

# COUNTY SALARIES

in North Carolina

2012

Compiled by the MAPS Group  
for the UNC School of Government



UNC  
SCHOOL OF  
GOVERNMENT

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# Introduction

Since 1950 the Institute of Government and, later, the School of Government have published information on salaries and working conditions in North Carolina counties to meet the needs of elected and appointed officials in reviewing current personnel practices. The report is based on survey information provided by individual counties. Ninety-three of North Carolina's 100 counties completed and submitted surveys in the fall of 2011 about 126 appointed classes/positions and 4 elected positions that are typically a part of county government in this state.

This report contains salary and wage profiles by position and information about fringe benefits that participating counties are offering for the 2011–2012 fiscal year (based on our request to provide salary levels as of September 1, 2011). The job titles that the counties used to provide the salary and compensation data are included. Salary amounts have been rounded to the nearest dollar except for hourly salaries. Salaries, travel allowances, and employee benefits are expressed in annual amounts unless otherwise noted.

Estimated populations and approximated assessed property valuations for each county appear in Table 1 (Population, Valuation, County Commissioner, and County Manager). Both population estimates and property valuations were provided by the individual counties in survey responses. For this reason, information presented here may vary from that available from other sources.

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

Ten reporting counties (up from seven the previous year) awarded performance pay increases for 2011–2012. The percentage of performance increases ranged from a low of 1.0 percent to a high of 4.0 percent of base salary. The average performance increase was 2.0 percent.

Fourteen counties (up from eleven the previous year) reported awarding their employees an across-the-board cost of living adjustment (COLA). The COLAs ranged from a low of 1.0 percent to a high of 4.0 percent. The average COLA was 2.4 percent (down from 2.5 percent last year). Only two counties (down from three the previous year) reported awarding their employees both a COLA and the opportunity for performance pay increases.

The School of Government is grateful for the cooperation of the county officials who reported information for this publication. We also thank Larry Kerr and the MAPS Group, who do the surveying, data collection, and compilation that make this report possible.

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County Salaries in North Carolina 2012

TABLE 1. POPULATION, VALUATION, COUNTY COMMISSIONER, AND COUNTY MANAGER					
January 1, 2012					
	Est.	Approx.			
	Pop'n	Valuation	Chair	County	County
County	2011	2010-2011	Board of	Commissioner	Manager/Administrator
		(Millions)	Commissioners		
Alamance	151,131	\$12,057	\$9,600 + \$1,500 travel	\$8,400 + \$1,500 travel	\$112,000 + \$3,000 travel
Alexander	37,254	2,342	\$8,390	\$8,390	\$114,312 + \$1,500 travel
Alleghany	11,244	1,773	\$4,800	\$3,000	\$67,797 <sup>1</sup>
Anson	26,948	1,323	\$9,286 + \$2,500 travel	\$7,898 + \$2,500 travel	\$87,859 + \$5,000 travel
Ashe	27,281	4,049	\$9,700	\$8,400	vacant
Avery	17,700	4,371	\$8,755	\$5,665	\$73,109 <sup>2</sup>
Beaufort	47,759	5,698	\$11,500 + \$3,000 travel	\$9,500 + \$1,800 travel	\$110,000 + \$6,000 travel
Bertie	21,282	1,096	\$11,356 + \$4,800 travel	\$9,937 + \$4,800 travel	\$144,000 + \$9,000 travel
Bladen	35,190	2,519	\$9,026 + \$4,800 travel	\$8,089 + \$3,600 travel	\$99,762 + \$7,200 travel
Brunswick	107,062	24,181	\$26,000	\$21,000	\$172,202 <sup>1</sup>
Buncombe	231,452	no data	\$34,989	\$26,475	\$208,624
Burke	90,000	6,669	\$7,293 + \$720 travel	\$6,348 + \$720 travel	\$120,000
Cabarrus	178,011	20,977	\$13,841 + \$7,200 travel	\$12,127 + \$6,600 travel	\$201,552 <sup>3</sup>
Caldwell	80,000	5,496	\$5,800 + \$5,200 travel	\$5,800 + \$5,200 travel	\$106,700 + unspecified travel
Camden					
Carteret	66,469	18,415	\$4,800 + \$3,456 travel	\$3,600 + \$2,592 travel	\$130,000 + \$6,000 travel
Caswell					
Catawba	155,000	14,708	\$11,400 + \$3,000 travel	\$9,000 + \$3,000 travel	\$201,223 + \$12,000 travel
Chatham	62,000	8,800	\$16,050 + \$1,250 travel	\$15,000 + \$1,250 travel	\$132,000 + \$3,000 travel
Cherokee	27,444	3,875	\$13,610 + \$3,600 travel	\$13,186 + \$1,200 travel	\$70,000 + \$3,600 travel
Chowan	14,793	1,484	\$7,200	\$6,000	\$50/hr nterim
Clay	10,587	1,944	\$15,488	\$10,050	\$65,045
Cleveland	99,430	6,725	\$10,752 + \$7,200 travel	\$8,574 + \$7,200 travel	\$174,070
Columbus	58,098	3,031	\$16,234 + \$1,500 travel	\$13,361 + \$1,500 travel	\$95,800
Craven	103,505	9,620	\$12,792 + \$6,600 travel	\$11,544 + \$6,600 travel	\$130,000 + \$4,800 travel
Cumberland	319,431	19,147	\$26,816 + \$6,000 travel	\$20,089 + \$4,800 travel	\$185,312 + \$8,100 travel
Currituck	26,000	8,230	\$15,600	\$14,400	\$108,939 <sup>2</sup>
Dare	36,083	16,862	\$9,256 + \$4,900 travel	\$8,544 + \$3,600 travel	\$239,794
Davidson	149,690	11,800	\$11,292 + \$2,700 travel	\$9,860 + \$2,400 travel	\$131,040 + \$9,152 travel
Davie	42,000	3,871	\$6,038	\$4,012	\$111,920 + \$7,500 travel
Duplin	58,505	3,304	\$9,000	\$9,000	\$76,537 <sup>4</sup>
Durham	267,587	29,505	\$23,282 + \$3,000 travel	\$19,777 + \$3,000 travel	\$179,000 + \$8,100 travel
Edgecombe	56,552	3,416	\$6,981 + \$5,400 travel	\$5,278 + \$4,620 travel	\$113,885 + \$6,600 travel
Forsyth	350,670	33,839	\$22,776	\$19,552	\$163,113 + \$7,500 travel
Franklin	60,619	4,058	\$12,937 + \$3,600 travel	\$11,270 + \$3,600 travel	\$94,813 <sup>2</sup>
Gaston	206,086	14,611	\$13,780 + \$6,300 travel	\$11,706 + \$5,700 travel	\$166,050
Gates	12,197	921	\$10,110 + \$1,500 travel	\$7,285 + \$1,200 travel	\$84,583
Graham					
Granville	59,916	no data	\$15,360	\$14,160	\$117,897 + \$5,600 travel
Greene	21,000	1,020	\$5,227 + \$1,800 travel	\$4,535 + \$1,200 travel	\$95,657 + \$6,000 travel
Guilford	488,406	44,910	\$24,300 + \$1,500 travel	\$20,700 + \$1,500 travel	\$176,000 + \$7,200 travel
Halifax	54,691	3,555	\$10,000	\$8,600	\$107,849 <sup>1</sup>
Harnett	115,536	7,205	\$8,732 + \$35/meeting + \$4,920 travel	\$7,503 + \$35/meeting + \$4,920 travel	\$130,000 + \$7,200 travel
Haywood	59,036	6,542	\$13,949	\$12,205	\$125,237
Henderson	106,740	11,920	\$16,801 + \$75/meeting + \$3,650 travel	\$10,431 + \$75/meeting + \$3,650 travel	\$159,000 + \$7,800 travel
Hertford	24,669	1,416	\$13,000	\$12,000	\$94,961
Hoke	46,000	2,452	\$7,840 + \$100/meeting	\$7,063 + \$100/meeting	\$120,371 <sup>2</sup>
Hyde					
Iredell	155,359	20,387	\$10,137	\$10,137	\$129,994
Jackson					
Johnston	174,426	13,102	\$6,892 + \$6,000 travel	\$5,080 + \$4,800 travel	\$148,899 + \$6,000 travel
Jones	10,381	751	\$10,488 + \$3,372 travel	\$9,828 + \$3,372 travel	\$80,701 <sup>1</sup>
Lee	58,059	4,701	\$11,440	\$9,928	\$134,112 + \$9,000 travel
Lenoir	59,493	3,666	\$18,250	\$14,559	\$100,931
Lincoln	79,047	8,106	\$8,568 + \$3,600 travel	\$7,344 + \$3,600 travel	\$153,494
McDowell	43,000	3,409	\$9,958	\$9,958	\$96,882 <sup>2</sup>
Macon	no data	no data	\$11,607 + \$4,800 travel	\$9,672 + \$4,800 travel	\$133,900
Madison	20,846	1,842	\$8,558 + \$6,840 travel	\$5,854 + \$3,420 travel	\$73,400 + \$4,800 travel

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TABLE 1. POPULATION, VALUATION, COUNTY COMMISSIONER, AND COUNTY MANAGER					
January 1, 2012					
	Est.	Approx.			
	Pop'n	Valuation	Chair	County	County
County	2011	2010-2011	Board of	Commissioner	Manager/Administrator
		(Millions)	Commissioners		
Martin	23,993	\$1,710	\$8,785 + \$6,000 travel	\$7,781 + \$6,000 travel	vacant
Mecklenburg	919,639	837,794	\$27,962 + \$4,680 travel	\$22,370 + \$4,320 travel	\$242,500 + \$12,149 travel
Mitchell	16,877	1,243	\$3,900 + \$3,600 travel	\$2,700 + \$3,000 travel	\$63,860
Montgomery					
Moore	88,247	10,981	\$6,360 + \$2,700 travel	\$4,680 + \$2,700 travel	\$133,956 <sup>1</sup>
Nash	95,840	6,800	\$10,080	\$8,737	\$138,581 + \$8,400 travel
New Hanover	190,000	30,447	\$23,994 + \$4,290 travel	\$16,283 + \$3,640 travel	\$164,982
Northampton	26,483	1,561	\$7,634 + \$3,888 meeting fee	\$6,764 + \$3,888 meeting fee	\$92,795 <sup>5</sup>
Onslow	177,772	12,308	\$17,346 + \$4,800 travel	\$16,331 + \$4,800 travel	\$157,528 + \$5,400 travel <sup>4</sup>
Orange	133,000	no data	\$18,260 + \$3,300 travel	\$13,996 + \$2,700 travel	\$161,200
Pamlico	14,000	no data	\$4,152 + \$50 meeting + \$3,000 travel	\$3,540 + \$50 meeting + \$2,400 travel	\$79,798 + \$2,400 travel
Pasquotank	40,661	3,338	\$8,400 + \$25/\$51 per meeting	\$7,200 + \$25/\$51 per meeting	\$103,178 <sup>1</sup>
Pender	52,217	4,400	\$14,473 + \$4,800 travel	\$13,644 + \$4,800 travel	\$115,000 + \$10,000 travel
Perquimans	13,486	1,732	\$4,800 + \$50 meeting fee	\$3,600 + \$50 meeting fee	\$83,707 + \$3,000 travel
Person	39,464	3,865	\$12,324	\$9,792	\$102,375 + \$7,500 travel
Pitt	168,148	11,655	\$11,427 + \$4,800 travel	\$11,427 + \$2,400 travel	\$162,652 + \$5,000 travel
Polk	20,588	2,736	\$7,534	\$6,101	\$78,828 <sup>2</sup>
141752	10,100	10,100	\$7,560 + \$3,000 travel	\$5,400 + \$1,800 travel	\$126,690
Richmond	46,500	2,700	\$10,176 + \$3,000 travel	\$9,528 + \$2,400 travel	\$130,624
Robeson	134,168	5,905	\$17,829 + \$700 travel	\$13,627 + \$700 travel	vacant <sup>2</sup>
Rockingham	no data	no data	\$9,401 + \$1,800 travel	\$8,201 + \$1,800 travel	vacant
Rowan	138,428	11,396	\$14,650 + \$3,600 travel	\$12,208 + \$3,600 travel	\$133,126 + \$4,200 travel
Rutherford	63,424	592	\$10,164	\$10,164	vacant
Sampson					
Scotland	no data	no data	\$4,818	\$3,138	no data
Stanly	60,810	4,235	\$10,690 + \$6,000 travel	\$9,432 + \$6,000 travel	\$96,525 + \$6,000 travel
Stokes	47,401	3,634	\$4,614 + \$37.86/special meeting	\$4,186 + \$35.70/special meeting	\$65,000
Surry	73,673	5,279	\$8,388 + \$3,600 travel	\$7,548 + \$3,600 travel	\$107,196
Swain	13,000	1,298	\$12,000 + \$3,900 travel	\$6,000 + \$3,250 travel	\$82,092 + \$3,900 travel
Transylvania	30,998	no data	\$11,007	\$9,210	\$100,779 <sup>1</sup>
Tyrrell	4,407	639	\$450 meeting fee	\$150 meeting fee	\$30,984 <sup>6</sup>
Union	201,993	23,244	\$10,074 + \$7,508 travel	\$8,685 + \$7,508 travel	\$155,000 + \$7,200 travel
Vance	46,000	2,574	\$8,588	\$6,120	\$117,312 + \$7,200 travel
Wake	932,665	952,100	\$22,395	\$19,096	\$223,227 + \$6,000 travel
Warren	20,000	2,370	\$12,200	\$10,160	\$93,119
Washington	13,000	7,874	\$8,100 + \$3,000 travel/cell phone	\$6,900 + \$3,000 travel/cell phone	\$100,000 + \$3,600 travel
Watauga	no data	no data	\$11,501 + \$3,236 travel + \$8,266 meet. Fee	\$9,288 + \$2,427 travel + \$6,861 meet. Fee	\$105,000 + \$4,200 travel
Wayne	113,847	5,500	\$11,838 + \$4,671 travel	\$9,613 + \$4,671 travel	\$183,812 + \$1,200 travel
Wilkes	no data	no data	\$6,500 + \$3,000 travel	\$6,500 + \$2,400 travel	\$91,405
Wilson	no data	no data	\$7,800	\$6,600	\$153,432
Yadkin	38,406	2,483	\$9,300 + \$7,500 meeting + \$1,800 travel	\$7,200 + \$6,000 meeting + \$1,200 travel	\$80,000 + \$6,000 travel
Yancey	17,818	2,418	\$8,900	\$7,688	\$60,000
1. Car available					
2. Car assigned					
3. Transition contract through June, 2012					
4. Also clerk to the board					
5. Unspecified travel allowance					
6 Also finance officer and public utilities director					

TABLE 2. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER								
January 1, 2012								
County	Comments	Assistant County Manager			Assistant to the Manager			
		Min.	Max.	Actual	Min.	Max.	Actual	
Alamance		\$73,939	\$118,304	\$94,172		n/a		
Alexander		n/a				n/a		
Alleghany		n/a			\$33,663	\$50,494	\$33,663	<sup>5</sup>
Anson		n/a			n/a			
Ashe		n/a			36,072	50,967	39,816	<sup>5</sup>
Avery		52,364	73,022	60,075	31,448	43,854	34,361	
Beaufort		69,262	96,967	94,804	49,778	69,689	63,073	<sup>8</sup>
Bertie		social services director			clerk to the board			
Bladen		n/a			37,175	47,089	40,481	<sup>7</sup>
Brunswick		86,125	137,801	110,476	<sup>5</sup>	n/a		
Buncombe	2 positions	106,788	163,401	149,190		n/a		
Burke		n/a			31,110	48,224	32,856	
Cabarrus	1 assistant	99,364	153,398	140,490	<sup>19</sup>	99,364	153,398	120,186 <sup>12/19</sup>
Caldwell		n/a				n/a		
Camden								
Carteret	finance director	68,152	109,043	96,378		n/a		
Caswell								
Catawba	2 positions	95,840	148,695	124,404	<sup>2</sup>	n/a		
Chatham	1 assistant	67,469	99,682	84,150	<sup>12</sup>	n/a		
Cherokee	1 assistant	50,009	83,319	50,009		n/a		
Chowan		n/a				n/a		
Clay		n/a				n/a		
Cleveland		86,406	134,904	104,214	<sup>3</sup>	n/a		
Columbus		n/a				36,489	74,137	53,127
Craven	1 assistant	91,553	184,979	vacant	<sup>4</sup>	33,753	56,806	55,692
Cumberland	2 positions	66,713	161,645	130,419		38,734	63,911	54,600
						38,734	65,189	56,692
Currituck		n/a				n/a		
Dare		n/a				n/a		
Davidson		63,113	94,670	84,885	<sup>14</sup>	40,775	61,163	49,650
Davie		72,471	112,383	101,745	<sup>1</sup>	31,617	49,032	33,198
Duplin		n/a				34,662	61,555	34,662
Durham	1 assistant	97,930	168,595	149,000	<sup>6</sup>	40,261	69,307	42,000
Edgecombe		n/a				55,469	96,124	61,632
Forsyth	2 positions	105,395	171,267	137,498		n/a		
Franklin		n/a				n/a		
Gaston		97,653	151,383	121,504		n/a		
Gates		n/a				n/a		
Graham								
Granville		n/a				34,686	61,186	43,398
Greene		n/a				n/a		
Guilford	1 position	126,798	215,556	157,000	<sup>13</sup>	n/a		
Halifax	2 positions	59,409	96,441	76,500	<sup>5</sup>	37,987	61,665	55,832 <sup>5</sup>
Harnett		n/a				n/a		
Haywood		n/a				31,450	47,177	38,710
Henderson				90,000	<sup>9</sup>	n/a		
Hertford		53,666	83,182	75,000		n/a		

TABLE 2. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER									
January 1, 2012									
County	Comments	Assistant County Manager			Assistant to the Manager				
		Min.	Max.	Actual	Min.	Max.	Actual		
Hoke		n/a				\$29,174	\$41,222	\$29,903	
Hyde									
Iredell		\$80,066	\$124,182			31,139	48,294	39,751	
Jackson									
Johnston		69,250	117,546	vacant		n/a			
Jones		n/a				41,424	52,281	43,058	<sup>16</sup>
Lee		81,551	114,171	\$94,780		36,296	50,815	36,297	
Lenoir		54,602	96,351	91,709		n/a			
Lincoln		74,812	114,131	89,023		n/a			
McDowell		n/a				36,738	53,995	52,668	<sup>5</sup>
Macon		n/a				n/a			
Madison		n/a						30,871	
Martin		n/a				n/a			
Mecklenburg	3 positions	132,000	195,811	181,599	<sup>15</sup>	51,553	93,404	67,731	<sup>18</sup>
Mitchell		n/a				n/a			
Montgomery									
Moore		81,097	127,322	104,545	<sup>5</sup>	n/a			
Nash		82,298	131,677	113,307	<sup>8</sup>	n/a			
New Hanover	2 positions	101,150	155,168	132,317		n/a			
Northampton		n/a				33,979	37,506	37,506	
Onslow	1 position	78,961	126,336	89,162	<sup>13</sup>	n/a			
Orange	2 positions	89,403	142,923	124,345		n/a			
Pamlico				79,798	<sup>17</sup>	n/a			
Pasquotank		57,815	80,941	81,941	<sup>5</sup>	n/a			
Pender		n/a				n/a			
Perquimans		n/a				n/a			
Person		61,513	95,345	80,262		n/a			
Pitt	2 positions	101,841	160,957	139,126	<sup>12,20</sup>	n/a			
Polk		n/a				30,925	50,674	35,843	<sup>8</sup>
Randolph		66,976	103,979	96,533	<sup>8</sup>	43,347	66,976	50,149	<sup>12</sup>
Richmond		see economic development director				n/a			
Robeson	1 position	77,867	96,555	91,800	<sup>5</sup>	n/a			
Rockingham	1 position	68,251	102,377	97,692		n/a			
Rowan		n/a				n/a			
Rutherford		n/a				n/a			
Sampson									
Scotland		34,992	49,440	44,784		n/a			
Stanly		n/a				n/a			
Stokes		n/a				n/a			
Surry	see finance manager and economic development					n/a			
Swain		n/a				n/a			
Transylvania		n/a				n/a			
Tyrrell		n/a				n/a			
Union		93,246	139,870	124,025	<sup>17</sup>	n/a			
Vance		n/a				n/a			
Wake	2 positions	106,600	181,400	157,625		64,750	110,250	92,025	
Warren		n/a				n/a			

TABLE 2. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER								
January 1, 2012								
County	Comments	Assistant County Manager			Assistant to the Manager			
		Min.	Max.	Actual	Min.	Max.	Actual	
Washington		1		\$87,204	<sup>21</sup>	n/a		
Watauga		n/a				n/a		
Wayne		n/a				n/a		
Wilkes		n/a				n/a		
Wilson		\$54,864	92724	71,532		n/a		
Yadkin		56,835	85,253	58,502	<sup>11,12</sup>	n/a		
Yancey		n/a				n/a		
	1. \$7,500 travel allowance							
	2. \$7,200 travel allowance							
	3. \$3,600 travel allowance							
	4. \$4,500 travel allowance							
	5. Car available							
	6. \$3,000 travel allowance							
	7. 83% assistant to county manager, 17% clerk to the board							
	8. also clerk to the board							
	9. Interim assignment							
	10. \$4,800 travel allowance							
	11. also human resources director							
	12. also finance director							
	13. \$5,400 travel allowance							
	14. \$1,000 travel allowance							
	15. \$5,100 travel							
	16. also clerk to the board, payroll technician and human resources director							
	17. \$2,400 travel allowance							
	18. 6 positions							
	19. Interim County Manager							
	20. also chief information officer							
	21. also county attorney							

County Salaries in North Carolina 2012

TABLE 3. BOARD OF ELECTIONS, ELECTIONS DIRECTOR, AND ELECTIONS SPECIALIST									
January 1, 2012									
County	Board of Elections		Elections Director			Elections Specialist			
	Chair	Member	Min.	Max.	Actual	No.	Min.	Max.	Actual
Alamance	\$3,6000 + \$400 travel	\$3,0000 + \$400 travel	\$39,926	\$63,879	\$58,000				
Alexander	\$25 per meeting	\$25 per meeting	35,677	49,181	41,374	1	26,529	36,571	28,596
Alleghany	\$35 per meeting	\$35 per meeting	32,060	48,089	32,060		n/a		
Anson	\$50 per meeting	\$50 per meeting	31,612	48,999	35,750	1	28,516	41,563	28,159
Ashe	\$35 per meeting	\$35 per meeting	37,653	53,202	44,757	1	31,701	44,793	31,701
Avery	\$200 per meeting	\$200 per meeting	32,706	45,608	35,526	1	27,957	38,985	27,957
Beaufort	\$25 per meeting + \$7.25 per hour	\$25 per meeting + \$7.25 per hour	45,603	63,844	54,723	1	28,903	40,464	32,371
Bertie	\$60 per meeting	\$50 per meeting	34,644	51,142	36,712		n/a		
Bladen	\$2,756	\$2,070	35,919	46,303	43,107	1	29,663	37,573	31,641
Brunswick	\$50 per meeting	\$50 per meeting	44,915	71,863	62,275	1	25,206	40,329	29,500
Buncombe	\$3,250	\$2,600	75,711	114,841	101,079	3	29,806	45,595	37,878
Burke	\$3,330	\$2,590	36,016	55,824	36,016	2	24,376	37,784	24,378
Cabarrus	\$75 per meeting	\$50 per meeting	52,697	81,352	80,151	1	29,337	45,302	35,668
Caldwell	\$75 per meeting	\$50 per meeting	34,236	57,061	40,119	1	n/a		
Camden									
Carteret	\$100 per election day + \$35 per meeting	\$100 per election day + \$35 per meeting	38,798	62,077	50,652	1	25,153	40,245	26,009
Caswell									
Catawba	\$75 per meeting	\$50 per meeting	53,352	82,786	71,716	2	25,646	39,817	30,118
Chatham	\$3,600	\$2,400	39,447	58,282	50,626	1	29,436	43,491	33,050
Cherokee	\$125 per meeting	\$75 per meeting	33,039	52,903	42,971	1	28,408	44,360	36,384
Chowan	\$40 per meeting	\$40 per meeting	28,844	51,796	35,059	1	part-time		\$8.00/hr.
Clay	n/a	n/a			39,975				24,219
Cleveland	\$4,248	\$2,706	40,836	68,878	58,044	1	24,414	38,088	24,414
Columbus	n/a	n/a	33,106	67,215	47,019	2	18,667	37,157	19,845
Craven	\$70 per meeting	\$70 per meeting	37,568	75,895	53,410	2	23,507	47,492	28,262
Cumberland	\$5,033	n/a	55,639	93,640	89,362	1	35,348	59,490	36,054
Currituck	\$75 per meeting	\$25 per meeting	41,644	57,661	46,721	1	29,142	40,154	31,463
Dare	n/a	n/a	47,412	75,859	75,859	1	28,013	44,821	37,785
Davidson	n/a	n/a	42,784	64,177	60,954	1	31,973	48,044	31,973
Davie	\$360	\$360	36,601	56,761	38,431	1	23,591	36,588	25,950
Duplin	n/a	n/a	39037	69,320	44,840	1	23327	41,425	25,250
Durham	\$100 per election day + \$50 per meeting	\$100 per election day + \$40 per meeting	62,791	108,096	vacant		n/a		
Edgecombe	\$40 per meeting	\$40 per meeting	34,053	59,012	43,878	3	23,048	39,941	24,390
Forsyth	n/a	n/a	66,105	107,420	89,544	104	22,041	35,816	24,333
Franklin	\$25 per meeting	\$25 per meeting	39,727	56,753	45,418	1	31,577	45,110	40,011
Gaston	\$3,600	\$2,400	49,180	76,239	62,702	2	24,768	38,395	28,638
Gates	\$25 per meeting	\$25 per meeting	28,510	36,929	28,795		n/a		
Graham									
Granville	\$3,000	\$1,500	34,686	61,186	57,331	1	29,963	52,854	32,331
Greene	\$25 per meeting	\$25 per meeting	32,265	45,003	45,003		n/a		
Guilford	no data	no data	70,606	120,030	93,772	6	33,963	57,737	34,963
Halifax	\$50 per election day + \$25 per meeting	\$50 per election day + \$25 per meeting	34,393	55,832	35,258	1	21,991	35,699	35,699
Harnett	\$2,400	\$1,800	43,662	67,676	59,410	1	31,177	48,324	37,832
Haywood	\$25 per meeting	\$25 per meeting	32,866	61,437	57,924	2	26,133	39,198	27,532
Henderson	\$40 per meeting	\$40 per meeting	45,630	70,727	60,531	1	24,356	37,791	27,027
Hertford	\$50 per meeting	\$50 per meeting	27,105	42,012	34,512		n/a		
Hoke	\$50 per meeting	\$50 per meeting	39,096	55,241	50,046	1	22,858	32,298	23,430
Hyde									
Iredell	no data	no data	46,673	72,391	54,744	1	23,773	36,873	30,204
Jackson									
Johnston	\$3,600	n/a	44,590	75,692	53,050	1	26,294	38,812	26,294
Jones	\$25 per meeting	\$25 per meeting	37,630	47,446	39,461		n/a		
Lee	\$2,400	\$1,800	45,447	63,626	45,756	1	30,320	42,448	30,887
Lenoir	\$3,919	\$2,953	37,814	66,728	43,853	3	20,814	36,728	24,321
Lincoln	\$2,800	\$2,400	55,627	84,863	57,026	1	33,947	51,789	41,412
McDowell	\$50 per meeting	\$50 per meeting	36,738	53,995	40,566	1	22,344	32,848	24,990
Macon	\$40 per meeting	\$40 per meeting	28,256	42,383	41,362		n/a		
Madison	\$2,400	\$2,400			36,500	1			36,317
Martin	\$60 per meeting	\$40 per meeting	28,478	45,526	32,218		n/a		
Mecklenburg	\$7,535	\$5,112	73,946	133,266	103,908	13	33,387	56,848	43,303
Mitchell	\$2,450	\$2,400	33,658	48,083	33,563	1	part-time		\$11.27/hr.
Montgomery									
Moore	\$2,400	\$1,800	40,959	64,306	61,768	1	30,565	47,987	38,572
Nash	\$3,000 + \$50 per meeting	\$50 per meeting	42,690	68,304	50,330	2	26,269	42,030	28,372





County Salaries in North Carolina 2012

TABLE 5. COUNTY ATTORNEY								
January 1, 2012								
County	Comments	Full-time Salary	Retainer	Fees	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Alamance		\$103,000						ABCDEFGHIJKLMOTUVWX
	1 assistant	65,000						
Alexander	n/a			no data				no data
Alleghany			\$15,000	\$0	normal		ace	ABCDEFGHIJKLMOPSTUVW
Anson				6,937	normal		bc	X
Ashe				11,254	normal			ABCDEFGHIKLMQSTUVW
Avery	n/a							
Beaufort				no data	normal		acdef	ABCDEFGHIGLMRSTVW
Bertie				130,430	normal		acdef	ABCDEFGHIKLMRSTUVW
Bladen			3,600		normal		a	X
Brunswick		120,598						ABCDEFGHIJKLMOPQRSTUWV
	1 assistant	95,577						
Buncombe		134,379						X
	1 assistant	85,857						
Burke			30,120	26,165	normal		acdef	ABCDEFGHIJKLMOPRTUW
Cabarrus				33,105	normal			ABCDEFGHIJKLMOTVW
Caldwell	no data		no data		normal		acde	X
Camden								
Carteret			\$150/hr.		normal			ABCDEFGHIKLMOPRTV
Caswell								
Catawba		110,914						ABCDEFGHIJLMOTUVW
	1 assistant	86,500						
Chatham			90,000	144,000	higher	1.5	ac	ABCDEFGHIJKLMPRVW
Cherokee			35,000				acdef	ABCDEFGHIKLMOSW
Chowan				29,079	normal			ABCDEFGHIKLMORTV
Clay				no data	higher	case load		ABCDEFGHIJKLMOPRSTUW
Cleveland			19,200	86,887	normal		acde	ABCDEFGHIJLMOTVW
Columbus		69,871			normal			X
	assistant	69,429						
Craven				174,852	normal			ABCDEFGHIKLMQRSTUV
Cumberland		167,280						ABCDFGHIJLMNOTVW
	2 assistants	104,144						
Currituck		173,400						X
	assistant	42,707						
Dare		239,794						ABCDEFGHIJKLMPRW
Davidson		96,574						ABCDEFGHIJKLMOPTUVW
	assistant	85,000						
Davie			24,000	27,394	normal		acdef	X
Duplin		89,676						ABCDEFGHIJKLMOQRSTUVW
	assistant	39,817						
Durham		164,154			normal			X
	asst.—4 positions	37,710						
Edgecombe			44,000	10,000	normal		acdef	X
Forsyth		152,068						ABCDEFGHIJKOSUV
	asst.—6 positions	89,089						
Franklin				194,363	normal		acdef	ABCDFGHIJKLMOPQSTVW
Gaston		136,699						ABCDEFGHIJKLMOPSTVW
	assistant	76,031						
Gates			8,000	8,175	normal		c	ABLR
Graham								
Granville			7,800	98,500	normal		a	ABCDEFGHIJKLMSTUVW

County Salaries in North Carolina 2012

TABLE 5. COUNTY ATTORNEY								
January 1, 2012								
County	Comments	Full-time Salary	Retainer	Fees	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Greene				\$135,124	normal		acdef	ABCDEFGHIJKLMOPRSTVW
Guilford		\$145,000						ABCDEFGHILMNOTV
	deputy--5 positions	87,788						ABCDEFGHILMNOTV
Halifax		96,441						ABCDEFGIJKLMOPQRSTVW
Harnett			\$7,200	45,874	normal		acde	A
Haywood			42,000	474,269	higher	1,6,courthouse	acdef	ABCDEFGHIJKLMOSTVW
Henderson		110,000						ABCDEFGHIJKLMOTVW
	assistant	84,008						
Hertford			no data	\$175/hr			no data	ABCDEFHIMOPRSTVW
Hoke			4,000	64,954	normal		acdf	X
Hyde								
Iredell			1,400	68,319	normal		abcdef	X
Jackson								
Johnston	assistant	40,306	107,948 <sup>1</sup>	0	normal		acde	ABCDFGIJLMNOPQRSTUVWXYZ
Jones				54,469				X
Lee		96,411						ABCDEFGHIJKPTVW
	assistant	90,424						ABCDEFGHIJKPTVWX
Lenoir	no data							ABCDEFGHIJLMOSUVW
Lincoln				109,946	normal		acdef	ABCDEFHJKLMOPTVW
McDowell			16,287	154	lower		be	ABCDEFIJKLMOPSTUVW
Macon	no data							
Madison			12,000	40,685	higher	1	acdef	ABCDEFGHIJKLMUVW
Martin			7,200	13,707	normal		bcdef	X
Mecklenburg	no data							
Mitchell				22,135	normal			ABCDEFHIKNT
Montgomery								
Moore		95,796			normal			ABCDEFGHIJKLMOPRTVW
	asst.—2 positions	85,795						ABCDEFGHIJKLMOPRTVW
Nash			18,000	\$60–\$150/hr.	normal		acde	ABCDEFHJKLMQTVW
New Hanover		138,911						X
	asst.—2 positions	100,043						
Northampton			6,000	10,751	normal		a	ABCDEFGHIJKLMOPRSTUVW
Onslow		138,108						ABCDEFGHIJKLMOQTVW
Orange		115,000						X
	2 positions - \$74,085							
Pamlico			no data	no data			acde	ABCEGIKLMRV
Pasquotank		85,079						ABCDEFHIJKLMORUVW
Pender			48,000	no data	normal		ac	ABCDEFGHIJKLMPTVW
Perquimans				18,988	normal		acdef	ABCDEFHIJKLMOPRSTUVW
Person				\$150/hr.	normal			X
Pitt		128,744						ABCDEFGHIJLMOSTVW
	1 assistant	84,426						
Polk			18,000	16,605	normal		acde	ABCDEFIJKMNOSTUVW
Randolph			15,417	5,757	lower		a	L
Richmond			6,000	22,699	normal		acdef	X
Robeson		175,728		226,160			acdef	ABCDEFGHIJKLMOPRSTUVW
Rockingham		112,000						X
	1 assistant	80,550						
Rowan			15,996	111,683	normal		acdef	ABCDEFGHIJKLMOQTVW
Rutherford			8,000	82,558			acdef	ABCDEFIJKLMSTVW
Sampson								

TABLE 5. COUNTY ATTORNEY								
January 1, 2012								
County	Comments	Full-time Salary	Retainer	Fees	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Scotland			no data	no data			a	ABCDEFGHIJKLMOPSTUVW
Stanly		\$80,000						ABCDEFGHIJLMOPQSTV
	1 assistant	38,239						ABCDEFGHIJLMOPQRSTV
Stokes			\$60,000				bcdef	ABCDEFGHIJKLMOPSTVW
Surry			4,800	\$140,963	higher	1	acdef	ABCDEFGHIJKLMOPSTUVW
Swain				53,400	normal			ABCDEFGHIKLMO
Transylvania			6,000	19,594	normal		acdef	ABCDEFGHIJKLMOSTVW
Tyrrell				35,742	normal		acdef	ABCDEFGHIKLMPTVW
Union				\$85-\$250/hr	normal		bcef	ABCDEFGHIJKLMPTVW
Vance			6,000	51,015	normal		acdef	ABCDEFGHIJLMOSTUVW
Wake		160,380						ABCDFGHJKLNOVW
	asst.—9 positions	82,173						
Warren			4,800	76,475	normal		ace	ACDEFGHIJKLMOPSTUVW
Washington		assistant city manager						ABCDEFGHIJKLMOPQRTVW
Watauga				no data	normal		acdef	ABDEFHIKLMSTVW
Wayne		98,675						X
Wilkes				208,391	normal			X
Wilson			no data	no data			acdef	ABCDEFGHIJKLMORUVW
Yadkin	n/a			72,821	normal			X
Yancey			12,000	47,941			c	ABCDEFKLMPTUVW
Codes for Departments Served by County Attorney								
A. Board of Commissioners								
B. General Administration								
C. Tax Supervisor								
D. Tax Collector								
E. Sheriff								
F. Register of Deeds								
G. Public Health								
H. Social Services								
I. Board of Elections								
J. Public Library								
K. Recreation								
L. Planning								
M. Inspections								
N. Mental Health								
O. Emergency Medical Services								
P. Public Works								
Q. Airport Authority								
R. Water System								
S. Economic Development								
T. Veterans' Service								
U. Agricultural Extension								
V. Animal Control								
W. Landfill								
X. All departments								

County Salaries in North Carolina 2012

TABLE 5. COUNTY ATTORNEY								
January 1, 2012								
County	Comments	Full-time Salary	Retainer	Fees	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Codes for Reason if Higher								
1. unusual litigation or complex business transaction								
2. substantial increase in salary or retainer								
3. revaluation year								
4. unusual number of tax foreclosures								
5. additional services requested by board of commissioners								
6. payments to more than one attorney								
7. also serves as county manager								
8. qualified candidate								
Codes for Services Covered by Retainer								
a. attendance at all regular and special meetings of the board of commissioners								
b. attendance at commissioners' meeting only on request								
c. available for routine consultation with board of commissioners and county department heads								
d. drafting ordinances and resolutions for commissioners								
e. preparation of routine legal documents (deeds, simple contracts, etc.)								
f. preparation of legal advertisements								

County Salaries in North Carolina 2012

TABLE 6. FINANCE DIRECTOR, PURCHASING AGENT, ACCOUNTANT, AND ACCOUNTING TECHNICIAN																		
January 1, 2012																		
County	Finance Director			Purchasing Agent			Accountant				Accounts Payable Technician				Payroll Technician			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual
Alamance	\$54,332	\$86,932	\$83,792	\$36,561	\$58,498	\$55,000	1	\$36,561	\$58,498	\$48,720	4	\$28,075	\$44,921	\$37,087	1	\$33,480	\$53,568	\$53,631
Alexander	71,229	98,189	95,794	n/a				n/a			1	30,765	42,140	39,382	1	30,765	42,410	39,382
Alleghany	45,110	67,667	45,110	n/a				n/a										
Anson	56,665	83,649	56,669	n/a			1	46,130	68,096	54,810	1	25,932	38,280	28,359	1	25,932	38,280	28,359
Ashe	53,187	75,150	68,082	n/a			1	42,849	60,543	49,692	2	33,114	53,202	37,857		n/a		
Avery	assistant county manager			n/a			1	35,575	49,331	40,585	1	27,957	38,985	27,957	1	29,075	40,546	29,075
Beaufort	assistant county manager and human resources director			n/a				n/a			1	28,903	40,464	34,683	1	28,903	40,464	34,683
Bertie	52,784	77,919	50,270	n/a				n/a			1	29,277	43,218	32,136		n/a		
Bladen	50,948	64,531	62,835	27,159	34,402	30,779		n/a			2	28,411	35,987	30,937	1	29,663	37,573	34,278
Brunswick	75,375	120,599	118,757	assistant county manager			2	50,290	80,464	58,009	3	32,373	51,797	39,980	1	34,165	54,664	43,169
Buncombe		134,974	n/a				1	46,282	70,752	61,505	5	28,523	43,631	36,705	1	37,150	56,794	40,730
Burke	71314	110535	80419	36,016	55,824	39,624	1	41,694	64,624	41,704	2	25,595	39,674	27,830	1	31,110	48,224	32,510
Cabarrus	assistant county manager			39,325	50,693	59,220	3	45,520	70,272	56,014	3	32,339	49,941	37,797	2	37,422	57,801	45,918
Caldwell	50,878	84,798	65,323	30,001	50,002	41,696		n/a			2	27,473	45,789	28,500	1	27,473	45,789	38,205
Camden																		
Carteret	assistant county manager			42,612	68,180	46,385	4	42,612	68,180	50,116	1	23,998	38,397	27,581	1	30,691	49,106	34,104
Caswell																		
Catawba	82,786	128,445	106,875	48,399	75,093	65,813	1	50,815	78,845	58,466	8	32,757	50,816	37,534	8	32,757	50,816	37,534
Chatham	assistant county manager			34,076	50,346	46,550	1	43,491	64,256	61,656	1	28,035	41,420	34,598	2	30,909	45,666	30,909
Cherokee	57,255	95,671	70,000	34,340	55,315	36,443		n/a			1	29,454	46,292	36,014		n/a		
Chowan	36,814	66,107	66,107	n/a				n/a			1	27,470	49,330	46,981	1	42,613	76,526	54,384
Clay			48,791	n/a				n/a										
Cleveland	68,364	106,710	82,452	32,310	50,442	36,342	1	35,484	55,380	40,836	4	26,808	41,814	30,858	1	29,494	45,942	32,310
Columbus	54,942	109,814	64,260	33,106	67,215	45,884		n/a			1	24,762	49,927	40,616	1	22,527	45,052	32,640
Craven	83,355	168,503	149,824	n/a				n/a							1	34,203	69,105	50,963
Cumberland	assistant county manager			46,394	78,801	58,652	9	46,394	89,504	61,440	6	37,025	68,202	40,176	2	30,805	51,845	34,547
Currituck	n/a			n/a			1	34,500	47,657	43,498	3	29,142	40,154	29,652		n/a		
Dare	assistant to county manager			39,155	62,647	62,647	1	43,087	63,938	47,987	3	26,706	42,728	37,771	1	29,385	47,017	46,061
Davidson	63,113	94,670	89,266	47,158	70,736	57,673	1	49,521	74,282	62,837	1	27,656	41,484	28,005	3	36,994	55,490	48,420
Davie	59,622	92,457	72,258	n/a			1	49,051	76,065	59,487	2	28,677	44,473	38,416	1	36,601	56,761	52,077
Duplin	55,753	99,008	73,563	n/a			1	37,520	66,631	37,520	1	28,436	50,498	29,004	1	26,270	46,653	26,795
Durham	84,444	145,377	141,570	49,052	84,444	83,181	4	40,261	69,307	51,930	5	29,933	51,534	36,728	1	33,043	56,885	53,725
Edgecombe	50,312	87,187	66,450	30,887	53,525	34,319	1	35,755	61,962	37,742	2	26,681	43,237	29,646	1	28,015	48,549	39,847
Forsyth	102,718	166,917	160,201	n/a			3	44,414	72,173	56,312	17	26,601	43,226	32,263	2	29,990	48,733	43,586
Franklin	62,886	89,837	82,806	n/a				n/a			1	28,806	41,156	38,068	1	31,577	45,110	38,068
											2	28,806	41,155	32,501				
Gaston	85,135	131,977	121,312	37,380	57,952	50,465	3	37,379	57,952	50,465	8	28,409	44,043	38,531		n/a		
Gates	49,333	63,896	50,324	n/a				n/a			1	32,600	42,227	34,606		n/a		
Graham																		
Granville	51,239	90,384	86,080	n/a				n/a			1	31,470	55,514	47,423	1	28,535	50,334	35,607
Greene	43,056	60,113	49,301	n/a				n/a			1	32,265	45,003	32,265	1			\$14.04/hr
Guilford	94,619	160,852	125,000	70,606	120,030	82,326	3	37,444	63,655	53,919	28	30,805	52,369	36,915	10	35,661	60,623	41,473
Halifax	assistant county manager			n/a			2	39,922	64,807	50,280	1	21,991	35,699	22,545	1	26,827	43,549	29,630
Harnett	75,476	116,988	107,000	33,916	52,570		4	38,482	59,647	46,180	1	27,477	42,589	30,815	1	35,374	54,830	42,449
Haywood	71,353	107,031	100,381	34,345	51,518	38,761	1	34,345	51,518	42,372	1	31,450	47,177	32,079	1	26,133	39,198	31,400
Henderson	67,548	104,715	92,970	n/a				n/a			3	27,417	42,471	31,551	1	34,671	53,742	42,296
Hertford	44,151	68,434	54,694	n/a			1	31,377	48,635	39,632	1	24,585	38,107	27,864		n/a		
Hoke	73,122	104,167	79,390	n/a				n/a			4	34,135	46,916	37,641	1	35,461	50,106	42,152
Hyde																		
Iredell	76,545	118,721	117,543	40,782	63,253	62,626		31,137	48,294	45,720		26,010	40,343	31,135		n/a		
Jackson																		
Johnston	75,624	128,362	87,288	n/a			1	48,696	82,659	53,431	1	40,834	69,316	43,478	1	42,673	72,433	46,027
Jones	63,349	80,701	66,498	n/a				n/a			1	26,035	32,807	29,883		n/a		
Lee	assistant county manager			n/a				n/a			1	28,988	40,582	28,988	1	36,296	50,815	36,297
Lenoir	47,576	83,952	55,173	n/a				n/a			1	30,055	53,036	43,529		n/a		
Lincoln	67,776	103,397	73,021	n/a			4	35,666	54,411	40,433	5	27,862	42,506	39,858		n/a		
McDowell	49,500	72,754	69,228	25,938	38,139	33,672		n/a			1	23,484	34,518	23,484	1	23,484	34,518	25,938
Macon	82,656	123,984	123,188	36,063	54,095	41,200	1	36,063	54,095	50,614	1	25,629	28,445	31,598	1	28,256	42,383	30,559
Madison		60,652	n/a	n/a				n/a			1		40,895					
Martin	50,485	80,666	61,479	n/a				n/a			2	37,095	59,301	38,022	1	24,961	39,904	26,226
Mecklenburg	112,800	195,811	160,073	n/a			19	39,123	93,404	49,016	23	27,606	56,848	34,974	1	29,919	56,848	39,158
Mitchell	49,820	71,172	56,703	n/a				n/a			1		27,664		1	27,664	39,521	28,494
Montgomery																		
Moore	70,054	109,985	97,000	37,152	58,329	50,750	1	47,416	74,443	64,495	7	23,948	37,598	36,270	1	33,697	52,905	41,765
Nash	71,500	114,400	98,308	n/a			1	40,735	65,176	46,837	2	29,848	47,757	36,601	1	33,915	54,264	43,124
New Hanover	96,512	148,034	115,147	49,942	75,109	48,930	2	45,406	69,680	46,930	23	29,224	44,866	32,652		n/a		
Northampton	61,022	107,680	84,119	n/a			2	35,678	59,958	40,563	4	24,184	42,612	29,546		n/a		
Onslow	70,196	112,314	vacant	40,537	64,859	58,429	2	37,476	5									

County Salaries in North Carolina 2012

TABLE 6. FINANCE DIRECTOR, PURCHASING AGENT, ACCOUNTANT, AND ACCOUNTING TECHNICIAN																		
January 1, 2012																		
County	Finance Director			Purchasing Agent			Accountant				Accounts Payable Technician			Payroll Technician				
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual
Randolph	assistant county manager			\$37,690	\$54,907	\$42,349	1	\$43,347	\$66,976	\$47,736	4	\$28,600	\$43,347	\$33,098	1	\$34,341	\$52,603	\$43,347
Richmond	\$50,913	\$74,077	\$67,445	n/a			1	44,228	64,348	59,957	7	24,039	46,348	25,179		n/a		
Robeson	73,296	90,887	97,955	n/a				n/a			3	33,682	41,766	40,868	1	38,196	45,545	45,545
Rockingham	assistant county manager			33,783	50,675	41,634		n/a				n/a			1	29,557	44,336	29,557
Rowan	75,311	119,555	104,187	43,848	69,606	46,967	3	41,742	80,673	51,921	4	26,818	42,571	30,616	4	29,590	46,967	35,485
Rutherford			vacant	n/a			1	35,648	53,047	37,001		n/a			2	27,806	41,894	33,919
Sampson																		
Scotland	county manager			38,280	54,096	37,116	2	40,044	67,728	45,606	4	25,536	39,480	28,329	1	25,536	36,480	28,329
Stanly	60,641	90,961	63,668	n/a			1	38,677	58,017	40,619	3	26,989	40,484	31,460		n/a		
Stokes	45,057	73,368	56,644	32,923	53,610	43,070	1	24,056	39,172	27,378	1	24,056	39,172	27,378	1	26,020	42,369	30,815
Surry	55,596	94,872	88,440 <sup>a</sup>	30,012	49,572	34,020		n/a			1	32,616	54,300	36,276	1	32,616	54,300	36,276
Swain	33,533	49,416	37,802	n/a				n/a			2	20,663	30,451	23,457	1	36,619	53,963	52,530
Transylvania	64,771	97,156	77,912	29,211	43,816	29,815		n/a			1	26,500	39,741	30,576	1	29,211	43,816	33,969
Tyrrell	county manager			n/a				n/a								n/a		
Union	93,246	139,870	vacant	50,174	75,260	50,174	3	36,413	63,033	43,307	15	29,409	57,620	37,545	1	35,165	52,747	40,000
Vance	57,408	91,860	74,244	n/a				n/a			1	24,876	39,804	26,124	1	31,008	49,608	44,760
Wake	79,400	135,100	102,802	64,750	110,250	99,307	9	37,000	63,000	48,533	26	25,500	43,100	35,938	1	32,750	55,750	38,542
Warren	54,724	87,816	77,079	n/a				n/a			3	23,876	38,314	26,519	1	26,324	42,241	36,860
Washington*	54,264	78,624	68,000	n/a				n/a			1	\$13.31/hr.	\$19.25/hr.	\$13.63/hr.		n/a		
Watauga	67,585	104,756	72,100	n/a				n/a			3	29,285	51,798	30,733	1	33,419	51,798	48,258
Wayne	81,165	126,590	91,831	45,196	70,490	47,484	2	43,044	67,133	44,671		n/a				n/a		
Wilkes	44,612	85,639	65,025	26,014	47,920	33,691		n/a			2	25,888	49,053	31,300	1	35,702	55,338	32,056
Wilson	57,480	97,200	79,620	n/a				n/a			1	28,488	48,132	34,500	1	41,436	70,008	43,898
Yadkin	56,835	85,253	58,502 <sup>a,b</sup>	n/a			1	37,285	55,928	41,166	1	25,643	38,465	32,167		n/a		
Yancey	31,645	47,368	42,000	n/a				n/a			1	19,427	27,043	21,450		part-time		21,138
	1. Also assistant county manager																	
	2. Also serves as purchasing agent																	
	3. Also serves as budget director																	
	4. Also serves as purchasing director																	
	5. Also serves as human resources director																	
	6. Also facility manager																	
	7. Also serves as MIS director																	
	8. Also serves as assistant county manager																	

\* The salary data for the Washington County Finance Director (minimum, maximum, and actual) was corrected on February 28, 2012.

