

COUNTY SALARIES

in North Carolina

2014

Compiled by the MAPS Group
for the UNC School of Government



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Introduction

The School of Government has been producing *County Salaries in NC* for nearly 65 years. This means that County Salaries reports have been produced since the introduction of color television, the British Invasion (of the Beatles), the introduction of the Sony Walkman, the fall of the Berlin Wall, and the launch of the Hubble Telescope. County Salary reports have seen quite a bit of U.S. history.

The millennium is a completely different time for counties, both economically and politically. Public service is a tougher enterprise and budget constraints have not made it easier. Yet county employees continue to effectively deliver public goods and services, whether giving flu shots, or responding to natural disasters.

To help you effectively manage the human capital necessary to deliver these functions, the School of Government is pleased to publish the *2014 County Salaries in NC* information on salaries and working conditions in North Carolina counties

Of course, your willingness to provide salary and benefits information makes this report possible. As do the efforts of Larry Kerr and the MAPS Group, who engage in tedious and painstaking work to compile and analyze the data.

Ninety-five percent of counties responded to the survey, providing data about 127 appointed classes/ positions and four elected positions that are typically a part of county government in this state. Among the highlights: 19 percent of responding counties increased performance pay (by an average 2.4%), while 31 percent of responding counties provided cost-of-living increases (by 2.3% on average.) This translates to average pay increases of nearly than 5/10 of 1 percent for performance and more than 7/10 of one percent for cost-of-living across the 95 responding counties in North Carolina.

We hope you find the data useful as you hire, promote and reward county employees.

Leisha DeHart-Davis
Associate Professor
ldehart@sog.unc.edu
919.966.4189

North Carolina Counties

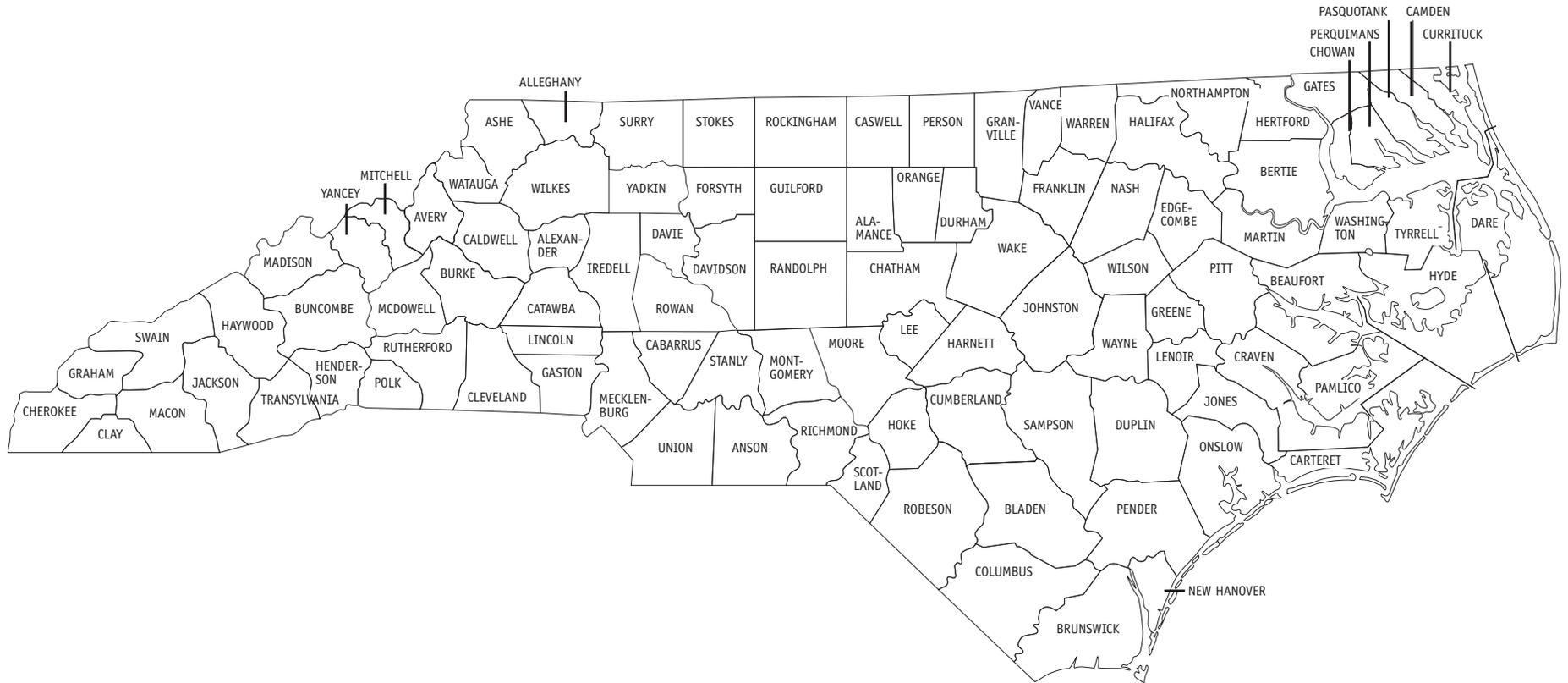


TABLE I. POPULATION, VALUATION, COUNTY COMMISSIONER, AND COUNTY MANAGER

January 2014						
	Est.	Approx.	Chair			
County	Pop'n	2012-2013	Board of	County		County
	2013	(Millions)	Commissioners	Commissioner	YOS	Manager/Administrator
Alamance	153,029	\$12,353	\$11,000 + \$9,600 meetings + \$1,500 travel	\$9,900 + \$8,400 meetings + \$1,500 travel	4	\$115,000 + \$3,000 travel
Alexander	36,853	2,346	\$12,000	\$12,000	1	\$114,312
Alleghany	11,237	1,776	\$4,800	\$3,000		\$69,1547 ¹
Anson	25,000	1,721	\$9,757 + \$3,500 travel	\$8,298 + \$3,500 travel	2	\$92,308
Ashe	27,000	4,127	\$9,700	\$8,400		vacant ²
Avery	17,700	4,387	\$8,755	\$5,665		\$79,449 ²
Beaufort	47,759	5,871	\$17,157 + \$3,000 travel	\$9,884 + \$1,800 travel	12	\$119,544 + \$6,000 travel
Bertie	20,653	1,211	\$11,356 + \$4,800 travel	\$9,937 + \$4,800 travel	0.3	\$96,000 + \$4,800 travel
Bladen	35,000	2,630	\$9,026 + \$4,800 travel	\$8,089 + \$3,600 travel	12	\$101,757 + \$7,200 travel
Brunswick	107,431	24,282	\$26,000	\$21,000		\$175,862 ¹
Buncombe	no data	no data	\$35,584	no data	16	\$218,535
Burke	90,000	6,246	\$7,565 + \$720 travel	\$6,585 + \$720 travel	2	\$124,476
Cabarrus	184,498	18,928	\$14,049 + \$554 travel	\$12,309 + \$508 travel	2	\$170,520
Caldwell	81,930	5,713	\$5,800 + \$3,816 travel	\$5,800 + \$3,816 travel	4	\$111,011 ⁵
Camden	no data	no data	no data	no data		\$87,150 ¹
Carteret	67,632	15,262	\$4,800 + \$3,458 travel + \$35/meeting	\$3,600 + \$2,592 travel + \$35/meeting	2	\$131,950 + \$6,000 travel
Caswell	23,719	1,494	\$7,920	\$6,960	6	\$75,000 ²
Catawba	155,500	14,988	\$11,400 + \$3,000 travel	\$9,000 + \$3,000 travel	34	\$211,384 + \$12,000 travel
Chatham	63,505	8,360	\$16,050 + \$6,000 travel + \$150/meeting	\$15,000 + \$6,000 travel + \$150/meeting	17	\$138,6790 + \$6,000 travel
Cherokee	27,444	3,034	\$13,610 + \$1,500 travel + \$125/meeting	\$13,186 + \$1,500 travel + \$125/meeting	3	\$71,400 + \$3,600 travel
Chowan	14,772	1,509	\$7,200	\$6,000		\$116,000 + \$7,200 travel
Clay	10,853	1,943	\$16,066	\$10,432		78750 ⁴
Cleveland	99,128	7,470	\$10,968 + \$7,200 travel	\$8,748 + \$7,200 travel		\$159,000 + \$7,200 travel
Columbus	57,683	3,158	\$16,235 + \$1,500 travel	\$13,361 + \$1,500 travel	5	\$97,793
Craven	103,505	9,738	\$12,792 + \$6,600 travel	\$11,544 + \$6,600 travel	2	\$148,144 + \$4,800 travel
Cumberland	324,000	19,897	\$27,355 + \$8,400 travel	\$20,492 + \$7,200 travel		\$198,469 + \$8,100 travel
Currituck	23,644	5,616	\$15,600	\$14,400		\$111,180 ²
Dare	34,573	11,940	\$9,256 + \$4,900 travel	\$8,801 + \$3,600 travel	6	\$239,794
Davidson	162,697	12,942	\$11,691 + \$231/meetings + \$3,660 travel	\$10,208 + \$231/meeting + \$3,360 travel	14	\$135,666
Davie	41,433	3,681	\$6,098 + \$2,400 travel	\$4,052 + \$2,400 travel	5	\$113,039 + \$7,500 travel
Duplin	60,398	3,442	\$9,360	\$9,360	8	\$111,498
Durham	273,392	30,061	\$25,303 + \$3,000 travel	\$21,494 + \$3,000 travel	13	\$205,373 + \$7,200 travel
Edgecombe	56,552	2,903	\$6,981 + \$5,400 travel	\$5,278 + \$4,620 travel	12	\$117,260 + \$6,600 travel
Forsyth	380,000	31,500	\$23,374	\$20,072	7	\$179,836 + \$7,000 travel
Franklin	62,520	4,244	\$13,752 + \$3,600 travel	\$12,556 + \$3,600 travel	6	\$108,257 ²
Gaston	208,049	15,127	\$14,193 + \$6,825 travel	\$12,057 + \$6,175 travel		vacant
Gates						
Graham						
Granville	59,976	4,115	\$11,400 + \$3,600 travel	\$10,200 + \$3,600 travel	0	\$98,000 + \$5,600 travel
Greene	21,000	1,044	\$2,613	\$3,401		vacant
Guilford	483,081	45,516	\$24,300 + \$1,500 travel	\$20,700 + \$1,500 travel	0.5	\$183,720
Halifax	54,691	3,379	\$10,000 + \$3,000 travel	\$8,600 + \$2,700 travel	10	\$110,006 + \$7,200 travel
Harnett	120,000		\$8,994 + \$4,920 travel	\$7,728 + \$4,900 travel	1	\$115,000 + \$6,m0,200 travel
Haywood	57,000	6,542	\$13,949	\$12,205	3	\$120,019 + \$7,200 travel
Henderson	108,448	12,475	\$17,565 + \$75/meeting + \$3,650 travel	\$10,906 + \$75/meeting + \$3,650 travel		\$166,235 + \$7,800 travel
Hertford	24,669	1,511	\$12,595	\$12,350	8	\$99,277 ¹
Hoke	46,952	2,600	\$10,045	\$9,050	5	\$132,798 ²
Hyde	5,822	1107	\$5,493	\$4,120	0.1	\$85,000
Iredell	162,708	21,107	\$10,917 + \$6,240 travel	\$10,137 + \$5,472 travel	6	\$136,6425 + \$7,000 travel
Jackson	40,448	11,047	\$16,514 + \$50 per meeting	\$11,750 + \$50 per meeting		\$123,163 ¹

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January 2014**

	Est.	Approx.	Chair			
	Pop'n	Valuation	Board of	County		County
County	2013	2012-2013	Commissioners	Commissioner	YOS	Manager/Administrator
		(Millions)				
Johnston	173,016	13,670	\$7,115 + \$6,000 travel	\$5,244 + \$4,800 travel	14	\$153,700
Jones	10,185	757	\$10,704 + \$3,864 travel	\$1,020 + \$3,864 travel		\$82,315 + \$8,700 travel
Lee	59,989	4,839	\$11,440	\$9,928	6	\$134,112 + \$9,000 travel
Lenoir	59,314	3,944	\$18,250	\$14,559		\$102,950
Lincoln	79,313	8,790	\$8,568 + \$3,600 travel	\$7,344 + \$3,600 travel	1	\$127,005
McDowell	45,000	3,473	\$10,465 ¹	\$10,465 ¹	26	\$109,014 ^{1,3}
Macon						
Madison	21,178	1,858	\$7,702 + \$6,840 travel	\$5,269 + \$3,420 travel	0.5	\$68,000 ¹
Martin	25,593	1,995	\$8,785 + \$6,000 travel	\$7,781 + \$6,000 travel	2	\$92,550
Mecklenburg	1,000,000	925,534	\$30,555	\$24,444	0.1	\$228,000 + \$13,200 travel
Mitchell	15,687	1,715	\$4,500 + \$3,600 travel	\$3,000 + \$3,000 travel		\$65,764
Montgomery			\$8,460	\$8,460	2	\$90,000 + \$6,000 travel
Moore	92,302	11,204	\$6,360 + \$2,700 travel	\$4,680 + \$2,700 travel	1	\$115,000 ¹
Nash	95,708	6,936	\$10,080	\$8,737		vacant
New Hanover	202,000	29,192	\$24,234 + \$4,290 travel	\$16,446 + \$3,640 travel	1	\$175,000 + \$6,000 travel
Northampton	23,200	1,912	\$7,825 + \$3,888 meeting fee	\$6,933 + \$3,888 meeting fee		\$70,724
Onslow	183,263	13,674	\$13,093 + \$4,800 travel	\$12,059 + \$4,800 travel	4	\$156,000 + \$5,400 travel
Orange	138,550	16,326	\$18,999 + \$3,300 travel	\$14,562 + \$2,700 travel		\$167,713 ¹
Pamlico	13,144	no data	\$4,276 + \$50 meeting + \$3,000 travel	\$3,646 + \$50 meeting + \$2,400 travel		\$82,192 + \$2,400 travel
Pasquotank	40,661	3,441	\$8,400 + \$25/\$50 per meeting	\$7,200 + \$25/\$50 per meeting	0.5	\$107,310
Pender	54,195	6,600	\$16,255 + \$4,800 travel	\$15,362 + \$4,800 travel		\$106,260 + \$10,000 allowance
Perquimans	13,690	1,758	\$6,000 + \$75 meeting fee	\$4,800 + \$75 meeting fee		\$80,919 + \$3,000 travel
Person	39,268	4,055	\$12,684	\$10,080		\$108,459 + \$7,500 travel
Pitt	172,554	11,608	\$11,427 + \$4,800 travel	\$11,427 + \$2,400 travel		\$165,905
Polk	20,000	2,729	\$7,534	\$6,101		\$80,000 ²
Randolph	142,466	10,200	\$8,400 + \$3,000 travel	\$6,000 + \$1,800 travel		\$128,500
Richmond	46,600	2,000	\$10,176 + \$3,000 travel	\$9,528 + \$2,400 travel		\$130,571 + \$5,000 travel ³
Robeson	134,168	5,305	\$18,798 + \$8,400 travel	\$14,512 + \$8,400 travel		\$127,500 ²
Rockingham	93,643	5,505	\$9,401 + \$3,000 travel	\$8,201 + \$3,300 travel		\$139,596
Rowan	138,180	11,695	\$15,206 + \$3,600 travel	\$12,671 + \$3,600 travel		\$135,802 + \$4,200 travel
Rutherford	63,424	no data	\$10,368	\$10,368		\$100,597 + \$3,600 allowance
Sampson	63,649	4,205	\$9,360 + \$30 meeting + \$3,000 travel	\$5,916 + \$30 meeting + \$3,000 travel		\$115,008 + \$3,600 allowance
Scotland	36,000	no data	\$9,636	\$6,276		\$96,240 + \$6,000 travel
Stanly	60,585	4,314	\$10,690 + \$6,000 travel	\$9,432 + \$6,000 travel	5	\$103,540 + \$6,000 travel
Stokes						
Surry	73,473	5,029	\$8,388 + \$3,600 travel	\$7,548 + \$3,600 travel		\$95,500
Swain						
Transylvania	no data	no data	\$11,007	\$9,210		\$104,304 ¹
Tyrrell	4,364	485	\$5,400 + \$150 meeting fee	\$1,800 + \$150 meeting fee		\$85,000 + \$2,700 travel
Union	210,393	23,910	\$10,074 + \$7,508 travel	\$8,685 + \$7,508 travel	3	\$159,395 + \$7,200 travel
Vance	45,132	1,823	\$8,748	\$6,252		\$126,060 + \$7,200 travel
Wake	952,151	982,800	\$23,299	\$19,867	17	\$239,121 + \$6,000 travel
Warren	20,000	2,400	\$12,353	\$10,282	7	\$94,516 ¹
Washington	13,228	8,540	\$8,100 + \$2,700 travel/cell phone	\$6,900 + \$2,700 travel/cell phone		\$90,000
Watauga	51,871	no data	\$11,924 + \$8,688 meetings + \$3,236 travel	\$9,639 + \$7,212 meetings + \$2,427 travel	2	\$109,242
Wayne	123,697	8,949	\$8,435 + \$50 per meeting + \$3,328 travel	\$6,850 + \$50 per meeting + \$3,328 travel		\$168,585 + \$10,800 travel
Wilkes	69,592	5,310	\$6,500 + \$3,000 travel	\$6,500 + \$2,400 travel		\$92,319
Wilson	no data	no data	\$7,800	\$6,600		\$155,564
Yadkin	38,084	2,828	\$7,500 + \$30 meeting + \$1,800 travel	\$6,000 + \$300 meeting + \$1,200 travel	3	\$93,500 + \$6,000 travel
Yancey	18,500	2,385	\$9,078	\$7,842	5	\$61,200

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January 2014						
	Est.	Approx.	Chair			
	Pop'n	Valuation	Board of	County		County
County	2013	2012-2013	Commissioners	Commissioner	YOS	Manager/Administrator
		(Millions)				
1. Car available						
2. Car assigned						
3. Also Economic Development Director						
4. Also clerk to the board						
5. Unspecified travel allowance						

TABLE II. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER								
January 2014								
County	Comments	YOS	Assistant County Manager			Assistant to the Manager		
			Min.	Max.	Actual	Min.	Max.	Actual
Alamance		15	\$73,939	\$118,304	\$89,256	¹¹	n/a	
Alexander			n/a				n/a	
Alleghany			n/a				34,336	51,504 34,336 ⁵
Anson			n/a				81324	118827 81340
Ashe			n/a				36,792	51,987 41,628 ⁵
Avery		10	56,919	79,374	68,566	¹²	32,870	45,838 32,870
Beaufort		7	82,198	112,816	98,634	^{12, 16}	51,789	72,505 67,151 ⁸
Bertie			n/a				see clerk	
Bladen			n/a				37,919	48,031 37,919 ⁸
Brunswick		13	94,950	151,919	129,000	⁵	n/a	
Buncombe	2 positions	21	111,861	171,164	156,277	^{9, 10}	n/a	
Burke			n/a				31,110	48,224 33,874
Cabarrus		9	100,854	155,699	128,083		100,854	155,699 121,380
Caldwell			n/a				n/a	
Camden			n/a				31,964	47,946 35,017 ^{5/8}
Carteret	2 positions	3.5	81,000	110,679	91,412		n/a	
Caswell			n/a				n/a	
Catawba	2 positions		105,674	163,944	126,937	⁷	36,115	56,024 56,024
Chatham		10	86,953	134,777	100,362		n/a	
Cherokee		3	50,009	83,319	51,009		n/a	
Chowan			n/a				n/a	
Clay			n/a				n/a	
Cleveland			n/a				n/a	
Columbus			n/a				34,267	35,980 53,128
Craven	2 positions		45,243	192,433	135,942	²	n/a	
Cumberland		2	100,520	169,175	166,840	⁶	46,394	78,081 59,647
	2 positions	3	83,763	140,975	112,517	^{4, 16}		
Currituck			n/a				50,153	64,563 56,281
Dare			see Finance Director				n/a	
Davidson		12	92,016	138,023	135,666		42,214	63,323 51,403
Davie			73,198	113,511	102,765	¹³	n/a	
Duplin		15	61,556	109,313	95,164	¹²	35,355	62,786 36,062
Durham	2 positions		108,096	186,099	155,468	⁶	40,261	69,307 vacant
Edgecombe		<1	55,469	96,124	83,500	¹⁰	n/a	
Forsyth		6	114,504	186,056	123,260		n/a	
Franklin			69,651	104,476	vacant		n/a	
Gaston		15	69,169	156,266	128,239		n/a	
Gates								
Graham								
Granville			n/a				34,686	61,186 46,498
Greene			n/a				n/a	
Guilford	1 position				vacant		n/a	
Halifax	2 positions		61,809	100,337	71,500		39,522	64,156 58,088
Harnett			98,388	115,531	98,388		n/a	

TABLE II. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER								
January 2014								
County	Comments	YOS	Assistant County Manager			Assistant to the Manager		
			Min.	Max.	Actual	Min.	Max.	Actual
Haywood			n/a			34,345	51,518	50,197
Henderson		2			94,095	n/a		
Hertford			n/a			31,702	46,140	31,702 ⁵
Hoke		3	73,766	104,229	79,438 ¹⁶	30,651	43,309	32,203
Hyde			n/a			32,889	48,550	36,260
Iredell			91,631	142,120	vacant	31,137	48,294	41,583
Jackson			n/a			33,456	65,597	35,504 ⁵
Johnston		1	81,186	144,695	96,589 ¹²	n/a		
Jones			n/a			see HR director/clerk to the board		
Lee		3	81,551	114,171	99,283 ¹²	36,296	50,815	38,022
Lenoir			55,694	98,278	93,542	n/a		
Lincoln		1	74,818	114,130	91,686	n/a		
McDowell			n/a			38,610	56,748	55,356
Macon								
Madison			n/a					39,425 ⁵
Martin			n/a			n/a		
Mecklenburg	4 positions	17	150,168	262,794	198,196 ¹	52,790	92,382	65,899 ¹⁴
Mitchell			n/a			n/a		
Montgomery			n/a			n/a		
Moore			81,097	131,142	vacant ⁵	n/a		
Nash		1	82,298	131,677	109,023	n/a		
New Hanover	2 positions		104,208	159,869	129,335 ⁴	n/a		
Northampton			54,032	93,345	54,031	n/a		
Onslow	1 position	0.2	72,170	131,392	106,756	43,844	70,151	49,044
Orange	3 positions		91,191	149,426	134,207 ⁵	67,806	111,107	89,186 ⁵
Pamlico			n/a			n/a		
Pasquotank			n/a			26,686	37,361	32,026
Pender			n/a			n/a		
Perquimans			n/a			n/a		
Person		1	71,371	110,624	74,940	n/a		
Pitt			n/a			n/a		
Polk		2	63,961	135,938	78,200 ⁵	see finance officer		
Randolph			76,440	117,728	97,993 ¹²	42,557	65,652	50,900 ⁸
Richmond			n/a			n/a		
Robeson		0.5	81,013	100,456	81,013 ⁵	n/a		
Rockingham		2	74,990	112,495	103,943 ¹⁶	n/a		
Rowan		0.1	101,155	160,673	119,555 ¹²	n/a		
Rutherford			n/a			n/a		
Sampson		14	61,332	91,968	68,520 ²	see public information officer		
Scotland			n/a			35,892	50,712	45,936 ⁸
Stanly			n/a			n/a		
Stokes								
Surry	finance director					n/a		
Swain								

TABLE II. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER									
January 2014									
County	Comments	YOS	Assistant County Manager			Assistant to the Manager			
			Min.	Max.	Actual	Min.	Max.	Actual	
Transylvania			74,984	11,486	104,304	⁵	n/a		
Tyrrell			n/a				n/a		
Union		6	97,433	146,149	130,082	¹⁷	57,334	86,000	85,139 ¹⁷
Vance			69,840	111,732	73,332	⁹	n/a		
Wake	2 positions	9	100,999	181,400	162,354	¹⁵	64,750	110,250	92,025
Warren			n/a				n/a		
Washington			n/a				n/a		
Watauga			n/a				n/a		
Wayne			n/a				n/a		
Wilkes			n/a				n/a		
Wilson		20	57,372	96,960	78,444	⁸	n/a		
Yadkin		3	60,497	90,746	69,491	^{12, 16}	n/a		
Yancey			n/a				24,086	36,008	30,538
1. \$5,100 travel allowance									
2. \$1,800 travel allowance									
3. \$5,000 travel allowance									
4. \$1,500 travel allowance									
5. Car available									
6. \$3,000 travel allowance									
7. \$7,200 travel allowance									
8. also clerk to the board									
9. also planning director									
10. also Human Services Director									
11. also parks and recreation director									
12. also finance director									
13. \$7,500 travel									
14. 6 positions									
15. 2 positions									
16. also HR Director									
17. \$4,800 travel allowance									

TABLE III. BOARD OF ELECTIONS, ELECTIONS DIRECTOR, AND ELECTIONS SPECIALIST											
January 2014											
County	Board of Elections		Elections Director				Elections Specialist				
	Chair	Member	YOS	Min.	Max.	Actual	No.	Min.	Max.	Actual	
Alamance	\$4,000 + \$3,600 meetings + \$400 travel	\$3,400 + \$3,000 meetings + \$400 travel	23	\$39,926	\$63,879	\$60,900	1	\$30,660	\$49,053	\$34,440	
Alexander	\$1,725	\$1,725	15	35,677	50,410	42,408	2			\$10.00/hr	
Alleghany	\$35 per meeting	\$35 per meeting	7	32,701	49,052	32,701	1	n/a			
Anson	\$3,600 + \$50 per meeting	\$50 per meeting	5	33,213	51,480	37,561	1	28,173	43,668	29,582	
Ashe	\$35 per meeting	\$35 per meeting	19	38,406	54,267	46,794	1	32,334	45,690	33,144	
Avery	\$4,200	\$4,200	8	35,552	49,576	38,845	1	30,390	42,378	30,998	
Beaufort	\$25 per meeting + \$7.00 per hour	\$25 per meeting + \$7.00 per hour	15	47,445	66,423	56,933	1	30,071	42,098	33,678	
Bertie	\$60 per meeting	\$50 per meeting	2	32,995	51,142	32,995		n/a			
Bladen	\$2,756	\$2,070	2	36,637	47,229	43,969	2	27,582	38,324	29,928	
Brunswick	\$50 per meeting	\$50 per meeting	9	52,378	83,806	66,782	1	33,026	52,843	vacant	
Buncombe	\$3,250	\$2,600	19	78,685	120,297	105,881	3	31,222	47,761	40,068	
Burke	\$3,454	\$2,667	3	36,016	55,824	37,360	2	24,376	37,785	26,549	
Cabarrus	\$75 per meeting	\$50 per meeting	0.3	53,488	82,572	56,701	1	29,777	45,981	36,563	
Caldwell	\$75 per meeting	\$50 per meeting	15	34,236	57,061	41,740	2	23,037	38,397	26,110	
Camden	no data	no data	8	37,002	55,504	37,002	1	n/a			
Carteret	\$100 per election day + \$35 per meeting	\$100 per election day + \$35 per meeting	8	34,000	63,008	53,411	1	18,704	40,848	26,400	
Caswell	\$60 per meeting	\$60 per meeting	1			30,000		n/a			
Catawba	\$75 per meeting	\$50 per meeting	13	53,352	82,786	74,480	2	25,646	39,817	32,573	
Chatham	\$3,900	\$3,300	12	50,839	78,801	56,684	1	29,725	46,073	34,772	
Cherokee	\$125 per meeting	\$75 per meeting	18	33,039	52,903	43,831	1	28,408	44,360	37,112	
Chowan	\$40 per meeting	\$40 per meeting	21	29,865	52,817	36,080	1	part-time		\$8.16/hr.	
Clay	n/a	n/a				42,374				27,116	
Cleveland	\$4,338 ¹	\$2,760 ¹	27	41,658	65,016	59,208	1	24,906	38,850	26,106	
Columbus	\$60 per meeting	\$55 per meeting	13	35,843	53,765	48,676	2	21,855	32,783	22,948	
Craven	\$70 per meeting	\$70 per meeting	1	40,552	82,747	40,958	1	24,454	49,406	36,435	
Cumberland	\$5,033 + \$35 per meeting	\$35 per meeting	11	60,925	102,537	95,707	1	30,805	51,845	vacant	
Currituck	\$900 + \$8.00 per hour	\$300 + \$8.00 per hour	14	42,477	58,814	47,656	1	29,724	40,957	32,092	
Dare	n/a	n/a	13	48,834	78,135	78,135	1	28,853	48,168	37,653	
Davidson	no data	no data	16	44,294	66,442	63,106	1	33,101	49,740	33,101	
Davie	\$360 + \$30/meeting	\$360 + \$30/meeting	2	36,969	57,331	38,817	1	23,830	36,957	26,210	
Duplin	\$30 per meeting	\$30 per meeting	9	39,818	70,706	46,651	1	23,794	42,254	26,269	
Durham	3,000	2,400	1	62,791	108,096	82,600		n/a			
Edgecombe	\$40 per meeting	\$40 per meeting	6	34,053	59,012	43,878	3	21,951	38,039	23,780	
Forsyth	\$3,564	\$2,736	7	66,105	107,420	91,250		n/a			
Franklin	\$25 per meeting	\$25 per meeting	0.5	40,139	60,210	47,073	1	31,904	47,857	38,000	
Gaston	\$3,708	\$2,472	2	62,702	79,024	64,583	1	26,550	47,857	30,763	
Gates			2				2	25,781	39,962	29,497	
Graham											
Granville	\$3,000	\$1,500	11	34,686	61,186	61,186	1	29,963	52,854	34,167	
Greene	\$25 per meeting	\$25 per meeting		31,523	43,968	43,968		n/a			
Guilford	no data	no data	0.8	74,136	126,031	80,720	4	33,963	57,737	34,132	
Halifax	\$50 per election day + \$25 per meeting	\$50 per election day + \$25 per meeting	4	35,783	58,088	36,682	1	n/a			
Harnett	\$2,400	\$1,800	8	44,972	69,706	44,972	1	32,112	49,774	38,967	
Haywood	\$25 per meeting	\$25 per meeting	7	32,866	61,437	60,264	2	26,133	39,198	33,162	
Henderson	\$40 per meeting	\$40 per meeting	14	47,717	73,964	71,082	1	25,467	39,507	28,262	
Hertford	\$50 per meeting	\$50 per meeting	17	28,756	44,570	36,080		n/a			
Hoke	\$1,200 + \$50 per meeting	\$600 + \$50 per meeting	28	41,075	58,039	52,580	1	24,016	33,934	52,232	
Hyde	\$50 per meeting	\$50 per meeting	0.1	part-time		14,481	1	part-time		9,078	
Iredell	no data	no data	18	48,820	75,720	59,897	3	24,867	38,569	29,768	
Jackson	\$35 per meeting + \$10.00 per hour	\$35 per meeting + \$10.00 per hour	17	42,700	83,721	57,468	1	24,965	48,950	31,042	

TABLE III. BOARD OF ELECTIONS, ELECTIONS DIRECTOR, AND ELECTIONS SPECIALIST											
January 2014											
County	Board of Elections		Elections Director				Elections Specialist				
	Chair	Member	YOS	Min.	Max.	Actual	No.	Min.	Max.	Actual	
Johnston	\$3,600	n/a	7	43,838	78,132	54,761		n/a			
Jones	\$25 per meeting	\$25 per meeting		38,383	48,395	40,250	1	part time		\$8.25/hr	
Lee	\$2,400	\$1,800	8	45,447	63,626	47,930	1	30,320	42,448	32,355	
Lenoir	\$3,920	\$2,953		38,571	68,062	49,374	2	21,230	37,462	26,513	
Lincoln	\$2,800	\$2,400	2	55,619	84,864	55,619	1	33,945	51,792	42,661	
McDowell	\$1,200 + \$50 per meeting	\$1,200 + \$50 per meeting	7	38,610	54,672	44,262	1	23,484	33,672	26,262	
Macon											
Madison	\$2,400	\$2,400	2			36,865	1			36,681	
Martin	\$60 per meeting	\$40 per meeting	4	28,478	45,526	32,218		n/a			
Mecklenburg	no data	no data	15	77,061	134,856	112,227	2	15	33,387	58,428	46,469
Mitchell	\$2,450	\$2,400		26,193	51,704	36,774	1	part-time		25,592	
Montgomery	no data	no data	14			39,432	1	21,288	34,164	24,240	
Moore	\$2,400	\$1,800	32	49,786	80,509	66,500	3	37,152	60,079	42,768	
Nash	\$3,000 + \$50 per meeting	\$50 per meeting		42,690	68,304	60,000	2	26,269	42,030	29,223	
New Hanover	\$30 per meeting	\$25 per meeting	2	68,661	105,206	77,427		n/a			
Northampton	\$30 per meeting	\$30 per meeting		31,591	55,747	35,744		n/a			
Onslow	\$25 per meeting	\$25 per meeting	22	40,537	64,859	52,186		n/a			
Orange	\$60 per meeting	\$50 per meeting		67,806	111,107	85,662	3	32,327	52,970	45,577	
Pamlico	\$9.30 per hour	\$9.00 per hour	6	29,649	55,814	36,335		n/a			
Pasquotank	no data	no data	0.75	38,760	50,016	38,760	1	26,688	37,361	26,688	
Pender	\$35 per meeting + \$140 election day + \$75 canvass day	\$35 per meeting + \$140 election day + \$75 canvass day	8	47,310	75,695	47,693	1	33,622	53,795	3,958	
Perquimans	\$50 per meeting	\$50 per meeting	13	21,144	43,683	34,225		n/a			
Person	\$40 per meeting	\$40 per meeting	1	39,061	60,545	42,245	1	33,262	51,556	35,973	
Pitt	\$1,200 + \$50 per meeting	\$1,200 + \$50 per meeting		56,470	89,252	64,999		n/a			
Polk	\$35 per meeting + \$135 election day	\$35 per meeting	0.7	30,925	50,674	37,679	1	24,231	39,705	26,746	
Randolph	\$2,100	\$1,200	3	46,925	72,280	48,445	2	28,808	44,366	30,182	
Richmond	\$2,304	\$1,608	20	34,980	50,892	40,058	1	27,667	40,260	20,676	
Robeson	\$3,900	\$2,100		46,140	57,212	vacant	2	25,532	31,660	30,639	
Rockingham	\$3,300	\$2,400	1	46,180	69,272	48,029		n/a			
Rowan	\$1,846	\$1,404	21	48,381	76,800	52,606	2	24,305	42,571	28,816	
Rutherford	\$1,050 + \$50 per meeting + \$40 travel	\$1,050 + \$50 per meeting + \$40 travel	18	41,688	62,814	56,168	2	26,655	40,164	26,990	
Sampson	no data	\$2,100	3	38,736	58,128	43,356		n/a			
Scotland	\$1,500 + \$25 per meeting	\$1,200 + \$25 per meeting	7	39,264	55,476	41,256	1	25,044	35,388	25,968	
Stanly	\$30 per meeting (less than 4 hrs), \$60 (more than 4 hrs) + \$720 per year	\$30 per meeting (less than 4 hrs), \$60 (more than 4 hrs) + \$720 per year	7	36,235	54,352	49,154	2	26,448	39,672	27,775	
Stokes											
Surry	\$50 canvas day + \$35 per meeting	\$125 election day + \$60 per seminar + \$35 per meeting	6	35,532	59,520	46,224	1	28,728	47,328	35,532	
Swain											
Transylvania	\$26.52 per hour	\$22.11 per hour		48,339	72,508	63,036	2	29,211	43,816	42,170	
Tyrrell	\$50 per meeting	\$50 per meeting	6			\$13.504/hr		n/a			
Union	\$3,000	\$2,400	6	52,459	78,688	67,521	7	25,745	50,434	35,408	
Vance	\$3,060	\$1,740	13	34,536	55,260	46,392	1	25,380	40,608	25,380	
Wake	\$25 per meeting	\$25 per meeting	22	51,960		116,865	13	28,900	49,000	35,848	
Warren	\$25 per meeting	\$25 per meeting		34,101	54,722	46,575	1	23,080	37,034	30,450	
Washington	\$40 per meeting	\$40 per meeting		27,804	40,236	29,952		n/a			
Watauga	\$4,200 + \$4,200 meetings	\$2,700 + \$2,700 meetings	20	38,135	59,109	58,987	2	28,023	43,435	30,128	
Wayne	\$40 per meeting	\$40 per meeting	1			68,000	1	26,425	41,214	32,196	
Wilkes	\$2,400	\$1,200	17	34,640	53,692	41,896	2	23,179	35,926	28,829	
Wilson	\$2,820	\$2,172	3	45,408	76,740	57,936	2	31,212	52,776	31,998	
Yadkin	\$55 per meeting	\$55 per meeting	18	34,469	51,704	39,319	1	31,378	47,067	32,240	

TABLE III. BOARD OF ELECTIONS, ELECTIONS DIRECTOR, AND ELECTIONS SPECIALIST										
January 2014										
County	Board of Elections		Elections Director				Elections Specialist			
	Chair	Member	YOS	Min.	Max.	Actual	No.	Min.	Max.	Actual
Yancey	no data	no data	2	30,740	45,957	33,891	1	part-time		9,901
1. Car available 2. \$4,200 travel allowance 3. \$3,480 travel allowance										

TABLE IV. CLERK TO THE BOARD OF COUNTY COMMISSIONERS							
January 2014							
	Clerk to the Board				Clerk to the Board		
County	Min.	Max.	Actual	County	Min.	Max.	Actual
Alamance	\$32,037	\$51,261	\$44,100	Johnston	\$45,811	\$81,651	\$51,028
Alexander	27,871	39,382	39,382	Jones	HR director		
Alleghany	assistant to county manager			Lee	39,712	55,596	54,500
Anson	33,213	51,480	58,083	Lenoir	no data		
Ashe	assistant to county manager			Lincoln	45,656	69,659	50,918
Avery	34,185	47,672	35,915	McDowell	part-time		
Beaufort	assistant to county manager			Macon			
Bertie	31,635	49,034	vacant	Madison	finance director		
Bladen	assistant to county manager			Martin	31,098	49,711	40,802
Brunswick	52,378	83,806	71,447	Mecklenburg	59,784	104,622	81,101
Buncombe			106,297	Mitchell	human resources director		
Burke	36,016	55,824	46,125	Montgomery	27,468	44,088	34,500
Cabarrus	46,203	71,326	32,824	Moore	50,000	74,160	65,000
Caldwell	35,777	59,629	50,159	Nash	35,390	56,624	43,084
Camden	assistant to county manager			New Hanover			76,741
Carteret	39,750	83,476	63,363	Northampton	assistant to county manager		
Caswell			40,584	Onslow	45,598	67,453	59,280
Catawba	46,087	71,513	53,632	Orange	67,806	111,107	92,745
Chatham	39,834	61,743	57,533	Pamlico	25,611	48,209	34,085
Cherokee	county attorney			Pasquotank	33,143	46,400	46,706
Chowan	36,080	63,979	37,835 ²	Pender	county manager		
Clay	county manager			Perquimans	31,013	45,648	34,084 ²
Cleveland	36,198	56,490	51,456	Person	42,330	65,611	47,112
Columbus	31,319	46,979	49,374	Pitt	46,815	73,990	49,060
Craven	47,139	95,243	85,503	Polk	32,472	53,209	36,739
Cumberland	46,394	78,081	66,320	Randolph	assistant to county manager		
Currituck	50,153	69,563	58,366	Richmond	40,260	58,586	65,131 ¹
Dare	42,306	68,690	59,374	Robeson	42,967	53,281	53,281
Davidson	42,214	63,323	51,403	Rockingham	44,232	66,348	66,349
Davie	33,532	52,001	49,359	Rowan	36,016	57,182	46,744
Duplin	county manager			Rutherford	39,667	59,768	50,854
Durham			87,322	Sampson	assistant to county manager		
Edgecombe				Scotland	assistant to county manager		
Forsyth	55,236	89,759	62,774	Stanly	30,268	45,402	32,268
Franklin		50,106	49,366	Stokes			
Gaston	49,352	76,449	50,655	Surry	31,320	51,864	46,224 ²
Gates				Swain			
Graham				Transylvania	32,718	49,067	35,847
Granville	34,686	61,180	46,499 ¹	Tyrrell			34,679 ¹
Greene	county manager			Union			76,791
Guilford	58,088	98,749	60,000	Vance	34,536	55,260	56,088 ²
Halifax	assistant to county manager			Wake	72,000		97,989
Harnett	41,341	64,078	50,841	Warren	35,806	57,459	42,760
Haywood	county manager			Washington	33,408	48,348	40,668
Henderson	36,251	56,180	54,326	Watauga	38,135	59,100	42,354
Hertford	33,288	51,597	43,692	Wayne	39,042	60,892	60,892
Hoke	45,286	63,988	60,904	Wilkes	39,077	60,569	45,297
Hyde	assistant to county manager			Wilson	assistant county manager		
Iredell	48,820	75,720	68,190	Yadkin	county manager		
Jackson	35,129	68,877	46,352	Yancey	part-time in role		12,129 ^{2,3}

1. Also assistant to county manager

2. Also administrative assistant to county manager

3. Also human resources officer

TABLE V. COUNTY ATTORNEY January 2014											
County	Comments	YOS	Full-time Salary	Retainer	Fees	Paralegals No.	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney	
Alamance		6	\$108,156			1	\$41,844			ABCDEFGHIJKLMOTUVWX	
Alexander	no data										
Alleghany				15,000	\$0		normal		ace	ABCDEFGHIJKLMOPSTUVW	
Anson				14,628	14,628		n/a	normal	ace	ABCDEFGHIJKLMOPRTUV	
Ashe					34,754		higher	litigation		ABCDEFGHIKLMQSTUVW	
Avery	no data										
Beaufort				28,604			n/a	normal	acdef	ABCDEFGLMRSTVW	
Bertie					147,000		n/a	normal	acdef	ABCDEFHIKLMRSTUVW	
Bladen				3,600					a	X	
Brunswick		17	140,000							ABCDEFGHIJKLMOPQRSTUVW	
Buncombe	1 assistant		101,745			1	47,385				
			vacant			4	43,107			A	
	2 attorneys		82,227-143,454								
Burke				49,920	59,419		n/a	higher	litigation	ABCDEFGHIJKLMOPRTUW	
Cabarrus	part-time	13	37,757		36,191		n/a			ABCDEFGHIJKLMOTVW	
Caldwell				3,600			n/a		acde	X	
Camden	n/a			contracted							
Carteret		15	64,961	\$150/hr.		1	34,213	normal	acde	ABCDEFGIKLMOPRTV	
Caswell				30,000	31,502		n/a	normal	bcdef	ABCDEFGIJLMOSUVW	
Catawba		6	114,440			1	39,434			ABCDEFGHIJLMOTUVW	
	1 assistant		81,598								
Chatham				45,000	108,544	1	43,714	lower	ac	ABCDEFGIJLMRVW	
Cherokee		27	no data	35,000			n/a	lower	acdef	ABCDEFGHKIMOSW	
	1 pos - Sheriff (\$43,000)										
Chowan					22,290		n/a	lower		X	
Clay					no data		normal			ABCDEFGHIJKLMOPRSTUW	
Cleveland				23,600	111,998		n/a	higher	litigation	ABCDEFGHIJLMOTVW	
Columbus		4	74,000			1	37,428	normal	acde	X	
	assistant		67,162								
Craven					228,000		n/a	normal		ABCDEFGHIKLMOPQRSTUV	
Cumberland		3	170,625			3	39,686			ABCDFGIJLMRPSUTVW	
	2 assistants		106,226								
Currituck		5	176,868				n/a			X	
	assistant		40,334								
Dare			no data							ABCDEFGHIKLMRPRW	
Davidson		4	99,983							ABCDEFGIJLMOPTUVW	
	assistant		88,000								
Davie				48,000	7,803		n/a	normal	acdef	ABCDEFGHIJLMNOPRTV	
Duplin			100,988							ABCDEFGHIJLMOPQRSTUVW	
	assistant (part time)		33,137			1	41,424				
Durham			178,404					normal		X	
	3 assistants (part time)		38,323			3	55,256			ABCDEFGHIJLOTUV	
Edgecombe				44,000	1,371			normal	acdef	X	
Forsyth			156,686			4	45,729			X	
	3 assistants		92,123								
Franklin					100,666		n/a	normal	abcdef	ABCDFGHIJLMOPQSTVW	
Gaston		32	144,508			2	49,021	normal		ABCDEFGIJLMOPSTVW	
	assistant		78,312								
Gates											
Graham				7,800	58,000		n/a	normal	abcdef	ABCDEFHILMSTUVW	
Granville					88,014			normal	acdef	ABCDEFGHIKLMOPRSTVW	
Greene								normal		ABCDEFGHILMNOTV	
Guilford			153,000			1	39,316	normal		ABCDEFGHILMNSTVW	
	7 assistants		89,857							ABCDEFGHILMNSTVW	
Halifax			100,337				n/a			ABCDEFGHIJLMOPRSTVW	
Harnett				7,200	68,145	2	44,496	normal	acde	X	
	2 staff attorbeys		74,536-120,498								
Haywood				42,000	101,130			no data	acdef	ABCDEFGHIJLMOSTVW	
Henderson		13	126,506			2	37,796			ABCDEFGHIJLMOTVW	
	assistant		87,830								
Hertford	no data								acef	ABCDEFHIMOPRSTVW	
Hoke				5,000	45,592		n/a	lower	acdef	X	
Hyde	no data									ABCDEFILMOPRSTU	
Iredell	2 assistants		38,302	16,800	47,237			normal	ac	X	
Jackson				66,316			n/a			ABCDEFGIKLMPUVW	
Johnston				342,272	144,672	1	37,113	normal	acde	ABCDFGIJLMNOPQRSTUVW	
Jones					55,000					ABCDEFGHIKLMOPRSTW	
Lee			vacant							ABCDEFGHIJKPTVW	
Lenoir	no data									ABCDEFGHILMSTUVW	
Lincoln					193,468		n/a	normal	acdef	ABCDEFGHIJLMOPTVW	
McDowell				16,694				normal	bce	X	
Macon											
Madison				15,350	32,657		n/a	higher	6	ABCDEFGIJLMUVW	
Martin				7,200	13,707			normal	bcdef	X	
Mecklenburg		5	157,659							ABCDFGIJLMNSTW	
	asst.—4 positions		104,866								
Mitchell					43,105			higher	4	ABCDEFHIKMT	
Montgomery	no data								ce	X	
Moore		6	105,377			2	41,837	normal		ABCDEFGHJKLMOPRTVW	
	asst.—2 positions		87,082							ABCDEFGHJKLMOPRTVW	
Nash				18,000	\$60-\$150/hr.		n/a	normal	acdef	ABCDFGHIKLMORVW	
New Hanover			147,400							ABCDEFGIJLMQTVW	
	asst.—2 positions		110,299			2	44,787				
Northampton					10,751		n/a	normal	a	ABCDEFGHIKMOPRSTUVW	
Onslow			148,304			1	41,156			ABCDEFGHIJLMQTVW	
	assistant		75,000								
Orange			140,454				n/a			X	

County Salaries in North Carolina 2014

TABLE VI. FINANCE DIRECTOR, PURCHASING AGENT, ACCOUNTANT, AND ACCOUNTING TECHNICIAN
January 2014

County	YOS	Finance Director				Purchasing Agent				Accountant				Accounts Payable Technician				Payroll Technician						
		Min.	Max.	Actual		Min.	Max.	Actual		No.	Min.	Max.	Actual		No.	Min.	Max.	Actual						
Alamance	29	54,332	86,932	87,984		\$36,561	\$58,498	\$57,756		1	\$36,561	\$58,498	\$51,156		4	\$28,075	\$44,921	\$38,943		1	\$33,480	\$53,568	\$56,292	
Alexander	11	71,228	100,644	95,794		n/a				1	47,980	67,795	59,921		1	30,765	43,470	40,386		1	30,765	43,470	40,306	
Alleghany	11	46,013	69,020	46,013		finance director					n/a					n/a								
Anson	0	56,699	87,884	79,200		n/a					n/a				1	25,947	40,218	31,284		1	25,947	40,218	31,284	
Ashe	24	54,252	76,656	71,181		n/a				1	43,707	61,755	51,954		2	33,777	54,267	40,137			n/a			
Avery						assistant county manager					n/a				1	30,390	42,378	31,928		1	31,606	44,075	32,238	
Beaufort						assistant county manager and human resources					n/a				1	30,071	42,098	34,565		1	30,071	42,098	36,085	
Bertie	1.5	54,686	84,764	62,753		n/a					n/a				1	27,882	43,218	vacant			n/a			
Bladen	11	51,967	66,976	64,668		27,702	35,090	32,011						2	28,979	36,707	31,556		1	30,256	38,324	34,964		
Brunswick		87,210	139,535	118,649		assistant county manager					n/a				2	34,962	55,940	37,927		1	40,767	65,222	46,177	
Buncombe	12			141,387		n/a					n/a				5	29,878	45,703	38,449		1	38,915	59,493	43,792	
Burke	22	71,314	110,535	88,424		36,016	55,824	36,917		1	41,694	64,624	47,239		1	25,595	39,674	28,859		1	31,110	48,224	31,110	
Cabarrus	1	82,960	128,083	96,976		39,915	61,604	60,413		3	46,203	71,326	56,854		4	32,824	50,690	37,914		1	38,004	58,668	37,345	
Caldwell	4	50,878	84,798	67,962		30,001	50,002	43,881			n/a				2	27,473	45,789	30,391		1	27,473	45,789	39,748	
Camden		57,403	86,105			finance director					n/a				1	31,964	47,946	38,489			n/a			
Carteret	15	45,000	110,679	97,824		40,000	69,203	47,081		1	41,000	69,203	52,124		1	27,702	38,972	28,000		1	35,000	49,842	35,000	
Caswell	11			50,628		n/a					n/a				2			21,984					29,988	
Catawba	13	91,283	141,619	118,100		53,352	82,786	71,518		1	50,815	78,845	60,945		7	32,757	50,816	36,291		2	34,402	53,352	45,133	
Chatham	37	86,953	134,777	112,831		37,936	58,801	48,905		1	53,382	82,742	96,054		1	31,212	48,378	36,349		1	31,212	48,378	vacant	
Cherokee	3	57,255	95,671	76,464		34,340	55,315	37,172			n/a				1	29,454	46,292	36,734			n/a			
Chowan				68,000		n/a					n/a				1	28,491	50,351	48,002			n/a			
Clay				53,199		n/a					n/a					n/a								
Cleveland	13	69,732	108,846	84,102		32,958	51,456	37,074		1	36,198	56,490	42,654		3	27,348	42,854	28,344		1	31,476	49,098	32,958	
Columbus	6	53,729	80,594	64,902		34,267	51,401	46,342			n/a				1	25,012	37,518	28,233		1	27,366	41,049	32,966	
Craven						assistant county manager					47,139	45,243	49,405		5	35,581	71,890	39,040		11	32,395	65,454	35,422	
Cumberland	0.1	91,756	154,525	128,500		37,834	65,189	40,980		6	46,394	89,504	65,372		3	29,423	54,272	37,602		2	32,247	54,272	36,999	
Currituck	12	64,333	89,418	83,798		n/a				1	38,833	53,711	45,174		3	26,082	48,610	32,348		1	29,724	40,957	32,082	
Dare	23	110,133	176,212	145,524		40,330	64,526	64,527		1	44,380	71,006	49,418		12	24,998	58,640	34,533		1	30,267	48,428	46,210	
Davidson	22	66,644	102,967	94,727		56,531	84,796	77,249		1	53,839	80,758	66,357		1	28,633	42,949	28,994		3	38,300	57,449	50,139	
Davie	5	60,219	93,386	76,630		n/a				1	49,542	76,829	52,019		2	28,966	44,921	39,696		1	36,969	57,331	38,817	
Duplin	29	61,556	109,313	95,164		finance director					38,270	67,964	39,036		1	29,005	51,908	30,175		1	26,975	47,585	27,878	
Durham	13	93,210	160,472	153,859		49,052	84,444	84,444		4	40,261	69,307	48,306		6	29,933	51,534	39,302		1	33,043	56,885	56,885	
Edgecombe	17	50,312	87,187	66,450		30,887	53,525	34,319		1	35,755	61,962	39,728		1	26,681	43,237	29,646		1	28,015	48,549	28,015	
Forsyth	1	102,718	166,917	163,758		n/a				5	44,414	72,173	52,759		18	26,601	43,226	32,936		2	29,990	48,733	44,658	
Franklin	19	66,524	99,788	90,045		n/a				1	44,001	66,001	48,500		1	29,105	43,662	34,546		1	36,617	54,926	36,581	
Gaston	8	88,535	137,234	124,951		39,319	60,947	51,978		3	39,319	60,947	51,327		8	29,356	45,504	38,540			n/a			
Gates																								
Graham																								
Granville		51,239	90,384	vacant		n/a					n/a				1	31,470	55,514	50,977		1	28,535	50,334	38,224	
Greene		42,066	58,730	39,962		n/a					n/a				1	31,523	43,968	vacant					\$14.04/hr	
Guilford	2	99,350	168,894	135,000		70,606	120,030	85,927		2	39,316	66,837	51,282		18	32,345	54,987	36,658		18	32,345	54,987	36,658	
Halifax						assistant county manager					n/a													
Harnett				vacant		34,934	54,147	34,934		2	41,534	67,425	53,350		1	22,880	37,141	23,450		1	27,911	45,308	30,825	
Haywood	13	71,354	107,031	104,436		34,345	51,518	40,327		1	49,605	72,703	59,904		1	28,301	43,867	28,301		1	36,435	56,475	45,910	
Henderson	20	70,610	109,473	97,200		39,195	60,782	39,195		1	34,345	51,518	45,407		3	28,665	44,421	30,049		1	26,133	39,198	33,322	
Hertford	20	46,840	72,602	57,179		n/a				1	33,288	51,597	41,433		1	26,083	40,428	29,273			n/a			
Hoke	5	77,454	109,440	85,495		n/a				2	30,651	43,309	33,833		1	32,889	48,550	34,205		1	37,257	52,643	45,394	
Hyde	2	49,240	72,763	63,891		n/a				1	n/a				1	28,459	44,140	33,891		2	32,670	50,516	42,823	
Iredell	28	83,749	129,895	122,960		44,620	69,207	65,512		1	38,989	60,472	60,472		2	28,901	56,665	30,069		1	36,886	72,321	49,189	
Jackson	33	63,087	123,693	121,268		finance director					n/a				1	40,144	71,551	44,880			n/a			
Johnston	5	64,616	86,374	67,828		n/a				1	47,872	85,324	55,153		1	29,056	36,649	33,463		1	36,296	50,815	38,022	
Jones	5	64,616	86,374	67,828		n/a				1	29,056	36,649	33,463		1	28,988	40,582	30,366			n/a			
Lee						assistant county manager					n/a				1	30,656	54,096	44,399			n/a			
Lenoir		48,527	85,631	65,264		n/a				1	35,672	51,792	44,715		6	27,872	42,515	28,833			n/a			
Lincoln	1	67,787	103,397	79,622		45,656	69,659	54,330		4	35,672	51,792	44,715		6	27,872	42,515	28,833			n/a			
McDowell	26	52,020	76,450	74,586		31,644	46,510	24,786			n/a				3	24,684	35,386	24,684		1	27,258	48,878	27,258	
Macon																								
Madison	8			63,659		n/a					n/a				1									

TABLE VII. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN

January 2014

County	YOS	Human Resources Director			Human Resources Analyst					Human Resources Technician				
		Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Alamance	5	\$54,332	\$86,932	\$77,172	analyst II	1	\$36,561	\$58,498	\$45,204	specialist	1	\$33,480	\$53,568	\$51,960
Alexander	1	58,461	82,605	73,010			n/a					n/a		
Alleghany		finance director					n/a					n/a		
Anson		n/a					n/a					n/a		
Ashe		n/a					n/a					n/a		
Avery	1	48,655	67,850	51,117			n/a					n/a		
Beaufort		assistant county manager			HR analyst	1	40,205	56,288	40,205			n/a		
Bertie		n/a					n/a			HR officer	1	42,478	65,840	44,602
Bladen	2	43,028	54,503	43,985	admin. asst. III	1	31,533	40,646	39,849			n/a		
Brunswick	3	67,859	108,575	85,771	technician II	1	40767	65222	46130	technician I	1	38,832	62,131	38,832
					generalist	1	44,637	71,419	46,130					
					ben. prog. mgr.	1	54,313	86,902	63,157					
Buncombe	31	102,417	156,631	141,387	analyst II	1	44,411	67,898	56,655	technician	6	32,606	49,862	42,372
					analyst I	1	40,625	62,163	51,028					
Burke	2	58,669	90,939	68,906			n/a			technician	2	part-time		23,084
										specialist	1	part time		29,649
Cabarrus	2	5,260	116,172	116,172	analyst	2	43,987	67,919	63,751	technician	1	34,458	53,211	50,690
Caldwell	1	50,878	54,798	54,779			n/a			admin asst	2	26,290	43,817	30,986
Camden		n/a			specialist	1	37,002	55,504	37,002			n/a		
Carteret	1	80,000	96,306	85,000	HR manager	1	38,000	60,124	38,000	assistant	1	32,500	49,852	34,000
Caswell		40,584					n/a			HR coordinator	1			37,968
Catawba	3	75,092	116,503	96,462	mgmt analyst	1	48,399	75,093	56,000	specialist	3	34,402	53,352	40,783
					HR analyst	1	43,894	68,103	50,566					
Chatham	15	64,776	100,573	73,783	HR analyst	1	46,114	71,477	46,114	benefits manager	1	32,772	50,796	38,986
Cherokee	9	41,952	69,342	56,761			n/a					n/a		
Chowan		n/a					n/a			HR manager	1	38,035	67,128	58,127
Clay		n/a					n/a					n/a		
Cleveland	1	57,828	90,270	66,546	analyst benefits/payroll	1	37,938	59,206	40,710	sr. technician	2	34,650	53,922	43,320
Columbus	13	41,021	61,532	63,057			n/a			HR technician	1	23,912	35,868	25,861
Craven	1	78,954	159,600	82,747	asst director	1	51,775	104,604	65,453	technician II	1	32,395	65,454	33,951
Cumberland	3	83,763	140,975	112,517	consultant II	4	48,539	81,691	69,644	technician III	1	38,734	65,189	44,111
					consultant I	2	44,353	74,646	64,012	technician II	7	35,348	59,490	37,983
										technician I	2	30,805	51,845	35,507
Currituck	11	55,226	76,664	60,938			n/a			assistant	1	35,190	48,610	36,544
Dare	3	65,070	104,112	72,100			n/a			HR specialist	3	30,267	48,428	44,997
Davidson	7	59,345	89,018	83,650	analyst II	1	40,256	60,386	47,976	technician III	1	36,464	54,696	38,688
										technician II	1	33,101	49,740	33,779
										technician I	1	30,101	45,152	32,094
Davie		n/a			HR coordinator	1	38,817	60,198	44,834			n/a		
Duplin	1	46,651	82,845	75,034	HR supervisor	1	38,270	67,964	47,586	HR clerk	1	27,878	49,508	28,436
Durham	1	88,718	152,739	141,780	sr. analyst	3	49,052	84,444	59,356	technician	3	33,043	56,885	36,134
					analyst	5	40,261	69,307	48,277					
Edgecombe	<1	45,637	79,081	64,908			n/a					n/a		
Forsyth		87,349	141,942	vacant	senior consultant	5	46,404	75,407	55,149	technician	7	29,990	48,733	37,384
					consultant	1	38,404	62,407	38,404					
Franklin	6	46,069	69,103	60,110			n/a			technician II	1	31,904	47,857	32,910
Gaston	5	72,864	112,944	99,927	analyst I	1	36,847	57,115	41,341	technician	1	29,356	45,504	38,772
Gates														
Graham														
Granville	4	44,270	78,094	65,074			n/a					n/a		
Greene		n/a					n/a					n/a		

