006	no	0.00%	yes	60.00%	0.00%
Caswell	yes	0.00%	yes	1998	yes	1998	no	3.00% to 4.00%	yes	0.00%	1.00%
Catawba	yes	5.00%	yes	2006	yes	2006	yes	no data	yes	75.00%	1.00%
Chatham	yes	4.50%	yes	2001	yes	2005	no	0.00%	yes	no data	0.00%
Cherokee	yes	0.00%	yes	2006	yes	2006	no	no data	yes	0.00%	3.00%
Chowan	yes	0.00%	yes	no data	yes	2003	no	no data	no	n/a	2.00%
Clay	yes	0.00%	no data	no data	no data	no data	no	no data	no	n/a	4.00%
Cleveland	yes	5.00%	yes	2006	yes	2006	no	0.00%	yes	no data	2.00%
Columbus	yes	2.00%	yes	2004	yes	2006	no	no data	no	n/a	3.00%
Craven	yes	4.00%	yes	2004	yes	2004	no	4.80%	yes	28.00%	4.00%
Cumberland	yes	1.00%	yes	2006	yes	2006	yes	n/a	yes	n/a	3.50% ¹
Currituck	yes	4.88%	yes	2006	yes	2006	no	2.50%	no	n/a	\$1,500 each
Dare	yes	0.00%	yes	2005	yes	2005	no	5.00%	yes	25.00%	4.00%
Davidson	yes	1.00%	yes	2004	yes	2004	no	no data	no	n/a	3.00%
Davie											
Duplin	no data	no data	no data	no data	no data	no data	no data	no data	no data	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	2006	yes	2006	no	no data	no	n/a	3.00%
Forsyth	yes	0.00%	yes	2004	yes	2004	yes	no data	yes	no data	0.00%
Franklin	yes	4.00%	yes	2003	yes	2006	no	2.5% to 5.0%	yes	0.00%	\$1,000 each
Gaston											
Gates	yes	0.00%	yes	1982	yes	2001	no	no data	no	n/a	2.00%
Graham	yes	0.00%	no	n/a	yes	no data	no	no data	no	n/a	no data
Granville	yes	0.00%	yes	1997	yes	2005	no	2.50%	yes	no data	2.00%
Greene	yes	0.00%	yes	1995	yes	1995	no	no data	no	n/a	2.00%
Guilford	yes	5.00%	yes	no data	yes	no data	no	no data	yes	no data	no data
Halifax	yes	5.00%	yes	on going	yes	2005	no	0.00%	yes	100.00%	2.00%
Harnett	yes	2.00%	yes	2006	yes	2066	yes	0.00%	yes	0.00%	2.00%
Haywood	yes	5.00%	yes	no data	yes	1999	no	no data	yes	95.00%	4.00%
Henderson	yes	2.00%	yes	2006	yes	2006	no	n/a	yes	0.00%	2.00%
Hertford	yes	0.00%	yes	1996	yes	1996	no	0.00%	no	n/a	2.00%
Hoke	yes	0.00%	yes	2005	yes	2006	no	0.00%	yes	0.00%	5.5% + \$750 each
Hyde	yes	0.00%	yes	2006	yes	2006	no	no data	no	n/a	no data
Iredell	yes	5.00%	yes	2005	yes	2005	no	4.50%	yes	no data	2.50%
Jackson	no data	no data	no data	no data	no data	no data	no	no data	no data	no data	no data
Johnston	yes	5.00%	yes	2006	yes	2006	no	5.00%	yes	87.00%	2.90%
Jones	yes	0.00%	yes	2006	yes	2006	no	no data	no	no data	no data
Lee	yes	5.00%	yes	2001	yes	2006	yes	0.00%	yes	0.00%	3.70%
Lenoir	yes	5.00%	yes	2006	yes	2006	no	0.00%	no	n/a	2.50%
Lincoln	yes	5.00%	yes	1995	yes	2005	no	2.50%	no	no data	5.00%
McDowell	yes	\$31.05/mo	yes	2006	yes	2006	no	0.00%	no	n/a	5.00%
Macon	no	n/a	yes	2006	yes	2006	yes	no data	yes	no data	4.00%
Madison											
Martin	yes	1.00%	yes	1999	yes	2006	no	0.00%	no	n/a	2.50%