County Salaries in North Carolina 2012

TABLE 7. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN													
January 1, 2012													
County	Human Resources Director			Human Resources Analyst					Human Resources Technician				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Alamance	\$54,332	\$86,932	\$73,500	analyst II	1	\$36,561	\$58,498	\$43,056	specialist	1	\$33,480	\$53,568	\$49,488
Alexander	58,461	80,590	71,230			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	n/a					n/a					n/a		
Beaufort	assistant county manager					n/a			technician II	1	37,253	52,154	37,253
Bertie	n/a					n/a			HR officer	1	44,602	65,840	44,602
Bladen	42,184	53,434	vacant	admin. asst. II	1	30,915	39,160	39,849			n/a		
Brunswick	62,832	100,532	81,681	analyst	1	39,540	63,263	43,093	technician II	1	37,748	60,397	53,322
Buncombe	97,772	149,527	134,974	analyst II	1	42,396	64,818	54,085	representative	1	32,373	51,797	36,118
									technician II	1	35,557	54,371	46,189
									technician I	3	31,127	47,601	40,730
Burke	58,669	90,939	64,500	specialist	1	32,666	50,633	32,668	technician	2	28,219	43,740	30,253
Cabarrus	74,148	114,456	114,456	analyst	2	43,337	66,916	61,744	technician	1	33,949	52,425	49,941
Caldwell	50,878	84,798	72,000			n/a			admin. asst.	2	26,290	43,817	29,782
Camden													
Carteret	59,302	94,883	75,351			n/a			assistant	1	30,691	49,106	32,988
Caswell													
Catawba	71,512	110,952	88,170	mgmt analyst	1	46,087	71,513	48,740	specialist	3	34,402	53,352	38,620
				HR analyst	1	41,804	64,864	48,093					
Chatham	50,436	74,384	61,196	HR analyst	1	41,420	61,196	45,000			n/a		
				benefits manager	1	32,453	47,948	37,108					
Cherokee	41,952	69,342	55,648			n/a					n/a		
Chowan	36,814	66,107	57,106			n/a					n/a		
Clay	n/a					n/a					n/a		
Cleveland	56,694	88,494	65,238	analyst benefits/payroll	1	37,194	58,044	39,906	sr. technician	2	33,882	52,860	39,951
									part-time asst.	1	20,106	31,362	21,072
Columbus	42,236	85,896	63,057			n/a			admin asst	1	22,527	43,052	25,496
Craven	69,105	139,610	98,249	asst director	1	49,769	100,551	62,918	technician II	1	31,140	62,918	32,636
Cumberland	50,808	85,510	83,051	analyst II	2	46,394	78,081	68,093	technician II	2	35,348	59,490	39,680
				analyst I	2	40,524	68,202	51,054					
Currituck	54,143	75,161	59,744			n/a			assistant	1	34,500	47,657	35,828
Dare	63,175	101,080	66,667			n/a			specialist	3	29,385	47,017	43,686
Davidson	57,322	85,983	80,798	analyst II	1	38,884	58,327	46,340	technician III	1	35,221	52,831	37,369
									technician II	1	31,973	48,044	32,627
									technician I	1	29,075	43,613	31,000
Davie	n/a					n/a					n/a		
Duplin	n/a			HR supervisor	1	37,520	66,631	44,840	HR clerk	1	27,331	48,537	27,331
Durham	76,502	131,706	vacant	sr. analyst	3	49,052	84,444	58,171	technician	3	33,043	56,885	36,272
				analyst	3	40,261	69,307	46,295					
Edgecombe	45,637	79,081	50,704			n/a					n/a		
Forsyth	87,349	141,942	105,185	senior consultant	6	46,404	75,407	51,122	technician	7	29,990	48,733	37,068
				consultant	1	38,404	62,407	44,803					
Franklin	45,595	65,136	55,278			n/a			technician I	1	28,806	41,155	29,526
Gaston	69,301	107,431	97,017	analyst I	1	34,901	54,111	49,738	technician	1	28,409	44,043	37,643
									benefits specialist	1	28,409	44,043	37,643
Gates	n/a					n/a					n/a		
Graham													
Granville	44,270	78,094	60,612			n/a					n/a		
Greene	n/a					n/a					n/a		
Guilford	n/a			analyst	2	47,789	81,241	46,001	specialist	4	35,661	60,623	42,030
				HRMS analyst	1	50,178	85,030	56,370	officer	4	43,346	73,688	46,651
				Pos Mgt/ER	3	55,322	94,047	66,714					
Halifax	51,182	83,085	58,676	sr. analyst	2	34,393	55,832	41,700			n/a		
				analyst	2	28,194	45,768	33,500					
Harnett	63,779	98,857	67,751	development specialist	1	35,374	54,830	36,716	technician trainee	1	27,477	42,589	27,048
Haywood	48,842	73,263	68,695	benefits spec. II	1	34,345	51,518	41,974			n/a		

County Salaries in North Carolina 2012

TABLE 7. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN													
January 1, 2012													
County	Human Resources Director			Human Resources Analyst					Human Resources Technician				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Henderson	\$60,060	\$93,054	\$80,460	analyst	1	\$42,179	\$65,384	\$62,361	specialist	1	\$32,078	\$49,686	\$49,472
Hertford	53,666	83,182	75,000			n/a					n/a		
Hoke	45,258	63,949	55,143	HR acct tech	1	22,858	32,298	23,430	technician	1	22,858	32,298	23,430
Hyde													
Iredell	61,130	94,813	72,067	analyst	1	40,782	63,253	44,613	specialist	1	34,068	52,839	50,520
Jackson													
Johnston	66,269	112,485	85,999	sr. analyst	1	50,888	86,376	72,031	technician	1	32,767	48,366	33,222
				analyst	0	48,696	82,659						
				generalist	1	44,590	75,692	61,205					
Jones	assistant to county manager					n/a					n/a		
Lee	62,265	87,170	69,563	analyst	1	39,712	55,596	40,167	assistant	1	31,715	44,401	31,715
Lenoir	54,602	96,351	48,176	analyst	1	37,814	66,728	\$27.40/hr	technician III	1	31,468	55,529	39,299
									technician II	1	28,707	50,657	38,608
Lincoln	61,402	93,673	66,153	analyst	1	37,472	57,166	40,731			n/a		
				specialist	1	33,947	51,789	35,677					
McDowell	47,100	69,231	44,814	admin asst IV	1	27,258	40,071	32,442					
Macon	39,758	39,640	55,698			n/a			specialist	1	26,910	40,366	36,133
Madison	n/a					n/a					n/a		
Martin	n/a			payroll officer	1	26,094	41,715	26,746			n/a		
Mecklenburg	107,442	195,811	132,287	sr. consultant	2	50,081	93,404	61,242	specialist	7	35,116	93,404	42,152
				consultant	9	50,081	93,404	61,242	technician	2	31,019	56,848	36,376
Mitchell	42,587	60,839	55,342			n/a					n/a		
Montgomery													
Moore	57,634	90,485	71,050		1	39,009	61,244	55,920	technician II	1	30,565	47,987	35,192
									technician I	1	26,403	41,453	34,150
Nash	68,225	109,160	88,650			n/a			specialist	1	33,915	54,264	41,017
									technician	1	29,848	47,757	36,683
New Hanover	92,747	142,293	99,350	sr. analyst	2	58,094	89,086	74,696	technician	2	32,053	49,192	38,278
				analyst	1	48,942	75,109	51,510					
Northampton	47,811	84,370	64,301			n/a			technician	1	26,623	46,981	26,622
Onslow	70,196	112,314	72,304			n/a			technician III	3	30,804	49,287	39,153
Orange	80,994	129,481	vacant	organization dev	1	57,323	91,637	58,477	technician III	1	34,984	55,925	44,643
				emp/classification/pay	2	44,781	71,588	57,126					
				benefits manager	1	51,931	83,020	67,478					
				analyst	1	40,570	64,856	47,473					
Pamlico	33,000	56,546	35,337			n/a					n/a		
Pasquotank	35,025	49,036	46,800			n/a			accounting clerk	1	22,365	31,311	24,923
Pender	54,117	86,588	64,000			n/a			technician	1	30,135	48,215	37,307
Perquimans	clerk to the board					n/a					n/a		
Person	54,527	84,517	55,474	HR specialist	1	33,666	52,182	35,278			n/a		
Pitt	76,868	121,492	96,102	analyst I	1	41,789	66,048	51,327			n/a		
Polk	n/a			see payroll technician						see payroll technician			
Randolph	63,794	99,008	70,304	benefits coord.	1	39,437	60,736	50,149	technician	1	24,960	37,690	27,290
Richmond	53,345	77,628	67,445			n/a					n/a		
Robeson	58,059	71,994	65,026	benefits spec.	1	33,682	41,766	35,029			n/a		
				recruiting spec	1	33,682	41,766	35,029					
Rockingham	n/a			analyst	2	42,092	63,138	51,250	specialist II	1	32,326	46,489	32,326
Rowan	64,983	103,155	76,801	analyst II	1	46,058	73,114	54,437	benefits spec.	1	37,835	60,064	38,970
									specialist I	1	29,590	46,967	34,293
Rutherford	61,576	91,632	72,370	executive assistant	1	33,919	51,107	38,887	technician	1	27,806	41,894	27,806
Sampson													
Scotland	n/a			manager	1	38,280	54,096	41,232	personnel tech.	1	25,535	36,084	27,504
Stanly	52,987	79,481	67,802	coordinator	1	29,530	44,295	31,000			n/a		
Stokes	clerk to the board					n/a					n/a		
Surry	48,444	82,524	65,208			n/a			technician	1	30,012	49,572	31,320
Swain	33,533	49,416	41,945			n/a					n/a		
Transylvania	58,760	73,444	66,930	analyst	1	24,024	36,055	27,164			n/a		
Tyrrell			26,344			n/a					n/a		

County Salaries in North Carolina 2012

TABLE 7. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN													
January 1, 2012													
County	Human Resources Director			Human Resources Analyst					Human Resources Technician				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Union	\$68,434	\$102,650	\$94,164	classification & comp.	1	\$40,176	\$60,264	\$56,670	employ. coord.	1	\$33,622	\$50,434	\$40,900
Vance	52,572	81,120	60,012			n/a			benefits spec	1	35,165	52,747	46,441
Wake	87,750	149,250	122,700	consultant	8	39,200	66,750	53,687	finance/tech	1	28,392	45,420	32,016
Warren	47,273	75,859	64,505			n/a			technician	1	25,070	40,229	25,070
Washington	n/a			HR manager	1	27,804	40,236	34,728			n/a		
Watauga	n/a			HR coordinator	1	38,135	59,109	41,764			n/a		
Wayne	81,165	126,590	87,408			n/a			admin asst.	2	27,746	43,276	29,151
Wilkes	26,014	54,619	44,849			n/a					n/a		
Wilson	47,652	80,580	57,244			n/a					n/a		
Yadkin	finance director					n/a					n/a		
Yancey	n/a					n/a					n/a		

County Salaries in North Carolina 2012

TABLE 8. PLANNING DIRECTOR, COUNTY PLANNER, PLANNER, AND SENIOR PLANNER														
January 1, 2012														
County	Planning Director			County Planner			Planner			Senior Planner				
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual
Alamance	\$43,599	\$69,758	\$55,252	n/a			1	\$34,986	\$55,979	\$37,000		n/a		
Alexander	n/a			n/a			1	37,483	51,671	41,374		n/a		
Alleghany	n/a			32,060	48,089	32,060		n/a				n/a		
Anson	n/a			40,774	60,190	47,045		n/a				n/a		
Ashe	41,019	57,957	42,045	n/a				n/a				n/a		
Avery	46,551	64,914	56,075	n/a				n/a				n/a		
Beaufort	n/a			n/a				n/a				n/a		
Bertie	50,608	74,706	52,939	n/a				n/a				n/a		
Bladen	44,688	56,605	51,635	n/a				n/a				n/a		
Brunswick	73,582	117,731	99,883	n/a			1	37,748	60,397	38,029	1	43,124	68,998	51,650
Buncombe	assistant county manager			n/a			1	35,557	54,371	41,191	5	48,342	73,970	64,970
Burke	58,669	90,939	64,536	n/a			1	36,016	55,824	37,853		n/a		
Cabarrus	77,859	120,186	113,909	n/a				n/a			2	47,785	73,766	49,586
Caldwell	n/a			n/a				n/a				n/a		
Camden														
Carteret	59,302	94,883	63,438	n/a			1	37,022	59,235	vacant		n/a		
Caswell														
Catawba	68,103	105,675	99,822	n/a			2	39,817	61,781	45,638	1	46,087	71,513	52,297
Chatham	58,282	86,109	76,500	n/a			2	45,666	67,469	48,335		n/a		
Cherokee	n/a			n/a				n/a				n/a		
Chowan	33,390	59,962	vacant	n/a				n/a				n/a		
Clay	n/a			n/a				n/a				n/a		
Cleveland	54,090	84,426	84,426	n/a			1	37,194	58,044	41,814		n/a		
Columbus	n/a			38,311	77,867	48,960		n/a				n/a		
Craven	69,105	139,610	130,166	n/a			1	37,568	75,895	40,315	1	41,258	83,355	43,237
Cumberland	66,713	112,278	96,017	n/a			9	35,348	62,313	39,094	3	38,734	65,189	50,232
Currituck	72,001	100,167	94,844	n/a			5	39,544	57,661	44,416	1	47,001	65,161	48,834
Dare	69,517	111,228	81,786	n/a				n/a				n/a		
Davidson	63,113	94,670	79,029	n/a			1	38,884	58,327	49,466		n/a		
Davie	51,504	79,868	59,487	n/a			1	33,198	51,484	34,894		n/a		
Duplin	n/a			53,589	95,163	55,753		n/a				n/a		
Durham	n/a			n/a				n/a				n/a		
Edgecombe	47,916	83,035	54,571	n/a			1	29,416	50,976	31,297	1	34,053	59,012	37,359
Forsyth	n/a			n/a				n/a				n/a		
Franklin	62,886	89,837	69,373	n/a			1	37,944	54,206	39,953	1	41,594	59,421	47,497
Gaston	69,301	107,431	95,285	n/a				n/a			1	52,672	81,653	72,422
Gates	49,333	63,896	49,832	n/a				n/a				n/a		
Graham														
Granville	42,166	74,379	59,627	n/a			2	31,470	45,655	43,950		n/a		
Greene	n/a			n/a				n/a				n/a		
Guilford	85,822	145,897	vacant	n/a			1	41,282	70,179	54,927	2	45,513	77,372	49,847
Halifax	51,182	83,085	61,665	31,140	50,550	31,923		n/a				n/a		
Harnett	72,365	112,166	86,838	n/a			2	40,137	62,212	44,097	1	45,539	70,585	57,366
Haywood	48,842	73,263	70,363	n/a			1	37,505	58,259	45,811		n/a		
Henderson	62,439	96,798	81,785	n/a			1	37,499	58,130	40,190	1	46,800	72,550	59,549
Hertford	n/a			n/a				n/a				n/a		
Hoke	n/a			n/a			1	45,258	63,949	46,340		n/a		
Hyde														
Iredell	63,942	99,175	81,238	n/a				35,635	55,270			42,658	66,136	98,807
Jackson														
Johnston	63,416	107,639	68,196	n/a			1	39,078	57,678	40,157	0	46,599	79,101	
Jones	n/a			n/a				n/a				n/a		
Lee	n/a			n/a				n/a				n/a		
Lenoir	n/a			n/a				n/a				n/a		
Lincoln	61,402	93,673	74,904	n/a			2	35,666	54,411	41,412		n/a		
McDowell	n/a			36,738	53,995	50,118		n/a				n/a		
Macon	43,834	65,752	58,579	31,152	46,727	32,087		n/a				n/a		
Madison			44,645	n/a				n/a				n/a		
Martin	n/a			n/a				n/a				n/a		
Mecklenburg	n/a			n/a				n/a				n/a		
Mitchell	n/a			n/a				n/a				n/a		
Montgomery														
Moore	63,542	99,761	vacant	n/a			5	39,009	61,244	46,494		n/a		
Nash	68,225	109,160	100,807	n/a			1	40,735	65,176	43,541	1	51,496	82,394	67,859
New Hanover	92,747	142,293	110,248	n/a			2	48,942	75,109	49,370		n/a		
Northampton	41,301	72,881	47,897	n/a				n/a				n/a		

County Salaries in North Carolina 2012

TABLE 8. PLANNING DIRECTOR, COUNTY PLANNER, PLANNER, AND SENIOR PLANNER														
January 1, 2012														
County	Planning Director			County Planner			Planner			Senior Planner				
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual
Onslow	\$70,196	\$112,314	\$80,000	n/a			2	\$37,478	\$59,965	\$44,937		n/a		
Orange	80,994	129,481	108,396	n/a			2	44,781	71,588	57,942	2	\$57,323	\$91,637	\$62,100
Pamlico	n/a			n/a			1	34,651	61,536	vacant		n/a		
Pasquotank	41,356	57,898	49,630	n/a								n/a		
Pender	62,648	100,236	62,648	n/a			3	38,460	61,536	42,494	1	42,402	67,844	46,163
							1	34,885	55,815	34,885				
Perquimans	39,428	59,708	55,478	n/a								n/a		
Person	50,316	77,990	61,727	n/a								n/a		
Pitt	80,559	127,323	101,841	\$43,794	\$69,216	\$37,310	3	48,098	76,022	54,330		n/a		
							2	43,794	69,216	37,310				
							2	39,875	63,021	43,053				
Polk	32,472	53,209	39,564	n/a								n/a		
Randolph	57,907	89,690	79,456	39,437	60,736	47,736						n/a		
Richmond	42,217	61,390	59,957	n/a								n/a		
Robeson	n/a			53,489	66,326	64,187						n/a		
Rockingham	57,228	85,842	65,000	n/a			1	35,267	52,901	36,352	1	36,809	55,214	38,372
Rowan	61,866	98,209	70,988	n/a			1	36,016	57,182	39,740	1	43,848	69,606	45,163
Rutherford	55,750	82,966	60,065	n/a								n/a		
Sampson														
Scotland	n/a			n/a								n/a		
Stanly	50,657	75,987	66,891	n/a							1	35,351	53,026	46,976
Stokes	41,659	67,835	53,958	n/a								n/a		
Surry	48,444	82,524	58,164	32,616	54,300	37,872						n/a		
Swain	n/a			n/a								n/a		
Transylvania	n/a			n/a								n/a		
Tyrrell	n/a			n/a								n/a		
Union	74,739	112,108	103,196	n/a							2	50,174	75,260	59,874
Vance	44,088	70,536	46,308	n/a								n/a		
Wake	71,600	121,900	93,189	n/a			2	39,200	66,750	45,440	1	48,100	82,000	66,349
Warren	47,273	75,859	61,200	37,041	59,442	50,528						n/a		
Washington	n/a			n/a								n/a		
Watauga	64,675	100,245	94,246	n/a								n/a		
Wayne	49,828	77,715	59,230	n/a								n/a		
Wilkes	31,131	59,783	56,684	n/a			1	32,945	51,065	35,549	1	26,425	41,214	31,411
Wilson	47,652	80,580	68,633	n/a			1	28,488	48,132	31,429		n/a		
Yadkin	49,404	74,106	49,638	n/a								n/a		
Yancey	n/a			19,531	29,188	25,000						n/a		

TABLE 9. INFORMATION TECHNOLOGY DIRECTOR, SYSTEMS ADMINISTRATOR, AND PC CONSULTANT												
January 1, 2012												
County	Information Technology Director			Systems Administrator				PC Consultant				
	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	
Alamance	\$59,333	\$94,932	\$92,196	1	\$47,611	\$76,180	\$62,796	4	\$33,480	\$53,568	\$38,608	
Alexander	52,963	73,009	71,229	1	32,322	44,556	40,365	1	26,529	36,570	33,959	
Alleghany	n/a				n/a				n/a			
Anson	52,189	77,041	71,901		n/a				n/a			
Ashe	65,838	93,027	67,482		n/a			1	48,762	68,901	49,983	
Avery	36,790	51,304	38,028	1	34,014	47,432	35,734		n/a			
Beaufort	n/a				n/a				n/a			
Bertie	57,421	84,764	57,421	1	50,608	74,706	50,608		n/a			
Bladen	47,192	59,774	48,240	2	37,175	47,089	40,481		n/a			
Brunswick	GIS administrator			1	52,082	83,332	68,226	1	lead	48,499	77,598	59,529
								2	tech	41,332	66,131	47,827
Buncombe	93,575	143,133	128,850		n/a			6		37,782	59,344	45,626
Burke	58,668	90,939	65,000	1	37,815	58,616	41,500	2		36,016	55,824	36,420
Cabarrus	77,859	120,186	106,377	3	58,101	89,678	61,958	1		45,520	70,272	55,590
Caldwell	48,687	81,146	64,581	1	35,777	59,629	45,330			n/a		
Camden												
Carteret	59,302	94,883	65,500	2	40,660	65,056	41,677			n/a		
Caswell												
Catawba	86,931	134,869	106,875	1	58,834	91,284	75,622	6		43,894	68,103	49,082
Chatham	55,507	88,009	57,200	4	41,420	61,196	45,632	3		37,568	55,507	37,568
Cherokee	45,695	75,980	60,746	1	43,798	72,577	52,440			n/a		
Chowan	42,613	76,526	54,384		n/a					n/a		
Clay	n/a				n/a					n/a		
Cleveland	56,694	88,494	80,574	3	38,994	60,834	45,942			n/a		
Columbus	42,236	85,896	78,152	2	31,536	64,000	41,140			n/a		
Craven	75,895	153,418	139,610		n/a					n/a		
Cumberland	76,454	128,672	111,772	9	35,348	73,722	51,503	14		30,805	50,808	41,999
Currituck	54,143	75,161	65,380		n/a			1		32,716	45,159	33,971
Dare	66,269	106,032	89,627	1	45,198	72,316	59,650			n/a		
Davidson	63,113	94,670	88,155	3	38,884	58,327	39,532			n/a		
Davie	51,504	79,868	60,720	1	38,431	59,599	46,607	1		30,111	46,697	31,747
Duplin	51,509	91,469	58,005	1	37,520	66,631	37,520	1		29,583	52,537	29,583
Durham	80,374	138,374	127,993	4	46,687	80,374	51,246	6		42,298	72,816	45,720
Edgecombe	47,916	83,035	53,240	1	32,431	56,201	36,035	2		35,755	61,962	39,641
Forsyth	92,775	150,760	138,008	1	68,310	111,004	86,382	3		34,046	55,325	42,709
Franklin	41,594	59,421	51,220		n/a			2		34,615	49,450	37,313
Gaston	74,221	115,058	100,195		n/a			4		40,034	71,189	50,632
Gates	n/a				n/a					n/a		
Graham												
Granville	n/a			1	27,164	47,916	37,825			n/a		
Greene	n/a				n/a					n/a		
Guilford	99,350	168,894	146,365	1	74,136	126,031	103,000	4		37,444	63,654	44,328
Halifax	39,922	64,807	56,529	1	36,145	58,676	51,182	2		32,726	53,125	39,925
Harnett	72,365	112,166	88,394	1	58,628	90,873	70,354	1		31,177	48,324	31,177
Haywood	44,727	67,090	55,272	2	39,193	58,790	43,583			n/a		
Henderson	64,974	100,698	81,597	2	40,560	62,888	56,297	4		29,640	45,962	37,416
Hertford	n/a				n/a					n/a		
Hoke	47,521	67,146	52,454		n/a			1		41,051	58,903	42,077
Hyde												
Iredell	58,442	90,644	86,665	1	48,820	75,720	72,396	1		40,782	63,253	62,971
Jackson												
Johnston	69,250	117,546	95,456	3	53,176	90,266	62,194	2		48,696	82,659	53,547
Jones	n/a				n/a					n/a		
Lee	68,123	95,373	68,123	1	49,726	69,616	53,340	1		41,538	58,153	41,538
Lenoir	54,602	96,351	79,081	1	37,814	66,728	47,226	3		30,055	53,036	33,325

TABLE 9. INFORMATION TECHNOLOGY DIRECTOR, SYSTEMS ADMINISTRATOR, AND PC CONSULTANT												
January 1, 2012												
County	Information Technology Director			Systems Administrator				PC Consultant				
	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	
Lincoln	\$61,402	\$93,673	\$66,153	1	\$45,656	\$69,651	\$50,426	4	\$35,666	\$54,411	\$39,866	
McDowell	n/a			1	31,644	46,516	33,258		n/a			
Macon	43,834	65,752	63,860	1	39,758	59,640	44,990	2	29,688	44,503	30,558	
Madison			41,640		n/a			1			39,312	
Martin	n/a				n/a				n/a			
Mecklenburg	112,800	195,811	157,270		n/a			15	31,924	56,848	45,556	
Mitchell	n/a				n/a				n/a			
Montgomery												
Moore	57,634	90,485	90,188	2	43,008	67,522	52,992	2	39,009	61,244	45,580	
Nash	68,225	109,160	75,000		n/a			2	46,886	75,018	51,619	
New Hanover	92,747	142,293	133,989	2	48,942	75,109	50,166	6	41,205	63,190	47,083	
Northampton	finance director			1	37,462	66,105	37,462		n/a			
Onslow	70,196	112,314	95,090	5	45,598	72,957	58,247		n/a			
Orange	80,994	129,481	100,024	1	57,323	91,637	75,978	2	38,615	61,730	44,273	
Pamlico	n/a				n/a				n/a			
Pasquotank	40,090	56,126	49,773		n/a				n/a			
Pender	54,117	86,588	57,165	1	38,460	61,536	38,460	1	31,641	50,626	31,641	
Perquimans	n/a				n/a				n/a			
Person	61,513	95,345	72,400	1	41,157	63,793	54,319	1	37,979	58,867	37,992	
Pitt	assistant county manager--information officer			1	66,782	105,550	82,504	2	41,789	66,048	47,623	
Polk	39,470	64,676	44,657		n/a			1	25,442	41,690	29,505	
Randolph	63,794	99,008	70,304	1	50,149	77,522	55,245	2	35,984	55,245	39,936	
Richmond	53,345	77,628	67,445		n/a				n/a			
Robeson	n/a			2	38,254	47,434	39,784		n/a			
Rockingham	62,623	93,935	80,000	2	45,948	68,922	50,000	2	36,809	55,214	45,199	
Rowan	75,311	119,555	111,608	1	58,895	93,497	79,889	4	31,079	49,336	32,898	
Rutherford	55,750	82,966	60,065	3	37,463	55,750	37,932	1	35,648	53,047	35,648	
Sampson												
Scotland	n/a			1	43,812	61,908	44,904		n/a			
Stanly	52,987	79,481	65,520	1	42,318	63,477	51,656		n/a			
Stokes	43,325	70,549	55,012		n/a			2	31,656	51,547	41,003	
Surry	46,224	78,660	vacant	1	38,796	65,208	58,164	2	31,320	51,864	38,346	
Swain	n/a			1	36,619	53,963	52,530		n/a			
Transylvania	55,952	83,928	67,470	1	43,846	65,769	54,333		36,067	54,100	37,000	
Tyrrell	n/a				n/a				n/a			
Union	78,128	117,192	98,868	1	43,921	65,882	62,301	2	36,762	55,142	43,071	
Vance	50,316	80,496	69,000		n/a				n/a			
Wake	97,000	165,000	143,374	20	43,500	74,000	55,928	24	37,000	63,000	48,627	
Warren	45,024	72,248	vacant <sup>1</sup>		n/a				n/a			
Washington	27,804	40,236	39,276		n/a				n/a			
Watauga	56,673	87,843	72,258	1	45,478	70,490	45,478	3	33,419	67,454	47,912	
Wayne	81,165	126,590	85,274	5	35,412	55,231	41,240		n/a			
Wilkes	40,770	78,288	58,119	1	31,131	59,763	47,664		n/a			
Wilson	54,864	92,724	86,112	1	43,416	73,392	50,361	2	32,760	55,416	38,302	
Yadkin	51,762	77,643	54,662		n/a				n/a			
Yancey	30,138	45,056	38,000		n/a				n/a			
1. also GIS administrator												

County Salaries in North Carolina 2012

TABLE 10. TAX ADMINISTRATION POSITIONS. Part One: Tax Administrator, Tax Assessor, Tax Collector, and Property/Revaluation Appraiser														
January 1, 2012														
County	Tax Administrator			Tax Assessor			Tax Collector			Property/Revaluation Appraiser				
	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
Alamance	\$62,002	\$99,204	\$66,650	n/a			n/a			tax appraiser	3	\$34,986	\$55,979	\$40,628
Alexander	50,410	69,491	58,480	n/a			\$37,483	\$51,671	\$43,469	GIS technician/appraiser	1	29,282	40,366	36,670
Alleghany	42,967	64,445	42,967	n/a			n/a					n/a		
Anson	n/a			\$46,130	\$68,096	\$51,854	42,486	62,718	52,604	real estate appraiser I	1	25,932	38,280	31,231
Ashe	53,187	75,150	68,082	n/a			36,072	50,967	38,844	real property appraiser	1	50,916	71,943	52,188
										reevaluation appraiser	1	34,551	48,816	36,297
Avery	44761	62419	56616	n/a			39,790	51,304	36,790	sr. real property appraiser	1	31,448	43,854	33,357
										real property appraiser	2	29,075	40,546	31,216
Beaufort	66,478	93,069	79,774	n/a			n/a			appraiser	2	31,686	44,360	34,855
Bertie	52,784	77,919	59,511	n/a			37,690	55,637	37,690			n/a		
Bladen	52,199	66,117	62,638	n/a			30,915	39,160	33,320	real property appraiser	1	28,411	35,987	29,674
Brunswick	69,999	111,998	78,364	n/a			48,499	77,598	66,328	chief appraiser	3	44,915	71,863	50,385
										real estate appraiser II	1	41,332	66,131	54,423
										real estate appraiser I	4	37,748	60,397	40,994
Buncombe	97,772	149,527	134,974	n/a			62,953	96,286	72,305	real property appraiser II	9	35,557	54,371	44,751
										real property appraiser I	3	31,127	47,601	35,353
Burke	58,669	90,939	66,937	n/a			26,874	41,656	27,040	real estate tax appraiser	3	31,110	48,223	32,757
Cabarrus			123,497	n/a			52,697	81,352	57,800	real property appraiser	5	39,325	60,693	48,276
Caldwell	50,878	84,798	61,761	n/a			n/a			appraiser II	2	27,473	45,789	33,722
Camden														
Carteret	62,157	99,451	84,755	n/a			n/a			sr. property appraiser	2	37,022	59,235	40,827
										property appraiser	3	33,708	53,933	34,817
Caswell														
Catawba	71,512	110,952	77,262	50,815	78,845	70,380	53,352	82,786	60,900	senior real estate appraiser	2	39,817	61,781	44,507
										real estate appraiser	4	36,115	56,024	37,047
Chatham	55,507	82,009	62,175	n/a			39,447	58,282	56,523	chief appraiser	1	39,447	58,282	46,241
										property appraiser	3	32,453	47,948	32,453
Cherokee	50,009	83,319	55,009	n/a			38,669	63,271	40,228	lead tax appraiser	1	31,811	50,541	40,730
										tax appraiser	1	30,587	48,317	30,587
Chowan	36,814	66,107	vacant	22,599	40,584	24,916	22,599	40,584	31,801			n/a		
Clay	n/a					45,911			50,676	appraiser	1			27,398
Cleveland	56,694	88,494	65,238	n/a			47,004	73,368	52,860	appraiser	3	33,882	52,860	39,906
Columbus	42,236	85,896	64,310	n/a			31,536	64,000	40,418	tax appraiser tech	1	27,264	55,259	36,843
Craven	69,105	139,610	127,113	n/a			n/a			appraiser I	4	37,568	75,895	40,551
Cumberland	69,793	117,462	109,199	60,925	102,537	74,535	55,639	93,640	55,639	senior appraiser	2	44,353	74,646	50,039
										appraiser	6	40,524	68,202	38,112
Currituck	54,143	75,161	64,253	n/a			30,929	42,656	38,012	tax appraiser	2	36,286	50,158	39,569
Dare	n/a			63,175	101,080	101,080	47,412	75,859	75,859	chief real property appraiser	1	45,198	72,316	70,684
										real property appraiser	4	35,583	56,932	40,371
Davidson	66,304	99,456	97,983	38,884	58,327	52,468	38,884	58,327	47,556	appraiser III	3	36,994	55,490	44,297
										appraiser II	2	35,221	52,831	36,125
Davie	51,504	79,868	65,584	n/a			31,617	49,032	40,325	appraiser II	1	38,431	59,599	42,371
										appraiser I	1	26,010	40,338	33,174
Duplin	49,507	87,916	51,509	n/a			n/a			appraiser	1	29,583	52,537	30,779
Durham	72,816	125,359	104,574	n/a			n/a			mass appraisal specialist I	1	38,319	65,968	49,823
										residential tax appraiser	11	34,714	59,763	39,420
Edgecombe	n/a			45,637	79,081	51,972	43,191	71,729	50,704	real property appraiser	1	29,416	50,976	32,271
Forsyth	n/a			84,657	137,568	88,004	n/a			tax assessor		n/a		
Franklin	62,886	89,837	72,165	n/a			n/a			property appraiser	2	36,242	51,773	39,543
Gaston	69,301	107,431	100,482	n/a			60,416	93,666	74,012	property appraiser III	4	42,876	66,466	50,110
										property appraiser I	5	40,034	62,066	45,239
Gates	42,874	55,534	54,984	n/a			n/a					n/a		
Graham														
Granville	44,270	78,094	53,853	27,164	47,916	43,359	n/a					n/a		
Greene	43,056	60,113	53,596	39,115	54,595	46,854	n/a					n/a		
Guilford	81735	138950	102,000	55,322	94,047	65,982	55,322	94,047	88,829	appraiser III	3	43,346	73,688	57,636
										appraiser I	5	35,661	60,623	40,183
Halifax	48,701	79,057	64,807	36,145	58,676	58,676	n/a			appraiser I	2	32,726	53,125	36,324
Harnett	72,365	112,166	96,000	n/a			n/a			chief appraiser	1	47,498	73,622	56,998
										property appraiser	2	35,374	54,830	42,449
Haywood	51,040	76,561	74,011	46,739	70,019	56,364	n/a			property appraiser II	3	32,866	49,299	35,585
Henderson			89,000	n/a			n/a			property appraiser II	1	33,345	51,675	47,600
										property appraiser I	6	32,078	49,686	38,678
Hertford	n/a			42,048	65,175	47,750	40,046	62,072	44,880			n/a		
Hoke	n/a			45,258	63,949	56,521	45,258	63,949	47,549	appraiser manager	1	60,650	85,697	68,620
Hyde														
Iredell	61,130	94,813	81,637	55,872	86,657	76,499	n/a			real property manager	1	46,673	72,390	56,978
										real estate appraiser III	5	35,635	55,670	42,644
Jackson														
Johnston	69,250	117,546	107,707	n/a			n/a			real estate appraiser IV	2	42,673	72,433	46,551
										real estate appraiser I	1	34,240	50,545	40,580
Jones	49,817	63,349	63,349	n/a			n/a					n/a		
Lee	74,534	104,348	78,261	n/a			n/a			appraisal manager	1	54,406	76,169	55,877
										real property appraiser	3	41,538	58,153	41,539



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TABLE 10. TAX ADMINISTRATION POSITIONS. Part Two: Property Mapper, Business Personal Property Appraiser, Tax Customer Service Representative, and Tax Technician																	
January 1, 2012																	
County	Property Mapper					Business Personal Property Appraiser				Tax Customer Service Representative				Tax Technician			
	Class	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance			n/a			1	\$34,986	\$55,979	\$53,592	7	\$23,543	\$37,668	\$25,941	2	\$25,710	\$41,133	\$29,928
Alexander			n/a				n/a				n/a			4	22,876	31,534	28,284
Alleghany			n/a				n/a				n/a						
Anson	sr. tax technician	1	\$25,932	\$38,280	\$25,935		n/a			1	25,932	38,280	25,933	1	28,156	41,563	28,159
Ashe	tax mapping supv.	1	36,072	50,967	39,819	3	30,384	48,816	36,143	3	30,384	42,930	35,181		n/a		
	tax mapping clerk	2		30,384	30,384												
Avery			n/a			1	27,957	38,985	33,677	1	26,882	37,488	32,384	1	25,848	36,045	28,242
Beaufort	sr. land records	1	35,861	50,205	43,033	1	31,686	44,360	30,102	5	26,119	36,567	27,580		n/a		
Bertie	land records spec.	1	28,069	41,435	30,876		n/a			2	24,738	36,519	27,793		n/a		
Bladen			n/a			1	28,411	35,987	30,305	3	23,402	29,642	24,962		n/a		
Brunswick	see GIS technician					1	37,748	60,397	43,666	8	25,206	40,329	28,048	4	25,206	40,329	29,957
										8	28,790	46,064	34,285				
										2	26,997	43,196	33,979				
Buncombe	GIS mapper II	3	34,041	51,989	43,216	1	31,127	47,601	38,724	10	26,114	39,953	31,046		n/a		
	GIS mapper I	2	31,127	47,601	39,308												
Burke	mapping tech	1	25,595	39,673	31,550		n/a				n/a				n/a		
Cabarrus			n/a			1	37,422	57,801	51,660	6	29,337	45,301	31,115	6	27,945	43,146	37,802
Caldwell			n/a			1	32,762	54,604	36,403		n/a				n/a		
Camden																	
Carteret			n/a			1	25,153	40,245	26,970	6	20,843	33,349	21,929		n/a		
Caswell																	
Catawba	cadastral mapper	3	31,198	48,400	43,134	2	31,198	48,400	34,736	3	24,430	37,915	30,182		n/a		
Chatham	mapper	2	29,436	43,491	37,528	1	32,453	47,948	32,453	5	26,699	39,447	26,699	1	26,699	39,447	35,424
Cherokee	mapping tech	1	27,408	42,577	33,879	1	27,408	42,577	34,993	3	24,592	37,833	25,531	2	25,518	39,369	30,433
Chowan			n/a				n/a				n/a				n/a		
Clay	mapper				32,151					2			21,984		n/a		
Cleveland	mapper supv.	1	29,424	45,942	39,906	1	26,808	41,814	30,858	4	23,286	36,342	29,242	6	24,414	38,088	29,424
Columbus	land records supv.	1	27,264	55,259	42,849	1	23,617	47,282	35,956	1	24,762	49,727	33,425	1	24,762	49,727	34,248
	appraiser technician	1	27,264	55,259	32,511												
Craven	property mapper		28,353	57,289	31,450	1	35,849	72,419	43,237	3	25,813	52,159	29,035	1	31,140	62,918	37,568
Cumberland	GIS technician I	2	30,805	56,806	33,037	1	30,805	51,845	37,084	28	28,087	51,845	30,209	3	32,247	54,272	36,059
	mapping manager	1	44,353	74,646	49,764												
Currituck		1	39,858	55,160	43,059		n/a			4	25,571	35,190	27,760		n/a		
Dare	land records mgr	1	43,087	68,919	67,919	2	29,383	47,017	38,886	2	24,270	42,728	34,151	4	25,457	40,731	35,895
	land records tech	1	33,921	54,273	49,011												
Davidson	land records tech II	1	33,356	50,349	36,500	1	35,221	52,831	41,248	3	25,056	37,584	27,766	2	20,565	30,847	25,068
Davie			n/a			1	26,010	40,338	34,712	2	23,591	36,588	29,425	1	26,010	40,338	34,777
Duplin			n/a			1	29,583	25,537	34,662	5	24,268	43,099	26,302		n/a		
Durham	GIS cartographer	4	34,714	59,763	44,669	3	31,449	54,143	39,467	14	27,119	46,687	35,868	6	29,933	51,534	44,016
Edgecombe			n/a			1	29,416	50,976	33,502	4	21,951	38,039	26,265	1	21,951	38,039	26,265
Forsyth	Sr. GIS technician	1	31,801	51,677	39,624		n/a			18	24,604	39,981	27,132	18	24,604	39,981	27,132
	GIS technician	5	30,287	49,216	38,263												
Franklin			n/a			1	31,577	45,110	36,851	9	23,971	37,539	30,379		n/a		
Gaston	GIS specialist III	1	42,876	66,466	45,019	1	40,034	62,066	46,707	3	23,126	35,853	24,668		n/a		
	GIS specialist I	1	37,379	57,952	41,118												
Gates			n/a				n/a			3	21,799	35,414	26,315		n/a		
Graham																	
Granville			n/a				n/a			7	20,279	39,437	29,270		n/a		
Greene			n/a				n/a			3	20,936	30,594	21,616	1	24,170	33,673	25,276
Guilford	mapping tech	4	32,345	54,987	43,506	5	39,316	66,837	47,325	10	30,805	52,369	38,616		n/a		
Halifax			n/a			1	32,726	53,125	38,462	3	21,991	35,699	23,401	1	24,289	39,429	34,823
Harnett			n/a				n/a			7	27,477	42,589	33,133		n/a		
Haywood	mapping tech II	1	29,823	44,734	33,155	3	26,133	47,177	29,817	2	28,539	44,734	32,602	2	28,539	44,734	32,602
Henderson	services spec.	2	26,364	40,833	32,604		tax technician			2	23,420	36,309	25,662	6	26,364	40,833	33,212
Hertford			n/a				n/a				n/a				n/a		
Hoke	land records	1	41,051	58,003	41,051		n/a			4	23,759	34,844	24,045	2	25,201	35,609	26,808
Hyde																	
Iredell	mapping supv.	1	32,565	50,316	49,211	2	34,068	52,839	34,068	1	26,011	40,343	33,880	4	26,011	40,343	35,260
	GIS mapping tech	2	29,768	46,170	33,721												
Jackson																	
Johnston			n/a			1	31,356	46,285	33,384	4	28,715	42,384	29,810	3	28,715	42,384	33,028
Jones			n/a				n/a			2	27,234	34,336	32,049		n/a		
Lee			n/a			2	36,296	50,815	39,385	2	25,329	35,460	25,329		n/a		
Lenoir	land records mgr.	1	30,055	53,036	38,473	1	34,495	60,870	56,587	3	20,814	36,728	20,814	1	21,791	38,452	22,813
Lincoln			n/a				n/a			8	25,242	38,508	27,717		n/a		
McDowell	tax mapper	2	23,484	34,518	27,600	1	21,264	31,256	24,078	2	20,232	29,737	21,264	1	22,344	32,848	23,484
Macon	mapper	2	21,085	31,627	30,009	1	28,256	42,383	35,020	2	21,085	31,627	27,299	3	24,409	36,612	27,973
Madison			n/a			1	n/a		26,416	3			26,624	1			28,881
Martin			n/a				n/a				n/a			5	20,929	38,162	24,913

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TABLE 10. TAX ADMINISTRATION POSITIONS. Part Two: Property Mapper, Business Personal Property Appraiser, Tax Customer Service Representative, and Tax Technician																	
January 1, 2012																	
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.
Mecklenburg	see GIS Analyst and GIS Technician									10	\$27,606	\$56,848	\$30,755	Tax Customer Service Representative			
Mitchell	land records mgr	1	\$32,363	\$46,233	\$37,463	1	\$27,664	\$39,521	\$28,921	1	27,664	39,521	no data	n/a			
Montgomery																	
Moore			n/a			1	29,110	45,702	35,036	4	26,403	41,453	31,837	1	\$27,723	\$43,526	\$33,349
Nash	tax mapping supv.	1	44,739	71,582	59,566	1	32,501	52,202	34,949	7	24,125	38,600	28,525	n/a			
	GIS mapping tech	2	31,146	49,834	39,645												
New Hanover	senior tax mapper	1	34,861	53,477	46,491		n/a				n/a			n/a			
	tax mapper	2	32,053	49,192	38,917												
Northampton			n/a				n/a				n/a			n/a			
Onslow	property mapper	3	30,804	49,287	36,027	2	30,804	49,287	36,027	3	23,409	37,454	30,893	5	30,804	49,287	35,727
Orange	GIS mapper II	1	34,984	55,925	39,617	1	44,781	71,588	vacant	2	30,165	48,225	32,167	3	30,165	48,225	30,569
	GIS mapper I	2	31,693	50,665	34,299												
Pamlico			n/a			2	23,284	41,347	32,847	2	23,284	41,347	25,540	n/a			
Pasquotank			n/a				n/a			8	19,833	36,328	27,285	n/a			
Pender	tax mapper	2	27,333	43,733	30,662	1	28,700	45,919	30,732	4	26,031	41,650	26,096	n/a			
Perquimans	mapper	1	30,276	45,850	35,383		n/a			5	28,138	42,613	33,716	n/a			
Person	land records tech	1	29,842	46,255	33,187	1	33,666	52,182	34,171	1	25,411	39,387	26,682	2	27,538	42,684	32,409
Pitt			n/a			1	41,789	66,048	52,246	3	26,148	41,328	27,656	n/a			
Polk			n/a				n/a			2	23,078	45,963	26,485	2	23,078	45,963	29,165
Randolph	GIS spec/mapper	2	32,802	50,149	40,903	2	35,984	55,245	41,391	5	23,858	39,437	27,231	1	32,802	50,149	36,858
Richmond			n/a			1	22,956	33,381	31,106	6	20,890	30,405	24,581	3	19,945	29,008	20,725
Robeson	division manager	1	44,348	54,990	49,669	2	33,682	41,766	37,724	6	24,541	32,319	29,186	2	23,017	28,542	23,017
	mapper	3	30,035	37,987	36,762												
Rockingham	land record tech	3	27,101	40,652	29,431	1	42,092	63,138	42,092		n/a			n/a			
Rowan	senior mapper	1	31,074	49,336	38,210	1	34,293	54,437	40,528	9	22,039	38,580	26,655	n/a			
Rutherford	see GIS analyst					1	41,378	62,346	42,418		n/a			3	23,955	36,094	26,988
Sampson																	
Scotland	mapper	1	27,948	39,480	30,096	1	33,456	47,268	35,148	4	23,940	32,988	23,928	1	24,420	34,500	26,952
Stanly			n/a			1	28,231	42,346	35,939	5	23,583	35,374	30,225	1	24,668	30,834	27,457
Stokes			n/a			1	26,020	42,369	29,319		n/a			1	23,131	37,665	25,806
Surry	land records mgr.	1	34,020	56,892	41,352	1	28,728	47,328	33,300	8	23,544	37,872	25,887	n/a			
Swain			n/a			1	25,750	37,946	27,646	1	20,663	30,451	22,186	2	24,641	36,313	23,548
Transylvania	mapper	1	26,500	39,741	33,287	1	26,500	39,741	34,320	4	22,893	34,339	26,993	n/a			
Tyrrell			n/a				n/a			2		31,325		see tax customer service representative			
Union	GIS senior specialist	2	40,176	60,264	43,953	2	32,162	48,244	34,300	3	25,745	42,171	28,045	1	28,113	42,171	29,547
Vance			n/a				n/a			3	22,788	36,456	23,904	2	26,004	41,592	30,192
Wake	mapping supvr.	2	48,100	82,000	53,629	3	43,500	74,000	58,009	38	28,900	49,000	34,819	38	28,900	49,000	34,819
	mapping technician	7	28,900	49,000	42,720												
Warren			n/a				n/a			2	22,739	36,487	22,739	tax customer service representative			
Washington			n/a				n/a				n/a			n/a			
Watauga			n/a			1	34,923	54,131	35,185		n/a			1	29,285	45,392	38,559
Wayne	senior mapper	1	33,726	52,601	36,319	1	30,590	47,710	33,766	4	22,827	35,602	22,827	n/a			
	mapper	1	25,781	40,209	27,763												
Wilkes	GIS map specialist	2	28,054	43,484	30,012	1	28,054	43,484	31,783		n/a			3	23,889	37,028	25,778
Wilson			n/a				n/a			7	25,932	43,872	28,058	n/a			
Yadkin			n/a			1	25,643	38,465			n/a			n/a			
Yancey			n/a				n/a			1	23,613	35,302	23,613	2	22,489	33,621	40,736

TABLE 11. GIS ADMINISTRATOR AND TECHNICIAN													
January 1, 2012													
County	GIS Administrator				No.	GIS Analyst			No.	GIS Technician			
	No.	Min.	Max.	Actual		Min.	Max.	Avg.		Min.	Max.	Avg.	
Alamance	1	\$45,560	\$72,899	\$67,765		n/a			2	\$34,986	\$55,979	\$38,058	
Alexander	1	37,483	51,671	51,671		n/a			1	26,529	36,570	32,323	
Alleghany		n/a				n/a				n/a			
Anson		n/a			vacant	\$40,774	\$60,190			n/a			
Ashe		n/a				n/a				n/a			
Avery	1	36,790	51,304	42,773		n/a			1	27,957	38,985	29,371	
Beaufort		n/a				n/a				n/a			
Bertie	1	42,763	63,126	48,022		n/a			1	34,644	51,142	34,644	
Bladen		n/a			1	24,655	31,229	\$25,750	1	23,402	29,642	24,962	
Brunswick	1	62,832	100,532	88,881	1	46,707	74,731	70,002	3	32,373	57,529	38,853	
Buncombe		n/a				n/a				n/a			
Burke	1	39,709	61,548	45,932		n/a			1	31,110	48,224	34,660	
Cabarrus	1	55,317	85,418	55,317		n/a			1	35,668	55,044	36,896	
Caldwell	1	34,236	57,061	43,701		n/a			1	26,290	43,817	34,907	
Camden													
Carteret		n/a				n/a			2	32,164	51,463	35,919	
Caswell													
Catawba	1	50,815	78,845	68,049	2	43,894	68,103	46,189		n/a			
Chatham	1	39,447	58,282	47,088		n/a				n/a			
Cherokee	1	35,776	57,883	46,830	1	33,039	52,903	42,971	1	29,454	46,292	36,194	
Chowan	1	26,160	46,981	36,814		n/a				n/a			
Clay		n/a				n/a				n/a			
Cleveland	1	38,994	60,834	55,380		n/a			1	28,092	43,842	38,088	
Columbus	1	28,618	58,030	46,613		n/a			1	24,762	49,727	33,430	
Craven	1	52,159	105,376	67,525		n/a				n/a			
Cumberland	1	50,808	85,510	73,817	1	46,394	78,081	66,158	6	30,805	56,806	37,382	
Currituck		n/a				n/a			1	39,858	55,160	44,715	
Dare		n/a			1	47,412	75,859	54,600	1	32,336	51,739	42,051	
Davidson		n/a			1	42,784	64,177	51,841	1	33,566	50,349	38,265	
Davie	1	44,490	68,993	65,747		n/a			1	28,677	44,473	34,233	
Duplin	1	37,520	66,631	48,537		n/a			1	26,270	46,653	27,878	
Durham		n/a				n/a				n/a			
Edgecombe		n/a			1	29,416	50,976	32,271	1	25,411	44,035	25,411	
Forsyth	1	46,850	76,131	68,203	1	39,058	63,470	57,345	5	30,287	49,217	38,263	
Franklin	1	41,594	59,421	45,408		n/a			2	33,061	47,230	34,897	
Gaston		n/a			1	42,876	66,466	56,809	1	42,876	66,466	51,450	
Gates		n/a				n/a				n/a			
Graham													
Granville		n/a			1	29,963	52,854	47,044		n/a			
Greene		n/a				n/a			1	37,258	51,994	42,657	
Guilford	1	58,088	98,749	84,296	3	50,178	85,303	64,088	2	35,661	60,623	50,337	
Halifax	1	32,726	53,125	51,182		n/a			1	24,289	39,429	27,502	
Harnett	1	51,671	80,090	62,700	1	45,539	70,585	55,261	3	35,374	54,830	42,736	
Haywood		IT director			1	40,959	61,437	48,963	1	29,823	44,734	33,155	
Henderson		n/a			1	34,671	53,742	48,887	3	29,640	45,962	36,338	
Hertford	1	31,377	48,635	35,505		n/a			1	24,585	38,107	28,577	
Hoke		n/a				n/a			1	47,521	67,146	51,175	
Hyde													
Iredell	1	53,415	82,846	62,971	1	42,658	66,163	60,181	1	29,768	46,170	43,301	
Jackson													
Johnston	1	53,176	90,266	55,043	1	48,696	82,659	48,696	1	32,767	48,366	38,896	
Jones		n/a				n/a			1	37,630	47,446	37,630	
Lee	1	56,908	79,672	61,982	3	43,450	60,825	48,377	1	28,988	40,582	34,042	
Lenoir	1	37,814	66,728	53,431		n/a				n/a			
Lincoln		n/a			1	41,362	63,100	41,362	1	33,947	51,789	33,947	