TABLE VII. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN

January 2014

County	YOS	Human Resources Director			Human Resources Analyst					Human Resources Technician				
		Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Guilford	0.2	94,619	160,852	125,720	analyst	5	47,789	81,241	55,980	specialist	2	37,444	63,655	38,532
					sr. analyst	3	52,687	89,568	53,565	officer	1	43,346	73,688	43,346
					Pos Mgt/ER	1	58,088	98,749	66,999					
Halifax		53,250	86,442	60,280	sr. analyst	3	35,783	58,068	42,080		n/a			
Harnett	1	65,692	101,823	82,500	analyst	1	32,396	52,592	33,627					
							n/a							
										technician	1	32,112	49,774	35,323
										ben. Coordinator	1	36,435	56,475	36,435
Haywood	2	48,842	73,263	63,449	benefits spec. II	1	39,193	58,790	43,670			n/a		
Henderson	12	62,810	97,288	84,121			n/a			technician	1	33,540	51,948	
Hertford	1	46,840	72,602	46,840			n/a					n/a		
Hoke					assistant county manager	1	29,192	41,247	29,192	technician II	1	26,478	37,412	26,478
										technician I	1	24,016	33,934	24,016
Hyde	1	40,327	62,506	42,343			n/a					n/a		
Iredell	3	66,883	10,376	75,388	analyst	1	42,658	66,163	46,665	sr. specialist	1	34,068	52,839	52,839
										ben. Specialist	1	32,570	50,516	32,570
										assistant	1	28,469	44,140	
Jackson	1	57,221	112,194	58,366			n/a					n/a		
Johnston	3	65,146	116,112	88,772	sr. analyst	1	50,026	89,161	74,353	sr. tech.	1	35,179	54,518	35,937
					analyst	0	47,872	85,324		technician	1	32,213	49,925	33,684
					generalist	2	43,838	78,132	53,698					
Jones	10	42,252	53,327	43,919			n/a					n/a		
Lee	7	62,265	87,170	72,868	analyst	1	39,712	55,596	41,687	assistant	1	31,715	44,401	33,221
Lenoir		55,694	98,278				n/a			technician III	1	32,097	56,639	40,085
										technician II	1	29,281	51,670	39,380
Lincoln	12	61,402	93,683	97,476	analyst	1	37,482	57,158	37,482			n/a		
					specialist	1	33,946	51,792	33,946					
McDowell	5	49,500	72,746	48,888			n/a			HR assistant	1	31,644	46,510	34,092
Macon														
Madison		n/a					n/a			payroll/ben coord	1			40,000
Martin		n/a					n/a					n/a		
Mecklenburg	6	127,600	223,300	151,525	hr consultant	14	46,960	82,180	56,862	HR specialist	7	35,116	61,453	44,568
Mitchell		45,795	65,421	58,701			n/a					n/a		
Montgomery	1	40,068		40,068			n/a					n/a		
Moore	3	57,634	93,199	72,116		1	37,152	60,079	56,759	technician II	2	30,565	49,427	37,087
Nash	0.33	68,225	109,160	68,225			n/a			specialist	1	33,915	54,264	42,248
										technician	1	29,848	47,757	37,783
										HR specialist	3	38,854	59,509	45,876
New Hanover	4	95,555	146,578	103,886	HR manager	1	68,661	105,206	74,650					
					sr. analyst	1	59,842	91,790	70,752					
					analyst	2	50,440	77,376	57,607					
Northampton	9	49,009	86,481	65,909	personnel tech.		n/a			technician	1	27,290	48,156	27,971
Onslow	1	82,120	131,392	106,756			n/a			technician I	3	32,037	51,259	43,785
Orange		82,614	135,373	109,242	analyst	1	41,381	67,805	49,392	technician	1	35,683	58,469	46,447
Pamlico	7	31,132	56,546	36,397			n/a					n/a		
Pasquotank	11	35,726	50,016	43,375			n/a			accounting clerk	1	22,812	31,937	25,421
Pender	1	54,767	87,627	64,000			n/a			technician	1	30,496	48,794	37,755
Perquimans							n/a					n/a		
Person	5	56,081	86,926	58,885	HR specialist	1	34,625	53,669	37,265			n/a		
Pitt		78,405	123,922	98,024	analyst I	2	42,625	67,369	52,354	technician	2	32,171	50,852	35,275
Polk		n/a											see payroll technician	
Randolph	4	66,040	101,691	71,368	benefits coord.	1	36,774	56,618	50,900	technician	1	30,243	46,592	30,704
Richmond	5	53,324	77,597	67,418			n/a					n/a		

TABLE VII. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN

January 2014

County	YOS	Human Resources Director			Human Resources Analyst					Human Resources Technician						
		Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.		
Robeson	7	60,406	74,903	72,487			n/a					benefits spec.	1	36,043	43,453	39,248
												recruiting spec	1	36,043	43,453	40,651
Rockingham		assistant county manager			analyst	2	44,232	66,348	53,856	specialist	1	33,970	50,954	33,971		
Rowan	3	64,983	103,155	79,502	analyst II	1	46,058	73,114	56,351	specialist I	1	29,590	46,967	35,322		
					analyst I	1	41,742	66,269	43,848							
Rutherford	19	62,038	93,474	73,823	executive asst	1	34,173	51,490	39,667	admin asst	1	28,014	42,209	28,363		
Sampson		n/a					n/a					n/a				
Scotland		n/a			manager	1	39,264	55,476	42,288	personnel tech.	2	28,656	40,500	30,120		
Stanly	10	54,312	81,468	70,413	coordinator	1	30,268	45,402	32,326			n/a				
Stokes																
Surry	14	48,444	82,524	68,340	asst. HR officer	1	37,104	62,280	41,352	technician	1	30,012	49,572	32,616		
Swain																
Transylvania		58,760	73,444	70,091	analyst	1	24,024	36,055	28,539			n/a				
Tyrrell		n/a					n/a					n/a				
Union	19	78,128	117,192	99,793	classification & comp.	1	40,176	60,264	60,043	employ. coord.	1	33,622	50,434	45,000		
										benefits spec	1	35,165	52,747	46,392		
Vance	8	53,628	85,812	61,224			n/a			finance/HR tech	1	28,392	46,332	32,664		
Wake	0.3	127,000	165,000	127,000	consultant	8	39,200	53,000	53,608	technician	5	25,500	43,100	35,426		
Warren	0	47,982	76,997	55,000			n/a			technician	1	25,446	40,832	29,335		
Washington		n/a			accounting specialist	1	30,612	44,280	34,728			n/a				
Watauga		n/a			HR coordinator	1	38,135	59,109	41,210	asst. HR coord.	1	33,419	51,798	35,298		
Wayne	10	81,165	126,590	60,892			n/a					n/a				
Wilkes	3	39,077	60,569	45,297			n/a					n/a				
Wilson	0.5	72,186	92,532	73,632			n/a			personnel tech III	1	37,644	63,612	45,408		
Yadkin		assistant county manager					n/a					n/a				
Yancey		assistant to the county manager					n/a					n/a				

1. also assistant county manager

**TABLE VIII. PLANNING DIRECTOR, COUNTY PLANNER, PLANNER, AND SENIOR PLANNER
January 2014**

County	YOS	Planning Director			County Planner/Senior Planner			Planner			
		Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	10	\$43,599	\$69,758	\$58,020	n/a			1	\$34,986	\$55,979	\$35,000
Alexander	1	37,483	52,963	42,408	n/a				n/a		
Alleghany		n/a			n/a			1	32,701	49,052	32,701
Anson		n/a			n/a				n/a		
Ashe	1	43,707	61,755	43,707	n/a				n/a		
Avery	16	50,061	70,582	60,954	n/a				n/a		
Beaufort		n/a			n/a				n/a		
Bertie	8	48,198	74,706	52,939	n/a				n/a		
Bladen	15	45,582	57,737	53,680	n/a				n/a		
Brunswick		79,469	127,150	vacant	n/a			3	36,897	59,035	39,820
Buncombe		assistant county manager			n/a			5	42,497	64,965	51,256
Burke	1	58,669	90,939	66,113	n/a			1	36,016	55,824	40,261
Cabarrus	2	68,252	105,369	79,027	48,502	74,872	51,687	1	41,909	64,679	44,209
Caldwell		n/a			n/a				n/a		
Camden		57,403	86,105	57,403	n/a				n/a		
Carteret	3	62,500	96,306	64,389	n/a				n/a		
Caswell		n/a					40,176		n/a		
Catawba	11	71,512	110,952	103,857	n/a			1	39,817	61,781	48,299
Chatham	8	71,536	110,881	80,371	48,419	75,049	48,418		n/a		
Cherokee		n/a			n/a				n/a		
Chowan		34,411	60,983	vacant	n/a				n/a		
Clay		n/a			n/a				n/a		
Cleveland	25	55,176	86,118	86,118	n/a			1	37,938	59,208	42,654
Columbus		n/a			n/a				n/a		
Craven	34	71,890	145,236	141,912	42,920	86,714	46,336	1	39,082	78,954	41,182
Cumberland	7	76,454	128,672	97,478	48,539	81,691	88,743	9	42,399	71,357	44,304
Currituck	6			98637	47941	66465	55290	5	33,370	53,711	41,930
Dare	3	71,603	114,565	64,240	n/a				n/a		
Davidson	16	65,341	98,011	81,819	n/a			1	40,256	60,386	51,212
Davie	3	52,019	80,670	60,082	n/a			1	33,532	52,001	38,767
Duplin		n/a			54,661	97,066	59,165		n/a		
Durham		n/a			n/a				n/a		
Edgecombe	<1	47,916	83,035	57,333	34,053	59,012	37,359	1	29,416	50,976	29,416
Forsyth		n/a			n/a				n/a		
Franklin	5	63,539	95,308	75,437	42,028	63,040	51,649	1	38,339	57,507	43,446
Gaston	17	72,864	112,944	98,143	n/a			1	54,401	84,325	70,526
Gates											
Graham											
Granville	10	42,166	74,379	63,720	n/a			1	31,470	55,514	46,855
Greene		n/a			n/a				n/a		
Guilford	0.1	85,822	145,897	118,720	n/a			1	41,282	70,179	41,282
Halifax	13	53,250	86,442	64,150	n/a				n/a		
Harnett	1	74,536	115,531	76,937	44972	69706	53966	2	41,431	64,078	42,827
Haywood	18	48,842	73,263	71,771	n/a			1	37,505	56,259	47,662
Henderson	1	65,286	101,205	78,925	n/a			2	39,195	60,782	42,018
Hertford		n/a			n/a				n/a		
Hoke		n/a			47,550	67,187	48,739		n/a		
Hyde	1	42,343	62,506	54,285	n/a				n/a		
Iredell	0.1	51,066	79,203	65,203	44,620	69,207	58,357	1	40,782	63,253	45,512
Jackson	3	57,222	112,194	86,729	n/a				n/a		
Johnston	6	62,343	111,110	70,394	n/a			1	38,416	59,537	41,452
Jones		n/a			n/a				n/a		
Lee		n/a			n/a				n/a		
Lenoir		n/a			n/a				n/a		
Lincoln	1	31,402	93,683	64,522	55,619	84,864	76,440	1	35,672	54,403	42,432
McDowell		n/a			n/a			1	42,642	62,668	52,668
Macon											
Madison	11			46,606	n/a				n/a		
Martin	12	31,098	49,711	47,317	n/a				n/a		
Mecklenburg		n/a			n/a				n/a		
Mitchell		n/a			n/a				n/a		
Montgomery		32,292	51,792	42,500	n/a				n/a		

TABLE VIII. PLANNING DIRECTOR, COUNTY PLANNER, PLANNER, AND SENIOR PLANNER												
January 2014												
County	YOS	Planning Director			County Planner/Senior Planner			Planner				
		Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	
Moore	1	63,542	102,753	85,328	n/a			3	39,009	63,082	43,937	
Nash	1	68,225	109,160	75,485	n/a			1	40,735	65,176	47,091	
New Hanover	7	95,555	146,578	115,281	58,202	86,195	72,303	3	50,440	77,376	50,856	
Northampton	5	42,335	74,706	50,321	n/a				n/a			
Onslow	2	73,004	116,807	83,200	n/a			2	38,977	62,364	46,735	
Orange		82,614	135,373	121,877	n/a			1	41,381	67,805	46,499	
Pamlico		n/a			n/a				n/a			
Pasquotank	8	42,183	59,056	50,623	n/a				n/a			
Pender	3	63,399	101,439	64,841	42,911	68,658	48,500	2	38,922	62,275	40,383	
								1	34,885	55,815	34,885	
Perquimans		n/a			50,058	62,120	57,720		n/a			
Person	15	51,750	80,213	64,762	n/a				n/a			
Pitt		82,170	129,869	103,878	n/a			3	49,060	77,542	55,417	
								2	444,670	70,600	38,056	
								2	40,625	67,369	43,653	
Polk	6	32,472	53,209	40,553	n/a				n/a			
Randolph		62,899	96,845	80,645	44,699	68,827	48,445		n/a			
Richmond	14	46,329	67,418	61,366	n/a				n/a			
Robeson		55,650	69,006	vacant	n/a				n/a			
Rockingham	1	55,065	82,598	69,020	38,680	58,020	40,324	1	37,060	55,590	38,173	
Rowan	6	61,866	98,209	73,480	43,848	69,606	46,512	1	36,016	57,182	39,546	
Rutherford		56,168	84,632	61,273	n/a				n/a			
Sampson		n/a			n/a				n/a			
Scotland		n/a			n/a				n/a			
Stanly	12	51,923	77,887	67,589	n/a			1	36,235	54,352	48,919	
Stokes												
Surry	4	48,444	82,524	59,520	n/a				n/a			
Swain												
Transylvania		n/a			n/a				n/a			
Tyrrell		n/a			n/a				n/a			
Union	12	71,518	107,277	107,277	50,174	75,260	69,583		n/a			
Vance		n/a			n/a				n/a			
Wake		n/a			n/a			2	39,200	66,750	53,750	
Warren	6	47,982	76,987	66,118	37,597	60,334	51,286		n/a			
Washington		n/a			n/a				n/a			
Watauga	26	64,675	100,245	98,054	n/a			1	38,135	59,109	46,818	
Wayne	23	49,828	77,715	60,711	n/a			1	26,425	41,214	27,086	
Wilkes	3	47,771	75,045	57,251	n/a				n/a			
Wilson	6	49,836	84,252	71,760	n/a			1	49,836	84,252	71,760	
Yadkin	1.5	50,145	75,218	57,453	n/a			1	34,469	51,704	34,815	
Yancey		n/a			n/a			1	part-time		25,507	

TABLE IX. INFORMATION TECHNOLOGY DIRECTOR, SYSTEMS ADMINISTRATOR, AND PC CONSULTANT													
January 2014													
County	YOS	Information Technology Director			Systems Administrator				PC Consultant				
		Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	
Alamance	24	\$59,333	\$94,932	\$96,804	1	\$47,611	\$76,180	\$65,940	4	\$33,480	\$53,568	\$40,539	
Alexander	1	52,962	74,834	71,228	1	32,321	45,669	45,669	1	26,529	37,484	36,570	
Alleghany		n/a				n/a				n/a			
Anson	23	52,221	80,942	80,830		n/a				n/a			
Ashe	8	67,155	94,887	70,554		n/a			2	41,838	70,278	46,934	
Avery		36,790	51,304	38,652	1	34,014	47,432	37,164		n/a			
Beaufort		n/a			1	38,758	54,261	44,959	1	35,861	50,206	39,094	
Bertie	1.5	50,270	77,919	52,784	1	44,304	68,671	46,519		n/a			
Bladen	4	48,136	60,969	49,205	2	37,919	48,031	41,391		n/a			
Brunswick	25	67,859	108,575	93,505	1	56,249	89,997	71,811	1	lead 52,378	83,806	62,433	
									2	tech 44,637	71,419	47,167	
Buncombe	9	98,021	149,933	134,972	2	72,050	110,141	81,694	1	40,605	62,163	49,641	
Burke	2	58,869	90,939	67,425	1	37,815	58,616	43,048	1	36,016	55,824	32,654	
Cabarrus	8	79,027	121,668	107,973	3	58,972	91,021	63,801	3	46,203	71,326	49,796	
Caldwell	1	48,687	81,146	52,420	2	35,777	59,629	42,841		n/a			
Camden		n/a				n/a				n/a			
Carteret	1	87,000	96,306	87,000	2	47,000	66,032	47,557	2	30,921	49,842	30,921	
Caswell	10			38,196		n/a				n/a			
Catawba	7	91,283	141,619	117,100	1	61,781	95,841	81,505	8	46,087	71,513	51,517	
Chatham	6	64,886	100,573	67,983	2	50,839	78,801	54,631	4	41,826	64,831	43,161	
Cherokee	7	45,695	75,980	61,961	1	43,798	72,577	53,489		n/a			
Chowan	10	43,634	77,547	55,405		n/a				n/a			
Clay		n/a				n/a				n/a			
Cleveland	22	57,828	90,270	82,188	3	39,774	62,052	50,250		see systems administrator			
Columbus	9	46,947	70,421	78,152	2	34,267	514,001	41,551		n/a			
Craven	30	78,172	159,600	152,210	1	44,980	90,880	47,139	1	40,958	82,747	48,271	
Cumberland	10	83,763	140,975	119,708	1	55,639	93,640	58,669	3	48,539	81,691	51,302	
Currituck	19	55,226	76,664	67,837		n/a			1	33,370	46,062	36,037	
Dare	3	68,257	109,213	92,316	1	46,554	74,485	51,500	1	48,834	78,135	54,026	
Davidson	18	68,644	102,967	95,830	3	42,214	63,323	42,771		n/a			
Davie	14	52,019	80,670	64,393	1	38,617	60,108	47,076	1	30,414	47,167	35,270	
Duplin		52,539	93,298	66,630	1	32,663	58,005	33,982	1	30,175	53,588	30,781	
Durham	0.1	93,210	160,472	142,000	3	46,687	80,374	51,638	6	42,298	57,557	48,845	
Edgecombe	15	47,916	83,035	53,240	2	35,755	61,963	39,847	1	32,431	56,201	36,035	
Forsyth	18	92,775	150,760	140,774	1	74,137	120,472	114,088	9	50,656	82,316	73,445	
Franklin	7	42,026	63,040	55,697		n/a			2	34,974	52,482	40,575	
Gaston	9	77,752	120,521	103,200		n/a			3	36,847	57,115	51,326	
Gates													
Graham													
Granville	4	29,963	52,854	42,693	1	27,164	47,916	31,062		n/a			
Greene		n/a				n/a				n/a			

TABLE IX. INFORMATION TECHNOLOGY DIRECTOR, SYSTEMS ADMINISTRATOR, AND PC CONSULTANT													
January 2014													
County	YOS	Information Technology Director			Systems Administrator				PC Consultant				
		Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	
Guilford		99,350	168,894	vacant	2	74,136	126,031	106,529	4	39,316	66,837	44,418	
Halifax	1	41,534	67,425	58,088	1	39,522	64,156	55,271		n/a			
Harnett	17	65,692	115,531	91,046	1	60,387	93,599	72,465		n/a			
Haywood	1	44,728	67,090	61,000	2	39,193	58,790	46,357	1	32,866	49,299	vacant	
Henderson	7	67,938	105,281	85,310	3	42,413	65,754	53,373	1	30,986	48,048	32,080	
Hertford		n/a				n/a				n/a			
Hoke	3	49,927	70,546	56,488	1	43,129	60,940	44,207	2	37,257	52,643	38,188	
Hyde		n/a				n/a				n/a			
Iredell	29	61,130	94,813	94,813	1	48,820	75,720	75,720	4	40,782	63,253	49,046	
Jackson	9	47,077	92,302	68,582	1	40,667	79,734	44,019	3	36,886	72,321	39,510	
Johnston	1	62,343	111,110	97,221	4	52,278	93,176	61,872	2	45,811	81,651	48,172	
Jones		n/a				n/a				n/a			
Lee	5	68,123	95,373	71,360	1	49,726	69,616	58,754	1	41,538	58,153	43,223	
Lenoir		55,694	98,278	80,661	1	38,571	68,062	48,168	2	30,656	54,096	32,208	
Lincoln	28	61,402	93,683	68,474	1	45,656	69,659	51,688	5	33,946	51,792	38,799	
McDowell		n/a			2	33,258	48,878	33,258		n/a			
Macon													
Madison				41,600		n/a			1			39,707	
Martin		n/a				n/a				n/a			
Mecklenburg	2	112,800	197,400	142,525	5	35,116	61,453	43,790	18	38,498	67,372	49,338	
Mitchell		n/a				n/a				n/a			
Montgomery	8	43,476	69,684	54,000		n/a			1	29,520	49,680	30,600	
Moore	5	57,634	93,199	91,541	2	43,008	69,548	50,984	1	35,383	57,217	44,665	
Nash	3	68,225	109,160	77,250		n/a			2	40,735	65,176	44,253	
New Hanover	9	95,555	146,578	137,942	1	50,440	77,376	51,953	5	42,453	65,083	47,394	
Northampton		finance director			1	38,400	67,760	40,343		n/a			
Onslow	16	73,004	116,807	98,892	1	70,196	112,314	86,320	5	47,422	75,875	56,923	
Orange		82,614	135,373	102,250	2	52,969	86,797	59,015	2	43,274	71,239	59,172	
Pamlico		n/a				n/a				n/a			
Pasquotank	8	40,891	57,248	50,768		n/a				n/a			
Pender	6	54,767	87,627	62,470	1	38,922	62,275	45,360	2	32,021	51,234	32,622	
Perquimans		n/a				n/a				n/a			
Person	13	63,266	98,062	74,472	1	47,753	74,018	56,872	3	39,061	60,545	39,712	
Pitt	1	103,878	164,176	147,712		n/a			3	42,625	67,369	vacant	
Polk	0.8	39,470	64,676	39,470		n/a				n/a			
Randolph	4	66,040	101,691	71,368	1	44,699	68,827	56,079	4	36,774	56,618	42,262	
Richmond	18	53,324	77,597	67,418	3	34,960	61,366	40,563		n/a			
Robeson	14	58,820	72,937	70,584	2	42,967	53,281	51,516		n/a			
Rockingham	3	68,688	103,033	85,118	1	44,232	103,033	85,118		n/a			
Rowan	25	75,310	119,555	115,531	1	58,895	93,497	82,271	4	31,079	49,336	32,976	
Rutherford	5	56,168	84,632	61,273	2	37,744	56,871	38,216	1	35,915	54,114	36,365	

TABLE X. PART ONE: TAX ADMINISTRATOR, TAX ASSESSOR, TAX COLLECTOR, AND PROPERTY/REVALUATION APPRAISER

January 2014

County	YOS	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser					
		Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual	
Alamance	0.1	\$62,002	\$99,204	\$65,100	n/a			n/a				tax appraiser	5	34,986	55,979	37,706
Alexander	2	50,410	71,228	51,670	43,469	61,420	46,811	37,483	51,671	43,469		appraiser	1			\$20.00/hr
Alleghany	2	43,826	65,734	43,826	n/a			n/a					n/a			
Anson		n/a			46,157	71,543	55,505	42,512	65,894	55,268		real estate appraiser I	1	25,947	40,218	32,813
Ashe	25	54,252	76,656	71,181	n/a			36,792	51,987	40,614		real property appraiser	1	51,933	73,383	53,232
												reevaluation appraiser	1	35,241	49,797	37,953
Avery	14	48,655	67,850	61,542	n/a			39,991	55,769	39,991		sr. real property appraiser	1	39,991	55,769	39,991
												real property appraiser	2	31,606	44,075	34,249
Beaufort		n/a			69,164	96,829	82,966	54,684	76,558	55,000		appraiser	2	32,966	46,152	36,263
Bertie		50,270	77,919	vacant	n/a			35,895	55,637	37,690				n/a		
Bladen	4	53,243	67,439	63,891	n/a			31,533	39,943	33,986		real property appraiser	1	28,979	36,707	28,979
Brunswick		75,594	120,957	96,000	n/a			48,508	77,613	53,217		chief appraiser	3	48,508	77,613	53,217
												real estate appraiser II	1	44,637	71,419	58,028
												real estate appraiser I	4	40,767	65,222	42,581
Buncombe	10	102,417	156,631	141,387	n/a			65,944	100,861	75,740		real property appraiser II	9	37,246	56,954	46,475
												real property appraiser I	3	32,606	49,862	30,869
Burke	13	58,669	90,939	71,831	n/a			26,874	41,656	30,929		real estate tax appraiser	4	31,110	48,223	32,650
Cabarrus	10			127,856	n/a			53,488	82,572	55,067		real property appraiser	5	39,915	61,604	49,167
Caldwell	1	50,878	84,798	54,779	n/a			n/a				sr. appraiser	1	30,001	50,002	36,223
												appraiser I	2	24,074	40,124	25,412
Camden		49,587	74,380	35,000	27612	41418	27612	tax assessor					n/a			
Carteret	10	70,000	100,943	86,026	n/a			52,780	66,032	53,572		sr. property appraiser	1	35,626	60,124	43,922
												property appraiser	4	32,577	44,477	34,632
Caswell	16			65,976	n/a			n/a				property appraiser	2			28,226
Catawba	4	75,092	116,503	90,148	43,894	68,103	52,314	56,024	86,932	56,600		senior real estate appraiser	2	39,817	61,781	45,193
												real estate appraiser	4	36,115	56,024	38,798
Chatham	2	64,886	100,573	69,495	n/a			n/a				appraisal supv.	1	39,834	61,743	69,495
												appraiser	2	32,772	50,796	34,429
Cherokee	3	50,009	83,319	55,009	n/a			40,228	66,212	41,003		lead tax appraiser	1	33,039	52,903	41,545
												tax appraiser	1	30,587	48,317	31,199
Chowan	1	27,181	48,002	37,635	23,620	41,605	25,937	23,620	41,605	32,821			n/a			
Clay		n/a					51,880			57,850		appraiser	1			31,733
Cleveland	25	57,828	90,270	66,546	n/a			47,946	74,838	47,946		appraiser	3	34,650	53,922	43,122
Columbus	0.1	49,107	73,661	37,544	n/a			29,942	44,913	40,822		tax appraiser	2	28,625	42,938	48,181
Craven	38	71,890	145,236	141,912	n/a			n/a				appraiser I	1	33,951	68,599	47,139
												appraiser II	1	44,534	89,980	46,672
Cumberland	11	73,041	122,928	116,952	see tax administrator			see tax administrator				senior appraiser	2	44,353	74,646	51,039
												appraiser	6	37,025	62,313	37,253
Currituck	17	55,226	76,664	66,688	n/a			31,547	43,510	32,808		tax appraiser	2	37,011	51,161	42,321
Dare		n/a			65,070	104,112	104,113	48,834	78,135	78,135		chief real property appraiser	1	46,554	74,485	72,805
												real property appraiser	4	36,650	58,640	41,582
Davidson	24	68,644	102,967	103,977	40,256	60,386	43,043	36,464	54,696	49,234		appraiser III	3	38,300	57,449	42,569
												appraiser II	2	36,464	54,696	36,488
Davie	2	52,019	80,670	61,585	38,817	60,198	41,781	31,935	49,525	40,730		appraiser I	1	26,273	40,745	33,030
Duplin	19	50,497	89,674	59,165	n/a			33,982	60,349	35,355		appraiser	1	30,175	53,588	32,024
												real estate specialist	1	30,175	53,588	36,062
Durham	5	72,816	125,359	118,012	n/a			n/a				mass appraisal specialist I	1	38,319	65,968	53,114
												residential tax appraiser	10	34,714	59,763	42,854
Edgecombe		n/a			45,637	79,081	51,572	43,191	71,729	50,704		real property appraiser	2	27,416	50,976	32,478
Forsyth	2	84,658	137,569	94,266	n/a			n/a				division manager	1	55,584	90,324	81,099
												appraiser	9	31,047	50,452	36,203

TABLE X. PART ONE: TAX ADMINISTRATOR, TAX ASSESSOR, TAX COLLECTOR, AND PROPERTY/REVALUATION APPRAISER

January 2014

County	YOS	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser					
		Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual	
Franklin	0.8	63,539	95,308	68,383	n/a			n/a				property appraiser	2	36,617	54,926	43,543
Gaston	1	72,864	112,944	96,000	n/a			63,990	99,188	76,232		property appraiser III	3	44,772	69,399	49,865
												property appraiser I	2	41,957	65,036	46,369
Gates																
Graham																
Granville	5	44,270	78,094	57,571	27,164	47,915	46,465	n/a						n/a		
Greene		42,066	58,730	52,363	38,215	53,339	45,776	n/a						n/a		
Guilford	4	81,735	138,950	113,000	55,322	94,047	59,809	55,322	94,047	88,829		tax analyst	3	45,513	77,372	47,869
												appraiser I	4	35,661	60,623	39,659
Halifax		43,651	70,859	64,959	37,605	61,047	61,047	n/a				appraiser I	3	34,049	55,271	37,500
Harnett	4	74,536	115,531	103,823	n/a			n/a				chief appraiser	1	44,972	69,706	58,708
												property appraiser	4	31,435	56,475	38,898
Haywood	15	51,040	76,561	77,001	46,739	70,019	58,641	46,739	70,109	58,641		property appraiser III	1	35,893	53,838	39,849
												property appraiser II	2	32,866	49,299	35,060
Henderson				102,850	n/a			n/a				property appraiser II	1	34,866	54,035	49,769
												property appraiser I	6	33,540	51,948	39,689
Hertford		n/a			44,608	69,144	50,166	42,484	65,852	47,150		asst tax assessor	1	33,288	51,597	35,665
Hoke		n/a			47,550	67,187	60,868	47,550	67,187	53,798		appraiser manager	1	63,722	90,037	72,095
												tax appraiser	1	32,184	45,475	35,525
Hyde	43	52,265	77,153	65,821	n/a			n/a						n/a		
Iredell	9	66,883	103,737	85,400	58,442	90,644	76,505	n/a				real property manager	1	48,820	75,720	59,599
												real estate appraiser III	5	37,274	57,812	44,619
Jackson		n/a			51,902	101,763	86,854	42,700	83,721	72,884		property appraiser I	3	31,863	62,474	33,593
												sr. appraiser	1	30,346	59,499	36,992
Johnston	18	68,080	121,336	111,179	n/a			n/a				real estate appraiser IV	2	41,951	74,768	48,051
												real estate appraiser I	1	33,662	52,175	41,888
Jones	30	50,813	64,616	64,616	tax administrator			tax administrator						n/a		
Lee	1	74,534	104,348	75,801	n/a			n/a				appraisal manager	1	54,406	76,169	58,531
												real property appraiser	3	41,538	58,153	43,512
Lenoir		50,806	89,654	61,903	n/a			n/a				tax appraiser III	1	33,606	59,301	34,946
Lincoln	1	67,787	103,397	74,859	41,371	63,170	45,677	41,371	63,170	45,448		chief appraiser	1	55,619	84,864	63,274
												real estate appraiser	2	33,946	51,792	36,660
McDowell		n/a			49,500	53,994	53,994	44,814	65,858	48,888		real property appraiser	3	30,108	44,250	30,108
Macon																
Madison	2			50,500			53,061			35,795		real property appraiser	1			29,000
Martin		n/a			42,297	67,619	50,864	35,486	56,730	42,230				n/a		
Mecklenburg	11	85,290	149,258	120,397	127,600	223,300	150,000	31,924	55,867	40,835		real property appraiser IV	14	49,098	85,921	63,620
												real property appraiser I	3	31,924	55,867	38,532
Mitchell		n/a			49,530	70,758	56,812	42,339	80,485	48,179				n/a		
Montgomery	25	45,396	72,720	56,112	n/a			n/a				property appraiser	1	28,560	45,816	37,200
Moore		58,100	97,541	vacant	n/a			n/a				real property appraiser	4	33,697	54,492	40,147
Nash	4	65,100	104,160	88,462	n/a			n/a				real prop appraiser supv	1	49,137	78,619	65,593
												real property appraiser	2	37,089	59,342	46,102
New Hanover	5	91,728	140,691	105,007	n/a			68,661	105,206	71,079		appraiser zone 3	1	38,896	59,613	42,284
												appraiser zone 1	6	35,922	55,099	39,199
Northampton	35	54,032	95,345	69,164	31,591	55,747	32,380	n/a				chief tax appraiser	1	31,591	55,747	45,753
												tax appraiser	1	30,087	53,092	34,890
Onslow	1	73,004	116,807	83,737	n/a			40,537	64,859	41,997		appraisal director	1	45,598	72,957	48,360
												tax appraiser	6	33,318	53,309	40,474
Orange		82,614	135,373	115,668	n/a			n/a				chief tax appraiser	1	58,470	95,807	70,227
												appraiser I	3	35,683	58,469	38,450

TABLE X. PART ONE: TAX ADMINISTRATOR, TAX ASSESSOR, TAX COLLECTOR, AND PROPERTY/REVALUATION APPRAISER

January 2014

County	YOS	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser					
		Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual	
Pamlico		41,724	78,542	50,294	n/a			n/a				appraiser	1	25,611	48,209	vacant
Pasquotank	3	48,640	68,096	57,592	n/a			n/a				appraiser	1	27,978	36,169	33,574
Pender		n/a			54,767	87,627	55,861	52,159	83,454	58,841		tax appraiser	1	33,622	53,795	38,295
Perquimans	1	42,434	62,120	44,149	n/a			n/a						n/a		
Person	16	60,774	94,200	75,743	n/a			36,045	55,869	37,847		property revaluation manager	1	47,753	74,018	54,828
												senior appraiser	1	28,323	43,900	33,592
Pitt	1	78,405	123,922	88,193	53,884	85,164	69,764	53,884	85,164	60,610				n/a		
Polk	2	43,516	71,306	51,727	n/a			n/a				appraiser	1	35,800	58,662	46,973
Randolph		66,040	101,691	73,198	tax administrator			tax administrator				real property appraiser III	1	40,539	62,421	58,783
												real property appraiser I	2	36,774	56,618	40,021
Richmond	2	42,200	61,366	50,892	n/a			38,404	55,892	42,200		appraiser	3	2,896	4,200	30,430
Robeson	5	90,523	112,149	92,299	n/a			33,457	41,488	38,278		division manager	3	46,140	57,212	55,367
												appraiser	7	36,628	45,419	40,579
Rockingham	6	68,688	103,033	82,723	n/a			n/a				appraiser supv.	1	52,723	79,085	53,616
												appraiser I	1	33,970	50,954	33,971
Rowan	1	71,697	113,817	111,608	n/a			n/a				real & personal property mgr	1	50,819	80,673	62,790
												appraiser I	5	34,293	54,437	39,992
Rutherford				vacant	n/a			29,410	44,361	36,819		division manager	1	50,854	76,625	59,032
												appraiser	4	32,518	48,994	34,075
Sampson	2	46,536	69,804	50,760	tax administrator			33,756	50,628	43,020		appraiser II	1	32,244	48,348	39,612
												appraiser I	1	29,400	44,100	30,888
Scotland	9	51,432	72,660	59,640	n/a			37,536	53,040	38,472		appraiser	1	32,796	46,344	35,328
Stanly	2	56,810	85,216	60,514	n/a			n/a				real property appraiser supvr.	1	43,376	65,064	56,430
												real property appraiser	3	31,694	47,491	39,369
Stokes																
Surry	4	48,444	82,524	66,816	n/a			35,532	59,520	41,352		revaluation project manager	1	40,476	68,340	56,892
												real estate appraiser II	3	31,320	51,864	36,276
Swain																
Transylvania		64,771	97,156	86,713	n/a			n/a				asst. tax assessor	1	46,030	69,056	59,406
												property appraiser II	2	29,211	43,816	31,109
Tyrrell	4			42,235	n/a			n/a						n/a		
Union	10	78,128	117,192	105,689	57,334	86,000	75,714	54,855	82,284	65,608		senior appraiser	2	40,176	60,264	47,441
												appraiser technician	3	33,622	50,434	36,883
Vance	3	56,040	89,664	72,432	n/a			n/a						n/a		
Wake	1	110,000	165,000	128,057	n/a			n/a				senior appraiser	3	43,500	74,000	59,169
												appraiser	9	37,000	63,000	49,233
Warren	0	52,900	84,889	69,500	n/a			n/a						n/a		
Washington		39,924	59,268	52,344	29,664	35,244	30,432	29,664	35,244	31,956				n/a		
Watauga	1	64,675	100,245	71,400	n/a			n/a				appraisal director	1	43,519	67,454	63,441
												tax appraiser	1	34,923	54,131	37,061
Wayne	39	57,683	89,965	83,542	47,456	74,015	57,820	39,042	60,892	44,172		chief appraiser	1	40,994	63,937	46,381
												appraiser	1	33,726	52,601	39,112
Wilkes		56,102	86,958	67,562	n/a			n/a				real property appraiser	4	30,706	47,594	38,112
Wilson	29	57,372	96,960	80,868	n/a			n/a				revaluation supvr.	1	35,928	60,758	39,588
Yadkin	14	52,538	78,808	69,591	n/a			n/a				deputy tax admin.	1	39,659	59,489	56,555
												appraiser	2	28,581	42,873	28,581
Yancey	4	33,891	50,667	40,803	32,277	48,259	40,803	27,882	41,684	33,046		tax appraiser	1	26,555	39,699	29,974

1. deputy tax collector

TABLE X. PART TWO: PROPERTY MAPPER, BUSINESS PERSONAL PROPERTY APPRAISER, TAX CUSTOMER SERVICE REPRESENTATIVE, AND TAX TECHNICIAN																	
January 2014																	
County	Property Mapper				Business Personal Property Appraiser				Tax Customer Service Representative				Tax Technician				
	Class	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance			n/a			1	\$34,986	\$55,979	\$56,268	3	\$23,543	\$37,668	\$29,856	2	\$25,710	\$41,133	\$33,612
Alexander			n/a				n/a			3	22,876	32,323	29,324	1	24,032	33,957	28,566
Alleghany			n/a				n/a				n/a						
Anson			n/a				n/a			2	22,936	35,551	25,668	2	28,173	43,668	30,174
Ashe	mapper II	1	36,792	51,987	41,628	3	30,993	49,797	37,531	3	30,993	43,791	36,518		n/a		
	mapper I	2	30,993	36,840	32,165												
Avery			n/a			1	30,390	42,378	36,608	1	28,097	39,182	28,097	1	28,097	39,182	32,235
Beaufort	sr. land records	1	37,310	52,233	44,772	1	31,518	44,125	37,822	5	27,174	38,044	28,694		n/a		
	land records spec.	1	30,900	43,260	37,080												
Bertie	land records spec.	1	26,732	41,435	30,876		n/a			2	23,560	36,519	24,738		n/a		
Bladen			n/a			1	28,979	36,707	30,911	2	23,870	30,235	26,196		n/a		
Brunswick	senior mapper	1	38,832	62,131	48,491	2	28,157	37,904	29,618	8	27,221	43,555	28,693	3	31,092	497,487	37,634
	mapper II	2	34,926	55,940	37,947					2	29,157	46,651	33,647				
										3	31,092	49,747	37,634				
Buncombe	GIS mapper III	3	35,659	54,459	45,269		n/a			9	27,355	41,851	33,266		n/a		
	GIS mapper II	2	32,606	49,862	41,175												
Burke	mapping tech	1	25,595	39,673	26,560		n/a				n/a				n/a		
Cabarrus			n/a			1	43,987	67,919	57,255	6	29,777	45,981	31,190	5	28,364	43,793	32,397
Caldwell			n/a			1	32,762	54,604	37,874		n/a				n/a		
Camden			n/a				n/a				n/a				n/a		
Carteret			n/a			1	20,771	44,477	27,374	6	19,665	33,849	22,258		n/a		
Caswell			n/a				n/a			4			24,327		n/a		
Catawba	land records mapper	3	43,894	68,103	45,370	2	31,198	48,400	36,737	3	24,430	37,915			n/a		
Chatham			n/a			1	32,772	50,796	34,204	2	28,310	43,880	28,958	2	31,212	49,378	31,836
Cherokee	mapping tech	1	27,408	42,577	34,557	1	27,408	42,577	35,693	2	24,592	37,833	25,084	1	25,518	39,369	27,442
Chowan			n/a				n/a				n/a				n/a		
Clay	mapper				37,030		n/a			2			24,036		n/a		
Cleveland	mapper supv.	1	27,348	42,654	40,710	1	27,348	42,654	31,476	4	24,906	38,850	26,106	6	23,754	38,850	26,752
Columbus			n/a			1	23,617	35,868	25,987	3	21,855	32,783	29,697	1	25,012	37,518	34,591
Craven	property mapper	2	29,496	59,598	34,839	1	44,980	90,880	47,139	3	26,587	34,261	30,341	1	33,951	66,599	42,414
Cumberland	GIS technician II	4	35,348	59,490	42,363	5	32,247	65,189	36,578	23	26,812	56,806	32,552	15	29,423	56,806	32,305
	GIS technician I	1	30,805	51,845	vacant												
Currituck			n/a				n/a			4	26,082	38,409	29,315		n/a		
Dare	land records mgr	1	44,360	71,006	62,131	2	34,939	55,901	36,765	7	26,221	44,010	36,422	1	27,507	44,010	40,534
	land records tech	1	33,921	54,273	37,467												
Davidson	land records tech II	1	34,751	52,128	37,788	1	36,464	54,696	42,704	3	24,940	38,911	25,940	2	21,191	31,936	25,953
Davie			n/a			1	26,273	40,745	35,059	2	23,830	36,957	27,708	1	26,273	40,745	33,509
Duplin			n/a			1	30,175	53,588	36,062	6	24,753	43,961	27,013		n/a		
Durham	GIS cartographer	4	34,714	59,763	42,854	4	31,449	54,143	43,022	12	27,119	46,687	32,879	9	29,933	51,534	46,279
Edgecombe			n/a			1	29,416	50,976	33,501	1	21,951	38,039	22,665	3	21,951	38,039	22,775
Forsyth	GIS supervisor	1	46,850	76,131	69,514	2	39,862	64,775	51,064	15	24,604	39,982	28,477		n/a		
	GIS technician	5	24,604	39,982	28,477												
Franklin			n/a			3	31,904	47,857	36,256	7	24,220	39,825	30,986		n/a		
Gaston	GIS specialist III	1	44,772	69,399	46,369	2	41,957	65,036	47,936	3	24,160	37,449	25,011	7	24,160	37,449	27,543
	GIS specialist I	1	39,319	60,947	42,351												
Gates																	
Graham																	
Granville			n/a				n/a			7	20,279	39,437	27,586		n/a		
Greene			n/a				n/a			3	20,454	29,890	23,233	1	23,614	32,899	24,695
Guilford	mapping tech	2	33,963	57,737	43,508	1	55,322	94,047	59,808	10	30,805	52,369	37,948		n/a		
Halifax			n/a			1	34,049	55,271	40,000	3	22,880	37,141	24,300	1	25,270	41,022	37,605
Harnett			n/a				n/a			8	28,301	43,867	32,642		n/a		
Haywood	land records spec.	1	25,008	37,512	30,440	2	26,133	39,198	27,749		n/a				n/a		
Henderson	services spec.	2	27,554	42,686	34,079					2	25,467	39,507	27,303	6	27,554	42,686	34,722
Hertford			n/a				n/a				n/a			5	21,458	33,260	22,484
Hoke			n/a				n/a			3	24,016	33,934	24,821	2	26,478	37,412	28,513
Hyde			n/a				n/a				n/a			1	32,889	48,550	42,342
Iredell			n/a			2	34,068	52,839	36,523		n/a			4	27,207	42,199	35,317
Jackson	LR mapping supv	1	36,885	72,321	37,623					4	24,966	48,950	28,678	1	27,524	53,967	34,224
Johnston			n/a			1	30,827	47,777	34,461	4	28,231	43,751	34,092	3	28,231	43,751	34,092
Jones			n/a				n/a			2	27,779	35,023	30,621		n/a		
Lee	land records tech.	1	28,988	40,582	35,659	2	36,296	50,815	38,660	2	25,329	35,460	26,147		n/a		

TABLE X. PART TWO: PROPERTY MAPPER, BUSINESS PERSONAL PROPERTY APPRAISER, TAX CUSTOMER SERVICE REPRESENTATIVE, AND TAX TECHNICIAN																	
January 2014																	
County	Property Mapper				Business Personal Property Appraiser				Tax Customer Service Representative				Tax Technician				
	Class	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Lenoir			n/a				n/a			3	23,269	41,061	23,851		n/a		
Lincoln			n/a				n/a			8	25,251	38,501	27,121		n/a		
McDowell			n/a			1	22,344	32,844	25,302	3	21,264	31,248	22,344	1	21,264	31,248	22,344
Macon																	
Madison			n/a			1			29,411				26,624	1			31,512
Martin			n/a					n/a		3	20,929	33,460	22,769	3	23,870	38,162	27,322
Mecklenburg	see GIS Analyst and GIS Technician					14	49,098	85,921	63,620	18	31,924	55,867	39,371	18	31,924	55,867	39,371
Mitchell			n/a					n/a		2	29,748	42,498	30,754	1	26,345	37,636	27,981
Montgomery			n/a					n/a				n/a		5	20,748	34,968	24,818
Moore	sr. mapper	1	30,565	49,427	38,089	1	29,110	47,074	35,561	7	27,723	44,832	31,974	1	27,723	44,832	33,849
Nash			n/a			1	32,501	52,202	35,474	6	24,125	38,600	28,825				
New Hanover	senior tax mapper	1	35,922	55,099	40,962	2	37,378	57,325	49,088	8	30,098	46,235	31,706	9	30,098	46,235	31,706
	tax mapper	2	33,010	50,690	37,200												
Northampton			n/a					n/a		5	22,457	39,618	23,971		n/a		
Onslow	property mapper	3	32,036	51,258	42,584	2	32,036	51,258	37,468	3	24,345	38,952	29,123	4	32,036	51,259	35,390
Orange	GIS mapper	3	35,683	58,469	38,450	1	45,677	74,646	55,080	3	30,768	50,419	31,805	2	33,963	55,650	34,643
Pamlico			n/a			2	21,966	41,347	33,832	2	21,966	41,347	26,305				
Pasquotank			n/a					n/a		7	21,521	39,169	28,050		n/a		
Pender	tax mapper	2	27,661	44,257	31,735	1	29,044	46,470	31,808		n/a			4	26,344	42,150	26,462
Perquimans	mapper	1	28,387	52,091	37,022			n/a		5	21,434	36,494	34,390		n/a		
Person	land records spec.	1	30,692	47,573	34,652	1	34,625	53,669	36,901	1	26,135	40,510	28,267	3	28,323	43,900	33,590
Pitt			n/a			1	42,625	67,369	52,354	4	26,671	42,155	27,664		n/a		
Polk			n/a					n/a		4	23,078	45,963	25,543	2	23,078	53,209	36,739
Randolph	GIS spec/mapper	1	33,342	51,355	41,040	2	38,605	59,467	42,018	4	24,898	42,245	28,310	1	35,027	53,934	37,421
Richmond			n/a					n/a		9	20,882	36,653	25,542		n/a		
Robeson	technician	3	31,873	39,522	39,097	2	35,043	43,453	41,352	6	25,532	31,660	28,502	3	25,532	31,660	26,554
Rockingham			n/a			1	44,232	66,348	44,233		n/a				n/a		
Rowan	property mapper	1	31,079	49,336	39,165	1	34,293	54,437	42,159	8	22,039	38,580	27,051		n/a		
Rutherford			n/a					n/a		1	24,134	36,365	24,436	3	24,134	36,365	27,530
Sampson	land records asst.	1	22,308	33,480	28,428	1	26,820	40,248	34,404	9	21,312	31,968	24,018		n/a		
Scotland	mapper	1	28,656	40,500	30,864	1	34,308	48,480	34,308	6	23,940	35,388	25,360	1	25,044	35,388	27,648
Stanly			n/a			1	28,937	43,405	37,906	4	24,173	36,258	28,746	1	25,285	37,925	29,181
Stokes																	
Surry	land records mgr.	1	34,020	56,892	43,188	2	28,728	47,328	32,982	7	23,544	43,188	27,244		n/a		
Swain																	
Transylvania	mapper	1	26,500	39,741	34,972	1	26,500	39,741	36,057	4	22,893	34,339	28,359		n/a		
Tyrrell			n/a					n/a		2			49,222		n/a		
Union	GIS senior specialist	1	40,176	60,264	45,685	3	32,162	48,244	37,341	3	25,745	38,618	26,912		n/a		
Vance			n/a					n/a		3	23,244	37,188	24,524	2	26,532	42,432	31,422
Wake	mapping supvr.	2	48,100	82,000	54,769	3	43,500	74,000	59,169	35	28,900	49,000	35,080	35	28,900	49,000	35,080
	mapping technician	7	28,900	49,000	43,498												
Warren			n/a					n/a		2	23,080	37,034	23,080	3	23,080	37,034	26,762
Washington			n/a					n/a		2	22,224	32,160	23,340		n/a		
Watauga	mapper I	1	26,816	41,564	27,899	1	34,923	54,131	36,607		n/a			1	29,285	45,392	32,010
Wayne	senior mapper	1	33,726	52,601	34,569	1	39,042	60,892	46,409	4	22,827	35,602	24,582	1	22,827	35,602	24,582
	mapper	1	26,425	41,214	26,425												
Wilkes	GIS map specialist	1	28,335	43,919	31,552	1	28,335	43,919	33,706		n/a			3	24,128	37,398	26,036
Wilson			n/a					n/a				n/a			n/a		
Yadkin	land records supv.	1	36,111	54,166	38,242	1	26,028	39,042	29,133	1	24,845	37,268	27,753	2	26,028	39,042	27,711
	land records asst.	1	26,028	39,042	27,485												
Yancey			n/a					n/a				n/a			n/a		

**TABLE XI. GIS ADMINISTRATOR AND TECHNICIAN
January 2014**

County	GIS Administrator				GIS Analyst				GIS Technician			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	1	\$45,560	\$72,899	\$71,148		n/a			2	\$34,986	\$55,979	\$40,434
Alexander	1	41,375	58,461	55,644		n/a			1	29,282	41,375	35,678
Alleghany		n/a				n/a				n/a		
Anson		n/a				n/a				n/a		
Ashe		n/a				n/a				n/a		
Avery	1	39,991	55,769	39,991		n/a			1	30,390	42,378	33,205
Beaufort		n/a				n/a				n/a		
Bertie	1	40,726	63,126	48,022		n/a			1	32,995	51,142	34,644
Bladen	1	34,087	45,119	37,874	1	25,148	31,854	26,265	1	23,870	30,235	23,870
Brunswick	1	54,313	86,902	75,111	1	38,832	62,131	43,761		see property mapper		
Buncombe	1	57,803	88,432	70,438		48,481	74,113	66,343	1	44,411	67,898	51,301
Burke	1	39,709	61,548	49,290		n/a			1	31,110	48,224	36,851
Cabarrus	1	56,147	86,700	56,147		n/a			3	39,915	61,604	48,659
Caldwell	1	34,236	57,067	45,467		n/a			1	26,290	43,817	36,317
Camden		n/a				n/a			1	35,240	52,861	37,002
Carteret	1	42,757	69,203	42,757	1	38,000	66,032	38,000	1	28,968	52,235	33,463
Caswell	1			41,616		n/a				n/a		
Catawba	1	50,815	78,845	73,195	2	43,894	68,103	48,625		n/a		
Chatham	1	48,419	75,049	54,723	1	31,817	49,316	35,700		n/a		
Cherokee	1	35,776	57,883	47,766		n/a			1	32,772	50,796	36,771
Chowan	1	27,181	48,002	37,835		n/a				n/a		
Clay		n/a				n/a				n/a		
Cleveland	1	39,774	62,052	56,490		n/a			1	28,656	44,724	38,850
Columbus	1	46,947	7,421	78,152		n/a			1	29,942	44,913	37,211
Craven	1			75,338	1	40,958	82,747	43,956	1	33,651	145,236	141,912
Cumberland	1	46,394	78,081	47,321		see GIS administrator			1	35,348	59,490	37,773
Currituck		n/a			1	40,655	56,263	48,257	1	40,655	56,263	44,765
Dare	1	48,834	78,135	58,238	1	33,306	53,291	43,313		n/a		
Davidson		n/a			1	44,294	66,442	54,744	1	38,300	57,449	43,662
Davie	1	44,936	69,686	66,404		n/a			1	28,966	44,921	35,439
Duplin		n/a			1	25,755	45,737	29,584	1	26,795	47,586	27,331
Durham		n/a				n/a				n/a		
Edgecombe		n/a			1	29,416	50,976	32,271	1	25,411	44,035	25,411
Forsyth	1	67,756	110,104	73,445	2	39,058	63,470	52,104	5	30,287	49,217	37,135
Franklin	1	42,026	63,040	49,377		n/a			2	33,405	50,106	37,947
Gaston		n/a			1	44,772	69,399	68,582	1	38,063	59,000	58,512
Gates												
Graham												
Granville		n/a				n/a			1	29,963	52,854	48,630
Greene		n/a				n/a			1	36,401	50,798	43,600
Guilford	1	60,992	103,686	84,296	3	50,178	85,303	64,088	1	35,661	60,623	49,620
Halifax		n/a				n/a			1	25,270	41,022	28,613
Harnett	1	53,221	82,493	64,580		n/a			3	41,341	64,078	44,017
Haywood		IT director				n/a				n/a		
Henderson		n/a			1	36,251	56,180	51,108	3	30,986	48,048	33,239

TABLE XI. GIS ADMINISTRATOR AND TECHNICIAN**January 2014**

County	GIS Administrator				GIS Analyst				GIS Technician			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Hertford	1	33,288	51,597	39,166		n/a			1	26,083	40,428	30,023
Hoke		n/a				n/a			1	49,927	70,546	55,111
Hyde		n/a				n/a				n/a		
Iredell	1	53,415	82,846	62,971	1	46,673	72,390	46,673	1	32,570	50,516	32,570
Jackson	1	42,700	83,721	50,029		n/a			1	35,129	68,877	35,832
Johnston	1	57,088	101,749	64,773	1	47,811	85,324	50,266	1	35,179	54,518	50,805
Jones		n/a				n/a			1	38,383	48,395	38,383
Lee	1	56,908	79,672	64,926	3	43,450	60,825	50,675		n/a		
Lenoir		n/a			1	38,571	68,062	54,498		n/a		
Lincoln		n/a			1	41,371	63,107	43,888	1	33,946	51,792	34,798
McDowell		n/a				n/a			1	28,650	42,106	29,370
Macon												
Madison		n/a			1			44,835		n/a		
Martin		n/a				n/a				n/a		
Mecklenburg	1	49,098	85,921	67,776	6	52,155	91,272	65,024	16	33,387	58,428	41,912
Mitchell		n/a				n/a			1	29,748	40,707	30,224
Montgomery		n/a				n/a			1	21,780	34,968	33,432
Moore	1	45,158	73,025	55,285	2	40,959	66,235	45,065		n/a		
Nash	1	49,137	78,619	57,205	1	38,869	62,190	59,567	1	31,146	49,834	40,835
New Hanover		n/a				n/a				n/a		
Northampton	1	38,400	67,760	48,069		n/a			2	24,753	43,679	31,696
Onslow	1	51,292	82,067	76,393		n/a			3	32,037	51,259	39,064
Orange	1	58,470	95,807	75,180	1	52,969	86,797	57,706	2	41,381	67,805	51,733
Pamlico	1	25,611	48,209	44,094		n/a			1	21,534	40,145	25,568
Pasquotank	1	40,891	57,248	52,542		n/a			1	26,686	37,361	29,738
Pender	1	45,057	72,091	49,972		n/a				n/a		
Perquimans		n/a				n/a				n/a		
Person		n/a			1	45,872	71,102	53,616	1	31,951	49,524	vacant
Pitt	1	62,023	98,024	82,170		n/a				n/a		
Polk		n/a				n/a			1	30,925	50,674	35,864
Randolph	1	40,539	62,421	53,396	1	36,774	56,618	46,178	1	35,027	53,934	36,526
Richmond		n/a				n/a			1	27,667	40,260	32,582
Robeson	1	46,140	57,212	55,367		n/a			1	36,628	45,419	43,954
Rockingham	1	46,180	69,272	46,180		n/a			1	35,501	53,521	44,000
Rowan	1	43,848	69,605	53,381	1	39,740	63,091	42,995		n/a		
Rutherford	1	41,688	62,814	43,271	1	34,173	51,490	37,744		n/a		
Sampson		n/a				n/a				n/a		
Scotland		n/a				n/a				n/a		
Stanly	1	45,371	68,057	48,961		n/a			1	33,116	49,677	36,111
Stokes												
Surry	1	35,532	59,520	44,172	1	32,616	54,300	38,796	2	30,012	49,572	vacant
Swain												
Transylvania		n/a				n/a				n/a		
Tyrrell		n/a				n/a				n/a		
Union	1	43,921	65,882	59,084	2	40,176	60,264	49,010		n/a		

TABLE XI. GIS ADMINISTRATOR AND TECHNICIAN													
January 2014													
County	GIS Administrator				GIS Analyst				GIS Technician				
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Vance	1	37,716	60,336	39,600		n/a				n/a			
Wake	1	48,100	82,000	58,649	6	52,900	90,100	69,276	7	28,900	49,000	43,498	
Warren	1	28,054	45,019	vacant		n/a				n/a			
Washington	1	34,332	49,680	36,996		n/a				n/a			
Watauga		n/a				n/a			1	31,979	49,568	37,740	
Wayne		n/a			1	43,044	67,133	52,444	2	33,726	52,601	34,569	
Wilkes	1	39,077	60,569	43,808		n/a				n/a			
Wilson		n/a			1	35,928	60,756	41,412	1	32,700	55,396	36,600	
Yadkin	1	37,844	56,767	44,132		n/a				n/a			
Yancey	1	no data				n/a				n/a			