Mecklenburg	yes	5.00%	yes	no data	yes	no data	yes	n/a	yes	85.00%	n/a
Mitchell	yes	0.00%	yes	2000	yes	2000	no	no data	no	n/a	0.00%
Montgomery	yes	5.00%	yes	2001	yes	2001	no	5.00%	no	n/a	4.00%
Moore	yes	2.60%	yes	2006	yes	2006	no	0.00%	yes	95.00%	3.80%
Nash	yes	5.00%	yes	2001	yes	2002	no	n/a	yes	99.00%	no data
New Hanover	yes	0.00%	yes	2001	yes	2005	no data	no data	no data	no data	no data
Northampton	yes	0.00%	yes	2003	yes	2006	no	one step	yes	60.00%	0.00%

County	401k Plan		Classification		Pay System				Performance Appraisal System	% Employees Receiving Merit Increases	FY 2005-06 Cost of Living
	Plan	Contribution	Plan	Last Update	Plan	Last Update	Posted on Web	Probation Increase			
Onslow	yes	1.00%	yes	2005	yes	2006	no	n/a	no	n/a	3.00%
Orange	yes	5.00%	yes	2003	yes	2006	no	0.00%	yes	4.00%	4.00%
Pamlico											
Pasquotank	yes	1.00%	yes	2005	yes	2005	no	2.00%	yes	no data	2.00%
Pender	yes	0.00%	yes	2006	yes	2006	yes	n/a	no	n/a	5.00%
Perquimans	yes	1.50%	yes	2004	yes	2004	no	one step	yes	30.77%	3.50%
Person	yes	5.00%	yes	2006	yes	2006	no	1% to 5%	no	n/a	no data
Pitt	yes	4.90%	yes	2000	yes	2000	no	2.40%	yes	no data	4.00%
Polk	yes	0.00%	yes	2004	yes	2004	no	5.00%	yes	no data	2.50%
Randolph	yes	0.00%	yes	2006	yes	2006	yes	5.00%	yes	10.00%	6.25%
Richmond	yes	6.00%	yes	2006	yes	2006	no	no data	yes	no data	2.00%
Robeson	yes	4.00%	yes	no data	yes	2004	no data	no data	no data	no data	no data
Rockingham	yes	0.00%	yes	no data	yes	no data	no	0.00%	yes	85.00%	0.00%
Rowan	yes	3.00%	yes	2006	yes	2006	yes	2.00%	yes	0.00%	3.40%
Rutherford	yes	4.00%	yes	2004	yes	2005	no	0.00%	yes	0.00%	1.90%
Sampson	yes	2.53%	yes	2004	yes	2006	no	5.00%	yes	0.00%	2.00% ¹
Scotland	yes	3.75%	yes	2004	yes	2004	no	2.50%	yes	0.00%	0.00%
Stanly	yes	0.00%	yes	1998	yes	2006	yes	5.00%	yes	85.00%	3.00%
Stokes	yes	1.00%	yes	2001	yes	2001	no	2.00%	no	n/a	2.00%
Surry	yes	0.00%	yes	2006	yes	2006	no	2.50% to 5.00%	yes	30.00%	3.00%
Swain	yes	0.00%	yes	2006	yes	2006	no	5.00%	yes	no data	3.00%
Transylvania	yes	0.00%	yes	1998	yes	1998	no	0.00%	yes	100.00%	3.50%
Tyrrell	yes	0.00%	no	n/a	no	n/a	no	no data	no	n/a	no data
Union	yes	5.00%	yes	2006	yes	2006	yes	no data	yes	no data	5.00%
Vance	yes	0.00%	yes	1994	yes	2006	no	no data	yes	100.00%	no data
Wake	yes	5.00%	yes	2004	yes	2004	yes	n/a	yes	no data	no data
Warren											
Washington	yes	3.00%	yes	1998	yes	2001	no	no data	no	n/a	2.50%
Watauga	yes	0.00%	yes	2004	yes	2004	no	0.00%	yes	95.00%	4.00%
Wayne											
Wilkes	yes	0.00%	yes	2006	yes	2006	no	no data	no	n/a	4.60%
Wilson	yes	2.50%	yes	1996	yes	1996	no	no data	yes	0.00%	2.00%
Yadkin	yes	5.00%	yes	2006	yes	2006	no data	0.00%	no	n/a	no data
Yancey											

1. \$1,000 minimum