TABLE 11. GIS ADMINISTRATOR AND TECHNICIAN													
January 1, 2012													
County	GIS Administrator				GIS Analyst				GIS Technician				
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
McDowell		n/a				n/a				1	\$27,258	\$40,071	\$27,600
Macon	1	\$36,063	\$54,095	vacant	1	\$32,710	\$49,065	\$35,376		1	25,629	38,445	36,139
Madison		n/a			1			44,391			n/a		
Martin		n/a				n/a					n/a		
Mecklenburg	1	73,183	133,266	\$103,026	5	52,155	93,404	62,209		15	39,124	56,848	40,131
Mitchell		n/a				n/a					n/a		
Montgomery													
Moore	1	57,634	90,485	82,985	3	40,959	64,306	45,785			n/a		
Nash	1	49,137	78,619	55,539		n/a					n/a		
New Hanover		n/a				n/a					n/a		
Northampton	1	30,820	54,385	46,897		n/a				2	24,148	42,612	30,168
Onslow	1	49,319	78,910	73,465		n/a				3	30,804	49,287	41,427
Orange	1	57,323	91,637	79,332	2	44,781	71,588	62,012		2	40,570	64,854	49,724
Pamlico	1	27,148	48,209	42,810		n/a				1	22,826	40,145	24,823
Pasquotank	1	40,090	56,126	51,522		n/a				1	26,163	36,628	29,155
Pender	1	44,522	71,236	48,517		n/a					n/a		
Perquimans		n/a				n/a					n/a		
Person		n/a			1	44,601	69,132	52,126		1	31,066	48,152	42,664
Pitt	1	60,807	96,102	80,559	1	50,408	79,669	62,276			n/a		
Polk		n/a				n/a				1	30,925	50,674	34,989
Randolph	1	45,490	70,304	52,603	1	41,371	63,794	45,490		1	32,802	50,149	35,984
Richmond		n/a				n/a				1	27,678	40,276	31,857
Robeson	1	44,348	54,990	51,443		n/a				1	35,206	43,655	42,247
Rockingham	1	43,947	65,921	48,733		n/a				2	33,783	50,675	40,013
Rowan	1	43,848	69,606	51,821	1	39,740	63,091	41,742			n/a		
Rutherford	1	47,378	61,576	42,418	1	50,476	51,107	37,001			n/a		
Sampson													
Scotland		n/a				n/a					n/a		
Stanly	1	44,264	66,397	46,468		n/a				1	32,310	48,465	33,910
Stokes		see tax administrator			1	28,143	45,826	33,662			n/a		
Surry	1	35,532	59,520	43,188	1	32,616	54,300	37,872		1	30,012	49,572	vacant
Swain	1	32,088	49,416	47,361		n/a				1	26,909	39,655	34,739
Transylvania		n/a				n/a					n/a		
Tyrrell		n/a				n/a				1	also asst. tax collector		5,628
Union	2	43,921	65,882	53,360	2	40,176	60,264	46,045		1	36,762	55,142	vacant
Vance	1	36,972	59,148	38,820		n/a					n/a		
Wake	1	79,400	135,100	111,656	6	52,900	90,100	67,772		7	28,900	49,000	42,720
Warren	see IT director					n/a					n/a		
Washington		n/a				n/a					n/a		
Watauga		n/a				n/a				1	31,979	49,568	40,211
Wayne	1	43,044	67,133	52,444		n/a					n/a		
Wilkes	1	38,690	59,970	43,374		n/a				1	28,054	52,215	30,272
Wilson	1	34,356	58,092	36,000	1	31,260	52,872	35,000			n/a		
Yadkin	1	37,285	55,928	42,080		n/a					n/a		
Yancey		n/a				n/a				1	27,336	40,867	30,855

TABLE 12. LIBRARY DIRECTOR, PUBLIC HEALTH DIRECTOR, MENTAL HEALTH DIRECTOR, AND SOCIAL SERVICES DIRECTOR														
January 1, 2012														
County	Library Director				Counties	Public Health Director				Counties	Social Services Director			
	Min.	Max.	Actual	Counties		Min.	Max.	Actual	Counties		Min.	Max.	Actual	Counties
Alamance	\$56,778	\$90,844	\$62,000	2		\$80,743	\$129,191	\$102,500	1		\$64,793	\$103,669	\$85,644	1
Alexander	45,670	62,957	46,812	1		67,797	93,459	91,180	1		67,797	93,459	91,180	1
Alleghany	n/a					n/a					n/a			
Anson	n/a					n/a					54,382	80,278	66,858	1
Ashe	see Watauga					see Watauga					77,763	109,878	104,583	1
Avery	regional system					regional system					52,364	73,022	60,075	1
Beaufort	n/a					63,695	89,173	76,434	1		63,695	89,173	79,491	1
Bertie	see Hertford					see Pasquotank					67,952	100,310	100,015	1
Bladen	47,192	59,774	53,481	1		58,459	74,048	74,048	1		58,459	74,048	71,450	1
Brunswick	62,832	100,532	97,203	1		78,958	129,199	115,500	1		78,958	129,199	115,000	1
Buncombe	93,575	143,133	128,850	1		97,772	149,527	130,024	1		106,788	163,401	149,327	1
Burke	53,214	82,481	58,535	1		67,917	105,273	71,381	1		67,917	105,273	71,381	1
Cabarrus	74,147	114,455	83,344	1		n/a					85,828	132,494	109,542	1
Caldwell	48,687	81,146	54,098	1		58,061	96,769	81,205	1		66,280	110,429	86,646	1
Camden														
Carteret	n/a					68,152	109,043	100,685	1		68,152	109,043	86,026	1
Caswell														
Catawba	68,103	105,675	83,331	1		78,845	122,328	109,276	1		86,931	134,869	125,000	1
Chatham	47,498	70,842	62,697	1		64,256	94,936	93,280	1		64,256	94,936	90,100	1
Cherokee	n/a					57,255	95,671	80,000	1		57,255	95,671	65,000	1
Chowan	see Washington					see Pasquotank							76,526	1
Clay	n/a							73,914	1				72,344	1
Cleveland	47,044	73,368	60,834	1		78,672	122,826	109,224	1		78,672	122,826	90,576	1
Columbus	4,226	81,783	54,445	1		53,040	104,547	73,045	1		53,040	104,547	77,010	1
Craven	n/a					83,355	168,503	124,201	1		79,542	160,781	118,515	1
Cumberland	66,713	112,278	95,472	1		91,756	154,425	112,200	1		91,756	154,425	124,009	1
Currituck	n/a					see Pasquotank					63,072	87,663	80,739	1
Dare	n/a					66,269	106,032	106,032	1		66,269	106,032	106,032	1
Davidson	57,322	85,983	65,370	1		69,614	104,421	90,347	1		69,614	104,421	90,112	1
Davie	49,051	76,065	49,051	1		65,733	101,934	79,800	1		59,622	92,457	79,844	1
Duplin	43,960	78,067	43,960	1		53,589	95,163	73,563	1		58,005	103,008	91,469	1
Durham	72,818	125,359	102,350	1		88,718	152,739	138,500	1		88,718	152,739	vacant	1
Edgecombe	n/a					74,333	128,815	82,592	1		70,793	122,681	77,023	1
Forsyth	82,255	133,665	119,163	1		128,727	209,182	134,902	1		102,328	166,283	146,598	1
Franklin	54,791	78,273	61,482	1		68,935	98,479	79,668	1		68,395	98,479	81,692	1
Gaston	64,706	100,317	93,828	2		85,135	131,977	90,456	1		79,491	123,228	109,296	1
Gates	n/a					n/a					59,714	77,344	64,661	1
Graham														
Granville	40,157	70,838	63,876	1		see Vance					51,239	90,384	86,080	1
Greene	n/a					47,435	69,550	61,999	1		49,796	69,550	57,028	1
Guilford	n/a					104,317	177,339	146,245	1		104,317	177,339	125,778	1
Halifax	48,701	79,057	60,152	1		65,617	106,518	80,045	1		65,617	106,518	92,913	1
Harnett	53,893	83,534	59,000	1		75,476	116,968	103,763	1		75,476	116,988	91,400	1
Haywood	51,040	76,561	59,310	1		67,379	101,068	94,371	1		67,379	101,068	95,197	1
Henderson	62,439	96,798	90,168	1		70,259	108,908	96,941	1		70,259	108,908	97,497	1
Hertford	56,000	74,000	66,300	4		64,767	95,474	vacant	2		62,125	96,293	71,400	1
Hoke	n/a					66,867	94,481	81,470	1		66,867	94,481	72,006	1
Hyde														
Iredell	61,130	94,813	90,651	1		80,066	124,182	100,713	1		80,066	124,182	96,292	1
Jackson														
Johnston			57,860	1		140,051	237,719	201,287	1		82,584	140,176	114,525	1
Jones	n/a					63,349	80,701	63,349	1		66,498	84,680	66,498	1

TABLE 12. LIBRARY DIRECTOR, PUBLIC HEALTH DIRECTOR, MENTAL HEALTH DIRECTOR, AND SOCIAL SERVICES DIRECTOR															
January 1, 2012															
County	Library Director				Counties	Public Health Director				Counties	Social Services Director				
	Min.	Max.	Actual	Counties		Min.	Max.	Actual	Counties		Min.	Max.	Actual	Counties	
Lee	\$58,589	\$82,024	\$69,658	1		\$74,534	\$104,348	\$76,000	1		\$74,534	\$104,348	\$86,981	1	
Lenoir	n/a					54,602	96,351	79,081	1		54,602	96,351	71,642	1	
Lincoln	61,402	93,673	73,060	1		67,776	103,397	74,858	1		67,776	103,397	86,892	1	
McDowell	47,100	69,281	50,118	1		See Rutherford					57,456	84,463	68,376	1	
Macon	n/a					64,762	97,144	89,981	1		64,762	97,144	94,480	1	
Madison			38,000	1		54,069	78,185	54,069	1		54,069	78,185	66,000	1	
Martin	regional system					see Washington						57,608	92,096	71,943	1
Mecklenburg	112,800	195,811	170,974	1		112,800	195,811	170,971	1		112,800	195,811	150,000	1	
Mitchell	n/a					n/a					53,886	76,980	70,388	1	
Montgomery															
Moore	n/a					70,054	109,985	103,019	1		70,054	109,985	83,048	1	
Nash	n/a					74,392	119,891	110,536	1		74,392	119,891	83,883	1	
New Hanover	89,024	136,552	98,037	1		96,512	148,034	129,830	1		96,512	148,034	117,855	1	
Northampton	see Hertford					64,072	113,063	82,019	1		52,713	93,018	76,344	1	
Onslow	67,496	107,994	93,745	1		75,924	121,479	112,057	1		75,924	121,479	92,227	1	
Orange	73,377	117,303	78,000	1		80,994	129,481	vacant	1		80,994	129,481	111,367	1	
Pamlico	n/a					58,511	86,588	70,000	1		51,197	90,917	68,220	1	
Pasquotank	53,223	79,010	65,527	2		95,638	152,712	148,987	4		60,347	84,486	72,422	1	
Pender	56,823	90,917	63,784	1		65,780	105,248	83,000	1		65,780	105,248	85,325	1	
Perquimans	see Washington					n/a					53,657	81,258	59,157	1	
Person	50,316	77,990	52,832	1		61,513	95,345	69,480	1		61,513	95,345	vacant	1	
Pitt	n/a					117,220	185,267	183,071	1		84,426	133,435	97,174	1	
Polk	41,442	67,908	53,049	1		see Rutherford					50,375	82,545	71,179	1	
Randolph	57,907	89,690	65,333	1		63,794	99,008	89,690	1		63,794	99,008	85,467	1	
Richmond	n/a					6,348	93,776	94,820	1		58,610	85,253	74,077	1	
Robeson	n/a					80,913	100,333	97,098	1		77,867	96,555	96,555	1	
Rockingham	57,228	85,842	59,272	1		68,251	102,377	93,150	1		68,251	102,377	102,369	1	
Rowan	64,983	103,155	73,847	1		75,311	119,555	103,155	1		75,311	119,555	90,773	1	
Rutherford	57,155	82,966	57,155	1		n/a					71,475	101,208	71,475	1	
Sampson															
Scotland	45,828	64,752	53,148	1		65,676	92,796	67,320	1		65,676	92,796	67,320	1	
Stanly	52,987	79,481	53,000	1		n/a					66,349	99,524	89,842	1	
Stokes	n/a					48,735	79,357	58,877	1		48,735	79,357	61,268	1	
Surry	n/a					76,836	132,792	84,444	1		70,044	120,468	97,044	1	
Swain	n/a					54,419	80,196	73,499	1		49,833	73,437	vacant	1	
Transylvania	58,760	88,129	69,185	1		64,771	97,156	76,922	1		n/a				
Tyrrell	see Washington					see Washington							49,380	1	
Union	62,434	102,650	75,301	1		85,370	128,056	94,300	1		74,739	112,108	vacant	1	
Vance	46,068	73,716	64,008	1				199,402	2		60,000	95,988	88,116	1	
Wake	79,400	135,100	103,272	1		106,600	165,000	163,618	1		106,600	165,000	163,618	1	
Warren	47,273	75,859	60,000	1		60,333	96,816	66,000	1		60,333	96,816	66,300	1	
Washington	44,016	53,496	62,904	4		75,939	153,220	101,410	3		60,192	84,924	82,908	1	
Watauga	n/a					n/a					70,627	109,470	91,677	1	
Wayne	63,595	99,187	76,214	1		77,300	120,562	87,456	1		63,595	99,187	87,666	1	
Wilkes	n/a							85,827	1				75,750	1	
Wilson	47,652	80,580	73,500	1		69,324	117,240	92,978	1		69,324	117,240	119,190	1	
Yadkin	n/a					n/a					n/a				
Yancey	n/a					n/a					51,546	77,060	64,054	1	
Appalachian DHD <sup>1</sup>	n/a					83,988	132,816	105,000	3		n/a				
MTW DHD <sup>2</sup>	n/a					75,939	153,220	101,410	3		n/a				

1. District Health Agency for Alleghany, Ashe, Watauga  
 2. District Health Agency for Martin, Tyrrell and Washington

County Salaries in North Carolina 2012

TABLE 13. LIBRARIAN, LIBRARY BRANCH MANAGER, AND LIBRARY ASSISTANT														
January 1, 2012														
County	Librarian					Library Branch Manager				Library Assistant				
	No.	Level	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Level	Min.	Max.	Avg.
Alamance	1		\$34,986	\$55,979	\$34,992	2	\$30,660	\$49,053	\$35,820	4		\$22,530	\$36,045	\$23,344
Alexander	1		27,871	38,421	28,569	1	27,871	38,421	27,874	4		24,032	33,129	26,693
Alleghany			n/a				n/a					n/a		
Anson	1		27,021	39,888	27,024		n/a			3		24,887	36,738	24,889
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		24,656	34,402	30,779	1	32,167	40,746	40,746	6		22,644	28,057	25,228
Brunswick			n/a			5	39,540	63,263	44,373	11		25,206	40,329	28,850
Buncombe			n/a			13	34,041	51,988	40,182	9		23,899	36,610	27,360
Burke	2		34,301	53,166	36,788		37,815	58,616		6		22,109	34,270	23,254
Cabarrus	5		41,290	63,723	48,107	2	50,186	77,477	66,615	13		29,337	45,302	35,152
Caldwell	3		34,236	57,061	36,772		n/a			6		24,074	40,124	27,764
Camden														
Carteret			n/a				n/a					n/a		
Caswell														
Catawba	5		37,915	58,834	38,802	3	34,402	53,352	35,664	9		23,266	36,116	26,541
Chatham	2		39,447	58,282	42,000	2	30,909	45,666	33,685	8		25,427	37,568	27,200
Cherokee			n/a				n/a					n/a		
Chowan			n/a				n/a					n/a		
Clay			n/a				n/a					n/a		
Cleveland	2		30,858	48,132	33,882	1	25,590	39,906	29,424	4		25,590	39,906	29,424
Columbus			n/a			5	24,762	49,727	32,308	2		19,562	38,988	19,794
Craven			n/a				n/a					n/a		
Cumberland	13		37,025	62,313	39,563	8	40,524	74,646	46,248	42		21,433	36,071	22,409
Currituck			n/a			3	30,929	42,656	33,608	6		25,571	35,190	27,417
Dare	3		32,336	62,647	40,070	3	28,013	47,017	38,176	7		24,270	38,833	27,133
Davidson	1	level III	40,775	61,163	50,928	3	31,973	48,044	39,304	7		21,629	32,443	27,036
	3	level II	38,884	58,327	42,978									
	1	level I	35,221	52,831	42,978									
Davie	2		36,601	56,761	39,861		n/a			2		24,771	38,417	31,546
Duplin			n/a				n/a			9		18,394	44,840	25,250
Durham	27		36,472	62,791	41,504	3	46,687	80,374	64,775	12		24,567	42,298	29,262
Edgecombe			n/a				n/a					n/a		
Forsyth	23		34,206	55,584	36,923	1	42,543	69,133	61,963	38		25,538	41,500	28,938
Franklin	2		36,242	51,773	37,686	1	33,061	47,230	36,753	4		28,806	45,110	32,284
Gaston	5		34,901	54,111	42,058	8	32,587	50,520	40,325	7		23,126	35,853	30,313
Gates			n/a				n/a					n/a		
Graham														
Granville	1		31,470	55,514	39,162		n/a			1		24,644	43,473	26,423
Greene			n/a				n/a					n/a		
Guilford			n/a				n/a					n/a		
Halifax			n/a			3	29,630	48,099	25,570	1		18,975	30,755	21,991
Harnett	3		36,896	57,189	41,817	6	29,892	46,333		2		23,218	35,988	27,961
Haywood	3		37,505	61,437	45,087	1	32,866	57,259	34,998	9	asst/tech	20,066	39,197	27,587
Henderson	6		36,075	55,907	41,080	9	26,364	40,833	32,942	14		22,523	34,925	25,597
Hertford			n/a			7			27,000	1				36,000
Hoke			n/a			1	26,462	37,389	29,939	5		24,001	33,913	25,124
Hyde														
Iredell			37,274	57,812	47,121		44,620	69,207	56,408			28,459	44,140	38,772
Jackson														
Johnston	2		35,783	52,815	36,011		n/a			5		22,051	32,548	22,051
Jones			n/a				n/a					n/a		
Lee	1		41,538	58,153	41,538		n/a			2		25,329	35,460	26,798
Lenoir			n/a				n/a					n/a		

County Salaries in North Carolina 2012

TABLE 13. LIBRARIAN, LIBRARY BRANCH MANAGER, AND LIBRARY ASSISTANT														
January 1, 2012														
County	Librarian				Library Branch Manager				Library Assistant					
	No.	Level	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Level	Min.	Max.	Avg.
Lincoln			n/a			3	\$30,755	\$43,918	\$31,945	8		\$24,025	\$36,652	\$25,524
McDowell	1		\$31,644	\$46,516	vacant	1	47,100	69,231	50,118	1		28,650	42,112	32,850
Macon			n/a				n/a					n/a		
Madison			n/a			2			26,940	2				18,283
Martin			n/a				n/a					n/a		
Mecklenburg	58		4,116	93,404	\$51,471	17	50,081	93,404	70,252	67		24,630	56,848	30,431
Mitchell			n/a				n/a					n/a		
Montgomery														
Moore			n/a			1	32,093	50,386	37,483	10		22,808	35,809	27,411
Nash			n/a				n/a					n/a		
New Hanover	7		48,942	75,109	54,426	2	58,094	89,086	64,546	12		29,224	44,866	33,440
Northampton			n/a				n/a					n/a		
Onslow	4		42,158	67,453	56,869	3	38,978	62,364	45,248	15		20,810	33,297	26,647
Orange	6		38,615	61,730	41,514	2	44,781	71,588	46,622	8		28,712	45,900	32,621
Pamlico			n/a				n/a					n/a		
Pasquotank			n/a				n/a			9		21,099	31,311	24,425
Pender			n/a			1	44,522	71,236	46,748	1		27,333	43,733	28,426
Perquimans			n/a				n/a					n/a		
Person	2		35,046	54,321	38,089	1	35,046	54,321	41,616	1		27,538	42,684	28,932
Pitt			n/a				n/a					n/a		
Polk	0		26,716	43,777		4	24,231	39,705	27,200	5		19,936	32,667	24,003
Randolph	6		34,341	52,603	39,063	2	39,437	60,736	43,347			part-time		\$9.47/hr.
Richmond			n/a			2	27,678	40,276	31,857	7		21,869	31,857	21,869
Robeson			n/a				n/a					n/a		
Rockingham	2		36,809	55,214	44,802	3	38,522	57,783	46,577	17		21,703	37,224	25,150
Rowan	3		37,835	60,064	38,840	1	36,016	44,715	43,848	6		22,039	34,969	23,958
Rutherford	1		32,276	48,630	32,276	1	30,711	57,182	37,982	1		23,955	36,094	23,955
Sampson														
Scotland			n/a				n/a			3		21,336	32,988	22,552
Stanly	3		36,977	55,467	46,664	4	30,921	46,333	34,112	11		22,546	33,819	29,153
Stokes			n/a				n/a					n/a		
Surry			n/a				n/a					n/a		
Swain			n/a				n/a					n/a		
Transylvania	3		34,361	51,524	39,663		n/a			4		26,500	39,741	27,705
Tyrrell			n/a				n/a					n/a		
Union	7		36,762	57,620	41,375	6	30,759	52,747	37,286	27		24,617	50,434	31,962
Vance	2		32,400	51,840	36,696		n/a			6		20,868	41,592	27,020
Wake	58		35,500	60,500	45,117	32	43,500	74,000	59,240	49		23,050	38,950	33,195
Warren			n/a				n/a			3		23,876	38,314	25,620
Washington	1		36,685	44,591	38,520		n/a					n/a		
Watauga			n/a				n/a					n/a		
Wayne	3		35,412	55,231	36,297	2	35,412	55,321	36,297	8		25,167	39,252	27,201
Wilkes			n/a				n/a					n/a		
Wilson	3		43,416	73,392	52,929	5	24,768	41,856	27,572			32,760	55,416	35,065
Yadkin			n/a				n/a					n/a		
Yancey			n/a				n/a					n/a		

TABLE 14. REGISTER OF DEEDS, ASSISTANT REGISTER OF DEEDS, AND DEPUTY REGISTER OF DEEDS													
January 1, 2012													
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	\$45,560	1	assistant	\$28,075	\$44,921	\$34,000	1	indexer	\$26,866	\$42,984	\$28,800
Alexander	43,469	59,922	51,671	1	assistant	26,529	36,570	33,131	8	deputy II	25,710	41,133	26,471
Alleghany	40,917	61,375	50,168			n/a			2	deputy	25,250	34,807	30,774
Anson	42,486	62,718	42,656	1	rec spec	25,932	38,280	28,359			n/a		
Ashe	46,686	65,964	65,964			n/a			4	deputy	30,384	44,793	35,081
Avery	41,384	57,710	43,157			n/a			2	deputy	24,854	34,659	25,599
Beaufort	52,561	73,585	63,073	1	assistant	30,294	42,412	35,141	3	deputy	24,728	34,619	27,695
Bertie	42,763	63,126	60,772	1	assistant	26,911	39,726	27,989	2	deputy	23,718	35,013	24,569
Bladen	n/a			1	assistant	28,411	35,987	32,199	1	deputy	25,907	32,815	28,784
Brunswick	52,082	83,332	72,500	3	assistant	35,956	57,529	47,578	1	part-time	13,731	17,392	14,196
									1	deputy III	30,581	48,928	37,045
									5	deputy II	26,997	43,196	33,890
									8	deputy I	25,206	40,329	29,112
Buncombe			78,497			n/a			9	deputy II	37,150	56,794	43,025
									7	deputy I	34,041	51,989	36,577
Burke	50,679	78,552	56,562		assistant	26,875	41,656	27,432		deputy	23,214	35,984	23,234
Cabarrus	58,101	89,676	71,637	1	assistant	39,325	60,693	45,956	5	deputy	27,945	43,146	31,155
Caldwell	42,665	71,108	65,062	1	assistant	27,473	45,789	34,298	4	deputy	24,074	40,124	31,469
Camden													
Carteret	44,657	71,751	44,657	1	assistant	30,691	49,106	30,691	1	deputy III	25,153	40,245	26,970
									1	deputy I	19,507	31,212	25,375
Caswell													
Catawba	56,024	86,932	72,229	3	assistant II	32,757	50,816	42,187	3	deputy III	29,707	46,088	30,910
									3	deputy I	24,430	37,915	25,167
Chatham	50,346	74,384	60,000	5	assistant	28,035	41,420	32,465			n/a		
Cherokee			43,170	1	assistant	26,426	40,926	33,676	1	deputy	24,592	37,833	31,213
Chowan	38,652	69,412	44,743	1	assistant	22,599	40,584	27,470	1	deputy	21,523	38,652	24,916
Clay			54,138			n/a			1	deputy II			38,019
									1	deputy I			23,435
Cleveland	59,260	78,878	68,364	1	assistant	29,424	45,942	39,906	3	deputy	24,414	38,088	30,144
Columbus	59,467	121,162	67,816	4	assistant I	19,562	58,988	20,746			n/a		
Craven			50,000	1	assistant	31,140	62,918	32,636		deputy II	25,813	52,159	27,703
										deputy I	23,507	47,492	24,635
Cumberland			124,376	1	sr assistant	48,539	81,691	81,968	6	deputy III	30,805	51,845	36,504
				3	assistant I	38,734	65,169	53,529	6	deputy I	25,624	43,124	26,230
Currituck			74,919	1	assistant	29,142	40,154	33,278	4	deputy	25,571	35,190	28,158
Dare				2	assistant	28,013	44,821	38,385	5	deputy	24,270	38,831	27,748
Davidson	57,322	85,983	58,755	1	assistant	33,566	50,349	45,193	1	deputy III	26,357	39,535	36,627
									2	deputy I	23,874	35,811	27,235
Davie	49,051	76,065	64,509	1	assistant	27,311	42,355	30,044	2	deputy	23,591	36,588	27,722
Duplin	43,960	78,067	54,660	2	assistant	32,023	56,868	37,152	1	deputy III	25,250	44,840	30,177
									2	deputy II	23,327	41,425	25,254
Durham			119,693	2	assistant	38,319	65,968	50,650	2	deputy III	29,933	51,534	40,816
									4	deputy II	25,811	44,439	31,670
Edgecombe	43,461	75,315	48,290	1	assistant	25,411	44,035	28,234	1	deputy III	24,201	41,938	26,100
									2	deputy I	21,951	38,039	23,354
Forsyth	74,359	120,834	82,118	2	assistant II	33,404	54,282	41,589	14	deputy	23,003	37,380	28,478
				5	assistant I	28,394	46,139	43,222					
Franklin	49,982	71,403	52,481	1	assistant	31,577	45,110	35,248	2	deputy	26,277	37,539	30,249
Gaston	56,411	87,459	83,192	1	assistant	32,587	50,520	36,661	12	deputy	24,768	38,395	30,546
Gates	42,874	55,534	46,891			n/a			1	deputy	22,722	29,432	22,949
Graham													
Granville	40,157	70,838	51,154	1	assistant	27,164	47,916	34,314	2	deputy II	22,356	39,437	24,567
									1	deputy I	20,279	35,771	22,146

TABLE 14. REGISTER OF DEEDS, ASSISTANT REGISTER OF DEEDS, AND DEPUTY REGISTER OF DEEDS													
January 1, 2012													
County	Register of Deeds			Assistant Register of Deeds					Deputy Register of Deeds				
	Min.	Max.	Avg.	No.		Min.	Max.	Avg.	No.		Min.	Max.	Avg.
Greene			\$48,766			n/a			2	deputy	\$19,951	\$27,768	\$24,801
Guilford	\$74,136	\$126,031	103,117	2	assistant	\$37,444	\$63,655	\$42,121	18	deputy	32,345	54,987	39,195
Halifax	51,182	83,085	76,165	1	assistant	25,527	41,438	34,823	3	deputy II	23,112	37,518	28,945
									1	deputy I	20,925	33,969	23,112
Harnett	53,893	83,534	73,395	1	Sr. Asst.	40,137	62,212	40,137	2	senior deputy	27,477	42,589	32,348
				3	assistant	31,177	48,324	38,073	2	deputy	26,344	40,833	30,296
Haywood	42,799	64,200	61,324			n/a			3	deputy	23,931	35,896	27,785
Henderson			64,170			n/a			2	deputy II	25,350	39,273	33,501
									2	deputy I	24,356	37,791	26,111
Hertford	38,139	59,116	52,434			n/a			2	deputy	21,237	32,918	21,662
Hoke	37,234	52,611	52,611			n/a			1	deputy II	27,785	39,259	31,436
									1	deputy I	26,462	37,389	27,122
Hyde													
Iredell	48,820	75,720	57,268	1	assistant II	31,137	48,294	48,294	1	deputy II	26,011	40,343	31,282
				1	assistant I	28,459	44,140	40,149	4	deputy I	23,773	36,873	32,227
Jackson													
Johnston	50,888	86,376	75,102	2	assistant	31,356	46,285	36,781	3	deputy	28,715	42,384	28,944
Jones	41,424	52,281	41,424			n/a			1	deputy	23,993	29,883	23,993
Lee			63,642	1	assistant	33,174	46,444	33,174	2	deputy	27,712	38,798	30,264
Lenoir	43,399	76,583	56,944	1	assistant	25,010	44,134	28,297	3	deputy I	21,791	38,452	24,321
Lincoln	61,402	93,673	66,153	1	assistant	33,947	51,789	45,739	1	deputy III	30,755	46,918	41,437
									2	deputy I	26,520	40,458	30,912
McDowell	42,642	62,676	44,814			n/a			2	deputy II	22,344	32,442	22,626
									1	deputy I	20,222	29,737	20,232
Macon	36,063	54,095	53,134	1	assistant	25,629	38,445	26,398	2	deputy	21,085	31,627	21,717
Madison			43,313	1	assistant			30,177	1	deputy			26,848
Martin	40,490	64,728	57,209	2	assistant	23,870	38,162	27,080	1	deputy	21,863	34,953	21,883
Mecklenburg	78,973	133,266	88,844			n/a					n/a		
Mitchell	42,581	60,839	53,367	1	assistant	25,578	36,540	27,926	1	deputy	25,578	36,540	30,651
Montgomery													
Moore	59,100	92,787	84,079	1	chief asst.	35,383	55,551	41,946	3	deputy III	29,110	45,702	36,491
				1	assistant	32,093	50,386	40,283	4	deputy II	26,403	41,453	33,088
Nash	51,496	82,394	vacant	1	assistant	29,848	47,757	35,301	3	deputy I	25,174	40,278	29,173
New Hanover	48,942	75,109	56,474	2	assistant	41,205	63,190	45,284	1	deputy-zone 2	29,806	45,718	33,127
									11	deputy-zone 1	29,224	44,866	35,110
Northampton	n/a					n/a			3	deputy	21904	38,650	24,605
Onslow	42,158	67,453	42,158	1	sr. asst.	29,620	47,392	30,580	2	deputy	26,332	42,131	26,332
				3	assistant I	27,385	43,816	34,275					
Orange	n/a			2	assistant	38,615	61,730	39,323	10	deputy II	30,165	48,225	32,533
				1	leadworker	31,693	50,665	vacant	1	deputy I	28,712	45,900	vacant
Pamlico	33,000	56,546	42,689	1	assistant	23,284	41,347	27,962			n/a		
Pasquotank	46,420	64,988	52,729	1	assistant II	27,429	38,401	31,066	3	deputy II	23,631	33,083	26,783
				1	assistant I	27,429	34,856	37,350					
Pender	46,749	74,798	46,749	1	assistant II	30,135	48,215	30,135	1	deputy II	26,031	41,650	part-time
				2	assistant I	28,700	45,919	28,987					
Perquimans	36,105	54,677	50,803	1	assistant	23,249	35,210	30,415	1	deputy	21,290	32,243	24,060
Person	46,430	71,967	53,508	1	assistant	28,667	44,434	35,719	2	deputy	26,453	41,002	31,471
Pitt			58,368	1	assistant II	38,048	60,136	40,837	2	deputy IV	31,540	49,855	35,979
									2	deputy II	26,148	41,328	27,749
Polk	34,096	55,870	49,381			n/a			1	deputy II	24,231	39,705	30,261
									1	deputy	part-time		\$13.39/hr
Randolph	57,907	89,690	72,114	1	assistant	31,304	47,736	47,736	6	deputy II	26,104	39,437	29,775
									0	deputy I	23,858	35,984	
Richmond	48,567	70,683	48,567			n/a			3	deputy	21,869	31,857	28,121
Robeson	56,536	70,105	67,643	2	assistant II	30,636	37,987	36,717	1	deputy III	25,541	30,431	26,504

TABLE 14. REGISTER OF DEEDS, ASSISTANT REGISTER OF DEEDS, AND DEPUTY REGISTER OF DEEDS													
January 1, 2012													
County	Register of Deeds			Assistant Register of Deeds					Deputy Register of Deeds				
	Min.	Max.	Avg.	No.		Min.	Max.	Avg.	No.		Min.	Max.	Avg.
Rockingham	\$52,401	\$78,602	\$66,566	1	assistant II	\$30,926	\$46,389	\$32,219	3	deputy I	\$21,493	\$26,652	\$21,780
					assistant I	29,557	44,336	29,557	1	deputy II	25,929	38,894	30,582
Rowan	56,071	89,009	56,071	2	assistant	29,590	46,967	34,809	3	deputy I	22,703	34,055	22,703
Rutherford	50,476	76,055	63,914			n/a			6	deputy	24,305	38,580	27,855
									1	deputy II	25,175	37,932	28,860
Sampson									2	deputy I	25,175	37,932	25,175
Scotland	43,812	61,908	50,808	1	assistant	25,536	36,084	27,504					
Stanly	46,300	69,449	48,614	1	assistant	28,231	42,346	28,566	2	deputy	21,336	36,084	21,840
Stokes	45,057	73,368	53,361	1	assistant	25,019	40,739	28,822	3	deputy	22,546	33,819	22,546
Surry	no data			1	assistant II	28,728	47,328	41,352	1	deputy	23,131	37,665	25,566
				1	assistant I	26,508	43,188	vacant	4	deputy II	23,544	37,872	30,018
Swain	no data			1	assistant	22,565	33,254	23,753	2	deputy I	21,612	34,776	25,740
Transylvania	50,752	76,128	58,511	1	assistant	32,214	48,301	32,975	1	deputy	19,775	29,141	21,683
Tyrrell			40,322	1	assistant			26,919	3	deputy	25,233	37,849	26,923
Union	50,174	75,260	71,750	3	assistant III	35,165	52,747	41,577			n/a		
				1	assistant I	29,409	44,144	34,855	3	deputy III	28,113	42,171	31,006
Vance	42,192	67,500	42,192						1	deputy I	24,617	36,926	vacant
Wake			112,992	1	assistant	27,168	43,464	28,320	2	deputy	22,788	36,456	25,530
Warren	42,878	68,808	47,562	1	assistant	48,100	82,000	77,287	26	deputy	25,500	43,100	32,590
Washington	36,216	52,368	47,472	1	assistant	23,876	38,314	vacant	2	deputy	21,657	34,752	21,657
Watauga	49,663	76,977	63,319			n/a					n/a		
Wayne			57,400	2	assistant	26,426	41,214	36,438	3	deputy III	31,979	49,568	38,371
									4	deputy II	25,167	39,252	33,011
Wilkes	43,646	67,651	60,789	1	assistant	25,888	40,126	30,412	2	deputy I	21,740	33,407	21,740
Wilson	47,652	80,580	74,142	1	assistant II	37,716	63,792	47,040	3	deputy	22,044	34,168	24,527
									2	deputy IV	25,932	43,872	30,070
									1	deputy III	23,604	39,936	26,046
Yadkin	42,915	64,373	58,796			n/a			2	deputy	28,159	42,239	36,517
Yancey	42,407	63,398	59,241	1	assistant	24,794	37,067	28,042	1	deputy	21,418	32,020	25,664
1. Also veterans services officer													

TABLE 15. PARKS AND RECREATION POSITIONS. Part One: Parks and Recreation Director, Recreation Program Supervisor, Senior Center Supervisor, and Nutrition Program Supervisor															
January 1, 2012															
County	Parks and Recreation Director			No.	Recreation Program Supervisor			No.	Senior Center Supervisor			No.	Nutrition Program Supervisor		
	Min.	Max.	Avg.		Min.	Max.	Avg.		Min.	Max.	Avg.		Min.	Max.	Avg.
Alamance	\$49,754	\$79,606	\$66,494		n/a			n/a			\$38,206	\$61,131	\$58,000		
Alexander	35,675	49,180	37,482	2	\$25,250	\$34,807	\$25,881		\$29,282	\$40,366	\$34,807	17,009	23,447	17,871	
Alleghany	33,663	50,494	33,663		n/a			n/a				n/a			
Anson	44,270	65,351	50,853	2	31,855	47,024	31,856		39,130	57,764	44,368	30,571	45,128	30,574	
Ashe	41,019	57,957	41,088	3	26,721	44,793	28,381		n/a			n/a			
Avery	36,790	51,304	38,652	1	29,075	40,546	38,615		38,262	53,357	51,991	17,234	24,033	20,677	
Beaufort	n/a				n/a				n/a			n/a			
Bertie	39,310	56,029	39,310	1	26,911	39,726	26,911		37,690	55,637	39,358	20,904	30,859	22,945	
Bladen	43,434	55,019	vacant	2	27,159	34,402	28,065		32,167	40,745	32,168	37,175	49,378	49,378	
Brunswick	55,665	89,066	74,364	5	37,748	60,397	45,218		n/a			n/a			
Buncombe	n/a				n/a				n/a			n/a			
Burke	48,266	74,812	52,160	1	32,666	50,633	34,340		43,778	67,857	48,931	20,055	31,085		
Cabarrus	58,101	89,676	79,387	1	39,325	60,693	39,325				\$12.78/hr			\$12.11/hr	
Caldwell	n/a				n/a				n/a			n/a			
Camden															
Carteret	44,657	71,451	50,657	1	30,691	49,106	30,691		n/a			23,998	38,397	32,500	
Caswell															
Catawba	n/a				n/a				25,646	39,817	26,686	43,894	68,103	53,602	
Chatham	41,420	61,196	51,935	2	30,909	45,666	35,238		47,948	70,842	58,300	n/a			
Cherokee	34,340	55,315	44,827		n/a				31,811	50,541	33,325	22,187	33,659	26,515	
Chowan	51,796	93,018	vacant	1	27,470	49,330	40,584	3	36,814	66,107	40,584	n/a			
Clay			41,174		n/a						31,203			17,797	
Cleveland	n/a				n/a				n/a			n/a			
Columbus	34,757	70,591	40,905		n/a				n/a			n/a			
Craven	49,769	100,551	69,105	2	35,849	72,419	39,413		37,568	75,895	vacant	20,417	41,258	24,648	
Cumberland	n/a				n/a				n/a			n/a			
Currituck	45,214	62,660	52,712	2	29,142	40,154	32,000		39,858	55,160	44,730	n/a			
Dare	60,226	96,358	90,589	3	39,155	68,938	50,294		45,198	72,316	61,888	n/a			
Davidson	49,521	74,282	65,099	1	36,994	55,490	42,607		33,566	50,348	36,298	27,656	41,484	30,954	
Davie	n/a				n/a				38,431	59,599	47,474	21,398	33,187	25,920	
Duplin	36,064	64,042	37,520		n/a				43,690	78,067	54,660	34,662	61,555	35,355	
Durham	n/a				n/a				n/a			n/a			
Edgecombe	n/a				n/a				n/a			n/a			
Forsyth	79,698	129,510	102,398	3	27,299	44,361	33,182		n/a			43,715	71,037	61,859	
Franklin	43,549	62,213	45,754		n/a				49,982	71,403	51,232	n/a			
Gaston	52,672	81,653	73,738	2	34,901	54,111	38,174		42,876	66,466	48,235	n/a			
Gates	n/a				n/a				n/a			n/a			
Graham															
Granville	n/a				n/a				38,246	67,466	62,720	n/a			
Greene	30,727	42,849	39,701		n/a				32,265	45,003	33,748	n/a			
Guilford	n/a				n/a				n/a			n/a			
Halifax	n/a				n/a				n/a			n/a			
Harnett	51,671	80,090	48,442		n/a				n/a			32,518	50,403	40,699	
Haywood	37,505	56,259	46,070	1	28,539	42,808	37,000		n/a			n/a			
Henderson	47,444	73,574	67,037	4	32,078	49,686	39,829		n/a			40,560	62,888	56,927	
Hertford	n/a				n/a				31,377	48,635	44,799	n/a			
Hoke	57,762	81,617	62,204	1	35,461	50,106	35,461		35,461	50,106	38,188	7,785	9,732	8,271	
Hyde															
Iredell	55,872	86,657	74,243	1	35,635	55,270	38,595		n/a			n/a			
Jackson															
Johnston	n/a				n/a				n/a			n/a			
Jones	n/a				n/a				n/a			n/a			
Lee	56,908	79,672	63,474	4	36,296	50,815	36,297		n/a			n/a			

TABLE 15. PARKS AND RECREATION POSITIONS. Part One: Parks and Recreation Director, Recreation Program Supervisor, Senior Center Supervisor, and Nutrition Program Supervisor													
January 1, 2012													
County	Parks and Recreation Director			Recreation Program Supervisor				Senior Center Supervisor			Nutrition Program Supervisor		
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	Min.	Max.	Avg.	Min.	Max.	Avg.
Lenoir	n/a				n/a			n/a			n/a		
Lincoln	\$61,402	\$93,673	\$66,153		n/a			\$39,369	\$60,060	\$42,415	\$39,369	\$60,060	\$43,482
McDowell	42,642	62,676	35,832	1	\$23,484	\$34,518	\$24,990	40,566	59,638	41,592	31,644	46,516	32,040
Macon	36,063	54,095	45,515		n/a			n/a			n/a		
Madison			34,555		n/a					43,658			
Martin	n/a				n/a			33,957	54,287	36,568	n/a		
Mecklenburg	112,800	195,811	146,730	15	43,233	93,404	51,623	n/a			46,960	93,404	66,846
Mitchell	36,404	52,005	42,559		n/a			37,860	54,086	47,249	n/a		
Montgomery													
Moore	45,158	70,899	56,395		n/a			n/a			27,723	43,526	32,380
Nash	42,690	68,304	47,001	3	31,146	49,834	33,292	33,915	54,264	35,611	29,848	47,757	32,383

TABLE 15. PARKS AND RECREATION POSITIONS. Part Two: Parks Maintenance Supervisor, Parks Maintenance Technician, and Natural Resources Conservation Technician													
January 1, 2012													
County	Parks Maintenance Supervisor				Parks Maintenance Technician				Natural Resources Conservation Technician				
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Alamance	1	\$36,561	\$58,498	\$47,976	2	\$28,075	\$44,921	\$28,075					
Alexander		n/a				n/a			1	\$30,765	\$42,410	\$33,130	
Alleghany		n/a				n/a				n/a			
Anson	1	28,156	41,563	29,435	1	23,884	35,258	25,375	1	31,855	47,024	31,856	
Ashe		n/a			1	26,721	37,755	27,387	2	34,551	48,816	37,428	
Avery	1	26,882	37,488	34,003	1	26,882	37,488	26,882	1	31,448	43,854	35,189	
Beaufort		n/a				n/a			1	31,686	44,360	34,000	
Bertie		n/a				n/a			1	31,847	47,012	33,833	
Bladen		n/a				n/a				n/a			
Brunswick	1	37,748	60,397	55,684	3	21,621	34,594	27,569	1	41,332	66,131	55,977	
Buncombe		n/a				n/a				n/a			
Burke	1	28,219	43,740	31,845	2	21,057	32,638	22,131	1	32,666	50,633	48,411	
Cabarrus	1	39,325	60,693	39,325		n/a			1	37,422	57,801	48,495	
Caldwell		n/a				n/a				n/a			
Camden													
Carteret	1	25,153	40,245	27,710	6	20,843	33,349	22,193		n/a			
Caswell													
Catawba		n/a				n/a			1	41,804	64,864	50,754	
Chatham		n/a			1	24,216	35,780	24,216	2	34,076	50,436	42,981	
Cherokee		n/a			1	22,929	34,968	25,865		n/a			
Chowan		n/a			1	23,729	42,613	23,729	1	27,470	49,330	35,059	
Clay		n/a				n/a				n/a			
Cleveland		n/a				n/a			1	29,424	45,942	29,424	
Columbus	1	21,490	42,930	34,246		n/a			1	36,489	74,139	46,726	
Craven		n/a			3	27,055	54,663	29,271	1	35,849	72,419	46,401	
Cumberland		n/a				n/a				n/a			
Currituck	1	30,929	42,656	34,031		n/a			1	39,858	55,160	48,027	
Dare	2	41,074	65,718	56,859	8	23,136	40,732	33,201		n/a			
Davidson	1	31973	48044	31973	2	18,674	28,010	18,674		n/a			
Davie		n/a				n/a				n/a			
Duplin		n/a			2	18,394	32,664	part-time	4	30,779	59,166	35,095	
Durham		n/a				n/a			1	40,261	69,307	48,377	
Edgecombe		n/a				n/a				n/a			
Forsyth	3	27,299	44,361	33,182	34	18,736	30,447	part-time	1	32,229	52,373	44,844	
Franklin		n/a			1	25,098	35,855	29,475	2	33,061	47,230	37,846	
Gaston	1	28,409	44,043	38,353		n/a			3	32,587	50,519	36,389	
Gates		n/a				n/a				n/a			
Graham													
Granville		n/a				n/a			1	27,164	47,916	45,634	
Greene		n/a				n/a			2	25,361	45,003	33,415	
Guilford		n/a				n/a			1	50,178	85,303	65,091	
Halifax		n/a				n/a			2	26,827	43,549	29,750	
Harnett		n/a			1	28,659	44,421	28,211	1	33,916	52,570		
Haywood		n/a			2	part-time		\$10.00/hr	1	34,345	51,518	47,176	
Henderson	1	30,389	47,133	34,923	3	24,024	37,253	30,909	1	39,020	60,470	41,828	
Hertford		n/a				n/a			1	31,377	48,635	41,819	
Hoke		n/a				n/a			1	30,633	43,283	36,412	
Hyde													

TABLE 15. PARKS AND RECREATION POSITIONS. Part Two: Parks Maintenance Supervisor, Parks Maintenance Technician, and Natural Resources Conservation Technician												
January 1, 2012												
County	Parks Maintenance Supervisor				Parks Maintenance Technician				Natural Resources Conservation Technician			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Iredell	1	\$39,068	\$52,589	\$40,972		\$29,767	\$46,170	\$30,365		n/a		
Jackson												
Johnston		n/a				n/a				n/a		
Jones		n/a				n/a				n/a		
Lee	1	33,174	46,444	40,064		n/a			1	\$34,700	\$48,580	\$39,551
Lenoir		n/a				n/a			2	27,416	48,378	39,033
Lincoln	1	35,666	54,411	37,020	3	24,025	36,652	24,630	1	30,755	46,918	31,528
McDowell		n/a				n/a			1	25,938	38,139	29,010
Macon		n/a				n/a				n/a		
Madison		n/a				n/a			2			40,898
Martin		n/a				n/a			1	32,507	51,968	47,079
Mecklenburg	11	34,313	93,404	41,662	32	23,083	47,720	30,809		n/a		
Mitchell		n/a				n/a				n/a		
Montgomery												
Moore		n/a			1	15,438	24,237	18,030	2	37,152	58,329	45,842
Nash		n/a			1	25,174	40,278	25,174	3	33,915	54,264	43,781
New Hanover	5	41,205	63,190	46,477		n/a				n/a		
Northampton		n/a				n/a			1	33,979	59,959	34,829
Onslow	1	33,318	53,309	33,318	14	23,409	37,454	27,269	1	37,478	59,965	41,695
Orange	1	38,615	61,730	47,483	3	31,693	50,665	33,786	3	34,984	55,925	39,708
Pamlico	1	23,749	42,174	28,362		n/a			2	23,749	42,174	28,362
Pasquotank		n/a				n/a				n/a		
Pender		n/a				n/a				n/a		
Perquimans		n/a			1	17,853	27,035	19,683	1	24,295	36,792	26,148
Person	1	42,844	66,408	vacant	1	28,667	44,434	30,361		n/a		
Pitt		n/a				n/a			2	34,644	63,021	41,450
Polk	1	30,925	50,674	39,587	2	25,442	41,690	27,064	2	25,442	41,690	32,731
Randolph		n/a				n/a			1	27,290	41,371	29,910
Richmond		n/a				n/a			1	26,400	38,420	28,326
Robeson	1	33,682	41,766	40,419		n/a			1	32,159	39,877	32,159
Rockingham		n/a				n/a			1	32,326	48,489	33,296
Rowan	1	34,293	54,437	50,819	4	23,144	40,528	27,590	1			36,000
Rutherford	1	39,372	59,323	52,393		n/a			1	30,711	46,274	30,711
Sampson												
Scotland	1	36,600	51,708	40,404		n/a			1	36,600	51,708	37,512
Stanly		n/a				n/a				n/a		
Stokes		n/a			1	18,281	29,768	20,194		n/a		
Surry	1	part-time		29,424		n/a			1	28,728	47,328	31,320
Swain		n/a				n/a			1	24,641	36,313	26,532
Transylvania		n/a			1	21,801	32,701	32,526	1	43,846	65,769	48,219
Tyrrell		n/a				n/a				n/a		
Union	1	35,165	52,747	43,550	3	29,409	46,138	31,970		n/a		
Vance		n/a				n/a				n/a		
Wake	9	32,750	55,750	41,836	7	23,050	38,950	30,775	3	42,300	72,200	61,145
Warren		n/a			1	23,876	38,314	23,876	1	30,474	48,902	31,390
Washington		n/a				n/a			1	25,956	37,536	28,620
Watauga		n/a				n/a			1	31,979	49,568	36,058
Wayne		n/a				n/a			3	29,134	45,439	39,397