TABLE XII. LIBRARY DIRECTOR, PUBLIC HEALTH DIRECTOR, MENTAL HEALTH DIRECTOR, AND SOCIAL SERVICES DIRECTOR
January 2014

County	YOS	Library Director				Public Health Director				Mental Health Director				Social Services Director					
		Min.	Max.	Actual	Counties	YOS	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties	YOS	Min.	Max.	Actual	Counties
Alamance	3	\$56,778	\$90,844	\$68,352	1	5	\$80,743	\$129,191	\$107,628	1	\$71,959	\$116,378	\$101,886	2	13	\$64,793	\$103,669	\$89,928	1
Alexander	1	45,670	64,531	47,982	1	1	67,797	95,795	91,179	1	see Burke			1	67,797	95,795	86,786	1	
Alleghany		n/a					see Wautaga				see Watauga			6	58,727	89,089	58,727	1	
Anson		n/a					n/a				see Moore			5	54,415	84,343	75,160	1	
Ashe		see Wautaga					see Wautaga				see Watauga			35	79,317	112,074	112,074	1	
Avery		regional system					regional system				see Watauga			6	56,919	79,374	68,566	1	
Beaufort		n/a			0.8		66,268	92,775	82,000	1	80,891	125,489	99,838	5	4	66,268	92,775	82,703	1
Bertie		n/a					see Pasquotank				see Hertford			0.8	64,716	100,310	67,952	1	
Bladen	10	48,136	60,969	54,551	1	0.25	59,628	75,529	67,709	1	see Robeson			1	59,628	75,529	67,578	1	
Brunswick	33	67,859	108,575	102,432	1	2	91,080	145,728	123,432	1	see New Hanover				85,274	136,437	103,000	1	
Buncombe	23	98,021	149,933	134,972	1	4	102,417	156,631	136,202	1	68,398	121,933	110,627	8	12	111,861	171,164	156,421	1
Burke	8	53,214	82,481	63,463	1	1	67,917	105,273	76,055	1			94,000	4	1	67,917	105,273	76,932	1
Cabarrus	4	75,260	116,172	86,257	1		n/a				90,468	151,810	144,237	5	4	87,115	134,482	112,266	1
Caldwell	4	48,687	81,146	56,283	1	9	58,061	96,769	84,486	1				8	66,280	110,429	90,147	1	
Camden		see Pasquotank					see Pasquotank				see Pasquotank			29	60,273	90,410	60,273	1	
Carteret		n/a			16		55,930	110,679	102,195	1	see Craven			6	75,000	110,679	87,316	1	
Caswell	3			48,864	1	14			83,952	1				34			54,324	1	
Catawba	1	71,512	110,952	75,800	1	9	86,931	134,869	122,100	1	77,291	119,917	112,659	1	5	91,283	141,819	128,815	1
Chatham	12	64,889	100,573	72,347	1				vacant	1	see Orange			6	78,869	122,247	94,659	1	
Cherokee		n/a				1	57,255	95,671	81,600	1	see Jackson			3	57,255	95,671	66,300	1	
Chowan		see Washington					see Pasquotank				see Pasquotank						77,547	1	
Clay		n/a							83,431	1							82,555	1	
Cleveland	27	47,946	74,838	62,052	1	6	80,250	125,286	111,414	1	18614			5	8,050	125,286	96,798	1	
Columbus	11	46,947	70,421	54,989	1	8	53,729	80,594	73,776	1	see Robeson			1	53,729	80,594	60,000	1	
Craven		n/a				5	86,715	175,294	141,913	1			107,292	4	30	82,747	167,260	132,236	1
Cumberland	5	73,041	122,928	102,251	1	4	91,756	154,425	114,444	1	84,834	139,976	112,411	1	5	91,756	154,425	126,488	1
Currituck		n/a					see Pasquotank				see Pasquotank			15	64,333	89,416	82,353	1	
Dare		n/a			17		68,257	109,213	109,213	1				37	68,257	140,000	140,000	1	
Davidson	9	59,345	89,018	70,046	1	1	72,071	108,107	85,971	1	see Cabarrus			3	72,071	108,107	90,208	1	
Davie	3	49,542	76,829	52,019	1	5	66,392	102,958	80,598	1				0.1	60,219	93,386	69,525	1	
Duplin	2	44,839	79,628	45,737	1	15	59,165	105,068	91,470	1				3	59,168	105,068	95,164	1	
Durham	2	84,444	145,377	111,235	1	4	97,930	168,595	153,233	1			115,027	1	1	97,930	168,595	134,483	1
Edgecombe		n/a				7	74,333	128,815	82,592	1	see Nash			6	70,793	122,681	77,023	1	
Forsyth	13	82,255	133,665	121,555	1	2	128,727	209,182	142,126	1	no data			8	102,328	166,283	150,218	1	
Franklin	12	55,359	83,040	66,857	1	4	69,651	104,476	88,799	1	see Vance			13	69,651	104,476	88,833	1	
Gaston	1	94,270	105,843	94,270	1	3	85,135	128,607	108,482	1				12	69,028	128,607	114,120	1	
Gates																			
Graham																			
Granville	7	40,157	70,833	67,326	1		see Vance				see Vance			14	51,239	90,384	90,384	1	
Greene		n/a					46,344	87,950	60,573	1						48,651	67,950	55,716	1
Guilford		n/a				7	104,317	177,339	154,245	1			149,078	1	6	104,317	177,339	140,000	1
Halifax	22	50,668	82,251	62,582	1	0.1	68,268	110,821	69,985	1	64,232	104,072	83,282	1	2	68,268	110,821	86,442	1
Harnett	0.5	55,510	86,040	55,510	1	10	77,740	120,498	106,877	1						77,740	120,498	94,143	1
Haywood	2	51,040	76,561	66,380	1	7	67,379	101,068	98,184	1				4	67,379	101,068	99,043	1	
Henderson	24	65,286	101,205	94,270	1	15	73,457	113,861	101,352	1	see Buncombe			0.1	73,457	113,861	97,000	1	
Hertford		authority					authority				86,244	123,432	96,912	4	3	65,909	102,157	75,012	1
Hoke		n/a			1.5		70,253	99,266	70,253	1				6	70,253	99,266	77,546	1	
Hyde		n/a				5	59,300	87,538	78,132	1				31	59,300	87,538	82,979	1	
Iredell	17	61,130	94,813	94,813	1	0.1	80,066	124,182		1	see Surry			3	80,066	124,182	96,292	1	
Jackson		n/a				7	66,242	129,878	85,690	1				17	66,242	129,878	108,676	1	
Johnston	10			59,725	1	8	137,681	245,383	207,776	1	75,772	111,839	101,876	1	25	77,689	138,464	118,217	1
Jones		n/a			0.5		64,616	82,315	64,616	1	see Craven			30	67,828	86,374	67,828	1	
Lee	30	59,526	83,336	72,968	1	2	74,534	104,348	79,611	1	74,604	162,624	90,552	2	15	74,534	104,348	91,113	1
Lenoir		n/a					48,527	85,631	80,661	1	see Sampson					58,311	102,896	80,661	1
Lincoln	4	61,402	93,673	75,629	1	27	67,787	103,397	77,480	1				14	67,787	103,397	89,939	1	
McDowell	6	49,500	72,746	52,668	1		see Rutherford				see Burke			1	60,384	88,726	58,176	1	
Macon																			
Madison	2			40,703	1	2		80,352	65,000	1				25		80,352	66,600	1	
Martin		regional system					see Washington				see Beaufort			9	57,608	92,096	75,586	1	
Mecklenburg	2	127,600	223,300	151,525	1		127,600	223,300	vacant	1	104,515	189,859	142,290	1	0.3	127,600	223,300	158,000	1
Mitchell		n/a					n/a				see Buncombe					57,945	82,778	60,344	1
Montgomery		n/a					54,192	91,116	62,500	1	see Moore					52,020	83,304	72,000	1
Moore		n/a				27	70,054	113,285	104,564	1	72,312	143,124	128,016	6	6	70,054	113,285	84,294	1
Nash		n/a			35		74,932	119,891	113,023	1	74,292	117,036	80,076	2	4	74,932	119,891	86,400	1
New Hanover	5	91,728	140,691	103,775	1	16	99,424	152,506	137,756	1	10	86,986	128,616	128,616	3	99,424	152,506	13,842	1
Northampton		see Hertford					54,032	95,345	vacant	1	see Hertford					65,676	115,893	69,164	1
Onslow	0.3	70,196	112,314	81,120	1	0.2	78,961	126,338	95,000	1	60,425	84,596	78,192	1	2	78,961	126,338	98,701	1
Orange		74,844	122,641	90,882	1		82,614	137,373	121,727	1	86,959	130,439	117,608	3		82,612	137,373	115,867	1

TABLE XII. LIBRARY DIRECTOR, PUBLIC HEALTH DIRECTOR, MENTAL HEALTH DIRECTOR, AND SOCIAL SERVICES DIRECTOR																							
January 2014																							
County	YOS	Library Director				Counties	YOS	Public Health Director				Counties	Mental Health Director				YOS	Social Services Director					
		Min.	Max.	Actual	Counties			Min.	Max.	Actual	Counties		Min.	Max.	Actual	Counties		Min.	Max.	Actual	Counties		
Pamlico		n/a					55,199	86,588	vacant	1													
Pasquotank		53,223	79,010	53,223	1		97,551	163,651	151,967	4				318,000	6	12	48,299	90,917	70,267	1			
Pender	28	57,505	92,008	66,016	1	2	66,569	106,511	89,500	1						30	66,569	106,511	90,397	1			
Perquimans		see Washington					n/a									8	51,033	84,541	61,547	1			
Person	3	51,750	80,213	54,348	1	8	63,266	98,062	73,604	1						3	39,061	60,545	51,708	1			
Pitt		n/a					119,564	188,972	186,732	1				106,393	1		86,115	136,104	99,117	1			
Poik	0.1	41,442	67,908	41,442	1		see Rutherford									2	50,375	82,545	73,002	1			
Randolph	3	62,899	96,845	66,313	1		72,800	112,112	91,045	1						7	72,800	112,112	86,760	1			
Richmond		n/a				22	64,322	93,739	97,232	1						7	58,586	85,219	81,324	1			
Robeson		n/a				25	84,182	104,386	104,386	1			78,924	126,276	interim	4	12	81,013	100,456	100,456	1		
Rockingham	3	60,138	90,205	62,286	1	12	74,990	112,486	99,110	1													
Rowan	6	64,983	103,155	76,436	1	1	83,094	131,910	103,155	1						1	83,094	131,910	97,256	1			
Rutherford	30	56,168	84,632	58,302	1		n/a									11	68,521	103,241	72,912	1			
Sampson	8	44,460	66,672	60,912	1	9	55,932	83,892	72,444	1						14	55,932	83,892	71,028	1			
Scotland	5	47,004	66,420	54,504	1	0.1	67,356	95,172	70,764	1						3	67,356	95,172	70,764	1			
Stanly	4	54,312	81,468	58,274	1		n/a									10	68,008	102,012	88,090	1			
Stokes																							
Surry		n/a				5	76,836	132,792	86,448	1			60,182	130,275	113,395	3		70,044	120,468	vacant	1		
Swain																							
Transylvania		58,760	88,129	72,686	1		64,771	97,156	80,815	1										79,847	1		
Tyrrell		see Washington					see Washington									6				51,345	1		
Union	0.5	68,434	102,650	71,829	1	6	85,370	128,056	101,844	1						0.5	85,370	128,056	89,388	1			
Vance	2	46,992	75,192	65,292	1	2	78,876	126,020	91,418	2				111,384	5		61,200	97,908	vacant	1			
Wake	3	100,999	135,100	105,596	1		n/a																
Warren	2	47,982	76,997	60,900	1	7	61,238	98,268	66,900	1						0	61,238	98,268	66,500	1			
Washington		n/a					n/a													60,192	82,908	64,800	1
Watauga		n/a					n/a									16	70,627	109,470	95,381	1			
Wayne	2	80,025		80,025	1	1	83,224	120,562	83,244	1						5	87,666			87,666	1		
Wilkes		n/a				2			86,685	1						3				76,508	1		
Wilson	3	49,836	84,252	76,860	1				vacant	1						19				130,572	1		
Yadkin		n/a				1	60,497	90,746	78,707	1			70,476	106,488	87,768	2							
Yancey		see Avery					See Avery									2	52,577	78,601	65,000	1			

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

January 2014

County	Librarian			Library Branch Manager				Library Assistant						
	No.	Level	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Level	Min.	Max.	Avg.
Alamance	1		\$34,986	\$55,979	\$36,732	2	\$30,660	\$49,053	\$37,614	4		\$22,530	\$36,045	\$23,947
Alexander	1		27,871	39,382	29,282	1	27,871	39,382	28,568	4		19,725	33,975	26,019
Alleghany			n/a				n/a					n/a		
Anson	1		27,037	41,908	28,393		n/a			3		24,903	38,598	25,734
Ashe			n/a				n/a					n/a		
Avery			n/a				n/a					n/a		
Beaufort			n/a				n/a					n/a		
Bertie			n/a				n/a					n/a		
Bladen	2		25,149	35,090	31,395	1	32,810	41,561	41,561	6		23,097	28,618	25,733
Brunswick			n/a			5	42,702	68,324	47,501	11		27,221	43,556	29,244
Buncombe			n/a			12	35,659	54,459	40,979	9		24,944	33,578	28,660
Burke	2		34,301	53,166	36,976		n/a			5		22,109	34,270	21,794
Cabarrus	5		41,909	64,679	44,641	2	50,940	78,639	64,028	13		29,777	45,981	35,087
Caldwell	4		34,236	57,061	37,382		n/a			13		24,074	40,124	29,915
Camden			n/a				n/a			1		23852	35778	24500
Carteret			n/a				n/a					n/a		
Caswell			n/a				n/a			6				20,861
Catawba	7		39,817	61,781	43,793	2	34,402	53,352	39,390	11		23,266	36,116	26,208
Chatham	3		37,936	58,801	43,917	3	29,725	68,072	38,432	10		24,453	46,073	27,997
Cherokee			n/a				n/a					n/a		
Chowan			n/a				n/a					n/a		
Clay			n/a				n/a					n/a		
Cleveland	2		69,732	108,846	84,102	1	26,106	40,710	29,340	3		28,106	40,710	28,656
Columbus			n/a				n/a					n/a		
Craven			n/a				n/a					n/a		
Cumberland	14		40,524	68,202	41,857	10	44,353	81,691	49,973	15		23,443	39,455	24,395
Currituck			n/a			3	29,724	43,510	33,161	6		26,082	35,894	27,719
Dare	3		33,306	64,426	41,272	3	28,853	50,801	39,179	6		24,998	39,996	27,815
Davidson	2		38,300	57,449	41,837	4	38,300	63,323	43,945	40		17,498	26,246	18,640
Davie	2		36,969	57,331	40,758		n/a			2		25,022	38,805	31,863
Duplin			n/a				n/a			9		21,981	45,737	21,070
Durham	28		36,472	62,791	43,327	6	49,052	84,444	72,440	14		24,567	42,298	30,866
Edgecombe			n/a				n/a					n/a		
Forsyth	24		34,206	55,584	36,793	16	37,626	61,143	52,754	34		25,538	41,500	28,037
Franklin	2		36,617	54,926	40,981	1	33,405	50,106	39,966	3		29,105	43,662	35,076
Gaston	6		35,670	55,291	42,044	5	33,428	51,815	41,616	5		23,388	36,254	31,905
Gates														
Graham														
Granville	1		31,470	55,514	vacant	1	33,036	58,274	46,048	1		24,644	43,473	28,132
Greene			n/a				n/a					n/a		
Guilford			n/a				n/a					n/a		
Halifax			n/a			3	25,270	41,022	27,352	1		19,741	31,997	22,880
Harnett	3		38,000	43,687	43,071		n/a			1		23,915	37,068	28,880
Haywood	4		37,505	61,437	33,883	1	32,866	49,299	38,554	8	asst/tech	21,915	39,198	28,459
Henderson	6		37,713	58,442	43,419	5	27,537	36,524	26,577	13		23,637	36,524	26,577
Hertford			n/a					n/a				n/a		
Hoke			n/a			1	27,801	39,283	32,241	4		24,616	34,782	28,042
Hyde			n/a				n/a					n/a		
Iredell	4		32,570	50,516	52,176	2	32,570	50,516	38,493	7		23,773	36,873	27,724
Jackson			n/a				n/a					n/a		

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

January 2014

County	Librarian				Library Branch Manager				Library Assistant					
	No.	Level	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Level	Min.	Max.	Avg.
Johnston	1				35,179		n/a			5				22,547
Jones			n/a				n/a					n/a		
Lee			n/a				n/a			3		25,329	35,460	26,137
Lenoir			n/a				n/a					n/a		
Lincoln			n/a				n/a			10		24,024	36,650	24,997
McDowell	1		30,108	44,250	34,518	1	33,258	48,878	30,486	5		20,232	29,734	20,232
Macon														
Madison			n/a			2	part-time		15,226	4		part-time		15,226
Martin			n/a				n/a					n/a		
Mecklenburg	72		43,233	75,657	50,935	27	54,006	94,510	67,196	87		26,280	45,990	30,082
Mitchell			n/a				n/a					n/a		
Montgomery			n/a			1	24,480	39,264	31,140	4		19,104	32,208	20,994
Moore			n/a			1	32,093	51,897	38,045	8		22,808	35,128	28,292
Nash			n/a				n/a					n/a		
New Hanover	8		50,440	77,376	54,530	4	59,842	91,790	66,783	12		30,098	46,238	33,692
Northampton			n/a				n/a					n/a		
Onslow	3		43,844	70,151	51,879	3	40,537	64,859	48,180	13		21,643	34,629	19,422
Orange	2		45,677	74,846	50,325	1	58,470	95,807	65,376	7		29,286	47,988	34,088
Pamlico			n/a				n/a					n/a		
Pasquotank			n/a				n/a			9		21,521	31,937	23,813
Pender			n/a			1	45,057	72,091	47,309	1		27,661	44,257	28,767
Perquimans			n/a				n/a					n/a		
Person	2		36,045	55,869	38,401	1	37,523	58,161	39,399	1		28,323	43,900	29,760
Pitt			n/a				n/a					n/a		
Polk	1		26,716	43,777	vacant	4	24,231	39,705	26,746	4		19,936	32,667	23,537
Randolph	5		38,605	59,467	39,874	2	42,557	65,562	43,994			\$9.99/hr.	\$11.13/hr.	part-time
Richmond			n/a			2	27,667	40,260	31,844	7		21,860	31,844	21,860
Robeson			n/a				n/a					n/a		
Rockingham	2		38,680	58,020	47,080	3	40,479	60,720	48,945	7		22,806	34,210	23,616
Rowan	3		37,835	60,064	39,939	7	36,016	57,182	39,131	6		22,039	34,968	24,494
Rutherford	1	children's	32,518	48,894	32,924	1	30,941	46,622	31,328	1		28,014	42,209	29,440
Sampson	2		29,400	44,100	31,818	3	25,620	38,424	31,080	4		19,452	29,172	21,036
Scotland	1		37,536	53,040	38,472		n/a			4		21,888	33,828	21,834
Stanly	2		37,901	56,854	38,057	4	31,694	47,491	35,819	10		23,110	34,664	25,265
Stokes														
Surry			n/a				n/a					n/a		
Swain														
Transylvania	5		34,361	51,524	44,514		n/a			4		26,500	39,741	28,113
Tyrrell			n/a				n/a					n/a		
Union	7		32,162	57,620	42,979	6	33,622	57,620	42,584	26		24,617	50,434	33,184
Vance	2		33,048	55,260	38,376		n/a			3		21,288	34,056	24,448
Wake	73		35,500	60,500	44,379	33	43,500	74,000	57,583	140		23,050	38,950	29,372
Warren			n/a				n/a			3		24,234	38,889	26,005
Washington			n/a				n/a					n/a		
Watauga			n/a				n/a					n/a		
Wayne	8		40,994	63,937	42,019	2	25,167	38,252	25,441	4		29,134	45,439	29,134
Wilkes			n/a				n/a					n/a		
Wilson	10		34,260	57,948	40,263	5	34,260	57,948	35,522	1		24,696	41,772	30,000
Yadkin			n/a				n/a					n/a		
Yancey			n/a				n/a					n/a		

TABLE XIV. REGISTER OF DEEDS, ASSISTANT REGISTER OF DEEDS, AND DEPUTY REGISTER OF DEEDS														
January 2014														
County	Register of Deeds			Assistant Register of Deeds					Deputy Register of Deeds					
	Min.	Max.	Avg.	No.		Min.	Max.	Avg.	No.		Min.	Max.	Avg.	
Alamance	\$45,560	\$72,899	\$47,844	1	assistant	\$28,075	\$44,921	\$35,700	2	indexer	\$26,866	\$42,984	\$29,556	
									7	deputy II	25,710	41,133	27,000	
Alexander	43,469	61,420	51,671	1	assistant	26,529	37,484	33,959	2	deputy	25,250	35,677	30,764	
Alleghany	41,738	62,604	51,171			n/a								
Anson	42,510	65,894	44,817	1	assistant	25,947	40,218	29,795	1	deputy	23,899	37,043	28,642	
Ashe	47,619	67,284	58,020	1	assistant	32,334	45,690	40,383	4	deputy	30,993	43,791	33,207	
Avery	44,985	62,733	45,885	1	assistant	28,097	39,182	28,659	1	deputy	27,016	37,674	28,383	
Beaufort	54,684	76,558	65,621	1	assistant	25,727	36,017	36,561	3	deputy	25,727	36,017	27,099	
Bertie	40,726	63,126	47,039	1	assistant	25,630	39,726	26,911	2	deputy	22,589	35,013	22,653	
Bladen	45,582	50,381	57,737	1	assistant	28,979	36,707	32,198	1	deputy	26,425	33,471	27,599	
Brunswick	56,249	89,979	77,609	3	assistant	38,832	62,131	50,152	1	deputy III	33,026	52,843	38,974	
									5	deputy II	2,157	46,651	35,306	
									6	deputy I	27,221	43,555	31,308	
Buncombe			79,831			n/a			1	deputy III	42,497	64,965	59,986	
									8	deputy I	35,659	54,459	39,447	
Burke	50,679	78,552	63,436	2	assistant	26,875	41,656	28,308	2	deputy	23,214	35,984	24,221	
Cabarrus	58,972	91,021	71,637	1	assistant	39,915	61,604	47,809	6	deputy	28,364	43,793	31,707	
Caldwell	42,665	71,108	67,691		assistant	27,473	45,789	35,684	4	deputy	25,158	41,390	30,471	
Camden	42,835	64,252	vacant		assistant	28,992	43,488	28,992		deputy	25,044	37,567	25,044	
Carteret	n/a			1	assistant	30,237	49,842	31,151	1	deputy III	26,571	40,849	27,374	
									1	deputy I	25,375	31,680	35,756	
Caswell			40,080	1	assistant			25,140	1	deputy			24,060	
Catawba	58,834	91,284	81,100	2	assistant	32,757	50,816	40,254	3	deputy III	29,707	46,088	30,403	
									1	deputy I	24,430	37,915	24,430	
Chatham	61,796	95,784	64,627	5	assistant	29,725	46,073	34,212			n/a			
Cherokee			44,033	1	assistant	26,426	40,926	34,349	1	deputy	24,592	37,833	31,834	
Chowan	39,673	70,433	45,764	1	assistant	23,620	41,605	28,491	1	deputy	22,544	39,673	25,937	
Clay			62,584			n/a			1	deputy II			43,285	
									1	deputy I			25,129	
Cleveland	50,250	78,420	68,732			n/a			3	deputy	24,414	38,088	30,144	
Columbus	42,908	64,532	51,277			n/a			4	deputy II	24,906	38,850	30,018	
Craven			55,821	1	assistant	32,395	65,454	33,951	1	deputy II	26,853	54,261	28,820	
									3	deputy I	24,454	48,406	26,024	
Cumberland			126,863	1	sr assistant	48,539	81,691	81,691	6	deputy III	35,348	59,490	38,712	
				3	assistant	40,524	68,202	57,329	6	deputy I	29,423	49,519	30,119	
Currituck			51,579	1	assistant	29,724	40,957	34,561	4	deputy	26,082	35,894	29,264	
Dare	48,834	78,135	66,659	2	assistant	28,853	46,168	38,764	4	deputy	24,998	39,996	28,855	
Davidson	59,345	89,018	60,829	1	assistant	33,101	49,740	46,789	1	deputy III	28,633	42,949	37,920	
									1	deputy I	24,717	37,075	28,196	
Davie	49,542	76,829	65,154	1	assistant	27,587	42,782	33,378	2	deputy	23,830	36,957	29,281	
Duplin	44,839	79,628	56,868	2	assistant	32,663	58,005	38,653	3	deputy III	25,755	45,737	28,689	
Durham			130,083	2	assistant	38,319	65,968	56,422	4	deputy III	29,933	51,534	43,923	
									10	deputy II	28,491	49,052	36,295	
Edgecombe	43,461	75,315	48,290	1	assistant	25,411	44,035	28,234	1	deputy III	24,201	41,938	26,100	
									1	deputy I	21,951	38,039	23,354	
Forsyth	78,359	127,334	85,633	2	assistant II	33,404	54,282	42,670	13	deputy	23,003	37,377	29,657	
				2	assistant I	28,394	46,140	46,134						
Franklin	50,500	75,751	57,068	1	assistant	31,904	47,857	38,329	2	deputy	26,550	39,825	30,181	
Gaston	59,967	92,952	85,688	1	assistant	34,530	53,524	37,760	11	deputy	25,781	39,962	31,183	
Gates														
Graham														
Granville	40,157	70,838	55,063	1	assistant	27,164	47,916	34,396	3	deputy	20,279	35,771	21,303	
Greene			48,766			n/a			2	deputy	19,492	27,129	24,230	
Guilford	74,136	126,031	109,586	1	asst. mgr.	41,282	70,179	50,000	17	deputy	32,345	54,987	39,660	
				4	assistant	37,444	63,655	41,211						
Halifax	53,250	86,442	79,242	1	assistant	26,559	43,112	36,682	3	deputy II	24,045	39,030	31,500	
									1	deputy I	21,770	35,341	28,300	
Harnett			75,578	1	sr. asst.	41,314	64,078	45,476	2	sr. deputy	28,301	43,867	33,539	
					assistant	32,112	49,774	38,534		deputy	27,134	42,058	32,539	
Haywood	42,799	64,200	65,078			n/a			3	deputy	23,931	35,896	27,244	
Henderson			67,089	1	assistant	29,777	46,196	36,637	1	deputy II	27,554	42,686	28,542	
									2	deputy I	25,467	39,507	26,364	
Hertford	40,461	62,716	40,461			n/a			2	deputy	22,590	34,923	22,978	
Hoke	39,119	55,278	46,501			n/a			1	deputy II	29,192	41,247	30,669	
									1	deputy I	27,801	39,283	27,801	
Hyde	38,924	57,458	47,877	1	assistant	25,546	37,711	30,270			n/a			
Iredell	55,872	86,657	62,663	1	chief ROD	35,635	55,270	46,649	1	sr. deputy II	29,768	46,170	36,705	
				1	assistant	31,137	48,294	42,000	4	deputy II	28,459	44,140	32,413	
									2	deputy I	26,011	40,343	30,059	
Jackson	44,835	87,907	54,653			n/a			4	deputy II	26,214	51,397	32,619	
Johnston	50,026	89,161	77,532	2	assistant	30,327	47,777	37,966	4	deputy	28,231	43,751	29,715	
Jones	42,252	53,327	42,252	1	assistant	27,779	35,023	27,779			n/a			

TABLE XIV. REGISTER OF DEEDS, ASSISTANT REGISTER OF DEEDS, AND DEPUTY REGISTER OF DEEDS														
January 2014														
County	Register of Deeds			Assistant Register of Deeds					Deputy Register of Deeds					
	Min.	Max.	Avg.	No.		Min.	Max.	Avg.	No.		Min.	Max.	Avg.	
Lee			66,665	1	assistant	33,174	46,444	34,750	2	deputy	27,712	38,798	31,702	
Lenoir	44,267	78,115	46,508	1	assistant	25,511	45,016	28,863	3	deputy	22,226	39,221	22,226	
Lincoln	61,402	93,673	67,808	1	assistant	33,946	51,792	46,883	2	deputy III	30,763	46,925	40,612	
									2	deputy I	26,520	40,456	31,221	
McDowell	44,814	65,585	44,814	1	assistant	27,258	40,076	27,258	2	deputy I	21,264	31,248	21,264	
Macon														
Madison			43,746	1	assistant			29,000	1	deputy				27,800
Martin	40,490	64,728	57,209	1	assistant II	23,870	38,162	29,084	1	deputy	21,863	34,953	21,863	
				1	assistant I	23,870	38,162	25,077						
Mecklenburg	78,973	138,202	98,716	1	assistant	62,832	109,956	77,755			n/a			
Mitchell	45,795	65,421	47,699	1	assistant	27,504	65,421	47,699	1	deputy	27,504	39,292	27,944	
Montgomery			57,828	1	assistant II	21,288	34,164	22,884			n/a			
Moore	59,100	95,571	85,340	1	chief asst.	35,383	57,217	42,575	3	deputy III	29,110	47,074	37,039	
				1	assistant	32,093	51,897	40,888	4	deputy II	26,403	42,696	33,483	
Nash	51,496	82,394	55,693	1	assistant	29,848	47,757	31,340	2	deputy	25,174	40,278	30,114	
New Hanover	50,440	77,376	58,171	3	assistant	42,453	65,083	43,647	12	deputy	30,098	46,238	33,737	
Northampton	40,320	71,148	59,853			n/a			3	deputy	22,451	39,618	24,626	
Onslow	43,844	70,151	54,243	1	sr. asst.	42,158	67,453	42,158	1	deputy	27,385	43,816	27,385	
				3	assistant I	28,480	45,569	34,414						
Orange	74,844	122,541	76,342	2	assistant	39,367	64,539	44,185	10	deputy II	30,768	50,419	33,136	
Pamlico	31,132	56,546	43,970	1	assistant	21,966	41,347	26,712			n/a			
Pasquotank	47,348	66,288	53,514	1	assistant I	27,978	39,169	31,927	3	deputy II	24,103	33,745		
Pender	47,310	75,695	54,000	2	assistant II	30,496	48,794	30,496	1	deputy II	26,344	42,150	26,344	
				1	assistant I	29,044	46,470	29,044						
Perquimans	41,414	56,886	41,414			n/a			1	deputy	18,204	33,546	25,032	
Person	51,750	80,213	65,981	1	assistant	29,484	45,700	36,744	2	deputy	27,207	42,171	33,037	
Pitt			47,420	1	assistant II	36,809	61,339	41,654	2	deputy IV	32,171	50,852	41,146	
									2	deputy III	29,293	46,297	30,732	
									2	deputy II	26,671	42,155	26,671	
Polk	34,096	55,870	50,616			n/a			1	deputy II	24,231	39,705	31,018	
									1	deputy	part-time			\$13.38/hr
Randolph	54,330	83,658	73,198	1	assistant	33,342	51,355	48,445	5	deputy II	28,808	44,366	29,471	
Richmond	48,547	50,892	41,719			n/a			3	deputy	21,860	31,844	28,769	
Robeson	58,820	72,937	72,937	2	assistant II	31,873	39,522	38,885	1	deputy II	26,554	31,660	29,618	
									3	deputy I	23,256	27,729	24,449	
Rockingham	55,065	82,598	69,951	1	assistant II	32,498	48,747	33,858	2	deputy II	27,248	40,871	31,713	
					assistant I	31,059	46,590	31,062	2	deputy I	23,857	35,786	23,859	
Rowan	56,071	89,009	57,182	2	assistant	29,590	46,967	35,949	6	deputy	24,305	38,580	28,471	
Rutherford	50,854	76,625	65,199			n/a			2	deputy II	25,363	38,216	29,440	
									1	deputy I	25,363	38,216	25,679	
Sampson	46,536	69,804	58,464	2	assistant II	28,092	42,144	32,922	3	deputy	25,620	38,424	28,232	
					assistant I	26,820	40,248	30,552						
Scotland	n/a			1	assistant	26,196	37,008	28,212	1	deputy	26,196	37,008	26,844	
Stanly	44,458	71,185	50,753	1	assistant	28,937	43,405	30,198	3	deputy	23,110	34,664	24,264	
Stokes														
Surry	48,444	82,524	62,280	1	assistant II	28,728	47,328	42,228	4	deputy II	23,544	37,872	30,831	
				1	assistant I	26,508	43,188	vacant	2	deputy I	21,612	34,776	26,796	
Swain														
Transylvania	50,752	76,128	61,471	1	assistant	32,214	48,301	34,643	2	deputy	25,233	37,849	28,260	
Tyrrell			41,804	1	assistant			27,920			n/a			
Union	50,174	75,260	74,261	2	assistant III	35,165	52,747	45,347	2	deputy III	28,113	42,171	34,426	
				1	assistant I	29,409	44,144	37,006	1	deputy I	24,617	36,926	24,617	
Vance	43,044	68,856	44,400	1	assistant	27,720	44,340	29,796	2	deputy	23,244	37,188	26,304	
Wake			124,291	1	assistant	75,000	82,000	75,000	28	deputy	25,500	43,100	31,168	
Warren	43,521	69,840	48,275	1	assistant	24,234	38,889	vacant	1	deputy	21,982	35,273	21,982	
Washington	36,216	52,368	47,472	1	assistant	23,148	33,504	28,856			n/a			
Watauga	n/a					n/a			3	deputy III	31,979	49,568	37,953	
Wayne			57,400	2	assistant	26,425	41,214	35,539	2	deputy II	22,841	33,907	22,841	
									3	deputy I	21,740	33,907	21,740	
Wilkes	44,083	68,329	61,397	1	assistant	26,147	40,528	30,716	3	deputy	22,265	34,511	24,772	
Wilson			75,636	1	assistant II	39,444	66,696	42,852	1	deputy IV	29,796	50,340	33,000	
									2	deputy III	24,696	41,772	25,302	
Yadkin	43,559	65,339	45,136			n/a			2.5	deputy	28,581	42,873	40,026	
Yancey	43,255	64,666	61,038	1	assistant	25,290	37,809	26,789	1	deputy	25,290	37,809	29,215	
									1	deputy	part-time			\$11.18/hr.

TABLE XV. PART ONE: PARKS AND RECREATION DIRECTOR, RECREATION PROGRAM SUPERVISOR, SENIOR CENTER SUPERVISOR, AND NUTRITION PROGRAM SUPERVISOR

January 2014															
County	YOS	Parks and Recreation Director			Recreation Program Supervisor				Senior Center Supervisor			Nutrition Program Supervisor			
		Min.	Max.	Avg.	No.	Min.	Max.	Avg.	Min.	Max.	Avg.	Min.	Max.	Avg.	
Alamance		see assistant county manager				n/a				n/a				n/a	
Alexander	13	35,676	50,410	38,419		n/a				n/a				n/a	
Alleghany	0.5	34,336	51,504	34,336		n/a				n/a				n/a	
Anson	16	44,297	68,660	56,068	1	29,357	45,502	32,203	39,154	60,689	46,622	30,590	47,413	32,124	
Ashe	1	41,838	59,118	41,838	3	27,255	45,690	28,948	n/a			n/a			
Avery	8	39,991	55,769	43,696	1	31,606	44,075	31,606	39,991	44,769	48,475	24,978	34,834	28,656	
Beaufort		n/a				n/a				n/a				n/a	
Bertie	12	37,438	58,029	39,210	1	25,630	39,726	26,911	35,895	55,637	39,358	19,909	30,859	22,945	
Bladen	8	44,303	56,119	52,183		n/a			32,810	41,560	34,998	37,919	50,336	38,762	
Brunswick	5	64,647	102,381	79,874	5	40,767	65,222	45,477	n/a			n/a			
Buncombe		n/a				n/a				n/a				n/a	
Burke	15	48,266	74,812	57,114	1	32,666	50,633	33,529	n/a			n/a			
Cabarrus	6	58,972	91,021	85,841	3	43,987	67,919	50,616	part-time		\$13.64/hr	36,203	55,870	42,103	
Caldwell		n/a				n/a				n/a				n/a	
Camden		47,225	70,838	47,225	1	35,240	44,050	35,240	n/a			n/a			
Carteret	1	65,000	79,654	65,000	1	44,000	57,369	44,000	45,000	66,032	45,675	n/a			
Caswell	5	36,000				n/a				37,416			29,040		
Catawba		n/a				n/a			25,646	39,817	29,162	43,894	68,103	57,068	
Chatham	21	58,854	91,223	65,494	1	37,936	58,801	39,707	n/a			n/a			
Cherokee	8	34,340	55,315	45,724		n/a				n/a			22,187	33,659	27,048
Chowan		46,021			1	28,491	50,351	36,080	n/a			n/a			
Clay		43,525				n/a				36,574			21,828		
Cleveland		n/a				n/a				n/a			n/a		
Columbus	5	34,267	51,401	41,314	2	25,012	37,518	32,611	n/a			25,012	37,518	34,234	
Craven	3	51,775	104,604	73,615	2	37,294	75,338	41,138	39,082	78,954	56,866	n/a			
Cumberland		n/a				n/a				n/a			n/a		
Currituck	11	50,153	69,563	53,766	2	29,724	40,957	33,320	40,655	56,263	46,485	n/a			
Dare	5	62,030	99,249	93,307	3	40,330	71,006	51,192	n/a			n/a			
Davidson	30	51,269	76,904	67,397	1	38,300	57,449	44,111	34,750	52,126	36,165	28,633	42,949	32,047	
Davie		n/a				n/a				n/a			21,614	33,521	35,982
Duplin	14	36,785	65,323	43,097		n/a			44,839	79,628	58,005	35,355	62,786	37,519	
Durham		n/a				n/a				n/a			n/a		
Edgecombe		n/a				n/a			30,887	53,525	32,862	n/a			
Forsyth	2	79,698	129,510	88,441		n/a				n/a			n/a		
Franklin	5	44,001	66,001	49,754		n/a				part-time			\$7.69/hr		
Gaston	25	54,401	84,325	75,950	2	36,847	57,115	38,869	44,772	69,399	49,682	n/a			
Gates															
Graham															
Granville		n/a				n/a			38,246	67,466	67,466	n/a			
Greene		30,020	41,863	30,020		n/a			31,523	43,968	32,972	n/a			
Guilford		n/a			1	55,322	94,047	57,765	n/a			n/a			
Halifax		n/a				n/a				n/a			n/a		
Harnett	5	53,221	82,493	58,543		n/a				n/a			n/a		
Haywood	13	37,505	56,259	47,931	1	28,539	42,808	34,638	n/a			28,539	42,808	34,638	
Henderson	6	49,608	76,908	70,087	5	33,540	51,948	41,498	n/a			42,413	66,754	59,517	
Hertford		n/a				n/a				n/a			19,463	30,168	20,858
Hoke	0.5	60,687	65,749	60,687	1	37,257	52,643	37,257	37,257	52,643	44,124	29,192	41,247	33,853	
Hyde		n/a				n/a			27,606	42,791	33,625	n/a			
Iredell	19	63,942	99,175	81,238		n/a				n/a			n/a		
Jackson	17	54,497	106,851	91,196	2	40,667	79,734	51,069	30,346	59,499	32,204	42,700	83,720	48,087	
Johnston		n/a				n/a				n/a			n/a		
Jones		n/a				n/a				n/a			n/a		
Lee	15	56,908	79,672	66,489	3	36,296	50,815	38,022	n/a			n/a			
Lenoir		n/a				n/a				n/a			n/a		
Lincoln	27	61,402	93,683	67,475		n/a			39,374	60,070	43,472	33,946	51,792	35,672	
McDowell	4	44,814	65,858	40,566	1	24,684	36,270	26,262	36,738	53,986	43,716	33,258	48,878	22,672	
Macon															
Madison	10	34,901				n/a				44,095			n/a		
Martin		n/a				n/a			33,957	54,287	36,568	20,929	33,460	20,930	
Mecklenburg	8	127,600	223,300	156,599	40	33,387	58,428	37,747	n/a			49,098	85,921	vacant	
Mitchell		39,146	55,922	39,771		n/a			40,712	58,160	44,566	n/a			
Montgomery		n/a				n/a				n/a			n/a		
Moore	29	45,158	73,025	57,241		n/a				n/a			23,948	38,726	29,106
Nash	7	42,690	68,304	48,411	3	31,146	49,834	33,925	33,915	54,264	33,915	29,848	47,757	33,354	
New Hanover	1	81,162	124,509	99,565		n/a				n/a			n/a		
Northampton	14	34,830	61,481	43,495		n/a				n/a			n/a		
Onslow	4	64,900	103,841	64,900	2	37,478	59,965	43,039	37,478	59,965	41,225	42,158	67,453	48,472	
Orange		74,844	122,641	96,893	2	39,387	64,539	42,830	47,989	78,633	57,118	33,963	55,650	47,165	
Pamlico	23	26,893	50,624	49,081	1	22,405	42,174	28,387	n/a			n/a			
Pasquotank		n/a				n/a				n/a			n/a		
Pender		n/a				n/a				n/a			n/a		
Perquimans	6	38,649	56,866	43,485	1	28,844	43,683	28,844	21,472	41,803	31,954	part-time		\$7.43/hr.	
Person	3	53,872	83,501	56,568	1	40,663	63,028	44,604	n/a			n/a			
Pitt		n/a				n/a				n/a			n/a		
Polk	18	30,925	50,674	41,590		n/a			30,925	50,674	43,696	21,978	36,014	24,867	
Randolph		n/a				n/a				n/a			n/a		
Richmond	11	31,844	46,329	33,368		n/a			30,393	44,211	37,514	20,882	30,393	31,093	
Robeson	1	52,480	65,075	60,877		n/a				n/a			n/a		
Rockingham		n/a				n/a				n/a			n/a		

TABLE XV. PART ONE: PARKS AND RECREATION DIRECTOR, RECREATION PROGRAM SUPERVISOR, SENIOR CENTER SUPERVISOR, AND NUTRITION PROGRAM SUPERVISOR

January 2014															
County	YOS	Parks and Recreation Director			Recreation Program Supervisor				Senior Center Supervisor			Nutrition Program Supervisor			
		Min.	Max.	Avg.	No.	Min.	Max.	Avg.	Min.	Max.	Avg.	Min.	Max.	Avg.	
Rowan	6	61,866	98,209	77,957		n/a			n/a			n/a			
Rutherford		n/a				n/a			41,688	62,814	31,328	30,941	46,621	31,328	
Sampson	3	42,456	63,696	47,508	3	29,400	44,100	30,600	23,388	35,052	25,548	25,620	38,424	28,692	
Scotland	13	47,004	66,420	54,504	1	34,308	48,480	39,792	n/a			n/a			
Stanly		n/a				n/a			43,376	65,064	56,536	30,268	45,402	32,339	
Stokes															
Surry	3	46,224	78,660	59,520		n/a			n/a			n/a			
Swain															
Transylvania		50,752	76,128	65,669	3	32,214	48,301	35,204	n/a			n/a			
Tyrrell		n/a				n/a					28,097	senior center supervisor			
Union	3	59,922	89,884	71,623		n/a			n/a			29,409	44,114	33,894	
Vance		n/a				n/a			n/a			n/a			
Wake	1	71,600	121,900	84,950		n/a			n/a			n/a			
Warren	7	39,476	63,348	51,724		n/a			34,101	54,722	42,000	24,234	38,889	24,234	
Washington		26,892	38,892	38,892		n/a			23,148	33,504	33,324	n/a			
Watauga	10	49,663	76,977	64,752		n/a			34,923	56,566	39,392	36,495	56,566	50,747	
Wayne		n/a				n/a			40,994	63,937	60,856	n/a			
Wilkes	14	42,347	65,638	53,651	1	42,347	65,638	37,432	n/a			n/a			
Wilson		n/a				n/a			29,796	50,340	38,640	n/a			
Yadkin		n/a				n/a			n/a			n/a			
Yancey	8	27,882	41,684	39,926	1	no data			n/a			n/a			
1. Reports Nutrition Program Director															

County Salaries in North Carolina 2014

TABLE XV. PART TWO: PARKS MAINTENANCE SUPERVISOR, PARKS MAINTENANCE TECHNICIAN, AND NATURAL RESOURCES CONSERVATION TECHNICIAN																		
January 2014																		
County	Parks Maintenance Supervisor				Parks Maintenance Technician				Soil Conservation Director			Soil Conservation Technician				Transportation Director		
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	Min.	Max.	Avg.
Washington		n/a				n/a				n/a			n/a					
Watauga		n/a				n/a				n/a		1	31,979	49,568	37,514			
Wayne		n/a				n/a			37,183	57,992	48,787	2	29,134	45,439	32,158	52,320	81,601	65,340
Wilkes		n/a			5	23,178	35,926	25,702	39,077	60,569	46,874		n/a					
Wilson		n/a				n/a			29,796	50,340	39,036		n/a					
Yadkin		n/a			2	23,688	35,532	25,293	41,568	62,352	44,617	2	32,897	49,346	33,676			
Yancey		n/a				n/a			n/a				n/a					

County Salaries in North Carolina 2014

TABLE XVI. PART ONE: SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS
January 2014

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg Hrs/Wk	Court Time	Cars
Alamance	\$67,709	\$108,332	\$97,848	chief	1	51,992	83,189	79,740	detention admin.	1	47,611	76,180	65,040	40	paid	yes
				major	2	47,611	76,180	63,324	detention shift supvr.	4	39,926	63,879	46,170			
				captain	2	43,599	69,758	65,454	detention officer III	46	33,480	53,568	37,578			
				lieutenant	11	39,926	63,879	53,608	detention officer II	15	32,037	51,261	35,449			
				sergeant	22	36,561	58,498	47,605	detention officer I	23	30,660	49,053	34,034			
				corporal	16	34,986	55,979	43,906								
				deputy III	38	33,480	53,568	40,674								
				deputy II	15	32,037	51,261	37,718								
				deputy I	8	30,660	49,053	36,446								
Alexander	55,644	78,624	73,010	chief	1	39,380	55,644	50,411	detention admin.	1	35,676	50,410	50,410	42	comp time	yes
				lieutenant	2	30,765	43,470	41,375	detention shift supvr.	2	27,871	39,382	38,421			
				sergeant	5	29,282	41,375	34,806	detention officer	19	24,032	33,957	30,015			
				detective/investigator	5	32,321	45,669	39,380								
				DARE officer	2	29,282	41,375	33,291								
				deputy	8	26,529	37,484	32,006								
Alleghany	48,313	72,471	49,280	chief	1	32,701	49,052	43,399	detention admin.	1	31,144	46,716	31,144	no data	paid	yes
				lieutenant	1	31,144	46,716	31,767	jailer II	1	26,903	40,355	26,903			
				sergeant	1	28,248	42,372	28,813	jailer I	6	23,241	34,860	23,512			
				detective/investigator	1	28,248	42,372	28,813	jailer non-certified	2	21078	31619	21078			
				deputy	5	25,623	38,433	26,865								
Anson	59,535	87,884	82,822	major	2	48,098	74,549	50,502	detention shift supvr.	5	28,173	43,668	29,585	42	paid	yes
				captain	3	46,157	71,543	48,467	detention officer	7	27,037	41,908	28,476			
				lieutenant	2	39,154	60,689	41,115	admin. Officer	2	31,874	49,406	36,344			
				detective/investigator	1	31,874	49,406	36,848								
				deputy	12	28,173	43,668	30,930								
				patrol shift supvr.	5	33,213	51,480	35,729								
Ashe	67,155	87,273	79,827	major	1	51,933	73,383	71,592	detention admin.	1	40,083	56,637	45,351	48	paid	yes
				captain	1	45,630	64,476	62,901	asst chief jailer	1	32334	45690	39396			
				lieutenant	3	40,083	64,476	51,352	jailer sergeant	3	29,688	41,949	31,209			
				sergeant	8	35,241	51,987	40,035	jailer	14	29,688	41,949	29,904			
				detective/investigator	3	35,241	49,797	35,241								
Avery	56,919	79,374	62,191	chief	1	41,591	67,999	52,607	detention admin.	1	39,991	55,769	50,584	42	paid	yes
				lieutenant	1	38,453	53,624	44,116	detention shift supvr.	2	32,870	45,838	35,914			
				sergeant	2	35,552	49,576	38,845	detention officer	20	29,221	40,747	29,697			
				detective/investigator	5	34,185	47,672	39,274								
				deputy	13	30,390	42,378	33,650								
Beaufort	76,404	106,965	95,845	chief	1	61,924	86,695	78,471	detention admin.	1	47,445	66,423	53,060	43	paid	yes
				major	1	51,789	72,505	66,308	detention officer	18	31,518	44,125	32,950			
				captain	2	47,445	66,423	53,957								
				lieutenant	3	45,996	64,396	49,734								
				sergeant	7	38,758	54,261	42,100								
				DARE officer	1	34,415	48,180	39,984								
				corporal	5	34,415	48,180	36,327								
				detective/investigator	11	34,415	48,180	37,059								
				deputy	19	32,966	46,152	35,675								
				captain	1	42,478	65,840	54,135	n/a					42	comp time	yes
Bertie	55,054	61,271	63,296	lieutenant	1	39,047	60,523	42,596								
				sergeant	3	39,047	60,523	41,532								
				corporal	8	34,415	53,343	36,136								
				D.A.R.E. Officer	2	32,886	51,142	34,644								
				deputy	8	30,331	31,847	47,012								
				chief	1	43,009	55,431	55,431	detention admin.	1	40,462	51,260	46,302	42	paid	yes
				captain	1	39,177	49,637	46,166	jailer III	1	30,251	38,616	34,952			
				lieutenant	3	36,630	46,414	39,741	jailer II	4	26,420	33,459	29,740			
Bladen			71,909	sergeant	7	35,345	44,791	38,891	jailer I	11	25,128	31,833	26,424			
				corporal	6	34,083	43,173	37,351								
				investigator	7	35,345	45,580	38,781								
				deputy	20	30,251	38,316	31,316								
				chief	1	67,859	108,575	101,500	detention admin.	1	54,313	86,902	54,313	40	paid	yes
				major	2	58,183	93,094	79,580	detention shift supvr.	4	42,702	68,324	42,702			
				captain	5	54,313	86,902	65,414	detention corporal	9	34,962	55,940	35,143			
Brunswick	77,534	124,055	108,150	lieutenant	7	48,508	77,613	54,353	jailer II	1	33,025	52,843	33,025			
				sergeant	19	42,702	68,324	45,561	jailer I	33	31,092	49,747	31,750			
				detective/investigator	19	40,767	65,222	46,252								
				deputy	77	36,897	47,966	38,087								
				chief	1	63,136	96,527	96,527	detention admin.	1	63,136	96,527	96,527	40	paid	yes
Buncombe			116,878	major	3	63,136	96,527	96,527	detention shift supvr.	15	38,915	59,493	42,996			
				patrol shift supvr.	5	46,365	70,918	54,130	detention officer	128	32,606	49,862	37,602			
				captain	5	52,959	80,943	72,381								
				patrol commander	1	52,959	80,943	72,381								
				investigations commander	1	52,959	80,943	72,381								
				lieutenant	13	46,365	70,918	55,865								
				sergeant	4	38,915	59,493	44,056								
				detective/investigator	21	38,915	59,493	43,998								
				deputy	79	34,071	52,138	40,429								
				deputy	1	48,266	74,812	56,046	detention officer IV	1	37,815	58,616		43	paid	yes
Burke	61,602	95,484	69,296	captain	3	43,778	67,857	46,232	detention officer III	1	29,630	45,926				
				lieutenant	8	37,815	58,616	40,764	detention officer III	1	28,218	43,740				
				sergeant	10	34,301	53,166	37,521	detention officer I	6	26,875	41,656	28,096			
				detective/investigator	11	32,667	50,634	34,815								
				deputy	33	29,830	45,927	30,938								
Cabarrus	79,027	121,989	101,824	chief	1	65,011	100,356	77,116	detention officer	99	32,824	50,690	33,110	43	paid	yes
				captain	3	50,940	78,639	71,207								
				lieutenant	12	46,203	71,326	59,188								
				sergeant	36	41,909	64,679	48,245								
				detective/investigator	8	41,909	64,679	48,245								
				deputy	128	34,458	53,211	36,066								
Caldwell	58,061	96,769	74,893	DARE officer	2	33,949	52,425	38,957								
				chief	1	46,591	77,652	56,583	detention administrator	1	42,665	71,108	49,321			
				captain	1	42,665	71,108	49,321	detention shift supvr.	4	28,790	47,849	33,126			
				lieutenant	2	35,777	59,629	43,183	detention corporal	5	27,473	45,789	31,327			
				sergeant	8	32,762	54,604	39,281	detention officer	20	26,290	43,817	29,223			
				corporal	6	28,790	47,849	33,616								
				detective/investigator	8	30,001	50,002	34,094								
				deputy	29	27,473	45,789	31,594								
patrol shift supvr.	4	35,777	59,629	41,359												
D.A.R.E. Officer	1	28,790	47,849	31,759												

County Salaries in North Carolina 2014

TABLE XVI. PART ONE: SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS
January 2014

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data						
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg Hrs/Wk	Court Time	Cars		
Camden	57,403	86,105		patrol commander	1	42,665	71,108	45,936										
				investigations commander	1	42,665	71,108	49,321										
				chief		49,587	74,380	49,587	see Pasquotank					42	paid	yes		
				captain		42,835	64,252	vacant										
				lieutenant		40,795	61,193	43,446										
				sergeant		37,002	58,584	38,884										
				detective/investigator		37,002	55,504	35,623										
Carteret	69,174	110,679	77,386	deputy		31,964	52,861	34,883										
				chief	2	53,236	91,710	62,265	detention admin.	1	42,500	63,008	42,500	40	comp time	yes		
				major	1	65,000	76,006	65,000	detention shift supvr.	4	30,611	49,842	31,545					
				captain	2	41,983	69,203	43,252	detention admin officer	1	35,056	54,742	35,056					
				detective/investigator	8	40,119	60,124	42,368	detention asst admin	1	33,708	47,544	33,708					
				lieutenant	5	29,747	57,369	39,460	detention officer corporal	4	27,730	45,160	28,017					
				sergeant	6	33,350	52,234	34,622	detention officer	20	23,418	40,849	26,143					
Caswell			53,440	deputy	19	30,280	47,544	32,432										
				investigator	1	42,630	60,124	42,630										
				captain	1			43,740	detention supervisor	4			29,868	43	paid	yes		
				lieutenant	3			39,732	detention corporal	3			29,214					
				sergeant	6			35,936	detention officer	9			26,808					
				corporal	6			31,808										
				deputy	10			29,897										
Catawba	86,931	134,869	107,100	investigator	4			23,328										
				major	1	58,834	91,284	72,710	detention admin.	1	50,815	78,845	56,961	42	paid	yes		
				captain	2	50,815	78,845	54,949	detention shift supvr.	4	36,115	56,024	37,995					
				lieutenant	14	46,087	71,513	48,417	detention officer	36	31,198	48,400	32,417					
				sergeant	14	41,804	64,864	44,080										
				detective/investigator	6	41,804	64,864	43,969										
				corporal	7	36,115	56,024	40,897										
Chatham	86,953	134,776	95,288	patrol shift supvr.	4	46,087	71,513	49,932										
				investigator	6	37,915	58,834	40,953										
				deputy	82	34,402	53,352	38,039										
				chief	1	68,130	105,602	68,130	detention shift supvr.	4	39,834	61,743	40,466	44	paid	yes		
				investigations commander	1	48,419	75,049	50,357	detention supervisor	4	39,834	61,743	40,623					
				patrol commander	1	56,051	86,880	61,425	detention officer dual cert.	1	34,410	53,335	34,410					
				captain	4	56,051	86,880	58,109	detention officer	12	32,772	50,796	33,236					
Cherokee			62,200	lieutenant	8	48,419	75,049	41,157										
				sergeant	16	43,917	68,072	45,173										
				detective/investigator	14	41,826	75,049	43,689										
				patrol shift supvr.	4	43,917	68,072	45,693										
				corporal	4	37,936	58,801	38,481										
				deputy	40	34,410	53,335	34,903										
				chief	1	38,669	63,271	50,275	detention admin.	1	37,200	60,512	49,833	40	both	yes		
Chowan			83,002	lieutenant	2	35,776	57,883	40,212	detention shift supvr.	4	28,408	44,360	29,732					
				sergeant	3	33,039	52,903	40,384	detention officer	17	26,426	40,926	27,936					
				corporal	3	30,587	48,317	31,341										
				detective/investigator	6	33,039	52,903	38,273										
				deputy	10	29,454	46,292	31,420										
				chief	1	36,080	63,979	60,983	detention admin.	1	34,411	60,983	37,835	40	paid	yes		
				lieutenant	1	32,822	58,127	48,002	detention captain	1	31,306	55,405	36,080					
Clay			47,677	sergeant	2	32,822	58,127	36,958	detention sergeant	2	25,937	45,414	30,656					
				detective/investigator	1	32,822	58,127	37,835	jailer	5	25,937	45,414	30,656					
				DARE officer	3	31,306	58,127	34,438										
				deputy	7	31,306	58,127	32,875										
				patrol commander	1			49,836	detention admin.	1			36,779	42.5	paid	yes		
				detective/investigator	3			35,085	detention officer	17			28,790					
				corporal	1			40,726										
Cleveland	63,492	99,126	94,596	DARE officer	1			30,463										
				deputy	9			30,307										
				major	1	52,650	82,188	74,838	detention admin.	1	43,650	68,136	57,828	42	comp time	yes		
				investigations commander	1	43,650	66,136	60,588	detention shift supvr.	13	30,018	46,866	34,560					
				patrol commander	1	43,650	68,136	60,588	detention officer	46	28,656	44,724	32,958					
				patrol shift supvr.	4	36,198	56,490	42,654										
				lieutenant	7	36,198	56,490	41,685										
Columbus	59,011	84,302	70,245	sergeant	12	32,258	51,146	37,194										
				detective/investigator	6	30,858	48,132	36,198										
				DARE officer	2	30,018	46,806	38,850										
				deputy	51	43,650	68,136	60,555										
				chief	1	44,888	67,323	54,725	detention admin.	1	39,217	58,826	41,178	40.25	paid	yes		
				captain	3	39,217	58,826	45,998	operation manager	1	34,267	51,401	38,500					
				lieutenant	5	34,267	51,401	38,494	squad leader	4	26,729	54,175	29,926					
Craven		no data		master sergeant	5	31,319	46,979	35,322	senior detention officer	4	25,012	37,518	26,888					
				sergeant	7	28,625	42,938	27,922	detention officer	28	23,912	35,686	28,071					
				detective/investigator	9	28,625	42,938	31,527										
				deputy	38	26,163	39,245	27,776										
				DARE officer	1	31,319	46,979	37,211										
				chief	1	49,405	99,811	83,746	jailer II	6	30,914	62,459	34,162	40	comp time	yes		
				captain	4	47,139	95,243	68,412	jailer I	34	26,853	54,261	27,843					
Cumberland	96,046	161,646	161,482	lieutenant	8	40,958	82,747	56,087										
				sergeant	4	25,581	71,890	38,478										
				corporal	4	33,951	68,599	37,190										
				investigator	7	35,581	71,890	38,830										
				detective/investigator	2	35,581	71,890	38,507										
				zone deputy	4	33,615	67,919	36,652										
				DARE officer	2	35,581	71,890	37,114										
Currituck			81,304	deputy transport	4	32,395	65,465	36,969										
				patrol commander sgt.	23	32,395	65,465	31,348										
				chief	1	76,454	128,672	85,645	detention admin.	1	66,713	112,278	81,232	42.5	paid	yes		
				major	1	66,713	112,278	79,568	detention shift supvr.	4	46,394	78,081	61,156					
				captain	4	58,218	97,981	79,032	detention sergeant	25	38,734	65,189	46,160					
				lieutenant	18	53,181	89,504	66,180	detention corporal	36	35,348	59,490	39,926					
				sergeant	51	44,353	74,646	55,213	detention officer	110	32,247	54,272	32,893					
Currituck				corporal	30	38,734	65,189	46,803										
				detective/investigator	40	40,524	68,202	46,648										
				deputy	146	35,348	59,490	40,334										
				patrol shift supvr.	4	53,181	89,504	65,478										
				patrol commander	1	66,713	112,278	49,500										
				investigations commander	1	66,713	112,278	79,939										
				chief	1	50,153	69,563	65,575	detention admin.	1	44,298	61,365	55,638	42	paid	yes		
captain	1	47,941	66,465	66,309	detention shift supvr.	1	38,833	53,711	45,249									

County Salaries in North Carolina 2014

TABLE XVI. PART ONE: SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS
January 2014

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg Hrs/Wk	Court Time	Cars
Dare	67,157	110,809	93,433	lieutenant	1	46,118	63,913	56,984	detention sergeant	6	33,370	46,062	39,103			
				sergeant	10	42,477	58,814	45,083	intake officer	4	29,724	40,957	32,857			
				detective/investigator	3	38,833	53,711	45,083	detention officer	18	27,904	38,409	29,511			
				deputy	45	35,190	53,711	42,754								
				chief	1	56,313	92,917	78,834	detention admin.	1	45,189	74,563	61,800	40	paid	no
				major	1	45,189	74,563	72,370	detention asst. admin.	1	43,244	71,352	60,881			
				captain	2	45,189	74,563	61,800	detention shift leader	4	37,896	62,562	43,551			
				lieutenant	4	43,244	71,352	57,384	detention asst. shift leader	4	33,206	54,792	37,924			
				sergeant	6	37,896	62,526	44,878	detention officer	35	30,409	50,174	35,679			
				corporal	6	34,701	57,258	44,878								
Davidson			86,956	DARE officer	2	34,701	57,258	43,257								
				chief	1	56,531	84,796	69,810	detention captain	1	44,294	66,442	51,078	45	no	yes
				major	2	53,839	80,758	59,288	detention lieutenant	4	40,256	60,386	40,256			
				captain	4	48,822	73,233	53,722	detention officer II	13	33,101	49,740	35,776			
				lieutenant	14	42,214	63,323	46,196	detention officer I	17	31,569	49,740	34,883			
				sergeant	16	38,300	57,449	43,157								
				detective/investigator	11	36,464	54,696	38,941								
				corporal	28	34,751	52,126	40,022								
				deputy II	29	33,101	49,740	36,794								
				deputy I	29	33,101	49,740	36,794								
Davie	57,351	88,939	74,609	chief	1	49,542	76,829	57,221	detention admin.	1	44,936	69,686	52,408	40	paid	yes
				captain	3	44,936	69,686	52,342	detention officer II	4	31,935	49,525	35,865			
				lieutenant	8	38,817	60,198	43,189	detention officer I	15	28,966	44,921	33,089			
				detective/investigator	7	33,532	52,001	38,152								
				sergeant	9	33,532	52,001	36,158								
				DARE officer	1	31,935	49,525	38,556								
				corporal	5	31,935	49,525	35,946								
				deputy	13	28,966	44,921	31,519								
				captain	3	44,839	79,628	56,125	detention admin.	1	32,663	58,005	39,036	42	paid	yes
				lieutenant	9	39,818	70,706	43,343	detention shift supvr.	4	27,878	49,508	28,436			
Duplin	59,165	105,068	78,068	sergeant	8	35,355	62,786	36,158	jail sergeant	1	31,395	55,753	33,982			
				detective/investigator	5	3,263	60,349	33,317	jailer I	10	24,753	43,961	25,250			
				deputy	25	29,005	55,753	31,022								
				chief	1	62,791	108,096	90,012	detention admin.	1	59,763	102,888	90,070	42	paid	yes
				major	2	54,143	93,210	86,654	detention shift supvr.	6	44,439	76,502	64,131			
				captain	6	51,534	88,718	75,395	detention staff sergeant	10	40,261	69,307	54,849			
				lieutenant	12	46,687	80,374	67,272	detention sergeant	29	38,319	65,968	51,940			
				sergeant	16	40,261	69,307	59,284	detention officer II	25	33,043	56,885	54,417			
				corporal	15	36,472	62,791	52,619	detention officer I	109	29,933	51,534	36,111			
				deputy	106	33,043	56,885	42,174								
Edgecombe	55,306	86,259	91,000	DARE officer	5	33,043	56,885	37,625								
				chief	1	47,656	74,326	48,847	detention admin.	1	38,117	59,450	38,117	40	paid	yes
				lieutenant	5	44,237	68,994	45,343	detention lieutenant	1	35,383	55,185	37,731			
				sergeant	14	38,689	60,342	40,904	detention sergeant	6	32,359	50,469	32,884			
				detective/investigator	6	35,914	56,013	36,470	detention corporal	6	30,037	46,849	30,037			
				corporal	5	33,337	51,996	34,862	detention officer	33	27,065	42,212	27,065			
				deputy	20	30,488	47,551	31,453								
				chief	1	75,715	123,037	95,139	detention admin.	1	67,780	110,143	76,461	no data	paid	yes
				major	1	64,129	104,209	75,400	detention shift supvr.	20	46,955	76,302	54,490			
				captain	5	56,742	92,206	69,601	detention officer	174	32,486	52,789	35,931			
Forsyth	99,182	161,170	122,824	lieutenant	12	51,722	84,048	62,776								
				sergeant	24	46,955	76,302	53,630								
				corporal	24	39,053	63,462	45,369								
				detective/investigator	18	36,518	59,342	40,567								
				deputy	112	32,485	52,789	34,830								
				chief	1	46,069	69,103	57,441	detention admin.	1	38,339	57,507	43,260	42	paid	yes
				captain	2	44,001	66,001	49,645	detention shift supvr.	4	31,904	47,857	34,103			
				lieutenant	1	42,026	63,040	49,623	detention officer	21	29,105	43,662	31,633			
				sergeant	1	40,139	60,210	51,674								
				investigator	6	36,617	54,926	42,331								
Gaston	77,752	120,521	105,255	patrol shift supvr.	6	36,617	54,926	42,311								
				deputy	34	33,405	50,106	36,113								
				chief	1	68,283	105,842	79,978	detention officer	70	33,427	51,815	33,604	43	no	yes
				major	2	59,967	92,952	74,085								
				captain	10	50,981	79,024	59,416								
				sergeant	22	40,617	62,958	47,056								
				detective/investigator	31	35,670	55,290	40,877								
				deputy	85	33,427	51,815	37,601								
				DARE officer	38	38,063	59,000	47,009								
				patrol shift supvr.	20	44,772	69,399	57,394								
Graham	56,489	99,644	90,140	investigations commander	6	59,967	92,952	66,820								
				chief	1	42,166	74,379	59,802	detention admin.	1	36,430	64,263	56,057	no data	paid	yes
				lieutenant	3	38,246	67,466	57,342	detention shift supvr.	1	31,470	55,514	46,733			
				sergeant	9	33,036	58,274	48,627	relief sergeant	4	27,164	47,916	30,847			
				detective/investigator	6	33,036	58,274	45,435	shift sergeant	4	28,535	50,334	35,552			
				corporal	9	31,470	55,514	39,677	transportation officer	1	29,963	52,854	36,423			
				investigator	5	29,963	52,854	38,138	detention officer	13	25,890	45,668	29,452			
				deputy	19	29,963	52,854	35,535								
				major	1	33,065	46,129	39,596	detention admin.	1	31,523	43,968	27,523	40	no data	yes
				captain	1	31,523	43,968	32,972	jailer	17	21,465	36,253	21,940			
Guilford	104,317	177,339	142,000	lieutenant	1	30,020	41,863	30,020								
				sergeant	1	2,607	39,888	31,299								
				deputy	11	26,008	43,968	27,523								
				chief	1	81,735	138,950	111,769	detention admin.	4	64,042	108,871	83,751	40-42	paid	yes
				major	2	70,606	120,030	90,696	detention shift supvr.	25	52,687	89,568	57,701			
				captain	9	64,042	108,871	80,597	detention corporal	25	45,513	89,568	51,615			
				lieutenant	10	55,322	94,047	68,762	detention officer II	4	39,316	66,837	50,030			
				sergeant	24	52,687	89,568	61,870	detention officer I	272	33,963	57,737	40,387			
				investigations commander	7	52,687	89,568	58,300								
				DARE officer	14	39,316	66,837	53,125								
Halifax	58,813	95,473	73,550	detective/investigator	19	39,316	77,372	48,042								
				corporal	60	39,316	66,837	47,553								
				deputy	142	33,963	57,737	38,511								
				chief	1	55,962	90,844	62,582	detention admin.	1	41,534	67,425	54,588	55	comp or pay	yes
				major	2	53,250	86,422	55,250	chief jailer	1	30,827	50,042	39,033			
				captain	1	48,212	78,264	48,212	detention shift supvr.	5	29,333	47,617	32,520			