<b>TABLE 15. PARKS AND RECREATION POSITIONS. Part Two: Parks Maintenance Supervisor, Parks Maintenance Technician, and Natural Resources Conservation Technician</b>												
<b>January 1, 2012</b>												
<b>County</b>	<b>Parks Maintenance Supervisor</b>				<b>Parks Maintenance Technician</b>				<b>Natural Resources Conservation Technician</b>			
	<b>No.</b>	<b>Min.</b>	<b>Max.</b>	<b>Avg.</b>	<b>No.</b>	<b>Min.</b>	<b>Max.</b>	<b>Avg.</b>	<b>No.</b>	<b>Min.</b>	<b>Max.</b>	<b>Avg.</b>
Wilkes		n/a			3	\$29,204	\$45,266	\$25,769	1	\$38,690	\$59,970	\$46,410
Wilson		n/a				n/a			1	31,260	52,872	41,175
Yadkin		n/a			2	26,861	40,292	34,470	1	40,954	61,431	40,811
Yancey		n/a				n/a				n/a		

County Salaries in North Carolina 2012

TABLE 16. SHERIFF'S OFFICE POSITIONS. Part One: Sheriff, Chief Deputy and Deputies, and Detention/Correctional Positions																
January 1, 2012																
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	\$89,763	chief	1	\$51,992	\$83,189	\$73,150	detention admin.	1	\$47,611	\$76,180	\$63,346	40	paid	yes
				major	2	47,611	76,180	58,093	detention shift supvr.	5	39,926	63,879	42,325			
				captain	2	43,599	69,758	57,987	detention officer III	48	33,480	53,568	34,654			
				lieutenant	10	39,926	63,879	48,508	detention officer II	17	32,037	51,261	32,821			
				sergeant	22	36,561	58,498	43,515	detention officer I	20	30,660	49,053	31,648			
				corporal	19	34,986	55,979	40,884								
				deputy III	42	33,480	53,568	37,552								
				deputy II	11	32,037	51,261	34,314								
				deputy I	10	30,660	49,053	33,124								
Alexander	55,644	76,706	69,492	chief	1	39,380	54,286	46,811	detention admin.	1	29,282	40,366	38,421	42	comp time	yes
				captain	1	33,958	46,812	44,557	detention officer	7	24,032	33,128	26,728			
				detective/investigator	4	32,321	44,555	37,328								
				DARE officer	1	29,282	40,366	33,958								
				sergeant	4	29,282	40,366	33,161								
				deputy	11	29,282	40,366	30,273								
Alleghany	47,366	71,050	48,313	chief	1	32,060	48,090	42,548	detention admin.	1	30,533	45,799	33,379	no data	paid	yes
				lieutenant	1	30,533	45,799	31,144	detention officer	8	22,784	34,176	23,582			
				sergeant	1	27,694	41,541	28,248								
				detective/investigator	1	27,694	41,541	28,248								
				deputy	5	25,120	37,679	25,357								
Anson	55,665	83,649	73,674	major	2	48,067	70,956	48,068	detention admin.	2	31,855	47,024	33,748	42	paid	yes
				captain	3	46,130	68,096	46,130	detention shift supvr.	5	28,156	41,563	28,159			
				lieutenant	2	39,130	57,764	39,133	detention officer	10	27,201	39,888	27,809			
				patrol shift supvr.	4	33,193	48,999	34,394								
				detective/investigator	1	31,855	47,024	35,072								
				investigator	5	29,338	43,309	33,748								
				deputy	13	28,156	41,563	30,650								
Ashe	65,838	93,027	78,261	major	1	50,916	71,943	68,478	detention admin.	1	39,297	55,527	43,377	48	paid	yes
				captain	1	44,736	63,210	61,668	detention shift supvr.	1	31,701	44,793	38,625			
				lieutenant	3	39,297	63,210	50,002	jailer	17	29,106	41,124	29,452			
				sergeant	6	34,551	48,816	39,220								
				detective/investigator	3	31,701	50,967	36,103								
				deputy	9	31,701	44,793	32,370								
Avery	52,364	73,022	55,652	chief	1	38,262	53,357	46,091	detention admin.	1	36,790	51,304	44,318	48	paid	yes
				lieutenant	1	35,375	49,331	40,585	detention shift supvr.	1	30,238	42,167	33,039			
				sergeant	2	32,706	45,608	35,189	detention officer	7	26,882	37,488	27,941			
				detective/investigator	5	31,448	43,854	37,543								
				deputy	13	27,957	38,985	30,422								
Beaufort	73,437	102,812	92,124	chief	1	59,520	83,328	75,424	detention admin.	1	45,603	63,844	49,000	42	paid	yes
				major	1	49,778	69,689	63,733	detention officer	18	30,294	42,412	44,703			
				captain	2	45,603	63,844	56,723								
				lieutenant	3	44,211	61,895	45,540								
				sergeant	5	37,253	52,154	39,011								
				DARE officer	1	33,078	46,309	44,703								
				corporal	6	33,078	46,309	35,668								
				detective/investigator	10	33,078	46,309	38,048								
				deputy	20	31,686	44,360	33,656								
Bertie	55,054	81,271	63,296	division commander	2	41,000	60,523	42,251	n/a					42	comp time	yes
				corporal	7	36,136	53,343	36,136								
				school resource officer	2	34,644	51,142	34,644								
				deputy	7	31,847	47,012	32,085								
Bladen			70,499	chief	1	42,166	53,416	54,344	detention admin.	1	39,669	50,255	45,394	42	paid	yes
				captain	1	38,409	48,664	44,399	jailer III	1	29,658	37,565	34,267			
				lieutenant	3	35,912	45,504	42,962	jailer II	3	25,902	32,803	29,157			
				sergeant	7	34,652	43,913	38,128	jailer I	7	24,635	31,209	25,906			
				corporal	6	33,415	42,326	36,619								
				investigator	8	34,652	44,686	38,021								
				deputy	20	29,658	37,565	30,702								
Brunswick	69,999	111,998	92,604	chief	1	55,665	89,066	88,132	detention admin.	1	48,499	77,598	69,256	40	paid	yes
				captain	4	48,499	77,598	66,340	detention lieutenant	1	43,124	68,998	57,476			
				lieutenant	5	43,124	68,998	59,197	jailer II	7	30,581	49,928	34,224			
				patrol shift supvr.	7	37,748	60,397	44,171	jailer I	55	28,790	46,064	30,412			
				sergeant	10	37,448	60,397	45,363								
				detective/investigator	20	37,748	60,397	43,632								
				deputy	59	32,373	51,797	35,929								
				DARE officer	2	32,373	51,797	35,460								
Buncombe			111,577	chief	1	60,272	92,149	92,149	detention admin.	1	60,272	92,149	92,149	40	paid	yes
				major	3	60,272	92,149	92,149	detention shift supvr.	15	37,150	56,794	41,041			
				investigations commander	1	50,557	72,271	69,098	detention officer	110	32,526	49,774	37,775			
				captain	5	50,557	72,271	66,781								
				patrol commander	1	50,557	72,271	69,098								

County Salaries in North Carolina 2012

TABLE 16. SHERIFF'S OFFICE POSITIONS. Part One: Sheriff, Chief Deputy and Deputies, and Detention/Correctional Positions																			
January 1, 2012																			
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			
Burke	\$61,602	\$95,484	\$66,804	lieutenant	21	\$44,262	\$67,702	\$52,887											
				sergeant	30	37,150	56,794	42,587											
				detective/investigator	21	37,150	56,794	42,065											
				deputy	71	32,526	49,774	39,366											
				major	1	48,266	74,812	53,771	detention admin.	1	\$41,694	\$64,624	\$43,826	43	paid	yes			
				investigations commander	3	43,778	67,857	45,136	detention shift supvr.	1	37,815	58,616	40,105						
				lieutenant	8	37,815	58,616	39,775	transport officer	1	28,218	43,740	29,661						
				sergeant	10	34,301	53,166	36,038	detention officer	14	26,874	41,656	27,516						
				detective/investigator	12	32,667	50,634	34,341											
				deputy	35	29,830	45,927	32,333											
Cabarrus	77,859	120,186	100,319	chief	1	64,050	98,873	61,594	detention officer	101	32,339	49,941	32,457	42	paid	yes			
				captain	4	50,187	77,477	70,231											
				lieutenant	12	45,520	70,272	58,694											
				sergeant	34	41,290	63,723	47,590											
				detective/investigator	8	41,290	63,723	44,804											
				deputy	109	33,949	52,425	38,957											
				DARE officer	2	33,949	52,425	38,957											
				chief	1	46,591	77,652	54,482	detention admin.	1	42,665	71,108	47,406	42	paid	yes			
				patrol commander	1	42,665	71,108	49,658	detention shift supvr.	4	28,790	47,849	30,526						
				captain	4	42,665	71,108	47,969	detention officer	23	26,290	43,817	28,428						
Caldwell	58,061	96,769	71,985	investigations commander	1	42,665	71,108	47,406											
				patrol shift supvr.	4	35,777	59,629	40,051											
				lieutenant	4	35,777	59,629	37,751											
				detective/investigator	8	30,001	50,002	34,500											
				DARE officer	2	28,790	47,849	38,085											
				deputy	20	27,473	45,789	30,924											
Camden	68,152	109,043	76,242	chief	1	56,471	90,354	57,560	detention admin.	1	38,798	62,077	45,827	40	comp time	yes			
				captain	3	42,612	68,180	46,878	detention shift supvr.	4	30,691	49,106	31,193						
				detective/investigator	7	37,022	59,235	42,803	asst. admin.	1	29,276	46,841	33,708						
				lieutenant	5	35,326	56,521	38,877	senior detention officer	4	27,808	44,493	28,169						
				sergeant	7	32,164	51,463	34,239	detention officer	21	25,153	40,245	25,899						
				deputy	19	29,276	46,841	32,068											
				DARE officer	1	32,164	51,463	33,346											
Carteret	71,512	110,952	100,000	major	1	56,024	86,932	70,000	detention officer	35	29,707	46,088	29,979	42	paid	yes			
				captain	3	48,399	75,093	53,587											
				lieutenant	12	43,894	68,103	48,764											
				sergeant	14	39,817	61,781	42,108											
				detective/investigator	7	39,817	61,781	41,532											
				corporal	8	36,115	56,024	37,933											
				investigator	7	39,817	61,781	41,532											
				deputy	77	34,402	53,352	37,108											
				major	1	50,436	74,384	63,645	detention admin.	1	39,447	58,282	47,983	44	paid	yes			
				investigations commander	1	43,491	64,256	55,722	detention shift supvr.	4	29,436	43,491	30,878						
Chatham	67,469	99,682	90,000	patrol commander	1	43,491	64,256	55,373	detention officer	13	26,699	39,447	27,568						
				captain	4	43,491	64,256	54,378											
				lieutenant	8	39,447	58,282	43,512											
				sergeant	4	35,780	52,864	39,186											
				detective/investigator	13	35,780	52,864	37,427											
				patrol shift supvr.	4	34,076	50,436	37,698											
				DARE officer	5	34,076	50,436	35,827											
				corporal	7	30,909	45,666	31,947											
				deputy	26	29,436	43,491	30,862											
				chief	1	38,669	63,271	49,289	detention admin.	1	37,200	60,512	48,856	40	both	yes			
Cherokee		61,000		lieutenant	2	35,776	57,883	39,424	detention shift supvr.	4	28,408	44,360	29,826						
				sergeant	3	33,039	52,903	41,819	detention officer	18	26,426	40,926	27,524						
				corporal	2	30,587	48,317	30,813											
				detective/investigator	7	29,454	46,292	37,886											
				deputy	9	29,454	46,292	30,039											
				chief	1	35,059	62,958	59,962	detention admin.	1	33,390	59,962	vacant	40	paid	yes			
				lieutenant	1	31,801	57,106	49,330	detention captain	1	30,285	54,384	35,059						
Chowan		83,002		sergeant	1	31,801	57,106	46,981	detention sergeant	3	24,916	54,384	31,443						
				DARE officer	3	30,285	57,106	33,417	jailer	5	24,916	44,743	26,461						
				deputy	9	30,285	57,106	33,267											
				sergeant	1			37,362	detention admin.	1			23,672	42.5	no data	yes			
				patrol commander	1			42,975	detention officer	13			25,108						
Clay		37,500		detective/investigator	2			33,291											
				DARE officer	2			28,893											
				deputy	8			27,404											
Cleveland	62,244	97,182	88,494	major	1	51,612	80,574	71,646	detention admin.	1	42,792	66,798	62,244	42	comp time	yes			
				investigations commander	1	42,792	66,798	58,044	detention shift supvr.	10	29,424	45,942	34,680						

County Salaries in North Carolina 2012

TABLE 16. SHERIFF'S OFFICE POSITIONS. Part One: Sheriff, Chief Deputy and Deputies, and Detention/Correctional Positions																
January 1, 2012																
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
				patrol commander	1	\$42,792	\$66,798	\$58,044	detention officer	22	\$28,092	\$42,842	\$31,584			
				patrol shift supvr.	3	35,484	55,380	41,814								
				sergeant	6	32,310	50,442	38,994								
				investigator	7	30,858	48,132	36,342								
				DARE officer	1	29,424	45,924	32,310								
				deputy	45	29,424	45,942	33,882								
Columbus	\$54,942	\$109,814	\$69,550	chief	1	42,236	85,896	54,182	chief jailer	1	33,106	67,215	42,800	no data	no data	no data
				captain	3	36,487	74,139	45,015	sergeant	4	27,264	55,257	27,726			
				lieutenant	4	33,406	67,215	37,886	corporal	4	24,726	49,727	26,576			
				patrol shift supvr.	5	30,041	60,941	37,144	detention officer	28	21,490	42,930	24,050			
				DARE officer	1	30,041	60,941	36,842								
				sergeant	6											
				detective/investigator	9	28,618	58,030	30,700								
				investigator	2	30,041	60,941	34,578								
				deputy	31	27,264	55,259	29,346								
Craven			91,242	chief	1	47,491	95,944	54,409	detention admin.	1	57,289	115,737	60,039	no data	comp time	yes
				captain	3	45,313	91,553	62,951	detention shift supvr.	5	32,636	65,941	34,607			
				lieutenant	8	37,568	79,541	47,967	jailer II	4	29,716	60,039	31,227			
				sergeant	11	34,203	72,419	41,045	jailer I	32	27,055	54,663	27,924			
				investigator	7	34,203	69,105	38,091								
				zone deputy	4	32,636	65,941	34,167								
				DARE officer	2	34,203	69,105	35,886								
				deputy	29	31,140	62,918	33,809								
Cumberland			158,316	chief	1	73,777	124,167	79,968	detention admin.	1	63,800	105,720	75,847	42-45	paid	yes
				major	3	63,800	107,375	75,139	detention officer II	26	34,800	57,420	40,499			
				captain	5	58,001	97,616	74,908	detention officer I	78	31,637	52,201	33,266			
				lieutenant	21	48,510	84,044	62,464								
				sergeant	50	42,446	73,538	54,528								
				detective/investigator	50	39,677	65,467	45,380								
				deputy	189	35,152	58,001	30,365								
				patrol shift supvr.	4	48,510	80,042	63,415								
				patrol commander	1	63,800	105,270	68,329								
				investigations commander	1	63,800	105,270	78,372								
Currituck			79,710	chief	1	49,169	68,199	64,289	detention admin.	1	43,430	60,162	53,573	42	paid	yes
				captain	1	49,169	68,199	63,848	detention shift supvr.	1	36,286	50,158	43,540			
				lieutenant	1	45,214	62,660	55,866	detention sergeant	5	32,716	45,159	36,009			
				sergeant	10	41,644	57,661	47,261	intake officer	4	29,142	40,154	31,463			
				detective/investigator	3	39,858	55,160	44,729	detention officer	18	27,357	37,656	28,397			
				deputy	45	34,500	52,658	41,126								
Dare	65,201	107,582	88,391	chief	1	54,673	90,211	72,443	detention admin.	1	43,873	72,391	64,901	40	paid	yes
				major	1	43,873	72,391	69,829	detention shift supvr.	4	32,239	53,196	38,264			
				lieutenant	6	41,984	69,274	43,032	transportation/class officer	6	32,939	53,196	42,984			
				captain	19	33,690	55,590	43,032	shift leader	4	36,792	60,705	43,229			
				deputy	30	30,853	50,906	37,446	detention officer	29	29,523	48,713	34,098			
Davidson	79,889	120,908	83,991	chief	1	54,604	81,905	67,429	detention shift supvr.	4	38,884	58,327	38,884	45	no	yes
				major	2	52,004	78,005	61,921	detention officer II	19	31,973	48,044	33,694			
				captain	5	47,158	70,736	53,497	detention officer I	11	30,493	45,739	30,493			
				lieutenant	13	40,775	61,163	46,606								
				sergeant	16	36,994	55,490	41,685								
				detective/investigator	11	35,221	52,831	38,583								
				corporal	19	33,566	50,349	38,628								
				deputy II	38	31,973	48,044	37,031								
				deputy I	36	30,493	45,739	34,919								
Davie	56,783	88,054	73,870	chief	1	49,051	76,065	51,504	detention admin.	1	44,490	68,993	51,889	40	paid	yes
				captain	3	44,490	68,993	49,881	asst.detention admin.	1	38,431	59,599	42,270			
				lieutenant	7	38,431	59,599	41,919	detention sergeant	3	33,198	51,484	35,650			
				detective/investigator	12	33,198	51,484	36,977	detention officer II	4	31,617	49,032	34,232			
				sergeant	9	33,198	51,484	34,673	detention officer I	15	28,677	44,473	32,434			
				DARE officer	1	31,617	49,032	34,704								
				corporal	7	31,617	49,032	31,885								
				deputy	12	28,677	44,473	30,978								
Duplin	58,005	103,008	79,707	captain	3	43,960	78,067	50,498	detention admin.	1	32,023	56,868	37,520	42	paid	yes
				lieutenant	8	39,037	69,320	40,726	detention shift supvr.	4	27,331	48,537	28,347			
				sergeant	8	34,662	61,555	35,462	jailer I	8	24,268	43,099	24,450			
				detective/investigator	5	33,316	59,166	34,412								
				deputy	25	28,436	54,660	29,974								
Durham			127,279	chief	1	62,791	108,096	95,640	detention admin.	1	59,763	102,888	82,876	42	paid	yes
				major	2	54,143	93,210	79,429	detention shift supvr.	6	44,439	76,502	61,430			
				captain	5	51,534	88,718	78,901	detention staff sergeant	10	40,261	69,307	53,100			
				lieutenant	11	46,687	80,374	64,815	detention sergeant	29	38,319	65,968	49,809			

County Salaries in North Carolina 2012

TABLE 16. SHERIFF'S OFFICE POSITIONS. Part One: Sheriff, Chief Deputy and Deputies, and Detention/Correctional Positions																
January 1, 2012																
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
				sergeant	16	\$40,261	\$69,307	\$57,517	detention officer II	26	\$33,043	\$56,885	\$50,773			
				corporal	15	36,472	62,791	50,861	detention officer I	121	29,333	51,534	34,067			
				deputy	98	33,043	56,885	41,587								
				investigator	5	33,043	56,885	34,853								
Edgecombe	\$55,306	\$86,259	\$86,259	chief	1	47,656	74,326	48,847	detention admin.	1	38,117	59,450	38,117	40	paid	yes
				lieutenant	4	44,237	68,994	46,265	detention lieutenant	1	35,383	55,185	37,732			
				sergeant	16	38,689	60,342	42,108	detention sergeant	6	32,359	50,469	32,602			
				detective/investigator	6	35,914	56,013	35,914	detention corporal	6	30,038	46,849	30,339			
				corporal	7	33,337	51,996	35,221	detention officer	43	27,065	42,212	27,255			
				deputy	20	30,488	47,551	31,532								
Forsyth	99,182	161,170	118,185	chief	1	75,715	123,037	92,310	detention admin.	1	67,780	110,143	83,512	43	paid	yes
				captain	5	56,742	92,206	65,037	detention lieutenant	5	51,722	84,048	60,687			
				lieutenant	12	51,722	84,048	60,734	detention sergeant	20	46,955	76,302	53,046			
				sergeant	26	46,955	76,302	52,698	detention corporal	22	39,053	63,462	42,786			
				corporal	25	39,053	63,462	44,236	detention officer	181	32,486	52,789	35,672			
				deputy	115	32,485	52,789	35,143								
Franklin	65,841	94,060	69,133	chief	1	45,595	65,136	47,875	detention admin.	1	37,944	54,206	45,673	42	paid	yes
				lieutenant	2	43,549	62,213	47,375	detention shift supvr.	4	31,577	45,110	32,975			
				patrol shift supvr.	5	36,242	51,773	38,310	detention officer	25	28,806	41,155	45,673			
				detective/investigator	13	36,242	51,773	39,399								
				deputy	30	33,061	47,230	34,450								
Gaston	69,307	107,431	102,190	chief	1	64,706	100,317	87,356	detention officer	67	30,427	47,168	33,032	no data	no data	no data
				major	2	56,411	87,459	70,517								
				investigations commander	6	56,411	87,459	64,874								
				captain	11	49,180	76,239	57,562								
				sergeant	22	40,034	62,066	45,243								
				patrol shift supvr.	21	42,876	66,466	57,776								
				detective/investigator	40	34,901										
				DARE officer	50	37,379	57,459	46,651								
Gates	44,987	58,271	60,061	chief	1	39,180	50,571	39,968	n/a					42	paid	yes
				deputy	10	29,819	38,622	31,996								
Graham																
Granville	56,489	99,644	83,741	chief	1	42,166	74,379	55,588	detention admin.	1	36,430	64,263	54,276	no data	paid	yes
				lieutenant	3	38,246	67,466	55,006	detention shift supvr.	1	31,470	55,514	44,114			
				sergeant	9	33,036	58,274	45,848	detention officer	14	25,890	45,668	28,600			
				detective/investigator	7	33,036	58,274	44,914								
				corporal	9	31,470	55,514	40,374								
				deputy	13	29,963	52,854	32,389								
Greene			54,000	major	1	33,843	47,215	40,528	detention admin.	1	32,265	47,215	32,265	40	no data	yes
				captain	1	32,265	45,003	33,748	jailer	18	21,970	37,106	21,704			
				lieutenant	1	30,727	42,849	30,727								
				sergeant	1	29,280	40,827	33,510								
				detective/investigator	4	29,280	40,827	30,658								
				deputy	13	26,620	45,003	28,412								
Guilford	104,317	177,339	136,493	chief	1	81,735	138,950	101,609	detention admin.	4	64,042	108,871	85,549	no data	no data	no data
				major	2	70,606	120,030	99,182	detention shift supvr.	15	52,687	89,568	61,969			
				captain	9	64,042	108,871	81,775	detention corporal II	16	45,513	77,372	53,286			
				lieutenant	7	55,322	94,047	72,960	detention corporal I	22	39,316	66,837	48,893			
				sergeant	31	52,687	89,568	65,834	detention officer II	5	39,316	66,837	46,745			
				investigations commander	6	52,687	89,568	64,678	detention officer I	237	33,963	57,737	44,772			
				DARE officer	3	39,316	66,837	55,334								
				patrol commander	9	64,042	108,871	81,775								
				patrol shift supvr.	25	52,687	89,568	66,142								
				detective/investigator	20	39,316	66,837	52,074								
				corporal	57	39,316	66,837	50,570								
				deputy	112	33,963	57,737	42,533								
Halifax	56,529	91,766	88,409	chief	1	53,789	87,317	62,436	detention admin.	1	39,922	64,807	53,789	55	comp or pay	yes
				major	2	51,182	83,085	56,529	detention shift supvr.	1	28,194	45,768	31,923			
				lieutenant	7	34,393	55,832	38,943	jail shift leader	5	28,194	45,768	31,923			
				sergeant	4	32,726	53,125	37,055	jailer	15	25,527	41,438	26,496			
				investigator	4	32,726	53,125	35,650								
				patrol shift supvr.	8	29,630	48,099	32,322								
				deputy	19	26,827	43,549	28,630								
Harnett	72,365	112,166	87,420	major	3	56,210	87,126	66,204	detention admin.	1	47,498	73,622	59,993	42.75	paid	yes
				lieutenant	6	47,498	73,622	54,906	detention officer	37	28,659	44,421	30,334			
				sergeant	10	41,863	64,888	48,269	detention shift supvr.	4	33,916	52,570	39,222			
				detective/investigator	19	38,482	59,647	42,944								
				corporal	7	38,482	59,647	43,832								
				deputy	59	33,916	52,570	37,962								
Haywood	55,739	83,607	71,400	chief	1	40,959	67,437	52,086	detention sergeant	3	27,309	40,964	33,338	42.5	paid	yes
				captain	1	37,505	56,259	46,322	detention officer	22	25,008	37,512	26,580			
				lieutenant	6	34,345	51,518	39,294	detention officer intern	1	20,970	31,455	25,002			

County Salaries in North Carolina 2012

TABLE 16. SHERIFF'S OFFICE POSITIONS. Part One: Sheriff, Chief Deputy and Deputies, and Detention/Correctional Positions																	
January 1, 2012																	
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	
Henderson			\$87,000	sergeant	5	\$28,539	\$42,808	\$34,767									
				detective/investigator	9	32,866	49,299	35,244									
				deputy	25	28,539	42,808	31,870									
				DARE officer	1	28,538	42,808	38,133									
				chief	1	56,971	88,275	65,478	detention admin.	1	\$44,990	\$69,742	\$62,000	42	paid	yes	
				major	1	48,672	75,442	72,702	shift sergeant	4	38,480	59,634	47,772				
				captain	1	44,990	69,742	65,000	detention officer III	6	32,864	50,981	38,339				
				investigations commander	1	44,990	69,742	62,000	detention officer II	24	31,616	49,026	32,057				
				patrol commander	1	44,990	69,742	62,000	detention officer I	2	30,389	47,133	30,389				
				lieutenant	4	41,621	64,501	58,406									
Hertford	\$68,492	\$106,163	86,000	sergeant	12	38,480	59,634	51,660									
				patrol shift supvr.	4	38,480	59,634	54,439									
				corporal	14	34,216	52,998	43,974									
				deputy II		31,616	49,026										
				chief	1	38,139	59,116	48,115	detention admin	1	31377	48635	33789	37.5	paid	yes	
				major	1	36,323	56,301	44,655	detention lieutenant	1	27,105	42,012	28,762				
				captain	1	34,593	53,620	40,793	detention officer	19	22,299	34,564	33,789				
				lieutenant	2	32,946	51,066	39,670									
				sergeant	4	29,883	46,319	35,933									
				detective/investigator	2	29,883	46,319	35,440									
Hoke	70,211	99,206	83,459	deputy	10	27,105	42,012	30,600									
				chief	1	57,762	81,617	63,759	detention admin.	1	45,258	63,949	49,952	43	paid	yes	
				major	1	52,392	74,029	57,831	jail lieutenant	1	34,234	52,611	40,076				
				captain	3	39,076	55,241	41,098	jail sergeant	4	29,174	41,222	29,903				
				lieutenant	3	35,461	50,106	37,854	jail corporal	2	27,785	39,259	28,479				
				detective/investigator	8	35,461	50,106	37,256	jailer	38	26,462	37,389	27,123				
				sergeant	8	32,164	45,447	35,503									
				corporal	4	30,633	43,283	31,398									
				deputy	31	29,174	41,222	31,417									
	Hyde Iredell	66,884	103,737	101,688	chief	1	55,872	86,657	59,292	detention admin.	1	44,620	69,207	63,264	no data	no data	no data
				major	1	48,820	75,720	62,025	shift supervisor	6	35,635	55,270	39,768				
				captain	2	44,620	69,207	53,663	jailer III	9	32,570	50,516	35,785				
				lieutenant	14	40,782	63,253	50,036	jailer II	20	31,137	48,294	34,575				
				detective/investigator	22	35,635	55,270	37,853	jailer I	27	32,569	48,299	34,576				
				sergeant	31	35,635	55,270	39,768									
				corporal	9	32,570	50,516	35,986									
				patrol shift supvr.	13	40,782	63,253	50,055									
				investigator	22	35,635	55,270	39,761									
				DARE officer	0	31,137	48,294										
Jackson Johnston	69,250	117,546	104,477	deputy	68	31,137	48,294	34,576									
				chief	0	55,571	94,325		detention admin.	1	48,696	82,659	59,406	40	paid	yes	
				captain	4	46,599	79,101	61,662	detention lieutenant	5	34,240	50,545	38,486				
				lieutenant	10	40,834	69,316	49,044	detention sergeant	4	31,356	46,285	34,728				
				detective/investigator	21	37,394	55,193	41,649	detention officer	38	28,715	42,384	29,101				
				sergeant	6	35,783	52,815	40,591									
				deputy	64	34,240	50,545	37,565									
				major	2	32,807	41,424	32,807	detention admin.	1	29,883	37,630	29,883	48	paid	yes	
				detective/investigator	2	29,883	37,630	29,883									
				deputy	8	28,486	35,930	28,486									
Lee			86,128	DARE officer	1	28,486	35,930	28,486									
				chief	1	56,908	79,672	60,625	detention admin.	1	45,447	63,626	45,447	48	paid	yes	
				captain	3	47,539	66,554	52,074	detention shift supvr.	4	33,174	46,444	34,554				
				major	1	47,539	66,554	52,074	detention lieutenant	1	34700	48444	34554				
				lieutenant	3	41,538	58,153	43,145	jailer	20	31,715	44,401	32,458				
				sergeant	19	39,712	55,596	39,837									
				patrol shift supvr.	3	41,538	58,153	41,538									
				deputy	17	34,700	48,580	34,878									
			94,000	major	2	37,814	66,728	63,532	detention admin.	1			53,617	40	paid	yes	
				captain	1	36,117	63,733	61,032	detention shift supvr.	3	28,707	50,657	34,471				
Lenoir				patrol shift supvr.	6	32,947	58,138	46,203	jailer II	20	26,185	46,207	29,244				
				lieutenant	10	32,947	58,138	43,889	jailer I	8	26,185	46,207	29,244				
				investigations commander	3	32,947	58,138	41,574									
				sergeant	7	30,055	53,036	37,857									
				deputy	28	27,416	48,378	32,117									
				major	1	61,402	93,673	64,530	detention admin.	1	41,362	63,100	46,833	43	piad	yes	
				lieutenant	5	41,362	63,100	49,719	asst detention admin	1	39,369	60,060	40,359				
				1st sergeant	4	39,369	60,060	42,175	sergeant	4	35,666	54,411	36,114				
				sergeant	14	35,666	54,411	37,095	senior detention officer	5	29,273	44,658	32,744				
				investigator	15	32,312	49,294	41,097	detention officer	23	27,862	42,506	29,939				
Lincoln	74,812	114,131	78,624														

County Salaries in North Carolina 2012

TABLE 16. SHERIFF'S OFFICE POSITIONS. Part One: Sheriff, Chief Deputy and Deputies, and Detention/Correctional Positions																		
January 1, 2012																		
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		
McDowell	\$54,672	\$80,348	\$59,640	sr. deputy	11	\$32,312	\$49,294	\$35,736										
				deputy	51	30,755	46,918	34,048										
				DARE officer	1	32,312	49,294	38,449										
				chief	1	47,100	69,231	56,748	detention admin.	1	\$34,950	\$51,376	\$37,200	48	paid	yes		
				detective/investigator	8	36,738	53,995	38,610	jailer III	1	33,252	48,282	33,252					
				captain	2	38,610	56,747	44,814	jailer I	5	27,258	40,071	29,010					
				lieutenant	5	34,950	51,376	39,090	jailer trainee	10	25,938	38,139	27,258					
Macon	61,677	92,516	80,340	investigations commander	1	36,738	53,995	39,576										
				DARE officer	1	34,950	51,376	35,388										
				deputy	19	36,738	53,995	39,576										
				chief	1	36,063	54,095	48,294	detention admin.	1	32,710	49,065	45,468	42	paid	yes		
				lieutenant	2	32,710	49,065	44,896	detention sergeant	2	26,910	40,366	35,447					
				sergeant	10	28,256	42,383	40,030	detention officer	14	24,409	36,612	30,494					
				investigator	6	26,910	40,366	37,813										
Madison			60,400	corporal	4	26,910	40,366	35,214										
				deputy	19	26,910	40,366	31,869										
				chief	1			52,000	detention shift supvr.	1			37,502	42	paid	yes		
				captain	1			48,950	detention officer II	4			28,517					
				detective/investigator	3			39,250	detention officer I	1			22,048					
				sergeant	3			37,067										
				deputy	8			32,020										
Martin	52,723	84,284	64,237	chief	1	38,763	61,965	47,229	n/a					42.75	paid	yes		
				lieutenant	2	354,869	56,730	39,170										
				detective/investigator	8	32,507	51,968	33,884										
				DARE officer	1	28,478	45,526	30,667										
				sergeant	4	31,098	49,711	35,732										
				corporal	4	32,507	51,968	33,884										
				deputy	13	28,478	45,526	30,070										
Mecklenburg	112,800	195,811	157,611	chief	1	94,800	195,811	118,325	detention captain	25	57,380	93,404	81,676	43	no data	yes		
				major	5	61,600	133,266	93,244	detention sergeant	63	47,853	93,404	60,376					
				captain	17	57,380	93,404	81,537	detention officer	640	32,800	56,848	40,277					
				sergeant	25	47,853	93,404	62,927										
				deputy	212	32,800	56,848	43,827										
				chief	1	40,949	58,499	52,792	n/a					no data	no data	no data		
				investigations commander	2	35,004	50,006	40,389										
Montgomery Moore	70,000	109,900	113,477	detective/investigator	2	32,363	46,233	36,383										
				deputy	8	28,771	41,102	34,248										
				chief	1	57,634	90,485	80,866	detention admin.	1	47,416	74,443	6,000	40	paid	yes		
				major	1	47,416	74,443	69,212	detention shift supvr.	5	32,093	50,386	36,534					
				captain	6	47,416	74,443	64,503	detention officer	19	29,110	45,702	32,861					
				lieutenant	4	43,008	67,522	52,757										
				sergeant	13	37,152	58,329	44,567										
Nash	68,225	109,160	91,590	detective/investigator	14	37,152	58,329	44,282										
				deputy	34	33,697	52,905	40,316										
				chief	1	59,273	94,837	63,357	detention admin.	1	51,496	82,394	55,376	no data	no data	yes		
				captain	1	53,968	86,349	60,743	asst. detention admin.	2	42,690	68,304	50,250					
				lieutenant	5	51,496	82,394	55,779	detention shift supvr.	4	37,089	59,342	41,126					
				sergeant	7	42,690	68,304	50,330	senior detention officer	5	31,146	49,834	36,163					
				detective/investigator	3	37,089	59,342	50,065	detention officer	41	28,604	45,766	32,218					
New Hanover			112,200	corporal	7	37,089	59,342	44,036										
				investigator	11	37,089	59,342	42,395										
				deputy	40	33,915	54,264	37,708										
				chief	1	78,770	120,869	101,455	detention sergeant	3	41,205	63,190	41,892	42	no	no		
				major	2	68,890	105,643	84,902	detention corporal	4	34,861	53,477	37,240					
				captain	6	58,240	89,378	73,965	detention officer	61	32,053	49,192	33,352					
				lieutenant	19	49,026	75,234	61,021										
Northampton	52,713	93,018	74,482	sergeant	40	45,448	69,722	52,765										
				detective/investigator	44	41,205	63,190	44,751										
				corporal	24	37,710	57,762	43,878										
				deputy	158	35,131	53,872	37,645										
				chief	1	39,335	69,411	45,617	detention admin.	1	39,375	69,411	49,124	40	no	yes		
				major	2	35,678	62,958	38,973	detention sergeant	3	27,955	49,329	32,793					
				detective/investigator	4	32,661	57,105	34,630	detention officer	15	24,148	42,612	26,765					
Onslow	70,196	112,314	97,472	DARE officer	1	35,678	62,958	41,376										
				investigator	1	35,678	62,958	41,376										
				deputy	14	30,820	54,385	30,791										
				chief	1	64,900	103,841	65,419	detention admin.	1	55,477	88,763	56,763	42	paid	yes		
				major	4	55,477	88,763	65,019	detention lieutenant	5	42,158	67,453	44,008					
				captain	7	45,598	72,957	54,505	detention 1st sergeant	6	38,978	62,364	41,106					
				lieutenant	5	42,158	67,453	51,052	detention sergeant	11	34,851	55,441	36,533					
patrol shift supvr.	5	40,537	64,859	48,621	detention officer	83	27,385	43,816	29,044									

County Salaries in North Carolina 2012

TABLE 16. SHERIFF'S OFFICE POSITIONS. Part One: Sheriff, Chief Deputy and Deputies, and Detention/Correctional Positions																				
January 1, 2012																				
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				
Orange	\$80,994	\$129,481	\$121,139	sergeant	14	\$38,978	\$62,364	\$44,230												
				detective/investigator	15	38,978	62,364	40,145												
				deputy	67	32,037	51,259	35,742												
				major	1	63,272	101,150	69,740	detention officer	27	\$31,693	\$50,665	\$32,612	40	paid	yes				
				captain	3	51,931	83,020	48,191												
				lieutenant	8	47,048	75,211	54,439												
				sergeant	11	42,622	68,138	47,313												
				detective/investigator	8	42,622	68,138	52,555												
				DARE officer	2	36,754	55,925	42,041												
				corporal	6	36,754	58,756	42,041												
Pamlico	44,227	78,542	67,575	deputy	60	34,984	58,756	38,052												
				captain	2	31,428	55,814	44,563	detention admin.	1	27,148	48,209	44,682	no data	no data	yes				
				investigator	1	25,856	45,916	43,431	asst. jail administrator	1	23,546	41,347	32,500							
				detective/investigator	2	24,710	43,879	33,603	shift sergeant	4	23,546	41,347	27,091							
				DARE officer	1	24,710	43,879	37,205	detention officer	16	23,546	40,145	24,913							
				deputy	7	23,749	42,174	27,408												
				chief	1	41,356	57,898	52,131	n/a					40	no	yes				
Pasquotank	57,815	79,168	72,246	lieutenant	2	37,558	52,581	47,540												
				sergeant	6	35,025	49,036	44,475												
				investigator	7	35,025	49,036	44,347												
				deputy	23	31,227	45,491	36,838												
				major	1	54,117	86,588	55,199	detention admin.	1	49,086	78,538	51,540	40	comp time	yes				
				captain	3	49,086	78,538	50,068	detention sergeant	1	40,383	64,613	40,383							
				patrol commander	1	49,086	78,538	50,068	detention shift supvr.	2	36,629	58,606	36,812							
Pender	69,069	110,510	70,450	investigations commander	1	49,086	78,538	50,068	detention shift leader	4	31,641	50,626	31,720							
				lieutenant	7	42,402	67,844	43,070	detention deputy II	1	33,223	53,157	36,812							
				detective sergeant	4	40,383	64,613	40,383	detention officer	8	28,700	45,919	28,736							
				sergeant	7	36,629	58,606	36,893												
				detective/investigator	3	38,460	61,536	38,716												
				DARE officer	1	30,135	48,215	30,135												
				deputy II	4	33,223	53,157	34,821												
				deputy I	21	30,135	48,215	30,247												
				Perquimans	44,994	68,139	57,425	detective/investigator	1	33,062	50,069	37,363	n/a					43	no	yes
								sergeant	2	31,638	47,913	34,051								
deputy	8	28,972	43,875					30,267												
Person	64,035	99,254	75,335	chief	1	52,379	81,187	57,544	detention admin.	1	42,844	66,408	vacant	42	paid	yes				
				captain	3	46,430	71,967	52,904	detention shift supvr.	4	31,066	48,152	35,903							
				lieutenant	2	37,979	58,867	46,490	detention lieutenant	1	36,483	56,549	44,982							
				sergeant	8	36,483	56,549	45,114	senior detention officer	3	28,667	44,434	32,556							
				detective/investigator	8	35,046	54,321	40,953	detention officer	24	27,538	42,684	33,088							
				deputy	14	32,340	50,127	36,047												
				chief	1	58,021	91,703		detention admin.	1	63,723	100,716	75,121	40	both	yes				
Pitt				captain	1	55,363	87,502	68,396	detention officer advanced		38,408	60,136	46,794							
				lieutenant	8	50,408	79,669	55,495	detention officer intermediate	13	36,305	57,380	41,055							
				advanced sergeant	7	43,794	69,216	51,184	detention officer basic	93	34,644	54,752	37,067							
				intermediate sergeant	2	41,739	66,048	48,151												
				basic sergeant	1	39,875	63,021	42,797												
				deputy advanced	15	38,048	60,136	46,793												
				deputy intermediate	5	36,305	57,380	44,465												
				DARE officer	1	34,644	54,752	50,408												
				deputy basic	37	34,644	54,752	39,073												
				chief	1			46917	senior detention officer	2	25,442	41,690	34,731	36-48	comp time	yes				
Polk	43,516	71,306	59,987	captain	1	34,096	55,870	44,684	detention sergeant	2	25,442	41,690	26,730							
				lieutenant	1	30,925	50,674	42,581	detention officer II		23,078	37,816								
				sergeant	1	29,454	48,264	33,324	detention officer I	4	23,078	37,816	24,860							
				patrol shift supvr.	4	29,454	48,264	32,775												
				detective/investigator	3	29,454	48,264	31,983												
				deputy	11	28,050	45,963	22,900												
				chief	1	57,595	89,336	70,113	detention admin.	1	54,912	85,093	40,466	42.5	comp time	yes				
Randolph	\$70,013	\$108,597	\$93,808	major	2	54,912	85,093	60,466	detention captain	1	45,427	70,013	49,962							
				investigations commander	1	49,962	77,189	49,962	detention lieutenant	4	39,416	60,466	44,127							
				patrol commander	1	49,962	77,189	54,912	detention sergeant	4	34,195	52,395	37,814							
				captain	4	49,962	77,189	55,583	detention corporal	5	32,656	49,962	36,371							
				patrol shift supvr.	4	45,427	70,013	54,534	jailer	39	29,723	45,427	33,208							
				investigator	9	45,427	70,013	46,532												
				lieutenant	4	43,347	66,664	46,554												
				DARE officer	1	35,838	54,912	40,373												
				sergeant	14	35,838	54,912	39,502												
				detective/investigator	14	34,195	52,395	38,162												
corporal	19	34,195	52,395	37,338																
deputy	81	31,158	47,632	34,525																

County Salaries in North Carolina 2012

TABLE 16. SHERIFF'S OFFICE POSITIONS. Part One: Sheriff, Chief Deputy and Deputies, and Detention/Correctional Positions																
January 1, 2012																
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
Richmond	\$77,628	\$113,366	\$76,960	chief	1	\$40,276	\$58,610	\$50,913	detention administrator	1	\$33,381	\$48,567	\$42,217	45	paid	yes
				captain	3	36,668	53,345	41,249	detention officer II	21	22,956	33,381	27,351			
				lieutenant	6	33,381	48,567	36,116								
				sergeant	6	30,405	44,228	35,168								
				deputy	30	29,008	42,217	32,366								
Robeson	80,914	100,332	100,332	major	3	50,442	62,571	60,027	detention admin.	1			vacant	40	paid	yes
				lieutenant	12	39,777	49,322	47,466	detention shift supvr.	7	33,682	41,766	40,226			
				sergeant	16	35,206	43,655	40,135	jailer II	8	30,636	41,766	35,996			
				detective/investigator	22	35,206	43,655	39,368	jailer I	55	29,111	36,098	29,915			
				deputy	58	30,636	41,766	33,252								
Rockingham	68,251	102,377	88,009	major	1	52,401	78,602	60,000	jailer II	38	30,926	46,389	32,394	40	paid	yes
				captain	3	48,032	72,048	52,638	jailer I	2	29,557	44,336	36,174			
				lieutenant	6	42,092	63,138	44,198								
				sergeant	6	38,522	57,783	41,650								
				investigator	13	33,783	50,675	38,052								
				deputy	46	no data										
Rowan	71,697	113,817	89,899	chief	1	58,895	93,497	86,417	detention admin.	1	46,058	73,114	65,627	36-48	paid	yes
				captain	2	46,058	73,114	62,523	detention shift supvr.	5	36,016	57,182	44,456			
				lieutenant	9	39,740	63,091	52,647	master detention officer	5	31,079	49,336	32,908			
				sergeant	10	36,016	57,182	44,718	detention officer	39	29,590	46,967	31,615			
				detective/investigator	16	32,645	51,821	38,703								
				deputy	40	29,590	46,967	32,411								
Rutherford	68,011	102,476	77,008	chief	1	55,750	84,003	60,075	detention admin.	1	39,372	59,323	48,031	42	comp time	yes
				captain	2	45,701	68,861	50,476	detention shift supvr.	4	33,919	51,107	35,207			
				lieutenant	3	39,372	59,323	49,648	detention sergeant	1	33,919	51,107	no data			
				patrol shift supvr.	4	35,648	53,712	41,419	detention corporal	1	30,711	46,274	no data			
				sergeant	8	35,648	53,712	40,975	detention officer	1	27,806	41,894	no data			
				detective/investigator	9	33,919	51,107	39,787								
				corporal	16	32,276	48,630	36,145								
				deputy	22	29,221	44,030	31,878								
Sampson																
Scotland	54,664	77,520	70,224	chief	1	45,828	64,752	54,480	detention admin.	1	38,280	54,096	49,008	42	paid	yes
				captain	3	38,280	54,096	43,688	asst. jail administrator	1	31,980	45,192	33,600			
				detective/investigator	6	33,456	47,268	35,886	detention sergeant	4	26,712	37,752	28,620			
				lieutenant	5	31,980	45,192	35,380	detention officer II	7	25,536	36,084	26,019			
				patrol shift supvr.	4	31,980	45,192	33,192	detention officer I	10	24,420	34,500	25,025			
				deputy	15	26,712	37,752	27,886								
Stanly	60,641	75,802	66,417	chief	1	48,429	72,645	51,557	detention admin.	1	42,318	63,477	44,450	42	paid	yes
				captain	4	42,318	63,477	46,314	detention shift supvr.	4	30,921	46,333	34,714			
				lieutenant	4	38,677	58,017	41,412	sr. detention officer	4	28,231	42,346	37,588			
				sergeant	7	33,796	50,695	38,602	detention officer	24	26,989	40,484	28,330			
				detective/investigator	4	33,796	50,695	38,602								
				DARE officer	1	29,530	44,295	34,260								
				deputy	26	29,530	44,295	33,102								
Stokes	52,711	85,832	\$67,598	chief	1	41,659	67,835	51,339	jail captain	1	38,515	52,716	40,078	no data	no data	no data
				lieutenant	4	35,610	57,985	39,106	detention shift supvr.	4	27,060	44,063	29,104			
				sergeant	4	28,143	45,826	34,822	jailer	12	26,020	42,369	27,223			
				corporal	4	27,060	44,063	29,167								
				detective/investigator	6	28,143	45,826	34,756								
				deputy	11	26,020	42,369	27,640								
				DARE officer	1	35,610	57,985	37,425								
				Deputy II/SRO	5	26,020	42,369	28,048								
Surry	58,164	99,312	76,836	chief	1	44,172	75,120	58,164	detention admin.	1	37,104	62,280	48,444	no data	paid	yes
				lieutenant	6	35,532	59,520	43,804	detention sergeant	4	32,616	54,300	37,788			
				sergeant	6	32,616	54,300	39,788	detention officer II	11	26,508	43,188	29,387			
				sr. deputy	4	31,320	51,864	38,781	detention officer I	14	25,500	41,352	27,218			
				detective/investigator	8	32,616	54,300	37,875								
				deputy II	8	22,524	36,276	37,911								
				deputy I	16	28,728	47,328	32,927								
				DARE officer	1	28,728	47,328	31,320								
				deputy	6	27,600	45,216	30,142								
Swain	49,833	73,437	70,000	chief	1	30,707	45,252	39,780	detention admin.	1	28,119	41,438	29,658	43	paid	yes
				lieutenant	4	28,119	41,438	32,712	detention shift supvr.	4	23,580	34,749	25,318			
				sergeant	6	26,909	39,655	31,290	detention officer	13	21,594	31,822	22,730			
				deputy	9	25,750	37,946	29,236								
Transylvania	64,771	97,157	70,977	chief	1	50,752	76,128	60,825	detention admin.	1	46,030	69,056	57,100	42	paid	yes
				captain	1	46,030	69,056	57,100	detention shift supvr.	4	\$16.52/hr.	\$24.77/hr.	\$16.85/hr.			
				investigations commander	1	\$19.12/hr.	\$26.68/hr.	\$26.5/hr.	detention sergeant	2	\$16.52/hr.	\$24.77/hr.	\$16.85/hr.			
				patrol shift supvr.	4	\$19.12/hr.	\$26.01/hr.	\$20.97/hr.	detention corporal	4	\$14.98/hr.	\$22.47/hr.	\$15.1/hr.			
				lieutenant	2	\$19.12/hr.	\$28.68/hr.	\$20.39/hr.	detention officer	14	\$14.27/hr.	\$21.4/hr.	\$14.97/hr.			
				detective/investigator	4	\$17.34/hr.	\$26.01/hr.	\$21.72/hr.								

County Salaries in North Carolina 2012

TABLE 16. SHERIFF'S OFFICE POSITIONS. Part One: Sheriff, Chief Deputy and Deputies, and Detention/Correctional Positions																
January 1, 2012																
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	2	\$17.34/hr.	\$26.01/hr.	\$20.97/hr.								
				sergeant	5	\$17.34/hr.	\$26.01/hr.	\$20.91/hr.								
				DARE officer	6	\$14.98/hr.	\$22.47/hr.	\$18.85/hr.								
				deputy	10	\$14.98/hr.	\$22.47/hr.	\$16.11/hr.								
Tyrrell			\$46,817	chief	1			32,503	detention admin.	1			\$26,496	varies	comp time	yes
				sergeant	1			30,766	detention officer/dispatch.	3			24,330			
				deputy	7			30,809								
Union	\$72,128	\$117,192	103,661	chief	1	65,459	98,188	72,387	detention admin.	1	\$42,023	\$63,033	47,231	42	paid	yes
				captain	4	50,174	75,260	62,694	detention officer master	1	35,165	52,747	38,958			
				lieutenant	14	45,905	68,857	56,916	detention officer II	4	33,622	50,434	35,978			
				sergeant	23	42,023	63,033	48,617	detention officer I	21	32,162	48,244	33,093			
				corporal	6	38,416	57,620	42,143								
				detective/investigator	8	35,165	52,747	39,800								
				investigator	6	35,165	52,747	41,655								
				deputy	128	32,162	52,747	35,560								
Vance	57,408	91,860	90,420	major	1	44,088	70,536	55,608	detention admin.	1	40,368	64,596	45,396	48	paid	yes
				captain	1	42,192	67,500	58,572	detention operations supvr.	1	35,376	56,604	49,664			
				lieutenant	5	36,972	59,148	49,164	detention supervisor	3	32,400	51,840	36,240			
				sergeant	7	32,400	57,840	40,395	detention shift supvr.	7	28,392	45,420	29,631			
				detective/investigator	7	31,008	49,608	34,795	detention officer	24	24,876	39,804	26,155			
				deputy	23	28,392	45,420	31,320								
Wake			144,932	chief	1	79,400	135,100	112,681	detention admin.	1	64,750	110,250	95,759	56	paid	yes
				major	5	71,600	121,900	91,992	detention lieutenant	21	42,300	72,200	48,714			
				captain	7	58,500	99,500	78,596	detention sergeant	37	37,000	63,000	41,187			
				lieutenant	12	48,000	82,000	67,732	detention master deputy	176	28,900	49,000	34,200			
				sergeant	37	42,300	72,200	55,213	detention officer	116	28,900	49,000	30,635			
				detective/investigator	20	37,000	63,000	47,346								
				deputy	41	32,750	55,750	36,389								
Warren	54,724	87,816	73,559	captain	1	38,893	62,412	43,057	detention admin.	1	35,277	56,610	38,610	43.5	paid	yes
				lieutenant	2	35,277	56,610	35,310	detention shift supvr.	5	29,022	46,572	30,026			
				sergeant	7	31,997	51,346	32,591	detention officer	9	25,070	40,229	25,070			
				investigator	4	31,997	51,346	31,997								
				deputy	15	29,022	46,572	29,022								
				patrol shift supvr.	7	31,997	51,346	32,591								
				patrol commander	2	35,277	56,610	35,310								
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	paid	yes
				captain	1	35,244	51,063	39,864	detention corporal	3	24,060	34,860	26,568			
				lieutenant	1	35,244	51,036	37,968	certified detention officer	11	24,060	34,860	24,696			
				sergeant	2	33,408	48,348	35,076								
				corporal	2	32,436	46,992	34,118								
				detective/investigator	3	34,332	49,680	35,172								
				deputy	6	37,804	40,236	27,804								
Watauga	67,585	104,756	80,292	captain	4	45,476	70,490	49,223	detention admin.	1	39,852	61,770	48,291	42	paid	yes
				lieutenant	5	39,852	61,770	41,414	asst. chief jailer	1	34,923	54,131	40,494			
				sergeant	6	36,495	56,568	38,518	jailer II	16	31,979	49,568	33,434			
				detective/investigator	7	34,925	54,131	36,656	jailer I	6	30,602	47,433	30,602			
				deputy	21	31,979	51,798	32,325								
Wayne			92,250	major	2	43,044	67,133	49,916	detention admin.	1	43,044	67,133	48,700	40	paid	yes
				captain	1	37,183	57,992	47,597	detention shift supvr.	2	30,590	47,710	33,967			
				lieutenant	8	35,412	55,231	43,145	detention officer III	12	26,425	41,214	29,186			
				sergeant	15	33,726	52,601	41,091	detention officer I	37	25,167	39,252	27,780			
				corporal	8	29,134	45,439	36,383								
				patrol shift supvr.	4	32,210	50,096	37,250								
				detective/investigator	4	32,210	50,096	35,454								
				deputy	23	27,746	43,275	32,981								
Wilkes	60,193	93,299	79,627	chief	1	47,298	73,312	57,269	detention supervisor	1	32,945	51,065	36,597	43	paid	yes
				major	2	43,646	67,651	51,473	detention shift supvr.	7	28,054	43,484	30,506			
				captain	2	41,927	64,987	47,471	detention officer	17	25,888	40,126	27,550			
				lieutenant	5	35,702	55,338	40,009								
				sergeant	7	31,647	49,053	36,032								
				detective/investigator	15	31,647	49,053	34,100								
				deputy	32	28,054	43,484	29,952								
Wilson			144,517	major	1	49,956	84,456	70,176	detention admin.	1	37,716	63,792	52,635	no data	no data	yes
				captain	3	37,716	63,792	53,701	detention officer II	17	29,844	50,460	31,775			
				lieutenant	7	36,000	60,840	43,524	detention officer I	32	28,488	48,132	29,052			
				sergeant	7	34,356	58,092	40,245								
				detective/investigator	10	32,760	55,416	36,783								
				deputy	30	29,844	50,460	32,966								
				investigator	1	32,760	55,416	36,264								
Yadkin	56,835	85,253		major	1	42,915	64,373	52,397	detention admin.	1	32,411	48,617	39,560	42.5	comp time	yes
				captain	1	39,073	58,610	47,709	detention officer		28,159	42,239	29,652			
				lieutenant	1	35,577	53,366	vacant								



County Salaries in North Carolina 2012

TABLE 16. SHERIFF'S OFFICE POSITIONS. Part Two: Emergency Telecommunications													
January 1, 2012													
Telecommunications						Telecommunications							
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.		
Alamance	telecommunicator supvr.	1	\$34,986	\$55,979	\$57,956	Jackson							
	shift supvr.	4	32,037	51,261	40,883	Johnston	sr. telecommunicator	7	\$30,007	\$44,292	\$34,862		
	telecommunicator--EMD	17	29,338	46,941	30,745		telecommunicator	3	28,715	42,384	30,282		
Alexander	telecommunicator supvr.	1	37,483	51,671	38,421	Jones	n/a						
	shift supvr.	2	27,871	38,421	29,285	Lee	telecommunicator	4	30,320	42,448	30,809		
	telecommunicator	5	24,032	33,128	25,504	Lenoir	telecommunications supvr.	1	31,468	55,529	35,972		
Alleghany	telecommunicator	3	23,923	35,885	23,923		shift supvr.	3	27,416	48,378	29,525		
Anson	telecommunicator supvr.	1	34,587	51,057	36,459		telecommunicator	16	23,888	42,154	28,079		
Ashe	chief telecommunicator	1	36,072	50,967	36,972	Lincoln	telecommunications supvr.	1	41362	63100	48011		
	assistant chief	1	33,114	46,788	35,658		shift supvr.	1	33,947	51,789	39,405		
	telecommunicator	6	30,384	42,930	31,890		sr. telecommunicator	4	29,273	44,658	35,563		
Avery	telecommunicator supvr.	1	36,790	51,304	39,168		telecommunicator	13	26,520	40,458	30,181		
	shift supvr.	1	29,075	40,546	29,496	McDowell	telecommunicator II	1	27,258	40,071	31,644		
	dispatcher--EMD trainers	3	26,882	37,488	29,109		telecommunicator I	1	25,938	38,139	27,600		
	dispatcher--EMD	5	28,848	36,045	26,158		telecommunicator trainee	2	23,484	34,518	23,484		
Beaufort	telecommunicator supvr.	1	35,861	50,205	40,730		telecommunicator--EMD	3	27,258	40,071	27,948		
	telecommunicator	10	27,511	38,515	30,183	Macon	n/a						
Bertie	telecommunicator supvr.	1	31,847	47,012	31,847	Madison	telecommunicator III	1			27,893		
	telecommunicator II	1	25,801	38,088	27,950		telecommunicator II	2			24,118		
	telecommunicator I	3	25,801	38,088	24,573		telecommunicator I	3			23,351		
Bladen	telecommunicator supvr.	1	27,159	37,656	32,957	Martin	telecommunicator supvr.	1	28,275	43,594	43,504		
	telecommunicator II	1	27,147	34,398	30,162		telecommunicator III	1	26,094	41,715	32,586		
	telecommunicator--EMD	9	24,635	31,209	25,991		telecommunicator II	4	24,962	39,904	28,243		
Brunswick	n/a						telecommunicator I	3	22,837	36,507	22,837		
Buncombe	telecommunicator supvr.	1	40,570	62,018	44,844	Mecklenburg	telecommunicator	8	27,606	56,848	36,075		
	telecommunicator II	5	31,127	47,601	35,871	Mitchell	n/a						
	telecommunicator I	13	28,523	43,631	32,211	Montgomery							
Burke	telecommunicator		25,596	39,674	28,066	Moore	telecommunicator supvr.	1	29,120	45,718	44,103		
Cabarrus	deputy sheriff	7	33,949	52,425	43,594		telecommunicator	5	26,395	41,433	33,391		
	telecommunicator--EMD	8	32,339	49,941	34,870	Nash	n/a						
Caldwell	telecommunicator supvr.		31,351	52,252	44,010	New Hanover	telecommunications supvr.	1	54,558	83,678	58,376		
	shift supvr.	3	25,158	41,930	29,980		shift supvr.	4	41,205	63,190	43,384		
	telecommunicator--EMD	10	24,074	40,124	27,285		telecommunicator--zone 2	4	29,806	45,718	38,265		
Camden							telecommunicator--zone 1	44	29,224	45,718	38,265		
Carteret	telecommunicator supvr.	4	32,164	51,463	32,864	Northampton	telecommunications supvr.	1	26,623	46,981	32,439		
	telecomm. asst. supvr.	3	29,276	46,841	29,276		telecommunicator	3	24,148	42,612	26,010		
	telecommunicator--EMD	13	25,153	40,245	26,066	Onslow	telecommunications supvr.	1	60,004	96,007	64,264		
	telecommunicator	1	25,153	40,245	25,153		shift supvr.	4	30,804	49,287	38,001		
	training/QA supv.	1	33,708	53,933	35,666		telecommunicator--EMD	18	24,345	38,952	27,570		
Caswell						Orange	telecommunications supvr.	1	44,781	71,588	68,602		
Catawba	telecommunicator supvr.	1	50,815	78,845	55,908		shift supvr.	4	38,615	61,730	57,139		
	shift supvr.	3	34,402	53,352	40,852		asst. supervisor	6	34,984	55,925	45,682		
	telecommunicator--EMD	24	29,707	46,088	31,816		telecommunicator--EMD	15	33,297	53,228	34,130		
Chatham	telecommunicator supvr.	1	35,780	52,864	42,128	Pamlico	system coordinator	1	23,546	41,347	29,046		
	shift supvr.	4	30,909	45,666	35,555		telecommunicator	4	23,546	40,145	25,207		
	telecommunicator	12	28,035	41,420	30,144	Pasquotank	telecommunications supvr.	1	38,824	54,353	47,325		
Cherokee	telecommunicator supvr.	1	28,408	44,360	40,876		shift supvr.	2	27,429	38,401	35,428		
	telecommunicator--EMD	7	26,426	40,926	30,027		telecommunicator II	2	30,566	35,043	33,375		
Chowan	telecommunicator supvr.	1	33,390	59,962	vacant		telecommunicator I	11	26,163	38,401	29,316		
	shift supvr.	5	24,916	44,743	29,969	Pender	telecommunications supvr.	1	40,383	64,613	40,383		
	dispatcher	4	23,729	44,743	24,337		shift supvr.	2	31,641	50,626	31,641		
Clay	telecommunicator supvr.	1			38,009		asst. 911 director	1	33,223	53,157	33,555		
	telecommunicator--EMD	8			25,552		telecommunicator--EMD	14	28,700	45,919	29,018		
Cleveland	shift supvr.	4	33,882	52,860	38,088	Perquimans	chief telecommunicator	1	27,724	41,988	38,082		
	telecommunicator	12	28,092	43,482	31,584		telecommunicator	8	23,249	35,210	31,410		
Columbus	telecommunicator supvr.	1	25,974	52,620	36,130	Person	telecommunications supvr.	1	31,066	48,152	vacant		
	shift supvr.	2	24,762	49,727	30,603		shift supvr.	1	31,066	48,152	vacant		
	telecommunicator IV	2	24,762	49,727	35,527	Pitt	telecommunications supvr.	1	55,363	87,502	64,492		
	telecommunicator III	3	21,490	32,940	22,211		shift supvr.	5	36,305	57,380	43,706		

County Salaries in North Carolina 2012

TABLE 16. SHERIFF'S OFFICE POSITIONS. Part Two: Emergency Telecommunications													
January 1, 2012													
Telecommunications						Telecommunications							
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.		
	telecommunicator I	3	\$20,502	\$40,910	\$20,502		telecommunicator advanced	3	\$34,644	\$54,752	\$42,969		
	telecommunicator--EMD	4	24,762	49,727	36,670		telecommunicator intermediate	2	33,055	49,855	38,158		
Craven	communications supv.	1	35,849	72,419	41,258		telecommunicator basic	3	31,540	49,855	33,321		
	telecommunicator II	2	29,716	60,039	34,258	Polk	telecommunications supvr.	1	32,472	53,209	37,658		
	telecommunicator I	7	27,055	54,663	28,890		telecommunicator III	1	25,442	41,690	34,196		
Cumberland	n/a						telecommunicator II	1	23,078	37,816	31,974		
Currituck	telecommunicator supvr.	1	39,858	55,160	45,543		telecommunicator I	6	23,078	37,816	25,564		
	shift supvr.	2	32,716	45,159	35,330	Randolph	n/a						
	telecommunicator--EMD	10	30,929	42,656	32,113	Richmond	telecommunicator	6	22,956	33,381	28,337		
Dare	shift supvr.	5	33,690	55,590	42,475	Robeson	telecommunications supvr.	1	38,253	47,434	45,904		
	telecommunicator II	5	30,853	50,906	36,024		shift supvr.	4	32,159	39,877	38,591		
	telecommunicator I	14	28,254	46,618	31,370		telecommunicator	11	29,111	36,098	31,016		
	telecommunicator--EMD	1	40,176	66,292	49,687	Rockingham	telecommunications supvr.	1	42,092	63,138	50,576		
Davidson	telecommunicator supvr.	1	47,158	70,736	50,194		lead telecommunicator	4	no data				
	telecommunicator I	4	27,656	41,484	31,746	Rowan	telecommunications supvr.	1	56,071	89,009	62,477		
Davie	telecommunicator supvr.	1	34,858	54,058	56,264		shift supvr.	4	32,645	51,821	38,314		
	shift supvr.	1	30,111	46,697	38,408		telecommunicator	16	26,818	42,571	28,621		
	sr. telecommunicator	2	27,311	42,355	36,517	Rutherford	telecommunicator director	1	39,372	59,323	48,031		
	telecommunicator--EMD	6	26,010	40,338	32,331		shift supvr.	1	35,648	53,712	37,932		
Duplin	n/a						senior telecommunicator	4	29,222	44,030	30,333		
Durham	telecommunicator II	1	33,043	56,885	50,058		telecommunicator--EMD	12	26,457	39,865	27,467		
	telecommunicator I	8	29,933	51,534	34,537	Sampson							
Edgecombe	telecommunicator director	1	32,431	56,201	36,035	Scotland	telecommunicator	4	24,420	34,500	26,656		
	telecomm. asst. director	1	29,416	50,976	32,685	Stanly	telecommunications supvr.	1	44,264	66,397	54,990		
	telecommunicator	4	24,201	41,938	25,151		telecommunicator III	7	30,921	46,333	42,857		
Forsyth	telecommunicator supvr.	1	47,614	77,373	58,676		telecommunicator II	5	28,231	42,346	32,683		
	shift supvr.	8	32,223	52,362	42,514		telecommunicator I	8	25,803	38,704	29,258		
	telecommunicator	43	29,293	47,602	29,567	Stokes	telecommunications supvr.	1	30,439	49,566	33,960		
Franklin	telecommunicator supvr.	1	36,242	51,773	41,060		telecommunicator	1	27,060	44,063	29,012		
	shift supvr.	4	30,159	43,086	32,579	Surry	n/a						
	telecommunicator--EMD	10	28,806	41,155	30,440	Swain	telecommunicator--EMD	7	21,594	31,822	23,881		
Gaston	shift supvr.	5	37,379	57,952	48,595	Transylvania	telecommunicator III	1	14,27	21,40	20,68		
	animal control dispatcher	2	23,126	36,853	28,041		telecommunicator II	7	12,32	18,49	14,82		
	warrant records clerk	2	21,593	33,479	28,884	Tyrrell	telecommunications supvr.		detention admin				
	telecommunicator-EMD	41	26,527	41,126	31,219		telecommunicator	1			21,120		
Gates	telecommunicator	4	24,850	32,188	25,577	Union	master dispatcher	1	32,162	48,244	40,423		
Graham							dispatcher I	6	29,409	44,114	32,622		
Granville	telecommunicator supvr.	1	31,470	55,514	38,856		telecommunicator--EMD	26	29,409	48,244	30,933		
	telecommunicator II	2	25,890	45,669	34,350	Vance	n/a						
	telecommunicator I	12	23,748	41,418	26,900	Wake	telecommunications supvr.	1	42,300	72,200	45,178		
Greene	telecommunicator supvr.	1	25,361	35,340	31,527		telecommunicator II	4	32,750	55,750	42,962		
	telecommunicator I	6	23,045	32,099	25,433		telecommunicator I	12	28,900	49,000	32,765		
Guilford	n/a					Warren	telecommunications supvr.	1	37,041	59,442	42,591		
Halifax	telecommunicator supvr.	1	37,987	61,665	41,956		shift supvr.	1	26,324	42,241	26,324		
	shift supvr.	4	29,630	48,099	30,755		telecommunicator	8	23,876	38,314	24,221		
	telecommunicator-EMD	9	25,527	41,438	25,211	Washington	telecommunications supvr.	1	24,996	36,228	29,016		
Harnett	communications manager	1	43,662	67,676	52,571		telecommunicator	6	23,148	33,504	26,856		
	shift supvr.	3	33,916	52,570	37,234	Watauga	telecommunications supvr.	1	34,923	54,131	43,625		
	telecommunicator--EMD	11	31,177	48,324	35,410		shift supvr.	2	33,419	51,798	39,537		
Haywood	telecommunicator supvr.	1	29,823	44,734	33,417		telecommunicator II	6	31,979	49,568	32,245		
	sheriff's dispatcher	5	25,008	37,512	30,291		telecommunicator I	1	30,602	47,433	30,602		
Henderson	director communications	1	44,990	69,742	62,620	Wayne	shift supvr.	3	32,120	50,096	35,455		
	telecommunicator V	2	35,568	55,120	45,479		telecommunicator--EMD	23	29,134	45,439	30,609		
	telecommunicator IV	4	32,864	50,981	43,124	Wilkes	telecommunications supvr.	1	34,296	53,159	39,528		
	telecommunicator III	10	30,389	47,133	34,303		shift supvr.	3	28,054	43,484	29,752		
	telecommunicator I	0	27,040	41,891			telecommunicator	7	25,888	40,126	27,562		
Hertford	telecommunicator supvr.	1	24,585	38,107	33,569	Wilson	shift supvr.	4	34,356	58,092	39,969		
	dispatcher	3	21,237	32,918	22,313		telecommunicator III	4	31,260	52,872	36,492		
Hoke	telecommunicator I	10	27,123	38,324	29,903		telecommunicator II	14	29,844	50,460	36,492		

County Salaries in North Carolina 2012

<b>TABLE 16. SHERIFF'S OFFICE POSITIONS. Part Two: Emergency Telecommunications</b>												
<b>January 1, 2012</b>												
<b>Telecommunications</b>						<b>Telecommunications</b>						
<b>County</b>	<b>Title</b>	<b>No.</b>	<b>Min.</b>	<b>Max.</b>	<b>Avg.</b>	<b>County</b>	<b>Title</b>	<b>No.</b>	<b>Min.</b>	<b>Max.</b>	<b>Avg.</b>	
Hyde						Yadkin	telecommunications supvr.	1	\$37,285	\$55,928	\$45,431	
Iredell	telecommunicator supvr.	1	\$53,415	\$82,897	\$75,386							
	shift supvr.	4	32,570	50,516	35,807	Yancey	telecommunicator--EMD	12	26,861	40,292	28,210	
	telecommunicator II	11	32,570	50,516	35,807		telecommunicator	5	23,613	35,302	29,855	
	telecommunicator--EMD	18	28,459	44,140	32,563							

TABLE 17. ANIMAL CONTROL OFFICER, ANIMAL SHELTER ATTENDANT									
January 1, 2012									
County	Animal Control Officer					Animal Shelter Attendant			
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	control officer	2	\$33,480	\$53,568	\$34,236		n/a		
Alexander	supervisor	1	27,871	38,421	32,322	1			\$8.71/hr.
	control officer	1	26,529	36,570	27,192				
Alleghany	officer		part-time		11,605		n/a		
Anson	officer	1	25,932	38,280	25,935				
Ashe	supervisor	1	37,653	53,202	37,653		n/a		
	officer	3	31,701	44,793	33,035				
Avery			n/a				n/a		
Beaufort	chief officer	1	34,469	48,257	35,848		n/a		
	control officer	2	24,728	34,619	26,201				
Bertie	sr. control officer	1	29,277	43,218	29,277		n/a		
Bladen	supervisor	1	27,159	34,402	30,779	1	\$25,907	\$32,815	\$27,059
	control officer I	1	24,655	31,229	26,298				
Brunswick	supervisor	1	37,748	60,397	42,000	2	21,621	34,594	24,672
	officer II	4	32,373	51,797	38,214				
	officer I	1	28,790	46,064	30,022				
Buncombe	supervisor	1	44,262	67,702	53,607		n/a		
Burke	supervisor	1	24,376	37,785	26,753		n/a		
Cabarrus	deputy sheriff	7	33,949	52,425	43,594	1	29,337	45,302	29,337
Caldwell	supervisor	1	37,387	62,312	41,541	1.5	18,486	30,811	20,541
Camden									
Carteret	lead officer	1	25,153	40,245	30,048		n/a		
	officer II	2	23,998	38,397	26,141				
Caswell									
Catawba	supervisor	1	43,894	68,103	51,942	1	24,430	37,915	30,000
	officer	4	28,285	43,894	28,577				
Chatham	supervisor	1	45,666	67,469	58,835	2	29,436	43,491	31,197
	lead officer	1	28,035	41,420	39,760				
	officer	3	26,699	39,447	31,968				
Cherokee			n/a				n/a		
Chowan			n/a			1	20,498	36,814	20,498
Clay			n/a				n/a		
Cleveland	supervisor	1	32,310	50,442	37,194	2	22,236	34,680	22,236
	officer I	5	25,590	39,906	30,144				
	officer II	2	28,092	43,842	33,882				
Columbus	supervisor	1	28,618	58,030	47,548	1	21,490	42,930	21,490
	officer II	2	21,490	42,930	24,050				
Craven	supervisor	1	29,716	60,039	34,203	1	24,635	49,769	28,103
	officer II	1	28,353	57,289	31,514				
	officer I	1	25,813	52,159	29,254				
Cumberland	supervisor	1	38,734	65,189	vacant	12	25,624	43,124	25,698
	officer I	9	32,247	54,272	32,390				
Currituck	supervisor	1	32,716	45,159	36,695		n/a		

TABLE 17. ANIMAL CONTROL OFFICER, ANIMAL SHELTER ATTENDANT									
January 1, 2012									
County	Animal Control Officer					Animal Shelter Attendant			
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
	officer	3	\$29,142	\$40,154	\$30,858				
Dare			n/a				n/a		
Davidson	supervisor	1	40,775	61,163	40,775	3	\$30,493	\$45,739	\$33,613
	deputy	3	30,493	45,739	33,613				
Davie	deputy officer	1	26,677	44,473	31,617		n/a		
Duplin	officer	0	32,023	56,868		1	21,550	38,271	21,550
	deputy officer	0	25,250	44,840					
Durham	supervisor	2	33,043	56,885	51,073		n/a		
	officer II	2	29,933	51,534	39,093				
	officer I	7	28,491	49,052	31,880				
Edgecombe	supervisor	1	25,411	44,035	27,036	1			\$7.45/hr.
	officer I	2	21,951	38,039	21,951				
Forsyth	supervisor	1	37,129	60,335	55,868	6	18,228	29,620	18,855
	officer I	8	32,486	52,789	39,410				
Franklin	supervisor	1	43,549	62,213	45,391		n/a		
	officer	3	27,512	39,304	31,995				
Gaston	supervisor	2	34,901	54,111	47,986		n/a		
Gates			n/a						
Graham									
Granville	supervisor	1	27,164	47,916	42,184	1	19,310	34,063	19,793
	officer	3	23,479	41,417	26,353		n/a		
Greene	officer II	1	23,045	32,099	26,364				
	officer I	1	20,936	29,147	17,173				
Guilford	supervisor	2	35,661	60,623	36,748		n/a		
	specialist	8	29,338	49,875	32,398				
Halifax	lead officer	1	23,112	37,518	37,578	1	17,212	27,846	17,636
	officer II	3	21,991	35,699	23,245				
Harnett	supervisor	1	36,896	57,189	40,586	2	23,218	27,862	24,379
	officer I	5	28,659	44,421	32,442				
Haywood	supervisor	1	29,823	44,734	41,445		n/a		
	lead officer	1	26,133	39,198	26,659				
	officer	4	23,931	35,866	25,367				
Henderson	supervisor II	1	41,621	64,501	58,822	2	21,665	33,579	22,425
	deputy III	2	32,864	50,981	37,523		n/a		
	deputy II	0	31,616	49,026					
Hertford	supervisor	1	22,299	34,564	23,662		n/a		
	officer	1	20,226	31,350	20,226				
Hoke	supervisor	1	29,174	41,222	36,434	2	21,873	30,907	22,981
	officer II	1	26,462	37,389	29,209				
	officer I	1	24,001	33,913	24,001				
Hyde			n/a				n/a		
Iredell	supervisor	1	40,782	63,253	57,822	5	23,773	36,873	25,620
	field supervisor	1	31,137	48,294	31,607				

TABLE 17. ANIMAL CONTROL OFFICER, ANIMAL SHELTER ATTENDANT									
January 1, 2012									
County	Animal Control Officer					Animal Shelter Attendant			
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
	officer I	6	\$28,459	\$44,140	\$30,665				
Jackson									
Johnston	director	1	44,590	75,692	62,984	2	\$26,294	\$38,812	\$26,541
	sr. control officer	1	31,356	46,285	38,095				
	control officer	3	28,715	42,384	31,196				
Jones			n/a				n/a		
Lee	supervisor	1	36,296	50,815	36,297		n/a		
	officer	2	31,715	44,401	31,745				
Lenoir	officer II	2	22,813	40,258	24,568		n/a		
Lincoln	supervisor	1	35,666	54,411	35,666	3	24,025	36,652	24,841
	officer	4	26,520	40,458	27,708				
McDowell	officer	2	27,258	40,071	27,258	1	18,318	26,924	18,318
Macon	supervisor	1	36,063	54,095	41,326	1	22,140	33,208	22,804
	officer I	2	25,629	38,445	28,105				
Madison	supervisor	1			32,000	3			20,696
	officer	2			22,901				
Martin			n/a			2	22,837	36,507	23,409
Mecklenburg			n/a				n/a		
Mitchell			n/a				n/a		
Montgomery									
Moore	officer II	4	29,110	45,702	33,667	7	21,723	34,105	26,021
Nash	supervisor	1	28,604	45,766	37,166		n/a		
	officer II	4	27,412	43,859	33,779				
New Hanover	supervisor	1	41,205	63,190	55,416	3	26,437	40,518	27,188
	officer	7	29,224	44,866	33,943				
Northampton	officer II	1	24,148	42,612	38,444	1	18,920	33,388	19,879
Onslow	supervisor	1	33,318	53,309	48,695	2	20,810	33,297	22,710
	officer II	5	26,332	42,131	33,629				
Orange	supervisor	1	51,931	83,020	52,977	7	26,011	41,584	26,603
	officer	5	31,693	50,665	34,333				
Pamlico	officer	1	22,826	40,145	vacant		n/a		
Pasquotank	officer	2	24,897	34,856	28,100		n/a		
Pender	supervisor	1	42,402	67,844	43,463	1	24,792	39,667	24,792
	officer II	1	28,700	45,919	31,878				
	officer I	4	26,031	41,650	26,081				
Perquimans	officer I	2	25,388	38,448	26,356		n/a		
Person	supervisor	1	39,536	61,281	41,252	1	25,411	39,387	28,860
	officer	2	27,538	42,684	31,140				
Pitt	supervisor	1	43,794	69,216	48,098		n/a		
	officer II	3	28,718	45,389	33,588				
Polk	officer	1	25,442	41,690	26,730		n/a		
Randolph	supervisor	1	32,802	50,149	35,984		n/a		
	officer II	3	27,290	41,371	29,910				

TABLE 17. ANIMAL CONTROL OFFICER, ANIMAL SHELTER ATTENDANT									
January 1, 2012									
County	Animal Control Officer					Animal Shelter Attendant			
	Title	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
	officer I	3	\$24,960	\$37,690	\$27,290				
Richmond	officer	2	22,956	33,381	23,776		n/a		
Robeson	officer II	3	27,587	34,209	31,266	1			vacant
Rockingham			n/a			4	\$18,219	\$27,329	\$18,219
Rowan	supervisor	1	36,016	57,182	51,821		n/a		
	officer II	1	28,168	44,715	33,624				
	officer I	6	25,531	40,528	29,457				
Rutherford	supervisor	1	32,276	48,031	35,207	1	25,175	37,932	25,175
	deputy	1	29,221	44,030	30,033				
Sampson									
Scotland	officer II	1	25,536	36,084	28,896		n/a		
	officer I	1	23,340	32,988	25,140				
Stanly	supervisor	1	30,921	46,333	37,625		n/a		
	officer II	4	26,989	40,484	32,231				
Stokes	supervisor	1	26,020	42,369	28,175	1	19,773	32,197	20,989
	officer	2	21,386	34,824	22,478				
Surry	supervisor	1	31,320	51,864	vacant		n/a		
	officer II	5	27,600	45,216	28,404				
	vet tech II	1	27,060	45,216	30,012				
	officer I	0	25,500	41,352					
Swain	officer	1	25,750	37,946	29,236		n/a		
Transylvania	supervisor	1	14.98	22.47	20.68		n/a		
	officer I	2	12.94	19.41	17.36				
Tyrrell	supervisor	1			24,206		n/a		
Union	supervisor	1	45,905	68,857	56,719	2	22,496	33,744	31,579
	deputy II	2	33,622	50,434	35,816				
	deputy I	4	32,162	48,244	33,974				
Vance	supervisor	1	31,008	49,608	35,640		n/a		
	lead officer	1	26,004	41,592	26,688				
	officer	2	24,876	39,804	24,876				
Wake	supervisor	1	32,750	55,750	49,400	10	20,400	34,600	26,262
	officer	6	25,500	42,500	31,765				
Warren	supervisor	1	37,041	59,442	42,000	1	19,643	31,521	19,643
	officer I	2	23,876	38,314	23,876				
Washington	officer	1	24,060	34,860	25,944		n/a		
Watauga	supervisor	1	33,419	51,798	35,140		n/a		
	officer	1	30,602	4,743	30,602				
Wayne	supervisor	1	30,590	47,710	38,203	1	21,740	33,907	21,740
	officer II	2	25,167	39,252	26,821				
	officer I	1	22,827	35,602	22,877				
Wilkes	supervisor	1	34,296	53,159	50,886	4	24,868	38,545	27,592
	officer	3	26,949	41,771	30,680				
	specialist	2	22,948	35,569	24,875				

<b>TABLE 17. ANIMAL CONTROL OFFICER, ANIMAL SHELTER ATTENDANT</b>									
<b>January 1, 2012</b>									
	<b>Animal Control Officer</b>					<b>Animal Shelter Attendant</b>			
<b>County</b>	<b>Title</b>	<b>No.</b>	<b>Min.</b>	<b>Max.</b>	<b>Avg.</b>	<b>No.</b>	<b>Min.</b>	<b>Max.</b>	<b>Avg.</b>
Wilson	supervisor	1	\$36,000	\$60,840	\$40,925	1	\$20,520	\$34,704	\$24,000
	officer	5	29,844	50,460	31,423				
Yadkin	supervisor	1	33,960	50,940	39,378		n/a		
	officer	2	25,643	38,465	25,415				
Yancey			n/a				n/a		

County Salaries in North Carolina 2012

TABLE 18. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS													
January 1, 2012													
County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions						
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method	Title	No.	Min.	Max.	Actual
Alamance	\$47,611	\$76,180	\$72,000	n/a			2,208	both	training officer	1	\$36,561	\$58,498	\$52,956
									crew chief	4	36,561	58,498	46,039
									EMT—paramedic	62	32,037	51,261	36,214
									EMT—intermediate	5	28,075	44,921	28,875
									EMT—basic	5	25,710	41,133	26,959
Alexander	41,375	57,035	50,411	n/a			2,190		shift supervisor	4	35,676	49,180	39,380
									EMT—paramedic	16	30,765	42,410	34,808
Alleghany	n/a			n/a			2,920	fluctuating wkweek	shift supervisor	3	30,533	45,799	33,985
									training officer	1	part-time		no data
									EMT—paramedic	9	27,694	41,541	29,330
Anson	42,486	62,718	42,486	n/a			2,880		shift supervisor	3	34,587	51,057	36,459
									EMT—paramedic	7	30,571	45,128	33,103
									EMT—intermediate	2	28,156	41,563	28,157
									EMT—basic	4	27,021	39,888	27,261
									telecommunicator	6	27,021	39,888	27,024
									telecommunicator—EMD	3	28,156	41,563	28,159
Ashe	n/a			n/a					n/a				
Avery	39,792	55,491	45,652	\$34,014	\$47,432	\$40,736	2,496	fluctuating wkweek	shift supervisor	2	34,014	47,432	38,908
									crew chief	1	31,448	43,854	37,883
									EMT—paramedic	18	29,075	40,546	35,548
									EMT—intermediate	1	24,854	34,659	25,351
Beaufort	n/a			n/a					n/a				
Bertie	n/a			n/a					n/a				
Bladen	45,940	58,188	49,000	n/a			2,184	fluctuating wkweek	training officer	1	34,671	43,916	37,754
									shift supervisor	1	34,671	43,916	36,599
									EMT—paramedic	8	30,903	39,159	32,280
									EMT—intermediate	16	27,147	34,398	28,349
									EMT—basic	5	25,902	32,804	27,333
Brunswick	55,665	89,066	80,873	n/a					shift supervisor	6	39,540	63,263	48,577
									training officer	1	39,540	63,263	vacant
									EMT—paramedic	50	34,165	54,664	39,777
									EMT—intermediate	12	30,581	48,928	28,360
									EMT—basic	1	26,997	43,196	27,454
									telecommunicator—EMD	4	30,581	48,928	35,011
									telecommunicator	22	26,997	43,196	28,855
Buncombe	n/a			n/a			2,912		training officer	1	44,262	67,702	59,855
									shift supervisor	3	42,396	64,818	63,410
									EMT—paramedic	46	34,041	51,989	50,597
									EMT—intermediate	15	29,806	45,595	46,089
									telecommunicator	20	28,523	43,630	33,424
Burke	45,969	71,250	50,566	n/a			2,080	fluctuating wkweek	shift supervisor	4			37,655
									crew chief	4			34,287
									EMT—paramedic	39			30,062
									telecommunicator	6			28,908
									telecommunicator—EMD	2			33,651
Cabarrus	64,050	98,873	84,982	50,187	77,477	76,331	2,912	fluctuating wkweek	shift supervisor	6	45,520	70,272	64,578
									crew chief	30	39,325	60,693	47,409
									EMT—paramedic	30	35,668	55,044	36,586
									EMT—intermediate	2	30,811	47,567	31,425
									EMT—basic	2	29,337	45,302	29,337
Caldwell	n/a			n/a					n/a				
Camden													
Carteret	38,798	62,077	47,380	37,022	59,235	37,022	2,080	both	shift supervisor	3	33,708	53,933	34,832
									EMT—paramedic	4	30,691	49,106	31,252
Caswell													
Catawba	56,024	86,932	62,920	n/a			2,184	time one-half pay	training officer	1	46,087	71,513	47,100
									shift supervisor	4	41,804	64,864	52,316
									crew chief	13		additional	\$1.50/hr.
									EMT—paramedic	71	36,115	56,024	40,012
									EMT—intermediate	5	29,707	46,088	29,707
									EMT—basic	1	26,932	41,804	26,932
									telecommunicator—EMD	24	29,707	46,088	31,816
Chatham	n/a			n/a					n/a				
Cherokee	41,952	69,342	51,000	33,039	52,903	42,971	2,184	time one-half pay	shift supervisor	3	33,039	52,903	39,033
									crew chief	3	31,811	50,541	37,413
									EMT—paramedic	18	30,587	48,317	34,374
Chowan	42,613	76,526	57,106	n/a			2,080	fluctuating wkweek	training officer	1	35,059	62,958	35,059
									EMT—paramedic	2	33,390	59,962	31,838

County Salaries in North Carolina 2012

TABLE 18. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS													
January 1, 2012													
County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions						
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method	Title	No.	Min.	Max.	Actual
									EMT—intermediate	13	\$30,285	\$57,106	\$31,037
									EMT—basic	1	27,470	49,330	27,940
Clay			\$50,358			\$45,706			EMT—paramedic	8			30,608
									EMT—intermediate	3			27,886
Cleveland	\$51,612	\$80,574	80,574	n/a			2,928	both	training officer	1	35,484	55,380	49,260
									shift supervisor	3	32,310	50,442	38,994
									EMT—paramedic	52	30,858	48,132	38,994
									EMT—intermediate	8	26,022	40,596	26,808
									EMT—basic	1	25,590	39,906	25,590
Columbus	n/a			n/a					n/a				
Craven	n/a			n/a					n/a				
Cumberland	n/a			n/a					n/a				
									telecommunicator	24	30,805	51,845	31699
									telecommunicator—EMD	10	30,805	51,845	35,015
Currituck	63,072	87,663	65,554	\$49,169	\$68,199	54,156	2,184	time one-half pay	training officer	1	45,214	62,660	54,156
									shift supervisor	5	45,214	62,660	50,379
									EMT—paramedic	39	38,072	52,658	41,075
									EMT—intermediate	14	30,929	42,656	33,344
									EMT—basic	11	27,357	37,656	28,397
Dare	60,226	99,358	96,358	49,735	79,576	79,576	2,912	time one-half pay	training officer	1	49,737	79,576	79,576
									shift supervisor	3	43,087	68,938	58,046
									crew chief	10	37,326	59,723	43,211
									EMT—paramedic	36	32,336	51,739	36,160
									EMT—intermediate	30	29,385	47,017	32,100
									EMT—basic	4	25,457	40,732	27,660
Davidson	44,912	67,368	44,912	n/a			3,120	fluctuating wkweek	shift supervisor	3	42,784	64,177	50,130
									EMT—paramedic	42	33,566	50,349	37,091
									EMT—intermediate	13	29,075	43,613	29,075
									EMT—basic	13	25,056	37,584	26,112
									telecommunicator—EMD	40	29,075	43,613	29,972
Davie	n/a			38,431	59,599	51,381	2,184	time one-half pay	training officer	1	36,601	56,761	44,388
									shift supervisor	4	34,858	54,058	43,794
									EMT—paramedic	21	33,198	51,484	37,084
									EMT—intermediate	4	28,677	44,473	30,168
									EMT—basic	2	26,010	40,338	27,994
Duplin	n/a			36,064	64,042	43,099	2,190	fluctuating wkweek	training officer	1	36,064	64,042	48,537
									EMT—paramedic	34	29,583	52,537	32,344
									EMT—intermediate	12	27,331	48,537	28,266
									EMT—basic	20	25,520	44,840	25,301
Durham	62,791	108,096	99,679	54,143	93,210	88,718	2,080	time one-half pay	training officer	1	46,687	80,374	79,706
									shift supervisor	4	42,298	72,816	70,396
									EMT—paramedic	47	31,449	54,143	38,014
									EMT—intermediate	24	27,119	46,687	31,903
									EMT—basic	9	24,567	42,298	26,123
Edgecombe	39,420	66,313	43,800	n/a					n/a				
Forsyth	73,218	118,980	102,190	56,757	92,231	70,948	2,184	time one-half pay	shift supervisor	4	47,614	77,373	58,329
							or		training officer	4	47,614	77,373	55,877
							2,912		EMT—paramedic	95	32,486	52,789	34,969
									EMT—basic	28	26,314	42,759	23,825
									telecommunicator	41	29,294	47,602	29,567
Franklin	n/a			n/a			2,184	fluctuating wkweek	training officer	1	39,727	56,753	45,843
									shift supervisor	4	34,615	49,450	40,705
									EMT—paramedic	42	31,577	45,110	33,552
									EMT—intermediate	4	28,806	41,155	30,072
									EMT—basic	2	26,277	37,539	26,606
Gaston	64,706	100,317	100,317	49,180	76,239	72,519	2,080	time one-half pay	training officer	1	42,876	66,466	58,952
									shift supervisor	4	40,034	62,066	54,291
									EMT—paramedic	81	30,427	47,168	37,893
									telecommunicator	41	26,527	41,126	31,219
									telecommunicator-EMS	4	24,850	32,188	25,577
Gates	n/a			n/a					n/a				
Graham									n/a				
Granville	n/a			n/a					n/a				
Greene	n/a			n/a			2,080	fluctuating wkweek	EMT—intermediate	19	25,361	35,340	27,044
									EMT—basic	2	21,970	30,594	22,975
Guilford	emergency services director			60,992	103,686	88,554	2,912	no data	shift supervisor	4	45,513	77,372	67,758
									training officer	3	45,513	77,372	64,263
									crew chief	16	41,282	70,179	53,242
									EMT—paramedic	94	33,963	57,737	36,858
									EMT—intermediate	3	27,941	47,500	27,942

County Salaries in North Carolina 2012

TABLE 18. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS													
January 1, 2012													
County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions						
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method	Title	No.	Min.	Max.	Actual
Halifax	n/a			\$46,340	\$75,225	\$49,309	1,872	time one-half pay	EMT—basic	9	\$25,343	\$43,084	\$25,343
									training officer	1	37,987	61,665	37,987
									shift supervisor	4	36,145	58,676	36,145
									crew chief	4	34,393	55,832	34,393
									EMT—paramedic	15	32,726	53,125	33,936
									EMT—intermediate	11	29,630	48,099	30,000
									EMT—basic	7	26,827	43,549	27,502
									telecommunicator	9	24,289	39,429	25,211
									telecommunicator-EMD	4	26,827	43,549	25,846
									Harnett	\$56,210	\$87,126	\$69,309	n/a
shift supervisor	3			56,743									
EMT—paramedic	29			44,298									
EMT—intermediate	6			34,901									
EMT—basic	12			33,750									
training officer	1	39,193	58,790	48,120									
Haywood	48,842	73,263	68,654	n/a			no data	no data	shift supervisor	3	31,450	47,177	59,319
									crew chief	10	29,823	44,734	54,316
									EMT—paramedic	23	29,823	44,734	47,768
									EMT—intermediate	7	26,133	39,198	38,015
									EMT—basic	4	38,480	59,634	52,988
Henderson	53,411	82,758	70,000	n/a			2,184	time one-half pay	EMT—paramedic	38	30,389	47,133	34,503
									EMT—intermediate	0	28,122	43,555	
									EMT—basic	0	27,040	41,891	
									EMT—intermediate	9	28,640	44,113	29,030
									EMT—basic	6	24,585	38,107	25,830
Hertford	38,139	59,116	46,682	n/a				n/a					
Hoke	n/a			n/a									
Hyde	n/a			n/a									
Iredell	55,872	86,657	67,195	46,673	72,390	49,552	2,912	no data	training officer	1	38,989	60,472	35,834
									shift supervisor	3	37,274	57,812	43,724
									crew chief	4	35,685	55,270	43,503
									EMT—paramedic	48	31,137	48,294	38,778
									EMT—intermediate	4	28,459	44,140	29,323
									EMT—basic	0	20,773	32,219	
									telecommunicator EMS	18	28,459	44,140	30,823
Jackson													
Johnston	53,176	90,266	67,912	n/a			2,176	both	training officer	0	39,078	57,678	
									shift supervisor	4	37,394	55,193	43,867
									EMT—paramedic	42	32,767	48,366	33,197
									EMT—intermediate	5	31,356	46,285	28,850
									EMT—basic	27	27,475	40,559	26,998
									telecommunicator—EMD	12	28,715	42,384	31,545
									EMT—intermediate	8	28,486	35,930	28,885
telecommunicator	10	25,113	31,292	25,113									
Jones	37,630	47,446	37,630	n/a			2,016	fluctuating wkweek	EMT—intermediate	8	28,486	35,930	28,885
Lee	n/a			n/a					n/a				
Lenoir	34,495	60,870	47,882	n/a			1,872	time one-half pay	shift supervisor	5	31,468	55,529	37,406
									EMT—paramedic	28	28,707	50,657	31,729
									EMT—intermediate	13	26,185	46,207	28,772
									EMT—basic	9	23,888	42,154	26,481
									EMT—basic	8	27,862	42,506	29,309
Lincoln	37,776	103,397	80,651	50,395	76,882	51,663	2,185	no data	training officer	1	45,656	69,651	46,804
									shift supervisor	4	39,369	60,060	40,993
									EMT—paramedic	31	33,947	51,789	35,213
									EMT—intermediate	4	30,755	46,918	32,952
									EMT—basic	8	27,862	42,506	29,309
McDowell	42,642	62,676	50,118	n/a			2,920	fluctuating wkweek	training officer	1	31,644	46,516	44,262
									shift supervisor	2	31,644	46,516	35,388
									crew chief	4	31,644	46,516	31,644
									EMT—paramedic	18	30,108	44,262	30,108
									crew chief	2	31,152	46,727	48,221
Macon	n/a			n/a			2,288	no data	training officer	1	29,668	44,503	44,989
									EMT—paramedic	33	28,256	42,383	35,008
									EMT—intermediate	2	25,629	38,445	27,061
									telecommunicator	9	23,246	34,870	27,912
									telecommunicator	9			27,893
Madison	n/a			n/a									
Martin	n/a			n/a									
Mecklenburg	n/a			n/a									
Mitchell	n/a			n/a									
Montgomery									telecommunicator—EMD	4	26,601	38,001	30,900
Moore	n/a			47,416	74,443	53,540	3,328	time one-half pay	training officer	6	39,016	61,254	47,128

County Salaries in North Carolina 2012

TABLE 18. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS														
January 1, 2012														
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						
Nash	n/a			\$56,558	\$90,493	\$62,914	2,912	fluctuating wkweek	shift supervisor	3	\$45,175	\$40,908	\$54,013	
									crew chief	3	40,980	64,316	48,507	
									EMT—paramedic	26	37,118	58,324	42,344	
									EMT—intermediate	3	32,092	50,401	37,640	
									EMT—basic	7	29,095	46,707	30,494	
									telecommunicator—EMD	14	26,408	41,454	31,371	
									training officer	1	49,137	78,619	54,098	
									shift supervisor	4	42,690	68,304	48,321	
									EMT—paramedic	32	35,390	56,624	39,550	
									EMT—intermediate	11	31,146	49,834	34,215	
									EMT—basic	11	28,604	45,766	30,760	
									telecommunicator—EMD	1	29,848	47,757	39,485	
									telecommunicator	15	28,604	45,766	31,903	
New Hanover	n/a			n/a					telecommunicator	46	29,224	44,866	31,105	
Northampton	\$27,955	\$49,329	\$30,857	37,462	66,105	39,334			EMT—paramedic	15	33,979	59,959	35,851	
									EMT—intermediate	6	30,820	54,385	32,390	
									EMT—basic	3	27,955	49,329	29,638	
									telecommunicator	4	24,148	42,612	26,100	
									telecommunicator—EMD	12	24,148	42,612	26,763	
Onslow	62,404	99,847	73,068	n/a			2,184	both	shift supervisor	4	47,422	75,875	58,062	
									training officer	1	38,978	62,364	46,269	
									crew chief	8	42,158	67,453	46,801	
									EMT—paramedic	94	36,037	57,659	39,714	
									telecommunicator	18	24,345	38,952	27,570	
Orange	47,048	75,211	52,174	n/a			2,080	time one-half pay	training officer	1	38,615	61,730	45,450	
									shift supervisor	2	38,615	61,730	47,632	
									EMT—paramedic	33	34,984	55,925	35,920	
									EMT—basic	19	30,165	48,225	30,551	
									telecommunicator—EMD	15	33,297	53,228	34,130	
Pamlico	n/a			n/a					n/a					
Pasquotank	46,420	64,988	56,209	37,558	52,581	45,072	2,080		training officer	1	35,025	49,036	40,032	
									EMT—paramedic	16	33,759	47,263	37,348	
									EMT—intermediate	10	29,961	41,946	30,406	
									EMT—basic	3	27,429	38,401	30,392	
Pender	n/a			n/a					n/a					
Perquimans	33,062	50,069	37,363	n/a			2,080	time one-half pay	EMT—intermediate	6	30,276	45,850	33,307	
Person	n/a			n/a			2,080	time one-half pay	shift supervisor	4	35,046	54,321	43,567	
									training officer	1	35,046	54,321	vacant	
									crew chief	4	32,340	50,127	38,197	
									EMT—paramedic	20	31,066	48,152	33,799	
									telecommunicator—EMD	6	28,667	44,434	31,310	
									telecommunicator	5	27,538	42,684	28,659	
Pitt	n/a			n/a					EMT—paramedic	15	33,055	52,246	35,537	
									EMT—intermediate	1	30,096	47,567	32,303	
									EMT—basic	0	26,148	41,328		
									telecommunicator—II	9	31,540	49,855	35,010	
									telecommunicator—I	1	28,719	45,389	28,719	
Polk	43,516	71,306	59,987	n/a			2,184	both	shift supervisor	2	32,472	53,209	45,882	
									EMT—paramedic	7	30,925	50,674	34,630	
									EMT—intermediate	4	part-time		\$12.00/hr	
									EMT—basic	1	part-time		\$11.00/hr	
Randolph	asst. director of ENMS			52,603	81,411	57,907	2,912	both	training officer	1	45,490	70,304	50,149	
									shift supervisor	3	12.15	18.59	15.04	
									crew chief	3	11.58	17.74	13.46	
									EMT—paramedic	32	11.03	18.91	12.12	
									EMT—intermediate	2	9.57	14.68	10.65	
									EMT—basic	5	9.14	14.00	9.59	
									communications supvr.	1	15.86	24.29	20.12	
									lead telecommunicator	4	14.43	22.12	16.84	
									telecommunicator—EMD	15	13.77	21.08	15.18	
Richmond	n/a			n/a					telecommunicator—EMD	10	24,039	40,276	29,599	
Robeson	51,966	64,437	62,359	44,348	54,990	53,216	2,080	time one-half pay	shift supervisor	4	41,300	51,212	51,212	
									training officer	1	41,300	51,212	46,256	
									EMT—paramedic	36	38,253	47,434	42,164	
									EMT—intermediate	13	32,159	39,877	33,049	
Rockingham	n/a			n/a			2,951	fluctuating wkweek	shift supervisor	3	38,522	57,783	49,178	
									training officer	1	36,809	55,214	45,037	
									EMT—paramedic	27	30,926	46,389	32,834	