County Salaries in North Carolina 2014

TABLE XVI. PART ONE: SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS
January 2014

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg Hrs/Wk	Court Time	Cars
				lieutenant	8	35,783	58,088	37,850	jail supervisor	1	29333	47617	33212			
				sergeant	4	34,049	55,271	38,250	jailer/matron	14	26,589	43,112	27,225			
				investigator	5	34,049	55,271	34,500								
				patrol shift supvr.	8	30,827	50,042	38,500								
				deputy	19	27,911	45,308	30,250								
Harnett			90,043	major	3	60,378	89,740	69,475	detention admin.	1	48,923	75,831	61,793	36	paid	yes
				captain	1	51,027	79,093	56,702	detention shift supvr.	4	34,933	54,147	40,816			
				lieutenant	6	48,923	75,831	57,375	detention officer III	21	29,519	45,754	35,504			
				sergeant	12	43,119	66,835	50,458	detention officer II	4	29,519	45,754	31,013			
				corporal	8	41,341	64,078	44,761	detention officer I	12	29,519	45,754	29,519			
				detective/investigator	23	41,341	64,078	43,724								
				deputy	65	34,933	54,147	39,334								
				patrol shift supvr.	8	43,119	66,835	51,743								
				investigator	23	41,341	64,078	44,781								
				D.A.R.E. officer	1	34,933	54,147	40,372								
				patrol commander	1	53,221	82,493	58,529								
				investigations commander	2	48,923	75,831	58,707								
Haywood	55,739	83,607	75,771	chief	1	40,959	61,437	55,172	detention administrator	1	32866	49299	40602	42.5	paid	yes
				captain	1	37,505	56,259	47,248	detention sergeant	2	27,309	40,964	35,934			
				lieutenant	5	34,345	51,518	41,342	detention officer	20	25,008	37,512	27,439			
				sergeant	4	31,450	47,177	37,035								
				corporal	6	26,133	39,198	30,880								
				detective/investigator	9	32,866	49,299	37,018								
				deputy	26	28,539	42,808	32,204								
Henderson			no data	chief	1	59,683	92,527	83,640	detention admin.	1	49,918	77,389	73,394	42	paid	yes
				major	1	55,401	85,889	64,575	shift sergeant	1	37,731	58,510	50,017			
				captain	1	49,180	76,245	76,245	detention officersr.	0	34,050	52,790				
				investigations commander	1	49,180	76,245	65,553	detention officer	4	33,051	51,251	33,046			
				patrol commander	1	49,180	76,245	69,923	detention officer provisional	14	32,094	49,754	32,567			
				lieutenant	6	43,077	66,768	60,152	detention office trainee	3	31,637	49,046	32,027			
				sergeant	5	40,019	62,026	50,524								
				patrol shift supvr.	4	40,019	62,026	53,790								
				corporal	14	37,190	57,637	43,392								
				deputy II	20	34,050	52,790	34,343								
Hertford	72,663	112,628	89,908	chief	1	40,461	62,716	50,301	chief jailer	2	33,288	51,597	35,579	42	paid	yes
				captain	3	36,700	56,886	42,741	detention lieutenant	1	28,756	44,570	34,565			
				lieutenant	1	34,952	54,176	38,133	detention sergeant	6	26,083	40,428	27,167			
				sergeant	4	31,702	49,140	33,539	detention officer	18	23,657	36,669	24,627			
				detective/investigator	3	31,702	49,140	35,961								
				deputy	9	28,756	44,570	52,170								
Hoke	85,393	120,658	94,258	chief	1	60,687	85,749	66,987	detention administrator	1	47,550	67,187	47,550	43	paid	yes
				major	2	55,045	77,777	60,759	lieutenant	1	33,793	47,748	33,793			
				captain	2	41,075	58,039	44,247	sergeant	1	30,651	43,309	21,417			
				lieutenant	6	39,119	55,275	41,814	corporal	1	29,192	41,247	30,669			
				sergeant	10	33,793	47,748	30,505	jailer	36	27,801	39,283	28,545			
				corporal	9	32,184	45,475	29,992								
				detective/investigator	4	35,483	50,136									
				deputy	29	30,651	43,309	22,109								
Hyde			67,139	chief	1	38,924	57,458	40,495	detention admin	1	34,304	50,640	41,637	42.75	paid	yes
				sergeant	2	34,304	50,640	42,947								
				corporal	2	31,533	46,549	39,178								
				deputy	9	30,234	44,631	34,584								
Iredell	66,883	103,737	101,688	chief	1	61,130	94,813	81,637	shift supervisor	4	40,782	63,253	44,273	42	paid	yes
				major	2	53,415	82,846	66,543	detention officer	27	31,137	48,294	32,282			
				captain	4	48,820	75,720	59,852								
				lieutenant	20	44,620	69,207	53,961								
				detective/investigator	24	38,989	60,472	42,718								
				sergeant	12	38,989	60,472	42,718								
				DARE officer	14	35,635	55,270	39,666								
				deputy	40	32,570	55,270	35,988								
Jackson	63,087	123,693	107,683	chief	1	48,590	84,597	72,203	detention admin	chief deputy chief				40	paid	yes
				major	1	46,277	80,569	57,539	detention lieutenant	1	36,259	63,128	48,800			
				lieutenant	6	39,976	69,598	54,967	detention sergeant	4	31,322	54,532	34,727			
				sergeant	9	36,259	63,128	45,407	detention officer	16	28,409	49,462	29,850			
				corporal	5	32,888	57,259	38,606								
				detective/investigator	4	32,888	57,259	38,606								
				deputy	17	29,830	51,935	31,907								
				DARE officer	1	36,259	63,128	43,333								
Johnston	68,080	121,336	107,846	chief	1	54,630	97,366	71,817	detention admin.	1	50,026	86,161	29,439	40	paid	yes
				captain	6	45,811	81,651	57,173	detention officer II	22	29,498	45,270	33,564			
				lieutenant	10	40,144	71,551	50,274	detention officer I	18	28,231	43,751	29,439			
				sergeant	4	35,760	56,972	43,155								
				detective/investigator	22	36,760	56,972	43,155								
				deputy	61	33,662	52,175	38,292								
Jones	50,813	64,616	61,565	major	1	42,252	55,327	48,919	detention admin.	1	30,481	38,383	30,481	no data	paid	yes
				captain	1	38,383	48,393	40,250	electronic house arrest jailer	1	26,556	33,463	26,356			
				lieutenant	1	35,023	43,919	35,023	jailer	8	25,615	31,918	25,615			
				sergeant	2	33,463	42,252	33,463								
				detective/investigator	3	23,463	42,252	33,463								
				deputy	6	29,056	36,649	29,056								
				DARE officer	1	29,056	36,649	29,056								
Lee			94,159	chief	1	56,908	79,672	68,790	detention admin.	1	45,447	63,626	49,531	43	paid	yes
				captain	3	47,539	66,554	55,350	detention shift supvr.	4	33,174	46,444	39,223			
				major	1	47,539	66,554	57,222	detention officer	20	31,715	44,401	33,634			
				lieutenant	4	41,538	58,153	44,400								
				sergeant	11	39,712	55,596	41,115								
				patrol shift supvr.	3	41,538	58,153	45,043								
				detective/investigator	5	39,712	55,596	41,374								
				deputy	26	34,700	48,580	35,933								
Lenoir	58,311	102,896	82,677	major	2	36,840	65,007									

County Salaries in North Carolina 2014

TABLE XVI. PART ONE: SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS
January 2014

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg Hrs/Wk	Court Time	Cars
				investigator	19	32,302	49,296	39,232								
				deputy	67	30,763	46,925	30,433								
McDowell	57,456	84,428	62,676	chief	1	49,500	72,746	59,640	jail sergeant	1	30,890	45,376	30,870	48	paid	yes
				detective/investigator	7	33,258	48,878	33,258	jailer III	1	34,950	51,367	34,950			
				captain	2	40,566	59,628	43,814	jailer II	6	28,650	42,106	28,650			
				lieutenant	5	36,738	53,986	36,738	jailer I	4	27,258	40,076	27,258			
				patrol commander	1	40,566	59,628	40,566								
				deputy	28	28,650	42,106	29,736								
Macon			61,004	chief	1			52,520	detention admin.	1			41,365	42	paid	yes
Madison				captain	1			49,440	detention officer III	6			29,593			
				detective/investigator	3			41,353	detention officer II	5			27,300			
				sergeant	4			34,426	detention officer I	3			25,116			
				deputy	9			34,194								
Martin	52,723	84,284	64,237	chief	1	38,763	61,965	47,229	n/a				42.75	paid	yes	
				lieutenant	2	35,486	56,730	39,170								
				sergeant	4	31,098	49,711	35,952								
				corporal	6	29,747	47,555	31,191								
				detective/investigator	6	32,507	51,968	32,507								
				deputy	15	28,478	45,526	30,484								
Mecklenburg	127,600	223,300	169,596	chief deputy sheriff	1	96,800	169,400	134,323	detention admin.	1	96,800	169,400	134,323	40-43	paid	yes
				major	5	68,862	120,508	103,999	detention captain	18	61,142	106,999	91,537			
				captain	17	61,142	106,999	89,636	detention sergeant	59	49,098	85,821	67,181			
				sergeant	26	49,098	85,921	68,941	detention officer	550	33,387	58,428	43,343			
									detention officer trainee	23	33,387	58,428	35,517			
Mitchell	no data			chief	1	44,033	62,905	42,607	n/a				36	no	yes	
				captain	1	37,640	53,772	37,125								
				lieutenant	2	34,801	49,715	33,622								
				detective/investigator	4	34,801	49,715	34,160								
				deputy	8	30,938	44,198	31,701								
Montgomery			63,000	chief	1	35,148	56,316	45,000	detention admin.	1	32,292	57,792	35,000	42	paid	yes
				major	1	32,292	51,792	38,695	detention shift supvr.	1	21,540	36,300	24,402			
				captain	1	29,748	47,646	41,765	lieutenant	3	26,630	44,088	27,277			
				lieutenant	1	27,468	44,088	31,235	sergeant	3	23,529	39,264	23,529			
				sergeant	1	27,468	44,088	32,780	jailer II	1			24,710			
				detective/investigator	4	29,748	47,676	30,473	jailer I	13			22,956			
				DARE officer	1	26,094	40,728	33,576								
				deputy	18	26,094	42,408	29,156								
Moore	70,000	118,635	107,500	chief	1	57,634	93,199	80,000	detention admin.	1	54,890	88,762	70,055	40	paid	yes
				major	1	54,890	88,762	70,055	detention shift supvr.	6	32,093	51,897	37,508			
				captain	4	47,416	76,676	66,509	detention officer	27	29,110	47,074	32,357			
				lieutenant	6	43,008	69,548	51,329								
				sergeant	12	37,152	60,079	45,084								
				detective/investigator	12	37,152	6,009	43,298								
				deputy	36	33,697	54,492	39,355								
Nash	68,225	109,160	93,651	chief	0	59,273	94,837	vacant	detention admin.	1	51,496	82,394	57,037	42	paid	yes
				captain	1	53,968	86,349	62,565	detention shift supvr.	4	37,089	59,342	40,744			
				lieutenant	5	51,496	82,394	57,192	senior detention officer	5	31,146	49,834	34,391			
				sergeant	6	42,690	68,304	50,506	detention officer	39	28,604	45,766	32,678			
				detective/investigator	3	42,690	68,604	51,567								
				corporal	7	39,089	59,342	45,087								
				investigator	11	37,089	59,342	43,312								
				deputy	40	33,915	54,264	38,378								
New Hanover			118,187	chief	1	81,162	124,509	107,655	detention sergeant	4	42,453	65,083	43,899	41	paid	no
				major	2	70,970	108,826	92,386	detention corporal	6	35,922	55,099	38,954			
				captain	7	60,008	92,082	77,825	detention officer	59	33,010	50,690	34,113			
				lieutenant	21	50,523	77,501	61,153								
				sergeant	39	46,821	71,843	53,707								
				detective/investigator	46	42,453	65,083	46,892								
				corporal	26	38,854	59,509	43,747								
				deputy	186	36,192	55,494	38,479								
Northampton	54,032	95,345	54,032	chief	1	40,320	71,148	45,617	detention admin.	1	40,320	71,148	51,611	no data	no data	no data
				detective/investigator	1	36,571	64,534	38,421	detention sergeant	3	28,654	50,564	34,454			
				patrol shift supvr.	2	36,571	64,534	37,496	detention officer	15	24,753	46,679	27,461			
				investigator	3	33,171	58,534	35,140								
				DARE officer	1	36,571	64,534	44,556								
				deputy	12	31,591	55,747	33,494								
Onslow			111,771	chief	1	67,496	107,994	67,496	detention admin.	1	57,696	92,314	59,034	43	paid	yes
				major	5	57,969	92,314	59,589	detention major	1	57,696	92,314	59,034			
				captain	8	47,422	75,875	57,559	detention 1st sergeant	6	40,537	64,859	47,399			
				lieutenant	7	43,844	70,151	51,250	detention corporal	8	32,037	51,259	32,052			
				sergeant	12	40,537	64,859	39,602	detention officer	71	28,480	45,569	31,339			
				investigator	14	40,537	64,859	46,168								
				deputy	63	33,318	53,309	37,130								
Orange	82,614	135,373	126,034	major	1	64,538	105,752	vacant	shift supervisor	3	47,989	55,650	55,436	40	paid	yes
				captain	2	52,969	86,797	58,721	detention officer	29	32,327	52,970	34,148			
				lieutenant	9	47,989	78,633	55,436								
				sergeant	12	43,474	71,239	49,345								
				investigator	6	43,474	71,239	52,706								
				investigations commander	1	45,677	74,846	55,375								
				deputy	32	35,683	58,469	36,985								
Pamlico	44,227	78,542	69,602	captain	2	29,649	55,814	45,900	detention admin.	1	25,611	48,209	46,022	no data	no data	yes
				detective/investigator	2	23,311	43,879	34,610	asst. jail administrator	1	22,213	41,347	33,475			
				DARE officer	1	23,311	43,879	39,005	shift sergeant	4	22,213	41,347	27,189			
				deputy	8	22,405	42,174	27,272	detention officer	16	22,213	41,347	25,049			
Pasquotank	58,971	82,559	72,880	chief	1	42,183	59,056	53,414	n/a				40	no	yes	
				lieutenant	2	38,309	53,632	53,632								
				sergeant	6	35,726	50,016	44,750								
				investigator	5	35,726	50,016	44,092								
				deputy	25	31,852	46,400	35,818								
Pender	69,898	111,836	87,032	major	1	54,767	87,627	57,131								

County Salaries in North Carolina 2014

TABLE XVI. PART ONE: SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS
January 2014

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg Hrs/Wk	Court Time	Cars
Perquimans	46,812	70,892	59,745	detective/investigator	1	29,924	52,091	38,872	n/a					43	no	yes
				sergeant	2	33,547	49,848	35,427								
				deputy	8	28,713	45,648	31,876								
Person	65,860	102,083	77,484	chief	1	53,872	83,501	59,184	detention admin.	1	44,085	68,301	50,775	42	paid	yes
				captain	3	47,753	74,018	56,511	detention shift supvr.	4	31,951	59,524	36,794			
				lieutenant	2	40,663	63,028	49,055	detention lieutenant	1	36,045	55,869	40,608			
				sergeant	9	37,523	58,161	46,538	senior detention officer	4	29,484	45,700	33,255			
				detective/investigator	9	36,045	55,869	43,655	detention officer	21	28,323	43,900	30,322			
				deputy	16	33,262	51,556	36,410								
Pitt			85,990	chief	1	68,118	107,661	75,713	detention admin.	1	64,997	102,730	71,389	no data	no	yes
				captain	3	56,470	89,252	59,005	shift supervisor	5	51,416	81,262	57,828			
				lieutenant	8	51,416	81,262	54,516	detention officer advanced	24	38,809	61,339	45,736			
				advanced sergeant	8	44,670	70,600	51,814	detention officer intermediate	11	37,031	58,528	41,456			
				intermediate sergeant	1	42,625	67,369	50,852	detention officer basic	90	35,337	55,847	37,445			
				basic sergeant	1	40,672	64,281	43,653								
				detective/investigator	8	51,416	81,262	54,516								
				deputy advanced	18	38,809	61,339	47,764								
				deputy intermediate	8	37,031	58,528	43,738								
				deputy basic	41	35,337	55,847	39,015								
				DARE officer	1	37,031	58,528	45,748								
Polk	43,516	71,306	61,487	chief	1	39,470	64,676	45,801	detention admin.	1	32,472	53,209	43,594	36-48	comp time	yes
				captain	1	34,096	55,870	43,594	detention officer BLET	1	28,050	45,963	29,470			
				lieutenant	2	30,925	50,674	37,692	detention sergeant sr.	1	25,442	41,690	37,816			
				sergeant	1	29,454	48,264	33,304	detention officer sr.	3	25,442	41,690	28,551			
				patrol shift supvr.	4	29,454	48,264	32,598	detention officer I	3	23,078	37,816	25,691			
				detective/investigator	4	29,454	48,264	33,541								
				deputy	8	28,050	45,963	32,598								
Randolph	70,013	108,597	95,226	chief	1	58,469	90,667	71,056	detention admin.	1	55,744	80,362	61,383	42.5	comp time	yes
				major	2	55,744	86,362	61,383	detention captain	1	50,710	78,354	50,712			
				investigations commander	1	50,710	78,354	55,746	shift supervisor	4	39,998	61,381	43,749			
				patrol commander	1	50,710	78,354	55,746	detention sergeant	4	34,715	53,186	36,848			
				captain	4	50,710	78,354	56,427	detention corporal	5	33,155	50,710	36,589			
				patrol shift supvr.	4	46,114	71,053	51,019	jailer	41	30,160	46,114	33,339			
				investigator	9	46,114	71,053	49,899								
				lieutenant	4	43,992	67,662	50,345								
				DARE officer	1	38,147	58,469	40,978								
				sergeant	15	36,379	55,744	40,511								
				detective/investigator	13	34,715	53,186	38,157								
				corporal	18	34,715	53,186	37,941								
				deputy	87	31,616	48,339	34,881								
Richmond	77,597	113,320	83,871	chief	1	40,260	58,586	54,581	detention admin.	1	33,368	48,547	43,178	45	paid	yes
				captain	3	36,653	53,324	42,526	detention officer	19	22,947	33,368	43,178			
				lieutenant	6	33,368	48,547	40,587								
				sergeant	7	30,393	44,211	34,304								
				deputy	36	28,996	42,200	32,843								
Robeson	84,182	104,386	104,386	chief	1	52,480	65,075	62,975	detention admin.	1	52,480	65,075	56,678	40	paid	yes
				major	2	52,480	65,075	64,025	jailer II	7	31,873	39,522	38,247			
				lieutenant	12	41,383	51,315	50,073	jailer I	60	30,287	39,522	38,247			
				sergeant	14	36,628	45,419	43,954								
				detective/investigator	22	36,628	45,419	42,422								
				deputy	63	31,873	41,488	38,376								
Rockingham	71,720	107,581	92,484	major	1	55,065	82,598	63,050	jailer II	32	32,498	48,747	33,639	42	paid	yes
				captain	3	50,474	75,710	55,314								
				lieutenant	6	44,232	66,348	46,446								
				sergeant	7	40,479	60,720	41,769								
				deputy	1	32,498	48,747	32,500								
Rowan	71,698	113,817	93,050	chief	1	58,895	93,497	88,147	detention admin.	1	46,058	73,114	67,920	36-48	paid	yes
				captain	3	46,058	73,114	63,469	detention shift supvr.	5	36,016	57,182	45,412			
				lieutenant	7	39,740	63,091	53,698	master detention officer	9	31,079	49,336	33,749			
				sergeant	10	36,016	57,182	46,036	detention officer	55	29,590	46,967	31,388			
				detective/investigator	16	32,645	51,821	40,317								
				deputy	41	29,590	46,967	33,245								
Rutherford	68,521	103,241	78,563	chief	1	56,168	84,632	81,273	detention admin.	1	39,667	59,768	48,391	42	paid	yes
				captain	1	46,044	69,378	54,490	detention sergeant		34,173	51,490				
				lieutenant	3	38,067	59,768	42,824	detention corporal		30,941	46,621				
				sergeant	8	35,915	54,114		detention officer		28,014	42,209				
				corporal	18	32,518	48,994									
				detective/investigator	14	34,173	52,490									
				deputy	17	29,440	44,361									
				DARE officer	1	32,518	48,994	35,915								
Sampson	58,560	87,840	71,868	chief	1	44,460	66,672	57,168	detention admin.	1	38,736	58,128	48,120	42	paid	yes
				major	1	38,736	58,128	51,384	detention shift supvr.	2	25,620	38,424	29,658			
				captain	3	36,996	55,500	43,720	dual certified	7	26,820	40,248	27,243			
				lieutenant	2	3,756	50,628	42,030	master I	10	24,468	36,696	28,594			
				sergeant	11	30,804	46,176	38,354	detention officer	22	23,388	35,052	24,470			
				detective/investigator	7	28,092	42,144	32,136								
				deputy	20	26,820	40,248	28,412								
				investigator	5	28,092	42,144	31,829								
Scotland	56,268	79,500	72,024	chief	1	47,004	66,420	60,168	detention admin.	1	34,308	48,480	39,792	42	paid	yes
				captain	3	39,264	55,476	44,812	asst. jail administrator	1	32,796	46,344	33,624			
				detective/investigator	5	34,308	48,080	36,602	detention sergeant	4	27,396	38,712	29,526			
				lieutenant	5	32,796	46,344	36,977	detention officer II	7	26,196	37,008	26,844			
				patrol shift supvr.	4	32,796	46,344	34,620	detention officer I	10	25,044	35,388	25,606			
				deputy	16	2,736	42,360	28,508								
Stanly	62,157	93,235	69,003	chief	1	49,640	74,461	53,152	detention admin.	1	43,376	65,064	44,411	42	paid	yes
				lieutenant	3	43,376	65,064	49,812	detention shift supvr.	4	31,694	47,491	32,342			
				sergeant	7	39,644	59,467	43,509	sr. detention officer	4	28,937	43,405	34,283			
				detective/investigator												

County Salaries in North Carolina 2014

TABLE XVI. PART ONE: SHERIFF, CHIEF DEPUTY AND DEPUTIES, AND DETENTION/CORRECTIONAL POSITIONS
January 2014

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions				Policy Data							
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	Avg Hrs/Wk	Court Time	Cars			
Transylvania	64,771	97,157	70,977	chief	1	50,752	76,128	63,903	detention admin.	1	46,030	69,056	59,989	42	paid	yes			
				captain	1	46,030	69,056	59,989	detention sergeant	4	16,52	24,77	17,45						
				investigations commander	1	19,12	26,68	58,149	detention corporal	4	14,98	22,47	16,63						
				patrol shift supvr.	4	19,12	28,68	23,93	detention officer	14	14,27	21,40	15,17						
				lieutenant	4	19,12	28,68	23,93											
				detective/investigator	4	17,34	26,01	47,923											
				investigator	2	17,34	26,01	43,759											
				sergeant	3	17,34	26,01	21,39											
				DARE officer	7	14,98	22,47	17,22											
				deputy	11	14,98	22,47	16,71											
Tyrrell			48,594	chief	1			33,810	detention admin.	1			27,281	varies	comp time	yes			
				sergeant	1			31,986	detention officer/dispatch.	4			25,461						
				deputy	7			31,254											
Union	85,370	128,056	107,289	chief	1	65,459	98,188	78,140	detention admin.	1	42,023	63,033	49,359	42	paid	yes			
				captain	4	50,174	75,260	65,336	detention officer master	5	35,165	52,747	40,148						
				lieutenant	14	45,905	68,857	60,693	detention officer II	2	33,622	50,434	37,716						
				sergeant	23	42,023	63,033	51,263	detention officer I	30	32,162	48,244	33,424						
				corporal	6	38,416	57,620	43,839											
				detective/investigator	12	35,165	52,747	40,461											
				investigator	4	35,165	52,747	43,339											
				deputy	137	32,162	52,747	37,707											
				chief	1	44,976	71,952	55,908	detention admin.	1	41,184	65,892	46,212	48	paid	yes			
				captain	1	43,044	68,856	64,440	detention supervisor	3	33,048	52,884	34,136						
lieutenant	5	37,716	60,336	51,742	detention shift supvr.	7	28,968	46,332	29,421										
sergeant	8	33,048	52,884	41,414	detention officer	25	25,380	40,608	29,551										
detective/investigator	8	31,632	50,604	35,343															
deputy	25	28,968	46,332	31,072															
Wake			147,830	chief	1	79,400	135,100	114,935	detention admin.	1	71,600	121,900	97,673	40	paid	yes			
				major	5	71,600	121,900	91,279	detention captain	6	48,100	82,000	66,513						
				captain	7	58,500	99,500	73,418	detention lieutenant	24	42,300	72,200	51,637						
				lieutenant	12	48,000	82,000	62,847	detention sergeant	39	37,000	63,000	42,978						
				sergeant	37	42,300	72,200	57,715	detention master deputy	189	28,900	49,000	37,538						
				detective/investigator	13	37,000	63,000	47,038	detention officer	194	28,900	49,000	32,730						
				deputy	95	32,750	55,750	38,069											
				captain	1	39,476	63,348	43,703	detention admin.	1	35,806	57,459	39,189	43.5	comp time	yes			
				lieutenant	2	35,806	57,459	35,840	detention shift supervisor	5	29,457	47,271	30,477						
				sergeant	5	32,477	52,116	33,321	detention officer	9	25,446	40,832	25,446						
investigator	7	32,477	52,116	32,648															
patrol shift supvr.	5	32,477	52,116	33,321															
deputy	15	29,457	47,271	29,457															
Washington	50,172	72,612	60,888	chief	1	38,040	55,080	43,056	detention admin.	1	30,612	44,280	31,368	40	no	yes			
				lieutenant	1	35,244	51,036	38,724	detention corporal	4	24,060	34,860	26,238						
				sergeant	1	33,408	48,348	33,408	certified detention officer	3	24,060	34,860	24,060						
				corporal	1	32,436	46,992	35,832	uncertified detention officer	4	23,148	33,504	23,148						
				investigator	4	34,332	49,680	36,098											
				deputy	9	26,892	40,236	28,015											
				captain	3	45,478	70,490	56,311	chief detention officer	1	39,852	61,770	50,242	42	no data	yes			
				lieutenant	5	39,852	61,770	43,773	asst. chief detention officer	1	34,923	54,131	37,754						
				sergeant	7	36,495	56,566	39,071	jailer II	16	31,979	49,568	34,432						
				detective/investigator	6	34,923	54,131	37,754	jailer I	7	30,602	47,433	31,214						
deputy	22	31,979	51,798	35,185															
Wayne			104,250	D.A.R.E. officer	1	33,419	51,798	34,935											
				chief	1	37,183	57,992	48,787	detention admin.	1	43,044	67,133	62,340	40	paid	yes			
				captain	4	43,044	67,133	65,496	detention shift supvr.	2	32,923	50,096	40,113						
				lieutenant	9	35,412	55,231	41,067	detention officer III	21	29,915	39,252	29,915						
				sergeant	13	32,120	50,096	37,249	detention officer I	28	25,167	39,252	28,474						
				corporal	11	29,134	45,439	35,497											
				patrol shift supvr.	1	29,862	45,439	35,497											
				detective/investigator	15	35,142	55,231	43,146											
				deputy	24	29,862	45,439	35,497											
				patrol commander	1	37,183	57,992	47,597											
investigations commander	1	37,183	57,992	45,304															
Wilkes			83,899	chief	1	47,771	74,045	57,842	detention shift supvr.	9	28,335	43,919	32,231	43	paid	yes			
				major	2	44,083	68,329	51,987	detention officer	16	26,147	40,528	26,159						
				captain	2	42,347	65,638	46,242											
				lieutenant	5	36,060	55,893	39,854											
				sergeant	7	31,965	49,546	35,513											
				detective/investigator	9	31,965	49,546	34,181											
Wilson			146,616	major	1	52,248	88,308	73,380	detention officer II	8	31,212	52,776	33,501	40	no	yes			
				captain	3	39,444	66,696	54,792	detention officer I	26	29,796	50,340	30,874						
				lieutenant	7	37,644	63,612	44,538											
				sergeant	7	35,928	60,756	41,706											
				detective/investigator	12	34,260	57,948	36,988											
				deputy	39	31,212	55,298	34,290											
Yadkin	57,688	86,532	80,257	major	1	43,559	65,339	55,600	detention admin.	1	32,897	49,346	40,960	42.5	comp time	yes			
				captain	1	39,659	59,489	49,349	shift supervisor	4	29,925	44,888	30,000						
				lieutenant	1	36,111	54,166	37,916	detention officer	12	28,581	42,873	29,495						
				sergeant	6	32,897	49,346	37,243											
				detective/investigator	4	31,378	47,067	32,939											
				deputy	20	29,925	44,888	34,416											
Yancey	52,576	78,601		lieutenant	3	30,740	45,957	40,470	detention admin.	1	26,555	39,700	35,643	44	paid	yes			
				detective/investigator	2	29,276	43,758	37,325	shift supervisor	4	27,882	41,689	32,170						
				deputy	16	25,290	37,809		detention officer	9	25,290	37,809	28,567						

1. per diem
 2. Also \$9,765 travel allowance
 3. Also \$5,700 travel allowance
 4. Also \$9,000 travel allowance
 5. Assigned car
 6. Also unspecified travel allowance

TABLE XVI. PART TWO: EMERGENCY TELECOMMUNICATIONS

January 2014

Telecommunications						Telecommunications					
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
Alamance	telecommunicator supvr.	1	\$34,986	\$55,979	\$60,852	Jackson	telecommunicator--EMD	8	26,214	51,397	28,097
	shift supvr.	4	32,037	51,261	39,234	Johnston	sr. telecommunicator	7	29,498	45,720	36,243
	telecommunicator--EMD	17	29,338	46,941	32,089		telecommunicator	2	28,231	43,751	29,642
Alexander	telecommunicator supvr.	1	37,483	52,963	43,469	Jones	n/a				
	shift supvr.	2	27,871	39,382	31,534	Lee	telecommunicator	4	30,320	42,448	32,273
	telecommunicator	6	34,032	33,957	28,568	Lenoir	telecommunications supvr.	1	32,097	56,639	36,691
Alleghany	telecommunicator supvr.	1	28,248	42,372	28,248		shift supvr.	4	27,964	56,639	36,691
	telecommunicator	4	24,402	36,693	24,402		telecommunicator	19	24,366	42,997	28,964
Anson	telecommunicator supvr.	1	34,609	53,642	38,306	Lincoln	telecommunications supvr.	1	41,371	63,107	48,963
	sr. telecommunicator	4	28,173	43,668	29,585		sr. telecommunicator	4	29,266	44,658	37,093
	telecommunicator--EMD	5	27,037	41,908	28,393		telecommunicator	15	26,520	40,456	28,153
Ashe	chief telecommunicator	1	36,792	51,987	38,655	McDowell	n/a				37,875
	assistant chief	1	33,777	47,724	36,372	Macon					32,815
	telecommunicator	6	30,993	43,791	33,017	Madison	telecomm.--EMD director	1			28,184
Avery	telecommunicator supvr.	1	39,991	55,769	43,696		telecommunicator supvr.	1			23,920
	shift supvr.	1	31,606	44,075	33,205		telecommunicator III	4			43,584
	telecommunicator	3	29,221	40,747	32,049		telecommunicator I	1			32,586
	telecommunicator--EMD	5	28,097	39,182	28,778	Martin	telecommunicator supvr.	1	27,265	43,584	28,243
Beaufort	telecommunicator supvr.	1	37,310	52,233	39,270		telecommunicator III	1	26,094	41,715	22,837
	telecommunicator	11	28,622	40,071	31,876		telecommunicator II	3	24,961	39,904	40,506
Bertie	telecommunicator supvr.	1	30,331	47,012	31,847		telecommunicator I	4	22,837	36,507	49,470
	telecommunicator II	2	24,573	38,088	26,876	Mecklenburg	telecommunicator	7	31,019	54,284	28,305
	telecommunicator I	5	24,573	38,088	25,555	Mitchell	telecommunicator supvr.	1	42,339	60,485	26,094
Bladen	telecommunicator supvr.	1	27,690	38,317	33,616	Montgomery	telecommunicator II	1			44,765
	telecommunicator II	1	27,690	35,086	30,765		telecommunicator I	7			31,208
	telecommunicator--EMD	9	25,128	31,833	26,511	Moore	telecommunicator supvr.	1	46,584	75,332	
Brunswick	telecommunicator supvr.	1	48,508	77,613	60,681		telecommunicator	5	42,231	68,292	58,760
	telecommunicator II	4	34,962	55,940	40,637	Nash	n/a				44,192
	telecommunicator I	22	31,092	49,747	31,416	New Hanover	telecommunications supvr.	1	56,202	86,195	35,809
Buncombe	telecommunicator supvr.	1	42,497	64,965	46,974		shift supvr.	4	42,453	65,083	31,671
	telecommunicator II	4	32,606	49,862	37,575		telecommunicator--zone 2	4	30,701	47,091	vacant
	telecommunicator I	14	29,878	45,703	32,654		telecommunicator--zone 1	64	30,098	46,238	29,926
Burke	telecommunicator	6	25,596	39,674	28,143	Northampton	telecommunications supvr.	1	27,290	48,156	26,359
Cabarrus	telecommunicator	15	32,824	50,690	34,608		lead telecommunicator	3	25,990	45,863	68,644
Caldwell	telecommunicator supervisor	1	31,351	52,252	45,788		telecommunicator--EMD	12	24,753	43,679	36,882
	telecomm. asst. supv.	4	25,158	41,930	31,211	Onslow	telecommunications supvr.	1	62,404	99,847	33,151
	telecommunicator II	6	24,074	40,124	28,485		shift supvr.	4	32,037	51,259	27,727
	telecommunicator I	4	23,037	38,397	25,733		telecommunicator III	19	29,620	47,392	78,513
Camden	see pasquotank						telecommunicator I	2	25,319	40,510	52,529
Carteret	telecommunicator supervisor	1	33,677	52,234	35,185	Orange	telecommunications supvr.	1	58,470	95,807	44,433
	telecommunicator shift supv.	3	32,758	52,234	33,087		shift supvr.	3	39,387	64,539	34,946
	telecomm. asst. supvr.	3	29,569	47,544	29,569		asst. supervisor	6	35,683	58,469	29,917
	telecommunicator--EMD	15	25,650	37,130	26,086		telecommunicator--EMD	14	33,963	55,650	26,462
Caswell	chief telecommunicator	2			31,080	Pamlico	telecommunicator II	1	22,213	41,347	34,042
	telecommunicator	7			27,288		telecommunicator I	4	22,213	40,145	28,986
Catawba	telecommunicator supvr.	1	50,815	78,845	59,327	Pasquotank	telecommunicator II	4	27,978	39,169	41,191
	shift supvr.	3	34,402	53,352	43,604		telecommunicator I	12	26,686	37,361	32,274
	telecommunicator--EMD	23	29,707	46,088	33,355	Pender	telecommunications supvr.	1	40,868	65,388	33,958
Chatham	telecommunicator supvr.	1	32,772	50,796	44,261		shift supvr.	2	32,021	51,234	29,391
	shift supvr.	4	32,772	50,796	37,532		asst. 911 director	1	33,622	53,795	39,621

TABLE XVI. PART TWO: EMERGENCY TELECOMMUNICATIONS

January 2014

Telecommunications						Telecommunications					
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
	telecommunicator	12	29,725	46,073	31,092		telecommunicator--EMD	14	29,044	46,470	29,850
	telecommunicator--EMD	16	28,859	49,316	31,851	Perquimans	telecommunications supvr.	1	31,142	43,683	26,304
Cherokee	telecommunicator supvr.	1	28,408	44,360	41,693		lead telecommunicator	1	29,264	40,001	48,166
Chowan	telecommunicator supvr.	1	34,411	60,983	42,740		telecommunicator	7	22,426	36,632	35,909
	shift supvr.	4	25,937	45,764	32,253	Person	telecommunications supvr.	1	45,872	71,102	31,830
	dispatcher	5	25,937	45,764	25,948		shift supvr.	3	31,951	49,524	47,946
Clay	telecommunicator supvr.	1			41,455		telecommunicator--EMD	9	29,484	45,700	44,580
	telecommunicator--EMD	9			26,359	Pitt	telecommunications supvr.	1	40,672	64,281	31,768
Cleveland	shift supvr.	4	32,958	51,456	36,198		shift supvr.	5	37,031	58,528	42,969
	telecommunicator	12	28,092	43,482	32,310		telecommunicator	15	32,171	50,852	35,256
Columbus	telecommunicator supvr.	1	34,267	51,401	38,129		telecommunicator intermediate	3	34,644	54,752	38,599
	shift supvr.	3	27,366	41,049	31,250		telecommunicator basic	5	31,540	49,855	35,052
	senior telecommunicator	4	25,012	37,518	30,684	Polk	telecommunications supvr.	1	32,472	53,209	32,589
Craven	communications supv.	1	36,924	74,592	42,496		telecommunicator III	1	25,442	41,690	26,202
	telecommunicator II	4	30,914	62,459	34,608		telecommunicator II	1	23,078	37,816	20.77
	telecommunicator I	10	28,145	56,866	30,096		telecommunicator I	6	23,078	37,816	17.05
Cumberland	telecommunicator supvr.	1	42,399	71,357	47,705	Randolph	telecommunications supv.	1	20.46	31.52	15.12
	shift supvr.	4	37,025	62,313	38,143		shift supvr.	4	15.27	23.52	26,624
Currituck	telecommunicator supvr.	1	40,655	56,263	46,454		telecommunicator	15	13.85	21.33	51,315
	shift supvr.	2	33,370	46,062	38,738	Richmond	telecommunicator	7	22,947	33,368	40,149
	telecommunicator--EMD	10	31,547	43,510	34,720	Robeson	telecommunications supvr.	1	41,383	51,315	30,536
Dare	telecommunicator supvr.	1	37,896	62,562	49,091		shift supvr.	4	33,457	41,488	53,816
	shift supvr.	4	34,701	57,258	40,263		telecommunicator--EMD	18	30,287	37,556	40,838
	telecommunicator II	4	31,779	52,433	36,695	Rockingham	telecommunications supvr.	1	46,180	69,272	70,657
	telecommunicator I	13	29,102	48,017	32,260		lead telecommunicator	4	32,498	48,747	39,291
	telecommunicator--EMD	1	41,381	68,281	51,495	Rowan	telecommunications supvr.	1	58,895	93,497	28,891
Davidson	telecommunicator supvr.	1	48,822	73,233	48,822		shift supvr.	5	32,645	51,821	48,994
	shift supvr.	4	33,101	49,740	36,083		telecommunicator	30	26,818	42,571	37,744
	dispatcher	4	28,633	42,949	29,462	Rutherford	telecommunications director	1	39,667	59,768	30,941
	telecommunicator--EMD	18	30,101	45,152	33,199		shift supvr.	1	35,915	54,115	28,718
Davie	telecommunicator supvr.	1	35,209	54,601	56,827		senior	4	29,440	44,361	28,014
	shift supvr.	1	30,414	47,167	38,792		telecommunicator II	4	28,014	42,209	42,000
	sr. telecommunicator	1	27,587	35,185	38,729		telecommunicator I		26,655	40,164	29,709
	telecommunicator--EMD	8	26,373	40,745	33,005	Sampson	telecommunicator supvr.	1	35,340	53,004	26,316
Duplin	telecommunicator director	1	41,424	73,564	43,097		shift supvr.	4	25,620	38,424	39,546
	shift supvr.	4	29,005	51,508	30,179	Scotland	telecommunicator	4	25,044	35,388	30,964
	telecommunicator I	12	24,753	43,961	26,823	Stanly	telecommunicator III	7	31,694	47,491	27,539
Durham	telecommunicator supvr.	1	33,043	56,885	54,403		telecommunicator II	4	28,937	43,405	
	telecommunicator I	8	29,933	51,534	33,966		telecommunicator I	3	26,448	39,672	
Edgecombe	telecommunicator director	1	32,431	56,201	36,035	Stokes					
	shift supvr.	4	26,681	43,237	29,645	Surry	n/a				19.00
	telecommunicator	5	24,201	41,938	25,312	Swain					14.64
Forsyth	telecommunicator supvr.	1	47,614	77,373	56,337	Transylvania	telecommunicator III	1	14.27	21.40	
	shift supvr.	7	32,223	52,362	43,203		telecommunicator II	10	12.32	18.49	32,917
	telecommunicator	22	29,309	47,611	32,622	Tyrrell	telecommunications supvr.		n/a		36,691
Franklin	telecommunicator supvr.	1	44,001	66,001	48,986	Union	master dispatcher	4	32,162	48,244	40,184
	shift supvr.	4	30,474	45,710	34,776		dispatcher II	1	30,759	46,138	33,711
	telecommunicator--EMD	10	29,106	43,662	33,033		dispatcher I	2	29,409	44,114	35,376
Gaston	sr. telecommunicator	9	26,631	41,281	29,633		telecommunicator--EMD	26	28,113	48,244	31,332
	telecommunicator	35	38,418	44,050	32,741	Vance	shift supvr.	4	27,720	44,340	25,380

TABLE XVI. PART TWO: EMERGENCY TELECOMMUNICATIONS**January 2014**

Telecommunications						Telecommunications					
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
	telecommunicator trainee	4	22,641	35,095	27,190		sr. telecommunicator	4	26,532	42,432	vacant
	telecommunicator--EMD	35	28,418	44,050	32,741		telecommunicator	1	25,380	40,608	42,303
Gates						Wake	telecommunications supvr.	1	39,200	66,750	31,674
Graham							shift supvr.	5	32,750	55,750	28,390
Granville	telecommunicator supvr.	1	28,535	50,334	49,336		telecommunicator I	12	28,900	49,000	43,230
	telecommunicator II	1	25,890	45,669	33,852		telecommunicator--EMD	6	25,380	40,608	26,719
	telecommunicator I	15	23,479	41,417	28,539	Warren	telecommunications supvr.	1	37,597	60,334	24,234
Greene	telecommunicator supvr.	1	24,778	34,527	30,802		shift supvr.	4	26,719	42,875	31,368
	telecommunicator I	6	22,515	31,361	24,496		telecommunicator	9	24,234	38,889	26,856
Guilford	n/a					Washington	telecommunications supvr.	1	30,612	44,280	26,184
Halifax	telecommunicator supvr.	1	39,522	64,156	43,651		shift supvr.	1	23,148	33,504	23,148
	telecommunicator II	4	30,827	50,042	30,070		telecommunicator II	1	24,996	36,228	42,552
Harnett	telecommunicator supvr.	1	33,494	51,915	54,149		telecommunicator I	4	23,148	33,504	33,411
	shift supvr.	4	34,933	54,147	37,084	Watauga	shift supvr.	3	33,419	51,978	31,306
	telecommunicator	1	32,112	49,771	33,614		telecommunicator II	6	31,979	49,568	56,376
	telecommunicator--EMD	13	32,112	36,127	36,127		telecommunicator I	5	30,602	47,433	34,590
Haywood	telecommunicator supvr.	1	26,133	39,198	34,767	Wayne	telecommunications supvr.	1	49,828	77,715	29,134
	sheriff's dispatcher	4	25,008	37,512	32,695		shift supvr.	4	32,120	50,096	28,491
Henderson	director communications	1	47,032	72,914	65,469		telecommunicator	8	29,134	45,439	30,050
	telecom. team ldr.	5	35,048	54,371	45,407		telecommunicator--EMD	6	23,968	37,382	28,524
	telecommunicator III	2	33,530	52,021	43,642	Wilkes	shift supvr.	2	28,335	43,919	43,890
	telecommunicator II	6	32,552	50,502	35,226		telecommunicator	11	26,147	40,528	40,071
	telecommunicator I	0	28,538	44,242		Wilson	telecommunications supvr.	1	35,928	60,758	34,491
Hertford	sr. dispatcher	1	26,083	40,428	34,921		telecommunicator III	4	32,700	55,296	48,398
	dispatcher	3	22,530	34,923	23,664		telecommunicator II	19	31,212	52,776	29,312
Hoke	telecommunicator supvr.	1	35,483	50,136	40,144	Yadkin	telecommunications supvr.	1	37,844	56,767	31,188
	telecommunicator	10	28,496	40,265	30,310		telecommunicator--EMD	12	27,264	40,896	28,747
Hyde	telecommunicator II	1	27,792	41,026	28,348	Yancey	telecommunications supvr.	1	25,290	37,809	
	telecommunicator I	4	25,546	41,026	26,317		telecommunicator	13	25,290	37,809	
Iredell	telecommunicator supvr.	1	44,620	69,207	60,186						
	telecommunicator II	4	34,068	52,839	35,924						
	telecommunicator I	17	29,768	46,170	30,731						

TABLE XVII: ANIMAL CONTROL OFFICER, ANIMAL SHELTER ATTENDANT										
January 2014										
County	Animal Control Officer				Animal Shelter Attendant					
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Alamance	control officer	2	\$30,660	\$49,053	\$33,240		n/a			
Alexander	supervisor	1	27,871	39,382	38,421	1			\$8.71/hr.	
	control officer	2	26,529	37,484	27,192					
Alleghany			n/a		11,605		n/a			
Anson	officer	1	25,947	40,218	27,249		n/a			
Ashe	supervisor	1	35,241	49,797	37,953		n/a			
	officer	2	32,334	45,690	32,423					
Avery			n/a				n/a			
Beaufort	chief officer	1	35,861	50,206	38,164		n/a			
	control officer	3	25,727	36,017	26,845					
Bertie	sr. control officer	1	27,882	43,218	29,277		n/a			
	control officer	1	23,560	36,519	23,560					
Bladen	control officer I	3	25,148	31,854	27,010	1	26,423	33,471	27,600	
Brunswick	supervisor	1	48,508	77,613	56,003	1	24,286	40,459	27,290	
	lead officer	1	36,897	59,035	52,146					
	officer II	3	34,962	55,940	38,149					
Buncombe	supervisor	1	38,915	59,493	42,564		n/a			
	deputy	5	34,071	52,138	40,429					
Burke	supervisor	1	24,376	37,785	24,985		n/a			
Cabarrus	deputy sheriff	7	34,458	53,211	42,305	1	29,777	45,981	30,220	
Caldwell	supervisor	1	37,387	62,312	43,219	1.5	18,486	30,811	21,371	
	field supervisor	1	31,351	52,252	31,351					
	officer	3	25,158	41,930	26,555					
Camden			see Pasquotank					see Pasquotank		
Carteret	supervisor	1	29,604	40,848	30,499		n/a			
	officer II	2	24,935	38,972	26,533					
Caswell	supervisor	1			28,500					
	officer	1			31,363					
Catawba	officer	4	28,285	43,894	29,524	1	25,646	39,817	31,912	
Chatham	supervisor	1	39,834	61,743	51,500	1	32,772	50,796	36,815	
	lead officer	1	31,212	48,378	41,772					
	officer	3	29,725	46,073	33,586					
Cherokee			n/a				n/a			
Chowan	part-time	1			\$14.28/hr.	1	21,519	37,835	21,519	
Clay			n/a				n/a			
Cleveland	supervisor	1	30,018	46,866	37,938	2	22,686	53,576	22,686	
	officer I	5	26,106	44,724	33,750					
	officer II	2	28,056	44,724	33,750					
Columbus	supervisor	1	31,319	46,979	47,547		n/a			
	officer	2	23,912	35,868	25,734					
Craven	supervisor	1	33,951	68,599	36,203	1	25,628	51,775	26,853	
	officer II	1	29,496	59,598	31,189					
	officer I	1	26,853	54,261	31,189					
Cumberland	supervisor	1	40,524	68,202	41,484	12	26,812	45,125	27,225	
	officer II	3	35,348	59,490	35,583					
	officer I	17	32,247	54,272	32,448					
Currituck	supervisor	1	33,370	46,062	37,430		n/a			
	officer	3	29,724	40,957	32,092					
Dare			n/a				n/a			
Davidson	supervisor	1	4,214	63,323	42,214	3	24,717	37,075	24,717	
	deputy	3	33,101	49,740	35,776					
Davie	supervisor	1	38,817	60,198	44,834	1	27,587	42,782	28,966	
	officer	1	28,966	44,921	28,966					
Duplin	officer	1	32,663	58,005	33,982	1	21,981	39,036	22,423	
	deputy officer	1	25,755	45,737	26,269					
Durham	supervisor	1	33,043	56,885	54,403		n/a			
	officer I	6	28,491	49,052	30,316					
Edgecombe	lead officer	1	25,411	44,035	27,035		n/a			
	officer I	2	21,951	38,039	21,973					
Forsyth	supervisor	1	37,130	60,336	57,304	6	18,228	29,620	18,925	
	officer I	8	32,486	52,789	35,931					
Franklin	supervisor	1	44,001	66,001	49,723		n/a			
	officer	4	27,798	41,697	30,619					
Gaston	supervisor	2	44,772	69,399	49,425		n/a			
	specialist	9	26,631	41,281	29,633					
Gates										
Graham										

TABLE XVII: ANIMAL CONTROL OFFICER, ANIMAL SHELTER ATTENDANT									
January 2014									
County	Animal Control Officer					Animal Shelter Attendant			
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Granville	supervisor	1	34,686	61,186	44,839	1	19,310	34,063	20,344
	officer II	1	24,644	43,473	29,108				
	officer	2	23,479	41,417	24,066		n/a		
Greene	officer II	1	22,515	31,361					
	officer I	1	20,454	28,477					
Guilford	supervisor	2	35,661	60,623	36,748		n/a		
	investigator	2	32,345	54,987	32,345				
	specialist	8	29,338	49,875	32,309				
Halifax	lead officer	1	24,045	39,033	39,033		n/a		
	officer II	3	22,880	37,141	23,770				
Harnett	supervisor	1	38,003	58,905	43,702	2	22,915	37,068	25,110
	officer	3	29,519	45,754	34,398				
Haywood	supervisor	1	29,823	44,734	45,272		n/a		
	sergeant	2	27,309	40,964	35,934				
	officer	4	23,931	35,896	25,423				
Henderson	sergeant	1	40,019	62,026	53,790	2	22,640	35,100	23,046
	deputy	2	35,048	54,371	39,207		n/a		
	deputy provisional	0	34,050	52,790					
Hertford	officer I	2	21,458	33,260	21,458		n/a		
Hoke	supervisor	1	30,365	43,309	34,697	1	20,746	29,313	21,265
	officer II	1	27,801	39,283	29,209				
	officer I	1	25,217	35,631	25,847				
Hyde	officer II	1	part-time		5,000		n/a		
Iredell	director	1	46,673	72,390	62,020	4	26,011	40,343	26,011
	officer	6	31,137	48,294	33,178				
Jackson	supervisor		detention sergeant				n/a		
	officer II	2	28,901	56,665	28,901				
	officer I	1	24,966	48,950	24,966				
Johnston	director	1	43,838	78,132	65,015	4	25,851	40,064	26,977
	sr. control officer	1	30,827	47,777	39,323				
	control officer	3	28,231	43,751	32,202				
Jones			n/a			n/a			
Lee	supervisor	1	36,296	50,815	38,022		n/a		
	officer	2	31,715	44,401	33,252				
Lenoir	officer II	2	23,269	41,061	25,059		n/a		
Lincoln	supervisor	1	35,672	54,413	37,482	3	24,024	36,650	25,126
	officer		26,520	40,456	28,253				
McDowell	officer II	1	28,650	42,106	28,650		n/a		
	officer I	1	28,650	42,106	28,650				
Macon									
Madison	supervisor	1			32,320	3			20,869
	officer	2			23,015				
Martin	supervisor	1	24,265	43,584	30,096	1	22,837	36,507	22,837
Mecklenburg			n/a				n/a		
Mitchell			n/a				n/a		
Montgomery	officer	1	21,540	36,300	24,402		n/a		
Moore	officer II	4	29,110	47,074	32,357	6	21,723	35,128	25,955
Nash	supervisor	1	28,604	45,766	38,281		n/a		
	officer II	4	27,412	43,859	30,921				
New Hanover	supervisor	1	42,453	65,083	57,767	3	27,248	41,725	28,024
	officer	7	30,098	46,238	32,084				
Northampton	officer II	1	36,571	64,534	35,848	1	19,394	34,224	20,885
Onslow	supervisor	1	34,651	55,441	50,642	5	23,409	37,454	23,877
	officer II	7	23,409	37,454	23,877				
Orange	supervisor	1	52,969	86,797	55,118	7	26,532	43,476	27,372
	officer	7	32,327	52,970	33,930				
Pamlico	officer	1	21,534	40,145	26,229		n/a		
Pasquotank	officer	2	25,395	35,553	28,662		n/a		
Pender	supervisor	1	42,911	68,658	44,332	3	25,089	40,143	27,352
	officer I	4	26,344	42,150	26,446				
Perquimans	assistant	1	21,716	33,546	22,149		n/a		
	officer I	1	25,882	40,001	28,427				
Person	supervisor	1	40,663	63,028	43,550	1	26,135	40,510	32,989
	officer	2	28,323	43,900	31,204				
Pitt	supervisor	1	44,670	70,600	49,060		n/a		
	officer II	3	29,293	46,297	32,513				
Polk	officer	1	25,442	41,690	27,398		n/a		

TABLE XVII: ANIMAL CONTROL OFFICER, ANIMAL SHELTER ATTENDANT									
January 2014									
County	Animal Control Officer				Animal Shelter Attendant				
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Randolph	supervisor	1	38,605	59,467	39,189		n/a		
	officer	7	30,243	46,592	29,077				
Richmond	officer	2	22,947	33,368	27,234	1	30,393	44,211	30,393
Robeson	supervisor	1	33,457	41,488	36,134	1	22,361	27,729	22,361
	officer II	3	28,702	35,590	32,911				
Rockingham	officer	2	31,059	46,590	38,074	4	20,916	31,374	20,917
Rowan	supervisor	1	36,016	57,182	53,648		n/a		
	officer II	1	28,168	44,715	34,629				
	officer I	6	25,531	40,528	30,309				
Rutherford	supervisor	1	32,518	46,994	36,365				
	officer I	1	29,440	44,361	32,518				
Sampson	control master	2	28,092	42,144	30,348	2	22,308	33,480	23,721
	officer	1	26,820	40,248	28,440				
Scotland	officer II	1	26,196	37,008	29,640		n/a		
	officer I	1	23,940	33,828	26,424				
Stanly	supervisor	1	31,694	47,491	33,278				
	officer II	3	27,664	41,496	30,665	1	31,694	47,491	30,665
Stokes									
Surry	supervisor	1	31,320	51,864	44,172		n/a		
	officer II	5	27,600	45,216	30,615				
Swain							n/a		
Transylvania	supervisor	1	14.98	22.47	42,367	1	14.88	22.47	33,013
	officer I	2	12.94	19.41	29,193				
Tyrrell	supervisor	1			25,180	2			\$10.00/hr
Union	supervisor	1	45,905	68,857	60,057	2	22,496	33,744	33,215
	deputy II	3	33,622	50,434	39,469				
	deputy I	3	32,162	48,244	35,790				
Vance	supervisor	1	31,632	50,604	31,632				
	lead officer	1	26,532	42,432	26,532				
	officer	2	25,380	40,608	25,380	10	20,400	34,600	24,261
Wake	supervisor	1	32,750	55,750	45,011	10	20,400	34,600	24,666
	officer	7	25,500	43,100	30,433				
Warren	supervisor	1	37,597	60,334	43,230				
	officer I	2	24,234	38,889	24,234		n/a		
Washington	officer	1	24,060	34,860	25,944		n/a		
Watauga	supervisor	1	35,419	51,798	40,334		n/a		
	officer	1	30,602	39,017	31,898				
Wayne	supervisor	1	40,994	63,937	44,146	3	22,827	35,602	25,826
	officer II	4	25,167	39,252	25,167				
	officer I	1	22,827	35,602	22,877				
Wilkes	supervisor	1	34,640	53,692	52,680	4	25,117	38,931	23,950
	officer	3	27,219	42,189	31,701				
	specialist	2	23,178	35,928	26,052				
Wilson	officer	5	31,212	52,776	31,826	1	21,468	36,300	24,996
Yadkin	supervisor	1	34,469	51,704	38,608	1	22,599	33,899	26,522
	officer	2	26,028	39,042	27,280				
Yancey	officer	1	part-time		\$15.00/hr		n/a		