County Salaries in North Carolina 2012

TABLE 18. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS													
January 1, 2012													
County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions						
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method	Title	No.	Min.	Max.	Actual
									EMT—intermediate	7	\$27,101	\$40,652	\$27,101
									EMT—basic	6	24,816	37,224	24,816
Rowan	see emergency services director			n/a			2,951	fluctuating wkweek	telecommunicator	11	29,557	44,336	32,756
									shift supervisor	3	63,740	63,200	57,431
									training officer	1	39,740	63,091	50,819
									crew chief	3	34,294	54,437	42,646
									EMT—paramedic	39	31,079	49,336	33,230
Rutherford	\$61,576	\$91,632	\$63,125	\$41,378	\$61,576	\$46,851	2,080		EMT—basic	1	25,530	40,527	26,552
									shift supervisor	3	37,464	56,448	40,242
									training officer	1	37,464	56,448	38,406
									EMT—paramedic	20	30,711	46,275	30,711
									EMT—intermediate	12	29,221	44,031	29,221
Sampson													
Scotland	54,864	77,520	60,552	n/a			2,912	both	training officer	1	38,280	54,096	45,504
									shift supervisor	4	33,456	47,268	35,826
									EMT—paramedic	7	30,576	43,200	32,700
									telecommunicator	3	26,712	43,200	28,416
Stanly	42,318	63,477	50,954	n/a			2,920	fluctuating workweek	shift supervisor	3	45,817	57,818	52,310
									crew chief	12	36,844	55,281	46,502
									training officer	1	35,351	53,026	40,768
									EMT—paramedic	14	30,832	46,158	44,360
									EMT—intermediate	3	25,718	38,581	30,002
									EMT—basic	1	24,609	36,873	27,601
Stokes	45,057	73,368	55,164	41,659	67,835	47,527	2,981	time one-half pay	training officer	1	32,923	53,610	37,469
									shift supervisor	3	32,923	53,610	38,652
									EMT—paramedic	25	29,269	47,660	32,385
									EMT—intermediate	3	25,019	40,739	26,398
									telecommunicator—EMD	9	26,020	42,369	27,159
Surry	emergency services director			42,228	71,664	51,864	2,920	no data	shift supervisor	4	37,104	62,280	47,337
									crew chief	4	32,616	54,300	44,037
									asst director communications	1	38,796	65,208	44,172
									asst. communications supvr.	1	32,616	54,300	40,476
									EMT—paramedic	54	31,320	51,864	37,158
									telecommunicator II	4	28,728	47,328	31,992
									telecommunicator I	9	26,508	43,188	29,271
									telecommunicator—EMD	4	28,728	47,328	31,992
Swain	33,533	49,416	47,277	26,909	39,655	40,800	2,384	time one-half pay	crew chief	4	24,641	36,313	36,215
									EMT—paramedic	10	24,641	36,313	33,124
									EMT—intermediate	1	21,594	31,822	26,850
									telecommunicator—EMD	7	21,594	31,822	26,850
Transylvania	53,289	79,934	58,584	n/a			2,184	time one-half pay	training officer	1	39,769	59,654	40,934
									shift supervisor	4	18,21	27,31	19,76
									EMT—paramedic	16	15,73	23,59	16,82
									telecommunicator	7	12,94	19,41	15,30
Tyrrell	n/a			n/a					n/a				
Union	n/a			n/a					telecommunicator—EMD	26	29,409	48,244	30,933
Vance	42,192	67,500	57,480	n/a			2,928		crew chief	3	38,640	61,812	45,952
									EMT—paramedic	11	31,008	59,148	34,908
									EMT—basic	11	23,808	47,472	26,199
									telecommunicator—EMD	12	24,876	43,464	30,940
Wake	64,750	110,250	103,858	48,100	82,000	77,498	2,928	fluctuating wkweek	shift supervisor	13	42,300	72,200	46,654
									training officer	4	42,300	72,200	55,713
									EMT—paramedic	124	32,750	55,750	35,932
									EMT—intermediate	37	25,500	43,100	25,499
Warren	38,893	62,412	60,011	n/a			2,080	fluctuating wkweek	shift supervisor	3	33,497	53,913	38,041
									EMT—paramedic	13	30,474	48,902	30,643
									EMT—intermediate	0	27,639	44,354	vacant
									EMT—basic	1	25,070	40,229	26,162
Washington	47,352	68,568	57,000	n/a					EMT—paramedic	7	30,612	44,280	36,372
									EMT—intermediate	8	23,148	33,504	26,184
Watauga	n/a			n/a					n/a				
Wayne	n/a			n/a			2,080	fluctuating wkweek	training officer	1	40,994	63,937	45,250
									shift supervisor	3	32,120	50,096	35,454
									EMT—paramedic	32	30,590	47,710	30,590
									EMT—intermediate	18	27,746	43,275	27,746
									EMT—basic	20	25,167	39,252	25,167
									telecommunicator—EMD	3	30,590	47,710	32,962
Wilkes	47,298	73,312	56,821	41,927	64,987	49,645	2,080	time one-half pay	shift supervisor	3	27,195	52,215	46,439

County Salaries in North Carolina 2012

TABLE 18. DIRECTOR OF EMERGENCY SERVICES, ASSISTANT DIRECTOR—EMS, AND OTHER EMS POSITIONS														
January 1, 2012														
County	Emergency Medical Services Director			Assistant Director—EMS			Other EMS Positions							
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Overtime Method	Title	No.	Min.	Max.	Actual	
										training officer	2	\$27,195	\$52,215	\$39,739
										EMT—paramedic	28	26,014	49,920	34,112
										EMT—intermediate	5	21,736	41,694	28,253
										telecommunicator	7	25,888	40,126	27,562
Wilson	n/a			n/a			no data	no data	n/a					
Yadkin	n/a			n/a					shift supervisor	3	35,577	53,366	51,123	
									EMT—paramedic	24	30,914	46,371	34,255	
									EMT—intermediate	1	29,483	44,225	36,821	
Yancey	n/a			n/a					telecommunicator	5	22,489	33,621	27,235	

County Salaries in North Carolina 2012

TABLE 19. FIRE MARSHAL, FIRE INSPECTOR, EMERGENCY SERVICES DIRECTOR, EMERGENCY MANAGEMENT COORDINATOR, VETERAN SERVICES OFFICER																
January 1, 2012																
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	\$71,748	1	\$33,480	\$53,568	\$42,024	n/a			n/a			\$36,561	\$58,498	\$56,000
Alexander	33,458	46,812	41,375		n/a			\$58,461	\$80,590	\$62,657	n/a			n/a		
Alleghany	emergency management coordinator				n/a			n/a			\$35,346	\$53,019	\$36,374	part-time		20,177
Anson	n/a				n/a			34,587	51,057	36,459	n/a			part-time		15,200
Ashe	n/a				n/a			n/a			42,849	60,543	47,298	34,551	48,816	34,551
Avery	36,790	51,304	46,534		n/a			n/a			n/a			part-time		16,945
Beaufort	n/a			1	part-time		24,715	n/a			40,036	56,050	41,637	33,078	46,309	39,693
Bertie	n/a				n/a			n/a			37,690	55,637	44,000	part-time		18,321
Bladen	n/a				n/a			48,444	62,433	50,595	n/a			part-time		14,160
Brunswick	41,332	66,131	62,167	1	34,165	54,664	39,526	64,623	103,397	84,014	n/a			41,332	66,131	45,988
Buncombe	n/a				n/a			97,772	149,527	128,861	n/a			n/a		
Burke	39,708	61,548	44,011	2	31,110	48,224	32,698	n/a			n/a			29,630	45,927	35,000
Cabarrus	47,785	73,766	53,734	2	41,290	63,723	48,890	n/a			64,050	98,873	70,272	43,337	66,916	49,204
Caldwell	n/a				n/a			50,878	84,798	71,635	n/a			27,473	45,789	39,278
Camden																
Carteret	40,660	65,056	42,630		n/a			56,471	90,354	56,471	n/a			40,660	65,056	56,300
Caswell																
Catawba	46,087	71,513	54,358	2	37,915	58,834	43,027	71,512	110,952	82,000	43,894	68,103	52,820	34,402	53,352	36,185
Chatham	43,491	64,256	58,236	2	37,568	55,507	42,855	55,507	82,009	64,178	47,948	70,842	56,717	n/a		
Cherokee	35,776	57,883	45,606	1	27,408	42,577	29,390	n/a			35,776	57,883	45,606	n/a		
Chowan	n/a			2	part-time		\$18.82/hr.	n/a			part-time		8,610	part-time		\$13.16/hr.
Clay	assistant director emergency medical svcs				n/a			n/a			part-time		4,512	part-time		3,600
Cleveland	emergency management coordinator			2	28,566	44,598	35,484	n/a			41,544	64,848	51,612	29,424	45,942	40,836
Columbus	34,757	70,591	46,410		n/a			38,311	77,867	86,611	38,311	77,867	56,611	34,757	70,591	48,411
Craven	n/a				n/a			57,289	115,737	98,249	n/a			37,568	75,895	57,289
Cumberland	emergency management director			2	35,348	59,490	39,750	63,757	107,303	86,457	37,025	62,313	45,911	40,524	68,202	45,468
Currituck	39,858	55,160	49,891		n/a			52,357	72,662	57,670	29,142	40,154	32,112	n/a		
Dare	43,087	68,938	64,752		n/a			n/a			60,226	96,358	96,358	26,706	42,728	42,728
Davidson	42,784	64,177	42,784	4	31,973	48,044	37,428	63,113	94,670	63,113	36,994	55,490	36,994	31,973	48,044	39,956
Davie	n/a				n/a			n/a			46,715	72,443	62,461	30,111	46,697	43,629
Duplin	42,252	75,122	40,612	1	40,612	72,122	40,612	43,960	78,067	54,860	34,662	61,555	54,660	27,331	48,537	28,436
Durham	65,968	113,569	102,757	3	42,298	72,816	55,100	n/a			42,298	72,816	61,012	38,319	65,968	54,076
Edgecombe	n/a				n/a			45,637	79,081	63,323	n/a			32,431	56,501	36,035
Forsyth	n/a				n/a			73,218	118,979	102,190	40,320	65,521	47,465	n/a		
Franklin	n/a				n/a			52,332	74,759	60,164	n/a			31,577	45,110	36,786
Gaston	52,672	81,653	64,522	3	37,379	57,952	42,676	n/a			52,672	81,653	64,522	28,409	44,043	33,382
Gates	emergency services director				n/a			39,180	49,258	50,751	n/a			n/a		
Graham																
Granville	34,686	61,186	58,272	1	n/a			n/a			fire marshal			part-time		9,800
Greene	21970	30,594	28,354		n/a			37,258	57,294	53,073	29,280	40,827	32,036	part-time		12,587
Guilford	52,687	89,568	61,332	3	41,282	70,179	46,178	74,136	126,031	107,532	45,513	77,372	60,550	32,345	54,987	34,316
Halifax	36,145	58,676	43,549		n/a			48,701	79,057	60,904	34,393	55,832	44,645	n/a		
Harnett	49,541	76,789	62,843		n/a			66,522	103,109	81,526	43,662	67,676	52,748	36,896	57,189	49,485
Haywood	32,866	49,299	39,345	1	part-time		\$14.00/hr	n/a			51,040	76,561	66,522	28,539	42,808	33,000
Henderson	emergency management director			0	33,345	51,675		emergency management coordinator			60,060	93,054	88,262	part-time		18,962
Hertford	n/a				n/a			40,046	62,072	48,000	n/a			23,414	36,292	31,807
Hoke		50,000	5,000		n/a			n/a			n/a			part-time		15,329
Hyde																
Iredell	46,673	72,390	62,642	3	38,789	60,472		53,415	82,846	75,356	emergency services director			34,068	52,839	50,019
Jackson																
Johnston	53,176	90,266	73,833	2	n/a			58,069	98,571	75,778	42,673	72,433	61,869	34,240	50,545	44,310
Jones	emergency services director				n/a			37,630	47,446	37,630	emergency services director			part-time		22,788
Lee	n/a			1	37,966	53,152	37,966	65,128	91,179	65,532	37,966	53,152	39,906	34,700	48,580	34,700
Lenoir	31,468	55,529	38,341		n/a			41,452	73,148	61,535	n/a			n/a		
Lincoln	45,656	36,651	49,189	1	39,369	60,060	39,405	n/a			n/a			37,472	57,166	42,428
McDowell	n/a			1	25,938	38,139	25,938	42,642	62,676	47,100	36,738	53,995	38,610	24,684	36,280	26,922
Macon	n/a			1	29,668	44,503	36,814	61,677	92,516	67,845	n/a			part-time		28,801
Madison	n/a				n/a			n/a					36,000	n/a		
Martin	31098	49711	47317		n/a			n/a			31,098	40,811	38,836	27,265	43,584	35,774
Mecklenburg	56,150	93,404	75,101	6	42,014	93,404	50,915	n/a			n/a			n/a		
Mitchell	n/a				n/a			n/a			39,374	56,249	44,813	28,771	41,102	31,412
Montgomery																
Moore	43,008	67,522	50,984	1	37,152	58,329	42,776	70,054	109,985	77,749	52,890	82,074	71,902	32,093	50,386	42,000
Nash	n/a			2	38,869	62,190	43,989	68,225	109,160	94,635	49,137	78,619	55,923	n/a		
New Hanover	n/a			3	41,205	63,190	45,761	74,090	113,639	113,583	54,558	83,678	66,044	48,942	75,109	56,265
Northampton	n/a				n/a			n/a			52,713	93,018	58,254	30,820	54,385	31,590
Onslow	n/a				n/a			70,196	112,314	77,216	n/a			49,319	78,910	59,773
Orange	38,615	61,730	52,000		n/a			80,994	129,481	111,534	40,570	64,854	62,367	34,984	55,925	51,312
Pamlico	emergency management coordinator				n/a			n/a			28,507	50,624	31,705	24,224	43,018	part-time
Pasquotank	n/a				n/a			n/a			37,558	52,581	48,421	n/a		
Pender	38,460	61,536	39,229	1	n/a			n/a			46,749	74,798	57,750	44,522	71,236	47,639
Perquimans	n/a				building inspector			n/a			part-time		\$16.37/hr.	part-time		6,173
Person	n/a			1	35,046	54,321	47,426	56,763	87,983	vacant	n/a			part-time		no data
Pitt	48,098	76,022	58,715	1	39,875	63,021	48,676	66,782	105,550	78,725	48,098	76,022	56,702	34,644	54,752	43,309
Polk	n/a				n/a			n/a			see EMS director			part-time		\$17.95/hr
Randolph	43,347	66,976	50,144	3	32,802	52,603	37,704	57,907	89,690	63,794	39,437	60,736	43,347	32,802	50,149	39,437



TABLE 20. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR										
January 1, 2012										
Building, Electrical, Plumbing, or Mechanical Inspector						Building, Electrical, Plumbing, or Mechanical Inspector				
Single Trade						Multiple Trade				
County	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Alamance	n/a					chief & inspector II	3	\$36,561	\$58,498	\$43,493
Alexander	n/a					code inspector I	1	33,480	53,568	38,628
Alleghany	n/a					chief building inspector	1	43,469	59,922	58,461
Anson	n/a					building code enforce. officer	1	35,676	49,180	35,676
Ashe	chief building inspector	1	\$53,187	\$75,150	\$53,187	chief building inspector	1	35,346	53,019	42,577
	building code inspector IV	1	41,019	57,957	45,276	building inspector I	1	27,694	41,541	28,248
	building code inspector II	1	39,297	55,527	39,297	chief building inspector	1	40,744	60,190	61,828
Avery	n/a					building inspector I	1	33,193	48,999	33,195
Beaufort	n/a					plumbing & electric inspector	2	36,790	51,304	37,280
Bertie	n/a					building & mech inspector	1	32,706	45,608	35,735
Bladen	n/a					building inspector I	2	34,469	48,257	38,926
Brunswick	inspector II	3	35,956	57,529	44,434	code enforcement admin.	1	42,763	63,126	44,627
Buncombe	n/a	2	42,396	64,818	51,516	building code inspector	1	34,644	51,142	34,544
Burke	building inspector I		29,630	45,927		inspections director	1	45,940	58,188	58,698
	building inspector II		32,667	50,634		inspector II	2	39,679	50,261	44,090
	building inspector III	2	34,301	53,166	41,194	inspector IV	2	41,332	66,131	51,541
	building inspector IV	1	36,016	55,824	45,975	inspector III	2	39,540	63,263	52,004
Cabarrus	building, electrical, mech.	8	35,668	55,044	54,287	n/a				
Caldwell	n/a					building, plumbing, mech., electric	7	37,422	57,801	57,497
Camden						senior inspector	2	35,777	59,629	57,119
Carteret	n/a					building code inspector IV	1	31,351	52,252	41,840
Caswell						n/a				
Catawba	n/a					building services officer III	5	39,817	61,781	56,599
Chatham	n/a					building services officer II	0	37,915	58,834	
Cherokee	n/a					building services officer I	0	34,402	53,352	
Chowan	n/a					building inspector	4	37,568	55,507	39,792
Clay						asst. chief building inspector	1	35,776	57,883	41,724
Cleveland	n/a					building code inspector II	1	34,340	56,315	40,913
						inspector III	2	35,059	66,107	54,451
						building inspector III	1			46,289
						building inspector II	1			43,939
						building code inspector IV	2	38,994	60,834	46,500
						building code inspector III	2	35,484	55,380	38,094
						building code inspector I	0	33,882	52,860	
						building code inspector II	0	32,310	50,442	
Columbus	n/a					chief building inspector	1	33,106	67,215	59,738
						asst. chief building inspector	1	25,974	52,620	48,969
						building inspector	1	23,617	47,282	35,190
Craven	n/a					building inspector III	3	39,371	79,541	54,703
Cumberland	chief building/plumbing insp.	1	38,734	66,189	49,172	chief elect/mech inspector	1	38,734	65,189	54,924
	building/plumbing insp. III	2	37,025	62,313	36,369	elect/mech inspector III	3	37,025	62,313	43,023
	building/plumbing insp. II		33,753	56,806		elect/mech inspector II		33,753	56,806	
	building/plumbing insp. I	3	32,247	54,272	34,705	elect/mech inspector I		32,247	54,272	
Currituck	n/a					chief building inspector	1	47,001	65,161	61,493
						building inspector III	3	45,214	62,660	50,732

TABLE 20. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR										
January 1, 2012										
Building, Electrical, Plumbing, or Mechanical Inspector						Building, Electrical, Plumbing, or Mechanical Inspector				
Single Trade						Multiple Trade				
County	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Dare	electrician II	1	\$33,921	\$54,273	\$42,000	building inspector II	1	\$38,072	\$52,658	\$42,718
	electrician I	1	28,013	44,821	30,000	n/a				
Davidson	n/a					inspector IV	1	36,994	55,490	36,147
						inspector III	1	35,221	52,831	47,725
						inspector II	0	33,566	50,349	
						inspector I	0	31,973	48,044	
Davie	n/a					building code administrator	1	44,490	68,993	63,244
						building code inspector III	2	36,601	56,761	51,320
						building code inspector II	1	34,858	54,058	45,569
Duplin	n/a					chief inspector	1	40,612	72,122	45,736
						inspector III	1	32,023	56,868	41,425
						inspector I	1	32,023	56,868	32,023
Durham	n/a					n/a				
Edgecombe	n/a					inspector	1	32,431	56,201	40,770
Forsyth	n/a					n/a				
Franklin	n/a					code enforcement IV	1	41,594	59,421	53,637
						code enforcement III	1	39,727	56,753	53,471
						code enforcement II	1	37,944	54,206	45,123
						code enforcement I	1	36,242	51,773	46,176
Gaston	n/a					inspector V	0	42876	66486	vacant
						inspector IV	6	40,034	62,066	48,208
						inspector III	1	37,379	57,952	44,857
						inspector II	4	34,901	54,111	37,301
Gates	n/a					chief inspector	1	42,874	55,534	46,891
Graham										
Granville	inspector II	2	34,686	61,186	52,103	n/a				
	inspector I	1	29,963	52,854	vacant					
Greene	n/a					building inspector III	1	41,042	57,294	51,079
						building inspector II	1	32,265	47,215	35,302
Guilford	n/a					inspector II	8	41,282	70,179	62,637
						inspector I	2	39,316	66,837	53,420
Halifax	n/a					inspector III	1	28,194	45,768	35,258
						inspector II	4	25,527	41,438	30,955
						inspector I	1	23,112	37,518	27,846
Harnett	code enforcement officer III	2	47,498	73,622	56,998	n/a				
	code enforcement officer II	1	43,662	67,676	50,728					
	code enforcement officer I	1	40,137	62,212	41,947					
Haywood	n/a					chief building inspector	1	44,728	67,090	63,022
						chief code inspector	1	39,193	58,790	53,529
						codes inspector III	1	35,893	53,838	39,363
						codes inspector II	1	32,866	49,299	37,002
Henderson	n/a					building code inspector IV	0	36,075	55,907	
						building code inspector III	1	34,671	53,742	37,167
						building code inspector II	1	33,345	51,675	33,345
						building code inspector I	0	32,078	49,686	
Hertford	n/a					n/a				
Hoke	chief building inspector	1	53,392	74,029	65,431	n/a				
	building inspector I	1	39,096	55,241	41,075					
Hyde										
Iredell	n/a					building code inspector III	6	40,782	63,253	59,268
						building code inspector II	9	35,635	55,270	50,977
Jackson										
Johnston	n/a					code enforcement IV	11	46,599	79,101	56,040

TABLE 20. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR										
January 1, 2012										
Building, Electrical, Plumbing, or Mechanical Inspector						Building, Electrical, Plumbing, or Mechanical Inspector				
Single Trade						Multiple Trade				
County	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
						code enforcement III	2	\$42,673	\$72,433	\$48,499
						code enforcement II	1	\$39,078	\$57,678	\$45,252
						code enforcement I	0	35,783	52,815	
Jones	n/a					building inspector	1	45,246	57,473	47,446
Lee	n/a					n/a				
Lenoir	n/a					chief inspector	1	37,814	66,728	63,512
						building inspector III	1	34,495	60,870	52,488
Lincoln	sr. building inspector	1	\$39,369	\$60,060	\$56,443	chief building inspector	1	45,656	69,651	57,096
	building inspector	4	35,666	54,411	40,644					
McDowell	n/a					director of inspections	1	47,100	69,231	55,336
						building inspector II	1	31,644	46,516	34,092
						building inspector apprentice	2	25,938	38,139	25,938
Macon	n/a					code inspector III	3	29,668	44,503	
						code inspector II	2	28,256	43,383	
						code inspector I	0	26,910	40,366	
Madison	n/a					n/a				
Martin	n/a					n/a				
Mecklenburg	n/a					inspector III	62	44,237	93,404	59,670
						inspector II	2	39,123	93,404	52,073
						inspector I	1	36,648	93,404	44,824
Mitchell	n/a					n/a				
Montgomery										
Moore	n/a					code enforcement supvr.	1	40,959	64,306	48,557
						code enforcement officer	4	37,152	58,329	41,508
Nash	n/a					chief enforcement officer	1	49,137	78,619	61,309
						code enforcement officer II	2	40,735	65,176	55,888
						code enforcement officer I	2	35,390	56,624	40,518
New Hanover	code enforcement III	15	41,205	63,190	46,074	n/a				
	code enforcement II	1	35,589	46,114	43,255					
	code enforcement I	1	34,861	46,114	37,731					
Northampton	code enforcement officer II	2	33,979	59,959	41,420	n/a				
Onslow	n/a					code administrator	1	45,598	72,957	66,568
						sr. code enforcement	1	37,478	59,965	52,773
						code enforcement officer	9	29,620	47,392	30,580
Orange	n/a					code compliance officer III	6	40,570	64,854	53,972
Pamlico	n/a					building inspector	1	29,932	53,155	51,091
						asst. building inspector	1	24,710	43,879	35,659
Pasquotank	n/a					chief building inspector	1	38,824	54,353	50,268
						building inspector III	1	32,493	45,491	37,753
						building inspector II	1	28,695	40,173	32,797
Pender	n/a					sr. building inspector	2	36,629	58,606	51,984
						building inspector II	2	33,223	53,157	45,104
Perquimans	chief building inspector	1	37,730	57,140	50,563	n/a				
	building inspector I	1	31,638	47,193	34,881					
Person	n/a					n/a				
Pitt	n/a					inspector IV		43,794	69,216	53,279
						inspector III		36,305	57,380	
						inspector II		36,305	57,380	
						inspector I		34,644	54,752	
Polk	n/a					inspector III	1	29,454	48,264	39,612
Randolph	n/a					building code inspector IV	2	39,437	60,736	44,419
						building code inspector III	5	37,690	57,907	45,348
Richmond						building code inspector IV	1	40,276	58,610	57,228

County Salaries in North Carolina 2012

TABLE 20. BUILDING, ELECTRICAL, PLUMBING, OR MECHANICAL INSPECTOR										
January 1, 2012										
Building, Electrical, Plumbing, or Mechanical Inspector						Building, Electrical, Plumbing, or Mechanical Inspector				
Single Trade						Multiple Trade				
County	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Robeson	inspector IV	1	\$41,300	\$39,877	\$33,422	building code inspector III	1	\$34,974	\$50,913	\$40,276
	inspector I	2	32,159	39,877	32,159	n/a				
Rockingham	n/a					n/a				
Rowan	n/a					code enforcement officer	5	37,835	60,064	48,456
						sr. building inspector	1	39,740	63,091	54,437
Rutherford	n/a					building inspector IV	3	35,648	53,712	
						inspector II	1	33,919	51,107	33,919
						inspector I	1	30,711	46,274	30,711
Sampson										
Scotland	n/a					chief inspector	1	45,828	64,752	54,480
						code inspector III	1	38,280	54,096	49,008
						code inspector I	1	33,456	47,268	38,798
Stanly	n/a					code enforcement III	3	35,351	53,026	48,653
Stokes						code enforcement II	1	34,240	55,755	48,025
						chief code enforcement officer	1	38,515	62,716	52,956
Surry	n/a					code administrator	1	37,104	62,280	58,164
						assistant codes admin.	1	35,532	59,520	48,444
						building code inspector III	4	32,616	54,300	41,672
						inspector II/code enforcement	1	31,320	51,864	34,776
Swain	n/a					inspector III	1	30,707	45,252	36,597
						inspector II	1	27,750	37,946	28,061
Transylvania	n/a					code enforcement officer I	3	34,361	51,521	41,840
Tyrrell	n/a					n/a				
Union	electrical inspector III	3	42,023	63,033	56,890	B. P. M.. inspector III	3	42,023	63,033	54,874
Vance	code enforcement officer I	1	29,664	47,472	37,020	commercial plans examiner	1	38,640	61,812	63,228
						code enforcement officer II	2	32,400	64,596	54,204
Wake	n/a					inspections supervisor	2	48,100	82,000	72,724
						lead inspector	4	43,500	74,000	61,569
						general inspector	17	37,000	63,000	56,189
Warren	n/a					chief enforcement officer	1	30,474	48,902	34,385
Washington	n/a					n/a				
Watauga	n/a					code enforcement officer IV	1	43,519	67,454	44,062
						code enforcement officer III	1	41,645	64,550	45,207
						code enforcement officer II	1	39,852	61,770	40,543
Wayne	n/a					building code inspector III	4	35,412	55,231	44,942
Wilkes	advanced code inspector	3	32,945	51,065	46,717	n/a				
	building code inspector	1	30,401	47,122	34,889					
	building code inspector trainee	1	28,054	43,484	31,411					
Wilson	n/a					n/a				
Yadkin	n/a					inspector	1	29,483	44,225	38,701
Yancey	n/a					inspector	2	30,138	45,055	42,811

County Salaries in North Carolina 2012

TABLE 21. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)											
January 1, 2012											
County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Alamance	n/a			n/a			n/a				
Alexander	n/a			n/a			n/a				
Alleghany	n/a			n/a			n/a				
Anson	\$54,382	\$80,278	\$54,385	\$39,130	\$57,764	\$47,949	water treatment plant superintendent	1	\$36,039	\$53,201	\$42,656
							wastewater treatment plant supt.	1	42,486	62,718	52,887
							collection/distribution system supvr.	2	30,571	45,128	36,459
							distribution system supervisor	1	30,571	45,128	36,459
							distribution system technician	2	24,887	36,738	24,889
							laboratory supervisor	1	29,338	43,309	37,911
							wastewater treatment plant operator--IV	1	28,516	41,563	26,816
							wastewater treatment plant operator--III	1	24,887	36,738	27,261
							wastewater treatment plant operator--I	3	24,887	36,738	24,889
							water treatment plant operator--A	3	28,156	41,563	34,394
							water treatment plant operator--C	3	24,887	36,738	24,889
							plant maintenance mechanic	3	25,932	38,280	33,748
							utility maintenance worker	6	23,884	35,258	26,745
Ashe	n/a			n/a			n/a				
Avery	n/a			n/a			n/a				
Beaufort	n/a			\$52,561	\$73,585	\$63,074	distribution system supervisor	1	\$33,078	\$46,309	\$39,693
							water treatment plant superintendent	1	33,078	46,309	34,901
							water treatment plant operator--C	5	26,119	36,567	29,445
							distribution mechanic	5	24,728	34,619	25,028
Bertie	n/a			50,608	74,706	53,828	water field technician	3	25,801	38,088	25,801
Bladen	39,679	50,261	48,497	28,411	35,987	32,199	water treatment plant operator--C	4	23,402	29,642	26,522
Brunswick	86,125	137,801	131,740	59,859	94,797	87,606	distribution system supervisor	1	50,290	80,464	72,977
							collection/distribution system supvr.	4	35,956	57,529	49,642
							wastewater treatment plant supt.	2	50,290	80,464	68,637
							water treatment plant superintendent	2	50,290	80,464	67,712
							laboratory technician	2	35,956	57,529	46,102
							water treatment plant operator--A	6	32,373	51,797	40,423
							distribution system technician -- III	6	32,373	54,664	35,779
							distribution system technician -- IV	8	34,165	54,664	41,687
							wastewater treatment plant operator--IV	2	34,165	54,664	38,831
							wastewater treatment plant operator--III	2	32,373	51,797	40,269
							plant maintenance mechanic	3	30,581	48,928	40,015
							water treatment plant operator--B	2	30,581	48,928	38,839
							wastewater treatment plant operator--II	3	30,581	48,928	34,516
							water treatment plant operator--C	5	28,790	46,064	35,101
							wastewater treatment plant operator--I	3	28,790	46,064	40,423
Buncombe	n/a			n/a			n/a				
Burke	n/a			32,666	50,633	32666	utility maintenance worker		23,214	35,984	
							collection/distribution system supvr.		34,301	53,166	35,006
Cabarrus	n/a			n/a			n/a				
Caldwell	n/a			n/a			n/a				
Camden											
Carteret	40,660	65,056	52,577	32,164	51,463	45,827	water treatment plant operator--B	1	30,691	49,106	34,294
							laboratory technician	1	25,153	40,245	33,652
Caswell											
Catawba	n/a			n/a			n/a				
Chatham	50,436	74,384	61,196	n/a			water treatment plant superintendent	1	39,447	58,282	48,010
							plant maintenance mechanic	1	39,447	58,282	48,010
							laboratory supervisor	1	34,706	50,346	34,417
							water treatment plant operator--B	2	34,076	50,346	34,417
							water treatment plant operator--C	2	30,909	45,666	30,909
							distribution system supervisor	1	28,035	41,420	32,426
							distribution system technician	3	26,699	39,447	28,524
							laboratory technician	1	25,427	37,568	25,427
							utility maintenance worker	4	24,216	35,780	26,120
Cherokee	n/a			n/a			n/a				
Chowan	n/a			28,844	51,796	42,613	water treatment plant operator--B	1	28,844	51,796	35,059

County Salaries in North Carolina 2012

TABLE 21. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)												
January 1, 2012												
County	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)					
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	
Clay			\$43,851	n/a			utility maintenance worker	4	\$26,160	\$46,981	\$26,488	
							water treatment plant operator—B	1			41,791	
							water treatment plant operator—C	2			28,583	
Cleveland	n/a			n/a			n/a					
Columbus	\$38,311	\$77,867	53,500	\$21,490	\$42,930	\$26,504	plant maintenance mechanic	2	21,490	42,930	20,853	
							distribution system technician	1	20,502	40,910	24,912	
Craven	n/a			57,289	115,737	105,376	collection/distribution system supvr.	1	35,849	72,419	43,237	
							water treatment plant operator—C	1	32,636	65,941	35,024	
							water field technician I	3	27,055	54,663	29,737	
Cumberland	n/a			n/a			n/a					
Currituck	68,430	95,166	73,973	50,574	70,164	52,613	water treatment plant superintendent	2	45,214	62,660	49,323	
							wastewater treatment plant supt	2	45,214	62,660	49,323	
							water treatment plant operator—C	6	34,500	47,657	37,261	
							wastewater treatment plant operator--I	1	34,500	47,657	35,828	
							plant maintenance mechanic	3	30,929	42,656	33,398	
							utility maintenance worker	1	25,571	35,190	27,627	
Dare	63,175	101,080	92,707	n/a			distribution system supervisor	1	45,198	72,316	65,019	
							water treatment plant superintendent	5	43,087	68,938	57,942	
							wastewater treatment plant supt	1	32,336	51,739	46,493	
							water treatment plant operator—A	6	33,921	54,273	47,608	
							wastewater treatment plant operator—IV	1	28,013	44,821	40,584	
							water treatment plant operator—C	8	30,827	49,321	35,527	
							water treatment plant operator—B	9	30,827	49,321	32,726	
							water treatment plant operator—A	6	33,921	54,273	40,793	
							plant maintenance mechanic	1	29,385	47,017	42,518	
							wastewater treatment plant operator—III	1	28,013	44,821	40,584	
							distribution system technician	9	28,013	44,821	32,787	
							laboratory technician	2	33,921	54,273	44,946	
							utility maintenance worker	5	28,013	44,821	29,134	
							collection/distribution system supvr.	3	35,583	56,932	48,559	
Davidson	54,604	81,905	66,621	n/a			n/a					
Davie	42,371	65,708	53,125	n/a			water treatment plant superintendent	2	36,601	56,761	52,862	
							water treatment plant operator—A	2	30,111	46,697	38,865	
							distribution system supervisor	1	31,617	49,032	35,286	
							wastewater treatment plant operator—III	1	36,601	56,761	38,431	
							distribution system supvr.	1	31,617	49,032	34,916	
							water treatment plant operator—B	2	26,010	40,338	36,043	
							water treatment plant operator—C	1	26,010	40,338	36,637	
							utility maintenance worker	6	23,591	36,588	25,903	
							distribution system technician	1	27,311	42,355	27,311	
Duplin	n/a			51,509	91,469	51,509	water treatment plant supt.	3	29,583	52,537	31,399	
							distribution system technician	2	27,331	48,537	28,720	
Durham	n/a			n/a			wastewater treatment plant super.	1	56,885	97,930	74,000	
							laboratory supervisor	1	51,534	88,718	60,000	
							wastewater treatment plant operator—IV	1	34,714	59,763	52,500	
							wastewater treatment plant operator—III	2	29,933	51,534	42,068	
							plant maintenance mechanic	1	29,933	51,534	46,037	
							wastewater treatment plant operator—I	2	25,811	35,125	34,550	
							laboratory technician	1	25,811	44,439	35,263	
Edgecombe	47,916	83,035	50,324	32,431	56,201	38,805	water treatment plant superintendent	1	30,680	45,546	30,680	
							distribution system supervisor	1	32,431	56,201	34,249	
							utility maintenance worker	3	21,951	38,039	21,951	
Forsyth	n/a			n/a			n/a					
Franklin	60,063	85,804	79,810	n/a			wastewater treatment plant super.	1	43,549	62,213	50,708	
							collection/distribution system supvr.	1	41,594	59,421	49,016	
							wastewater treatment plant operator—III	1	36,242	51,773	39,159	
							laboratory supervisor	1	33,061	47,230	35,989	
							utility maintenance worker	4	25,098	35,855	25,765	
							wastewater treatment plant operator—I	1	25,098	35,855	25,098	
Gaston	n/a			n/a			n/a					

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TABLE 21. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)												
January 1, 2012												
	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)					
County	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	
Gates	\$51,644	\$66,893	\$61,775	n/a			water treatment plant operator—C	1	\$29,819	\$38,622	\$37,486	
							utility maintenance worker	3	21,779	32,118	29,548	
Graham												
Granville	n/a			n/a			n/a					
Greene	37,258	57,294	55,142	n/a			utility maintenance worker	5	20,936	37,106	27,516	
							distribution system supervisor	2	26,620	37,106	27,516	
Guilford	n/a			n/a			n/a					
Halifax	37,987	61,665	58,676	\$34,393	\$55,832	\$39,429	utility maintenance worker	8	23,112	37,518	27,502	
							distribution system supvr.	1	28,194	45,768	34,393	
Harnett	93,191	144,446	105,000	n/a			wastewater treatment plant super.	1	49,541	76,789	51,000	
							water treatment plant super.	1	49,541	76,789	51,000	
							collection/distribution system supvr.	2	41,863	64,888	54,675	
							water treatment plant operator—A	4	31,177	48,324	41,381	
							wastewater treatment plant opr. IV	11	31,177	48,324	41,381	
							distribution system technician	14	28,659	44,421	33,128	
							laboratory technician	2	35,374	54,830	43,849	
							plant maintenance technician	3	32,518	50,403	37,577	
							utility maintenance worker	1	24,216	37,535	24,216	
Haywood	n/a			n/a			n/a					
Henderson	n/a			n/a			n/a					
Hertford	44,151	68,434	47,314	n/a			utility maintenance worker	3	20,226	31,350	20,631	
							distribution system supervisor	1	28,460	44,113	30,498	
Hoke	63,683	89,982	81,520	55,613	77,730	63,797	distribution system supervisor	1	32,164	45,447	38,233	
							water treatment plant operator—C	4	27,785	39,259	28,191	
							distribution system technician	4	26,908	37,389	28,316	
							water treatment plant operator—B	1	25,201	35,609	28,512	
Hyde												
Iredell	n/a			n/a			n/a					
Jackson												
Johnston	county engineer			53,176	90,266	73,537	distribution system supervisor	2	40,834	69,316	43,052	
							collection/distribution system supvr.	1	53,176	90,266	71,233	
							wastewater treatment plant superintend.	1	42,673	72,433	52,938	
							water treatment plant superintendent	1	42,673	72,433	56,067	
							laboratory supervisor	1	40,834	69,316	48,627	
							water treatment plant operator—A	1	39,078	57,628	42,243	
							wastewater treatment plant operator—IV	4	32,767	48,366	37,627	
							laboratory technician	1	32,767	48,366	36,358	
							water treatment plant operator—B	3	31,356	46,285	34,721	
							water treatment plant operator—C	3	28,715	42,384	28,939	
							utility maintenance worker	6	27,475	40,559	28,560	
							wastewater treatment plant operator—II	2	30,007	44,292	30,575	
							wastewater treatment plant operator—I	1	28,715	42,384	28,724	
Jones	n/a			49,817	63,349	54,864	water treatment plant operator—C	3	28,486	39,461	29,109	
Lee	n/a			n/a			n/a					
Lenoir	n/a			n/a			n/a					
Lincoln	67,776	103,397	95,971	37,472	57,166	42,428	water treatment plant superintendent	1	45,656	69,651	56,391	
							wastewater treatment plant super.	1	45,656	69,651	47,982	
							wastewater treatment plant operator—II	3	27,862	42,506	30,471	
							water treatment plant operator—A	5	27,862	42,506	37,315	
							water treatment plant operator—C	1	27,862	42,506	33,569	
							utility maintenance worker	10	24,025	36,652	29,158	
McDowell	n/a			n/a			n/a					
Macon	n/a			n/a			n/a					
Madison	n/a			n/a			n/a					
Martin	n/a			n/a			water system supervisor	1	40,490	64,728	53,126	
							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												

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TABLE 21. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)											
January 1, 2012											
	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)				
County	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Moore	\$63,542	\$99,761	\$94,000	\$45,158	\$70,899	\$62,384	wastewater treatment plant superintendent	1	\$40,959	\$64,306	\$47,839
							wastewater treatment plant super.	1	35,383	55,551	41,946
							collection/distribution system supvr.	2	35,383	55,551	45,488
							laboratory supervisor	1	39,009	61,244	43,585
							wastewater treatment plant operator—I	6	26,403	41,453	25,084
							wastewater treat. plant operator—II	5	30,565	47,987	35,645
							plant maintenance mechanic	3	27,723	43,526	35,545
							distribution system technician	3	27,723	43,526	29,278
							laboratory technician	1	26,403	41,453	29,500
							water treatment plant operator C	3	27,723	43,526	30,977
							water treatment plant operator B	1	27,723	43,526	31,448
Nash	n/a			n/a			n/a				
New Hanover	n/a			n/a			n/a				
Northampton	52,713	93,018	55,382	n/a			water service technician III	1	29,352	51,796	36,658
							water service technician II	3	26,623	46,910	25,836
							water service technician I	3	24,148	42,612	25,836
Onslow	n/a			n/a			n/a				
Orange	n/a			n/a			n/a				
Pamlico	n/a			36,385	64,614	50,334	water system supervisor	1	36,385	64,614	50,334
							water treatment plant superintendent	1	23,749	42,174	40,000
							distribution system supervisor	1	23,284	41,347	40,000
							water treatment plant operator—B	1	23,284	41,347	30,032
							distribution system technician	3	22,826	40,145	22,826
							water treatment plant operator—C	1	22,826	40,145	23,500
Pasquotank	n/a			48,952	68,533	70,539	wastewater treatment plant super.	1	41,356	57,898	57,422
							chief water treatment plant operator	1	35,025	49,036	47,536
							distribution system technician	1	24,897	34,856	33,690
							wastewater treatment plant operator—I	2	24,897	34,856	27,744
							water treatment plant operator—C	2	24,897	34,856	27,032
							laboratory technician	5	22,365	31,311	30,495
Pender	62,648	100,236	88,000	40,383	64,613	46,043	utility maintenance technician II	2	30,135	48,215	35,567
							utility maintenance technician I	3	27,333	43,733	30,095
Perquimans	n/a			33,062	50,069	42,197	water treatment plant superintendent	1	33,062	50,069	41,193
							distribution system technician	1	28,972	43,875	32,741
							water treatment plant operator—C	1	27,724	41,986	38,082
							utility maintenance worker	3	21,943	33,232	24,472
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	53,345	77,680	69,152	n/a			distribution system supervisor	1	40,276	58,610	43,195
							water treatment plant operator—A	1	34,974	50,913	40,276
							water treatment plant operator—B	2	26,400	38,420	29,688
							water treatment plant operator—C	1	21,869	31,857	22,411
							plant maintenance mechanic	2	27,678	40,276	35,062
							utility maintenance worker	5	20,890	44,228	28,108
Robeson	38,378	81,441	68,738	n/a			water treatment plant superintendent	1	50,442	62,548	62,548
							water treatment plant operator—A	1	39,777	49,322	46,141
							distribution system supervisor	1	36,729	45,545	45,545
							plant maintenance mechanic	2	30,636	43,655	40,118
							water treatment plant operator—B	2	30,636	37,987	37,375
							water treatment plant operator—C	2	29,111	36,098	32,604
							laboratory technician	1	26,064	32,319	29,191
							utility maintenance worker	3	26,064	32,319	26,142
Rockingham	n/a			n/a			n/a				
Rowan	n/a			n/a			n/a				
Rutherford	n/a			n/a			n/a				
Sampson											
Scotland	n/a			n/a			n/a				
Stanly	50,657	75,987	75,621	n/a			wastewater treatment plant superintendent	1	30,921	46,333	38,591

County Salaries in North Carolina 2012

TABLE 21. PUBLIC UTILITIES DIRECTOR, WATER SYSTEM SUPERVISOR, AND WATER/WASTEWATER TREATMENT (VARIED POSITIONS)												
January 1, 2012												
	Public Utilities Director			Water System Supervisor			Water/Wastewater Treatment (Varied Positions)					
County	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	
							wastewater treatment plant operator—IV	1	\$25,803	\$38,704	\$30,602	
							wastewater treat. plant operator—III	2	25,803	38,704	30,518	
							collection/distribution system supervisor	1	32,310	48,465	40,000	
							utility maintenance worker	5	23,583	35,374	27,180	
Stokes	\$43,325	\$70,549	\$49,308	n/a			n/a					
Surry	n/a			n/a			n/a					
Swain	n/a			n/a			n/a					
Transylvania	n/a			n/a			n/a					
Tyrrell	county manager					\$43,088	water treatment plant operator—B	4			29,693	
							utility maintenance worker	1			22,980	
Union	97,433	146,149	135,000	\$57,334	\$86,000	57,334	wastewater treatment plant superintendent	1	57,334	86,000	72,373	
							wastewater treat. plant operator—IV	5	38,416	57,620	43,691	
							laboratory supervisor	1	35,165	52,747	38,809	
							wastewater treat. plant operator—II	3	32,162	48,244	32,162	
							distribution system technician	26	29,409	48,244	33,090	
							laboratory technician	2	29,409	44,114	31,632	
							wastewater treat. plant operator—I	3	29,409	44,114	31,350	
							collection/distribution system supervisor	1	57,334	86,000	63,312	
Vance	n/a			n/a			n/a					
Wake	n/a			n/a			laboratory supervisor	1	42,300	72,200	vacant	
Warren	49,636	79,652	59,836	n/a			utility maintenance worker	3	23,876	38,314	23,876	
Washington	54,264	78,624	76,692	n/a			water treatment plant superintendent	1	38,040	55,080	40,008	
							water treatment plant operator—C	1	27,804	40,236	30,672	
							utility maintenance worker	3	23,148	33,504	24,136	
Watauga	n/a			n/a			n/a					
Wayne	n/a			n/a			wastewater treat. plant operator—II	1	22,827	35,602	26,472	
Wilkes	n/a			n/a			n/a					
Wilson	n/a			n/a			distribution system supervisor	1	42,416	73,392	52,290	
							utility maintenance worker	2	24,768	41,856	30,432	
Yadkin	n/a			n/a			n/a					
Yancey	n/a			n/a			n/a					

<b>TABLE 22. SOLID WASTE MANAGEMENT POSITIONS. Part One: Solid Waste Director, Landfill Supervisor, and Solid Waste Truck Driver</b>											
<b>January 1, 2012</b>											
<b>County</b>	<b>Solid Waste Director</b>			<b>Landfill Supervisor</b>			<b>Solid Waste Truck Driver</b>				
	<b>Min.</b>	<b>Max.</b>	<b>Actual</b>	<b>Min.</b>	<b>Max.</b>	<b>Actual</b>	<b>No.</b>	<b>Min.</b>	<b>Max.</b>	<b>Avg.</b>	
Alamance	\$51,992	\$83,189	\$63,552	\$43,599	\$69,758	\$61,398		n/a			
Alexander	41,375	57,035	57,035	n/a			1	\$24,032	\$33,128	\$26,527	
Alleghany	n/a			n/a				n/a			
Anson	29,338	43,309	30,037	n/a				n/a			
Ashe	53,187	75,150	63,222	37,653	53,202	40,548	5	33,114	53,202	37,943	
Avery	39,792	55,491	43,478	27,957	38,985	38,516	5	23,898	33,325	25,824	
Beaufort	n/a			n/a				n/a			
Bertie	n/a			n/a				n/a			
Bladen	55,955	72,121	62,939	29,663	37,573	31,641	4	24,655	31,229	26,024	
Brunswick	n/a			41,331	66,129	41,332		contracted			
Buncombe	65,790	100,632	83,474	n/a			3	27,280	41,708	29,645	
Burke	n/a			34,301	53,166	36,788		n/a			
Cabarrus	n/a			n/a				n/a			
Caldwell	n/a			n/a				n/a			
Camden											
Carteret	n/a			n/a				n/a			
Caswell											
Catawba	46,087	71,513	61,702	37,915	58,834	58,232		n/a			
Chatham	50,436	74,384	82,000	29,436	43,491	34,663	6	26,699	39,447	28,355	
Cherokee	40,228	66,212	49,427	n/a			3	25,518	39,369	32,444	
Chowan	n/a			n/a				n/a			
Clay	n/a					36,092		n/a			
Cleveland	35,484	55,380	42,842	32,310	50,442	37,194		n/a			
Columbus	38,311	77,867	53,500	22,527	45,052	25,500	1	20,502	40,910	21,502	
Craven	47,491	95,944	64,431	n/a				n/a			
Cumberland	55,639	93,640	88,259	42,399	71,357	53,181	5	29,423	49,519	35,613	
Currituck	n/a			n/a				n/a			
Dare	41,074	65,718	64,133	32,336	51,739	38,287	19	26,706	42,728	33,752	
Davidson	38,884	58,327	38,884	38,884	58,327	44,923	4	27,656	41,484	30,680	
Davie	n/a			n/a				n/a			
Duplin	43,960	78,067	62,787	n/a			9	25,250	44,840	31,564	
Durham	n/a			n/a				n/a			
Edgecombe	43,191	71,729	45,990	n/a			3	24,201	41,938	26,358	
Forsyth	n/a			n/a				n/a			
Franklin	47,738	68,197	54,019	n/a				n/a			
Gaston	40,034	62,066	54,048	n/a			1	26,527	41,126	30,506	
Gates	n/a			n/a				n/a			
Graham											
Granville	36,430	64,263	53,518	n/a				n/a			
Greene	30,727	42,849	36,786	n/a				n/a			
Guilford	n/a			n/a				n/a			
Halifax	34,987	61,665	50,550	n/a			2	21,991	35,699	28,370	
Harnett	36,896	57,189	44,279	32,518	50,403	39,211		n/a			
Haywood	48,842	73,263	70,404	see county engineer			4	22,899	39,198	27,958	
Henderson	n/a			n/a				n/a			
Hertford	n/a			n/a				n/a			
Hoke	55,912	77,730	62,238	n/a			3	27,785	39,259	29,939	
Hyde											
Iredell	58,442	90,644	74,250	40,782	65,253	53,922		n/a			
Jackson											
Johnston	48,696	82,659	69,695	39,078	57,678	52,519	5	26,294	38,812	26,125	

TABLE 22. SOLID WASTE MANAGEMENT POSITIONS. Part One: Solid Waste Director, Landfill Supervisor, and Solid Waste Truck Driver											
January 1, 2012											
County	Solid Waste Director			Landfill Supervisor			Solid Waste Truck Driver				
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	
Jones	n/a			n/a				n/a			
Lee	\$45,447	\$63,626	\$51,726	\$34,700	\$48,580	\$38,371	2	\$31,715	\$44,401	\$32,745	
Lenoir	37,814	66,728	52,127	n/a				n/a			
Lincoln	37,472	57,166	38,414	32,312	49,294	33,125	9	26,520	40,458	27,284	
McDowell	42,642	62,676	49,500	31,644	46,516	35,388	1	21,264	29,736	29,736	
Macon	61,677	92,516	80,340	26,910	40,366	37,366		n/a			
Madison			45,324			31,616	3			18,117	
Martin	n/a			31,098	49,711	35,184		n/a			
Mecklenburg	n/a			n/a				n/a			
Mitchell	37,860	54,086	33,017	n/a			2	22,739	32,484	23,421	
Montgomery											
Moore	39,009	61,244	46,244	32,093	50,386	39,623	3	22,808	35,809	28,416	
Nash	n/a			n/a				n/a			
New Hanover	48,942	75,109	62,903	51,750	79,373	55,287	4	29,224	44,866	33,020	
Northampton	32,361	57,105	41,423	n/a				n/a			
Onslow	62,404	99,847	80,070	36,037	57,659	43,245	1	28,480	45,569	32,822	
Orange	44,781	71,588	57,884	44,781	71,588	57,884	13	30,165	48,225	35,001	
Pamlico	24,710	43,879	33,141	n/a				n/a			
Pasquotank	42,622	59,671	57,760	n/a			7	27,032	59,907	36,250	
Pender	24,792	39,667	25,412	n/a				n/a			
Perquimans	n/a			n/a				n/a			
Person	n/a			n/a				n/a			
Pitt	60,807	96,102	66,782	29,875	63,021	40,837	4	27,402	43,309	31,761	
Polk	n/a			n/a				n/a			
Randolph	n/a			n/a				n/a			
Richmond	42,217	61,390	45,262	n/a			7	22,956	36,668	26,461	
Robeson	65,678	81,441	68,304	44,348	54,990	54,990	5	27,587	37,987	31,653	
Rockingham	n/a			36,809	55,214	37,913		n/a			
Rowan	n/a			41,742	66,269	53,909		n/a			
Rutherford	50,476	75,116	51,745	33,919	51,107	37,932	3	26,457	39,865	26,457	
Sampson											
Scotland	38,280	54,096	43,308	27,948	39,480	35,772		n/a			
Stanly	n/a			n/a				n/a			
Stokes	30,439	49,566	30,743	solid waste manager			3	20,564	33,484	24,065	
Surry	48,444	82,524	73,380	n/a				n/a			
Swain	32,088	47,288	43,639	25,750	37,946	29,805	3	23,580	34,749	28,897	
Transylvania	55,952	83,928	57,314	31,158	46,737	38,813	3	12.32	19.41	14.40	
Tyrrell	n/a			n/a				n/a			
Union	65,459	96,186	79,000	47,999	71,998	vacant	5	32,162	48,244	33,654	
Vance	n/a			n/a			1	24,876	39,804	33,120	
Wake	71,600	121,900	vacant	52,100	90,100	75,203		n/a			
Warren	49,636	79,652	61,052	29,022	46,572	31,254		n/a			
Washington	n/a			26,892	38,892	31,944		n/a			
Watauga	54,232	84,059	73,829	n/a			2	26,816	41,564	30,861	
Wayne	52,320	81,501	73,927	45,196	70,490	48,671	2	23,968	37,382	27,118	
Wilkes	40,276	62,428	62,645	34,296	53,159	52,126		n/a			
Wilson	47,652	80,580	59,822	n/a			3	25,932	43,872	25,720	
Yadkin	33,960	50,940	36,715	n/a				n/a			
Yancey	n/a			28,703	42,910	32,398		n/a			

TABLE 22. SOLID WASTE MANAGEMENT POSITIONS. Part Two: Landfill Equipment Operator, Solid Waste Site Attendant, and Equipment Mechanic													
January 1, 2012													
County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic				
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Alamance	4	\$30,660	\$49,053	\$35,925	4	\$25,710	\$41,133	\$30,168		n/a			
Alexander	2	25,250	34,807	31,620	21			\$7.94/hr.	1	\$26,529	\$36,570	\$29,283	
Alleghany		n/a			2	21,699	32,548	19,529		n/a			
Anson		n/a				n/a				n/a			
Ashe	6	29,106	44,793	31,905		n/a				n/a			
Avery	2	23,898	33,325	26,343	17	14,240	19,857	14,669	2	26,882	37,488	30,842	
Beaufort		n/a				n/a				n/a			
Bertie		n/a				n/a				n/a			
Bladen	1	24,655	31,229	25,751	1	24,655	31,229	28,490	2	29,663	37,573	32,199	
Brunswick	4	26,997	43,196	34,438	1	32,373	51,797	36,149	2 II	30,581	48,928	36,299	
									4 III	32,373	51,797	40,032	
Buncombe	7	27,280	41,708	29,945		n/a			3	27,280	41,708	32,517	
Burke		26,875	41,656	30,339		19,099	29,605		2	29,630	45,927	29,640	
Cabarrus	1	29,337	45,302	35,668	0	26,606	41,072		0	33,949	52,425		
Caldwell		n/a			17	\$7.50/hr.	\$7.90/hr.	no data	2	25,158	41,930	27,953	
Camden													
Carteret		n/a				n/a			4	22,863	36,581	27,489	
Caswell													
Catawba	9	29,707	46,088	36,196	1	24,430	37,915	28,453	3	31,198	48,400	41,794	
Chatham		n/a				n/a			1	26,699	39,447	36,773	
Cherokee	2	25,518	39,369	32,444	13	19,066	28,030	20,568	1	25,518	39,369	30,262	
Chowan		n/a				n/a				n/a			
Clay	2			22,597	2			25,199		n/a			
Cleveland	18	24,414	38,088	26,612	32	18,432	28,764	\$8.87/hr.	2	30,858	48,132	35,484	
Columbus		n/a				n/a				n/a			
Craven		n/a			8	22,425	45,313	25,638		n/a			
Cumberland	11	25,624	47,271	27,720	23	21,433	36,071	23,711	9	30,805	51,845	33,992	
Currituck		n/a				n/a				n/a			
Dare	18	26,706	47,017	33,752	4	22,054	35,287	25,895	12	28,013	56,932	36,922	
Davidson	5	30,493	45,739	32,864	17	18,674	28,010	21,189	4	30,493	45,739	31,887	
Davie		n/a				n/a				n/a			
Duplin	1	25,250	44,840	25,250	19	18,394	32,664	part-time	3	28,436	50,498	31,839	
Durham		n/a			9	22,257	38,319	26,666	1	33,043	56,885	45,397	
Edgecombe	2	23,048	39,941	26,257	45	part-time		\$7.25/hr		n/a			
Forsyth		n/a				n/a			11	27,299	44,361	31,154	
Franklin	3	26,277	41,155	32,538	35	part-time		\$8.72–8.94/hr		n/a			
Gaston	8	26,527	41,126	28,724	2	21,593	33,479	22,403	2	28,409	44,403	36,928	
Gates		n/a				n/a				n/a			
Graham													
Granville		n/a			1	21,289	37,555	28,670		n/a			
Greene	2	21,970	42,849	26,788	6			22,256		n/a			
Guilford		n/a				n/a				n/a			
Halifax	1	21,991	35,699	26,169		n/a				n/a			
Harnett	7	29,892	46,333	34,909		n/a			1	29,892	35,887	vacant	
Haywood	4	26,133	39,198	27,121	2	19,203	28,806	20,170	4	28,539	42,808	35,454	
Henderson		25,979	40,310	28,423		22,214	34,434	24,669		n/a			
Hertford	1	21,237	32,918	22,648	1	20,226	31,350	22,588		n/a			
Hoke	1	27,785	39,759	31,436	15	part-time		\$8.39/hr.	1	30,633	43,283	33,813	
Hyde													
Iredell	17	28,459	44,140	41,576	14	22,728	35,251	24,372	2	31,137	48,294	39,757	
Jackson													
Johnston	7	28,715	42,384	31,408	23	20,190	29,803	20,592	1	28,715	42,384	28,724	

TABLE 22. SOLID WASTE MANAGEMENT POSITIONS. Part Two: Landfill Equipment Operator, Solid Waste Site Attendant, and Equipment Mechanic													
January 1, 2012													
County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic				
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Jones		n/a				n/a					n/a		
Lee		n/a				n/a					n/a		
Lenoir	7	\$21,791	\$38,452	\$28,530	32	part-time		\$7.50/hr	1	\$27,416	\$48,378	\$29,525	
Lincoln	6	27,862	42,506	30,417		n/a			3	29,273	44,658	30,261	
McDowell	7	23,484	34,518	24,684	24	part-time		\$9.49/hr.	2	24,684	36,280	28,650	
Macon	3	24,409	36,612	29,487		part-time		no data		n/a			
Madison	2			24,024	6			\$18,879	1			20,966	
Martin	2	24,961	39,904	26,602	1	part-time		11,647		n/a			
Mecklenburg		n/a				n/a				n/a			
Mitchell		n/a			13	part-time		\$8.25/hr.		n/a			
Montgomery													
Moore	2	26,403	41,453	33,403	24	\$15,438	\$24,237	17,689		n/a			
Nash	3	27,412	43,859	36,225	38	part-time		\$9.14/hr.		n/a			
New Hanover	7	29,224	44,866	37,195		n/a			4	34,861	53,477	39,116	
Northampton		n/a			2	24,148	42,612	30,913		n/a			
Onslow	6	28,480	45,569	34,434	7	19,240	30,785	28,035	5	32,037	51,259	41,688	
Orange	6	31,693	50,665	37,491	7	26,011	41,584	28,372	3	34,984	55,925	43,789	
Pamlico		n/a			2	22,826	40,145	22,826		n/a			
Pasquotank		n/a			2	19,088	35,933	27,510		n/a			
Pender		n/a			2	24,792	39,667	24,916	1	28,700	45,919	30,135	
Perquimans		n/a				n/a				n/a			
Person		n/a				n/a				n/a			
Pitt	3	27,402	43,309	31,761		n/a			1	34,644	60,136	51,011	
Polk	1	24,231	39,705	25,458	2	part-time		\$7.25/hr		n/a			
Randolph		n/a			2	22,818	37,690	24,960		n/a			
Richmond	1	22,956	33,381	22,956	1	24,049	34,974	27,031	4	24,039	48,567	32,309	
Robeson	7	29,111	39,877	33,422		n/a			3	30,636	70,105	67,843	
Rockingham	6	27,101	40,652	27,511		n/a				n/a			
Rowan	8	26,818	51,821	30,079	11	22,039	34,969	22,443	2	29,590	51,821	40,276	
Rutherford	5	26,457	39,865	27,004	2	20,637	31,095	26,457	1	30,711	46,274	30,711	
Sampson													
Scotland	4	23,340	32,988	25,626		n/a			2	31,980	45,192	34,938	
Stanly		n/a			18	18,834	28,252	21,460		n/a			
Stokes		21,386	34,824	23,623	33			\$7.25/hr		n/a			
Surry	4	27,600	45,216	31,182	42	part-time		\$7.96/hr.	1	28,728	47,328	31,944	
	2	26,508	43,188	28,554									
Swain		n/a			3	18,107	26,685	23,203		n/a			
Transylvania	3	\$12.32/hr.	\$19.41/hr.	\$14.40/hr.	7	\$10.65/hr.	\$15.97/hr.	\$11.24/hr.	1	\$14.98/hr.	\$22.47/hr.	\$19.66/hr.	
Tyrrell		n/a				n/a				n/a			
Union	2	29,409	44,114	31,930	15	9.45	14.18	9.65	1	42,023	63,033	54,874	
Vance		n/a			1	20,868	33,384	24,756		n/a			
Wake		n/a			5	23,050	38,950	29,661	5	28,900	49,000	40,290	
Warren		n/a			1	25,070	40,229	35,519		n/a			
Washington		n/a			1	22,224	32,160	26,412		n/a			
Watauga	5	28,023	47,433	39,694	10.5	23,500	36,425	23,500		n/a			
Wayne	4	23,968	37,382	27,118	15			\$8.00/hr	2	25,167	39,252	28,474	
Wilkes	7	24,868	41,771	29,083		n/a				n/a			
Wilson	2	27,180	45,888	28,199		part-time		no data		n/a			
Yadkin	3	24,478	36,717	30,163	3	18,477	27,716	17,074		n/a			
Yancey		n/a			26	part-time		8,313		n/a			

County Salaries in North Carolina 2012

TABLE 23. ENVIRONMENTAL HEALTH SUPERVISOR AND SPECIALIST, INCOME MAINTENANCE CASEWORKER, AND SOCIAL WORKER																
January 1, 2012																
County	Environmental Health Supervisor I				Environmental Health Specialist I				Income Maintenance Caseworker I				Social Worker II			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	1	\$47,611	\$76,180	\$60,660	11	\$36,561	\$58,498	\$46,064	5	\$25,710	\$41,133	\$26,738	10	\$33,480	\$53,586	\$38,235
Alexander	1	39,380	54,286	54,286	2	33,959	46,812	45,684	15	27,871	38,421	28,064	5	32,321	44,555	33,804
Alleghany		n/a				n/a				n/a				n/a		
Anson		n/a			1	33,193	48,999	37,257	25	28,156	41,563	28,159	15	33,193	48,999	36,042
Ashe		n/a				n/a				n/a			4	41,019	57,957	46,724
Avery		n/a				n/a			1	25,848	36,045	25,848		n/a		
Beaufort	1	48,386	67,740	58,063	3	38,644	54,102	40,703	1	26,119	36,567	26,119	12	34,469	48,257	35,562
Bertie		n/a				n/a			2	26,911	39,726	26,911	5	34,644	51,142	36,319
Bladen	1	35,919	45,503	40,715	2	33,419	42,331	37,132		n/a			13	33,419	42,331	33,848
Brunswick	1	62,832	100,532	vacant	3	43,124	68,998	55,273		n/a			5	39,540	63,263	46,495
Buncombe	2	48,342	73,970	62,355	16	37,150	56,794	46,342	6	28,523	43,631	35,565	38	37,150	56,594	no data
Burke		50,679	78,552		4	34,301	53,166	36,067	7	24,376	37,785	24,376	12	32,667	50,634	34,251
Cabarrus		n/a				n/a			3	29,337	45,302	29,337	25	37,422	57,801	45,932
Caldwell		n/a				n/a				n/a			10	31,351	52,252	36,040
Camden																
Carteret	1	52,668	84,269	57,149	9	33,708	53,933	38,751	33	27,808	44,493	29,425	14	33,708	53,933	36,017
Caswell																
Catawba	2	46,087	71,513	56,339	9	37,915	58,834	47,369	65	29,707	46,088	31,491	22	36,115	56,024	40,206
Chatham		n/a			4	37,568	55,507	44,460		n/a			6	34,076	50,436	37,408
Cherokee	2	343,401	55,315	47,796	3	31,811	50,541	41,865		n/a			5	31,811	50,541	34,677
Chowan		n/a				n/a			1	24,916	44,743	24,916	1	33,390	59,962	35,059
Clay	1			44,421	1			45,807		n/a			2			33,367
Cleveland		n/a			5	42,792	55,380	42,792	1	25,590	39,906	25,590	10	35,484	55,380	41,184
Columbus	1	31,536	64,000	54,412	4	27,264	55,259	36,842		n/a				n/a		
Craven	1	43,237	87,359		7	37,568	75,895		4	28,353	57,289		6	35,849	72,419	
Cumberland	2	42,399	71,358	55,674	11	37,025	62,313	43,950	76	28,087	47,271	28,717	65	37,025	62,313	40,151
Currituck		n/a				n/a				n/a			4	39,858	55,160	45,043
Dare	1	49,735	79,576	63,432	6	37,326	59,723	41,470	14	29,358	47,017	32,291	7	35,583	56,932	40,805
Davidson	2	49,521	74,282	64,493	8	36,994	55,490	44,033	3	26,357	39,535	32,946	27	35,221	52,831	33,325
Davie	1	40,353	62,579	46,683	3	34,858	54,058	41,356		n/a			2	34,858	54,058	42,742
Duplin	1	37,520	66,631	53,589	2	33,316	59,166	39,037	30	24,268	43,099	26,397	8	30,779	54,660	33,839
Durham	2	46,687	80,374	66,548	10	36,472	62,791	43,236		n/a			80	36,472	62,791	45,008
Edgecombe	0	35,755	61,962		3	30,887	53,525	38,754	1	23,048	39,941	23,048	17	30,887	53,525	33,393
Forsyth	4	44,762	72,738	59,133	20	34,342	55,805	43,727	113	27,685	44,988	30,248	74	37,075	60,247	43,414
Franklin		n/a			2	36,242	51,773	46,190	4	27,512	39,304	27,185	10	36,242	51,773	39,327
Gaston	2	42,876	66,460	61,088	10	37,379	57,952	51,766	72	30,427	47,168	35,592	33	34,901	54,111	43,362
Gates		n/a				n/a			3	25,990	33,665	26,077	1	37,419	48,466	37,793
Graham																
Granville		n/a				n/a			3	22,356	43,473	24,868	3	28,535	52,854	41,595
Greene	1	37,258	51,994	42,657		n/a			13	23,045	35,340	26,483	15	29,280	42,849	34,658
Guilford	1	50,178	85,303	66,837	18	37,444	63,655	46,385	142	30,805	52,369	35,655	53	37,444	63,655	46,567
Halifax		n/a			3	31,140	50,550	43,400	3	23,112	37,518	28,750	20	31,140	50,550	35,699
Harnett	1	43,662	67,676	60,973	4	38,482	59,647	48,928	12	27,477	42,589	29,362	16	35,374	54,830	39,150
Haywood	1	48,842	73,263	65,631	6	37,505	56,259	46,427	2	26,133	39,196	28,791	14	24,345	51,518	38,587
Henderson		n/a			7	37,499	58,130	48,062	6	26,364	40,833	26,718	21	33,345	51,675	38,385
Hertford	1	39,774	58,633	40,980	1	36,007	53,079	36,700	1	22,299	34,564	25,077	11	28,883	46,319	31,396
Hoke	1	43,103	60,904	55,176	3	39,096	55,241	46,113	7	29,201	35,609	25,832	11	33,782	47,720	35,482
Hyde																
Iredell	1	46,620	72,340	70,607	13	35,635	55,270	51,930	52	29,768	461,701	31,444	64	38,989	60,472	45,956
Jackson																
Johnston	1	42,673	72,433	56,243	8	37,394	55,193	43,479	7	28,715	42,384	27,352	15	37,394	55,193	40,810
Jones		n/a				n/a			1	26,035	32,807	26,035	5	32,807	41,424	33,418
Lee	1	54,406	76,169	69,882	4	47,539	66,554	52,084	6	30,320	42,448	31,175	7	39,712	55,596	41,306
Lenoir	1	36,117	63,733	48,573	5	31,468	55,529	41,612	5	25,010	44,134	25,395	8	30,055	53,036	37,529
Lincoln	1	45,656	69,651	58,532	4	35,666	54,411	37,748	25	29,273	44,658	30,683	5	35,666	54,411	36,756
McDowell		n/a				n/a			4	25,938	38,159	25,938	8	33,258	48,886	33,672
Macon		n/a				n/a				n/a				n/a		
Madison		n/a			1	29,336	42,547	34,200	3	23,548	34,560	23,548	4	29,336	42,547	30,568
Martin		n/a				n/a			2	23,870	38,162	23,870	8	31,098	49,711	31,098
Mecklenburg	13	51,236	93,404	67,824	60	39,123	93,404	46,957	254	31,019	56,848	34,203	242	43,731	93,404	49,730
Mitchell		n/a				n/a				n/a				n/a		
Montgomery																
Moore		n/a			5	43,008	67,522	53,931		n/a			9	35,383	5,551	39,386
Nash		n/a			6	38,869	62,190	49,052		n/a			22	35,390	56,624	43,344
New Hanover	4	54,558	83,678	65,329	10	37,710	57,762	48,128	64	32,386	49,733	34,057	78	49,941	75,109	53,348
Northampton	1	39,335	69,411	56,971	1	33,979	59,959	39,406	2	24,148	42,612	33,301	11	32,361	57,105	36,406



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TABLE 24. OFFICE ASSISTANT/PROCESSING ASSISTANT, PUBLIC HEALTH NURSE, PHYSICIAN EXTENDER, AND NUTRITIONIST																
January 1, 2012																
County	Office Assistant III/Processing Assistant III				Public Health Nurse II				Physician Extender I				Nutritionist I			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	37	\$22,530	\$36,045	\$25,780	8	\$43,599	\$69,758	\$55,953	3	\$59,333	\$94,932	\$83,448	4	\$32,037	\$51,261	\$42,000
Alexander	7	19,725	277,192	23,499	3	41,375	57,035	47,250	1	71,228	98,189	76,705	1	26,529	36,570	30,765
Alleghany		n/a				n/a				n/a				n/a		
Anson	8	21,998	32,473	22,936	2	40,774	62,718	46,140		n/a				n/a		
Ashe	4	26,721	37,755	27,966		n/a				n/a				n/a		
Avery	1	22,095	30,811	25,848		n/a				n/a				n/a		
Beaufort	5	23,336	32,670	26,092	4	42,819	59,947	43,694		n/a			1	31,686	44,360	34,469
Bertie	4	22,741	33,570	22,764		n/a				n/a				n/a		
Bladen	8	20,898	28,057	26,751	12	39,678	50,261	44,287		n/a			1	29,663	37,573	vacant
Brunswick	12	21,621	34,594	21,722	2	48,499	77,598	56,111		n/a			2	32,373	51,797	35,963
Buncombe	38	23,899	36,610	29,313	38	46,282	70,752	56,760	3	68,782	105,146	84,342	3	31,127	47,601	34,306
Burke	4	22,109	34,270	23,366	6	37,815	58,616	43,137		n/a				26,875	41,656	
Cabarrus		n/a				n/a				n/a				n/a		
Caldwell	7	20,188	33,647	22,110	13	39,069	65,116	43,238		n/a				n/a		
Camden																
Carteret	5	19,507	31,212	23,951	4	42,612	68,180	48,040	2	68,152	109,043	68,152	1	32,164	51,463	42,630
Caswell																
Catawba		n/a			29	43,894	68,103	47,902	2			75,254	4	34,402	53,352	41,630
Chatham		n/a			9	41,420	61,196	51,481		n/a				n/a		
Cherokee	6	22,187	33,659	34,730	5	38,669	63,271	45,374	1	52,335	87,270	70,000	1	30,587	48,317	30,587
Chowan	2	20,498	36,814	20,498		n/a				n/a				n/a		
Clay	1			23,088	2			53,070		n/a			1			28,159
Cleveland	43	22,236	34,680	24,414	47	42,792	66,798	49,260		n/a				n/a		
Columbus	12	17,006	33,756	23,570	4	34,757	70,591	51,015	2	48,895	99,534	58,575	1	22,527	45,052	25,500
Craven	29	23,507	47,492		16	43,237	87,359		4	65,941	133,216		5	31,140	62,918	38,392
Cumberland	97	23,443	39,455	28,575	30	46,394	78,081	50,662	1	63,757	107,303	63,757	10	30,805	51,848	31,010
Currituck		n/a				n/a				n/a				n/a		
Dare		n/a				n/a				n/a				n/a		
Davidson	24	22,692	34,039	25,549	31	47,158	67,368	52,261	5	69,614	104,421	43,509	6	33,566	50,349	39,725
Davie	6	22,468	34,846	27,196	7	44,490	68,993	55,552	1	62,603	97,080	75,921		n/a		
Duplin	3	20,714	36,783	24,960	8	37,520	66,631	48,542	1	53,589	95,163	78,067	1	37,520	66,631	47,584
Durham	61	23,384	40,261	29,439	23	46,687	80,374	60,677	2	54,143	93,210	67,333		n/a		
Edgecombe	9	19,910	34,503	22,398	8	39,420	68,313	44,348		n/a				n/a		
Forsyth	50	26,470	43,014	30,303	16	45,260	73,548	56,602	2	57,570	93,552	72,931	16	34,212	55,595	41,292
Franklin	15	22,895	32,708	25,517	7	45,595	65,136	47,635		n/a			1	30,159	43,086	36,216
Gaston	12	21,593	33,479	28,279	15	40,034	62,066	51,745	1	52,672	81,623	64,522	5	30,427	47,168	33,622
Gates		n/a				n/a				n/a				n/a		
Graham																
Granville	5	21,289	37,555	29,958		n/a				n/a				n/a		
Greene	3	19,033	26,485	19,627	4	37,258	57,294	46,600	1	49,796	69,550	60,054	1	25,361	35,340	29,018
Guilford		n/a			37	50,178	85,303	56,228	14	74,136	126,031	79,822	5	35,661	60,623	36,627
Halifax	10	18,975	30,755	23,401	12	37,987	61,665	38,743		n/a				n/a		
Harnett	15	23,218	35,988	25,629	12	45,539	70,585	51,470		n/a				n/a		
Haywood	8	21,915	32,873	24,630	10	42,799	64,200	47,216	1	58,245	87,368	69,067	1	28,539	42,808	33,523
Henderson	21	22,523	34,925	25,038	20	43,875	68,016	48,399	0	55,517	86,054			32,078	49,686	
Hertford		n/a			7	37,774	58,635	43,640		n/a				n/a		
Hoke	25	22,858	32,298	24,016	4	45,258	63,949	47,549		n/a				n/a		
Hyde																
Iredell	77	21,728	33,701	28,454	10	44,620	69,207	52,867	2	66,883	103,737	69,874	5	28,459	44,140	35,977
Jackson																
Johnston		n/a			13	42,673	72,433	42,873		n/a			0	30,007	44,292	
Jones		n/a			4	47,446	60,358	47,446		n/a				n/a		
Lee	7	25,329	35,460	25,364	3	49,726	69,616	49,726		n/a			2	33,174	46,444	33,174
Lenoir	8	18,986	33,503	22,339	2	37,814	66,728	39,729		n/a				n/a		
Lincoln		n/a			8	39,369	60,060	49,587	1	82,579	125,980	104,575	2	35,666	54,411	37,023
McDowell	7	21,264	31,256	24,378		n/a				n/a				n/a		
Macon		n/a				n/a				n/a				n/a		
Madison	7	20,487	29,559	22,767	6	35,637	50,584	37,321		n/a				n/a		
Martin	4	20,038	32,032	20,038		n/a				n/a				n/a		
Mecklenburg		n/a			10	46,960	93,404	61,276		n/a			1	39,123	93,404	53,969
Mitchell		n/a				n/a				n/a				n/a		
Montgomery																
Moore	13	21,723	34,105	27,082	3	52,277	82,074	53,534		n/a				n/a		
Nash	16	23,119	36,900	28,400	22	44,739	71,582	49,620	2	62,118	99,389	66,574	3	29,848	47,757	36,744



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TABLE 25. PUBLIC HEALTH EDUCATOR, FOREIGN LANGUAGE INTERPRETER, BUSINESS OFFICER, MEDICAL RECORDS ASSISTANT, AND SUBSTANCE ABUSE COUNSELOR																				
January 1, 2012																				
County	Public Health Educator I				Foreign Language Interpreter II				Business Officer I				Medical Records Assistant III				Substance Abuse Counselor I			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	1	\$29,338	\$46,941	\$29,340	1	\$24,601	\$39,363	\$28,368	1	\$43,599	\$69,758	\$66,192		n/a				n/a		
Alexander	1	hourly		15.92/hr	1	32,321	44,555	34,806		n/a				n/a				n/a		
Alleghany		n/a				n/a				n/a				n/a				n/a		
Anson		n/a				n/a			1	33,193	48,999	33,195	1	\$21,998	\$32,473	\$22,001		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	27,511	38,515	28,612	1	48,386	67,740	48,386	1	23,336	32,670	28,003		n/a		
Bertie		n/a				n/a				n/a				n/a				n/a		
Bladen	1	28,411	35,987	29,042	3	24,655	31,229	26,709		n/a				n/a				n/a		
Brunswick	1	32,373	51,797	42,246	1	26,997	43,196	32,255		n/a			3	26,997	43,196	30,897		n/a		
Buncombe		n/a			4	27,280	41,708	34,777		n/a				n/a				n/a		
Burke		26,875	41,656		3	26,875	41,656	27,897		n/a				n/a				n/a		
Cabarrus		n/a				n/a				n/a				n/a				n/a		
Caldwell		n/a				n/a			1	40,827	68,046	47,632	1	20,188	33,647	25,344		n/a		
Camden																				
Carteret	1	27,808	44,493	29,651	1	25,153	40,245	25,782		n/a				n/a				n/a		
Caswell																				
Catawba	1	34,402	53,352	53,257	4	28,285	43,894	31,432	4	48,399	75,093	49,435		n/a				n/a		
Chatham		n/a			6	25,427	37,568	26,286		n/a				n/a				n/a		
Cherokee		n/a				n/a			1	41,952	69,342	45,000		n/a				n/a		
Chowan		n/a				n/a				n/a				n/a				n/a		
Clay		n/a				n/a				n/a			1			31,901		n/a		
Cleveland	5	29,424	45,942	30,622		n/a				n/a				n/a				n/a		
Columbus	1	27,264	55,259	39,270	1	19,562	38,988			n/a				n/a				n/a		
Craven	1	37,568	75,895		2	31,140	62,918		1	47,491	95,944			n/a				n/a		
Cumberland	3	30,805	51,848	31,421	6	28,087	47,271	32,813		n/a			7	23,443	39,455	24,399		n/a		
Currituck		n/a				n/a				n/a				n/a				n/a		
Dare		n/a			1	28,013	44,821	29,983		n/a				n/a				n/a		
Davidson	1	29,075	43,613	35,298	1	29,075	43,613	30,493		n/a				n/a				n/a		
Davie	1	31,617	49,032	31,617	1	24,771	38,417	29,599	1	34,858	54,058	45,421		n/a				n/a		
Duplin	2	27,331	48,537	30,478	8	23,327	41,425	25,036	1	25,250	44,840	31,396	3	20,714	36,783	22,933		n/a		
Durham	4	34,714	59,763	42,121	7	27,119	46,687	31,465	1	54,143	93,210	80,000		n/a			2	\$29,933	\$51,534	\$40,290
Edgecombe	0	25,411	44,035		0	18,692	32,860			n/a				n/a				n/a		
Forsyth	11	31,232	50,752	33,198	8	28,707	41,774	30,924	4	44,274	71,946	56,336	1	34,504	56,069	40,331	1	33,723	54,800	38,563
Franklin		n/a				n/a				n/a				n/a				n/a		
Gaston	8	34,901	54,111	38,556	1	26,527	41,126	33,160	1	52,672	81,653	72,422	31	21,593	33,479	26,201		n/a		
Gates		n/a				n/a				n/a				n/a				n/a		
Graham																				
Granville		n/a				n/a				n/a				n/a				n/a		
Greene	1	25,361	38,936	29,212	4	19,033	30,594	22,631		n/a				n/a				n/a		
Guilford	15	35,661	60,623	44,942	10	29,338	49,875	32,975	11	37,444	63,655	50,120		n/a			24	37,444	63,655	51,828
Halifax		n/a			1	24,289	39,429	25,527		n/a				n/a				n/a		
Harnett		n/a			3	29,892	46,333	34,044		n/a				n/a				n/a		
Haywood	3	31,450	47,177	38,897	2	25,008	37,512	25,258	1	42,799	64,200	57,909		n/a				n/a		
Henderson	0	28,490	44,187		5	23,420	36,309			n/a				n/a				n/a		
Hertford		n/a				n/a				n/a				n/a				n/a		
Hoke		n/a			4	21,776	30,766	23,871		n/a			2	22,858	32,298	24,016		n/a		
Hyde																				
Iredell	2	31,137	48,294	36,027	4	24,867	38,569	29,948	1	44,620	69,207	66,169	4	21,728	33,701	26,526		n/a		
Jackson																				
Johnston	0	30,007	44,292		3	25,163	37,142	26,142		n/a			0	24,077	35,541		0	31,356	46,285	
Jones		n/a				n/a				n/a				n/a				n/a		
Lee		n/a			2	28,988	40,582	28,988		n/a				n/a				n/a		
Lenoir		n/a			5	21,791	38,452	24,251		n/a				n/a				n/a		
Lincoln	2	35,666	54,411	36,563		n/a				n/a			7	26,500	40,458	27,187		n/a		
McDowell		n/a				n/a				n/a				n/a				n/a		
Macon		n/a				n/a				n/a				n/a				n/a		
Madison		n/a				n/a				n/a				n/a				n/a		
Martin		n/a				n/a				n/a				n/a				n/a		
Mecklenburg		n/a			6	26,280	56,848	28,990		n/a			6	28,040	56,848	35,888	21	34,726	93,404	43,555
Mitchell		n/a				n/a				n/a				n/a				n/a		
Montgomery																				
Moore		n/a				n/a				n/a				n/a				n/a		
Nash	1	32,501	52,002	35,126	4	26,269	42,030	33,230	1	44,739	71,582	55,287		n/a				n/a		

County Salaries in North Carolina 2012

TABLE 25. PUBLIC HEALTH EDUCATOR, FOREIGN LANGUAGE INTERPRETER, BUSINESS OFFICER, MEDICAL RECORDS ASSISTANT, AND SUBSTANCE ABUSE COUNSELOR																				
January 1, 2012																				
County	Public Health Educator I				Foreign Language Interpreter II				Business Officer I				Medical Records Assistant III				Substance Abuse Counselor I			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
New Hanover	4	\$37,710	\$57,762	\$38,224	4	\$29,224	\$44,866	\$31,527	3	\$51,750	\$79,373	\$54,934	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Northampton	1	32,361	52,105	vacant <sup>1</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Onslow		n/a			1	27,385	43,816	27,800	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Orange	1	38,615	61,730	vacant	1	40,570	64,854	36,500	1	51,931	83,020	58,840	6	\$27,330	\$43,688	\$29,610	n/a	n/a	n/a	
Pamlico		n/a				n/a				n/a				n/a				n/a	n/a	
Pasquotank		n/a			1	26,163	36,628	29,155	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Pender		n/a				n/a				n/a				n/a				n/a	n/a	
Perquimans		n/a				n/a				n/a				n/a				n/a	n/a	
Person		n/a			1	28,667	44,434	30,100	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Pitt		n/a			6	31,540	49,855	32,131	1	50,048	79,669	66,048	0	23,808	37,626		n/a	n/a	n/a	
Polk		n/a			1	24,231	39,705	26,746	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Randolph		n/a			4	26,104	39,437	28,928	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Richmond		n/a				n/a				n/a			1	21,869	31,857	27,678	n/a	n/a	n/a	
Robeson	1	30,636	37,987	31,861	6	26,064	32,319	26,064	n/a	n/a	n/a	n/a	1	23,017	28,542	28,542	n/a	n/a	n/a	
Rockingham		n/a			6	24,816	37,224	30,491	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Rowan	3	34,293	54,437	41,412	4	25,531	40,528	27,443	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Rutherford		n/a				n/a				n/a				n/a				n/a	n/a	
Sampson																				
Scotland		n/a				n/a				n/a				n/a				n/a	n/a	
Stanly		n/a			2	23,583	35,374	26,988	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Stokes	1	27,060	44,063	35,049 <sup>1</sup>		n/a			n/a	n/a	n/a	n/a	1	19,773	32,197	22,728 <sup>2</sup>	n/a	n/a	n/a	
Surry	2	32,616	54,300	34,776	7	24,492	39,588	27,012	n/a	n/a	n/a	n/a	1	21,612	34,776	30,012	n/a	n/a	n/a	
Swain	1	29,384	43,302	33,133		n/a			n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Transylvania		n/a				n/a			n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Tyrrell		n/a				n/a			n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Union	1	33,622	50,434	45,045	11	28,113	48,244	32,170	1	45,905	68,857	57,197	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Vance		n/a				n/a			1	42,192	67,500	50,952	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Wake	19	32,750	55,750	44,941	10	25,500	43,100	33,667	6	52,900	90,100	71,948	n/a	n/a	n/a	n/a	7	\$32,750	\$55,750	\$44,964
Warren	2	27,639	44,354	27,639	1	22,739	36,487	22,739	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Washington		n/a				n/a			n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Watauga		n/a				n/a			n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Wayne	4	30,590	47,710	35,127	4	23,968	37,382	25,113	1	45,196	70,490	46,354	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Wilkes	1	26,949	41,771	34,406	1	23,889	37,028	29,604	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Wilson		n/a				n/a			n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Yadkin	2	28,159	42,239	30,665	4	24,478	42,239	26,062	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Yancey		n/a				n/a			n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Appalachian DHD <sup>3</sup>	1	33,252	52,584	34,920		n/a			n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
M-T-W DHD <sup>4</sup>	3	29,920	59,044	34,364		n/a			n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	

1. Reports Public Health Educator II  
 2. Reports Medical Records Assistant IV  
 3. District Health Agency for Alleghany, Ashe, Watauga  
 4. District Health Agency for Martin, Tyrrell and Washington

TABLE 26. COUNTY ENGINEER, CUSTODIAN, AND GROUNDS MAINTENANCE WORKER												
January 1, 2012												
County	County Engineer			Custodian	No.	Min.	Max.	Avg.	No.	Grounds Maintenance Worker		
	Min.	Max.	Avg.							No.	Min.	Max.
Alamance	n/a			1	\$20,630	\$33,008	\$20,630	1	\$24,601	\$39,363	\$24,601	
Alexander	n/a			2			\$9.48/hr,	2	20,724	28,568	25,250	
Alleghany	n/a			1	18,744	28,117	18,744		n/a			
Anson	n/a				n/a			1	23,884	35,258	25,375	
Ashe	n/a			2	21,627	41,124	25,729		n/a			
Avery	n/a			2	20428	28487	20,837		n/a			
Beaufort	n/a				n/a				n/a			
Bertie	n/a			2	20,043	29,587	22,628	3	23,718	35,013	23,718	
Bladen	n/a			7	19,646	24,884	20,520	1	24,655	31,229	29,038	
Brunswick	\$53,873	\$83,197	\$86,000	15	19,830	34,594	24,730	1	23,414	37,462	25,168	
Buncombe	n/a				n/a				n/a			
Burke	64,683	100,259	82,400		n/a			3	21,057	32,639	21,798	
Cabarrus	n/a			17	22,978	35,477	24,650	7	24,152	37,251	29,548	
Caldwell	n/a				n/a				n/a			
Camden												
Carteret	56,471	90,354	89,467	4	19,507	31,212	20,826		n/a			
Caswell												
Catawba	58,834	91,284	86,841		n/a				n/a			
Chatham	67,469	99,682	96,000	6	21,966	32,453	24,781		n/a			
Cherokee	n/a			3	17,971	26,083	20,200	3	17,971	26,083	21,190	
Chowan	n/a			4	16,866	30,285	20,498		n/a			
Clay	n/a			3			21,697	2			29,295	
Cleveland	n/a			4	17,604	27,456	19,782		n/a			
Columbus	n/a				n/a				n/a			
Craven	n/a			3	19,482	39,371	24,960	1	24,635	49,769	27,953	
Cumberland	63,757	107,303	111,642	25	17,206	28,958	19,089	9	25,624	45,125	29,121	
Currituck			104,302	4	22,000	30,154	25,695	3	27,357	37,656	28,558	
Dare	n/a			5	21,025	33,639	27,904	4	23,136	37,017	29,899	
Davidson	n/a			5	17,728	26,593	22,161	2	27,656	41,484	20,565	
Davie	n/a				n/a				n/a			
Duplin	n/a			8	18,394	32,664	20,278	2	23,327	41,425	26,564	
Durham	76,502	131,706	123,097		n/a			13	25,811	44,439	29,380	
Edgecombe	n/a			7	17,199	29,805	18,691		n/a			
Forsyth	n/a			43	18,640	30,290	19,632	29	20,818	33,830	19,153	
Franklin	n/a			6	19,948	28,497	22,010		n/a			
Gaston	60,416	93,666	78,544		n/a			7	21,593	33,479	27,842	
Gates	n/a			2	20,775	32,188	25,355	1	20,775	26,910	20,983	
Graham												
Granville	n/a			2	18,397	32,451	28,788	1	18,397	32,451	23,714	
Greene	n/a			4	16,517	22,957	21,549		n/a			
Guilford	58,088	98,749	93,439	7	24,137	41,032	28,012		See Custodian			
Halifax	n/a			3	16,934	26,496	23,500	2	18,071	29,264	23,575	
Harnett	69,381	107,541	96,000	5	20,463	31,718	25,495	1	24,216	37,535	26,638	
Haywood	55,739	83,607	74,806	9	18,376	30,101	20,836	6	20,970	31,455	27,137	
Henderson	66,602	103,251	103,500	9	23,109	35,818	24,902		n/a			
Hertford	n/a			3	16,640	25,792	17,658	3	18,346	28,436	18,346	
Hoke	n/a			3	19,746	27,901	20,762		n/a			
Hyde												
Iredell	n/a				n/a				31,137	48,294	36,163	
Jackson												
Johnston	79,026	131,139	121,060	17	20,190	29,803	21,236	1	22,051	32,548	24,247	

TABLE 26. COUNTY ENGINEER, CUSTODIAN, AND GROUNDS MAINTENANCE WORKER													
January 1, 2012													
County	County Engineer			Custodian No.	Min.	Max.	Avg.			Grounds Maintenance Worker			
	Min.	Max.	Avg.							No.	Min.	Max.	Avg.
Jones	n/a			4	\$20,120	\$25,113	\$21,832			n/a			
Lee	n/a			7	23,150	32,409	23,314		5	\$27,712	\$38,798	\$28,614	
Lenoir	n/a			2	16,543	29,192	22,276			n/a			
Lincoln	\$55,627	\$84,863	\$58,461	7	20,717	31,605	22,856		3	24,025	36,652	24,630	
McDowell	n/a			4	17,430	25,618	22,626		4	22,344	32,848	24,990	
Macon	n/a				n/a					n/a			
Madison	n/a				n/a					n/a			
Martin	n/a			4	17,043	38,742	21,343			n/a			
Mecklenburg	n/a				n/a					n/a			
Mitchell	n/a			1	19,438	27,768	23,958			n/a			
Montgomery													
Moore	57,634	90,485	72,188	11	18,765	29,460	23,242			n/a			
Nash	59,273	94,837	80,708	6	22,155	35,448	27,745		1	23,119	36,900	24,861	
New Hanover	78,770	120,869	89,051	23	23,566	36,192	25,927		14	23,566	36,192	25,622	
Northampton	n/a			6	17,162	30,283	21,100		3	18,920	31,797	15,398	
Onslow	n/a			18	17,788	28,462	23,258			n/a			
Orange	63,272	101,150	76,400	15	26,011	41,584	27,817		2	28,712	45,900	30,503	
Pamlico	n/a			3	18,742	33,282	19,332		1	22,826	40,145	24,416	
Pasquotank	n/a			15	17,300	25,993	19,793		1	22,365	31,311	27,341	
Pender	n/a			4	21,416	34,266	21,630		2	26,031	41,650	27,333	
Perquimans	n/a			4	17,853	27,035	20,427		1	25,388	38,448	29,390	
Person	n/a			3	21,638	33,539	24,103		1	21,638	33,539	vacant	
Pitt	69,989	110,617	vacant		n/a				3	22,719	35,905	27,139	
Polk	n/a			2	24,231	39,705	25,584			n/a			
Randolph	69,794	99,008	83,450	1	18,158	27,290	22,318			n/a			
Richmond	n/a			1	20,890	30,405	25,193			n/a			
Robeson	n/a			13	18,446	26,652	19,649		4	21,493	30,431	23,482	
Rockingham	n/a			5	18,219	27,329	19,351			n/a			
Rowan	n/a			3	19,022	30,173	23,404		4	24,305	38,580	26,318	
Rutherford	n/a			5	20,637	31,095	20,792		1	35,648	53,712	35,648	
Sampson													
Scotland	65,676	92,796	84,072	5	18,648	26,340	19,104			n/a			
Stanly	n/a			1	18,834	28,252	23,809			n/a			
Stokes	n/a			3	17,578	28,623	19,863			n/a			
Surry	n/a			4	19,980	31,944	21,312		6	22,524	36,276	24,758	
Swain	n/a			3	15,184	22,377	18,880		6	18,107	26,685	22,881	
Transylvania	part-time		39,955	6	9.66	14.48	10.86			n/a			
Tyrrell	n/a				n/a				1.5	part-time		22,519	
Union	n/a				n/a					n/a			
Vance	n/a			3	19,968	24,084	21,584		1	22,788	36,456	30,384	
Wake	n/a				n/a				7	23,050	38,950	25,116	
Warren	n/a				n/a				3	22,739	36,487	22,739	
Washington	n/a			1	17,568	25,392	17,988		2	22,224	32,160	23,340	
Watauga	n/a			8	22,488	38,061	26,100			n/a			
Wayne	n/a			17	17,034	26,567	19,657		5	18,780	29,290	23,147	
Wilkes	n/a			3	18,771	29,095	23,566			n/a			
Wilson	n/a				n/a				1	20,520	34,704	22,008	
Yadkin	n/a			2	23,333	35,007	25,439			n/a			
Yancey	n/a			1	19,427	29,043	23,054		1	part-time		\$9.00/hr	

County Salaries in North Carolina 2012

TABLE 27. ZONING CODE ENFORCEMENT OFFICER, ECONOMIC DEVELOPMENT DIRECTOR, TOURISM DIRECTOR, AND PUBLIC INFORMATION OFFICER														
January 1, 2012														
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	\$80,590	\$78,624	n/a				n/a		
Alleghany		n/a			n/a			n/a				n/a		
Anson		n/a			50,086	73,937	50,089	n/a				n/a		
Ashe	1	\$34,551	\$48,816	\$35,412	60,555	85,563	62,070	n/a				n/a		
Avery		n/a			36,790	51,304	44,318	n/a				n/a		
Beaufort		n/a			88,745	124,243	115,850	n/a				n/a		
Bertie		n/a			52,784	77,919	52,784	n/a				n/a		
Bladen		n/a			55,955	70,877	69,633	n/a				n/a		
Brunswick	2	34,165	54,664	39,960			95,400	n/a				n/a		
Buncombe		n/a			n/a			n/a				n/a		
Burke	2	31,110	48,223	32,697	n/a			n/a				n/a		
Cabarrus	2	41,290	63,723	54,540	n/a			n/a			1	\$50,187	\$77,477	\$64,350
Caldwell		n/a			76,056	126,018	118,000	n/a			1	35,777	59,629	39,753
Camden														
Carteret	5	30,691	49,106	37,755	n/a			n/a				n/a		
Caswell														
Catawba	2	34,402	53,352	38,201	n/a			n/a			3	41,804	64,864	50,960
Chatham	1	34,076	50,436	35,412	n/a			\$41,420	\$61,196	\$56,737	1	61,196	90,414	81,011
Cherokee		n/a			40,228	66,212	45,000	n/a				n/a		
Chowan		n/a			n/a			n/a				n/a		
Clay		n/a					43,939	n/a				n/a		
Cleveland		n/a			n/a			n/a				n/a		
Columbus		n/a			54,942	109,814	74,460	33,106	67,215	38,680		n/a		
Craven		n/a			83,355	168,503	142,959	69,105	139,610	79,542		n/a		
Cumberland	4	32,247	56,806	36,731	n/a			n/a			3	38,734	93,640	57,853
Currituck	2	34,500	47,657	36,239	63,072	87,663	65,554	50,574	70,164	63,729	1	39,858	55,160	43,010
Dare	1	35,583	56,932	41,193	n/a			n/a			1	47,412	75,859	75,859
Davidson	3	33,566	52,831	44,297	n/a			n/a				n/a		
Davie		n/a			n/a			n/a				n/a		
Duplin		n/a			47,584	84,502	65,324	42,252	75,036	42,252		n/a		
Durham		n/a			n/a			n/a			1	76,502	131,706	95,515
Edgecombe		n/a			n/a			n/a				n/a		
Forsyth		n/a			n/a			n/a				n/a		
Franklin	1	34,615	49,450	39,863	65,841	94,060	75,055	n/a				n/a		
Gaston	1	52,672	81,653	68,472	79,491	128,228	117,216	49,180	76,239	63,932		n/a		
Gates		part-time		\$10.20/hr	n/a			n/a				n/a		
Graham														
Granville		n/a			51,239	90,384	75,000	n/a				n/a		
Greene		n/a			49,796	69,950	64,421	n/a				n/a		
Guilford	2	32,545	54,897	43,103	n/a			n/a				n/a		
Halifax	2	32,726	53,125	37,055	68,960	111,944	89,514	n/a				n/a		
Harnett	1	35,374	54,830	39,431	72,365	112,166	108,000	n/a				n/a		
Haywood					63,606	95,411	86,796	n/a			1	34,345	51,518	47,176
Henderson	1	32,078	49,686	44,343	66,602	103,251	90,000	47,444	73,574	81,949	1	39,020	60,470	41,828
Hertford		n/a			44,151	68,434	58,869	n/a				n/a		
Hoke		n/a			n/a			n/a				n/a		
Hyde														
Iredell		n/a			n/a			n/a				n/a		
Jackson														
Johnston	2	34,240	50,545	35,516	72,368	122,835	contract			73,500		shared by 3 HR positions		
Jones		n/a			part-time		\$35.49/hr.	n/a				n/a		
Lee		n/a					98,762	n/a				n/a		
Lenoir		n/a			54,602	96,351	79,081	34,495	60,870	42,029		n/a		
Lincoln	1	32,312	49,294	37,506	n/a			n/a				n/a		
McDowell		n/a			county manager			31,644	46,516	35,385	1	22,344	32,848	23,196
Macon		n/a			contracted			n/a				n/a		
Madison	1			36,500	n/a			n/a				n/a		
Martin		n/a			n/a			n/a				n/a		
Mecklenburg		n/a			77,061	133,266	96,000	n/a			9	43,233	93,404	57,171

County Salaries in North Carolina 2012

TABLE 27. ZONING CODE ENFORCEMENT OFFICER, ECONOMIC DEVELOPMENT DIRECTOR, TOURISM DIRECTOR, AND PUBLIC INFORMATION OFFICER														
January 1, 2012														
	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.
Mitchell		n/a			n/a			n/a				n/a		
Montgomery														
Moore	2	\$33,697.0	\$52,905.0	vacant	n/a			n/a			1	\$39,009.0	\$61,244.0	\$49,660.0
Nash		n/a			n/a			\$42,690.0	\$68,304.0	\$51,556.0		n/a		
New Hanover	3	37,710	57,762	\$42,161.0	n/a			n/a			1	51750	79373	73975
Northampton	1	33,979	59,959	48,011	\$52,713.0	\$93,018.0	\$90,748.0	part-time		6,000		n/a		
Onslow	4	29,620	47,362	32,539	n/a			n/a				n/a		
Orange	1	57,323	91,637	59,732	73,377	117,303	92,500	66,477	106,271	78,214	1	40,570	64,854	59,152
Pamlico		n/a			n/a			n/a				n/a		
Pasquotank	1	32,493	45,491	34,352			67,000	43,000	55,000	50,000		n/a		
Pender	1	31,641	50,626	32,068	n/a			40,383	64,613	49,500		n/a		
Perquimans		building inspector			n/a			n/a				n/a		
Person	2	33,666	52,182	41,097	n/a			n/a				n/a		
Pitt		n/a			97,174	153,585	109,305				1	50,408	79,669	54,103
Polk	1	23,078	37,816	26,763	39,470	64,676	50,525	see economic development director				n/a		
Randolph	1	32,802	50,149	36,858	n/a			50,149	77,522	55,245		n/a		
Richmond	1	25,193	36,668	33,381	n/a			n/a				n/a		
Robeson	1	32,159	39,877	39,877	59,584	73,884	72,326	n/a				n/a		
Rockingham	2	30,926	50,675	39,908	n/a			n/a			1	40,226	60,339	40,226
Rowan	2	36,016	57,182	45,600	n/a			n/a				n/a		
Rutherford		n/a			n/a			41,378	61,576	51,107		n/a		
Sampson														
Scotland		n/a			54,864	77,520	56,232	n/a				n/a		
Stanly	1	30,921	46,333	32,468	55,424	83,138	83,000	n/a				n/a		
Stokes	1	32,923	53,610	37,098	48,735	79,357	71,129	n/a				n/a		
Surry	2	30,012	49,572	34,776	55,596	94,872	73,380 <sup>1</sup>	economic development/assistant co. mgr				n/a		
Swain		n/a			30,707	45,252	35,000	n/a				n/a		
Transylvania		n/a			58,760	88,129	77,392	n/a				n/a		
Tyrrell		n/a			n/a			n/a				n/a		
Union		n/a			n/a			n/a			1	47,999	71,998	63,716
Vance	1	29,664	47,472	29,676	54,936	87,900	78,720	42,192	67,500	62,196		n/a		
Wake		n/a			n/a			n/a			1	71,600	121,900	84,453
Warren		n/a			47,273	75,859	60,000	n/a				n/a		
Washington	1	24,060	34,860	25,944	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	53,628
Wilkes	1	23,774	45,631	35,438	n/a			n/a				n/a		
Wilson	3	34,356	58,092	50,923	n/a			n/a				n/a		
Yadkin		n/a			n/a			n/a				n/a		
Yancey		n/a			n/a			n/a				n/a		