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

January 2014														
County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions			Title	No.	Min.	Max.	Actual
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method						
Alamance	\$47,611	\$76,180	\$75,600	n/a			2,208	both	training officer	1	\$36,561	\$58,498	55,608	
									crew chief	4	36,561	58,498	48,342	
									EMT—paramedic	70	32,037	51,261	37,235	
									EMT—intermediate	3	28,075	44,921	29,484	
									EMT—basic	2	25,710	41,133	28,920	
Alexander	41,375	58,461	52,963	n/a			2,184	no data	training officer	4	21,774	30,766	37,482	
									shift supervisor	4	35,676	50,410	42,408	
									EMT—paramedic	17	30,765	43,470	34,807	
Alleghany	n/a			n/a			2,920	fluctuating wkweek	shift supervisor	3	32,701	49,052	32,701	
									training officer	1	part-time		no data	
									EMT—paramedic	9	29,661	44,492	30,074	
Anson	42,512	65,894	44,638	n/a			2,880	time and one-half	training officer	1	36,061	55,895	40,450	
									shift supervisor	3	34,609	53,642	36,997	
									EMT—paramedic	8	30,590	47,413	31,966	
									EMT—basic	4	27,037	41,908	28,455	
Ashe	n/a			n/a					n/a					
Avery	43,255	60,319	52,106	36,974	51,559	44,539	2,496	fluctuating wkweek	shift supervisor	2	36,974	51,559	42,418	
									crew chief	1	34,185	47,672	41,181	
									EMT—paramedic	18	31,606	44,075	35,592	
Beaufort	n/a			n/a					n/a					
Bertie	n/a			n/a					n/a					
Bladen	46,859	59,352	49,980	n/a			2,184	fluctuating wkweek	training officer	1	35,364	44,794	39,294	
									shift supervisor	4	35,364	44,794	37,331	
									EMT—paramedic	8	31,522	39,942	32,926	
									EMT—intermediate	16	27,690	35,086	28,916	
									EMT—basic	5	26,420	33,460	27,880	
Brunswick	60,118	96,190	85,262	n/a			no data	no data	shift supervisor	4	44,637	71,419	61,599	
									training officer	1	44,637	71,419	59,659	
									EMT—paramedic	53	38,832	62,131	41,940	
									EMT—intermediate	10	33,026	52,843	33,276	
									EMT—basic	1	29,157	46,652	29,157	
Buncombe	n/a			n/a			2,912	no data	shift supervisor	3	44,411	67,897	68,838	
									training officer	1	46,365	70,918	62,698	
									EMT—paramedic	46	35,659	54,459	49,864	
									EMT—intermediate	17	31,222	47,761	38,964	
									telecommunicator	19	29,878	45,703	32,895	
Burke	45,969	71,250	57,400	n/a			2,080	fluctuating wkweek	EMT—paramedic	37			29,852	
									EMT—intermediate	1			29,193	
									EMT—basic	1			23,629	
									telecommunicator—EMD	5			28,409	
Cabarrus	65,011	100,356	81,354	50,940	78,639	81,354	2,912	fluctuating wkweek	training officer	1	46,203	71,326	53,737	
									shift supervisor	3	46,203	71,326	65,463	
									crew chief	30	39,915	61,604	45,877	
									EMT—paramedic	28	36,203	55,870	37,582	
									EMT—intermediate	1	31,273	48,280	32,519	
									EMT—basic	3	29,777	45,981	55,870	

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

January 2014														
County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Min.	Max.	Actual	
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method						
Caldwell	40,827	68,048	57,341											
Camden	served by Pasquotank			served by Pasquotank										
Carteret	44,457	63,008	48,091				2,080	both						
Caswell	n/a						2,916	both						
Catawba	56,024	86,932	66,808				2,184	time one-half pay						
Chatham	n/a													
Cherokee	41,952	69,342	62,400		33,039	52,903	43,831	2,184	time one-half pay					
Chowan	43,634	77,547	58,127					2,080	fluctuating wkweek					
Clay			54,891				49,820	no data	no data					
Cleveland	52,650	82,188	82,188					2,928	both					
Columbus	n/a													
Craven	n/a													
Cumberland	n/a													
Currituck	64,333	89,416	69,499		50,153	69,563	vacant	2,184	time one-half pay					
Dare	62,030	99,249	93,009					2,912	time one-half pay					

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

January 2014														
County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions			Title	No.	Min.	Max.	Actual
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method						
										EMT—intermediate	28	30,267	48,428	32,472
										EMT—basic	3	26,221		
Davidson	46,498	69,746	46,498	n/a			3,120	fluctuating wkweek		training officer	1	46,498	69,746	46,498
										shift supervisor	3	44,294	66,442	47,308
										EMT—paramedic	45	34,751	52,126	37,155
										EMT—intermediate	1	30,101	45,152	30,102
										EMT—basic	1	25,940	38,911	25,940
										telecommunicator—EMD	18	30,101	45,152	33,200
Davie	n/a			38,817	60,198	51,895	2,184	time one-half pay		training officer	1	36,969	57,331	44,834
										shift supervisor	4	35,209	54,601	44,767
										EMT—paramedic	21	33,532	52,001	37,299
										EMT—intermediate	4	28,966	44,921	34,833
										EMT—basic	2	26,273	40,745	28,276
Duplin	n/a			36,785	65,323	44,839	2,382	fluctuating wkweek		training officer	1	36,785	65,323	50,497
										shift supervisor	4	35,355	62,786	38,469
										EMT—paramedic	33	30,175	53,588	
										EMT—intermediate	9	27,878	49,508	29,277
										EMT—basic	14	25,755	45,737	26,269
Durham	62,791	108,096	108,096	54,143	93,210	vacant	2,080	time one-half pay		training officer	1	46,687	80,374	80,374
										shift supervisor	4	42,298	72,816	72,171
										EMT—paramedic	63	31,449	54,143	37,342
										EMT—intermediate	31	27,119	46,687	30,830
										EMT—basic	10	24,567	42,298	26,127
Edgecombe	39,420	68,313	43,800	n/a						n/a				
Forsyth	n/a			n/a			2,184	time one-half pay		shift supervisor	4	47,614	77,373	58,859
							or			training officer	4	47,614	77,373	52,783
							2,912			EMT—paramedic	83	36,546	52,789	37,466
										EMT—basic	41	26,314	42,760	25,817
										telecommunicator-EMD	22	29,294	47,602	33,148
Franklin	n/a			44,001	66,001	46,201	2,184	fluctuating wkweek		training officer	1	40,139	60,210	49,850
										shift supervisor	4	34,974	52,462	44,460
										EMT—paramedic	49	33,405	50,106	35,245
										EMT—intermediate	10	29,105	43,662	30,634
										EMT—basic	1	26,550	39,825	29,288
Gaston	70,536	109,335	103,326	59,967	92,952	74,695	2,080	time one-half pay		training officer	1	52,663	81,631	60,720
										shift supervisor	5	70,536	109,335	103,326
										EMT—paramedic	85	33,474	51,887	38,270
										EMT—intermediate	1	24,957	38,685	25,511
										EMT—basic	6	21,918	33,974	21,971
										telecommunicator	35	28,418	44,050	32,741
Gates														
Graham														
Granville	n/a			n/a						n/a				
Greene	n/a			n/a			2,080	fluctuating wkweek		EMT—intermediate	11	24,778	34,527	25,845
										EMT—basic	1	21,465	29,890	22,447
Guilford	81,735	138,950	97,409	67,244	114,314	97,409	2,184	no data		shift supervisor	3	50,178	85,303	66,852

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

January 2014																		
County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Min.	Max.	Actual					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method										
														training officer	10	37,444	63,655	39,862
														crew chief	16	41,282	70,179	50,591
														EMT—paramedic	95	33,963	57,737	36,121
														EMT—intermediate	9	27,941	47,500	27,941
														EMT—basic	20	25,343	43,084	25,343
Halifax	n/a				n/a			1,872	time one-half pay					training officer	1	39,522	64,156	40,016
														shift supervisor	4	37,606	61,047	38,000
														crew chief	4	35,783	58,088	35,000
														EMT—paramedic	22	34,049	55,271	36,250
														EMT—intermediate	13	30,827	50,042	31,850
														EMT—basic	13	27,911	45,308	29,160
														telecommunicator-EMD	9	25,527	41,022	26,600
Harnett	n/a				57,896	89,740	71,388	no data	fluctuating wkweek					training officer	1	48,923	75,831	71,388
														shift supervisor	3	29,519	45,754	37,084
														EMT—paramedic	28	24,942	38,861	26,978
														EMT—intermediate	2	21,077	32,690	23,847
														EMT—basic	10	18,576	22,291	21,131
Haywood	51,040	76,561	73,529		n/a			no data	no data					training officer	1	39,193	58,790	50,064
														shift supervisor	3	31,450	47,177	37,264
														EMT—paramedic	42	29,823	44,734	32,987
														EMT—basic	1	23,931	35,896	27,868
														telecommunicator I	6	25,008	37,512	21,753
														telecomm. Team leader	2	27,309	40,964	30,283
Henderson	59,571	92,290	73,185		n/a			2,184	time one-half pay					training officer	1	43,514	67,434	55,006
														shift supervisor	4	40,227	62,338	52,842
														EMT—paramedic	42	31,762	49,275	34,742
														EMT—intermediate	0	29,390	45,531	
														EMT—basic	0	28,267	43,784	
Hertford	40,461	62,716	48,803		n/a			1,950	both					training officer	1	36,700	56,886	40,870
														EMT—intermediate	8	30,193	46,799	30,193
														EMT—basic	4	26,083	40,428	27,669
Hoke	n/a				n/a			n/a	n/a					n/a				
Hyde	30,234	44,631	34,445		n/a			2,080	both					training officer	1	30,234	44,631	36,713
														EMT—paramedic	6	30,234	44,631	29,053
														EMT—intermediate	6	27,792	41,026	29,053
														EMT—basic	6	25,546	37,711	26,325
Iredell	5,442	90,644	67,204		48,820	75,720	49,556	2,912 & 2,184	both					training officer	1	42,658	66,163	58,407
														shift supervisor	7	40,482	63,253	49,887
														EMT—paramedic	63	32,570	50,516	36,293
														EMT—intermediate	3	28,459	44,140	29,879
														EMT—basic	4	26,011	40,343	26,108
Jackson	n/a				n/a			n/a	n/a					telecommunicator-EMD	8	26,214	51,397	28,097
Johnston	emrgency services director				n/a			2,176	both					training officer	1	38,416	59,537	40,942
														shift supervisor	12	36,760	56,972	40,534
														EMT—paramedic	82	32,213	49,925	33,863
														EMT—intermediate	18	29,498	45,720	30,326

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

January 2014														
County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Min.	Max.	Actual	
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method						
										EMT—basic	52	27,013	41,867	28,454
										telecommunicator—EMD	18	28,231	43,751	31,512
Jones	38,383	48,395	38,383	n/a			2,080	fluctuating wkweek		EMT—intermediate	8	29,056	36,649	29,412
Lee	n/a			n/a						n/a				
Lenoir	n/a			35,185	62,088	48,839		no data		shift supervisor	4	32,097	56,639	38,154
										EMT—paramedic	56	29,281	51,670	31,533
										telecommunicator—EMD	21	23,269	41,061	28,964
Lincoln	67,787	103,397	83,075	50,398	76,877	53,477	2,184	no data		training officer	1	45,656	69,659	48,443
										shift supervisor	4	39,374	60,070	41,688
										crew chief	4	35,672	36,566	37,825
										EMT—paramedic	43	33,946	51,792	34,507
										EMT—intermediate	3	30,763	46,925	32,926
										EMT—basic	12	30,763	46,925	29,274
McDowell	44,814	65,858	54,672	n/a			2,080	fluctuating wkweek		training officer	1	42,642	62,668	47,100
										shift supervisor	4	33,258	48,878	34,092
										crew chief	3	36,738	53,986	38,136
										EMT—paramedic	19	31,644	4,510	31,644
										EMT—basic	1	27,258	40,076	27,258
Macon														
Madison	n/a			n/a						telecommunicator	6			28,163
Martin	n/a			n/a						n/a				
Mecklenburg	n/a			n/a						n/a				
Mitchell	n/a			n/a						telecommunicator—EMD	6	23,511	39,292	26,995
Montgomery	n/a			n/a						n/a				
Moore	n/a			52,277	84,537	72,980	3,328	time one-half pay		training officer	1	45,158	73,025	54,343
										shift supervisor	3	45,161	73,025	54,343
										crew chief	3	40,963	66,241	51,139
										EMT—paramedic	50	37,124	60,056	42,961
										EMT—intermediate	3	32,115	51,932	37,167
										EMT—basic	3	29,102	47,061	33,843
										telecommunicator—EMD	14	26,394	42,682	31,301
Nash	n/a			56,558	90,493	64,802	2,912	fluctuating wkweek		training officer	1	49,137	78,619	55,721
										shift supervisor	3	42,690	68,304	49,468
										crew chief	3	38,869	62,190	46,100
										EMT—paramedic	32	35,390	56,624	39,328
										EMT—intermediate	7	31,146	49,834	33,509
										EMT—basic	8	28,604	45,766	30,612
										telecommunicator	8	28,604	45,766	31,444
										telecommunicator—EMD	1	29,848	47,757	32,482
New Hanover	n/a			n/a						n/a				
Northampton	49,009	86,481	61,204	40,320	71,148	42,359		no data	no data	EMT—paramedic	25	34,830	61,461	36,637
										EMT—intermediate	4	31,591	55,747	33,624
										EMT—basic	3	28,654	50,564	29,645
										telecommunicator—EMD	12	24,753	43,679	26,359
Onslow	64,900	103,841	75,990	n/a			2,184	both		training officer	1	40,537	64,859	48,119
										EMT—paramedic	73	37,478	59,965	37,244

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

January 2014														
County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions		Title	No.	Min.	Max.	Actual	
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method						
Orange	58,470	95,807	59,711		39,387	64,539	vacant	2,184	time one-half pay	training officer	1	41,381	67,539	vacant
										shift supervisor	5	39,387	64,539	44,662
										EMT—paramedic	40	35,683	58,469	37,182
										EMT—basic	26	30,768	50,419	31,411
										telecommunicator—EMD	14	33,963	55,650	34,946
Pamlico	n/a				n/a					n/a				
Pasquotank	47,348	66,288	56,823		42,183	59,056	50,623	2,080	time one-half pay	EMT—paramedic	18	34,435	48,208	35,299
										EMT—intermediate	12	30,560	42,784	31,367
										EMT—basic	6	27,978	29,169	28,113
Pender	n/a				n/a					n/a				
Perquimans	34,535	52,091	38,110		n/a			2,080	time one-half pay	EMT—intermediate	6	30,676	47,702	34,653
Person	45,872	71,102	51,333		n/a			2,080	time one-half pay	shift supervisor	4	36,045	45,957	44,814
										training officer	1	39,061	60,545	39,061
										crew chief	4	33,262	51,556	39,531
										EMT—paramedic	20	31,951	49,524	35,190
										telecommunicator	4	28,323	43,900	29,921
										telecommunicator—EMD	9	29,484	45,700	31,380
Pitt	53,884	85,164	57,836		n/a			no data	no data	shift supervisor	4	40,672	64,281	40,672
										EMT—paramedic	12	33,716	53,291	35,522
										telecommunicator—EMD	10	32,171	50,852	33,995
Polk	43,516	71,306	61,488		n/a			2,184	both	shift supervisor	2	32,472	53,209	42,163
										crew chief	4	30,925	50,674	35,132
										EMT—paramedic	7	30,925	50,674	35,132
										EMT—intermediate	5	part-time		\$12.00/hr
										EMT—basic	7	part-time		\$11.10/hr
Randolph	51,730	79,685	58,762		n/a			2,912	both	training officer	1	46,925	72,280	44,701
										shift supervisor	3	13.25	20.41	14.92
										crew chief	3	12.62	19.44	13.66
										EMT—paramedic	28	11.45	17.63	12.15
										EMT—intermediate	2	10.90	16.79	11.02
										EMT—basic	7	10.38	15.99	10.52
Richmond	n/a				n/a					telecommunicator—EMD	10	24,030	46,329	29,500
Robeson	54,065	67,041	67,041		46,140	57,212	66,367	2,080	time one-half pay	training officer	1	42,967	53,281	51,562
										shift supervisor	4	42,967	53,281	51,992
										EMT—paramedic	50	39,799	49,350	44,146
										EMT—intermediate	4	33,457	41,488	36,803
Rockingham	n/a				n/a			2,951	fluctuating wkweek	shift supervisor	3	42,312	63,469	52,325
										training officer	1	40,479	60,720	47,919
										EMT—paramedic	34	35,501	53,251	36,393
										EMT—intermediate	2	31,059	46,590	31,059
										EMT—basic	3	28,749	42,718	28,479
										telecommunicator	12	31,059	46,590	33,360
Rowan	n/a				n/a			2,951	fluctuating wkweek	shift supervisor	3	39,740	63,200	59,467
										training officer	1	39,740	63,091	51,821
										crew chief	3	34,294	54,437	40,864
										EMT—paramedic	44	31,079	49,336	31,859

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

January 2014														
County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions			Title	No.	Min.	Max.	Actual
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method						
										EMT—intermediate	0	26,817	42,570	
										EMT—basic	1	25,530	40,527	26,035
Rutherford	see transportation director			43,812	66,014	54,791			time one-half pay	training officer	1	37,744	56,871	37,744
										shift supervisor	3	29,440	44,361	31,769
										asst supervisor	1	26,655	40,164	26,990
										EMT—paramedic	23	24,134	36,365	
										EMT—intermediate	7	22,964	34,602	
										telecommunicator—EMD	12			
Sampson	see emergency management coordinator			36,998	55,500	50,352	2,976		fluctuating workweek	training officer	1	44,460	66,672	47,136
										shift supervisor	3	28,092	42,144	33,388
										EMT—paramedic	27	26,820	40,248	28,532
										EMT—intermediate	12	25,620	36,696	26,774
										telecommunicator	16	24,468	36,696	26,774
Scotland	56,268	79,500	62,112	n/a			2,912		both	training officer	1	39,264	55,476	46,668
										shift supervisor	4	34,308	48,480	36,312
										crew chief	1	31,356	44,304	32,312
										EMT—paramedic	7	31,356	44,304	33,312
										telecommunicator	3	27,396	44,304	30,784
Stanly	49,640	74,461	62,247	n/a			2,920		fluctuating workweek	shift supervisor	3	39,654	59,489	51,560
										training officer	1	36,235	54,352	43,392
										EMT—paramedic	24	34,749	52,101	40,362
										EMT—intermediate	2	26,447	39,687	31,867
										EMT—basic	2	25,274	37,944	26,558
Stokes														
Surry	emergency services director			42,228	71,664	54,800	24/72		fluctuating workweek	asst. dir. of EMS	1	42,228	71,664	54,800
										shift supervisor	4	37,104	62,280	48,177
										crew chief	4	32,616	54,300	42,932
										EMT—paramedic	55	31,320	51,864	37,809
										EMT—intermediate	1	27,600	45,216	31,944
										director communications	1	38,796	65,208	46,224
										asst. dir. Of communications	1	32,616	54,300	34,776
										telecommunicator II	4	28,728	47,328	31,736
										telecommunicator I	9	26,508	43,188	29,325
Swain														
Transylvania	53,289	79,934	61,549	n/a			2,184		time one-half pay	training officer	1	39,769	59,654	43,005
										shift supervisor	4	18.21	27.31	20.16
										EMT—paramedic	18	15.73	23.59	17.18
										telecommunicator	10	12.94	19.41	14.64
Tyrrell	n/a			n/a						n/a				
Union	n/a			n/a						telecommunicator—EMD	26	28,113	48,224	33,711
Vance	51,324	82,116	61,572	n/a			2,928		no data	crew chief	3	44,976	71,952	51,884
										EMT—paramedic	14	34,536	65,892	35,919
										EMT—basic	2	26,532	42,432	26,532
Wake	n/a			58,500	99,500	84,716	⁵ 2,080		time one-half pay	shift supervisor	15	42,300	72,200	60,486
									and	training officer	1	42,300	72,200	60,486
							2,184			EMT—paramedic	157	32,750	55,750	39,646

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

January 2014														
County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions			Title	No.	Min.	Max.	Actual
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method						
Warren	39,476	63,348	60,911	n/a				2,080	fluctuating wkweek	EMT—intermediate	63	25,000	43,100	29,444
										shift supervisor	3	34,101	54,722	34,101
										EMT—paramedic	11	30,931	49,636	30,931
										EMT—intermediate	0	28,053	45,019	vacant
Washington	47,352	68,568	61,800	n/a						EMT—basic	5	25,446	40,832	25,668
										EMT—paramedic	15	30,612	44,280	34,165
										EMT—intermediate	9	23,148	33,504	24,386
										EMT—basic	5	22,224	32,160	22,445
Watauga	n/a			n/a						n/a				
Wayne	81,165	126,590	89,591	n/a				2,080	fluctuating wkweek	training officer	1	40,994	63,937	45,250
										shift supervisor	3	33,726	52,601	39,112
										EMT—paramedic	33	30,590	47,710	32,943
										EMT—intermediate	12	29,748	43,275	28,440
										EMT—basic	16	25,167	39,252	25,167
										telecommunicator	14	29,134	45,439	29,134
										telecommunicator—EMD	6	29,134	45,439	30,609
Wilkes	47,771	74,045	57,389	42,347	65,638	50,141		2,080	time one-half pay	shift supervisor	6	36,060	55,893	42,930
										training officer	3	33,278	51,578	41,085
										EMT—paramedic	32	30,706	47,594	33,485
										EMT—intermediate	1	27,219	42,189	32,240
										telecommunicator	14	28,147	40,528	28,863
Wilson	60,108	101,640	100,848	49,836	63,612	46,980		2,080	both	training officer	1	37,644	63,612	46,980
										shift supervisor	5	37,644	63,612	40,838
										crew chief	4	41,340	69,876	45,813
										EMT—paramedic	37	34,260	63,612	36,059
										EMT—basic	4	28,428	47,988	29,688
										EMT—intermediate	3	37,844	56,767	51,511
Yadkin	n/a			39,659	59,489	55,987		2,496	time one-half pay	EMT—paramedic	26	31,378	47,067	36,618
										EMT—intermediate	1	29,925	44,888	39,204
Yancey	n/a			n/a						n/a				
1. 5 positions														

County Salaries in North Carolina 2014

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

January 2014																
County	Fire Marshal			Fire Inspector				Emergency Services Director			Emergency Management Coordinator			Veterans' Services Officer		
	Min.	Max.	Actual	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.
Alamance	\$47,611	\$76,180	\$75,600	1	\$33,480	\$53,568	\$44,124	n/a			n/a			\$36,561	\$58,498	\$53,566
Alexander	n/a			1	33,958	47,983	44,555	\$58,461	\$82,605	\$66,144	n/a			30,765	43,470	44,555
Alleghany	emergency management coordinator			n/a				n/a			36,053	54,079	37,102	part-time		20,581
Anson	n/a			n/a				n/a			48,096	74,549	54,480	30,590	47,413	32,119
Ashe	n/a			1	41,838	59,118	48,522	n/a			43,707	61,755	49,449	35,241	49,797	35,241
Avery	39,991	55,769	50,584	n/a				n/a			n/a			part-time		19,341
Beaufort	n/a			1	part-time		25,209	47,445	66,423	47,445	n/a			34,415	48,180	41,297
Bertie	n/a			n/a				emergency management coordinator			35,895	55,637	37,690	part-time		18,321
Bladen	n/a			n/a				53,244	68,621	56,792	n/a			part-time		14,160
Brunswick	56,249	89,997	71,689	1	36,897	59,035	37,492	69,793	111,669	88,203	n/a			44,637	71,419	49,311
Buncombe	57,803	88,428	57,803	2	37,915	58,834	39,515	102,417	156,631	134,972	37,246	56,954	45,676	n/a		
Burke	39,709	61,548	48,892	2	31,110	48,224	31,110	n/a			n/a			part-time		24,597
Cabarrus	48,502	74,872	55,870	3	41,909	64,679	47,478	65,011	100,356	81,354	65,011	100,356	71,326	43,987	67,919	50,441
Caldwell	n/a			n/a				50,878	84,798	71,021	n/a			27,473	45,789	40,865
Camden	served by Pasquotank			served by Pasquotank				served by Pasquotank			served by Pasquotank			served by Pasquotank		
Carteret	49,500	66,032	49,500	n/a				85,000	100,943	85,000	n/a			20,951	66,032	57,144
Caswell	n/a			n/a				n/a					49,272	n/a		
Catawba	56,024	86,932	67,660	2	37,915	58,834	39,515	78,845	122,328	84,951	43,894	68,103	56,250	36,115	56,024	39,600
Chatham	48,419	75,049	61,183	2	37,936	61,743	46,306	64,886	100,573	76,308	n/a			n/a		
Cherokee	35,776	57,883	47,766	1	27,408	42,577	29,978	n/a			35,776	57,883	46,518	20,227	30,107	21,216
Chowan	n/a			1	part-time		\$19.20/hr.	n/a			part-time		8,610	part-time		\$13.42/hr.
Clay	part-time		4,512	n/a				n/a			part-time		4,512	part-time		3,600
Cleveland	emergency management coordinator			2	30,018	46,866	36,198	n/a			43,650	68,136	52,650	30,018	46,866	41,658
Columbus	35,843	53,765	46,873	1	31,319	46,979	36,056	44,882	67,323	57,000	n/a			n/a		
Craven	n/a			n/a				59,598	120,402	109,623	44,980	90,880	58,235	39,082	78,954	59,598
Cumberland	73,041	122,928	91,035	3	38,734	65,189	42,155	73,041	122,928	91,035	42,399	71,357	49,171	42,399	71,357	48,695
Currituck	40,655	56,263	50,889	n/a				53,404	74,115	58,824	31,547	43,510	34,011	n/a		
Dare	44,380	71,006	63,268	n/a				n/a			62,030	99,249	99,249	27,507	44,010	44,396
Davidson	44,294	66,442	44,294	4	33,101	49,740	38,749	65,341	96,011	68,608	38,300	57,449	44,152	33,101	49,740	41,366
Davie	n/a			n/a				47,183	73,170	63,086	42,796	66,368	57,250	30,414	47,167	31,935
Duplin	43,097	76,537	43,961	n/a				44,839	79,628	56,868	44,839	79,628	56,868	32,663	58,005	32,663
Durham	65,968	113,569	111,677	3	42,298	72,816	59,464	n/a			42,298	72,816	66,308	38,319	65,968	57,338
Edgecombe	32,431	56,201	33,241	n/a				45,637	79,081	64,906	n/a			32,431	56,201	36,035
Forsyth	n/a			5	47,614	77,373	55,004	73,218	118,980	104,410	n/a			n/a		
Franklin	n/a			n/a				52,875	79,312	55,519	n/a			31,904	47,857	40,002
Gaston	54,401	84,325	66,457	n/a				n/a			54,401	84,325	66,457	29,356	45,504	34,383
Gates																
Graham																
Granville	34,686	61,186	61,186	1	29,963	52,864	48,218	n/a			27,164	47,918	38,237	part-time		11,600
Greene	24,778	34,527	24,778	n/a				36,401	55,976	24,778	28,607	39,888	34,250	part-time		12,587
Guilford	58,088	98,749	61,332	4	43,346	73,688	44,007	81,735	138,950	vacant	45,513	77,372	45,666	35,661	60,623	
Halifax	37,605	61,047	42,054	n/a				50,668	82,251	63,364	35,783	58,088	41,534	n/a		
Harnett	51,027	79,093	64,728	4	26,016	40,325	29,042	65,518	10,672	83,972	57,896	89,740	71,388	38,003	58,905	50,970
Haywood	32,866	49,299	39,739	1	part-time		\$15.12/hr	n/a			51,040	76,561	67,852	35,893	53,838	37,100
Henderson	45,864	71,117	57,578	0	34,866	54,035		emergency management coordinator			62,810	97,286	92,278	part-time		19,824
Hertford	n/a			n/a				42,484	65,852	50,428	n/a			27,386	42,448	27,386
Hoke	n/a			1			50,000	n/a			n/a			part-time		18,700
Hyde	n/a			n/a				49,240	72,763	63,891	n/a			n/a		
Iredell	51,066	79,203	61,722	n/a				55,872	86,657	75,361	40,782	63,253	50,266	37,274	57,812	52,324
Jackson	31,863	62,474	38,079	n/a				51,901	101,763	57,304	n/a			33,456	65,597	39,984
Johnston	45,811	81,651	65,327	n/a				62,343	111,110	82,400	41,951	74,768	vacant	33,662	52,175	43,966
Jones	n/a			EMS director				38,383	48,395	38,383	n/a			part-time		\$13.97/hr
Lee	n/a			1	37,966	53,152	39,770	65,128	91,179	68,645	37,966	53,152	41,802	34,700	48,580	36,349
Lenoir	n/a			n/a				50,806	89,654	71,787	n/a			n/a		
Lincoln	45,656	69,651	51,688	1	33,946	51,792	41,413	n/a			45,656	69,659	45,656	37,482	57,158	43,057
McDowell	n/a			1	27,258	40,076	27,258	44,814	65,858	51,378	n/a			27,258	40,076	27,258
Macon																
Madison			36,360	n/a				n/a			n/a			n/a		
Martin	n/a			n/a				n/a			31,098	49,711	38,836	27,265	43,584	35,774
Mecklenburg	56,150	98,263	83,173	1	41,160	72,030	53,613	n/a			n/a			42,014	73,525	53,569
Mitchell	n/a			1	42,339	60,485	45,080	n/a			42,339	60,485	45,283	part-time		17,967
Montgomery	emergency services director			n/a				45,396	72,720	48,900	35,148	56,316	45,000	25,404	40,728	31,836
Moore	47,416	76,676	55,380	1	37,152	60,079	43,417	70,054	113,285	78,915	n/a			32,093	51,897	43,696
Nash	n/a			2	38,869	62,190	44,992	88,225	109,160	96,764	49,137	78,619	58,638	n/a		
New Hanover	n/a			3	42,453	65,083	48,482	76,336	117,125	117,013	50,440	77,376	53,624	50,440	77,376	58,897
Northampton	n/a			n/a				54,032	95,345	72,664	n/a			n/a		
Onslow	40,537	64,859	49,920	1	37,478	59,965	43,100	73,004	116,807	80,304	57,696	92,313	57,696	40,537	64,859	42,976
Orange	58,470	95,807	61,200	1	3,937	64,539	54,101	82,614	135,373	107,100	45,677	74,846	48,899	n/a		
Pamlico	emergency management coordinator			n/a				n/a			26,893	50,624	34,365	22,853	43,018	part-time
Pasquotank	n/a			n/a				n/a			38,309	53,632	49,374	n/a		
Pender	38,922	62,275	44,948	n/a				n/a			Safety Coordinator			45,057	72,091	48,211
Perquimans	n/a			building inspector				n/a			part-time		\$17.03/hr.	part-time		6,422
Person	n/a			1	36,045	55,869	48,780	58,381	90,491	72,373	n/a			part-time		no data
Pitt	49,060	77,542	59,889	n/a				68,118	107,661	80,299	n/a			35,337	55,847	44,175
Polk	n/a			n/a				n/a			n/a			part-time		\$18.40/hr
Randolph	44,699	68,827	50,900	3	35,027	59,467	38,579	66,040	101,691	67,041	40,539	62,421	43,994	36,774	56,618	40,021
Richmond	n/a			n/a				42,200	61,366	54,581	n/a			28,996	42,200	38,404
Robeson	n/a			1	39,799	49,350										

County Salaries in North Carolina 2014

TABLE XIX. FIRE MARSHAL, FIRE INSPECTOR, EMERGENCY SERVICES DIRECTOR, EMERGENCY MANAGEMENT COORDINATOR, VETERAN SERVICES OFFICER																
January 2014																
County	Fire Marshal			Fire Inspector			Emergency Services Director			Emergency Management Coordinator			Veterans' Services Officer			
	Min.	Max.	Actual	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.
Wilson	n/a				n/a			54,744	92,532	75,228	45,406	76,740	63,672	n/a		
Yadkin	37,844	56,767	51,034		n/a			47,846	71,770	62,243 ²	assistant EMS director			29,925	44,888	33,957
Yancey	29,277	43,768	43,778		n/a			n/a			30,740	45,957	40,772	part-time		12,846
1. 3 positions																
2. Also Solid Waste Supervisor																
3. Also building inspector																
4. Also supervises emergency medical function																
5. Also building/grounds supervisor																

TABLE XX. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR											
January 2014											
County	Building, Electrical, Plumbing, or Mechanical Inspector					Building, Electrical, Plumbing, or Mechanical Inspector					
	Single Trade					Multiple Trade					
Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.		
Alamance	n/a					chief & inspector II	3	36,561	58,498	47,079	
						code inspector I	1	33,480	53,568	40,560	
Alexander	n/a					chief building inspector	1	43,469	61,420	58,461	
						building code enforce. Off. II	1	35,676		43,468	
Alleghany	n/a					chief building inspector	1	36,053	54,079	43,428	
Anson	n/a					chief building inspector	1	40,799	63,238	50,634	
Ashe	n/a					building code inspector IV	1	41,838	59,118	47,337	
						building code inspector V	2	47,619	67,284	58,020	
Avery	building & mech inspector	1	35,552	49,576	40,787	n/a					
	bldg/plumb & elect inspector	1	39,991	55,769	45,881						
Beaufort	n/a					building inspector I	2	35,861	50,206	40,756	
Bertie	n/a					code enforcement admin.	1	40,726	63,126	44,627	
						building code inspector	1	32,995	51,142	34,644	
Bladen	inspections director	1	46,859	60,392	52,062	n/a					
	inspector I	1	32,811	42,290	32,811						
Brunswick	inspector II	2	38,832	62,131	49,434	inspector IV	1	44,637	71,419	63,419	
	inspector I	1	36,897	59,035	36,897						
Buncombe	building inspector III	5	37,246	56,953	46,610	n/a					
	plumbing inspector III	1	37,246	56,953	45,865						
	mechanical inspector III	3	37,246	56,953	47,777						
	electrical inspector III	3	37,246	56,953	45,317						
Burke	building inspector III	2	34,301	53,166	42,945						
	building inspector IV	1	36,016	55,824	47,929						
Cabarrus	n/a					build., plumb., mech., elect.	27	38,003	64,678		
Caldwell						senior inspector	2	35,777	59,629	59,428	
						codes inspector IV	1	31,351	52,252	vacant	
Camden	n/a					chief building inspector	1	38,852	58,279	vacant	
						building code inspector	1	33,562	50,343	36,320	
Carteret	n/a					n/a					
Caswell	n/a					n/a					
Catawba	n/a					building services officer III	6	41,803	64,864	57,950	
						building services officer II	0	37,915	58,834		
						building services officer I	0	34,402	53,352		
Chatham	n/a					building inspector	4	39,834	61,743	43,176	
						code enforcement officer	1	53,382	82,742	57,728	
Cherokee	building code inspector I	1	33,039	52,903	33,700	n/a					
	building code inspector III	1	35,776	57,883	43,985						
	code enforcement supv	1	38,669	63,271	47,764						
Chowan	n/a					building inspector III	2	36,080	87,128	55,297	
Clay	building code inspector III	1			48,373	n/a					
Cleveland	n/a					building code inspector IV	2	39,774	62,052	46,866	
						building code inspector III	1	36,198	56,490	39,866	
						building code inspector II	1	34,560	53,922	37,938	
						building code inspector I	0	23,958	51,456	vacant	
Columbus	n/a					chief building inspector	1	41,021	61,532	51,277	
						building code inspector III	2	34,267	51,401	49,459	
Craven	n/a					building inspector IV	1	42,920	86,714	59,598	

TABLE XX. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR										
January 2014										
	Building, Electrical, Plumbing, or Mechanical Inspector					Building, Electrical, Plumbing, or Mechanical Inspector				
	Single Trade					Multiple Trade				
Cumberland	n/a					building inspector III	2	40,958	82,747	58,844
						inspector manager	1	50,808	85,510	63,600
						chief inspector	2	42,399	71,357	55,743
						electrical/mechanical insp.	4	38,734	65,189	44,435
						building/plumbing insp.	4	38,734	65,189	40,606
Currituck	n/a					chief building inspector	1	47,941	66,465	63,884
						building inspector III	3	46,118	63,913	51,428
						building inspector II	1	38,833	53,711	44,411
Dare	electrician II	1	31,752	50,801	43,260	n/a				
	electrician I	1	28,853	46,166	36,417					
	HVAC technician	2	34,939	55,901	53,366					
Davidson	n/a					inspector IV-A	2	38,300	57,449	38,300
						inspector IV-B	1	42,214	63,323	57,449
Davie	n/a					building code enforce. Off.	1	44,936	69,686	63,876
						building code inspector III	2	36,969	57,331	51,833
						building code inspector II	1	35,209	54,601	46,025
Duplin	n/a					chief inspector	1	41,424	73,564	47,586
						inspector I	2	32,663	58,005	41,066
Durham	n/a					n/a				
Edgecombe	inspector	1	32,431	56,201	32,431	n/a				
Forsyth	n/a					sr. maintenance technician	31	29,801	48,426	35,799
Franklin	n/a					code enforcement IV	1	42,026	54,926	50,213
						code enforcement III	1	40,139	60,210	58,146
						code enforcement II	1	38,339	57,507	49,068
						code enforcement I	1	36,617	54,926	50,213
Gaston	n/a					inspector IV	7	41,957	65,036	49,047
						inspector III	1	39,319	60,947	46,202
						inspector II	1	36,847	57,115	38,644
Gates										
Graham										
Granville	chief inspector	1	40,157	70,838	70,838	n/a				
	inspector II	2	34,686	61,186	55,548					
	inspector I	1	29,963	52,854	vacant					
Greene	n/a					building inspector III	1	40,098	55,976	49,904
						building inspector II	1	31,523	46,129	34,490
Guilford	n/a					inspector II	6	41,282	70,179	62,548
						inspector I	4	39,316	66,837	52,889
Halifax	n/a					inspector III	1	29,333	47,617	36,682
						inspector II	4	26,559	43,112	33,300
						inspector I	1	22,880	37,140	28,970
Harnett	n/a					code enforcement off. III	4	48,923	75,831	58,708
						code enforcement off. II	1	44,972	69,706	57,966
						code enforcement off. I	1	41,341	64,078	43,206
Haywood	n/a					codes inspector III	1	35,893	53,838	40,552
						codes inspector II	1	32,866	49,299	38,119
Henderson	n/a					building code inspector IV	0	37,713	58,442	
						building code inspector III	1	36,251	56,180	38,856
						building code inspector II	1	34,866	54,035	34,858
						building code inspector I	0	33,540	51,948	

TABLE XX. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR										
January 2014										
	Building, Electrical, Plumbing, or Mechanical Inspector					Building, Electrical, Plumbing, or Mechanical Inspector				
	Single Trade					Multiple Trade				
Hertford	n/a					n/a				
Hoke	building inspector	1	41,075	58,037	44,234	chief building inspector	1	55,045	77,777	62,278
Hyde	n/a					n/a				
Iredell	n/a					building code inspector III	11	35,635	55,270	45,272
						building code inspector II	2	38,989	60,472	53,625
Jackson						building code inspector IV	1	42,700	83,721	55,747
						building code inspector III	2	36,886	72,321	42,170
						building code inspector II	2	35,129	68,877	38,816
						building code inspector I	1	30,346	59,499	35,555
Johnston	n/a					code enforcement IV	7	45,811	81,651	56,751
						code enforcement III	1	41,951	74,768	51,340
						code enforcement II	2	38,416	59,537	45,021
						code enforcement I	1	35,179	54,518	35,199
Jones	building inspector	part-time			\$35.70/hr	n/a				
Lee	n/a					n/a				
Lenoir	n/a					chief inspector	1	38,571	68,062	64,782
						building inspector	1	35,185	62,088	53,538
Lincoln	plans review officer	1	39,374	60,070	57,138	chief inspector	1	45,656	69,659	60,736
	building inspector	4	35,672	54,413	41,413					
McDowell	apprentice	2	27,258	40,078	27,258	director of inspections	1	49,500	72,746	58,176
						building inspector II	1	33,258	48,878	35,832
Macon										
Madison	n/a					n/a				
Martin	str/maint/supv	1	28,478	45,526	38,298	main tech	1	24,961	39,904	28,948
Mecklenburg	n/a					inspector III	78	44,237	77,414	58,930
						inspector II	1	41,160	72,030	53,613
						inspector I	2	36,648	64,134	45,802
Mitchell	n/a					codes administrator	1	42,339	60,485	46,528
Montgomery	n/a					n/a				
Moore	n/a					code enforcement officer	4	37,152	60,079	41,509
Nash	n/a					code enforcement officer II	2	40,735	65,176	57,146
						code enforcement officer I	2	35,390	56,624	42,239
New Hanover	code enforcement III	14	36,670	65,083	47,774	code enforcement II	1	36,970	47,507	47,774
	code enforcement II	1	36,670	47,507	44,999	code enforcement I	2	35,922	47,507	37,762
	code enforcement I	2	32,922	47,507	37,762					
Northampton	n/a					n/a				
Onslow	n/a					n/a				
Orange	n/a					code compliance officer III	7	41,361	67,805	55,846
Pamlico	building inspector	1	28,238	53,155	52,624					
	asst. building inspector	1	23,311	43,879	36,729					
Pasquotank	n/a					chief building inspector	1	39,600	56,632	50,508
						building inspector	1	23,143	46,400	38,508
Pender	n/a					sr. building inspector	2	37,068	59,309	52,816
						building inspector II	2	33,622	53,795	45,645
Perquimans	chief building inspector	1	50,563	59,449	52,605	n/a				
	building inspector I	1	30,706	49,848	36,291					
Person	n/a					n/a				
Pitt	n/a					inspector IV	2	46,815	73,990	54,344

TABLE XX. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR										
January 2014										
	Building, Electrical, Plumbing, or Mechanical Inspector					Building, Electrical, Plumbing, or Mechanical Inspector				
	Single Trade					Multiple Trade				
Polk	n/a					inspector III	1	29,454	48,264	40,602
Randolph	n/a					building code inspector III	5	36,774	56,618	43,906
						sr. code enforcement officer	1	40,539	62,421	43,994
Richmond						building code supervisor	1	40,260	58,586	57,206
						building code inspector	1	34,960	50,892	41,719
Robeson	inspector IV	3	42967	53281	48125	n/a				
Rockingham	n/a					n/a				
Rowan	n/a					building code inspector	6	37,835	60,064	51,195
Rutherford						building code inspector IV	1	37,744	56,871	44,915
						building code inspector III	1	32,518	48,994	32,924
						building code inspector II	1	30,941	46,621	31,328
						building code inspector I	1	29,440	44,361	29,808
Sampson						building code inspector IV	1	35,340	53,004	46,056
						building code inspector III	1	32,244	48,348	40,224
						building code inspector I	1	29,400	44,100	33,732
Scotland	n/a					chief inspector	1	47,004	66,420	55,872
						code inspector II	1	39,264	55,476	51,516
						code inspector I	1	34,308	48,080	41,796
Stanly	n/a					code enforcement III	2	36,235	54,352	46,366
						code enforcement II	1	33,118	49,677	39,500
Stokes										
Surry	n/a					code administrator	1	37,104	62,280	59,520
						assistant codes admin.	1	35,532	59,520	49,572
						building code inspector III	5	32,616	54,300	42,932
						inspector II/code enforcement	1	31,320	51,864	37,164
Swain										
Transylvania	n/a					code enforcement officer I	3	34,361	51,521	47,645
Tyrrell	n/a					n/a				
Union	electrical inspector III	5	42,023	63,033	56,763	B. P. M.. inspector III	4	42,023	63,033	49,078
Vance	code enforcement officer I	1	30,264	48,432	39,084	commercial plans examiner	1	39,420	63,060	67,992
						code enforcement officer II	1	37,716	65,892	55,992
Wake	n/a					inspections supervisor	2	48,100	82,000	74,160
						lead inspector	4	43,500	74,000	64,315
						general inspector	16	37,000	63,000	57,314
Warren	n/a					code enforcement officer	1	30,931	49,636	34,901
Washington	building inspector	1	38,040	55,080	40,008	n/a				
Watauga	n/a					maint. mech crew chief	1	38,135	59,109	53,336
						maint. mech II	1	31,979	49,568	33,271
Wayne	n/a					n/a				
Wilkes	advanced code inspector		n/a			inspector	7	30,706	47,594	45,385
Wilson	n/a					n/a				
Yadkin	n/a					inspections supervisor	1	50,145	75,218	66,835
						inspector	1	29,925	44,888	41,350
Yancey	n/a					chief inspector	1	30,240	45,957	43,778

TABLE XXI. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)													
January 2014													
County	YOS	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)					
		Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	
Alamance		n/a			n/a			n/a					
Alexander		n/a			n/a			n/a					
Alleghany		n/a			n/a			n/a					
Anson	4	54,415	84,343	61,500	39,154	60,689	39,154	water treatment plant superintendent	1	42,512	65,894	55,566	
								wastewater treatment plant supt.	1	36,061	55,895	44,817	
								distribution system supervisor	1	30,590	47,413	35,465	
								laboratory supervisor	1	29,357	45,502	39,831	
								wastewater treatment plant operator--IV	1	28,173	43,668	34,780	
								wastewater treatment plant operator--III	1	24,903	38,598	28,642	
								wastewater treatment plant operator--II	1	36,061	55,895	43,089	
								wastewater treatment plant operator--I	4	24,903	43,668	26,656	
								water treatment plant operator--A	3	28,173	43,668	32,426	
								water treatment plant operator--C	2	24,903	38,598	25,735	
								plant maintenance mechanic	3	25,947	40,218	29,985	
								utility maintenance worker	8	23,899	37,043	25,097	
Ashe		n/a			n/a			n/a					
Avery		n/a			n/a			n/a					
Beaufort	0.8	82,198	112,816	86,700	45,997	64,396	46,917	distribution system supervisor	1	34,415	48,180	41,297	
								water treatment plant superintendent	1	34,415	46,180	35,455	
								water treatment plant operator--C	5	27,174	38,044	30,701	
								distribution mechanic	5	25,727	36,017	26,394	
Bertie		n/a			48,198	74,706	53,828	water field technician	2	24,573	38,088	25,801	
Bladen	17	40,473	51,266	49,467	28,979	36,707	32,843	water treatment plant operator--C	4	23,870	30,235	27,052	
Brunswick	8	93,015	148,825	139,436	64,647	102,381	92,149	distribution system supervisor	1	56,249	89,997	78,252	
								collection/distribution system supvr.	8	40,767	65,222	51,318	
								wastewater treatment plant supt.	2	56,249	89,997	71,835	
								water treatment plant superintendent	2	56,249	89,997	72,535	
								laboratory technician	2	38,832	62,131	48,908	
								water treatment plant operator--A	6	36,897	59,035	40,236	
								distribution system technician -- III	5	36,897	59,035	39,015	
								distribution system technician -- IV	9	38,832	62,131	43,957	
								wastewater treatment plant operator--IV	3	36,897	59,035	42,532	
								wastewater treatment plant operator--II	3	33,206	52,843	38,469	
								plant maintenance mechanic	5	33,026	52,843	39,138	
								water treatment plant operator--B	1	34,962	55,940	44,626	
								water treatment plant operator--C	5	31,092	49,747	33,851	
								wastewater treatment plant operator--I	5	31,092	49,747	31,092	
Buncombe		n/a			n/a			n/a					
Burke	5	64,683	100,259	85,901	32,666	50,633	35,581	utility maintenance worker	1	23,214	35,984	24,221	
Cabarrus		n/a			n/a			n/a					
Caldwell		50,878	84,798	vacant	32,762	54,604	52,176	utility maintenance worker	5	19,318	32,198	24,053	
Camden	12	54,669	82,004	55,177	n/a			coll. and distribution system supervisor	1	38,852	58,279	46,974	
								distribution system technician	1	31,964	47,946	34,918	
								water treatment plant superintendent	1	38,852	58,279	38,852	
								wastewater treatment plant supt.	1	38,852	58,279	38,852	
								water treatment plant operator--C	1	31,964	47,946	33,603	
								wastewater treatment plant operator--B	1	31,964	47,946	32,603	

TABLE XXI. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)													
January 2014													
County	YOS	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)					
		Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	
Carteret	9	38,000	66,032	57,000	40,000	52,235	46,515	water treatment plant operator—I	1	31,964	47,946	31,964	
								water treatment plant operator—B	1	32,288	49,842	34,000	
								plant maintenance mechanic	1	30,155	40,848	34,157	
Caswell		n/a			n/a			n/a					
Catawba		n/a			n/a			n/a					
Chatham	3	56,051	86,880	64,292	32,772	60,796	35,850	water treatment plant superintendent	1	50,839	78,801	55,058	
								plant maintenance mechanic	1	34,410	53,335	35,056	
								laboratory supervisor	1	34,410	53,335	36,593	
								water treatment plant operator—C	2	31,212	53,335	33,145	
								water treatment plant operator—II	1	34,410	53,335	36,732	
								distribution system technician	4	25,677	50,796	30,404	
								laboratory technician	1	31,212	48,378	32,488	
								utility maintenance worker	3	34,410	53,335	35,056	
Cherokee		n/a			n/a			n/a					
Chowan		n/a			29,865	52,817	34,411	water treatment plant operator—C	1	29,865	52,817	34,411	
								utility maintenance worker	4	27,181	48,002	27,181	
Clay				46,900	n/a			wastewater treatment plant operator—II	1			45,095	
								water treatment plant operator—C	3			34,805	
Cleveland		n/a			n/a			n/a					
Columbus		49,107	73,661	vacant	28,625	42,938	37,211	utility maintenance worker	5	23,912	35,868	25,108	
								water treatment plant operator—C	1	23,912	35,868	28,158	
Craven	20	59,598	120,402	120,402	n/a			water treatment plant operator—I	3	28,145	56,866	31,728	
								laboratory supervisor	1			70,246	
Cumberland		n/a			n/a			n/a					
Currituck	9	69,798	97,070	76,903	51,585	71,568	56,832	water treatment plant superintendent	3	42,477	58,814	50,310	
								water treatment plant operator—C	6	35,190	48,610	39,224	
								wastewater treatment plant operator—I	2	33,370	46,062	35,200	
								plant maintenance mechanic	4	31,547	43,510	32,651	
								utility maintenance worker	1	26,082	35,894	30,372	
								distribution system supervisor	2	42,477	58,814	46,333	
								distribution system supervisor	3	36,650	58,640	50,017	
								wastewater treatment plant operator—IV	5	44,380	71,006	59,681	
wastewater treatment plant operator—III	1	33,306	53,291	50,285									
wastewater treatment plant operator—I	1	28,853	46,166	34,167									
water treatment plant operator—C	20	30,827	49,321	34,167									
water treatment plant operator—A	6	33,921	54,273	43,164									
plant maintenance mechanic	1	30,267	48,428	41,316									
distribution system technician	12	28,853	46,166	32,887									
collection/distribution system supvr.	1	46,554	74,485	66,970									
utility maintenance worker	2	34,939	55,901	46,295									
Davidson	2	56,531	84,796	66,784	n/a			n/a					
Davie	3	42,796	66,368	63,667	n/a			distribution system supervisor	1	31,925	52,001	38,880	
								distribution system technician	2	27,587	42,782	28,277	
								wastewater treatment plant operator—IV	1	36,969	57,331	40,667	
								water treatment plant operator—A	1	30,414	47,167	38,251	
								water treatment plant operator—B	3	26,273	40,745	35,148	

TABLE XXI. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)													
January 2014													
County	YOS	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)					
		Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	
								water treatment plant operator—C	1	26,273	40,745	37,003	
								utility maintenance worker	6	23,830	36,957	26,341	
								distribution system technician	2	27,587	42,782	28,277	
Duplin		n/a			52,539	93,298	53,588	water treatment plant supt.	3	30,175	53,588	32,668	
								distribution system technician	4	27,878	49,508	29,158	
Durham		n/a			n/a			wastewater treatment plant super.	1	56,885	97,930	78,888	
								laboratory supervisor	1	59,763	102,888	71,729	
								laboratory technician	1	25,811	44,439	34,447	
								wastewater treatment plant operator—IV	1	34,714	59,763	vacant	
								wastewater treatment plant operator—III	6	29,933	51,534	44,746	
								wastewater treatment plant operator—I	2	25,811	44,439	36,074	
								plant maintenance mechanic	1	29,933	51,534	vacant	
Edgecombe	7	47,916	83,035	51,582	32,431	56,201	38,805	distribution system technician	1	25,411	44,035	25,411	
								distribution system supervisor	1	32,431	56,201	34,249	
								utility maintenance worker	2	21,951	38,039	21,952	
Forsyth		n/a			n/a			n/a					
Franklin	9	60,687	91,029	86,787	n/a			wastewater treatment plant super.	1	44,001	66,001	48,511	
								collection/distribution system supvr.	1	41,026	63,040	53,300	
								wastewater treatment plant operator—III	1	36,617	54,926	42,852	
								wastewater treatment plant operator—II	1	30,474	45,710	32,796	
								laboratory supervisor	1	33,405	50,106	39,136	
								utility maintenance worker	4	25,356	38,039	25,990	
Gaston		n/a			n/a			n/a					
Gates													
Graham													
Granville		n/a			n/a			n/a					
Greene		36,401	55,976	53,874	n/a			utility maintenance worker	5	20,454	36,253	26,513	
								distribution system supervisor	2	26,006	36,253	34,896	
Guilford		n/a			n/a			n/a					
Halifax		53,250	86,442	61,047	35,783	58,088	40,516	utility maintenance worker	8	24,040	39,030	26,700	
Harnett	3	77,740	120,498	108,150			64,164	wastewater treatment plant super.	1	55,510	86,040	67,032	
								laboratory technician	2	26,435	56,475	45,164	
								distribution system technician	6	29,519	45,754	32,487	
								plant maintenance mechanic	3	33,494	51,915	46,715	
								collection/distribution system supv.	2	43,119	66,835	57,539	
								utility maintenance worker	4	28,301	47,723	36,231	
								water treatment plant operator—B	2	32,112	49,774	42,295	
								water treatment plant operator—A	3	38,003	58,905	50,175	
								wastewater treatment plant operator—IV	7	32,112	49,774	44,315	
								wastewater treatment plant operator—II	2	32,112	49,774	41,887	
								wastewater treatment plant operator—I	1	32,112	49,774	42,483	
Haywood		n/a			n/a			n/a					
Henderson		n/a			n/a			n/a					
Hertford	1	46,840	72,602	46,840	n/a			distribution system technician	1	30,193	46,799	33,948	
								utility maintenance worker	3	21,458	33,260	22,027	

TABLE XXI. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)													
January 2014													
County	YOS	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)					
		Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	
Hoke	5	66,908	94,539	89,983	57,797	81,666	68,703	water treatment plant operator—B	2	31,861	45,027	38,050	
								water treatment plant operator—C	1	29,192	41,247	31,428	
								distribution system technician	7	27,801	39,283	29,547	
								distribution system supervisor	2	34,638	48,942	37,826	
Hyde	20	52,265	77,153	69,040	35,779	52,817	44,307	distribution system supervisor	1	35,779	52,817	49,069	
								distribution system technician	2	25,546	37,711	28,539	
								wastewater treatment plant super.	1	28,988	42,791	36,826	
								water treatment plant supt.	1	37,319	55,090	50,000	
								water treatment plant operator—C	6	27,792	41,036	28,334	
Iredell		n/a			n/a			n/a					
Jackson		n/a			n/a			n/a					
Johnston		county engineer			52,278	93,178	77,806	distribution system supervisor	2	40,144	71,551	44,440	
								collection/distribution system supvr.	1	52,278	93,176	73,530	
								wastewater treatment plant superintend.	1	41,951	74,768	57,857	
								water treatment plant superintendent	1	41,951	74,768	57,644	
								laboratory supervisor	1	40,144	71,551	49,119	
								laboratory technician	1	32,213	49,925	37,522	
								wastewater treatment plant operator—IV	4	32,213	49,925	38,536	
								wastewater treatment plant operator—III	1	30,827	47,777	32,696	
								wastewater treatment plant operator—II	0	29,498	45,720		
								wastewater treatment plant operator—I	2	28,231	43,751	28,245	
								water treatment plant operator—A	2	32,213	49,925	38,536	
								water treatment plant operator—B	2	30,827	47,777	37,189	
								water treatment plant operator—C	3	28,231	43,751	29,882	
								utility maintenance worker	5	27,013	41,867	29,152	
Jones		n/a			50,813	64,616	55,961	asst. water system supervisor	1	42,252	53,327	46,151	
								water treatment plant operator—C	2	26,056	40,250	32,690	
								utility maintenance worker	1	27,779	35,023	27,779	
Lee		n/a			n/a			n/a					
Lenoir		n/a			n/a			n/a					
Lincoln	1	67,787	103,397	98,342	37,482	57,158	43,493	water treatment plant operator—C	3	33,946	51,792	40,602	
								water treatment plant operator A	3	27,872	42,515	33,204	
								wastewater treatment plant operator—I	1	27,872	42,515	29,994	
								wastewater treatment plant operator—II	1	30,763	46,928	30,763	
								wastewater treatment plant operator—III	1	33,946	51,792	39,915	
								water treatment plant superintendent	1	45,656	69,659	59,530	
								wastewater treatment plant superintendent	1	45,656	69,659	49,192	
								utility maintenance worker	6	24,024	36,650	24,780	
McDowell		n/a			n/a			n/a					
Macon													
Madison		n/a			n/a			n/a					
Martin	4	40,490	64,728	53,126	n/a			distribution system technician	2	21,863	36,507	24,692	
Mecklenburg		n/a			n/a			n/a					
Mitchell		n/a			n/a			n/a					
Montgomery	1	59,472	95,196	68,897	31,008	49,680	46,000	plant maintenance mechanic	1	26,094	42,408	26,094	
								laboratory technician	1	28,000	45,816	29,000	

TABLE XXI. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)													
January 2014													
County	YOS	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)					
		Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	
								water treatment plant operator—C	5	22,392	37,728	28,291	
								distribution system supervisor	1	29,520	49,680	36,000	
								plant maintenance mechanic	4	26,094	40,728	28,817	
Moore	2	63,542	102,753	95,410	n/a			water treatment plant superintendent	1	45,158	73,025	49,709	
								wastewater treatment plant superintendent	1	40,959	66,235	48,557	
								collection/distribution system supvr.	2	35,383	57,217	37,439	
								laboratory supervisor	1	32,093	51,897	44,239	
								wastewater treatment plant operator—I	6	23,948	38,726	26,252	
								wastewater treatment plant operator—II	1	23,948	38,726	28,390	
								wastewater treatment plant operator—III	3	30,565	49,427	32,226	
								wastewater treatment plant operator—IV	2	30,565	49,427	40,567	
								plant maintenance mechanic	3	29,110	47,074	35,914	
								utility maintenance worker	17	26,403	42,696	30,116	
								laboratory technician	1	26,403	42,696	29,942	
								water treatment plant operator A	5	27,723	44,832	30,511	
Nash		n/a			n/a			n/a					
New Hanover		n/a			n/a			n/a					
Northampton	1	54,032	95,345	56,308	30,087	53,092	38,511	water service technician III	1	30,087	53,092	38,511	
								water service technician III	2	27,290	48,156	31,734	
								water service technician I	4	24,753	43,679	26,229	
Onslow		n/a			n/a			n/a					
Orange		n/a			n/a			n/a					
Pamlico		n/a			34,325	64,614	51,844	water treatment plant superintendent	1	22,405	42,174	41,200	
								distribution system supervisor	1	21,966	41,347	41,200	
								water treatment plant operator—B	1	2,196	41,347	26,265	
								water treatment plant operator—C	1	21,534	40,145	vacant	
								distribution system technician	3	21,534	40,145	24,057	
Pasquotank		n/a			49,931	60,916	71,904	wastewater treatment plant super.	1	42,183	59,056	58,530	
								wastewater treatment plant operator—I	1	25,395	35,553	30,477	
								water treatment plant operator—C	3	25,395	35,553	26,605	
								laboratory technician	1	25,395	35,533	29,025	
								utility maintenance worker	2	22,812	31,937	24,444	
Pender	5	63,399	101,439	89,056	40,868	65,388	47,655	w&s maintenance technician II	1	33,622	53,795	37,345	
								w&s maintenance technician I	3	27,661	44,257	30,544	
								water treatment plant operator—A	2	33,622	53,795	38,374	
								wastewater treatment plant operator—II	1	33,622	53,795	37,345	
								WTP technician I	2	27,661	44,257	29,287	
Perquimans		n/a			30,860	52,091	43,902	water treatment plant superintendent	1	37,146	52,091	44,999	
								distribution system technician	1	23,108	36,632	28,703	
								water treatment plant operator—C	1	35,200	43,683	39,621	
								utility maintenance worker	3	21,861	37,580	27,247	
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	3	53,324	77,597	70,655	n/a			distribution system supervisor	1	40,260	58,586	43,178	

TABLE XXI. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)												
January 2014												
County	YOS	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
		Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
								water treatment plant operator—A	2	34,960	50,892	35,798
								water treatment plant operator—B	2	26,389	38,404	29,676
								water treatment plant operator—C	1	21,680	31,844	24,030
								plant maintenance mechanic	2	27,667	40,260	33,954
								utility maintenance worker	5	20,882	44,211	28,097
Robeson	3	68,331	84,731	71,063	41,383	51,315	49,659	water treatment plant superintendent	1	52,480	65,075	65,075
								water treatment plant operator—B	3	31,873	39,522	36,972
								water treatment plant operator—C	2	30,287	37,556	37,556
								distribution system supervisor	1	38,213	47,385	47,385
								distribution system technician	1	31,873	39,522	38,247
								plant maintenance mechanic	2	38,702	45,419	39,921
								laboratory technician	1	31,873	39,522	38,247
								utility maintenance worker	4	25,532	37,556	29,507
Rockingham		n/a			n/a			n/a				
Rowan		n/a			n/a			n/a				
Rutherford		n/a			n/a			n/a				
Sampson	22	51,024	76,536	71,376	n/a			utility maintenance worker	5	24,468	36,696	26,945
Scotland		n/a			n/a			n/a				
Stanly	11	51,923	77,887	78,428	n/a			wastewater treatment plant superintendent	1	31,694	47,491	40,795
								wastewater treat. plant operator—III	1	26,448	39,672	29,099
								collection/distribution system supervisor	1	31,694	47,491	39,987
								utility maintenance worker	4	26,448	39,672	29,683
Stokes												
Surry		n/a			n/a			n/a				
Swain												
Transylvania		n/a			n/a			n/a				
Tyrrell		n/a					44,691	water treatment plant operator—B	5			30,338
								wastewater treatment plant superintendent	see water system supervisor			
Union	4	97,433	146,149	146,149	57,334	86,000	67,257	wastewater treatment plant superintendent	1	57,334	86,000	vacant
								water treatment plant superintendent	1	57,334	86,000	63,945
								laboratory supervisor	1	35,165	52,747	39,177
								laboratory technician	1	29,409	44,114	32,293
								wastewater treat. plant operator—IV	6	38,416	57,620	46,813
								wastewater treat. plant operator—II	3	32,162	48,244	34,694
								wastewater treat. plant operator—I	1	29,409	44,114	32,879
								distribution system technician	13	29,409	48,244	30,798
								utility maintenance worker	14	29,409	44,114	36,724
Vance		n/a			n/a			n/a				
Wake		n/a			n/a			n/a				
Warren	7	50,381	80,847	60,734	n/a			utility maintenance worker	3	24,234	38,889	24,234
Washington		38,964	56,412	76,692	n/a			water treatment plant operator—C	1	27,804	40,236	40,008
								utility maintenance worker	3	23,148	33,504	23,544
Watauga		n/a			n/a			n/a				
Wayne		n/a			n/a			laboratory supervisor	1	45,196	70,490	51,135
								laboratory technician	3	26,425	41,214	27,184

TABLE XXI. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)												
January 2014												
County	YOS	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
		Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Wilkes		n/a			n/a			plant maintenance mechanic	1	26,425	41,214	28,457
Wilson	11	45,408	76,740	58,800	n/a			n/a				
Yadkin		n/a			n/a			n/a				
Yancey		n/a			n/a			n/a				

TABLE XXII. PART ONE: SOLID WASTE DIRECTOR, LANDFILL SUPERVISOR, AND SOLID WASTE TRUCK DRIVER											
January 2014											
County	Solid Waste Director			Landfill Supervisor			Solid Waste Truck Driver				
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	
Alamance	\$51,992	\$83,189	\$66,732	\$43,599	\$69,758	\$68,464		n/a			
Alexander	41,375	58,461	57,035	n/a			1	\$25,250	\$35,677	\$34,807	
Alleghany	n/a			n/a				n/a			
Anson	n/a			n/a				n/a			
Ashe	54,252	76,656	64,488	38,406	54,267	42,393	5	29,688	54,267	42,393	
Avery	43,255	60,319	49,625	30,390	42,378	31,928	5	25,977	36,226	27,005	
Beaufort	n/a			n/a				n/a			
Bertie	n/a			n/a				n/a			
Bladen	57,074	73,563	64,196	30,256	38,324	32,274	4	25,148	31,925	26,544	
Brunswick	n/a			44,637	71,419	44,637		contracted			
Buncombe	68,916	105,413	87,440	n/a			4	28,576	43,690	30,757	
Burke	n/a			34,301	53,166	39,493	3	23,214	35,984	24,539	
Cabarrus	61,909	95,564	70,966	41,909	64,679	58,668		n/a			
Caldwell	n/a			n/a			No.				
Camden	n/a			n/a				n/a			
Carteret	n/a			n/a				n/a			
Caswell	n/a					39,300		n/a			
Catawba	48,399	75,093	65,535	39,817	61,781	61,781		n/a			
Chatham	36,130	56,002	41,293	29,725	46,073	37,296	6	28,310	43,880	29,327	
Cherokee	40,228	66,212	50,416	n/a			3	25,518	39,369	33,093	
Chowan	n/a			n/a				n/a			
Clay	n/a					36,092		n/a			
Cleveland	36,198	56,490	44,724	32,958	51,456	37,074	18	28,008	38,850	28,008	
Columbus	n/a			n/a			1	21,855	32,783	22,948	
Craven	54,261	109,623	70,246	n/a				n/a			
Cumberland	60,925	102,537	95,424	37,025	62,313	38,615	7	28,087	47,271	33,666	
Currituck	n/a			n/a				n/a			
Dare	42,306	67,690	66,057	33,306	53,291	39,436	16	27,507	44,010	30,840	
Davidson	n/a			40,256	60,386	46,509	4	28,633	42,949	31,764	
Davie	n/a			n/a				n/a			
Duplin	44,839	79,628	67,964	n/a			5	25,755	45,737	33,448	
Durham	n/a			n/a				n/a			
Edgecombe	43,191	71,729	45,990	n/a			3	24,201	41,938	25,336	
Forsyth	n/a			n/a				n/a			
Franklin	48,234	72,350	58,741	n/a				n/a			
Gaston	34,530	53,524	39,439	41,957	65,036	55,668	1	27,510	42,643	31,421	
Gates											
Graham											
Granville	36,430	64,263	57,175	n/a				n/a			
Greene	30,020	41,863	30,020	n/a				n/a			
Guilford	n/a			n/a				n/a			
Halifax	39,522	61,047	52,592	n/a			23	22,880	37,141	28,000	
Harnett	38,003	58,905	50,169	33,494	51,915	40,380		n/a			
Haywood	48,842	73,263	73,249	n/a			2	22,899	34,350	28,653	
Henderson	52,915	82,035	60,798	n/a				n/a			
Hertford	n/a			24,839	38,502	27,945		n/a			
Hoke	57,797	81,666	68,703	n/a			3	29,192	41,247	31,993	
Hyde	34,304	50,640	34,334	n/a				n/a			
Iredell	58,442	90,644	77,659	40,782	63,553	56,398		n/a			

TABLE XXII. PART ONE: SOLID WASTE DIRECTOR, LANDFILL SUPERVISOR, AND SOLID WASTE TRUCK DRIVER											
January 2014											
County	Solid Waste Director			Landfill Supervisor			Solid Waste Truck Driver				
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	
Jackson	n/a			36,888	72,321	44,081		n/a			
Johnston	57,068	101,749	80,575	38,416	59,537	54,212	6	25,851	40,064	26,769	
Jones	n/a			n/a				n/a			
Lee	45,447	63,626	54,184	34,700	48,580	40,194		n/a			
Lenoir	38,571	68,062	53,169	27,964	49,346	37,609	2	22,226	39,221	28,452	
Lincoln	45,656	69,659	47,258	32,302	33,925	34,278	7	26,520	40,456	27,096	
McDowell	44,814	65,858	53,994	n/a			1	22,344	32,840	31,254	
Macon											
Madison			45,777			31,928	3			29,182	
Martin	n/a			31,098	49,711	35,184		n/a			
Mecklenburg	85,290	149,258	137,426	43,233	75,657	66,926	37	38,498	67,372	46,803	
Mitchell	34,801	49,715	38,754	n/a			3	26,447	37,781	29,691	
Montgomery	n/a			n/a				n/a			
Moore	43,008	69,548	58,938	32,093	51,897	35,328	3	22,808	36,883	31,662	
Nash	n/a			n/a				n/a			
New Hanover	50,440	77,376	65,451	42,453	65,083	44,025	2	32,510	49,858	43,823	
Northampton	33,171	58,534	43,522	n/a				n/a			
Onslow	64,900	103,841	83,273	37,478	59,965	37,478		n/a			
Orange	82,614	135,373	113,178	45,677	74,848	60,421	12	30,768	50,419	33,243	
Pamlico	23,311	43,879	34,135	n/a			1	21,534	40,145	part-time	
Pasquotank	43,474	60,864	58,645	n/a			6	25,395	39,169	35,527	
Pender	25,089	40,143	vacant	n/a				n/a			
Perquimans	n/a			n/a				n/a			
Person	n/a			n/a				n/a			
Pitt	69,023	98,024	68,118	40,672	64,281	41,654	4	29,293	46,297	35,077	
Polk	n/a			n/a				n/a			
Randolph	n/a			n/a				n/a			
Richmond	42,200	61,366	50,892	n/a			7	22,947	36,653	26,450	
Robeson	68,331	84,731	79,265	46,140	57,212	55,367	5	28,702	35,590	33,445	
Rockingham	46,180	69,272	63,438	38,680	58,020	39,842		n/a			
Rowan	n/a			41,742	66,269	55,795		n/a			
Rutherford	50,854	76,624	51,490	30,941	46,621	33,752	3	26,655	40,164	26,990	
Sampson	n/a			n/a				n/a			
Scotland	44,940	63,492	49,596	28,656	40,500	30,864		n/a			
Stanly	n/a			n/a				n/a			
Stokes											
Surry	48,444	82,524	50,724	n/a				n/a			
Swain											
Transylvania	55,952	83,928	60,214	31,158	46,737	34,243	3	12.32	19.41	28,786	
Tyrrell	see emergency services director			n/a				n/a			
Union	65,459	98,188	80,605	47,999	71,998	52,756	5	32,162	48,244	33,785	
Vance	n/a			n/a			1	25,380	40,608	35,748	
Wake	n/a			52,900	90,100	76,641		n/a			
Warren	50,381	80,847	61,968	29,457	47,271	31,723		n/a			
Washington	n/a			26,892	38,892	31,944		n/a			
Watauga	54,232	54,059	76,812	n/a			2	26,818	41,564	32,107	
Wayne	53,320	81,601	75,775	45,196	70,490	49,888	3	23,968	37,382	24,568	
Wilkes	40,679	63,052	63,271	34,640	53,692	52,647		n/a			
Wilson	49,836	84,252	67,128	n/a				n/a			

TABLE XXII. PART ONE: SOLID WASTE DIRECTOR, LANDFILL SUPERVISOR, AND SOLID WASTE TRUCK DRIVER												
January 2014												
	Solid Waste Director				Landfill Supervisor				Solid Waste Truck Driver			
County	Min.	Max.	Actual		Min.	Max.	Actual		No.	Min.	Max.	Avg.
Yadkin	34,469	51,704	36,206		n/a				2	24,845	37,268	30,907
Yancey	n/a				29,276	43,768	33,044			n/a		

TABLE XXII. PART TWO: LANDFILL EQUIPMENT OPERATOR, SOLID WASTE SITE ATTENDANT, AND EQUIPMENT MECHANIC												
January 2014												
County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	6	\$30,660	\$49,053	\$36,172	4	\$25,710	\$41,133	\$31,683		n/a		
Alexander		n/a				n/a				n/a		
Alleghany		n/a			2	22,133	33,200	21,978		n/a		
Anson		n/a				n/a				n/a		
Ashe	6	29,688	45,690	32,983		n/a				n/a		
Avery	2	25,977	36,226	28,895	16	14,884	20,756	15,644	3	29,221	40,747	34,081
Beaufort		n/a				n/a				n/a		
Bertie		n/a				n/a				n/a		
Bladen	1	25,148	31,854	26,266	1	25,148	31,229	29,060	2	30,256	38,324	32,843
Brunswick	4	29,157	46,651	31,212	1	33,026	52,843	49,397	2 II	33,026	52,843	36,918
									4 III	34,962	55,940	44,638
Buncombe	6	28,576	43,690	31,304	2	23,976	36,642	26,932	4	28,576	43,690	33,443
Burke	5	26,875	41,656	29,177		n/a			3	29,630	45,927	34,260
Cabarrus	1	32,824	50,690	36,898	1	27,007	41,688	27,533	4	34,458	53,211	43,142
Caldwell		n/a			17	7.50	7.90			n/a		
Camden		n/a				n/a				n/a		
Carteret		n/a				n/a			1	25,389	45,160	33,802
Caswell	2			24,372		n/a				n/a		
Catawba	9	29,707	46,088	38,407	2	24,430	37,915	30,331	1	31,198	48,400	vacant
Chatham		n/a				n/a			1	36961	41789	38634
Cherokee	3	25,518	39,369	31,610	15	19,638	29,030	20,722	1	25,518	39,369	27,581
Chowan		n/a				n/a				n/a		
Clay	2			24,009	2			27,203		n/a		
Cleveland		n/a			35	18,804	29,340	\$9.04/hr.	2	30,018	46,866	31,476
Columbus	1	26,163	39,245	25,000		n/a				n/a		
Craven		n/a			8	23,329	47,139	27,221		n/a		
Cumberland	12	24,508	51,845	28,179	16	21,433	36,071	23,742	10	30,805	62,313	38,501
Currity		n/a				n/a				n/a		
Dare	16	27,507	48,428	31,335	2	22,716	36,346	26,849	16	24,998	61,515	37,179
Davidson	6	31,569	47,353	34,024	12	19,333	28,999	20,964	5	27,287	54,696	35,241
Davie		n/a				n/a				n/a		
Duplin	6	25,755	45,737	32,256	20	part-time		17,865	3	29,005	51,508	33,125
Durham		n/a			10	23,732	36,319	26,537	1	33,043	56,885	49,337
Edgecombe		n/a			39	part-time		\$7.32/hr		n/a		
Forsyth		n/a				n/a			6	28,566	46,419	34,542
Franklin	3	26,550	39,825	31,997	34	part-time		\$9.55/hr		n/a		
Gaston	7	27,510	42,643	29,121	1	21,918	33,974	22,241	2	29,356	45,504	37,175
Gates												
Graham												
Granville		n/a			2	20,279	37,555	32,471		n/a		
Greene	2	21,465	41,863	25,111	6			22,256		n/a		
Guilford		n/a			1	29,338	49,875	29,336	6	32,345	54,987	39,772
Halifax		n/a			1	22,880	37,410	27,226		n/a		
Harnett	7	30,789	47,723	36,940	2	29,514	45,754	34,316		n/a		
Haywood	5	26,133	39,198	29,639	1	19,203	28,806	19,219	2	28,539	42,808	33,526
Henderson	5	27,168	42,141	29,601	1	23,213	35,984	23,217	1	30,576	47,382	33,941
Hertford	1	22,531	34,923	24,027	22	18,536	28,731	18,536		n/a		
Hoke	1	29,192	41,247	33,862	13			\$8.90/hr		n/a		
Hyde		n/a			6	22,516	36,189	23,075		n/a		

TABLE XXII. PART TWO: LANDFILL EQUIPMENT OPERATOR, SOLID WASTE SITE ATTENDANT, AND EQUIPMENT MECHANIC												
January 2014												
County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Iredell	9	28,459	44,140	32,219	8	22,728	35,251	24,501	4	31,137	48,294	42,319
Jackson	3	27,524	53,907	29,041	3	26,214	51,397	27,006	2	31,863	62,473	39,321
Johnston	1	36,416	59,537	38,416	22	19,848	30,764	20,862		n/a		
Jones		n/a			1	part-time		\$10.20/hr		n/a		
Lee		n/a								n/a		
Lenoir	5	22,226	39,221	32,994	36	17,666	31,174		1	27,964	49,346	30,114
Lincoln	5	27,872	42,515	28,712		n/a			3	29,266	44,658	30,264
McDowell	5	24,684	36,270	25,302	33	part-time		\$8.07/hr.	1	30,108	44,256	31,644
Macon												
Madison	2			24,263	6			18,812	1			21,175
Martin		n/a			1	19,184	30,665	19,184	2	24,961	39,904	26,602
Mecklenburg	37	38,498	67,372	46,803	18	33,387	58,248	39,762	16	33,387	58,428	39,762
Mitchell		n/a			11	part-time		\$9.00/hr.		n/a		
Montgomery		n/a				n/a				n/a		
Moore	2	26,403	42,696	33,669	24	15,438	24,964	17,680		n/a		
Nash	2	27,412	43,859	31,371	35	part-time		\$9.25/hr.		n/a		
New Hanover	11	30,098	46,238	37,212		n/a			4	35,992	55,099	39,770
Northampton		n/a			1	24,753	43,679	31,686	1	30,087	53,092	40,462
Onslow	6	29,619	47,392	35,885	8	20,810	33,297	26,676	5	33,318	53,309	42,397
Orange	4	32,327	52,970	41,257	11	26,532	43,476	28,196	5	35,683	58,469	45,590
Pamlico		n/a				n/a				n/a		
Pasquotank	1	25,395	35,553	30,763	1	16,335	22,897	19,470		n/a		
Pender		n/a			2	25,089	40,143	25,788	1	29,044	46,470	30,596
Perquimans		n/a				n/a				n/a		
Person		n/a				n/a				n/a		
Pitt	4	29,293	46,297	30,690	3	23,171	36,623	23,171	1	35,337	55,847	39,237
Polk	2	24,231	39,705	26,094	4	part-time		\$7.43/hr		n/a		
Randolph		n/a			2	23,712	36,504	24,420		n/a		
Richmond	1	22,947	33,368	22,947	1	24,030	34,960	27,021	4	24,030	48,547	31,392
Robeson	5	30,287	41,488	36,947		n/a			3	31,873	43,453	38,707
Rockingham	5	28,479	42,718	28,485		n/a				n/a		
Rowan	7	26,818	51,821	30,819	11	22,039	34,969	24,190	2	29,590	51,821	33,792
Rutherford	3	26,655	40,164	28,215		n/a			1	26,655	40,164	28,014
Sampson		n/a				n/a				n/a		
Scotland	3	23,940	33,828	26,660		n/a			2	32,796	46,344	35,832
Stanly		n/a				n/a				n/a		
Stokes												
Surry	5	27,600	45,216	32,304	41	part-time		\$8.05/hr.	1	27,600	45,216	30,012
	2	26,508	43,188	30,024								
Swain												
Transylvania	3	12.32	19.41	32,484	7	10.65	16.97	24,065	1	14.98	22.47	42,962
Tyrrell	1.5			17,377		n/a				n/a		
Union	2	29,409	44,114	33,997	15	9.45	14.18	9.78	1	42,023	63,033	55,292
Vance		n/a				n/a				n/a		
Wake		n/a			5	23,050	38,950	30,288	24	25,500	43,100	34,116
Warren		n/a			1	23,080	37,034	23,080		n/a		
Washington	1	24,060	28,608	26,403		n/a				n/a		
Watauga	5	28,023	47,433	37,925	13	23,500	36,425	23,500		n/a		
Wayne	6	23,968	37,382	28,491	26	17,886	27,895	20,592	1	25,167	39,252	29,915

TABLE XXII. PART TWO: LANDFILL EQUIPMENT OPERATOR, SOLID WASTE SITE ATTENDANT, AND EQUIPMENT MECHANIC												
January 2014												
County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Wilkes	7	25,117	38,931	29,554		n/a				n/a		
Wilson	2	28,428	47,988	29,910	part-time				2	37,644	63,612	37,914
Yadkin	1	28,561	42,873	42,873	4	18,754	28,132	19,579		n/a		
Yancey		n/a			20	part-time		varied		n/a		

TABLE XXIII. ENVIRONMENTAL HEALTH SUPERVISOR AND SPECIALIST, INCOME MAINTENANCE CASEWORKER, AND SOCIAL WORKER																
January 2014																
County	Environmental Health Supervisor I				Environmental Health Specialist I				Income Maintenance Caseworker I				Social Worker II			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	1	\$47,611	\$76,180	\$63,696	10	\$36,561	\$58,498	\$49,422	15	\$25,710	\$41,133	\$27,738	13	\$33,480	\$53,568	\$38,349
Alexander	1	39,380	55,644	54,286	2	33,958	47,983	46,826		n/a			8	32,321	45,669	34,601
Alleghany		n/a				n/a				n/a			1	38,052	54,079	36,053
Anson	1	36,061	55,895	44,075		n/a			2	25,947	40,218	26,596	6	33,213	51,480	35,205
Ashe		n/a				n/a			6	29,688	41,949	29,688	2	41,838	59,118	51,803
Avery		n/a				n/a			1	28,097	39,182	28,097		n/a		
Beaufort	1	47,445	66,423	40,408	2	43,102	60,342	44,338		n/a			7	37,310	52,233	39,244
Bertie		n/a				n/a			4	25,630	39,726	26,911	1	32,995	51,142	35,928
Bladen	1	36,637	46,413	41,529	2	34,087	43,178	37,875		n/a			13	34,087	43,178	34,525
Brunswick	1	67,859	108,575	83,802	1	67,859	75,416	53,989		n/a			5	42,702	68,324	49,662
Buncombe	2	50,639	77,485	65,318	14	38,915	59,493	48,543	5	29,878	45,703	37,255	20	38,915	59,492	50,143
Burke	1	50,679	78,552	vacant	3	34,301	53,166	40,625	8	24,376	37,785	24,985	10	32,667	50,634	35,880
Cabarrus		n/a				n/a			12	29,777	45,981	31,924	25	38,004	58,668	48,257
Caldwell		n/a			1	31,351	52,252	35,002	7	24,074	40,124	27,935	9	31,351	52,252	33,393
Camden		n/a				n/a				28,992	43,488	vacant		37,002	55,504	37,002
Carteret		n/a			7	30,849	54,742	38,469		n/a			13	26,847	54,742	37,012
Caswell	1			51,156	1			36,900	1			25,476	4			34,143
Catawba	2	46,087	71,513	60,408	7	37,915	58,834	50,391	62	29,707	46,088	32,598	15	36,115	56,024	42,765
Chatham	1	58,854	91,223	72,491	3	4,182	64,831	46,818		n/a			7	36,130	56,002	40,118
Cherokee	2	34,340	55,315	48,752	3	31,811	50,541	42,703	1	27,408	42,577	vacant	4	31,811	50,541	35,847
Chowan		n/a				n/a			3	25,937	45,764	25,937	1	34,411	60,983	41,605
Clay	1			46,644	1			48,556		n/a			2			35,691
Cleveland		n/a			4	36,198	56,490	43,650	5	26,106	40,710	26,105	12	36,198	56,490	41,658
Columbus	1	32,760	49,140	39,071	1	29,942	44,913	37,210		n/a			3	29,942	44,913	40,863
Craven	1	44,980	90,880	51,775	8	39,082	78,954	43,047		n/a			20	37,294	75,338	41,561
Cumberland		n/a			8	37,025	62,313	43,739	72	28,087	47,271	28,785	57	40,524	66,202	42,377
Currituck		n/a				n/a				n/a			4	40,655	56,263	44,817
Dare	1	51,227	81,963	65,335	5	38,446	61,515	42,785	2	27,507	44,010	30,267	6	30,267	48,428	40,382
Davidson	1	56,531	84,796	64,055	¹ 3	28,300	57,449	41,774	47	30,101	45,152	35,316	² 11	36,464	54,696	40,728
Davie	1	40,758	63,208	49,430	3	35,209	54,601	43,468		n/a			4	35,209	54,601	38,103
Duplin	1	36,785	65,323	55,753	2	32,663	58,005	40,613	14	24,753	43,961	26,844	7	31,395	55,753	35,063
Durham	2	46,687	80,374	60,757	5	36,472	62,791	47,972		n/a			72	36,472	62,791	46,111
Edgecombe	0	35,755	61,962		3	30,887	53,525	38,667	0	23,048	39,941		18	30,887	53,525	34,318
Forsyth	4	44,762	72,738	60,549	16	38,634	55,805	45,438	114	27,685	44,988	30,326	28	31,763	51,615	40,535
Franklin		n/a			2	36,617	54,926	44,954	5	27,798	41,697	28,354	11	36,617	54,926	41,964
Gaston	1	44,772	69,399	65,120	5	39,319	60,947	52,743	76	31,326	48,557	35,297	29	35,670	55,290	45,648
Gates																
Graham																
Granville		n/a				n/a			4	22,356	39,437	23,068	3	29,963	52,854	44,602
Greene	1	36,401	50,798	41,878		n/a			9	22,515	34,527	25,625	7	28,607	41,863	33,322
Guilford	1	55,322	94,047	55,322	¹ 14	39,318	66,837	45,568	172	33,963	57,737	35,849	38	39,316	66,837	44,561
Halifax		n/a				n/a			3	24,045	39,099	24,000		n/a		

TABLE XXIII. ENVIRONMENTAL HEALTH SUPERVISOR AND SPECIALIST, INCOME MAINTENANCE CASEWORKER, AND SOCIAL WORKER																
January 2014																
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.
Harnett	1	44,972	69,706	62,801	3	39,636	61,436	48,997	15	28,301	43,867	31,105	16	36,435	56,475	41,488
Haywood	1	48,842	73,263	66,675	6	37,505	56,259	46,979	28	28,539	42,808	30,282	2	34,345	51,518	40,264
Henderson		n/a			6	39,195	60,782	49,682	7	27,554	42,686	27,555	17	34,866	54,035	38,440
Hertford		n/a				n/a				n/a				n/a		
Hoke	1	45,286	63,988	59,419	2	41,075	58,039	46,186	8	26,478	37,412	27,576	8	35,483	50,136	39,085
Hyde		n/a			1	32,889	48,550	31,323	5	27,792	44,631	35,372	1	32,889	48,550	35,200
Iredell	1	42,658	66,163	57,253	12	37,274	57,812	53,431		n/a			18	35,635	55,270	42,860
Jackson	1	54,497	106,851	87,655	4	36,886	72,321	42,660	4	27,525	53,976	27,525	5	35,129	68,877	39,041
Johnston	1	41,951	74,768	45,282	7	36,760	56,972	44,317	22	28,231	43,751	28,350	23	36,760	56,972	41,433
Jones		n/a				n/a				n/a			5	33,462	42,252	33,775
Lee	1	54,406	76,169	vacant	3	47,539	66,554	55,058	6	30,320	42,448	31,951	7	39,712	55,596	42,922
Lenoir	1	36,840	65,007	49,545	5	32,097	56,639	44,246	5	25,511	45,016	25,511	8	30,656	54,096	30,656
Lincoln	1	45,656	69,659	60,278	4	35,672	54,413	38,693	26	29,266	44,658	29,690	7	35,072	54,413	36,462
McDowell		n/a				n/a				n/a				n/a		
Macon																
Madison	1		50,315	48,130	1		44,357	29,789	7		36,291	23,789	6		44,357	31,947
Martin		n/a				n/a			7	23,870	38,162	23,870	7	31,098	49,711	31,098
Mecklenburg	13	52,790	92,382	67,339	59	39,123	68,466	47,135	110	39,123	68,466	48,194	277	43,731	76,530	50,430
Mitchell		n/a				n/a			7	28,494	40,707	32,054	5	33,334	47,620	37,437
Montgomery	1	32,028	51,792	46,000	1	29,748	47,676	33,000	12	23,304	39,264	24,669	14	29,520	49,680	41,579
Moore		n/a			5	43,008	69,548	52,637		n/a			9	3,697	54,492	38,545
Nash		n/a			6	38,869	62,190	50,094		n/a			25	35,390	56,624	43,046
New Hanover	4	56,202	86,195	66,605	10	38,854	59,509	40,845	95	35,381	54,288	37,557	17	50,440	77,376	54,074
Northampton	1	40,320	71,148	64,456	1	34,830	61,461	41,400	18	27,290	48,156	31,596	10	33,171	58,534	36,359
Onslow	2	42,158	67,453	56,731	11	37,478	59,965	49,549	3	27,385	43,816	28,391	18	37,478	59,965	39,239
Orange	2	58,470	95,807	74,104	8	41,381	67,805	54,260	4	32,327	52,970	34,188	31	39,387	64,539	43,634
Pamlico	1	34,325	64,614	56,774	2	31,132	56,546	43,017	1	21,966	41,347	23,983	5	26,893	50,624	29,411
Pasquotank		n/a				n/a			9	24,103	33,745	24,468	8	33,143	46,400	32,935
Pender	1	42,911	68,658	58,696	2	37,068	59,309	47,594	5	27,661	44,257	28,354	9	37,068	59,309	34,496
Perquimans		n/a				n/a				n/a			1	33,547	49,848	35,428
Person	1	44,065	68,301	68,124	1	37,523	58,161	41,369	5	27,207	42,171	28,502	7	34,625	53,669	36,894
Pitt	2	49,060	77,542	56,887	7	42,625	67,369	51,299	12	29,293	46,297	29,715	27	38,809	61,339	44,427
Polk		n/a				n/a			7	24,231	39,705	28,306	2	26,716	43,777	31,719
Randolph	2	49,275	75,878	54,061	10	36,774	56,618	45,015		n/a			12	36,774	56,618	40,792
Richmond	1	38,404	55,892	54,581	3	33,368	48,547	44,591	4	25,183	36,653	25,183	11	21,860	31,844	22,427
Robeson	1	47,724	59,178	59,178	6	38,213	47,385	44,583	89	28,702	35,590	31,307	35	38,213	47,385	45,379
Rockingham		n/a			5	38,680	58,020	43,412		n/a			13	35,501	53,251	39,762
Rowan	1	48,361	76,801	63,407	5	36,016	57,182	43,379		n/a			17	34,293	54,437	39,662
Rutherford		n/a				n/a			5	25,363	38,218	25,363	3	34,173	51,490	36,073
Sampson	1	40,548	60,840	58,404	1	33,756	50,628	49,056	1	23,388	35,052	23,388	5	30,804	46,176	34,543
Scotland	2	37,536	53,040	47,466		n/a			4	26,196	37,008	26,682	7	34,308	48,080	36,492
Stanly	1	39,644	59,467	58,615	4	34,641	51,962	41,717	23	27,664	41,496	34,730	9	33,118	49,677	38,560

TABLE XXIII. ENVIRONMENTAL HEALTH SUPERVISOR AND SPECIALIST, INCOME MAINTENANCE CASEWORKER, AND SOCIAL WORKER																
January 2014																
County	Environmental Health Supervisor I				Environmental Health Specialist I				Income Maintenance Caseworker I				Social Worker II			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Stokes																
Surry	2	38,796	65,208	52,746	4	34,020	56,892	44,721	37	27,600	45,216	31,293	² 18	32,616	54,300	37,247
Swain																
Transylvania	1	46,030	69,056	61,842	3	18.21	27.31	41,259	1	13.59	20.38	vacant	2	18.21	27.31	40,338
Tyrrell		n/a				n/a			1			26,263	1			31,697
Union	3	45,905	68,857	61,995	10	40,176	60,264	48,554	1	29,409	44,114	32,807	16	36,762	55,142	43,468
Vance		n/a				n/a			4	25,380	40,608	26,421	8	33,048	52,884	33,476
Wake	5	48,100	82,000	70,008	25	37,000	63,000	46,375	205	28,900	49,000	37,100	60	32,750	55,750	42,434
Warren	1	43,521	69,840	44,660	2	37,597	60,334	37,597	0	25446	40832	vacant	7	35,806	57,459	37,336
Washington		n/a				n/a			12	26,100	38,297	25,035	7	33,918	46,517	35,448
Watauga		n/a				n/a			3	28,023	43,435	28,589	3	38,135	59,109	41,993
Wayne	1	39,042	60,892	52,507	5	33,726	52,601	45,358	16	27,746	43,275	27,746	23	33,726	52,601	41,092
Wilkes	1	39,077	60,569	62,794	5	34,640	58,184	45,220	2	25,117	38,931	25,117	9	31,965	49,546	34,703
Wilson	1	41,340	69,876	55,572	4	35,928	60,756	40,293	37	29,796	50,340	42,550	23	35,928	60,756	38,915
Yadkin		n/a			1	34,469	51,704	34,639	1	26,028	39,042	30,347	3	34,469	51,704	39,542
Yancey		n/a				n/a				n/a				n/a		

1. Reports Environmental Health Manager II
 2. Reports Income Maintenance Caseworker II

**TABLE XXIV. OFFICE ASSISTANT/PROCESSING ASSISTANT, PUBLIC HEALTH NURSE, PHYSICIAN EXTENDER, AND NUTRITIONIST
January 2014**

County	Office Assistant III/Processing Assistant III				Public Health Nurse				Physician Extender I				Nutritionist I				
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Alamance	34	\$22,530	\$36,045	\$26,276	9	\$43,599	\$69,758	\$58,647	3	\$59,333	\$94,932	\$87,624	4	\$32,037	\$51,261	\$44,100	
Alexander	6	19,725	27,871	26,528	5	41,375	58,461	46,812	1			\$41.72/hr.		n/a			
Alleghany		n/a				n/a				n/a				n/a			
Anson	7	22,011	34,118	23,410	4	40,799	36,238	43,782		n/a				n/a			
Ashe	2	27,255	38,511	27,945		n/a				n/a				n/a			
Avery	1	24,017	33,492	24,017		n/a				n/a				n/a			
Beaufort	5	22,831	31,963	25,267	2	44,549	62,369	45,371		n/a				n/a			
Bertie	2	21,658	33,570	22,741		n/a				n/a				n/a			
Bladen	8	21,316	28,618	27,286	12	40,472	51,266	45,173		n/a			1	30,256	38,997	34,087	
Brunswick	11	29,157	46,651	28,426	3	32,378	83,806	50,344		n/a			2	34,962	55,940	38,363	
Burcombe	22	25,034	38,349	30,914	37	48,481	74,114	59,243	3	72,050	110,141	88,350	1	2,326	49,862	37,600	
Burke	14	22,109	34,270	24,242	10	37,815	58,616	39,962		n/a			1	26,875	41,656	vacant	
Cabarrus		n/a				n/a				n/a				n/a			
Caldwell	1	20,188	33,647	vacant	14	39,069	65,116	43,101		n/a			1	26290	43817	vacant	
Camden		31,964	47,946	vacant		n/a				n/a				n/a			
Carteret	3	21,234	31,680	25,175	3	46,552	69,203	51,636		n/a				n/a			
Caswell	9			22,378	6			48,550		n/a				n/a			
Catawba		n/a			27	46,087	71,513	51,501	2			79,317	2	36,115	56,024	45,526	
Chatham		n/a			8	46,114	71,477	54,156	1	58,854	91,223	77,000	1	39,834	61,743	vacant	
Cherokee	10	22,187	33,659	24,900	3	38,669	63,271	42,477	2	52,335	87,270	70,700		n/a			
Chowan	2	21,519	37,835	21,519		n/a				n/a				n/a			
Clay	1			26,016	2			56,952		n/a			1			28,723	
Cleveland	43	24,906	38,850	31,476	42	43,650	68,136	50,250		n/a			1	28,656	44,724	vacant	
Columbus	10	19,097	28,648	23,414	4	37,492	56,238	43,998	2	51,366	77,049	63,503	1	25,012	37,518	26,263	
Craven	32	24,454	49,406	27,017	8	44,980	90,880	47,561	2	68,599	138,584	76,494	5	37,294	75,338	40,338 ²	
Cumberland	109	24,508	41,247	25,813	33	48,539	81,691	54,657		n/a			10	35,348	59,490	35,348	
Currituck		n/a				n/a				n/a				n/a			
Dare	2	22,716	36,346	25,198	16	42,306	67,690	43,811	2	65,070	104,112	75,108	2	33,306	53,291	41,370 ²	
Davidson	41	23,493	35,241	23,493	24	46,796	68,746	54,106	1	72,071	108,107	72,071	1	6	34,237	51,356	40,058 ²
Davie	8	22,695	35,197	27,146	11	44,936	69,686	55,089	1	63,230	98,055	80,514		n/a			
Duplin	2	21,128	37,519	24,441	8	38,270	67,964	50,272	1	54,661	97,066	81,222	1	38,270	67,964	49,508 ²	
Durham	59	23,732	40,261	30,485	27	46,687	80,374	61,938	2	54,143	93,210	67,564		n/a			
Edgecombe	9	19,910	34,503	21,650	12	39,420	68,313	43,800		n/a				n/a			
Forsyth	45	26,466	43,008	30,033	13	50,918	73,548	56,218	1	64,767	93,552	92,144	15	34,212	55,595	40,898	
Franklin	14	23,133	34,700	27,745	10	46,069	69,103	51,097	1	69,651	104,476	vacant	1	30,474	45,710	32,797	
Gaston		n/a			19	41,957	65,036	50,920	3	54,401	88,325	66,457	6	31,326	48,557	34,405	
Gates																	
Graham																	
Granville	5	21,289	37,555	29,054		n/a				n/a				n/a			
Greene	1	18,595	25,876	vacant	4	36,401	55,976	47,866	1	48,651	67,950	61,799	1	24,778	34,527	28,349	
Guilford		n/a			17	50,178	85,303	50,876	12	74,136	126,031	80,168	5	35,661	60,623	35,804	
Halifax	8	19,741	31,997	24,300	10	39,522	64,156	44,789		n/a				n/a			
Harnett	6	23,915	37,068	28,698	4	44,972	69,706	52,320	1	65,692	101,823	78,831	1	41,341	64,078	49,610	
Haywood		n/a			11	42,799	64,200	48,775	2	58,245	87,368	69,105	1	32,866	49,299	34,193	
Henderson	18	23,537	36,524	25,280	20	45,864	71,117	49,032		58,052	89,973	vacant		32,214	49,979	vacant	
Hertford		n/a				n/a				n/a				n/a			
Hoke	13	24,016	33,934	25,620	3	47,550	67,187	50,383		n/a			1	37,257	52,643	37,257	
Hyde		n/a			3	40,597	59,929	45,107		n/a				n/a			
Iredell	8	22,728	35,251	25,553	5	45,250	40,782	63,253	2	66,883	103,736	69,874	5	31,137	48,294	34,202	
Jackson	13	24,966	48,950	28,459	4	42,700	83,721	52,184	3	57,222	112,194	80,626		n/a			
Johnston		n/a			15	41,951	74,768	46,571		n/a			0	29,498	45,720		
Jones		n/a			3	43,919	55,961	43,919		n/a				n/a			
Lee	8	25,329	35,460	26,621	1	49,726	69,616	vacant		n/a			2	33,174	46,444	34,750	
Lenoir	8	19,366	34,173	20,855	4	3,571	68,062	40,523	1	58,311	102,896	73,190		n/a			
Lincoln		n/a			7	39,374	60,070	48,051	1	82,576	125,984	86,778	1	35,672	54,413	37,950	
McDowell	5	22,344	32,840	22,344		n/a				n/a				n/a			
Macon																	
Madison	5		29,855	21,944	5		52,576	38,026	1		80,352	58,240		n/a			
Martin	1	28,478	45,526	28,477		n/a				n/a				n/a			
Mecklenburg	164	31,924	55,867	39,596	9	50,081	87,641	62,698	8	68,862	120,508	88,792	16	39,123	68,466	43,702	
Mitchell	4	23,421	33,459	26,054		n/a				n/a				n/a			
Montgomery	11	20,280	34,164	26,000	4	36,312	61,092	43,554		n/a			1	25,176	42,408	27,240	
Moore	12	21,723	35,128	26,838	3	45,158	73,025	53,803		n/a				n/a			
Nash	16	23,119	36,900	28,287	18	44,739	71,582	54,366	2	62,118	99,389	74,094	2	29,848	47,757	36,043	
New Hanover		n/a			41	50,440	77,376	53,657	2	59,842	91,790	77,842	3	38,854	59,509	43,360	
Northampton	4	20,364	35,935	24,830	17	42,335	74,706	46,488	1	65,676	115,893	vacant	1	31,591	55,747	32,380	
Onslow	22	23,409	37,454	25,774	4	43,844	70,151	46,184	1	64,900	103,841	77,438	2	32,037	51,259	32,267	
Orange	30	29,286	47,988	33,736	5	47,989	78,633	55,013	3	64,538	105,752	79,119	1	50,418	82,615	57,776	
Pamlico		n/a			1	43,809	71,238	50,559	1	54,285	100,239	vacant		n/a			
Pasquotank	3	24,103	33,745	27,319		n/a				n/a				n/a			
Pender	12	22,757	36,411	26,274	8	42,911	68,658	44,544	1	63,399	101,439	67,096	2	35,303	56,485	43,775 ²	
Perquimans	2	20,066	32,099	21,992		n/a				n/a				n/a			
Person	11	23,167	35,909	25,268	5	44,065	68,301	48,349		n/a				n/a			
Pitt	3	24,284	38,379	27,974	6	49,060	77,542	52,158		n/a			4	32,171	50,852	39,651	
Polk	3	18,986	34,300	24,646		n/a				n/a				n/a			
Randolph	30	22,568	34,757	23,547	12	44,699	68,827	52,303		n/a				n/a			
Richmond	15	21,860	31,844	22,427	8	42,200	61,366	50,012		n/a			3	31,844	46,329	34,242	
Robeson	27	22,361	27,729	24,638	26	46,140	57,212	51,108		n/a			1	31,873	39,522	31,873	
Rockingham		n/a			9	46,1											

TABLE XXIV. OFFICE ASSISTANT/PROCESSING ASSISTANT, PUBLIC HEALTH NURSE, PHYSICIAN EXTENDER, AND NUTRITIONIST																
January 2014																
	Office Assistant III/Processing Assistant III				Public Health Nurse				Physician Extender I				Nutritionist I			
County	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Rowan		n/a			7	46,058	73,114	52,952	2	71,697	113,817	83,533		n/a		
Rutherford	4	22,964	34,602	23,993		n/a				n/a				n/a		
Sampson	2	19,452	29,172	24,978	5	38,736	58,128	40,656	2	51,024	76,536	62,322		n/a		
Scotland	4	21,888	30,924	22,158	1	42,960	60,696	44,028		n/a			1	28,656	40,500	29,376
Stanly	18	24,173	36,258	30,096	4	43,376	65,064	50,236		n/a			1	31,649	47,491	34,658
Stokes																
Surry	24	21,612	34,776	25,590	17	42,228	71,664	47,463		n/a				31,320	51,864	vacant ²
Swain																
Transylvania	5	11.18	16.77	24,637	7	43,846	65,769	45,668		n/a			1	31,158	46,737	38,447
Tyrrell		n/a				n/a				n/a				n/a		
Union	30	23,543	35,314	28,627	9	47,999	71,998	59,247		n/a			2	32,162	48,244	33,526
Vance	3	21,288	37,188	25,152		n/a				n/a				n/a		
Wake	131	23,050	28,950	31,067	160	42,300	72,200	62,400	24	59,500	101,500	80,196	23	32,750	55,750	46,445
Warren	14	19,938	31,994	21,754	8	39,476	63,348	40,613		n/a			1	28,053	45,019	28,054
Washington	1	19,500	26,736	19,500		n/a				n/a				n/a		
Watauga	5	24,556	38,061	28,447		n/a				n/a				n/a		
Wayne	23	20,705	32,292	21,222	9	43,044	67,133	47,512		n/a				n/a		
Wilkes	10	21,388	33,151	23,784	9	39,077	60,569	45,227		n/a			2	27,219	42,189	30,232
Wilson	6	22,500	38,028	24,058	29	45,408	76,740	49,840	2	69,180	116,976	81,768	4	34,260	57,948	37,722
Yadkin		n/a			1	45,628	68,442	48,826		n/a				n/a		
Yancey		n/a				n/a				n/a				n/a		
1. Reports Physician Extender II																
2. Reports Nutritionist II																
3. Reports level "IV"																

TABLE XXV. PUBLIC HEALTH EDUCATOR, FOREIGN LANGUAGE INTERPRETER, BUSINESS OFFICER, MEDICAL RECORDS ASSISTANT, AND SUBSTANCE ABUSE COUNSELOR																					
January 2014																					
County	Public Health Educator I				Foreign Language Interpreter II				Business Officer I				Medical Records Assistant III				Aging - Senior Services Director				
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Alamance	2	\$34,986	\$55,979	\$38,570	3	\$28,075	\$44,921	\$30,208	1	\$43,599	\$69,758	\$69,504		n/a				n/a			
Alexander		n/a			1	32,321	45,669	35,677		n/a				n/a				n/a			
Alleghany		n/a				n/a				n/a				n/a				n/a			
Anson		n/a				n/a				n/a				n/a				n/a			
Ashe		n/a				n/a				n/a				n/a				n/a			
Avery		n/a				n/a				n/a				n/a				n/a			
Beaufort		n/a			2	28,622	40,071	29,767	1	50,341	70,466	50,341	1	22,831	31,963	26,220		n/a			
Bertie		n/a				n/a				n/a				n/a				n/a			
Bladen	1	28,979	36,707	29,623	2	25,148	31,854	27,243		n/a				n/a				n/a			
Brunswick	1	34,962	55,940	40,706	1	29,157	46,651	34,519		n/a			2	29,157	46,651	32,981		n/a			
Buncombe	2	38,915	59,493	47,143	4	28,576	43,670	36,083	2	52,959	80,943	68,246		n/a				n/a			
Burke	1	26,875	41,656	vacant	3	26,875	41,656	29,024		n/a				n/a			1	43,778	67,857	45,000	
Cabarrus		n/a			2	31,273	48,280	31,495		n/a				n/a				n/a			
Caldwell	1	26,290	43,817	vacant		n/a			1	40,827	68,046	49,557	1	20,188	33,647	26,368		n/a			
Camden		n/a				n/a				n/a				n/a				n/a			
Carteret	1	28,500	45,160	30,095	1	24,781	45,160	27,808		n/a				n/a			1	45,000	66,032	45,675	
Caswell	1			27,420		n/a				n/a			1			21,264	1		31,416		
Catawba	3	36,115	56,024	45,050	3	28,285	43,894	33,854	4	48,399	75,093	58,053		n/a				n/a			
Chatham	3	36,130	56,002	39,401	5	26,961	41,789	28,928		n/a				n/a			1	58,853	91,223	61,965	
Cherokee	2	27,408	42,577	27,408		n/a				n/a				n/a			1	33,039	52,903	35,000	
Chowan		n/a				n/a				n/a				n/a				n/a			
Clay		n/a				n/a				n/a			1			34,774		n/a			
Cleveland	4	30,018	46,866	31,476		n/a			1	45,768	71,412	62,052		n/a				n/a			
Columbus		n/a			2	21,855	32,783	22,798		n/a				n/a			1	46,947	70,421	49,294	
Craven	2	35,581	71,800	57,863		n/a				n/a				n/a				n/a			
Cumberland	4	32,247	54,272	33,432	2	26,812	54,124	27,348		n/a				n/a				n/a			
Currituck		n/a				n/a				n/a				n/a				n/a			
Dare	6	33,306	53,291	35,771	3	28,853	30,297	29,983		n/a				n/a			2	46,554	74,485	63,745	
Davidson	1	30,101	45,152	36,544	2	30,101	45,152	30,938		n/a				n/a			1	56,531	84,796	64,603	
Davie	1	31,935	49,525	31,933	1	25,022	38,805	27,587	1	35,209	54,601	45,875		n/a			1	38,817	60,198	47,949	
Duplin	1	26,795	47,586	31,395	7	23,794	42,254	25,864		n/a			3	21,128	37,519	23,716	1	44,839	79,628	58,005	
Durham	4	34,714	59,763	44,635	6	27,119	46,687	32,236		n/a				n/a				n/a			
Edgecombe	2	25,411	44,035	28,928		n/a				n/a				n/a				n/a			
Forsyth	13	31,232	50,752	33,914	8	25,707	41,774	30,516	4	51,404	83,532	58,009		n/a				n/a			
Franklin		n/a				n/a			1	48,234	72,350	54,575		n/a			1	50,500	75,751	vacant	
Gaston	12	35,670	55,290	38,791	3	27,510	42,643	33,451	1	59,967	92,952	74,594	28	21,918	33,974	26,740		n/a			
Gates																					
Graham																					
Granville		n/a				n/a			1	34,686	61,186	48,355		n/a				n/a			
Greene		n/a			4	18,595	29,890	22,880		n/a				n/a				n/a			
Guilford	9	37,444	63,655	44,234	12	29,338	49,875	32,688	2	50,178	85,303	58,494		n/a				n/a			
Halifax		n/a			1	25,270	41,022	26,559		n/a				n/a				n/a			
Harnett	1	33,494	51,915	40,192	3	30,784	47,723	37,118		n/a				n/a			1	34,933	54,147	44,093	
Haywood	3	28,539	42,808	38,731	3	25,008	37,512	25,685	1	44,728	67,090	50,000		n/a				n/a			
Henderson		29777	46196	vacant	5	24,492	37,947	28,927		n/a				n/a				n/a			
Hertford		n/a				n/a				n/a				n/a				1	33,288	51,597	46,604
Hoke		n/a			2	24,044	33,974	26,185		n/a				n/a			1	37,257	52,643	41,124	
Hyde	1	32,889	48,550	39,000		n/a				n/a				n/a				n/a			

TABLE XXV. PUBLIC HEALTH EDUCATOR, FOREIGN LANGUAGE INTERPRETER, BUSINESS OFFICER, MEDICAL RECORDS ASSISTANT, AND SUBSTANCE ABUSE COUNSELOR																				
January 2014																				
County	Public Health Educator I				Foreign Language Interpreter II				Business Officer I				Medical Records Assistant III				Aging - Senior Services Director			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Iredell		n/a			3	28,459	44,140	30,470	2	44,620	69,207	56,419		n/a				n/a		
Jackson	1.5	33,456	65,597		1	33,456	65,597	33,456	1	36,886	72,321	41,480	part-time			20,479	1	51,902	101,763	59,619
Johnston	2	32,213	49,925	36,251	4	24,738	38,340	26,673		n/a			1	24,738	38,340	25,975		n/a		
Jones	1	36,649	46,151	36,649		n/a				n/a				n/a				n/a		
Lee		n/a			2	28,988	40,582	30,366		n/a				n/a			1	56,908	79,672	69,916
Lenoir		n/a			5	22,226	39,221	23,934		n/a				n/a				n/a		
Lincoln	1	35,672	54,413	37,669		n/a				n/a			6	26,520	40,456	27,550	1	39,374	60,070	43,472
McDowell		n/a				n/a				n/a				n/a			1	42,642	62,668	43,716
Macon																				
Madison		n/a				n/a				n/a				n/a			1			41,600
Martin		n/a				n/a				n/a				n/a				n/a		
Mecklenburg	8	38498	67372	51372	20	26,280	45,990	33,915		n/a				n/a				n/a		
Mitchell		n/a				n/a				n/a				n/a				n/a		
Montgomery	1	25,176	42,408	29,520	2	19,824	31,440	23,700	2	22,392	37,728	34,000	1	19,824	33,420	25,632		n/a		
Moore	1	29,110	47,074	33,998		n/a				n/a				n/a			1	47,416	76,676	68,681
Nash		n/a			3	26,269	42,030	31,141	1	44,739	71,582	56,945		n/a			1	49,137	78,619	55,721
New Hanover	1	38,854	59,509	39,437	5	30,098	46,238	33,304	3	53,310	81,765	63,080		n/a				68,661	105,206	70,041
Northampton	2	33,171	58,534	34,425		n/a				n/a				n/a			1	34,830	61,461	40,391
Onslow		n/a				n/a				n/a				n/a			1	64,900	103,841	71,148
Orange	1	45,677	74,846	51,705	1	41,381	67,805	43,917	2	52,969	86,797	65,916		n/a				n/a		
Pamlico		n/a				n/a				n/a				n/a			1	n/a	61,536	37,195
Pasquotank		n/a				n/a				n/a				n/a				n/a		
Pender		n/a				n/a				n/a				n/a				n/a		
Perquimans		n/a				n/a				n/a				n/a				n/a		
Person		n/a			1	29,484	45,700	30,960	1	36,045	55,869	43,500		n/a				n/a		
Pitt		n/a			6	32,171	50,852	39,651	2	51,416	81,262	61,277		n/a				n/a		
Polk		n/a			1	24,231	39,705	27,415		n/a				n/a				n/a		
Randolph		n/a			3	27,435	42,245	29,482	1	51,730	79,685	58,783		n/a				n/a		
Richmond	1	27667	40260	30393	2	27,667	40,260	28,315		n/a				n/a			1	30,393	44,211	37,514
Robeson	1	31,873	39,522	31,873	5	27,117	33,625	30,588		n/a			1	23,947	29,694	25,863		n/a		
Rockingham		n/a			3	26,077	39,116	32,182		n/a				n/a				n/a		
Rowan	2	34,293	54,437	44,619	4	25,531	40,528	28,214		n/a				n/a				n/a		
Rutherford		n/a				n/a				n/a				n/a			1	41,688	62,814	43,812
Sampson	1	25,620	38,424	25,620	6	25,620	38,424	27,506		n/a				n/a			1	46,536	69,804	50,686
Scotland		n/a				n/a				n/a			1	21,888	30,924	22,428		n/a		
Stanly	1	34,641	51,962	49,641	2	24,173	36,258	27,689		n/a				n/a			1	43,376	65,064	56,356
Stokes																				
Surry	3	32,616	54,300	35,532	7	24,492	39,588	27,029		n/a			2	21,612	34,776	27,546		n/a		
Swain																				
Transylvania	1	33,813	50,719	vacant		n/a				n/a				n/a				n/a		
Tyrrell		n/a				n/a				n/a				n/a				n/a		
Union	1	30,759	46,138	46,138	11	28,113	48,244	33,570	1	45,905	68,857	56,390		n/a			1	59,922	89,884	66,654
Vance		n/a			1	27,720	44,340	27,720	1	43,044	68,856	53,460		n/a			1	37,716	60,336	37,716
Wake	20	32,750	55,750	46,254	12	25,500	43,100	33,130	7	52,900	90,100	71,470	22	23,050	38,950	30,046		n/a		
Warren	1	28,053	45,019	28,053	1	28,053	37,034	28,053		n/a				n/a			1	34,101	54,722	42,000
Washington		n/a				n/a				n/a				n/a				n/a		
Watauga		n/a				n/a				n/a				n/a				n/a		
Wayne	1	30,590	47,710	30,590		n/a			1	43,044	67,133	46,353		n/a			1	40,994	63,937	60,858

TABLE XXV. PUBLIC HEALTH EDUCATOR, FOREIGN LANGUAGE INTERPRETER, BUSINESS OFFICER, MEDICAL RECORDS ASSISTANT, AND SUBSTANCE ABUSE COUNSELOR																				
January 2014																				
County	Public Health Educator I				Foreign Language Interpreter II				Business Officer I				Medical Records Assistant III				Aging - Senior Services Director			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Wilkes	1	27,219	42,189	34,750	1	24,128	37,398	2,900		n/a				n/a				n/a		
Wilson	1	32,700	55,296	32,700		n/a				n/a				n/a				n/a		
Yadkin	1	28,581	42,873	28,581	3	28,581	42,873	29,974	1	34,469	51,704	39,340		n/a				n/a		
Yancey		n/a				n/a				n/a				n/a				n/a		
1. Reports Public Health Educator II																				

TABLE XXVI. COUNTY ENGINEER, CUSTODIAN, AND GROUNDS MAINTENANCE WORKER																		
January 2014																		
County	County Engineer			Building/Facilities Director			Building/Facilities Maintenance Tech.				Custodian			Grounds Maintenance Worker				
	Min.	Max.	Avg.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	n/a			\$43,599	\$69,758	\$66,192	3	\$30,660	\$49,053	\$41,512	1	\$20,630	\$33,008	\$21,660		n/a		
Alexander	n/a			n/a				n/a			1			\$9.48/hr.	1	25,250	36,677	27,191
Alleghany	n/a			n/a				n/a			1	19,119	28,679	19,119		n/a		
Anson	n/a			n/a				n/a				n/a				n/a		
Ashe	n/a			45,630	64,476	58,410	3	23,988	40,209	27,468	2	23,013	41,949	27,102		n/a		
Avery	n/a			39,991	55,769	45,881	1	27,016	37,674	32,544	2	22,205	30,963	23,328		n/a		
Beaufort	82,198	112,816	86700	county engineer				n/a				n/a				n/a		
Bertie	n/a			32,995	51,142	45,917		n/a			2	19,088	29,587	22,628	3	22,589	35,013	23,718
Bladen	n/a			n/a				n/a			7	20,039	25,382	20,930	1	25,148	31,854	29,619
Brunswick	69,793	111,689	92,021	48,506	77,613	65,811	6	36,897	62,131	45,254	13	23,352	37,363	26,095	1	25,286	40,459	26,985
Buncombe	n/a			89,758	137,282	127,507	10	28,576	43,690	31,762		n/a			4	23,976	36,642	25,740
Burke	n/a			n/a				n/a				n/a			3	21,057	32,639	22,766
Cabarrus	n/a			43,987	67,919	65,648	7	36,203	55,870	41,031	21	23,323	36,009	24,672	7	24,514	37,810	29,991
Caldwell	n/a			n/a				n/a				n/a				n/a		
Camden	n/a			33,562	50,343	35,241		25,044	37,567	26,297		21,634	32,452	23,852		25,044	37,567	30,939
Carteret	97,000	100,943	97,000	52,500	66,032	52,500	5	29,452	45,160	29,452		n/a				n/a		
Caswell	n/a					39,096	1			24,576	3			21,600	1			21,600
Catawba	56,024	86,932	74,849	48,399	75,093	55,576	5	29,707	46,088	32,317		n/a			1	24,430	37,915	25,500
Chatham	n/a			58,853	91,223	67,238	4	29,725	50,796	33,945	9	25,677	39,799	26,721		n/a		
Cherokee	n/a			34,340	55,315	46,820	1	24,592	37,833	28,480	6	17,971	26,083	19,843		n/a		
Chowan	n/a					41,021	1	24,750	43,634	25,937	4	17,887	31,306	21,519		n/a		
Clay	n/a			n/a				n/a			4			21,769	2			36,026
Cleveland	n/a			47,946	74,838	50,250	3	28,656	44,724	34,860	2	17,958	28,008	4,093	1	24,096	28,008	24,093
Columbus	n/a			35,843	53,765	38,000	2	26,163	39,245	33,270	7	17,454	26,181	20,551		n/a		
Craven	n/a			n/a				n/a			3	20,267	40,958	26,616	1	25,628	51,775	29,795
Cumberland	66,713	112,278	107,100	50,808	85,510	60,000	25	29,423	59,490	33,452	42	21,433	39,455	21,868	7	26,812	45,125	27,065
Currituck			106,387	44,298	61,365	50,623	5	27,904	43,510	31,000	4	22,440	30,757	25,010	2	24,261	33,308	25,712
Dare	n/a			46,554	74,485	66,950	5	28,853	45,166	38,747	6	21,656	44,010	28,434	4	23,830	38,128	30,797
Davidson				56,531	84,796	66,874	9	28,633	40,069	32,947	2	18,354	27,531	18,345	2	19,333	28,999	21,291
Davie	n/a			33532	52001	39764	3	27,587	42,782	33,483		n/a				n/a		
Duplin	n/a			38,270	67,964	43,097	3	25,756	45,737	27,167	6	18,762	33,317	20,795	2	23,794	42,254	27,637
Durham	76,502	131,706	131,706	46,687	80,374	80,374	16	29,933	51,534	38,943		n/a			21	25,811	44,439	29,398
Edgecombe	n/a			n/a				n/a			6	17,199	29,805	18,366		n/a		
Forsyth	n/a			82,694	134,378	94,848	9	27,299	44,361	32,383	48	18,640	30,290	18,615	29	20,818	33,830	22,713
Franklin	n/a			42,026	63,040	49,408	4	27,798	39,533	37,070	9	20,155	30,233	22,567		n/a		
Gaston	63,990	99,188	80,900	59,967	92,952	88,500	1	29,356	45,504	31,822		n/a			7	22,641	36,095	26,822
Gates																		
Graham																		
Granville	n/a			n/a				n/a			3	18,397	32,451	29,897	2	21,289	37,555	21,394
Greene	n/a			n/a				n/a				n/a				n/a		
Guilford	planning director			94,619	160,852	vacant	5	32,345	54,987	35,376	13	24,137	41,032	26,363	7	24,137	41,032	27,875
Halifax	n/a			16,722	27,026	24,593	3	16,722	27,026	24,593	3	17,056	27,567	23,460	2	18,801	30,446	25,700
Harnett	74,536	115,531	108,767	44,972	69,706	61,916	4	30,789	47,723	34,320	4	21,077	32,670	26,467	3	24,942	29,931	27,437
Haywood	n/a			42,799	64,200	65,352	8	20,970	31,455	24,716	11	18,376	30,101	19,275		n/a		
Henderson	69,638	107,952	108,209	52,915	82,035	75,276	6	29,390	45,531	32,844	8	24,149	37,440	26,058		n/a		
Hertford	n/a			40,461	62,716	43,272	1	28,756	44,570	37,371	4	18,536	28,731	18,535	2	19,463	30,168	19,463

TABLE XXVI. COUNTY ENGINEER, CUSTODIAN, AND GROUNDS MAINTENANCE WORKER																		
January 2014																		
County	County Engineer			Building/Facilities Director			Building/Facilities Maintenance Tech.				Custodian				Grounds Maintenance Worker			
	Min.	Max.	Avg.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Hoke	n/a			n/a			3	27,801	39,283	29,209	3	20,746	29,313	22,536				
Hyde	n/a			34,334	50,684	41,655	1	21,548	31,809	23,963	1	19,845	29,296	21,968				
Iredell	46,673	72,390	49,799	n/a				n/a				n/a						
Jackson	n/a			38,730	75,937	51,104	6	28,901	56,665	36,507	19	22,645	44,399	24,278	7	26,214	51,397	31,600
Johnston	77,689	138,646	95,978	47,872	85,324	64,812	2	28,231	43,751	35,221	15	19,848	30,764	22,339	2	25,851	40,064	28,850
Jones	n/a			n/a			1	26,556	33,463	26,556	2	22,417	27,779	22,417				
Lee	n/a			65,128	91,179	71,499	6	31,715	44,401	35,609	6	23,150	32,409	24,450	5	27,712	38,798	29,536
Lenoir	n/a			n/a				n/a			2	20,277	35,780	21,836				
Lincoln	n/a			39,374	60,070	43,472	1	32,302	49,296	36,400	9	20,717	31,616	22,748	2	24,024	36,650	25,376
McDowell	n/a			44,814	65,585	51,370	3	23,484	34,516	26,262	4	18,312	26,920	21,000	2	20,232	29,734	20,232
Macon																		
Madison	n/a					41,331	2			27,039		n/a						n/a
Martin	n/a			n/a				n/a			4	17,554	28,064	22,586				n/a
Mecklenburg	n/a			77,061	134,856	114,146		n/a				n/a			39	23,083	40,396	30,862
Mitchell	n/a			n/a				n/a				n/a						n/a
Montgomery	n/a			41,400	69,684	51,887	1	26,094	42,408	26,094	4	19,632	31,512	22,584				n/a
Moore	57,634	93,199	73,271	57,634	93,199	70,000	5	26,403	42,696	33,649	12	18,765	30,344	28,925				n/a
Nash	59,273	94,837	86,650	51,496	82,394	58,708	2	29,848	47,757	34,731	3	22,156	35,448	26,915	1	23,119	36,900	24,275
New Hanover	81,162	124,509	93,575	91,728	140,691	123,044	8	30,098	46,238	34,117	23	24,274	37,274	26,855	29	24,274	37,274	25,177
Northampton	n/a			n/a				n/a			6	17,591	31,042	20,267	2	19,394	34,224	20,382
Onslow	n/a			67,496	107,994	67,496	5	9,619	47,391	31,737	18	20,610	33,297	25,753	11	24,345	38,952	26,931
Orange	58,470	95,807	59,640	n/a				n/a			19	26,532	43,476	28,402	2	29,286	47,988	31,736
Pamlico	n/a			n/a			1	21,534	40,145	23,511	3	17,681	33,282	20,706				n/a
Pasquotank	n/a			n/a			2	22,812	31,937	27,120	9	17,646	26,513	20,189	1	22,812	31,937	27,878
Pender	54,767	87,627	67,298	n/a				n/a			5	21,673	34,677	21,803	1	30,496	48,794	34,389
Perquimans	n/a			n/a				n/a			4	18,574	28,128	21,253	1	26,414	40,001	30,578
Person	n/a			n/a				n/a			4	22,255	34,495	24,288				n/a
Pitt	n/a			56,470	89,252	62,764	2	35,337	55,847	44,024		n/a			4	24,284	38,379	28,961
Polk	n/a			n/a			1	30,925	50,674	40,577	1	part-time		\$9.10/hr				n/a
Randolph	62,899	96,845	83,453	42,557	65,562	52,127	4	31,762	48,922	34,602	6	20,467	31,533	21,092				n/a
Richmond	n/a			36,653	53,324	44,211	3	26,389	38,404	26,815	1	20,882	30,393	25,183				n/a
Robeson	n/a			55,650	69,006	69,006	6	36,628	47,385	40,347	11	20,777	27,729	22,569				n/a
Rockingham	n/a			n/a				n/a			5	19,145	28,718	21,051				n/a
Rowan	n/a			parks and recreation director			4	28,168	44,715	32,202	2	19,022	30,173	24,914	3	24,305	38,580	26,800
Rutherford	n/a			n/a			3	28,014	42,809	31,138	5	20,792	31,328	21,051	3	28,041	42,209	28,363
Sampson	n/a			n/a			4	24,468	36,696	27,165		n/a						n/a
Scotland	n/a			n/a				n/a			5	19,116	27,012	19,500				n/a
Stanly	n/a			47,458	71,185	68,251	4	26,448	41,496	31,957		n/a						n/a
Stokes																		
Surry	n/a			46,224	78,660	59,520	5	24,492	39,588	27,797	5	19,980	31,944	21,186	6	22,524	36,276	25,512
Swain																		
Transylvania	part-time		41,977	n/a			1	43,846	65,769	50,659	6	9.66	14.48	10.67				n/a
Tyrrell	n/a			see emergency services director				n/a				n/a			1.5	part-time		35,522
Union	71,518	107,277	94,213	65,459	98,188	82,000		n/a				n/a						n/a
Vance	n/a			n/a				n/a			2	20,376	32,592	23,478	1	23,244	37,188	33,768
Wake	52,900	90,100	76,641	120,000	165,000	120,000	5	23,050	38,950	32,888		n/a			16	23,050	38,950	29,109

TABLE XXVI. COUNTY ENGINEER, CUSTODIAN, AND GROUNDS MAINTENANCE WORKER																		
January 2014																		
County	County Engineer			Building/Facilities Director			Building/Facilities Maintenance Tech.				Custodian				Grounds Maintenance Worker			
	Min.	Max.	Avg.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Warren	n/a			37,597	60,334	45,675	2	23,080	37,034	24,095		n/a			3	23,080	37,034	23,080
Washington	n/a			n/a				n/a			1	17,568	25,392	17,988	3	22,224	32,160	24,780
Watauga	n/a			54,232	84,059	87,455	5	29,285	54,131	35,239	8	22,488	43,435	26,674		n/a		
Wayne	n/a			60,567	94,483	65,224	6	26,425	41,214	28,457	14	17,034	21,273	26,567	4	22,827	28,508	35,602
Wilkes	n/a			n/a				n/a			3	18,960	29,388	23,802		n/a		
Wilson	n/a			45,408	76,740	56,760	3	21,468	47,988	34,356	6	20,472	34,596	20,472	1	21,468	35,300	23,220
Yadkin	n/a			32,897	49,346	38,210	1	23,688	35,532	23,588	2	23,688	35,532	24,404		n/a		
Yancey	n/a			n/a				n/a			1	19,815	29,624	23,315	1	13,412	20,050	23,338
1. 3 positions																		

TABLE XXVII. ZONING CODE ENFORCEMENT OFFICER, ECONOMIC DEVELOPMENT DIRECTOR, TOURISM DIRECTOR, AND PUBLIC INFORMATION OFFICER															
January 2014															
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			58,461	82,605	78,624	n/a				n/a			
Alleghany		n/a			n/a			n/a				n/a			
Anson		n/a			46,157	71,543	68,035	n/a				n/a			
Ashe	1	35,241	49,797	37,026	41,838	59,118	41,838	n/a				n/a			
Avery		n/a			34,185	47,672	50,584	n/a				n/a			
Beaufort		n/a			92,330	29,263	102,000	n/a				n/a			
Bertie		n/a			50,270	77,919	52,784	n/a				n/a			
Bladen		n/a			57,074	72,295	71,026	n/a				n/a			
Brunswick	3	36,897	59,035	39,820			102,308	n/a			1	34,962	55,940	38,000	
Buncombe		n/a			n/a			n/a				n/a			
Burke	2	31,110	48,223	34,439	n/a			n/a				n/a			
Cabarrus	2	41,909	64,679	48,225	n/a			n/a			1	50,940	78,639	58,972	
Caldwell	1	23,037	38,397	28,791	76,058	126,018	vacant	n/a			1	35,777	59,629	41,359	
Camden	1	37,002	55,504	37,002	47,225	70,838	48,300	47,225	70,838	47,107		n/a			
Carteret	1	32,770	60,124	37,243	n/a			n/a				n/a			
Caswell		n/a			n/a			n/a				n/a			
Catawba	2	34,402	53,352	40,350	n/a			n/a			3	41,804	64,864	53,747	
Chatham	1	43,917	68,072	51,602	n/a			50,839	78,801	59,608	1	64,886	100,573	85,110	
Cherokee		n/a			40,228	66,212	45,900	n/a				n/a			
Chowan		n/a			n/a					40,650		n/a			
Clay		n/a					42,707	n/a				n/a			
Cleveland		n/a			63,492	99,126	84,102	n/a				n/a			
Columbus		n/a			51,336	77,049	79,500	34,267	51,401	39,067		n/a			
Craven		n/a			86,715	175,294	93,061	71,890	145,236	87,114		n/a			
Cumberland	5	35,348	59,490	36,252	n/a			n/a			2	35,348	65,189	44,328	
Currituck	1	35,190	48,610	39,468	64,333	89,416	69,540	51,586	71,588	65,004	1	40,655	56,263	45,625	
Dare	1	36,650	58,640	42,429	n/a			n/a			1	48,834	78,135	78,135	
Davidson	3	34,751	54,646	45,873	n/a			n/a				n/a			
Davie		n/a			n/a			n/a				n/a			
Duplin		n/a			52,539	93,298	53,588	43,097	76,537	43,961		n/a			
Durham		n/a			n/a			n/a			1	76,502	131,706	103,806	
Edgecombe		n/a			n/a			n/a				n/a			
Forsyth		n/a			n/a			n/a				n/a			
Franklin	1	34,974	52,462	43,349	66,524	99,788	81,617	n/a				n/a			
Gaston	1	59,967	92,952	68,273	82,968	128,606	120,732	50,981	79,024	65,849		n/a			
Gates															
Graham															
Granville		n/a			51,239	90,384	75,000	44,270	78,064	45,000		n/a			
Greene		n/a			37,258	51,994	37,258	n/a				n/a			
Guilford	2	45,513	77,372	48,071	n/a			n/a				n/a			
Halifax	2	34,049	56,271	37,390	71,746	116,467	91,304	n/a				n/a			
Harnett	1	36,435	56,475	43,772	74,536	115,531	vacant	n/a				n/a			
Haywood		n/a			63,606	95,411	90,302	n/a			1	34,345	51,518	47,438	
Henderson	2	33,540	51,948	33,539	65,288	101,205	94,095	49,608	78,908	66,625	1	40,794	63,219	43,739	

TABLE XXVII. ZONING CODE ENFORCEMENT OFFICER, ECONOMIC DEVELOPMENT DIRECTOR, TOURISM DIRECTOR, AND PUBLIC INFORMATION OFFICER															
January 2014															
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.	
Hertford	1	31,702	49,140	47,665		46,840	72,602	64,303	n/a			n/a			
Hoke		n/a				n/a			n/a			n/a			
Hyde		n/a				n/a			n/a			n/a			
Iredell	1	66,883	103,737	94,829		n/a			n/a			n/a			
Jackson	1	33,456	65,597	38,431		51,901	101,763	vacant	n/a			n/a			
Johnston	1	33,662	52,175	35,910		71,143	126,765	79,544		76,496		HR director			
Jones		n/a				46,151	58,622	53,327	n/a			n/a			
Lee		n/a				n/a			n/a			n/a			
Lenoir		n/a				55,694	98,278	80,661	35,185	62,088	42,864	n/a			
Lincoln	1	30,763	46,925	35,339		n/a			n/a			n/a			
McDowell		n/a				county manager			33,258	48,878	37,200	1	23,484	34,516	25,620
Macon															
Madison	1			36,865		n/a			n/a			n/a			
Martin	1	27,265	43,584	27,265		n/a			n/a			n/a			
Mecklenburg	2	36,648	64,134	45,802		78,973	138,202	101,780	n/a			12	43,233	75,657	58,251
Mitchell		n/a				n/a			n/a			n/a			
Montgomery		n/a						50,000	n/a			n/a			
Moore		n/a				n/a			n/a			1	39,009	63,082	50,404
Nash		n/a				n/a			42,690	68,304	46,000		n/a		
New Hanover	3	38,854	59,509	44,089		n/a			n/a			1	50,440	77,376	57,748
Northampton	2	34,830	61,461	43,517		54,032	95,345	95,343	part-time		12,300		n/a		
Onslow	4	32,037	51,258	30,113		n/a			n/a			1	53,343	85,349	65,000
Orange	1	58,470	95,807	68,361		82,614	135,373	98,838	67,806	111,107	89,186	1	67,806	111,107	87,720
Pamlico		n/a				32690	61536	part-time	n/a				n/a		
Pasquotank	1	33,143	46,400	35,039		n/a			43,000	55,000	50,000		n/a		
Pender	1	32,021	51,234	32,088		n/a			40,868	65,388	50,490		n/a		
Perquimans		n/a				n/a			n/a				n/a		
Person	1	34,625	53,669	43,122		63,266	98,062	73,500	n/a				n/a		
Pitt		n/a				99,117	156,657	111,491	n/a			1	51,416	81,262	55,185
Polk	1	23,078	37,816	27,432		39,470	64,676	50,525	part-time		23,887		n/a		
Randolph	1	38,605	59,467	39,189		n/a			49,275	75,878	63,528		n/a		
Richmond		n/a				n/a			n/a				n/a		
Robeson	1	33,457	41,488	41,488		61,991	76,868	74,389	n/a				n/a		
Rockingham	1	32,498	48,747	37,831		n/a			46,180	69,272	49,188	1	40,479	60,720	42,315
Rowan	1	36,016	57,182	47,201		n/a			n/a				n/a		
Rutherford	1	56,168	84,632	57,583		50,854	76,625	76,625	41,688	62,814	52,133		n/a		
Sampson		n/a				51,024	76,536	78,072	24468	36696	30576		see assistant county manager		
Scotland		n/a				67,356	95,172	72,540	n/a				n/a		
Stanly	1	31,694	47,491	34,487		56,810	85,216	86,854	n/a				n/a		
Stokes															
Surry	2	30,012	49,572	34,776		n/a			n/a				n/a		
Swain															
Transylvania		n/a				58,760	88,129	81,308	n/a				n/a		
Tyrrell		n/a				n/a			n/a				n/a		
Union		n/a				n/a			n/a			1	47,999	71,998	67,206

TABLE XXVII. ZONING CODE ENFORCEMENT OFFICER, ECONOMIC DEVELOPMENT DIRECTOR, TOURISM DIRECTOR, AND PUBLIC INFORMATION OFFICER														
January 2014														
	Zoning Code Enforcement Officer				Economic Development Director			Tourism Director			Public Information Officer			
County	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Vance	1	30,264	48,432	30,276	56,040	89,664	80,304	43,044	68,856	63,444		n/a		
Wake		n/a			n/a			n/a			2	39,200	66,750	49,320
Warren		n/a			47,982	76,997	vacant	n/a				n/a		
Washington		n/a			n/a			n/a				n/a		
Watauga		n/a			n/a			n/a				n/a		
Wayne	1	33,726	52,601	35,433	63,595	99,187	94,407	n/a			1	52,320	81,601	65,340
Wilkes	1	30,706	47,594	35,792	n/a			n/a				n/a		
Wilson		n/a			n/a			45,408	76,740	49,968		n/a		
Yadkin		n/a			n/a			n/a				n/a		
Yancey		n/a			n/a			n/a				n/a		

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

January 2014																					
County	Administrative Support Specialist				Senior Administrative Support				Office Assistant—Journey Level				Utility Customer Service Representative				Senior Utility Customer Service				
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Alamance		n/a				n/a			2	26,856	42,984	41,838		n/a				n/a			
Alexander		n/a				n/a				n/a				n/a				n/a			
Alleghany		n/a				n/a				n/a				n/a				n/a			
Anson	3	23,899	37,043	27,669		n/a				n/a			1	22,936	35,551	24,086	2	25,947	40,218	30,982	
Ashe		n/a				n/a				n/a				n/a				n/a			
Avery	1	25,977	36,226	26,497	5	28,097	39,182	30,164		n/a				n/a				n/a			
Beaufort	3	25,727	36,017	32,086	1	27,174	38,044	27,989	5	22,831	25,883	25,267		n/a			3	27,174	38,044	28,072	
Bertie		n/a				n/a			1	21,658	33,570	22,632	2	24,573	38,088	25,801	1	32,995	51,142	35,717	
Bladen	8			23,844	11			35,220	3			28,714	1	26,425	33,471	31,122	1	28,979	36,707	34,131	
Brunswick	12	34,962	55,940	40,323	12	38,832	62,131	45,146	13	25,286	40,459	24,868	6	29,157	46,651	32,088	3	31,092	49,747	35,532	
Buncombe	12	25,034	38,349	30,443	5	32,606	49,832	41,093	13	27,355	41,851	32,378		n/a				n/a			
Burke	4	24,376	37,785	27,863	5	25,596	39,674	30,906		n/a				n/a				n/a			
Cabarrus	9	29,777	45,981	32,963	7	32,824	50,690	45,855	2	part-time		\$11.81/hr.		n/a				n/a			
Caldwell		n/a				n/a				n/a				n/a				n/a			
Camden		27,612	41,418	27,612		n/a				n/a				27,612	41,418	27,612		28,992	43,488	28,992	
Carteret	1	21,118	34,809	22,000	9	26,480	38,972	29,128	10	21,588	31,680	24,480		n/a				n/a			
Caswell		n/a				n/a				n/a				n/a				n/a			
Catawba	25	24,430	37,915	30,098	20	31,198	48,400	36,991	33	28,285	43,894	33,488		n/a				n/a			
Chatham	10	26,961	41,789	29,365	9	29,725	46,073	31,183		n/a			1	26,961	41,789	29,811	1	37,986	58,801	43,792	
Cherokee		n/a			1	29,454	46,292	30,633	4	23,744	36,341	26,765		n/a				n/a			
Chowan		n/a				n/a				n/a			1	22,544	39,673	28,491		n/a			
Clay		n/a				n/a				n/a				n/a				n/a			
Cleveland	25	22,686	35,376	24,906	4	24,906	38,850	30,018	2	24,906	38,850	28,656		n/a				n/a			
Columbus		n/a				n/a				n/a			2	21,855	32,783	22,948	1	27,366	41,049	30,000	
Craven		n/a			1	35,581	71,890	61,025	3	IV	26,853	54,261	29,911	1	29,496	59,598	33,951	1	37,294	75,338	48,271
Cumberland	109	24,508	41,247	25,813	40	28,087	51,845	31,700	125	226,812	45,125	28,481		n/a				n/a			
Currituck		n/a				n/a				n/a			2	27,904	38,409	28,430	1	31,547	43,510	34,011	
Dare	20	24,998	39,996	29,492	8	30,267	58,640	42,820	13	24,998	44,010	37,747	5	26,221	50,801	37,699	1	44,380	71,006	57,770	
Davidson	42	23,493	35,241	23,493	6	28,633	42,949	31,316	6	28,633	42,949	31,316		n/a				n/a			
Davie	5	25,022	38,805	29,271	1	27,587	42,782	35,129	1	21,614	33,521	30,561	1	26,273	40,745	31,863	1	28,966	44,921	38,858	
Duplin	1	26,795	47,586	33,982	2	35,355	62,786	38,338	2	21,128	37,519	24,441	3	24,753	43,961	26,112	1	44,839	79,628	45,737	
Durham	32	23,732	36,472	27,017	5	34,714	59,763	45,044	6	23,732	40,261	32,718		n/a				n/a			
Edgecombe	5	21,951	38,039	22,965	5	25,411	44,035	25,415	9	19,910	34,503	22,699	1	21,951	38,039	21,951	1	23,048	39,941	32,782	
Forsyth	81	22,041	35,816	23,794	9	29,371	47,728	35,915	45	26,466	43,008	30,033		n/a				n/a			
Franklin	7	29,105	43,662	35,172	4	31,904	47,857	40,559	2	24,220	36,330	30,342	1	26,550	39,825	27,878		n/a			
Gaston	14	20,540	31,838	24,843	7	32,359	50,159	40,294	16	21,918	33,974	27,135		n/a				n/a			
Gates																					
Graham																					
Granville	2	25,890	45,668	40,756		n/a			3	22,356	39,437	29,398		n/a				n/a			
Greene		n/a				n/a				n/a			2	18,595	32,899	28,253	1	22,515	32,899	28,253	
Guilford	101	26,611	45,238	27,044	16	33,963	57,737	39,334	59	29,338	49,875	33,110		n/a				n/a			
Halifax		n/a				n/a			4	21,770	35,341	28,300		n/a			2	27,911	45,308	27,911	
Harnett	10	28,301	45,754	31,581	4	28,301	45,754		8	29,519	40,325	25,094	4	28,301	43,867	33,961	2	30,789	47,723	36,231	
Haywood	5	28,539	42,808	31,922	5	31,450	47,177	36,632	4	21,915	32,873	23,629		n/a				n/a			
Henderson		see office assistant			3	30,986	48,048	37,513	6	23,537	36,524	25,280		n/a				n/a			
Hertford		n/a			7	26,083	40,428	28,934	4	22,530	34,923	27,506	2	21,458	33,260	22,596		n/a			
Hoke		n/a			3	41,075	58,039	50,703	7	24,016	33,934	24,821	2	34,638	48,942	37,826	2	34,638	48,942	37,256	
Hyde		n/a				n/a			7	23,484	41,026	25,761	1	26,669	39,369	28,634	1	32,889	48,550	48,550	

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

County	Administrative Support Specialist				Senior Administrative Support				Office Assistant—Journey Level				Utility Customer Service Representative				Senior Utility Customer Service			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
	Iredell	2	26,011	40,343	32,195	5	28,459	44,140	30,889	12	27,207	42,199	30,097		n/a				n/a	
Jackson	11	22,645	44,399	17,024	10	30,346	59,499	38,607		n/a				n/a				n/a		
Johnston	9	25,851	40,064	27,331	28	28,231	43,751	32,593	1	23,671	36,686	24,856	3	28,231	43,751	30,129	0	29,498	45,720	
Jones		n/a				n/a				n/a			1	27,779	35,023	30,481		n/a		
Lee	2	27,712	38,798	29,194	2	39,712	55,596	41,598	2	25,329	35,460	30,577		n/a				n/a		
Lenoir		n/a				n/a				n/a				n/a				n/a		
Lincoln	6	25,251	38,501	28,215	9	27,872	42,515	33,239	4	24,024	36,650	24,612	6	25,251	38,501	27,778		n/a		
McDowell		n/a				n/a				n/a				n/a				n/a		
Macon																				
Madison	5			23,539	6			36,104	4			27,341		n/a				n/a		
Martin	6	24,961	39,904	26,226	1	31,098	49,711	35,184	4	20,038	32,032	21,546		n/a			1	22,837	36,507	23,409
Mecklenburg		n/a			164	31,924	55,867	39,596	168	28,040	49,070	34,262		n/a				n/a		
Mitchell	10	28,605	40,863	32,136		n/a				n/a				n/a				n/a		
Montgomery	3	21,288	34,167	26,167	2	21,288	34,164	28,596		n/a			1	21,540	36,300	35,748	1	24,480	39,264	30,000
Moore	15	27,723	44,832	35,483	9	39,009	63,082	47,808	15	23,948	38,726	28,925	3	23,948	38,726	29,742	1	29,110	47,074	34,508
Nash		n/a			2	27,412	43,859	34,189	2	29,848	47,757	40,176	1	25,174	40,278	27,071	1	29,848	47,757	36,671
New Hanover	75	30,098	46,238	33,737	24	33,010	50,690	41,298	6	27,248	41,728	28,664		n/a				n/a		
Northampton	2	30,087	53,092	33,747	2	33,171	58,534	45,036	13	22,451	39,618	26,841		n/a				n/a		
Onslow	11	28,480	45,569	36,000	11	30,804	49,287	41,575	3	21,643	34,629	25,477		n/a				n/a		
Orange	6	32,327	52,970	38,609	7	35,683	58,469	43,642	30	28,286	47,988	33,736		n/a				n/a		
Pamlico		n/a				n/a				n/a			2	24,490	38,220	26,738	1	24,392	45,916	33,497
Pasquotank		n/a				n/a			10	21,521	33,745	27,638	3	21,521	35,553	27,067	1	26,686	37,361	37,202
Pender		n/a				n/a				n/a			2	23,895	38,231	24,771	1	32,021	51,234	33,624
Perquimans		n/a				n/a				n/a			2	23,713	35,913	28,504		n/a		
Person	4	27,207	42,171	31,365	6	29,484	45,700	32,982		n/a				n/a				n/a		
Pitt		n/a				n/a			4	26,671	42,155	30,905		n/a				n/a		
Polk	3	20,932	34,932	26,572	6	28,050	45,963	35,140		n/a				n/a				n/a		
Randolph	6	22,568	34,757	24,886	7	28,808	44,366	31,772	14	24,898	38,334	29,187		n/a				n/a		
Richmond	9	21,860	40,260	32,293	2	28,996	42,200	38,501		n/a			2	21,860	31,844	28,656		n/a		
Robeson		n/a				n/a				n/a			5	25,532	31,660	28,392	1	47,724	59,178	57,269
Rockingham		n/a				n/a				n/a				n/a				n/a		
Rowan	34	22,039	34,969	24,960	10	26,818	42,571	35,047	19	24,305	38,580	28,365		n/a				n/a		
Rutherford		n/a				n/a			7	28,014	42,209			n/a				n/a		
Sampson	8	22,308	33,480	26,273	3	26,820	40,248	26,908	12	21,312	31,968	23,987	1	23,388	35,052	30,112		n/a		
Scotland	4	25,044	38,712	27,510	4	31,356	48,480	35,790	8	21,888	37,008	24,975		n/a				n/a		
Stanly	2	24,173	36,258	32,065	2	28,937	43,405	40,677		n/a			1	24,173	36,258	32,008	1	27,664	41,496	37,451
Stokes																				
Surry	1	21,612	34,776	23,976	5	25,500	41,352	28,313	24	23,544	37,872	26,852		n/a				n/a		
Swain																				
Transylvania	7	11.18	16.77	12.73	3	14.27	21.40	16.88	4	15.73	23.59	18.05		n/a				n/a		
Tyrrell		n/a				n/a				n/a				n/a				n/a		
Union	3	28,113	42,171	36,218	5	33,622	55,142	45,319	10	30,759	46,138	37,822	5	29,409	44,144	34,219	2	29,409	44,114	32,840
Vance	1	23,244	37,188	26,544	6	25,380	40,608	28,796	5	21,288	37,188	25,476		n/a				n/a		
Wake	27	25,500	43,100	31,168	13	28,900	49,000	41,270	131	23,050	38,950	31,067		n/a				n/a		
Warren	14	19,938	31,994	21,754	7	24,234	38,889	24,344	7	21,982	36,273	25,827	3	24,234	38,889	24,234		n/a		
Washington		n/a				n/a			2	20,352	29,448	27,462	1	20,532	29,448	23,592	1	27,804	40,236	39,540
Watauga		n/a			7	30,602	47,433	35,486		n/a				n/a				n/a		
Wayne	9	20,705	32,292	25,857	12	27,746	34,651	43,275	19	22,827	28,508	35,802		n/a				n/a		

TABLE XXVIII. ADMINISTRATIVE SUPPORT SPECIALISTS, OFFICE ASSISTANT, AND UTILITY CUSTOMER SERVICE REPRESENTATIVES																				
January 2014																				
County	Administrative Support Specialist				Senior Administrative Support				Office Assistant—Journey Level				Utility Customer Service Representative				Senior Utility Customer Service			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Wilkes	1	23,178	35,926	29,460	5	25,117	38,931	29,273	1	21,388	34,511	22,795								
Wilson	1	17,808	30,072	20,000	3	24,696	41,772	24,896	3	24,696	41,772	24,896								
Yadkin	3	28581	42873	31812	3	29,925	44,888	39,772	1	21,577	32,365	26,410								
Yancey		n/a				n/a				n/a										

TABLE XXIX: RISK MANAGER AND SAFETY COORDINATOR														
January 2014														
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			36,561	58,498	vacant	Johnston	n/a			n/a			
Alexander	n/a			n/a			Jones	n/a			emergency management coordinator			
Alleghany	n/a			n/a			Lee	n/a			n/a			
Anson	n/a			n/a			Lenoir	n/a			n/a			
Ashe	n/a			n/a			Lincoln	n/a			n/a			
Avery	n/a			n/a			McDowell	n/a			emergency management director			
Beaufort	n/a			n/a			Macon							
Bertie	n/a			n/a			Madison	n/a			n/a			
Bladen	n/a			n/a			Martin	n/a			n/a			
Brunswick	54,313	86,902	63,290	n/a			Mecklenburg	n/a			n/a			
Buncombe	50,639	77,485	67,713	46,365	70,918	60,487	Mitchell	n/a			n/a			
Burke	n/a			n/a			Montgomery	n/a			n/a			
Cabarrus	50,940	78,639	66,285	39,915	61,604	40,885	Moore	43,008	69,548	52,476	n/a			
Caldwell	n/a			31,351	52,252	36,424	Nash	n/a			n/a			
Camden	n/a			human resources specialist			New Hanover	53,310	81,765	66,997	50,440	77,376	52,952	
Carteret	45,000	66,032	45,675	n/a			Northampton	n/a			31,591	55,747	vacant	
Caswell							Onslow	n/a			37,478	59,965	48,000	
Catawba	53,352	82,786	64,440	n/a			Orange	n/a			52,969	86,797	71,000	
Chatham	37,936	58,801	47,253	risk manager			Pamlico	n/a			n/a			
Cherokee	n/a			n/a			Pasquotank	n/a			n/a			
Chowan	HR generalist			n/a			Pender	47,310	75,695	58,443	46,749	74,798	57,750	
Clay	n/a			n/a			Perquimans	n/a			n/a			
Cleveland	n/a			n/a			Person	n/a			39,061	60,545	53,061	
Columbus	n/a			n/a			Pitt	51,416	81,262	69,764	51,416	81,262	69,764	
Craven	safety coordinator			51,775	104,604	65,453	Polk	see payroll technician			see EMS Director			
Cumberland	55,639	93,640	73,003	44,353	74,646	45,409	Randolph	40,539	62,421	44,994	40,539	62,421	44,994	
Currituck	n/a			n/a			Richmond	n/a			n/a			
Dare	48,834	78,135	56,272	n/a			Robeson	n/a			n/a			
Davidson	51,269	76,904	61,181	28,633	42,949	33,695	Rockingham	48,284	72,425	70,035	n/a			
Davie	38,817	60,198	49,511	n/a			Rowan	43,848	69,606	46,512	n/a			
Duplin	n/a			n/a			Rutherford	n/a			n/a			
Durham	54,143	93,210	89,297	42,298	72,816	51,223	Sampson	see finance director			n/a			
Edgecombe	n/a			n/a			Scotland	n/a			n/a			
Forsyth	62,296	101,231	74,672	43,531	70,738	69,909	Stanly	n/a			51,923	77,887	67,589	
Franklin	n/a			n/a			Stokes	n/a						
Gaston	n/a			n/a			Surry	n/a			human resources director			
Gates							Swain							
Graham							Transylvania	n/a			n/a			
Granville	n/a			n/a			Tyrrell	n/a			n/a			
Greene	n/a			n/a			Union	59,922	89,884	76,000	40,176	60,264	57,534	
Guilford	67,244	114,314	95,335	n/a			Vance	n/a			n/a			
Halifax	n/a			n/a			Wake	n/a			39,200	66,750	66,750	
Harnett	46,905	72,703	56,262	risk manager			Warren	n/a			n/a			
Haywood	n/a			n/a			Washington	n/a			n/a			
Henderson	42413	65754	45474	n/a			Watauga	n/a			n/a			
Hertford	HR director			n/a			Wayne	n/a			n/a			
Hoke	n/a			n/a			Wilkes	n/a			n/a			
Hyde	n/a			n/a			Wilson	n/a			n/a			
Iredell	34,068	52,839	50,516	n/a			Yadkin	n/a			n/a			
Jackson	n/a			n/a			Yancey	n/a			n/a			

1. Also Emergency Management Director

TABLE XXX. SOCIAL SERVICES ATTORNEY							
January 2014							
County	Full-Time Salary	Retainer	Fees	County	Full-Time Salary	Retainer	Fees
Alamance	\$71,616			Johnston	n/a		
Alexander	no data			Jones	n/a		
Alleghany			\$90/hr	Lee	n/a		
Anson			\$46,506	Lenoir	n/a		
Ashe	\$81,189			Lincoln	\$67,558		
Avery	no data			McDowell	\$63,459		
Beaufort	\$69,446			Macon			
Bertie			\$26,490	Madison			\$25,986
Bladen	n/a			Martin	n/a		
Brunswick	yes - no data		\$100,906	Mecklenburg	\$111,595 + 4 Associates (\$78,856-79,998)		
Buncombe	2 positions - \$63,136 - 110,141			Mitchell			\$49,279
Burke	n/a			Montgomery	no data		
Cabarrus	n/a			Moore	n/a		
Caldwell	2 positions \$53,168 - \$101,123			Nash	\$81,293		
Camden	contracted			New Hanover	3 positions--\$59,842 - \$98,44		
Carteret	\$64,691			Northampton	n/a		
Caswell		\$76,250		Onslow	\$60,454		
Catawba	2 positions at \$80,533			Orange	n/a		
Chatham			\$139,980	Pamlico	n/a		
Cherokee			\$109,891	Pasquotank	n/a		
Chowan			\$37,142	Pender	contracted		
Clay	n/a			Perquimans			\$10,574
Cleveland	\$89,082			Person			\$1,250/comm
Columbus	n/a			Pitt	\$69,906 (2 attorneys)		
Craven	\$88,800			Polk			\$48,521
Cumberland	4 positions at \$95,021			Randolph	\$63,141 (2 attorneys)		
Currituck	n/a			Richmond	n/a		
Dare	n/a			Robeson	n/a		
Davidson	\$65,341 + Asst County Atty (\$65,341-98,011)			Rockingham	\$66,412		
Davie		\$18,000	\$151,379	Rowan	\$77,033+ 2 staff atty in DSS (64,983 - 103,155)		
Duplin	n/a			Rutherford			\$177,734
Durham	\$114,249			Sampson			\$144,463
Edgecombe	n/a			Scotland	n/a		
Forsyth	\$90,536			Stanly	\$71,940		
Franklin	n/a			Stokes			
Gaston	\$75,538 + 2 assistants (\$59,967 - 99,186)			Surry			\$77,052
Gates				Swain			
Graham				Transylvania			\$117,888
Granville	n/a			Tyrrell	n/a		
Greene	n/a			Union	n/a		
Guilford	n/a			Vance	n/a		
Halifax	\$62,582			Wake	4 attorneys at \$82,399		
Harnett	\$79,071			Warren	n/a	\$49,580	
Haywood	\$85,000			Washington	n/a		
Henderson	assistant county attorney			Watauga	n/a		
Hertford	n/a			Wayne	n/a		
Hoke	\$155,436			Wilkes			\$206,665
Hyde	n/a			Wilson	n/a		
Iredell	\$72,414		\$27,864	Yadkin	contract		\$97,400
Jackson		\$58,805		Yancey			\$6,000

TABLE XXXI. NORTH CAROLINA COOPERATIVE EXTENSION SERVICE COUNTY EXTENSION DIRECTOR							
January 2014							
County	County Extension Director	Actual	County	County Extension Director	Actual	County Extension Director	
Alamance		60,071	Forsyth		89,756	Orange	88,253
Alexander		76,899	Franklin		59,831	Pamlico	see craven *
Alleghany		47,504	Gaston		69,979	Pasquotank	see perquiman *
Anson		72,689	Gates		86,448	Pender	60,303
Ashe		62,901	Graham		63,800	Perquimans	87,658
Avery		66,172	Granville		81,480	Person	52,452 *
Beaufort		72,839	Greene		67,804	Pitt	87,316
Bertie		86,339	Guilford		72,245	Polk	61,974
Bladen		50,473	Halifax		70,133	Randolph	44,797 *
Brunswick		56,421	Harnett		65,694	Richmond	71,280
Buncombe		73,264	Haywood		74,254	Robeson	88,101
Burke		77,944	Henderson		75,830	Rockingham	see forsyth *
Cabarrus		66,185	Hertford		50,000	Rowan	79,847
Caldwell		56,207	Hoke		61,307	Rutherford	54,338
Camden	see currituck	*	Hyde	see washington	*	Sampson	60,200
Carteret		63,003	Iredell		78,334	Scotland	59,373
Caswell		72,583	Jackson		63,436	Stanly	71,843
Catawba	see lincoln	*	Johnston		75,393	Stokes	52,382
Chatham		72,965	Jones		74,957	Surry	74,992
Cherokee		79,908	Lee		78,105	Swain	see jackson
Chowan		42,419	Lenoir		70,413	Transylvania	73,716
Clay	see cherokee		Lincoln		83,872	Tyrrell	75,982
Cleveland		75,754	Macon		68,935	Union	see south central *
Columbus		69,645	Madison		66,569	Vance	see granville *
Craven		86,187	Martin		62,281	Wake	85,455
Cumberland		64,029	McDowell		58,908	Warren	55,566
Currituck		64,805	Mecklenburg		64,300	Washington	61,945
Dare		72,162	Mitchell		59,508	Watauga	63,756
Davidson		70,536	Montgomery		55,412	Wayne	74,500
Davie		52,624	Moore		65,468	Wilkes	73,963
Duplin		77,924	Nash		78,034	Wilson	76,122
Durham		64,805	New Hanover		80,750	Yadkin	50,000
Cherokee Indians		60,000	Northampton		62,744	Yancey	57,487
Edgecombe		65,397	Onslow		73,464		

* - Incumbant is serving as Interim Director

** - Eastern Band of the Cherokee Indians

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

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

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2014

County	(Total)	Holidays											Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max	
		New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other			
Alamance	12	X	X	X	X	X	X	X	X	X	X	3	10 days during first year, 13 days after 6 years, 16 days after 11 years, 21 days after 16 years, 25 days after 21 years	30	
Alexander	11	X	X	X	X	X	X	X	X	X		2	11.75 days during first year, 13.76 after 2 years, 16.76 days after 5 years, 19.76 days after 10 years, 22.76 days after 15 years, 25.76 days after 20 years	30	
Alleghany	11-12	X	X	X	X	X	X	X	X	X		2-3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Anson	12	X	X	X	X	X	X	X	X	X		3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30	
Ashe	13	X	X	X	X	X	X	X	X	X		3	1	5 days during first year, 10 days after 1 year, 15 days after 3 years, 20 days after 10 years, 25 days after 15 years, 30 days after 20 years	30
Avery	11	X	X	X	X	X	X	X	X	X		2	11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30	
Beaufort	11-12	X	X	X	X	X	X	X	X	X		2-3	14 days during first year, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30	
Bertie	11-12	X	X	X	X	X	X	X	X	X		2-3	8 days during first year, 10 days after 2 years, 15 days after 5 years, 17 days after 9 years, 22 days after 15 years, 26 days after 25 years	30	
Bladen	12	X	X	X	X	X	X	X	X	X		3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Brunswick	12	X	X	X	X	X	X	X	X	X		3	12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30	
Buncombe	11-12	X	X	X	X	X	X	X	X	X		2-3	10 days during first year, 12 days after 2 years, 14 days after 5 years, 16 days after 10 years, 18 days after 15 years, 20 days after 20 years	varies ¹	
Burke	12	X	X	X	X	X	X	X	X	X		3	12 days during first year, 15 days after 2 years, 18 days after 5 years, 21 days after 10 years, 24 days after 15 years, 27 days after 20 years	30	
Cabarrus	12	X	X	X	X	X	X	X	X	X		3	10 days during first year, 13 days after 5 years, 15 days after 10 years, 17 days after 15 years, 20 days after 20 years	30	
Caldwell	12	X	X	X	X	X	X	X	X	X		3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Camden	12	X	X	X	X	X	X	X	X	X		3	11.75 days during first year, 13.75 days after 2 years,	30	

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2014

County	(Total)	Holidays											Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
		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		
Carteret	12	X	X	X	X	X	X	X	X	X	X	3	16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years, 10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years	30
Caswell	14	X	X	X	X	X	X	X	X	X	X	3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Catawba	11	X	X	X	X	X	X		X	X	3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30	
Chatham	12	X	X	X	X	X	X	X	X	X	3	12 days during first year, 15 days after 3 years, 18 days after 6 years, 21 days after 12 years, 25 days after 18 years	30	
Cherokee	13-Jan	X	X	X	X	X	X	X	X	X	3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Chowan	12	X	X	X	X	X	X	X	X	X	3	12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Clay	13	X	X	X	X	X	X	X	X	X	3	1	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Cleveland	11-12	X	X	X	X	X	X	X	X	X	3	10.5 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Columbus	12	X	X	X	X	X	X	X	X	X	3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30	
Craven	11	X	X	X	X	X	X	X	X	X	2	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 20 years	30	
Cumberland	12	X	X	X	X	X	X	X	X	X	3	9 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
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	11-12	X	X	X	X	X	X	X	X	X	2-3	10 days during first year, 12 days after 3 years,	30	

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2014

County	(Total)	Holidays											Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max	
		New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other			
Davie	12.5	X	X	X	X	X	X	X	X	X	X	3	0.5	15 days after 6 years, 18 days after 9 years 10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Duplin	11-12	X	X	X	X	X	X	X	X	X	X	2-3		10 days during first year 5 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 23 days after 20 years, 25 days after 25 years	30
Durham	11-12	X	X	X	X	X	X		X	X	2-3	1		11.87 days during first year, 13.87 days after 2 years, 16.87 days after 5 years, 19.87 days after 10 years, 22.87 days after 15 years, 25.87 days after 25 years	30
Edgecombe	12	X	X	X	X	X	X	X	X	X	X	3		7.5 days during first year, 13.5 days after 1 year, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years; 25 days after 20 years	30
Forsyth	10.5-11.5	X	X	X	X	X	X		X	X	X	1.5-2.5		12 days during first year, 14 days after 5 years, 17 days after 8 years, 20 days after 13 years, 23 days after 18 years	30
Franklin	12	X	X	X	X	X	X	X	X	X	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	12	X	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Gates															
Graham															
Granville	12	X	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 days after 2 years, 16.8 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Greene	11-12	X	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Guilford	12	X	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Harnett	10-11	X	X	X	X	X	X	X	X	X	X	1-2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Haywood	11-12	X	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 15 years, 21 days after 15 years, 24 days after 20 years	30
Henderson	11	X	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2014

County	(Total)	Holidays											Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max	
		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			
Hertford	12	X	X	X	X	X	X	X	X	X	X	X	3	11.5 days after first year, 14 days after 2 years, 20 days after 5 years, 23 days after 10 years, 25.5 days after 20 years	30
Hoke	12	X	X	X	X	X	X	X	X	X	X	X	3	10 days during first year, 15 days after 4 years, 18 days after 14 years, 20 days after 20 years.	30
Hyde	12	X	X	X	X	X	X	X	X	X	X	X	3	12 days during first year, 13 days after 2 years, 17 days after 5 years, 19 days after 10 years 23 days after 15 years, 25 days after 20 years	30
Iredell	11-12	X	X	X	X	X	X	X	X	X	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	11-12	X	X	X	X	X	X	X	X	X	X	2-3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Johnston	11-12	X	X	X	X	X	X	X	X	X	X	2-3	12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years	30	
Jones	11-12	X	X	X	X	X	X	X	X	X	X	2-3	7.83 days during first year, 9.17 days 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	
Lee	11-12	X	X	X	X	X	X	X	X	X	X	2-3	15.75 days during first year, 18.75 days after 5 years, 21.75 days after 10 years, 24.75 days after 15 years, 27.75 days after 20 years	30	
Lenoir	12	X	X	X	X	X	X	X	X	X	X	3	12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30	
Lincoln	12	X	X	X	X	X	X	X	X	X	X	3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 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	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															
Madison	12	X	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	
Martin	11	X	X	X	X	X	X	X	X	X	X	2	11.5 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 25.5 days after 20 years	30	
Mecklenburg	10	X	X	X	X	X	X		X	X	X	2	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years,	30	

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2014

County	(Total)	Holidays											Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
		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		
Mitchell	12	X	X	X	X	X	X	X	X	X	X	3	21 days after 15 years, 24 days after 20 years 5 days during first year, 10 days after 2 years, 12 days after 5 years, 14 days after 10 years, 18 days after 15 years, 21 days after 20 years	30
Montgomery	12	X	X	X	X	X	X	X	X	X	X	3	12 days during first year, 15 days after 2 years, 18 days after 5 years, 21 days after 10 years, 24 days after 15 years, 27 days after 20 years, 30 days after 25 years	30
Moore	11-12	X	X	X	X	X	X	X	X	X	2-3	12 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30	
Nash	11-12	X	X	X	X	X	X	X	X	X	2-3	12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30	
New Hanover	11-12	X	X	X	X	X	X	X	X	X	2-3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 24 days after 20 years	40	
Northampton	12	X	X	X	X	X	X	X	X	X	3	11 days during first year, 13 days after 2 years, 16 days after 5 years, 19 days after 10 years, 22 days after 15 years, 26 days after 20 years	30	
Onslow	16	X	X	X	X	X	X	X	X	X	3	4	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	no data
Orange	12	X	X	X	X	X	X		X	X	3	1	15.7 days during first year, 18.2 days after 2 years, 21.7 days after 5 years, 25.3 days after 10 years, 29.0 days after 15 years, 28.8 days after 20 years; 32.5 days after 25 years	30
Pamlico	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years 20 days after 20 years	30
Pasquotank	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 11 days after 2 years' 12 days after 4 years, 14 days after 6 years, 16 days after 9 years, 18 days after 12 years	30
Pender	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Perquimans	varies	X	X	X	X	X	X	X	X	X	X ²		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Person	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years,	30

TABLE XXXII. HOLIDAYS AND VACATION LEAVE														
January 2014														
County	(Total)	Holidays											Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
		New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other		
Pitt	12	X	X	X	X	X	X	X	X	X	X	3	21 days after 20 years 11.63 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Polk	11-12	X	X	X	X	X	X	X	X	X	2-3	12-18 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years 22 days after 20 years, 25 days after 25 years	30	
Randolph	11	X	X	X	X	X	X	X	X	X	2	12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 20 years	30	
Richmond	13	X	X	X	X	X	X	X	X	X	3	1	12 days during first year, 14 days after 2 years, 17 days after 5 years, 19 days after 10 years, 23 days after 15 years. 26 days after 20 years	30
Robeson	12	X	X	X	X	X	X	X	X	X	3	12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years, 27 days after 25 years	30	
Rockingham	11-12	X	X	X	X	X	X	X	X	X	2-3	12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30	
Rowan	11-12	X	X	X	X	X	X	X	X	X	2-3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30	
Rutherford	11-12	X	X	X	X	X	X	X	X	X	2-3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years 21 days after 15 years	28	
Sampson	11-12	X	X	X	X	X	X	X	X	X	2-3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Scotland	12	X	X	X	X	X	X	X	X	X	3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years 21 days after 15 years	30	
Stanly	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	
Stokes														
Surry	11-12	X	X	X	X	X	X	X	X	X	2-3	12 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30	
Swain														
Transylvania	11-12	X	X	X	X	X	X	X	X	X	2-3	10 days during first year, 12 days after 3 years, 15 days after 5 years, 18 days after 10 years,	30	

TABLE XXXII. HOLIDAYS AND VACATION LEAVE

January 2014

County	(Total)	Holidays											Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
		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		
Tyrrell	12	X	X	X	X	X	X	X	X	X	X	3	20 days after 15 years, 24 days after 20 years 6 days during first year, 12 days after 1 year, 15 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years	30
Union	11-12	X	X	X	X	X	X	X	X	X	2-3	12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30	
Vance	12	X	X	X	X	X	X	X	X	X	3	12 days during first year, 14 days after 2 years 17 days after 5 years, 20 days after 10 years, 22 days after 15 years	30	
Wake	12	X	X	X	X	X	X	X	X	X	3	12 days during first year, 14 days after 2 years, 17 days after 8 years, 20 days after 10 years, 23 days after 15 years, 26 days after 25 years	30	
Warren	12-13	X	X	X	X	X	X	X	X	X	2-3	1	11 days during first year, 13 days after 2 years, 16 days after 5 years, 19 days after 10 years, 22 days after 15 years, 25 days after 20 years	30
Washington	13	X	X	X	X	X	X	X	X	X	3	1	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years, 27 days after 25 years	30
Watauga	11-12	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, 21 days after 15 years, 24 days after 20 years	30	
Wayne	11	X	X	X	X	X	X	X	X	X	2	12 days during first year, 14 days after 2 years 17 days after 5 years, 20 days after 10 years 23 days after 15 years, 26 days after 205 years	30	
Wilkes	11-12	X	X	X	X	X	X	X	X	X	2-3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Wilson	12	X	X	X	X	X	X	X	X	X	3	12 days during first year, 14.25 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30	
Yadkin	12	X	X	X	X	X	X	X	X	X	3	12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30	
Yancey	13	X	X	X	X	X	X	X	X	X	3	1	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30

1. Equal to two years accrual amount

2. Number varies

TABLE XXXIII. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE											
January 2014											
County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave		Excess	County Sick Leave Applies			
	Annual Leave	Sick Leave	Holidays	Health Insurance	Earned Days	Carryover Max	Annual Converted	Public Health	Social Services	Cooperative Extension	
Alamance	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes	
Alexander	yes	yes	yes	no	12	no data	yes	yes	yes	no	
Alleghany	no	no	no	no	12	no limit	yes	no	yes	no	
Anson	no	no	yes	no	12	no limit	yes	yes	yes	no	
Ashe	no	no	no	no	12	no limit	yes	no	yes	no	
Avery	yes	yes	yes	no	12	no limit	yes	no	yes	no	
Beaufort	yes	yes	yes	yes	12	no limit	yes	yes	yes	no	
Bertie	yes	yes	no	yes	12	no limit	yes	no	yes	no	
Bladen	yes	yes	yes	yes	12	no data	yes	yes	yes	no	
Brunswick	yes	yes	no	no	12	no limit	yes	yes	yes	no	
Buncombe	yes	yes	yes	no	12	no limit	no data	yes	yes	no	
Burke	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes	
Cabarrus	yes	yes	yes	no	12	no limit	yes	no	yes	no	
Caldwell	no	no	no	no	12	no limit	yes	yes	yes	no	
Camden	yes	yes	yes	no	12	no limit	yes	no	yes	yes	
Carteret	yes	yes	no	no	12	no data	yes	yes	yes	no	
Caswell	yes	yes	yes	yes	12	no data	yes	yes	yes	yes	
Catawba	yes	yes	yes	yes	12	no limit	yes	yes	yes	no	
Chatham	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Cherokee	no	no	no	no	12	no limit	yes	yes	yes	no	
Chowan	yes	yes	yes	no	no data	no data	yes	no	yes	no	
Clay	no	no	no	no	12	no data	to 40 hrs	yes	yes	yes	
Cleveland	no	no	no	no	12	no limit	yes	yes	yes	no	
Columbus	yes	yes	no	no	12	no limit	yes	yes	yes	no	
Craven	no	no	no	no	12	no limit	yes	yes	yes	no	
Cumberland	yes	yes	yes	no	15	no limit	yes	yes	yes	yes	
Currituck	no	no	no	no	12	no limit	yes	no	yes	no	
Dare	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Davidson	yes	yes	yes	no	12	no limit	yes	no	no	no	
Davie	no	no	no	no	12	no data	yes	yes	yes	no	
Duplin	yes	yes	yes	no	12	no limit	yes	yes	yes	yes	
Durham	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes	
Edgecombe	yes	yes	yes	yes	12	no limit	yes	yes	yes	no	
Forsyth	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes	
Franklin	no	no	no	no	12	no limit	yes	yes	yes	no	
Gaston	no	no	no	no	12	no limit	yes	yes	yes	no	
Gates											
Graham											
Granville	no	no	no	no	12	no data	yes	no	yes	no	
Greene	yes	yes	yes	no	12	no limit	yes	no	no	no	
Guilford	yes	yes	yes	yes	10	no limit	yes	yes	yes	yes	
Halifax	no	yes	no	no	12	no limit	yes	yes	yes	yes	
Harnett	no	no	no	no	12	no limit	yes	yes	yes	yes	
Haywood	yes	yes	yes	yes	12	no limit	yes	yes	yes	no	
Henderson	yes	yes	yes	yes	12	no data	yes	yes	yes	no	
Hertford	no	no	no	no	no data	no limit	yes	no	yes	no	
Hoke	yes	yes	yes	yes	12	no limit	no data	yes	yes	yes	
Hyde	yes	yes	no	no	12	no limit	yes	yes	yes	yes	
Iredell	no	no	no	no	no data	no limit	yes ²	yes	yes	yes	

TABLE XXXIII. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE											
January 2014											
County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave		Excess	County Sick Leave Applies			
	Annual Leave	Sick Leave	Holidays	Health Insurance	Earned Days	Carryover Max	Annual Converted	Public Health	Social Services	Cooperative Extension	
Jackson	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Johnston	yes	yes	yes	yes	12	no limit	yes	yes	yes	no	
Jones	yes	yes	yes	yes	12	no limit	yes	yes	yes	no	
Lee	yes	yes	yes	no	12	12	yes	yes	yes	no	
Lenoir	no	no	no	no	12	no data	yes	yes	yes	no	
Lincoln	yes	yes	yes	no	12	no limit	yes	yes	yes	yes	
McDowell	yes	yes	yes	yes	no data	no data	yes	no	no	no	
Macon											
Madison	yes	yes	yes	no	12	no data	yes	yes	yes	yes	
Martin	yes	yes	yes	no	12	no limit	no data	yes	no	no	
Mecklenburg	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Mitchell	no	no	no	no	12	no data	yes	no	yes	no	
Montgomery	yes	yes	yes	yes	no data	no data	yes	yes	yes	no	
Moore	no	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 data	yes	yes	yes	yes	
Northampton	yes	yes	no	no	32	no data	yes	yes	yes	no	
Onslow	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Orange	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Pamlico	yes	yes	yes	no	12	no data	yes	yes	yes	yes	
Pasquotank	yes	yes	yes	no	12	no limit	yes	no	yes	no	
Pender	yes	yes	yes	yes	12	no limit	yes	yes	yes	no	
Perquimans	yes	yes	yes	no	12	no limit	yes	no	yes	no	
Person	no	no	no	no	12	no limit	yes	yes	yes	no	
Pitt	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Polk	yes	yes	yes	no	12	no limit	yes	no	yes	no	
Randolph	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Richmond	no	no	no	no	12	no data	yes	yes	yes	no	
Robeson	no	no	no	no	12	no limit	yes	yes	yes	no	
Rockingham	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Rowan	yes	yes	yes	no	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											
Surry	yes	yes	no	no	12	no limit	yes	yes	yes	no	
Swain											
Transylvania	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Tyrrell	no	no	no	no	12	no limit	yes	no	yes	no	
Union	yes	yes	yes	no	12	no limit	yes	yes	yes	yes	
Vance	no	no	no	no	12	no limit	yes	no	yes	no	
Wake	no	no	no	yes	12	no data	yes	no	no	no	
Warren	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Washington	yes	yes	no	no	12	no limit	yes	no	yes	no	
Watauga	yes	yes	yes	yes	12	no limit	yes	no	yes	no	
Wayne	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes	
Wilkes	yes	yes	yes	yes	no data	no limit	yes	yes	yes	no	
Wilson	yes	yes	yes	no	12	no limit	yes	yes	yes	yes	

TABLE XXXIII. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE											
January 2014											
County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave		Excess	County Sick Leave Applies			
	Annual Leave	Sick Leave	Holidays	Health Insurance	Earned Days	Carryover Max	Annual Converted	Public Health	Social Services	Cooperative Extension	
Yadkin	yes	yes	yes	yes	12	no limit	yes	yes	yes	no	
Yancey	yes	yes	no	no	12	no limit	yes	no	yes	no	

1. Health Insurance if work 30 hours or more schedule
 2. Maximum of 80 hours

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

January 2014								
County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Alamance	56.5¢	30	30	1022	986	no	n/a	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years;
Alexander	56.5¢	38	38	268	266	yes	cash	none
Alleghany	40.5¢	40	40	106	106	yes	both	2.0% after 1 year
Anson	56.5¢	no data	no data	no data	236	yes	cash	1.0% after 3 years; 2.0% after 5 years; 4.0% after 10 years; 6% after 15 years; 8.0% after 20 years, max \$1,600
Ashe	28.5¢	actual costs	actual costs	208	205	yes	cash	2.5% Increase (one-step) after 4, 7, 9, 11 and 13 years
Avery	45.0¢	36	36	196	196	yes	time off	25% bi-weekly pay after 10 years; 50% after 15 years; 75% after 20 years; 100% after 25 years
Beaufort	55.5¢	31.75	31.75	312	299	yes	no data	none
Bertie	56.5¢	38	38	149	138	yes	time off	\$200 after 0 years; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years \$1000 after 20 years
Bladen	56.5¢	no data	no data	374	357	yes	cash	1.5% after 5 years; 2.25% after 10 years; 3.00% after 15 years; 4.00% after 20 years; 5.00% after 25 years; 6.00% after 30 years
Brunswick	56.5¢	51	51	940	919	yes	cash	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Buncombe	IRS	actual costs	actual costs	1425	1383	yes	time off	\$100 less than 1 year; 1.0% after 1 year, 3.0% after 2 years, 4.0% after 5 years; 5.0% after 10 years; 6.0% after 15 years; 7.0% after 25 years
Burke	45.0¢	no data	no data	no data	no data	yes	both	2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years
Cabarrus	56.5¢	46	83	1080	1019	no data	no data	none
Caldwell	IRS	33	39	505	503	yes	both	\$400 after 5 years, increase by \$50 per year after that
Camden	no data	actual costs	actual costs	no data	no data	yes	time off	1.0% after 3 years; 1.5% after 5 years; 2.0% after 10 years; 2.5% after 15 years; 3.0% after 20 years
Carteret	IRS	no data	no data	413	404	yes	no data	\$50 first year plus \$20 for each additional year of service
Caswell	IRS	30	30	229	229	yes	both	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years
Catawba	IRS	35	35	1104	1035	yes	cash	\$500 after 5 years, \$650 after 10 years, \$800 after 15 years, \$1,000 after 20 years \$1,500 after 25 years
Chatham	55.5¢	30	30	496	475	yes	cash	none
Cherokee	56.5¢	30	30	299	293	yes	both	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years 4.0% after 25 years
Chowan	55.5¢	36	36	127	127	yes	no data	none
Clay	50.5¢	30	30	202	no data	yes	cash	none
Cleveland	51.0¢	36.35	38.75	821	789	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Columbus	56.5¢	35.15	actual cast	530	490	yes	time off	1.00% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years 4.50 after 25 years
Craven	IRS	actual cost	actual cost	no data	no data	yes	cash	\$200 after 5 years then additional \$25/year. Maximum of \$1,000 annual
Cumberland	IRS	actual costs	actual costs	2353	2168	no	n/a	0.75% after 3 years; 1.0% after 5 years; 1.25% after 7 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 year. Hired before 6/30/2012
Currituck	51.0¢	39	46	370	361	yes	cash	4.0% after 5 years; 6.0% after 8 years; 8.0% after 11 years; 10.0% after 14 years; 12.0% after 17 years
Dare	IRS	per diem	per diem	733	719	yes	cash	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years
Davidson	52.0¢	40	40	1372	1087	yes	cash	\$35 per year after 3 years; \$50 per year after 10 years; \$75 per year after 20 years
Davie	45.0¢	actual cost	actual cost	304	301	yes	cash	\$50 after first year, \$30 additional per year after first year
Duplin	IRS	varies	varies	507	no data	yes	both	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Durham	56.5¢	51	51	1976	1826	yes	both	none
Edgecombe	55.5¢	actual cost	actual cost	no data	no data	yes	no data	2.5% after 5 years; 4.0% after 10 years;

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

January 2014

County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
								5.0% after 15 years; 6.0% after 20 years; 6.5% after 25 years
Forsyth	56.5¢	35	45	2297	2053	yes	both	¹⁴ \$578 after 7 years, increases \$40 per year to maximum of \$2,000
Franklin	IRS	30	68	483	453	yes	both	\$300 after 3 years; \$400 after 8 years; \$500 after 13 years; \$600 after 17 years; \$700 after 21 years; \$800 after 26 years; \$900 after 30 years; \$1,000 after 34 years; \$1,100 after 38 years; \$1,200 after 41 years
Gaston	50.0¢	no data	no data	1547	1440	yes	no data	1.5% after 8 years
Gates								
Graham								
Granville	38.0¢	actual cost	actual cost	no data	no data	yes	cash	none
Greene	IRS	no data	no data	171	163	yes	time off	none
Guilford	56.5¢	actual cost	actual cost	2371	2189	no	n/a	\$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000. Not eligible if hired after 7/1/2010
Halifax	IRS	29	39	545	no data	yes	cash	2.0% after 5 years; 3.0% after 10 years
Harnett	no data	no data	no data	825	824	yes	time off	1.00% after 5 years; 1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Haywood	55.5¢	39	39	501	494	no	n/a	2.00% after 5 years; 2.50% after 10 years; 3.00% after 15 years; 3.50% after 20 Years; 4.00% after 30 years
Henderson	56.5¢	actual cost	actual cost	752	715	yes	cash	1.00% after 5 years; 2.00% after 10 years; 3.00% after 15 years; 5.0% after 20 years; 7.5% after 25 years
Hertford	48.0¢	41	65	197	192	yes	time off	\$100 after 1 year; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years
Hoke	56.5¢	46	46	396	390	yes	cash	none
Hyde	56.5¢	no data	no data	123	120	yes	cash	\$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years \$800 after 15 years; \$1,000 after 20 years
Iredell	55.5¢	55	52	938	908	yes	cash	none
Jackson	50.5¢	32	36	383	380	yes	cash	¹¹ none
Johnston	56.5¢	actual cost	actual cost	no data	1001	yes	both	\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years
Jones	55.0¢	no data	no data	113	111	no	n/a	none
Lee	56.5¢	no data	no data	346	340	yes	cash	2.0% after 5 years; 3.0% after 10 years; 4.0% after 15 years; 5.0% after 20 years; 6.0% after 25 years
Lenoir	no data	no data	no data	no data	no data	yes	no data	1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years; 3.0% after 25 years
Lincoln	55.5¢	35	35	671	no data	yes	cash	none
McDowell	no data	27.50	27.50	no data	no data	no data	no data	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.25% after 25 years
Macon								
Madison	45.0¢	30.50	30.50	227	224	yes	both	¹⁰ none
Martin	no data	no data	no data	218	209	yes	time off	\$300 after 5 years; \$400 after 10 years; \$500 after 15 years; \$600 after 20 years; \$700 after 25 years; \$800 after 30 years
Mecklenburg	55.5¢	51-61	46-71	5376	4936	no	n/a	25.0% of bi-wkly after 10 years; 50.0% of bi-wkly after 15 years; 75.0% of bi-wkly after 20 years; 100.0% of bi-wkly after 25 years Program being phased out 07/2004.
Mitchell	55.5¢	no data	no data	181	181	yes	time off	1.0% after 10 years; 1.5% after 15 years; 2.0% after 20 years; 2.5% after 25 years;
Montgomery	no data	no data	no data	no data	no data	no	n/a	2.0% after 10 years; 2.5% after 15 years; 3.0% after 20 years; 3.5% after 25 years; 4.0% after 30 years
Moore	IRS	28	28	626	586	yes	both	⁹ 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	56.5¢	no data	no data	641	619	yes	time off	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years; 6.5% after 25 years

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

January 2014								
County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
New Hanover	56.5¢	46	46	1655	1573	yes	cash	none
Northampton	50.0¢	no data	no data	287	285	yes	cash	1.5% after 5 years; 2.5% after 10 years; 2.75% after 15 years; 3.0% after 20 years; 3.5% after 25 years
Onslow	56.5¢	46	varies	1234	1159	yes	cash	¹³ none
Orange	56.5¢	46	41-66	909	849	yes	both	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Pamlico	28.5¢	46	46	150	no data	yes	cash	1.5% after 5 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Pasquotank	56.5¢	30.5	31.5	no data	no data	yes	cash	\$500 after 10 years; \$750 after 15 years; \$1,000 after 20 years; \$1,500 after 25 years \$2,000 after 30 years
Pender	IRS	40	40	393	384	yes	time off	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Perquimans	50.5¢	actual cost	actual cost	125	124	yes	cash	none
Person	55.5¢	36	36	410	401	yes	cash	1.0% after 5 years; 2.0% after 10 years; 3.25% after 15 years; 4.50% after 20 years; 5.75% after 25 years
Pitt	no data	no data	no data	900	no data	yes	no data	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Polk	48.5¢	38	38	no data	no data	yes	both	⁴ none
Randolph	IRS	25	25	767	767	yes	both	¹² none
Richmond	IRS	30	30	no data	no data	yes	cash	³ \$100 after 5 years; \$250 after 10 years; \$350 after 15 years; \$500 after 20 years
Robeson	45.0¢	33	33	1083	1010	yes	time off	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years; 5.0% after 25 years
Rockingham	55.0¢	32	32	no data	680	yes	cash	1.5% after 6 years; 2.0% after 8 years; 2.5% after 10 years; 3.0% after 12 years; 3.5% after 14 years; 4.0% after 16 years; 4.5% after 18 years; 5.0% after 20 years
Rowan	56.5¢	36	36	778	752	yes	time off	¹⁵ none
Rutherford	no data	no data	no data	406	no data	yes	time off	\$50 after 1 year; 0.5% after 5 years .75% after 10 years; 1.125% after 15 years; 1.25% after 20 years
Sampson	56.5¢	no data	no data	526	502	yes	cash	² 1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Scotland	40.0¢	IRS guidelines	IRS guidelines	309	285	yes	cash	⁷ none
Stanly	IRS	26	26	440	420	yes	both	1.5% after 5 years; 2.25% after 10 years; 3.25% after 15 years; 4.5% after 20 years
Stokes								
Surry	56.5¢	IRS guidelines	IRS guidelines	526	522	yes	both	¹⁴ 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Swain								
Transylvania	45.0¢	40	40	311	307	no	n/a	2.0% after 5 years; 3.0% after 11 years; 4.0% after 16 years; 5.0% after 21 years; maximum of \$1,250.
Tyrrell	56.5¢	no data	no data	86	86	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Union	no data	actual cost	actual cost	no data	no data	yes	cash	none \$50 after 1 year; \$100 after 2 years; \$200 after 6 years; \$300 after 10 years; \$400 after 15 years; \$500 after 20 years; \$750 after 25 years; \$1,000 after 31 years
Vance	55.5¢	no data	no data	339	309	yes	cash	1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years.
Wake	55.5¢	no data	no data	3727	3280	yes	cash	Program being phased out. Employees hired after 6/16/1995 not eligible.
Warren	56.5¢	30	40	372	301	yes	both	none
Washington	50.0¢	47	47	no data	no data	no data	no data	1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years;

TABLE XXXIV. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS								
January 2014								
County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Watauga	50.0¢	34	34	no data	no data	yes	no data	3.0% after 25 years
Wayne	IRS	46	46	1210	1107	no data	no data	1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years; 3.0% after 25 years
Wilkes	40.0¢	30	30	no data	746	no	n/a	\$300 after 1 year, \$600 after 5 years, \$900 after 10 years, \$1,200 after 15 years, \$1,500 after 20 years
Wilson	56.5¢	no data	no data	830	830	no data	no data	2.5% after 5 years; 3.0% after 10 years; 3.5% after 15 years; 4.0% after 20 years
Yadkin	IRS	GSA rates	GSA rates	258	242	yes	time off	\$250 after 10 years; \$375 after 15 years; \$525 after 20 years; \$725 after 25 years; \$1,000 after 30 years
Yancey	no data	no data	no data	no data	no data	yes	time off	2.25% after 15 years; 3.25% after 20 years 4.5% after 25 years
1	Accrue 5 hours time off for each week on call							
2	\$1.00 per hour on call							
3	\$50 per week							
4	DSS pager \$200/month, Sheriff Investigator/911 Director 1 hour/day on call status							
5	\$15 weekday nights, \$40 weekends							
6	\$300 per week.							
7	\$200/week DSS and Animal Control							
8	Social Services are paid, others receive time off							
9	\$10/day Mo-Th, \$20/day Fr-Su, \$30/holiday							
10	911 - \$1.00/hr, Animal Control - \$15.00/day							
11	\$100/week							
12	DSS \$100/wk; DSS Supv \$50/wk; Animal Control \$50/wk, overtime + 2 hours if called							
13	\$15/day for cell phone and \$35 per home visit							
14	Varies by department and position							
15	Accrue 4 hours time off for each week on call							

TABLE XXXV. WORKWEEK AND OVERTIME POLICIES						
January 2014						
	Exempt Employees			Nonexempt Employees		
County	Work-Week Hours	Compensated for Overtime	Time Off Or Paid	Straight Time or Time and One-Half	Cash or Time and One-Half	Choice of Compensation Method by Employee
Alamance	40	no	n/a	n/a	time off	no
Alexander	40	yes	time off	straight time	time off	no
Alleghany	40	no	n/a	n/a	both	no
Anson	37.5	no	n/a	n/a	cash	no
Ashe	40	yes	time off	time & one half	time off	no
Avery	40	no	n/a	n/a	both	yes
Beaufort	40	no	n/a	n/a	time off	no
Bertie	37.5	no	n/a	n/a	time off	no
Bladen	37.5	no	n/a	n/a	time off	no
Brunswick	40	no	n/a	n/a	both	no
Buncombe	40	no data	no data	no data	both	varies ²
Burke	40	no	n/a	n/a	time off	no
Cabarrus	40	yes	time off	straight time	time off	no
Caldwell	40	no	n/a	n/a	both	yes
Camden	40	yes	time off	straight time	time off	no
Carteret	40	yes	time off	straight time	time off	no
Caswell	40	yes	time off	straight time	both ²	no
Catawba	40	yes	time off	straight time	both	no
Chatham	40	no	n/a	n/a	time off	no
Cherokee	40	yes	time off	straight time	both	yes
Chowan	40	no data	no data	no data	both	no
Clay	40	no data	no data	no data	both	no
Cleveland	40	yes	time off	straight time	time off ⁵	no
Columbus	37.5	yes	time off	Time and One-Half	both	no
Craven	40	no	n/a	n/a	time off	no
Cumberland	40	yes	time off	straight time	both ²	no
Currituck	40	no	n/a	n/a	time off	no
Dare	37.5 - 40	no	n/a	n/a	both	yes
Davidson	40	no	n/a	n/a	cash	no
Davie	37.5 - 40	no	n/a	n/a	time off	no
Duplin	40	yes	time off ³	straight time	both	yes
Durham	37.5	no	n/a	n/a	both	yes
Edgecombe	40	yes	time off	straight time	time off	no
Forsyth	40	no	n/a	n/a	cash	no
Franklin	40	no	n/a	n/a	both	no
Gaston	40	no	n/a	n/a	both	yes
Gates						
Graham						
Granville	37.5	yes	time off	straight time	time off	no
Greene	40	no	n/a	n/a	time off	no
Guilford	40	no	n/a	n/a	time off	no
Halifax	37.5	yes	time off	straight time	both ¹	no
Harnett	40	yes	time off	straight time	time off	no
Haywood	40	yes	time off	straight time	time off	no
Henderson	37.5	no	n/a	n/a	cash	no
Hertford	37.5	yes	time off	straight time	time off	no
Hoke	40	no	n/a	n/a	time off	no
Hyde	40	no	n/a	n/a	both	no

TABLE XXXV. WORKWEEK AND OVERTIME POLICIES						
January 2014						
County	Work-Week Hours	Exempt Employees			Nonexempt Employees	
		Compensated for Overtime	Time Off Or Paid	Straight Time or Time and One-Half	Cash or Time and One-Half	Choice of Compensation Method by Employee
Iredell	40	yes	time off	straight time	both	no
Jackson	40	yes	time off	straight time	both	no
Johnston	40	yes	time off	straight time	both	yes
Jones	40	yes	time off	straight time ⁶	time off	no
Lee	40	no	n/a	n/a	time off	no
Lenoir	37.5	yes	no data	no data	time off	no
Lincoln	40	no	n/a	n/a	cash	no
McDowell	40	yes	time off	straight time	cash	no
Macon						
Madison	40	no	n/a	n/a	time off	no
Martin	40	yes	time off	straight time	time off	no
Mecklenburg	40	no	n/a	n/a	cash	no
Mitchell	40	no	n/a	n/a	time off	no
Montgomery	40	no	n/a	n/a	time off	no
Moore	40	no	n/a	n/a	both	no
Nash	40	no	n/a	n/a	both	no
New Hanover	40	no	n/a	n/a	cash	no
Northampton	37.5	no	n/a	n/a	time off	yes
Onslow	40	yes	time off	straight time	time off	no
Orange	40	no	n/a	n/a	time off	no
Pamlico	40	no	n/a	n/a	time off	no
Pasquotank	40	no	n/a	n/a	cash	yes
Pender	40	yes	time off	straight time	time off	no
Perquimans	40	no	n/a	n/a	time off	no
Person	37.5	no	n/a	n/a	both	yes
Pitt	40	no	n/a	n/a	cash	no
Polk	37.5 - 40	yes	time off	straight-time	time off	no
Randolph	40	no	n/a	n/a	time off	no
Richmond	40	no	n/a	n/a	both	yes
Robeson	40	no	n/a	n/a	time off	no
Rockingham	40	no	n/a	n/a	time off	no
Rowan	40	yes	time off ⁵	straight time	time off	no
Rutherford	37.5	no	n/a	n/a	time off	no
Sampson	40	yes	time-off	straight time	time off	no
Scotland	40	yes	time off	straight time	both	no
Stanly	37.5	no	n/a	n/a	cash	no
Stokes						
Surry	40	yes	time off	straight time	both ^{1,4}	no
Swain						
Transylvania	37.5	no	n/a	n/a	both	yes
Tyrrell	varies	no	n/a	n/a	time off	no
Union	40	no	n/a	n/a	both	yes
Vance	37.5	no	n/a	n/a	time off	no
Wake	40	no	n/a	n/a	cash	no
Warren	37.5	yes	time off	straight time	time off	no
Washington	37.5 - 40	no	n/a	n/a	both	yes
Watauga	40	yes	time off	straight time	time off	no
Wayne	40	no	n/a	n/a	time off	no

TABLE XXXV. WORKWEEK AND OVERTIME POLICIES						
January 2014						
		Exempt Employees			Nonexempt Employees	
County	Work-Week Hours	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
Wilkes	37.5	no	n/a	n/a	time off	no
Wilson	40	no	n/a	n/a	cash	no
Yadkin	40	no	n/a	n/a	time off	no
Yancey	37.5	yes	time off	straight time	time off	no
1. Normally time off						
2. Depends on department						
3. Time off if used within 3 pay periods, cash otherwise						
4. EMS and C-Comm paid accoring to IRS co-efficient scale; TPT paid at time and one-half						
5. May accumulate up to a maximum of 40 hours						
6. Exempt employees may accumulate up to 240 hours of comp time						

County Salaries in North Carolina 2014

TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE										
January 2014										
County	Health Insurance (Employee Only Coverage)							Health Insurance for Retirees		
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost	Employee Pays	County Pays	% Paid on Family Coverage	Retirees under Age 65	Retirees Age 65 or More
Alamance	no	300	\$20	2,000	500.00	0.00	500.00	0%	100% county paid after 20 years service; 75% after 15 years of service; 50% after 10 years of service. If hired before 7/1/2005	no
Alexander	no	500	\$35	3,500	508.61	0.00	508.61	0%	no	no
Alleghany	no	1,750	\$20	1,750	712.00	0.00	712.00	0%	100% county paid Local Govt Retirement. Service requirement if hired before 10/16/2006	100% county paid Local Govt Retirement. Service requirement if hired before 10/16/2006
Anson	no	1,000	\$25	none	610.00	0.00	610.00	0%	57% county paid after 30 years service; 48% paid after age 62 and 25 years; 38% paid after age 62, 20 years	medicare supplement
Ashe	no	1,000	\$100	3,000	620.00	0.00	620.00	0%	100% county paid after 25 years service with Ashe County	no
Avery	no	500	\$20	2,000	1181.68	0.00	1181.68	0%	100% county paid after age 55, 20 years service	Up to \$2,000 county paid after 20 years service for a medicare supplement
Beaufort	yes	700	\$30	3,910	455.32	22.76	432.66	0%	100% county paid after 20 years/age 60 or after 30 years regardless of age	medicare supplement
Bertie	no	2,000	\$25	4,000	583.00	0.00	583.00	0%	50% county paid after 15 years service and age 55; 100% county paid after 20 years continuous or 25 years non-continuous	100% county paid Medicare supplement
Bladen	yes	700	\$30	3,910	433.00	0.00	433.00	0%	no data	no data
Brunswick	no	500	\$20	1,500	733.00	0.00	733.00	0%	100% county paid for disability retiree with 5 years or service retiree with 10 years	100% county paid for disability retiree with 5 years or service retiree with 10 years Medicare
Buncombe	yes	150	\$25	0	1198.00	65.00	1133.00	0%	100% county paid after 5 years service and age 60, after 20 years of service and age 50 or 30 years service at any age	medicare supplement
Burke	yes	1,500	\$20	4,500	542.00	0.00	542.00	0%	20% county paid after 5 years, 45% paid after 10 years, 60% paid after 15 years, 75% paid after 20 years, 100% paid after 25 years	no
Cabarrus	yes	1,000	\$30	4,000	659.00	\$0/\$25	659.00	0%	100% county paid after 25 years service, 50% with less than 25 years service	no
Caldwell	no	1,000	no data	3,000	615.00	40.00	575.00	0%	50% county paid after 30 years service of not employed and covered elsewhere	no
Camden	no	2,000	\$15	3,000	560.00	0.00	560.00	0%	no	no
Carteret	no	1,000	100%	3,000	547.00	0.00	547.00	0%	100% county paid after 20 years service, age 50	no
Caswell	no	1,250	\$30	3,000	496.41	0.00	496.41	0%	County paid 100% with 30 years county service or 25 years service (15 with county) and age 60 or 75% with 20 years service (15 with county) and age 60. Hired after 12/18/2002	no
Catawba	yes	1,250	100%	4,000	396.00	0.00	396.00	0%	100% after 30 years service	no
Chatham	no	150	\$15	2,000	639.00	0.00	639.00	0%	100% county paid after 30 years of service; 75% paid after 25 years; 50% after 20 years	no
Cherokee	no	500	\$25	3,000	660.00	0.00	660.00	0%	100% county paid after 30 years of service	no
Chowan	no	500	\$30	no data	444.00	0.00	444.00	0%	100% county paid with full retirement and 20 years service with the county	100% county paid with full retirement and 20 years service with the county
Clay	no	1,500	no data	5,000	638.59	50.00	588.59	0%	100% county paid after 10 years of service/age 60	no
Cleveland	yes	2,000	n/a	4,000	502.00	0.00	502.00	0%	no	no
Columbus	no	2,500	\$40	6,000	610.39	0.00	610.39	0%	100% county paid after 20 years service	100% county paid after 20 years service medicare only
Craven	no	400	20%	1,500	457.00	0.00	457.00	0%	Sliding scale based on service after 20 years of service, eligible to remain on plan after 15 years with Craven County	no
Cumberland	no	1,000	\$30	3,000	551.00	21.00	530.00	0%	100% County paid after 10 years service	100% County paid after 10 years service
Currituck	no	1,500	\$20	5,500	588.00	0.00	588.00	0%	50% county paid after 10 years, 75% after 15 years, 100% after 20 years	50% county paid after 10 years, 75% after 15 years, 100% after 20 years
Dare	no	1,500	\$35	3,500	643.00	0.00	643.00	100%	90% county paid with 20 years service, 95% paid with 25 years and 100% paid with 30 years service	90% county paid with 20 years service, 95% paid with 25 years and 100% paid with 30 years service
Davidson	yes	1,000	20%	3,000	424.84	0.00	424.84	78%	1/3 county paid after 20 years, 2/3 after 25 years, 100% after 30 years, all age 55. None if hired after 6/30/2009	1/3 county paid after 20 years, 2/3 after 25 years, 100% after 30 years, all age 55. None if hired after 6/30/2009
Davie	no	1,000	\$25	3,000	676.00	0.00	676.00	0%	50% county paid after 20 years and age 60; 75% paid after 25 years any age and 100% paid after 30 years of service at any age	none
Duplin	no	2,000	\$30	4,000	600.00	0.00	600.00	0%	50% county paid if hired before 8/18/2008 and with 10 years service; 50% county paid if hired before 8/18/2008 and with 25 years service	50% county paid if hired before 8/18/2008 and with 10 years service; 50% county paid if hired before 8/18/2008 and with 25 years service
Durham	yes	500	\$20	2,500	535.00	62.85	472.15	50%	100% county paid after 20 years if hired before 7/1/06; after 30 years if hired on or after 7/1/06	100% county paid after 20 years if hired before 7/1/06; after 30 years if hired on or after 7/1/06 for medicare supplement
Edgecombe	no	2,000	\$100	4,000	597.00	0.00	597.00	0%	100% county paid after 30 years	no
Forsyth	no	1,000	\$25	2,000	684	84	600	53%	County paid with 20 years service if hired before 7/1/2007	no
Franklin	yes	500	\$20	1,500	739.00	50.00	689.00	0%	100% county paid after 20 years/age 55 or after 30 years regardless of age	Retirees may have coverage, county pays for basic medicare plan, retiree pays for upgrade. Retire payment varies with age/service
Gaston	yes	1,500	\$1,500	2,000	623.56	0.00	623.56	80%	no	no
Gates										
Graham										
Granville	no	750	\$20	2,000	575.00	25.00	550.00	0%	95% county paid after 22 years/age 62 or 25 years/age 55 or 30 years regardless of age	100% medicare supplement with 20 years service
Greene	no	no data	no data	no data	686.00	30.00	656.00	0%	none	none
Guilford	yes	200	\$20	2,000	765.00	35.00	730.00	65%	Not eligible if hired on or after 7/1/2009	Not eligible if hired on or after 7/1/2009
Halifax	no	2,500	\$35	3,500	479.00	0.00	479.00	0%	100% paid with 30 years service at employee only coverage level	none
Harnett	no	2,700	100%	4,000	445.05	0.00	445.05	0%	50% county paid after 15 years service, 75% after 20 years; 85% after 25 years; 100% after total of 30 years	County pays up to \$200 for medicare supplement at same percentage for retirees under 65.
Haywood	yes	1,000	\$25	3,000	770.00	0.00	770.00	0%	County pays 67% to 100% based on sliding scale of service and age between 15 and 30 years of service and less than or greater than age 60	County pays 100% for 30 years service, 67% for 20 years and 50% for 5 years toward a medicare supplement
Henderson	no	500	\$15	2,500	898.00	60.00	838.00	0%	50% county paid after service/age total of 70, 75% after total of 75, 100% after total of 80	no
Hertford	no	2,500	\$20	3,000	656.00	0.00	656.00	0%	100% county paid for retirees with 30 years service with Hertford County. Several grandfathered programs for those hired before 8/6/2007	100% county paid medicare supplement for retirees with 30 years service with Hertford County. Several grandfathered programs for those hired before 8/6/2007
Hoke	no	1,000	\$35	5,000	525.00	0.00	525.00	0%	none	100% county paid after 30 years service, 75% after 25 years, 50% after 15 years, 25% after 12 years
Hyde	no	1,000	\$30	4,000	608.00	0.00	608.00	0%	30% county paid after 20 years/ 60% county paid after 25 years/ 100% county paid after 30 years	no
Iredell	yes	no data	no data	no data	603.00	0.00	603.00	0%	25% county paid after 15 years/age 55; 50% paid after 20 years/age 55; age 50, 75% after 25 years/age 55, 100% after 30 years/any age. All if hired from 7/1/06	no
Jackson	no	1,250	\$25	3,000	744.00	0.00	744.00	0%	100% county paid after 10 years service and age 60. Must be hired on or after 1/18/2001	100% county paid after 10 years service and age 60. Must be hired on or after 1/18/2001
Johnston	yes	750	\$20	3,750	525.00	0.00	525.00	no data	none for employees hired on or after 01/01/2011. Grandfathered programs for earlier hires.	none for employees hired on or after 01/01/2011. Grandfathered programs for earlier hires.
Jones	no	2,000	\$25	4,000	534.18	133.54	400.64	0%	no	no
Lee	yes	2,000	\$20	4,000	610.00	75.00	535.00	0%	100% county paid after 20 years service and age 55	None if hired after 3/1/2010
Lenoir	no	800	\$30	4,200	554	20	534	0%	100% county paid after 25 years/age 60 or after 30 years/any age.	no
Lincoln	yes	2,000	\$35	2,000	670.00	59.00	611.00	0%	100% county paid after 25 years service	100% county paid after 25 years service

County Salaries in North Carolina 2014

TABLE XXXVI. EMPLOYEE/RETIREE HEALTH INSURANCE										
January 2014										
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
McDowell	no	1,000	\$20	60,000	self funded	0.00	all	0%	25% county paid after 15 years, 50% paid after 20 years, 75% paid after 25 years, 100% paid after 30 years.	no
Macon	no	300	10%	1,800	618.00	0.00	618.00	0%	no	no
Madison	yes	1,500	\$25	2,500	636.97	0.00	636.97	0%	100% county paid after 25 years/age 50 after 30 years at any age.	50% county paid with 15 years
Martin	yes	500	\$25	2,500	707.00	54.00	653.00	n/a	no	no
Mecklenburg	yes	no data	no data	no data	no data	no data	no data	no data	75% county paid after 20 years.	75% county paid after 20 years.
Mitchell	yes	no data	no data	no data	no data	no data	no data	no data	87.50% after 25 years, 100% after 30 years of service	87.50% after 25 years, 100% after 30 years of service
Montgomery	no	1,000	\$20	3,000	428.00	0.00	428.00	0%	None if hired after 07/01/2013	None if hired after 07/01/2013
Moore	no	1,250	\$30	3,250	658.00	0.00	658.00	0%	25% county paid after 15 years, 50% paid after 20 years, 100% paid after 30 years	25% county paid after 15 years, 50% paid after 20 years, 100% paid after 30 years
Nash	yes	1,000	\$25	4,500	621.97	25.00	606.97	0%	50% county paid after 10 years, 75% paid after 15 years, 100% paid after 20 years (pre-07/2007 employees). None for employees hired 7/1/12 or later.	50% county paid after 10 years, 75% paid after 15 years, 100% paid after 20 years (Medicare only) Above is for pre-2001 retirees. None for employees hired 7/1/12 or later.
New Hanover	yes	1,000	\$30	4,000	673.00	40.00	633.00	43%	25% county paid after 15 years, 50% paid after 20 years, 75% after 25 years, 91% paid after 30 years	25% county paid after 15 years, 50% paid after 20 years, 75% after 25 years, 91% paid after 30 years. Medicare primary.
Northampton	no	500	\$15	2,500	677.00	135.00	542.00	0%	100% county paid after 30 years, 20 years/age 60 or 50% up to \$350 as of 7/1/2013	100% county paid after 30 years, 20 years/age 60 or 50% up to \$350 as of 7/1/2013
Onslow	yes	2,000	\$40	no data	511.00	0.00	511.00	0	100% county paid after 10 years; must be hired prior to 07/01/2009	no
Orange	yes	500	\$20	1,500	631.00	0.00	631.00	52%	100% county paid after 20 years, 50% paid with 10 years service if hired 7/1/2012 or later.	100% county paid after 20 years, 50% paid with 10 years service if hired 7/1/2012 or later.
Pamlico	no	500	no data	\$4,000	590.00	0.00	590.00	0%	County pays 2% per year of county service	no
Pasquotank	yes	500	\$30	1,500	547.00	0.00	547.00	0%	100% county paid after 25 years	100% county paid after 25 years supplement
Pender	no	500	\$20	3,000	628.00	0.00	628.00	0%	100% county paid after 30 years, 100% county paid after 25 years/ age 55	100% county paid after 20 years Medicare supplement only
Perquimans	no	500	\$30	1,500	547.44	0.00	547.44	0%	100% County paid if eligible for full retirement	no
Person	no	1,000	\$20	3,000	470.00	0.00	470.00	0%	50% county paid after 20 years, 75% paid after 25 years; 100% paid after 30 years.	no
Pitt	no	500 + 10%	\$20	2,500	636.00	40.00	596.00	0%	100% county paid after 20 years/age 60 or 100% after 30 years	no
Polk	no	500	\$25	3,000	527.00	0.00	527.00	0%	no	no
Randolph	yes	1,500	100%	2,000	526.00	0.00	526.00	0%	50% county paid after 20 years, 75% after 25 years, 100% after 30 years	no
Richmond	no	500	\$25	2,000	632.00	0.00	632.00	0%	100% county paid after 30 years service	no
Robeson	yes	2,500	\$25	4,500	660.00	0.00	660.00	0%	100% county paid after 20 years and age 50 or 30 years of service at any age	100% county paid medicare supplement after 30 years
Rockingham	no	1,000	no data	2,500	432.00	0.00	432.00	0%	50% county paid after 20 years service; 75% paid after 25 years and 100% paid after 30 years of service. Various grandfather dates	100% county paid after 30 years if hired before 8/16/07. No contribution after that date
Rowan	no	1,000	\$30	2,500	670.00	67.00	603.00	0%	100% county paid after 20 years with the county and age 55, not eligible if hired after 01/22/2102	no
Rutherford	yes	700	\$30	3,210	459.00	23.00	436.00	0%	no data	no data
Sampson	no	500	\$30	2,000	935.00	0.00	935.00	\$245/mo	100% county paid after 20 years of service, 75% after 15 years service	no
Scotland	no	1,500	\$35	5,000	613.94	0.00	613.94	0%	100% county paid after 15 years and age 62 if hired before 7/1/04	100% county paid after 15 years if hired before 7/1/04
Stanly	no	500	\$25	3,000	788.00	0.00	788.00	0%	no	no
Stokes	no	no data	no data	no data	no data	no data	no data	no data	no data	no data
Surry	yes	1,000	\$30	4,000	672.00	106.00	566.00	no data	50% county paid after 20 years/age 55, 50% paid after 30 years regardless of age, no coverage if hired after 06/16/08	Employee may take supplement with the county paying 50%
Swain	no	no data	no data	no data	no data	no data	no data	no data	no data	no data
Transylvania	yes	1,500	\$40	2,000	534.00	0.00	534.00	1%	60% county paid after 5 years/age 60, 80% after 20 years/age 55, 100% after 30 years all service must be with the county	no
Tyrrell	no	500	\$25	3,500	608.00	0.00	608.00	0%	100% county paid after 20 years service	100% Medicare supplement after 20 years of service
Union	no	750	20%	2,750	622.00	20.00	602.00	0%	none	100% Medicare supplement after 20 years service
Vance	no	1,000	\$25	3,000	654.00	0.00	654.00	0%	100% county paid after 30 years if hired 7/1/2011 or later	100% county paid supplement after 15 years
Wake	yes	750	\$20	2,500	57.00	40.00	487.00	51%	None if hired after 06/30/2011, various grandfathered contributions for those employed prior to that date	None if hired after 06/30/2011, various grandfathered contributions for those employed prior to that date
Warren	no	1,000	\$25	3,000	589.14	0.00	589.14	0%	No County contribution, employee can participate with 20 years with County and age 60 or 30 years in NCLGERS, 20 years with County and age 55	No County contribution, employee can participate with 20 years with County and age 60 or 30 years in NCLGERS, 20 years with County and age 55
Washington	yes	700	\$30	3,210	455.00	0.00	455.00	45%	no	no
Watauga	no	2,500	no data	2,500	494.00	0.00	494.00	\$30/mo	\$300 county paid after 20 years of service, \$400 after 25 years	no
Wayne	yes	1,000	\$20	2,000	no data	no data	no data	0%	\$600 county paid after 25 years and age 55, none for employees hired after 7/1/09	100% county paid supplement after 25 years, none for employees hired after 7/1/09
Wilkes	no	750	\$0	3,750	725.00	0.00	725.00	50%	100% county paid after 30 years, 63% after 25 years.	no
Wilson	no	1,000	\$25	2,000	567.00	0.00	567.00	0%	no	no
Yadkin	no	2,000	no data	1,500	448.00	0.00	448.00	0%	100% county paid with 5 years service	no
Yancey	yes	1,500	20%	3,000	436.91	23.07	413.84	38.0%	no data	no data

1. Only eligible for HSA if hired 7/1/2012 or later

TABLE XXXVII. DENTAL AND LIFE INSURANCE										
January 2014										
County	Dental Insurance (Employee Only Coverage)					Annual Max	NCLGERS	Term Life Insurance		
	Total Cost	Employee Pays	County Pays	Preventive % Paid	Other Expenses % Paid		Death Benefit	Life Max Amount	County Paid	Employee Paid
Alamance	33.00	0.00	33.00	100%	85%/50%	1,500	yes	70,000	100%	0%
Alexander	27.19	0.00	27.19	100%	80%/50%	1,000	yes	12,500	100%	0%
Alleghany	29.00	29.00	0.00	100%	50%	1,000	yes	10,000	100%	0%
Anson	19.00	19.00	0.00	no data	no data	1,000	yes	25,000	100%	0%
Ashe	26.36	0.00	26.36	100%	80%	1,000	yes	10,000	100%	0%
Avery	Included w/Health			100%	80%	2,000	yes	50,000	100%	0%
Beaufort	32.04	32.04	0.00	100%	80%	1,000	yes	10,000	100%	0%
Bertie	24.00	0.00	24.00	100%	80%/50%	1,000	yes	50,000	100%	0%
Bladen	33.00	33.00	0.00	100%	80%	1,000	yes	10,000	100%	0%
Brunswick	Included w/Health			100%	80%	1,000	yes	150,000	0%	100%
Buncombe	36.20	36.20	0.00	100%	80%/50%	1,500	yes	130,000	100%	0%
Burke	39.00	0.00	39.00	100%	50%	750	yes	no data	0%	100%
Cabarrus	29.98	29.98	0.00	100%	80%/50%	1,250	yes	50,000	0%	100%
Caldwell	33.00	5.00	28.00	100%	80%/50%	2,000	yes	50,000	100%	0%
Camden	27.50	0.00	27.50	100%	80%	1,000	yes	n/a		
Carteret	23.00	0.00	23.00	100%	50%	1,000	yes	165,000	15,000	remainder
Caswell	27.94	27.94	0.00	100%	100%/90%/80%	1,000	yes	n/a		
Catawba	28.00	0.00	28.00	100%	80%/50%	1,250	yes	3 x salary	0%	100%
Chatham	35.00	0.00	35.00	100%	80%/50%	1,000	yes	250,000	0%	100%
Cherokee	30.00	0.00	30.00	100%	80%	1,000	yes	15,000	100%	0%
Chowan	27.00	0.00	27.00	100%	80%	1,000	yes	no data	0%	100%
Clay	27.41	0.00	27.41	100%	80%/50%	1,500	yes	n/a		
Cleveland	15.00	0.00	15.00	100%/70%/50%	100%/70%/50%	685	yes	n/a		
Columbus	24.16	24.16	0.00	no data	no data	1,000	yes	no data	0%	100%
Craven	34.00	0.00	34.00	100%	50%	1,500	yes	10,000	100%	0%
Cumberland	33.00	33.00	0.00	100%	80%/50%	1,000	yes	100,000	5,000	remainder
Currituck	36.00	0.00	36.00	80%	80%	1,000	yes	n/a		
Dare	33.00	33.00	0.00	100%	80%/50%	1,500	yes	30,000	100%	0%
Davidson	37.95	37.95	0.00	100%	80%	1,500	yes	10,000	100%	0%
Davie	27.42	27.42	0.00	100%	80%	1,000	yes	20,000	100%	0%
Duplin	24.04	24.04	0.00	100%	50%	1,500	yes	100,000	0%	100%
Durham	54.00	0.00	54.00	100% of 1st \$400	80% to max	1,500	yes	annual salary	100%	0%
Edgecombe	15.00	0.00	15.00	100%	80%	1,000	yes	20,000	100%	0%
Forsyth	29.00	0.00	29.00	varies	50%	1,200	no	1.5 x salary	100%	0%
Franklin	Included w/Health			100%	80%	1,000	yes	100,000	100%	0%
Gaston	8.89	0.00	8.89	50%	50%	500	yes	no data	0%	100%
Gates										
Graham										
Granville	27.00	27.00	0.00	100%	50%	750	yes	10,000	100%	0%
Greene	provided	no data	no data	no data	no data	no data	yes	yes	no data	no data
Guilford	25.00	21.00	4.00	100%	80%/50%	500	yes	10,000	100%	0%
Halifax	31.00	0.00	31.00	100%	80%/50%	1,000	yes	20,000	100%	0%
Harnett	no data	all	none	100%	50%	1,000	no	1 x salary	100%	0%
Haywood	50.00	0.00	50.00	100%		1,000	yes	20,000	100%	0%
Henderson	48.00	0.00	48.00	100%	0% - 80%	3,000	yes	250,000	0%	100%
Hertford	27.00	27.00	0.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Hoke	26.00	26.00	0.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Hyde	29.00	29.00	0.00	80%	80%	1,500	no	no	n/a	n/a
Iredell	33.00	33.00	0.00	100%	80%/50%	1,000	yes	yes	no data	no data

TABLE XXXVII. DENTAL AND LIFE INSURANCE										
January 2014										
County	Dental Insurance (Employee Only Coverage)					Annual Max	NCLGERS Death Benefit	Term Life Insurance		
	Total Cost	Employee Pays	County Pays	Preventive % Paid	Other Expenses % Paid			Life Max Amount	County Paid	Employee Paid
Jackson	23.00	0.00	23.00	80%	80%/50%	1,000	yes	150,000	100%	0%
Johnston	42.00	42.00	0.00	100%	no data	1,250	yes	1 x salary	100%	0%
Jones	32.76	32.76	0.00	100%	tiers	1,000	yes	20,000	100%	0%
Lee	32.74	32.74	0.00	100%	80%	1,000	yes	50,000	100%	0%
Lenoir	Included w/Health			100%	80%/50%	1,500	yes	yes	no data	no data
Lincoln	34.00	0.00	34.00	100%	80%/50%	1,000	yes	100,000	0%	100%
McDowell	self funded	0.00	all	100%	80%	1,500	yes	20,000	100%	0%
Macon										
Madison	36.00	36.00	0.00	100%	80%/50%	1,000	yes	20,000	100%	0%
Martin	23.96	0.00	23.96	100%	80%	2,000	yes	10,000	100%	0%
Mecklenburg	19.00	5.00	14.00	100%	70%	1,000	yes	1,000,000	0%	100%
Mitchell	not provided						yes	no data	100%	0%
Montgomery	28.00	0.00	28.00	100%	80%/20%	1,000	no	annual salary	100%	0%
Moore	Included w/Health			100%	60%/50%	1,000	yes	500,000	100%	0%
Nash	29.90	0.00	29.90	100%	80%/50%	1,000	yes	1 x salary	100%	0%
New Hanover	35.00	4.00	31.00	100%	80%/50%	1,000	yes	none		
Northampton	28.00	28.00	0.00	100%	80%	1,000	yes	no data	100%	0%
Onslow	34.00	0.00	34.00	100%	80%/50%	1,000	no	n/a		
Orange	24.00	0.00	24.00	100%	85%/50%	1,200	yes	50,000	100%	0%
Pamlico	20.00	0.00	20.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Pasquotank	20.12	20.12	0.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Pender	Included w/Health			100%	80%	1,250	yes	10,000	100%	0%
Perquimans	20.12	0.00	20.12	100%	80%/50%	1,000	no	300,000	0%	100%
Person	29.00	0.00	29.00	100%	80%	750	yes	10,000	100%	0%
Pitt	reimbursement plan			100% to \$200	50%	650	yes	150,000	100%	0%
Polk	29.00	29.00	0.00	100%	80%/50%	1,000	yes	15,000	100%	0%
Randolph	25.98	25.98	0.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Richmond	30.00	0.00	30.00	100%	80%/50%	1,000	yes	5,000	100%	0%
Robeson	29.00	29.00	0.00	100%	80%	1,200	yes	25,000	100%	0%
Rockingham	33.00	0.00	33.00	100	80%/50%	1,000	yes	n/a		
Rowan	31.78	31.78	0.00	100%	80%/50%	1,000	yes	n/a		
Rutherford	28.00	0.00	28.00	100%	80%/50%	1,500	no data	10,000	100%	0%
Sampson	26.44	0.00	26.44	100%	80%	1,000	yes	10,000	100%	0%
Scotland	29.08	15.08	14.00	100%	80%	1,000	yes	20,000	50%	50%
Stanly	23.00	0.00	23.00	100%	50% after \$50 ded	1,000	yes	n/a		
Stokes										
Surry	not offered						yes	30,000	100%	0%
Swain										
Transylvania	Included w/Health			100%	80%/50%	1,000	yes	10,000	100%	0%
Tyrrell	35.00	35.00	0.00	100%	80%/50%	1,500	yes	60,000	100%	0%
Union	32.00	0.00	32.00	100%	80%	1,000	yes	5 x salary	0%	100%
Vance	30.00	0.00	30.00	100%	80%	1,000	yes	25,000	100%	0%
Wake	31.00	4.00	27.00	100%	80%/50%	1,250	yes	5 x salary	0%	1 x salary
Warren	Included w/Health			100%	80%/50%	1,000	yes	20,000	100%	0%
Washington	28.00	0.00	28.00	100%	no data	1,000	yes	50,000	100%	0%
Watauga	22.85	0.00	22.85	100%	80%/50%	1,000	yes	80,000	100%	0%
Wayne	19.00	19.00	0.00	100%	50%	1,000	yes	annual salary	100%	0%
Wilkes	30.00	0.00	30.00	100%	no data	1,000	yes	30,000	100%	0%
Wilson	34.00	29.00	5.00	100%	80%/50%	1,500	yes	n/a		

TABLE XXXVII. DENTAL AND LIFE INSURANCE										
January 2014										
County	Dental Insurance (Employee Only Coverage)					Annual Max	NCLGERS	Term Life Insurance		
	Total Cost	Employee Pays	County Pays	Preventive % Paid	Other Expenses % Paid		Death Benefit	Life Max Amount	County Paid	Employee Paid
Yadkin	no data		all	100%	50%	1,000	yes	10,000	100%	0%
Yancey	30.24	30.24	0.00	100%	80%/50%	1,000	yes	no data	0%	100%

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

January 2014

									FY 13-14	FY 13-14
County	401k Plan	Non-Law Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Posted on Web	Cost of Living Increase (COLA)	Anticipated Merit Increase'
Alamance	yes	2.00%	yes	2013	yes	2013	0	no	5.00%	0.00%
Alexander	yes	0.00%	yes	2012	yes	2012	2.50%	yes	no data	no data
Alleghany	yes	0.00%	yes	2013	yes	2013	0	no	0.00%	0.00%
Anson	yes	3.00%	yes	2013	yes	2013	no data	yes	no data	no data
Ashe	yes	2.00%	yes	2006	yes	2006	0	no	0.00%	no data
Avery	yes	3.00%	yes	2011	yes	2011	0	no	0.00%	0.00%
Beaufort	yes	0.50%	yes	2013	yes	2013	0	no	2.00%	0.00%
Bertie	yes	0.00%	yes	2013	yes	2013	5.00%	no	0.00%	0.00%
Bladen	yes	0.00%	yes	2005	yes	2005	no data	no	n/a	n/a
Brunswick	yes	5.00%	yes	2013	yes	2013	no data	no	0.00%	0.00%
Buncombe	yes	8.00%	no data	no data	yes	no data	4.50%	no	no data	no data
Burke	yes	2.00%	yes	2011	yes	2011	0	no	0.00%	0.00%
Cabarrus	yes	5.00%	yes	2013	yes	2013	0	no	1.50%	2.00%
Caldwell	yes	0.00%	yes	2012	yes	2012	5.00%	yes	no data	no data
Camden	yes	5.00%	yes	no data	yes	no data	5.00%	no	0.00%	0.00%
Carteret	yes	5.00%	yes	2010	yes	2012	0	no	0.00%	0.00%
Caswell	yes	0.00%	yes	no data	yes	no data	4.00%	no	0.00%	0.00%
Catawba	yes	0.00%	yes	2013	yes	2013	no data	yes *	\$600	2.0-3.5%
Chatham	yes	5.00%	yes	2012	yes	2012	0	no	0.00%	0.00%
Cherokee	yes	5.00%	yes	2013	yes	2013	no data	no data	no data	no data
Chowan	yes	0.00%	yes	no data	yes	2003	no data	no	\$350	0.00%
Clay	yes	0.00%	no data	no data	yes	2011	no data	no	no data	no data
Cleveland	yes	5.00%	yes	2013	yes	2013	0	yes *	unknown	0.00%
Columbus	yes	0.00%	yes	2013	yes	2013	0	no	0.00%	0.00%
Craven	yes	2.00%	yes	2011	yes	2011	4.80%	no	0.00%	1.00%
Cumberland	yes	1.00%	yes	2013	yes	2013	no data	yes *	no data	no data
Currituck	yes	5.21%	yes	2012	yes	2012	2.00%	no	0.00%	0.00%
Dare	yes	0.00%	yes	2005	yes	2005	5.00%	no	3.00%	0.00%
Davidson	yes	1.50%	yes	2013	yes	2008	0	no	1.50%	n/a
Davie	yes	3.00%	yes	2005	yes	2005	5.00%	no	1.00%	0.00%
Duplin	yes	0.00%	yes	2013	yes	2013	0	no	4.00%	0.00%
Durham	yes	5.00%	yes	2001	yes	2012	0	no	0.00%	3.25%
Edgecombe	yes	2.00%	yes	2012	yes	2012	no data	no	no data	no data
Forsyth	yes	0.00%	yes	2007	yes	2007	n/a	no	n/a	1.55%
Franklin	yes	4.00%	yes	2003	yes	2013	2.5%-5.0%	yes *	3.00%	n/a
Gaston	no	n/a	yes	2013	yes	2013	0	yes *	3.00%	0.00%
Gates										
Graham										
Granville	yes	0.00%	yes	1997	yes	2005	2.50%	no	n/a	3.75%
Greene	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data
Guilford	yes	5.00%	yes	no data	yes	no data	0	no	0.00%	1.00%
Halifax	yes	0.00%	yes	2013	yes	2013	0	no	2.00%	2.50%
Harnett	no	n/a	yes	no data	yes	no data	0	yes *	0.00%	0.00%
Haywood	yes	0.00%	yes	no data	yes	no data	no data	no	0.00%	2.00%
Henderson	yes	2.00%	yes	2013	yes	2013	0	no	2.50%	n/a
Hertford	yes	0.00%	yes	2012	yes	2013	0	no	0.00%	0.00%
Hoke	yes	0.00%	yes	2013	yes	2013	0	no	2.50%	0.00%
Hyde	yes	0.00%	yes	2008	yes	2008	5.00%	no	0.00%	0.00%
Iredell	yes	no data	yes	2005	yes	2005	0	no	0.00%	0.00%

TABLE XXXVIII. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM										
January 2014										
County	401k Plan	Non-Law Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Posted on Web	FY 13-14 Cost of Living Increase (COLA)	FY 13-14 Anticipated Merit Increase'
Jackson	yes	0.00%	no	n/a	yes	2013	0	no	2.00%	0.00%
Johnston	yes	5.00%	yes	2012	yes	2013	no data	yes *	no data	no data
Jones	yes	0.00%	yes	2013	yes	2013	no data	no	2.00%	0.00%
Lee	yes	3.00%	yes	2013	yes	2013	0	yes *	1.70%	0.00%
Lenoir	yes	5.00%	yes	2013	yes	2013	0	no	no data	no data
Lincoln	yes	0.00%	yes	2008	yes	2009	2.50%	no	no data	no data
McDowell	yes	5.00%	yes	2013	yes	2013	0	no	2.50%	0.00%
Macon										
Madison	yes	0.00%	no	n/a	no	n/a	no data	no	0.00%	no data
Martin	yes	3.00%	yes	1999	yes	1999	0	no	0.00%	0.00%
Mecklenburg	yes	5.00%	yes	2006	yes	2013	0	yes *	n/a	3.00%
Mitchell	yes	no data	yes	no data	yes	no data	5.00%	no	1.60%	no data
Montgomery	yes	5.00%	yes	2001	yes	2001	to 10%	no	0.00%	0.00%
Moore	yes	1.50%	yes	2013	yes	2013	0	no	0.00%	0.00%
Nash	yes	5.00%	yes	2008	yes	2010	5.00%	no	unknown	unknown
New Hanover	yes	0.00%	yes	2012	yes	2012	0	yes *	2.00%	1.50%
Northampton	yes	no data	yes	2003	yes	2003	2.50%	no	0.00%	0.00%
Onslow	yes	0.50%	yes	2013	yes	2013	0	yes *	0.00%	0.00%
Orange	yes	to \$1200	yes	2012	yes	2012	0	yes *	2.00%	\$500 or /\$1000 lump sum
Pamlico	yes	0.00%	yes	no data	yes	no data	6.00%	no	no data	no data
Pasquotank	no	n/a	yes	2006	yes	2006	1.50%	no	no data	no data
Pender	yes	0.00%	yes	2013	yes	2013	0	no	0.00%	0.00%
Perquimans	yes	0.00%	yes	2004	yes	2004	0	no	2.00%	0.00%
Person	yes	5.00%	yes	2013	yes	2013	5.00%	no	0.00%	2.50%
Pitt	yes	5.21%	yes	2008	yes	2013	no data	yes	0.00%	0.00%
Polk	yes	0.00%	yes	2004	yes	2009	5.00%	no	2.50%	no data
Randolph	yes	2.00%	yes	2012	yes	2012	0	yes *	1.50%	2.00%
Richmond	yes	5.00%	yes	2013	yes	2013	no data	no	-2.00%	0.00%
Robeson	yes	4.00%	yes	no data	yes	2012	no data	no	no data	no data
Rockingham	yes	0.00%	yes	2013	yes	2013	0	yes *	1.50%	0.00%
Rowan	yes	3.00%	yes	2013	yes	2013	2.00%	yes *	0.00%	0.00%
Rutherford	yes	3.25%	yes	no data	yes	no data	no data	no	no data	no data
Sampson	yes	2.53%	yes	2003	yes	2013	5.00%	no	0.00%	0.00%
Scotland	yes	2.00%	yes	2013	yes	2013	2.50%	no	0.00%	0.00%
Stanly	yes	0.00%	yes	2008	yes	2008	no data	no	no data	no data
Stokes										
Surry	yes	0.00%	yes	2013	yes	2013	2.5-3.0%	no	0.00%	2.50%
Swain										
Transylvania	yes	0.00%	no	2007	yes	2007	0	no	3.00%	0.00%
Tyrrell	yes	0.00%	no	n/a	yes	2012	no data	no	no data	no data
Union	yes	5.00%	yes	2013	yes	2013	n/a	yes *	n/a	3.78%
Vance	yes	0.00%	yes	2013	yes	2013	0	no	0.00%	0.00%
Wake	yes	5.00%	yes	2013	yes	2013	0	yes *	n/a	2.75%
Warren	yes	0.00%	yes	2012	yes	2012	0	no	no data	no data
Washington	yes	3.00%	yes	1998	yes	2001	no data	no	no data	no data
Watauga	yes	5.00%	yes	no data	yes	no data	no data	no	2.00%	0.00%
Wayne	yes	5.00%	yes	2012	yes	2012	0	no	0.00%	0.00%
Wilkes	yes	0.00%	yes	2013	yes	2013	no data	no	no data	no data

TABLE XXXVIII. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM										
January 2014										
County	401k Plan	Non-Law Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Posted on Web	FY 13-14 Cost of Living Increase (COLA)	FY 13-14 Anticipated Merit Increase'
Wilson	yes	2.50%	yes	1995	yes	1995	no data	no	2.00%	n/a
Yadkin	yes	1.00%	yes	2013	yes	2013	0	yes *	2.00%	1.50%
Yancey	yes	0.00%	yes	2011	yes	2011	0	no	0.00%	no data
* - Web Addresses of Pay Plans										
Alexander	www.alexandercountync.gov									
Catawba	www.catawbacountync.gov/humanresources/SalaryPlan.pdf									
Cleveland	www.clevelandcounty.com									
Cumberland	www.co.cumberland.nc.us									
Franklin	www.franklincountync.us									
Gaston	www.gastongov.com									
Harnett	www.harnett.org									
Johnston	www.johnstonnc.com									
Lee	www.leecountync.gov									
Mecklenburg	www.meckweb.mecklenburgcountync.gov									
New Hanover	www.nhcgov.com									
Onslow	www.onslowcountync.gov/HR									
Orange	www.orangecountync.gov/prsn/index.asp									
Randolph	www.co.randolph.nc.us									
Rockingham	www.co.rockingham.nc.us									
Rowan	www.rowancountync.gov									
Union	www.co.union.nc.us									
Wake	www.wakegov.com									
Yadkin	www.yadkincountync.gov									

TABLE XXXIX. COUNTY COMMISSIONER BENEFITS

January 2014

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

TABLE XXXIX. COUNTY COMMISSIONER BENEFITS

January 2014

County	Health Insurance		Dental Insurance		401k/457 Plan		Life Insurance		Special	Electronics Provided	Others
	Available	Paid	Available	Paid	Available	Paid	Available	Paid	To Participate		
Iredell	yes	both	yes	official	yes	official	yes	official	none	cell phone, FAX	c, d
Jackson	yes	county	yes	county	no		yes	county	none	tablets	
Johnston	yes	both	yes	official	yes	official	yes	county	none	laptop, printer internet card, FAX	b
Jones	yes	both	no		no		no		none	laptop	
Lee	yes	both	yes	official	no		yes	both	none	no	
Lenoir	no		no		no		no		n/a	no	
Lincoln	no		no		no		no			no	
McDowell	no		no		no		no		n/a	computers	
Macon											
Madison	no		no		yes	official	no		none	laptop	
Martin	yes	county	yes	county	no data		yes	county	none	no	
Mecklenburg	yes	both	yes	both	yes	both	yes	both	none	cell phone	
Mitchell	no		no		no		no		n/a	no	
Montgomery	yes	official	yes	official	no		no		none	no	
Moore	no		no		no		no		n/a	no	
Nash	no		no		no		yes	county	none	iPad	
New Hanover	yes	both	yes	both	no		no		none	cell phone, iPad	
Northampton	yes	both	yes	official	yes	official	yes	county	none	no	
Onslow	yes	both	yes	both	yes	both	yes	both	n/a	no	
Orange	yes	county	yes	county	yes	both	yes	county	none	cell phone, computer or tablet, FAX	d,e
Pamlico	yes	county	yes	county	no		yes	county	none	no	
Pasquotank	no		no		no		no		none	no	
Pender	yes	both	yes	both	no		yes	county	none	computer, printer, cell phone	i
Perquimans	no		no		no		no		n/a	iPad	
Person	yes	county	yes	county	no		yes	county	none	no	
Pitt	yes	both	no		no		yes	county	none	no	
Polk	no		no		no		no		n/a	no	
Randolph	yes	no data	no		no		no		none	no	
Richmond	yes	county	yes	county	yes	official	no		none	yes, unspecified	
Robeson	yes	county	yes	official	yes	both	yes	county	none	cell phone, iPad	
Rockingham	no data		no data		no data		no data		no data	no data	
Rowan	yes	both	yes	official	no		yes	county	none	any requested	b
Rutherford	yes	no data	yes	no data	no		yes	no data	none	cell phone, computer, iPad	
Sampson	yes	county	yes	county	yes	county	yes	county	none	laptop, fax machine	
Scotland	no		yes	county	no		yes	county	none	iPad	
Stanly	no		no		no		no		none	cell phone	
Stokes											
Surry	yes	both	no		no		yes	county	none	iPad, cell phone	b
Swain											
Transylvania	yes	no data	yes	no data	no		no		none	laptops	
Tyrrell	yes	official	yes	official	no		no		none	no	
Union	no		no		no		yes	county	none	tablets	
Vance	yes	county	yes	county	no		no		none	tablets	
Wake	yes	both	yes	both	no		yes	both	none	laptops, tablets, cell phones	f
Warren	no		no		no		no		n/a	laptops	
Washington	no		no		no		no		n/a	\$25/mo for cell phone	
Watauga	yes	no data	yes	no data	yes	no data	yes	no data	no data	no data	
Wayne	yes	no data	no		no		no		none	tablets	
Wilkes	yes	county	yes	county	no		yes	county	none	cell phone, tablet	

TABLE XXXIX. COUNTY COMMISSIONER BENEFITS												
January 2014												
County	Health Insurance		Dental Insurance		401k/457 Plan		Life Insurance		Special Requirements		Electronics	Others
	Available	Paid	Available	Paid	Available	Paid	Available	Paid	To Participate	Provided		
Wilson	no data		no data		no data		no data		none		tablets, laptops	
Yadkin	yes	county	yes	official	yes	official	yes	official	none		iPad	d,j
Yancey	no		no		yes	no data	no		none		iPad	
1. Cell phone provided to commission chair												
a. County paid vision plan												
b. Flex spending accounts at official's expense												
c. Short Term Disability at official's expense												
d. Vision plan at official's expense												
e. Sportsplex membership (County paid)												
f. AD&D County paid												
g. Participation to NCLGERS Retirement system after 2 full terms												
i. County pays single level coverage for Health/Dental, commissioner pays for dependents												
j. Supplemental life at official's expense												

TABLE XL. MISCELLANEOUS HR PRACTICES				
January 2014				
County	Performance Appraisal System	Grievance Process	Succession Planning	Customer Service Training
Alamance	yes	yes	no	yes
Alexander	yes	yes	no data	no data
Alleghany	no	yes	no	yes
Anson	no	no	no	no
Ashe	no	yes	no	no
Avery	no	yes	no	no
Beaufort	no data	no data	no data	no data
Bertie	no	yes	no	no
Bladen	yes	yes	no	yes
Brunswick	yes	yes	no	no
Buncombe	no data	no data	no data	no data
Burke	yes	yes	no data	no data
Cabarrus	yes	yes	no	yes
Caldwell	yes	yes	yes	yes
Camden	yes	yes	no	yes
Carteret	yes	yes	no	yes
Caswell	yes	yes	no	yes
Catawba	yes	yes	yes	yes
Chatham	yes	yes	yes	yes
Cherokee	no	yes	no	no
Chowan	no data	no data	no data	no data
Clay	no data	no data	no data	no data
Cleveland	yes	yes	no	yes
Columbus	no data	no data	no data	no data
Craven	yes	yes	no	yes
Cumberland	yes	yes	no	yes
Currituck	yes	yes	yes	yes
Dare	yes	yes	no data	no data
Davidson	yes	yes	no	yes
Davie	no	yes	no	no
Duplin	yes	yes	yes	yes
Durham	yes	yes	no	yes
Edgecombe	yes	yes	yes	yes
Forsyth	yes	yes	yes	yes
Franklin	yes	yes	no	yes
Gaston	yes	yes	no data	yes
Gates				
Graham				
Granville	yes	yes	no	yes
Greene	no data	no data	no data	no data
Guilford	yes	yes	yes	yes

TABLE XL. MISCELLANEOUS HR PRACTICES				
January 2014				
County	Performance Appraisal System	Grievance Process	Succession Planning	Customer Service Training
Halifax	yes	no data	no data	no data
Harnett	yes	yes	no	no
Haywood	yes	yes	yes	yes
Henderson	yes	yes	yes	yes
Hertford	yes	yes	no	no
Hoke	no	yes	no	no
Hyde	no	yes	no	no
Iredell	yes	yes	yes	no
Jackson	yes	yes	no	no
Johnston	yes	yes	no	yes
Jones	yes	yes	no	yes
Lee	yes	yes	no data	yes
Lenoir	no data	no data	no data	no data
Lincoln	no data	no data	no data	no data
McDowell	no	yes	no	no
Macon				
Madison	no	no	no	no
Martin	no data	no data	no data	no data
Mecklenburg	yes	yes	no	yes
Mitchell	no	no data	no data	no data
Montgomery	no	yes	no	no
Moore	yes	yes	no	no
Nash	yes	yes	no	yes
New Hanover	yes	yes	developing	yes
Northampton	yes	yes	no	no
Onslow	yes	no data	no data	no data
Orange	yes	yes	no	yes
Pamlico	no data	yes	no data	no data
Pasquotank	yes	yes	yes	yes
Pender	yes	yes	no	no
Perquimans	yes	yes	no	no
Person	yes	yes	yes	yes
Pitt	yes	yes	no	yes
Polk	yes	yes	no	no
Randolph	yes	yes	no	yes
Richmond	no	yes	no	yes
Robeson	yes	yes	no	no
Rockingham	no data	no data	no data	no data
Rowan	yes	yes	no	yes
Rutherford	yes	yes	no data	yes
Sampson	yes	yes	no	yes

TABLE XL. MISCELLANEOUS HR PRACTICES				
January 2014				
County	Performance Appraisal System	Grievance Process	Succession Planning	Customer Service Training
Scotland	no	no	no	yes
Stanly	yes	yes	no data	yes
Stokes				
Surry	yes	yes	no	yes
Swain				
Transylvania	no data	no data	no data	no data
Tyrrell	no	yes	no	no
Union	yes	yes	no	yes
Vance	yes	yes	no	no
Wake	yes	yes	no	yes
Warren	yes	yes	no	no
Washington	no data	no data	no data	no data
Watauga	yes	yes	yes	no
Wayne	yes	yes	yes	yes
Wilkes	no	no	no	no
Wilson	no	yes	yes	yes
Yadkin	yes	no	no	no
Yancey	no	yes	no	yes