1. also assistant county manager

County Salaries in North Carolina 2012

TABLE 28. ADMINISTRATIVE SUPPORT SPECIALISTS, OFFICE ASSISTANT, AND UTILITY CUSTOMER SERVICE REPRESENTATIVES																					
January 1, 2012																					
County	Administrative Support Specialist				Senior Administrative Support Specialist				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	\$39,844		n/a			n/a			
Alexander		n/a				n/a					n/a				n/a			n/a			
Alleghany		n/a				n/a					n/a				n/a			n/a			
Anson	2	\$23,884	\$35,258	\$23,886	1	\$33,193	\$48,999	\$33,748	3	24887	36738	28359	2	\$22,922	\$33,837	\$22,924	1	\$25,932	\$38,280	\$30,037	
Ashe		n/a			1	48,762	68,901	57,963	2	26,721	37,755	27,054		n/a				n/a			
Avery	1	17,923	24,993	18,312	3	25,848	36,045	27,919	3	n/a				n/a				n/a			
Beaufort	3	24,728	34,619	30,630	4	26,119	36,567	31,349	3	23,336	32,670	26,006		n/a			2	26,119	36,567	27,164	
Bertie		n/a				n/a			1	22,741	33,570	22,632	2	25,801	38,088	25,801	1	34,644	51,142	35,517	
Bladen	8			23,376	11			34,529	3			28,151	1	25,907	32,815	30,512	1	28,411	35,987	33,462	
Brunswick	9	32,373	51,797	44,530	11	35,956	57,529	45,801	14	21,621	34,594	24,615	1	23,414	37,462	24,857	1	28,790	46,064	32,491	
Buncombe	13	III	23,899	36,610	29,210	6	31,127	47,601	39,084	14	IV	26,114	39,953	30,995		n/a			n/a		
Burke		24,376	37,785	25,626		25,596	39,674	31,799						n/a				n/a			
Cabarrus	9	29,337	45,302	34,877	7	32,339	49,941	42,674	0	24,152	37,251			n/a				n/a			
Caldwell		n/a				n/a					n/a				n/a				n/a		
Camden																					
Carteret	2	21,434	34,295	23,477	8	23,998	38,397	28,483	4	19,507	31,212	21,668		n/a				n/a			
Caswell																					
Catawba		n/a			17	31,198	48,400	35,438	32	24,430	37,915	27,199		n/a				n/a			
Chatham	7	26,699	39,447	31,523	4	29,436	43,491	36,211					1	26,699	39,447	28,375	1	30,909	45,666	37,107	
Cherokee		n/a				n/a					n/a				n/a				n/a		
Chowan		n/a				n/a					n/a			1	21,523	38,652	27,470		n/a		
Clay		n/a				n/a					n/a				n/a				n/a		
Cleveland	15	22,236	34,680	24,996	4	24,414	38,088	28,092	1	24,414	38,088	28,764		n/a				n/a			
Columbus		n/a				n/a					n/a			1	19,562	38,988	22,000	1	25,974	52,620	30,090
Craven		n/a			2	34,203	69,105	54,037	4	IV	25,813	52,159	27,649	2	25,813	52,159	29,472	1	28,353	57,289	29,716
Cumberland	31	23,443	39,455	24,529	7	38,734	65,189	46,822	40		25,624	47,271	27,587		n/a			n/a			
Currituck		n/a				n/a					n/a			2	25,571	35,190	26,068	1	30,929	42,656	33,398
Dare	8	26,706	44,821	38,385	4	29,385	47,017	41,795	12	23,136	37,017	30,822	3	25,457	40,372	31,914	2	28,013	44,821	37,368	
Davidson	48	22,692	34,039	28,366	4	27,656	41,484	34,570			n/a			n/a				n/a			
Davie	5	24,771	44,473	29,947	1	27,311	42,355	34,778	1	21,398	33,187	30,258		n/a			2	26,010	40,338	34,093	
Duplin		n/a				n/a					n/a			3	24,268	43,099	25,260	1	43,960	78,067	43,960
Durham	394	21,186	36,472	25,480	4	34,714	59,763	41,920	7	23,384	40,261	30,336		n/a				n/a			
Edgecombe	5	21,951	38,039	22,966	4	25,411	44,035	30,260	12	19,910	34,503	22,682		n/a			1	23,048	39,941	32,782	
Forsyth		n/a			4	32,308	52,501	43,992	104	22,041	35,816	24,161		n/a				n/a			
Franklin	16	26,277	41,155	33,375		n/a			2	23,971	34,245	27,532	1	26,277	37,539	26,277		n/a			
Gaston		n/a			8	30,427	47,168	39,080	12	21,593	33,479	28,297		n/a				n/a			
Gates	4	21,779	28,210	22,949		n/a					n/a			1	21,779	28,210	22,217		n/a		
Graham																					
Granville	2	25,890	50,334	39,373	1	34,686	61,186	44,945	5	22,356	41,417	33,530		n/a				n/a			
Greene		n/a				n/a					n/a			2	19,033	32,099	20,464	1	23,045	33,673	28,918
Guilford	112	25,343	43,084	30,996	85	27,941	47,500	33,296			n/a			n/a				n/a			
Halifax		n/a			6	31,140	55,550	41,250	2	20,925	33,936	23,445	1	24,289	39,429	29,375		n/a			
Harnett	8	26,344	40,883	31,029	4	28,659	44,421	34,251	2	18,035	27,954	26,736	5	27,477	42,589	31,873	1	29,892	46,333	35,363	
Haywood	5	28,539	42,808	30,743	7	31,450	47,177	37,352	8	23,931	35,896	25,412		n/a				n/a			
Henderson	1	III	22,523	34,925	24,141	16	27,417	42,471	33,101	0	IV	24,356	37,791		n/a				n/a		
Hertford	2	21,237	32,918	22,313	4	24,585	38,107	26,347	1	22,299	34,564	22,299	2	20,226	31,350	20,631		n/a			
Hoke		n/a				n/a			16	22,858	32,298	25,001	3	25,201	35,609	26,477	1	29,174	41,222	32,182	
Hyde																					
Iredell	77	21,728	33,701	28,154	15	26,010	40,393	30,772			n/a			n/a				n/a			
Jackson																					
Johnston	15	26,294	38,812	29,328	13	28,715	42,384	32,531	1	24,077	35,541	25,163	2	28,715	42,384	29,587	1	30,007	44,292	33,945	
Jones		n/a				n/a					n/a			1	26,035	32,807	29,883		n/a		
Lee		n/a				n/a					n/a				n/a				n/a		
Lenoir		n/a				n/a			16	20,814	36,728	24,123		n/a				n/a			
Lincoln	15	25,242	38,508	29,527	2	27,862	42,506	35,304	12	25,242	38,508	26,427	6	25,242	38,508	27,103		n/a			
McDowell		n/a				n/a					n/a				n/a				n/a		
Macon		n/a				n/a					n/a				n/a				n/a		
Madison	3			25,213	5			35,509	4			29,464		n/a				n/a			
Martin		n/a				n/a					n/a				n/a				n/a		
Mecklenburg	151	26,280	56,848	33,266	141	29,919	56,848	38,309	151	26,280	56,848	33,266		n/a				n/a			
Mitchell		n/a				n/a					n/a				n/a				n/a		
Montgomery																					
Moore	12	23,948	37,598	28,540	8	27,723	43,526	34,365	13	21,723	34,105	27,082	2	23,948	37,598	28,390	1	30,565	47,987	36,491	
Nash		n/a			2	27,412	43,859	39,150	2	29,848	47,757	33,542	1	25,174	40,278	26,670	1	29,848	47,757	34,735	
New Hanover	23	32,053	49,182	39,793		n/a			6	26,437	40,518	28,398		n/a				n/a			
Northampton	2	21,904	38,650	24,605	2	26,623	45,981	29,029	12	21,904	38,650	25,612	2	21,904	38,650	22,732	1	32,361	57,105	51,735	
Onslow	2	27,385	43,816	43,194	2	29,620	47,392	39,428	2	20,810	33,297	21,469		n/a				n/a			
Orange	16	31,693	50,665	31,131	5	34,984	55,925	39,747	29	28,712	45,900	32,621		n/a				n/a			
Pamlico		n/a				n/a					n/a			3	25,959	38,220	25,959	1	25,856	45,916	32,521
Pasquotank	7	24,897	36,628	30,209		n/a			14	21,099	33,083	28,668	3	21,099	34,856	27,831	1	26,163	36,628	37,473	
Pender		n/a			2	33,223	53,157	39,897			n/a			2	23,611	37,778	24,286	1	31,641	50,626	33,225
Perquimans		n/a				n/a					n/a			1.5	23,293	35,276	28,109		n/a		
Person	7	26,453	41,002	31,471	5	28,667	44,434	38,614			n/a			n/a				n/a			
Pitt	2	26,148	41,328	31,115	4	28,719	45,389	35,016	4	23,808	45,389	26,778		n/a				n/a			

County Salaries in North Carolina 2012

TABLE 28. ADMINISTRATIVE SUPPORT SPECIALISTS, OFFICE ASSISTANT, AND UTILITY CUSTOMER SERVICE REPRESENTATIVES																				
January 1, 2012																				
County	Administrative Support Specialist				Senior Administrative Support Specialist				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.
Polk	2	\$20,932	\$34,932	\$26,534	9	\$28,050	\$45,963	\$32,613						n/a					n/a	
Randolph	7	22,818	34,341	25,204	6	26,104	47,736	34,050	10	\$24,960	\$37,290	\$29,565		n/a					n/a	
Richmond	8	21,869	40,276	27,382	2	29,008	48,567	38,517		n/a			2	\$21,869	\$31,857	\$27,355			n/a	
Robeson		n/a				n/a				n/a			7	24,541	30,431	26,087	1	\$45,871	\$56,880	\$55,045
Rockingham		n/a				n/a				n/a				n/a					n/a	
Rowan	35	22,039	34,969	24,918	9	26,818	42,571	34,130	22	24,305	38,580	26,318		n/a					n/a	
Rutherford		n/a				n/a			7	26,211	40,478	27,962		n/a					n/a	
Sampson																				
Scotland	7	24,420	37,752	27,353	3	30,576	54,096	37,228	9	23,340	36,084	25,845		n/a					n/a	
Stanly	9	23,583	35,374	28,772	7	28,231	42,346	30,125	13	25,803	38,708	29,874	2	23,583	35,374	30,615	1	26,989	40,484	35,822
Stokes		n/a				n/a				n/a				n/a					n/a	
Surry	4	21,612	34,776	25,740		n/a			21	23,544	37,872	27,461		n/a					n/a	
Swain		n/a				n/a				n/a				n/a					n/a	
Transylvania	7	\$11.18/hr.	\$16.77/hr.	\$12.12/hr.	3	\$14.27/hr.	\$21.40/hr.	\$16.07/hr.	4	\$9.66/hr.	\$14.46/hr.	\$10.86/hr.		n/a					n/a	
Tyrrell		n/a				n/a				n/a				n/a					n/a	
Union	5	25,745	42,171	31,626	5	33,622	57,560	44,427	8	30,759	46,138	36,493	4	29,409	44,144	32,365	2	29,409	44,114	30,680
Vance	2	22,788	36,456	24,972	6	24,876	39,804	28,382		n/a				n/a					n/a	
Wake	133	23,050	38,950	31,078	10	28,900	49,000	40,099	37	25,500	43,100	38,755		n/a					n/a	
Warren	15	19,643	31,521	21,313	7	23,876	38,314	25,445	8	21,657	34,752	25,924	3	23,876	38,314	23,876			n/a	
Washington		n/a				n/a			1	20,352	29,448	22,440	1	20,352	29,448	20,856			n/a	
Watauga	8	30,602	47,433	35,573	5	33,419	51,798	42,552		n/a				n/a					n/a	
Wayne	5	21,740	33,907	23,851	4	23,968	37,382	25,670	3	25,167	39,252	29,061		n/a					n/a	
Wilkes	1	22,948	35,569	27,779	5	24,868	38,545	27,779	1	21,176	32,823	22,569		n/a					n/a	
Wilson		n/a				n/a				n/a			1	24,768	41,856	31,442	1	23,604	39,936	23,604
Yadkin		n/a			3	29,483	44,225	36,954	9	23,338	44,225	30,208		n/a					n/a	
Yancey	1	part-time		17,745		n/a				n/a				n/a					n/a	

County Salaries in North Carolina 2012

TABLE 29. RISK MANAGER AND SAFETY COORDINATOR													
January 1, 2012													
Risk Manager				Safety Coordinator			Risk Manager				Safety Coordinator		
County	Min.	Max.	Actual	Min.	Max.	Actual	County	Min.	Max.	Actual	Min.	Max.	Actual
Alamance	n/a			n/a			Johnston	\$44,590	\$75,692	\$53,320	n/a		
Alexander	\$37,483	\$51,671	\$46,812	n/a			Jones	n/a			n/a		
Alleghany	n/a			n/a			Lee	n/a			n/a		
Anson	n/a			n/a			Lenoir	n/a			n/a		
Ashe	n/a			n/a			Lincoln	n/a			n/a		
Avery	n/a			n/a			McDowell	n/a			n/a		
Beaufort	n/a			n/a			Macon	n/a			n/a		
Bertie	n/a			n/a			Madison	n/a			n/a		
Bladen	n/a			part-time		\$7,938	Martin	n/a			n/a		
Brunswick	50,290	80,464	59,227	risk manager			Mecklenburg	n/a			n/a		
Buncombe	48,342	73,970	64,642	\$44,262	\$67,702	57,744	Mitchell	n/a			n/a		
Burke	n/a			n/a			Montgomery						
Cabarrus	47,785	73,766	62,194	n/a			Moore	43,008	67,522	51,700	n/a		
Caldwell	human resources director			31,351	52,252	34,835	Nash	n/a			\$40,735	\$65,176	\$46,319
Camden	human resources director						New Hanover	51,750	79,373	52,293	48,942	75,109	62,033
Carteret	40,660	65,056	45,000	n/a			Northampton	n/a			n/a		
Caswell							Onslow	51,292	82,067	51,292	n/a		
Catawba	50,815	78,845	61,892	risk manager			Orange	n/a			44,781	71,588	vacant
Chatham	n/a			32,453	47,948	44,096	Pamlico	n/a			n/a		
Cherokee	n/a			n/a			Pasquotank	n/a			n/a		
Chowan	n/a			n/a			Pender	n/a			46,749	74,798	57,750
Clay	n/a			n/a			Perquimans	n/a			n/a		
Cleveland	n/a			sr. HR technician			Person	n/a			37,979	58,867	50,085
Columbus	n/a			n/a			Pitt	50,408	76,669	68,396	n/a		
Craven	49,769	100,551	61,479	risk manager			Polk	see payroll technician			see EMS Director		
Cumberland	55,639	93,640	71,572	42,399	71,358	42,399	Randolph	39,437	60,736	50,149	risk manager		
Currituck	n/a			n/a			Richmond	n/a			n/a		
Dare	n/a			47,412	75,859	54,633	Robeson	n/a			n/a		
Davidson	47,158	70,736	55,702	risk manager			Rockingham	43,947	65,921	61,227	n/a		
Davie	38,431	59,599	49,021	n/a			Rowan	43,848	69,606	50,316	n/a		
Duplin	n/a			n/a			Rutherford	assistant Fire Marshall			assistant Fire Marshall		
Durham	54,143	93,210	82,165	42,298	72,816	48,049	Sampson						
Edgecombe	n/a			n/a			Scotland	n/a			n/a		
Forsyth	62,296	101,231	72,862	43,531	70,738	68,681	Stanly	emergency services director			n/a		
Franklin	n/a			n/a			Stokes	n/a			n/a		
Gaston	n/a			45,920	71,189	53,957	Surry	n/a			human resources director		
Gates	n/a			n/a			Swain	33,533	49,416	41,945	30,707	45,252	36,597
Graham	n/a						Transylvania	n/a			n/a		
Granville	n/a			n/a			Tyrrell	n/a			n/a		
Greene	n/a			n/a			Union	59,922	89,884	82,748	n/a		
Guilford	67,244	114,314	91,735	n/a			Vance	n/a			n/a		
Halifax	n/a			n/a			Wake	n/a			39,200	66,750	60,000
Harnett	45,539	70,585	51,188	n/a			Warren	n/a			n/a		
Haywood	n/a			emergency management coordinator			Washington	n/a			n/a		
Henderson	n/a			36,075	55,907	38,669	Watauga	n/a			n/a		
Hertford	n/a			n/a			Wayne	n/a			45,196	70,490	60,783
Hoke	n/a			n/a			Wilkes	n/a			n/a		
Hyde	n/a			n/a			Wilson	n/a			n/a		
Iredell	n/a			n/a			Yadkin	n/a			n/a		
Jackson							Yancey	n/a			n/a		

1. Wellness Coordinator as well

<b>TABLE 30. SOCIAL SERVICES ATTORNEY</b>							
<b>January 1, 2012</b>							
<b>County</b>	<b>Full-Time Salary</b>	<b>Retainer</b>	<b>Fees</b>	<b>County</b>	<b>Full-Time Salary</b>	<b>Retainer</b>	<b>Fees</b>
Alamance	\$68,208			Johnston			\$280,654
Alexander	no data			Jones	n/a		
Alleghany			\$90/hr	Lee	n/a		
Anson			\$48,594	Lenoir	n/a		
Ashe	\$77,655			Lincoln	\$66,234		
Avery	n/a			McDowell	\$60,384		
Beaufort	\$68,084			Macon	n/a		
Bertie			\$27,469	Madison	n/a		
Bladen	n/a			Martin			\$7,200
Brunswick			\$90,424	Mecklenburg	no data		
Buncombe	\$88,829			Mitchell			\$23,214
Burke	\$64,834			Montgomery			
Cabarrus	\$102,311			Moore	n/a		
Caldwell	2 positions-\$59,076 and \$72,856			Nash	\$80,092		
Camden				New Hanover	3 positions--\$72,147		
Carteret	\$60,900			Northampton	n/a		
Caswell				Onslow	2 positions--\$57,696-\$103,841 ranges, average \$75,561		
Catawba	\$81,605			Orange	n/a		
Chatham			\$155,694	Pamlico	n/a		
Cherokee			\$81,579	Pasquotank	n/a		
Chowan			\$53,361	Pender	n/a		
Clay	n/a			Perquimans		\$105 per hour/	\$17,361
Cleveland	n/a			Person			\$1,250/comm
Columbus	\$69,429			Pitt	n/a		
Craven	\$81,446			Polk			\$19,256
Cumberland	\$88,722			Randolph	\$83,450		
Currituck	n/a			Richmond	n/a		
Dare	n/a			Robeson	n/a		
Davidson	\$63,113			Rockingham	\$63,199		
Davie		\$18,000	\$143,073	Rowan	\$74,989		
Duplin	n/a			Rutherford			\$93,274
Durham	\$115,126			Sampson			
Edgecombe	n/a			Scotland	n/a		
Forsyth	n/a			Stanly	n/a		
Franklin	n/a			Stokes			\$121,081
Gaston	\$74,037--2 positions			Surry			\$70,911
Gates			\$2,017	Swain	\$65,000		
Graham				Transylvania		\$6,000	\$25,619
Granville	n/a			Tyrrell	n/a		
Greene	n/a			Union	n/a		
Guilford	n/a			Vance	n/a		
Halifax	\$87,317			Wake	n/a		
Harnett	\$80,362			Warren	\$21,835		
Haywood	\$76,500			Washington	n/a		

<b>TABLE 30. SOCIAL SERVICES ATTORNEY</b>							
<b>January 1, 2012</b>							
<b>County</b>	<b>Full-Time Salary</b>	<b>Retainer</b>	<b>Fees</b>	<b>County</b>	<b>Full-Time Salary</b>	<b>Retainer</b>	<b>Fees</b>
Henderson	assistant county attorney			Watauga	n/a		
Hertford	n/a			Wayne	n/a		
Hoke	\$68,661			Wilkes			\$198,600
Hyde				Wilson	n/a		
Iredell	\$83,691			Yadkin		contract	
Jackson				Yancey			\$6,000

<b>TABLE 31. NORTH CAROLINA COOPERATIVE EXTENSION SERVICE COUNTY EXTENSION DIRECTOR</b>								
<b>January 1, 2012</b>								
	<b>County Extension Director</b>			<b>County Extension Director</b>			<b>County Extension Director</b>	
<b>County</b>	<b>Actual</b>		<b>County</b>	<b>Actual</b>		<b>County</b>	<b>Actual</b>	
Alamance	\$74,087		Forsyth	\$82,271		Onslow	\$72,593	
Alexander	75,221		Franklin	58,000		Orange	86,000	
Alleghany	see Yadkin *		Gaston	69,149		Pamlico	73,495	
Anson	70,839		Gates	84,694		Pasquotank	see Perquimans	
Ashe	61,908		Graham	66,340		Pender	58,600	
Avery	65,640		Granville	82,666		Perquimans	85,810	
Beaufort	81,900		Greene	67,000		Person	75,339	
Bertie	84,137		Guilford	79,900		Pitt	85,964	
Bladen	49,600		Halifax	68,346		Polk	60,764	
Brunswick	51,300		Harnett	64,400		Randolph	79,040	
Buncombe	72,395		Haywood	73,374		Richmond	40,685 *	
Burke	75,971		Henderson	74,930		Robeson	86,199	
Cabarrus	67,031		Hertford	54,850		Rockingham	61,652	
Caldwell	55,380		Hoke	59,592		Rowan	78,900	
Camden	38,971 *		Hyde	78,256		Rutherford	52,500	
Carteret	62,256		Iredell	64,247 *		Sampson	79,997	
Caswell	71,660		Jackson	62,500		Scotland	58,974	
Catawba	73,380		Johnston	73,733		Stanly	70,003	
Chatham	72,100		Jones	74,068		Stokes	see Surry *	
Cherokee	78,780		Lee	76,588		Surry	77,068	
Chowan	54,000		Lenoir	69,578		Swain	see Jackson *	
Clay	see Cherokee's		Lincoln	77,552		Transylvania	72,842	
Cleveland	74,856		Macon	68,118		Tyrrell	73,831	
Columbus	66,531		Madison	64,840		Union	80,184	
Craven	80,224		Martin	61,915		Vance	62,646	
Cumberland	62,086		McDowell	57,371		Wake	85,932	
Currituck	52,921		Mecklenburg	65,400		Warren	see Granville *	
Dare	70,678		Mitchell	58,948		Washington	55,520	
Davidson	69,700		Montgomery	51,500		Watagua	63,000	
Davie	48,363 *		Moore	46,914 *		Wayne	69,900	
Duplin	77,000		Nash	76,776		Wilkes	73,086	

<b>TABLE 31. NORTH CAROLINA COOPERATIVE EXTENSION SERVICE COUNTY EXTENSION DIRECTOR</b>							
<b>January 1, 2012</b>							
<b>County Extension Director</b>			<b>County Extension Director</b>			<b>County Extension Director</b>	
<b>County</b>	<b>Actual</b>		<b>County</b>	<b>Actual</b>		<b>County</b>	<b>Actual</b>
Durham	\$64,037		New Hanover	\$79,793		Wilson	\$73,769
Cherokee Indians	45,574	**	Northampton	58,912	*	Yadkin	77,405
Edgecombe	63,972					Yancey	55,685
* - 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 32. HOLIDAYS AND VACATION LEAVE														
January 1, 2012														
County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
Alamance	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 13 days after 6 years, 16 days after 11 years, 21 days after 16 years, 25 days after 21 years	30
Alexander	11	X	X	X	X	X	X	X	X	X	2		11.75 days during first year, 13.76 after 2 years, 16.76 days after 5 years, 19.76 days after 10 years, 22.76 days after 15 years, 25.76 days after 20 years	30
Alleghany	11-12	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	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
Ashe	13	X	X	X	X	X	X	X	X	X	3	1	5 days during first year, 10 days after 1 year, 15 days after 3 years, 20 days after 10 years, 25 days after 15 years, 30 days after 20 years	30
Avery	11	X	X	X	X	X	X	X	X	X	2		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30
Beaufort	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 1 year, 18 days after 8 years	30
Bertie	11	X	X	X	X	X	X	X	X	X	2		8 days during first year, 10 days after 2 years, 15 days after 5 years, 17 days after 9 years, 22 days after 15 years, 25 days after 25 years	30
Bladen	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years,	30

TABLE 32. HOLIDAYS AND VACATION LEAVE														
January 1, 2012														
County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
													15 days after 5 years, 18 days after 10 years,	
													21 days after 15 years, 24 days after 20 years	
Brunswick	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years,	30
													18 days after 10 years, 21 days after 15 years	
Buncombe	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years,	varies <sup>1</sup>
													14 days after 5 years, 16 days after 10 years,	
													18 days after 15 years, 20 days after 20 years	
Burke	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 2 years,	30
													18 days after 5 years, 21 days after 10 years,	
													24 days after 15 years, 27 days after 20 years	
Cabarrus	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 13 days after 5 years,	30
													15 days after 10 years, 17 days after 15 years,	
													20 days after 20 years	
Caldwell	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years,	30
													15 days after 5 years, 18 days after 10 years,	
													21 days after 15 years, 26 days after 20 years	
Camden														
Carteret	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years,	30
													15 days after 5 years, 18 days after 10 years	
Caswell														
Catawba	11	X	X	X	X	X	X		X	X	3		10 days during first year, 12 days after 2 years,	30
													15 days after 5 years, 18 days after 10 years,	
													21 days after 15 years	
Chatham	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 15 days after 3 years,	30

TABLE 32. HOLIDAYS AND VACATION LEAVE														
January 1, 2012														
County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
													18 days after 6 years, 21 days after 12 years, 25 days after 18 years	
Cherokee	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
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	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
Cleveland	11	X	X	X	X	X	X	X	X	X	2		10.5 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Columbus	10	X	X	X	X	X	X	X	X	X	X		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	32
Craven	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 20 years	30
Cumberland	11	X	X	X	X	X	X	X	X	X	2		9.6 days during first year, 12.8 days after 2 years, 16 days after 5 years, 19 days after 10 years, 22.4 days after 15 years, 25.6 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,	30

TABLE 32. HOLIDAYS AND VACATION LEAVE														
January 1, 2012														
County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
Dare	12	X	X	X	X	X	X	X	X	X	3		23 days after 15 years, 26 days after 20 years 12 days during first year, 15 days after 4 years, 20 days after 14 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, 15 days after 6 years, 18 days after 9 years	30
Davie	12.5	X	X	X	X	X	X	X	X	X	3	0.5	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Duplin	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year 5 years, 15 days after 5 years	30
Durham	11	X	X	X	X	X	X		X	X	2	1	11.87 days during first year, 13.87 days after 2 years, 16.87 days after 5 years, 19.87 days after 10 years, 22.87 days after 15 years, 25.87 days after 20 years	30
Edgecombe	11	X	X	X	X	X	X	X	X	X	2		7.5 days during first year, 13.5 days after 1 year, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years; 25 days after 20 years	30
Forsyth	10.5	X	X	X	X	X	X		X	X	X	2.5	6 days during first year, 12 days after 2 years, 14 days after 5 years, 17 days after 8 years, 20 days after 13 years; 23 days after 18 years	30
Franklin	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 13.5 after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Gaston	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 after 2 years, 17 days after 5 years, 20 days after 10 years,	30

TABLE 32. HOLIDAYS AND VACATION LEAVE														
January 1, 2012														
County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
Gates	13	X	X	X	X	X	X	X	X	X	3	1	23 days after 15 years, 26 days after 20 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	30
Graham														
Granville	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Greene	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Guilford	11	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 15 years, 23 days after 20 years	no limit
Halifax	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 22 days after 15 years	30
Harnett	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Haywood	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Henderson	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years,	30

TABLE 32. HOLIDAYS AND VACATION LEAVE														
January 1, 2012														
County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
Hertford	9	X	X	X	X	X	X		X	X	X		21 days after 15 years, 24 days after 20 years 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	32
Hoke	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 15 days after 4 years, 18 days after 15 years; 20 days after 20 years	30
Hyde														
Iredell	11	X	X	X	X	X	X	X	X	X	2		6.157 days during first year, 7.38 days after 2 years, 9.25 days after 5 years, 11.077 days after 10 years, 12.92 days after 15 years, 14.76 days after 20 years	30
Jackson														
Johnston	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, 20 days after 15 years	30
Jones	11-12	X	X	X	X	X	X	X	X	X	2-3		7.83 days during first year, 9.17 days after 2 years, 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	2-3		15.75 days during first year, 18.75 days after 5 years, 21.75 days after 10 years, 24.75 days after 15 years, 27.75 days after 20 years	30
Lenoir	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Lincoln	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 17 days after 10 years,	30

TABLE 32. HOLIDAYS AND VACATION LEAVE														
January 1, 2012														
County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
McDowell	12	X	X	X	X	X	X	X	X	X	3		21 days after 15 years, 24 days after 20 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
Macon	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
Madison	11	X	X	X	X	X	X	X	X	X	2		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30
Martin	11	X	X	X	X	X	X	X	X	X	2		11.5 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 25.5 days after 20 years	30
Mecklenburg	10	X	X	X	X	X	X		X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Mitchell	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Montgomery														
Moore	11-12	X	X	X	X	X	X	X	X	X	2-3		8 days during first year, 9 days after 2 years, 11 days after 5 years, 13 days after 10 years, 15 days after 15 years, 17 days after 20 years	30

TABLE 32. HOLIDAYS AND VACATION LEAVE														
January 1, 2012														
County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
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 days after 15 years, 25 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	15	X	X	X	X	X	X	X	X	X	3	3	13.5 days during first year, 16.5 days after 5 years, 19.5 days after 10 years, 21 days after 15 years, 22.5 days after 20 years	30
Orange	11	X	X	X	X	X	X		X	X	3		12 days during first year, 14.4 days after 2 years, 18 days after 5 years, 21.6 days after 10 years, 25.2 days after 15 years, 28.8 days after 20 years; 32.5 days after 25 years	30
Pamlico	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 20 years	30
Pasquotank	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 11 days after 2 years' 12 days after 4 years, 14 days after 6 years, 16 days after 9 years, 18 days after 12 years	30
Pender	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years,	30

TABLE 32. HOLIDAYS AND VACATION LEAVE														
January 1, 2012														
County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
Perquimans	varies	X	X	X	X	X	X	X	X	X	X <sup>2</sup>		21 days after 15 years, 24 days after 20 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
Person	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 21 days after 20 years	30
Pitt	11-12	X	X	X	X	X	X	X	X	X	2-3		11.63 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Polk	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years 22 days after 20 years, 25 days after 25 years	
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-Jan	X	X	X	X	X	X	X	X	X	2	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	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years, 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

TABLE 32. HOLIDAYS AND VACATION LEAVE														
January 1, 2012														
County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
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														
Scotland	14	X	X	X	X	X	X	X	X	X	2	3	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Stanly	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Stokes	11	X	X	X	X	X	X	X	X	X	2	1	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	24
Surry	11	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
Swain	11-12	X	X	X	X	X	X	X	X	X	2-3		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30
Transylvania	11-12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 3 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 24 days after 20 years	30

TABLE 32. HOLIDAYS AND VACATION LEAVE														
January 1, 2012														
County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
Tyrrell	12	X	X	X	X	X	X	X	X	X	3		6 days during first year, 12 days after 1 year, 15 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years	30
Union	11-12	X	X	X	X	X	X	X	X	X	2-3		23 days after 15 years, 26 days after 20 years 12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Vance	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 22 days after 15 years	30
Wake	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Warren	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	12-13	X	X	X	X	X	X	X	X	X	2-3	1	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years, 27 days after 25 years	30
Watauga	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, 21 days after 15 years, 24 days after 20 years	30
Wayne	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 14 days after 5 years	30

TABLE 32. HOLIDAYS AND VACATION LEAVE														
January 1, 2012														
County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Max
													17 days after 10 years, 20 days after 15 years	
													23 days after 20 years, 26 days after 25 years	
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	11-12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14.25 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Yadkin	11-12	X	X	X	X	X	X	X	X	X	2-3		4 days during first year, 12 days after 1 year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Yancey	12	X	X	X	X	X	X	X	X	X	2	1	10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
1. Equal to two years accrual amount														
2. Number varies														

TABLE 33. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE											
January 1, 2012											
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	no	no	no	yes	10	no limit	yes	yes	yes	yes	
Alexander	yes	yes	yes	yes	12	no limit	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	yes	
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	no	no	no	no	12	no limit	yes	yes	yes	yes	
Bertie	yes	yes	no	yes	no data	no data	yes	no	yes	no	
Bladen	yes	yes	yes	yes	12	no data	yes	no	no	no	
Brunswick	yes	yes	no	no	12	no limit	yes	yes	yes	yes	
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	no data	yes	yes	no	12	no limit	yes	no	yes	no	
Caldwell	no	no	no	no	12	no data	yes	yes	yes	no	
Camden											
Carteret	yes	yes	no	no	12	no limit	yes	yes	yes	no	
Caswell											
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	12	no limit	yes	no	yes	no	
Clay	no	no	no	no	12	no limit	to 40 hrs	yes	yes	yes	
Cleveland	no	no	no	no	12	no limit	yes	yes	yes	no	
Columbus	no	no	no	no	12	no limit	yes	yes	yes	no	
Craven	no	no	no	no	12	no limit	yes	yes	yes	no	
Cumberland	yes	yes	yes	yes	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	yes	
Davidson	yes	yes	yes	no	12	no limit	yes	no	no	no	
Davie	no	no	no	no	12	no limit	yes	yes	yes	no	
Duplin	yes	yes	yes	no	12	no limit	yes	yes	yes	yes	
Durham	yes	yes	yes	no	12	no limit	yes	yes	yes	yes	
Edgecombe	yes	yes	yes	yes	12	no data	yes	yes	yes	no	
Forsyth	yes	yes	yes	no	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	yes	
Gates	no	no	no	no	12	no limit	yes	no	yes	no	
Graham											
Granville	no	no	no	no	12	no limit	yes	no	yes	no	
Greene	yes	yes	yes	no	12	no limit	yes	no	no	no	
Guilford	no data	no data	no data	no data	12	no limit	yes	yes	yes	yes	
Halifax	no	yes	no	no	12	no limit	yes	yes	yes	no	
Harnett	yes	yes	yes	yes	12	no limit	yes	yes	yes	no	

TABLE 33. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE											
January 1, 2012											
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	
Haywood	yes	yes	yes	yes	12	no limit	yes	yes	no	no	
Henderson	yes	yes	yes	yes	12	no limit	yes	yes	yes	no	
Hertford	no	no	no	no	no data	no limit	yes	no	yes	yes	
Hoke	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes	
Hyde											
Iredell	no	no	no	no	12	no limit	yes	no	no	no	
Jackson											
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	no limit	yes	yes	yes	no	
Lenoir	no	no	no	no	12	no limit	yes	yes	yes	no	
Lincoln	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes	
McDowell	yes	yes	yes	yes	12	no limit	yes	no	yes	no	
Macon	yes	yes	yes	yes	12	no limit	yes	yes	yes	no	
Madison	yes	yes	yes	no	12	no data	yes	yes	yes	yes	
Martin	yes	yes	yes	yes	12	no limit	yes	no	yes	yes	
Mecklenburg	no	yes	yes	no	12	no data	yes	yes	yes	no	
Mitchell	yes	yes	yes	yes	12	no data	yes	no	yes	no	
Montgomery											
Moore	yes	yes	yes	no	12	no data	yes	yes	yes	no	
Nash	yes	yes	yes	yes <sup>1</sup>	no data	no limit	yes	yes	yes	no	
New Hanover	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Northampton	yes	yes	yes	yes	8	no limit	yes	yes	yes	no	
Onslow	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Orange	yes	yes	yes	no	12	no limit	yes	yes	yes	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	no data	no	yes	yes	
Randolph	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Richmond	no	no	no	no	12	no limit	yes	yes	yes	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	yes	yes	no	no	12	no limit	yes	no	yes	no	
Sampson											
Scotland	no	no	no	no	12	no limit	yes	yes	yes	no	
Stanly	no	no	no	no	12	no data	yes	yes	yes	no	
Stokes	no	yes	yes	no	12	no limit	yes	yes	yes	no	
Surry	yes	yes	no	no	12	no limit	yes	yes	yes	no	

<b>TABLE 33. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE</b>											
<b>January 1, 2012</b>											
	<b>Pro Rata Benefits for Part-Time Employees</b>				<b>Paid Sick Leave</b>		<b>Excess</b>	<b>County Sick Leave Applies</b>			
<b>County</b>	<b>Annual Leave</b>	<b>Sick Leave</b>	<b>Holidays</b>	<b>Health Insurance</b>	<b>Earned Days</b>	<b>Carryover Max</b>	<b>Annual Converted</b>	<b>Public Health</b>	<b>Social Services</b>	<b>Cooperative Extension</b>	
Swain	no	no	no	no	12	no limit	yes	yes	yes	no	
Transylvania	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Tyrrell	no	no	no	no	12	no limit	yes	no	yes	no	
Union	yes	yes	yes	no	12	no limit	yes	yes	yes	yes	
Vance	yes	yes	yes	no	12	no limit	yes	no	no	no	
Wake	yes	yes	yes	yes	12	no limit	yes	no	yes	no	
Warren	yes	yes	yes	no	12	no limit	yes	yes	yes	no	
Washington	yes	yes	no	no	12	no limit	yes	no	yes	no	
Watauga	yes	yes	yes	yes	12	no limit	yes	no	yes	no	
Wayne	yes	yes	no	no	12	no limit	yes	yes	yes	yes	
Wilkes	yes	yes	yes	yes	no data	no limit	yes	yes	yes	no	
Wilson	no	no	no	no	12	no limit	yes	yes	yes	no	
Yadkin	yes	yes	yes	yes	12	no limit	yes	yes	yes	no	
Yancey	yes	yes	yes	no	12	no limit	yes	no	no	no	
1 . Health Insurance if work 30 hours or more schedule											

TABLE 34. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS								
January 1, 2012								
County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Alamance	55.5¢	30	30	1064	1005	no	n/a	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years
Alexander	55.5¢	38	38	no data	no data	yes	cash	none
Alleghany	40.5¢	40	40	107	106	yes	both	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
Anson	55.5¢	no data	no data	249	239	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	199	192	yes	cash	2.5% Increase (one-step) after 4, 7, 9, 11 and 13 years
Avery	45.0¢	36	36	181	181	yes	time off	\$25 after 10 years; \$50 after 15 years; \$75 after 20 years; \$100 after 25 years
Beaufort	55.5¢	31.75	31.75	305	295	yes	cash	none
Bertie	50.0¢	38	38	146	141	yes	time off	\$200 after 0 years; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years \$1000 after 20 years
Bladen	IRS	21	26	no data	no data	yes	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	55.5¢	51	51	937	918	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	no data	no data	1752	1686	yes	time off	\$25 less than 1 year; \$50 less than 5 years, \$150 after 5 years, \$200 after 20 years; \$300 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	55.5¢	46	US Guide	1035	1007	yes	no data	none
Caldwell	IRS	no data	no data	502	500	yes	both	\$450 after 5 years then \$50 more each subsequent year
Camden								
Carteret	IRS	44	44	414	404	yes	time off	\$50 first year plus \$20 for each additional year of service
Caswell								
Catawba	IRS	35	35	no data	1096	no	n/a	\$500 after 5 years, \$650 after 10 years, \$800 after 15 years, \$1,000 after 20 years \$1,500 after 25 years
Chatham	50.5¢	30	30	458	432	yes	cash	none
Cherokee	51.0¢	30	30	290	286	yes	both	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years

TABLE 34. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS									
January 1, 2012									
Reimbursements									
Mileage Meals/Day									
Number of Positions On Call Compensation									
County	Rate	In-State	Out-of-State	Budget	Filled	Provided	Basis	Longevity Pay Plan	
									4.0% after 25 years
Chowan	55.5¢	36	36	no data	127	yes	cash	11	none
Clay	50.5¢	30	30	195	195	yes	cash		none
Cleveland	50.0¢	35.15	37.50	790	764	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Columbus	no data	no data	no data	no	no data	no data	yes	cash	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		none
Cumberland	IRS	46	46-71	2599	2351	no	n/a		0.75% after 3 years; 1.0% after 5 years; 1.25% after 7 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
		54 with rece	54 with receipts						
Currituck	50.0¢	39	46	357	349	yes	cash		4.0% after 5 years; 6.0% after 8 years; 8.0% after 11 years; 10.0% after 14 years; 12.0% after 17 years
Dare	IRS	no data	no data	746	723	yes	cash	6	1.0% after 4 years; 2.0% after 9 years; 3.0% after 14 years
Davidson	no data	40	40	1636	1113	yes	cash		\$35 per year after 3 years; \$50 per year after 10 years; \$75 after 20 years
Davie	45.0¢	actual cost	actual cost	296	289	yes	cash		\$50 after first year, \$30 additional per year after first year
Duplin	50.0¢	varies	varies	no data	504	yes	both		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Durham	51.0¢	51	51	1905	1813	yes	both		\$400 after 5 years; \$500 after 10 years; \$600 after 15 years; \$700 after 20 years; \$800 after 25 years
Edgecombe	50.5¢	actual cost	actual cost	no data	no data	yes	both	16	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years; 6.5% after 25 years
Forsyth	55.5¢	35	45	2384	2115	yes	time off		\$449 after 7 years, increases \$40 per year to maximum of \$1320
Franklin	IRS	30	68	457	439	yes	both		\$300 after 3 years; \$400 after 8 years; \$500 after 12 years; \$600 after 17 years; \$700 after 21 years; \$800 after 26 years; \$900 after 30 years; \$1,000 after 34 years; \$1,100 after 38 years; \$1,200 after 41 years
Gaston	55.5¢	48	48	1524	1425	yes	no data		1.5% after 8 years; 2.5% after 11 years; 3.5% after 14 years; 4.5% after 17 years; 5.0% after 20 years

TABLE 34. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS								
January 1, 2012								
County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Gates	IRS	34	34	87	87	yes	time off	none
Graham								
Granville	38.0¢	actual cost	actual cost	266	263	yes	cash	none
Greene	IRS	no data	no data	202	193	yes	time off	none
Guilford	55.5¢	actual cost	actual cost	2578	2339	yes	time off	\$500 after 5 years, then an additional \$100 per year. Maximum of \$3,000
Halifax	IRS	29	39	544	525	yes	cash	2.0% after 5 years; 3.0% after 10 years
Harnett	IRS	no data	no data	980	892	yes	no data	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Haywood	no data	no data	no data	506	504	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	no data	actual cost	actual cost	730	700	yes	cash	none
Hertford	48.0¢	41	46	196	192	no	n/a	\$100 after 4 years; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1,000 after 20 years
Hoke	no data	25	25	384	375	yes	time off	none
Hyde								
Iredell	51.0¢	46	46	no data	no data	no	n/a	none
Jackson								
Johnston	55.5¢	actual cost	actual cost	unknown	908	yes	both	\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years
Jones	48.0¢	no data	no data	113	113	no	n/a	none
Lee	51.0¢	46	46	341	338	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	670	no data	yes	cash	none
McDowell	no data	25	25	435	435	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.25% after 25 years
Macon	IRS	34	34	no data	no data	no	n/a	1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years
Madison	45.0¢	30.50	30.50	259	251	yes	both	10 none
Martin	no data	no data	no data	221	221	yes	no data	\$300 after 5 years; \$400 after 10 years; \$500 after 15 years; \$600 after 20 years; \$700 after 25 years; \$800 after 30 years

TABLE 34. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS								
January 1, 2012								
County	Reimbursements			Number of Positions		On Call Compensation		Longevity Pay Plan
	Mileage Rate	Meals/Day In-State	Out-of-State	Budget	Filled	Provided	Basis	
Mecklenburg	no data	no data	no data	4589	4293	no data	no data	25.0% of bi-wkly after 10 years; 50.0% of bi-wkly after 15 years; 75.0% of bi-wkly after 20 years; 100.0% of bi-wkly after 25 years Program being phased out 07/2004.
Mitchell	40.5¢	no data	no data	no data	no data	no data	no data	1.0% after 10 years; 1.5% after 15 years; 2.0% after 20 years; 2.25% after 25 years;
Montgomery								
Moore	IRS	28	28	627	595	yes	cash	9 no data
Nash	58.0¢	no data	no data	643	599	yes	cash	15 2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years; 6.5% after 25 years
New Hanover	IRS	33	33	1570	1447	yes	cash	none
Northampton	no data	no data	no data	287	283	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	55.5¢	varies	varies	1237	1196	yes	cash	13 none
Orange	55.5¢	no data	no data	872	826	yes	cash	5 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Pamlico	50.0¢	46	46	152	150	yes	cash	1.5% after 5 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Pasquotank	51.0¢	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	30	30	369	355	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	121	121	yes	cash	none
Person	55.5¢	36	36	396	373	yes	no data	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	no data	38	38	205	205	yes	both	4 none
Randolph	IRS	25	25	758	758	yes	cash	12 none
Richmond	55.5¢	30	30	no data	no data	yes	cash	\$100 after 5 years; \$250 after 10 years; \$350 after 15 years; \$500 after 20 years
Robeson	45.0¢	33	33	1047	1013	yes	time off	none
Rockingham	55.0¢	32	32	672	646	no data	no data	1.5% after 6 years; 2.0% after 8 years; 2.5% after 10 years; 3.0% after 12 years;

TABLE 34. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS								
January 1, 2012								
Reimbursements								
Mileage		Meals/Day		Number of Positions		On Call Compensation		Longevity Pay Plan
County	Rate	In-State	Out-of-State	Budget	Filled	Provided	Basis	
								3.5% after 14 years; 4.0% after 16 years; 4.5% after 18 years; 5.0% after 20 years
Rowan	55.5¢	36	36	739	724	yes	time off	1 none
Rutherford	55.5¢	no data	no data	406	no data	yes	no data	0.5% after 5 years; 0.75% after 10 years; 1.125% after 15 years; 1.25% after 20 years
Sampson								
Scotland	40.0¢	IRS guidelin	IRS guidelines	no data	no data	yes	cash	2 none
Stanly	IRS	26	26	440	411	yes	both	1.5% after 5 years; 2.25% after 10 years; 3.25% after 15 years; 4.5% after 20 years
Stokes	41.0¢	30.50	30.50	285	278	yes	cash	7 1.00% for each year, additional 1.00% for 4,6,8 years and additional 2.0% for 10,15,20, 25 years
Surry	55.5¢	IRS guidelin	IRS guidelines	no data	851	yes	both	14 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Swain	25.0¢	no data	no data	217	217	yes	cash	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years
Transylvania	45.0¢	40	40	309	303	no	n/a	2.0% after 5 years; 3.0% after 11 years; 4.0% after 16 years; 5.0% after 21 years; maximum of \$1,250.
Tyrrell	55.5¢	no data	no data	82	82	no	n/a	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;
Union	55.5¢	no data	no data	959	913	yes	cash	none
Vance	50.0¢	actual cost	actual cost	340	313	yes	cash	\$50 after 1 year; \$100 after 2 years; \$200 after 6 years; \$300 after 10 years; \$400 after 15 years; \$500 after 20 years; \$750 after 25 years; \$1,000 after 31 years
Wake	IRS	IRS guidelin	IRS guidelines	3857	3582	no	n/a	1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years. Program being phased out. Employees hired after 6/16/1995 not eligible.
Warren	51.0¢	30	40	300	290	yes	both	none
Washington	50.0¢	32	32	no data	206	yes	no data	1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years; 3.0% after 25 years
Watauga	50.0¢	34	34	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
Wayne	IRS	35	35	700	685	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

TABLE 34. REIMBURSEMENT RATES, EMPLOYMENT DATA, AND LONGEVITY PAY PLANS								
January 1, 2012								
Reimbursements								
	Mileage	Meals/Day		Number of Positions		On Call Compensation		
County	Rate	In-State	Out-of-State	Budget	Filled	Provided	Basis	Longevity Pay Plan
Wilkes	40.0¢	30	30	no data	611	no	n/a	\$300 after 1 year, \$600 after 5 years, \$800 after 10 years, \$1,200 after 15 years, \$1,500 after 20 years
Wilson	IRS	no data	no data	no	no data	yes	cash	2.5% after 5 years; 3.0% after 10 years; 3.5% after 15 years; 4.0% after 20 years
Yadkin	IRS	GSA rates	GSA rates	278	271	no	n/a	0.50% after 10 years; 0.75% after 15 years; 1.0% after 20 years; 1.25% after 25 years
Yancey	51.0¢	35.15	35.15	202	202	yes	cash	1.5% after 30 years 2.25% after 15 years; 3.25% after 20 years 4.5% after 25 years
1	Accrue 4 hours of comp times per 7 days on-call							
2	DSS and Animal Control \$200/week							
3	\$12/day							
4	DSS pager \$200/month, Sheriff Investigator/911 Director 1 hour/day on call status							
5	Minimum of 2 hours paid							
6	\$300 per week.							
7	Some DSS, Social Workers and Home Health Nurses receive							
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	\$70/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 \$30 per home visit							
14	Varies by department and position							
15	\$10/day Mo-Th, \$20/day Fr-Su, \$40/holiday							
16	Eight hours of time off/pay per week							

TABLE 35. WORKWEEK AND OVERTIME POLICIES						
January 1, 2012						
		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	time off	no
Anson	37.5	no	n/a	n/a	time off	no
Ashe	40	yes	time off	time & one half	time off	no
Avery	40	no	n/a	n/a	both	no
Beaufort	40	no	n/a	n/a	no data	no data
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	n/a	n/a	both	varies <sup>2</sup>
Burke	40	yes	both	straight time	time off	no
Cabarrus	40	yes	time off	straight time	time off	no
Caldwell	40	no	n/a	n/a	time off	no
Camden						
Carteret	40	no	n/a	n/a	time off	no
Caswell						
Catawba	40	yes	time off	straight time	cash	yes
Chatham	40	no	n/a	n/a	time off	no
Cherokee	40	yes	time off	straight time	both	yes
Chowan	40	no	n/a	n/a	both	no
Clay	40	no data	no data	no data	both	no
Cleveland	40	yes	time off	straight time	time off	no
Columbus	37.5	yes	time off	Time and One-Half	time off	no
Craven	40	no	n/a	n/a	time off	no
Cumberland	40	yes	time off	straight time	both <sup>2</sup>	yes
Currituck	40	no	n/a	n/a	time off	no
Dare	37.5	no	n/a	n/a	cash	yes
Davidson	40	no	n/a	n/a	cash	no
Davie	37.5 - 40	no	n/a	n/a	time off	no
Duplin	40	yes	time off	straight time	both <sup>3</sup>	no
Durham	37.5	no	n/a	n/a	both	yes
Edgecombe	40	yes	time off	straight time	both	no
Forsyth	40	no	n/a	n/a	cash	yes
Franklin	40	no	n/a	n/a	both	no
Gaston	40	no	n/a	n/a	both	yes
Gates	35	no	n/a	n/a	time off	no
Graham						
Granville	37.5	yes	time off	straight time	time off <sup>1,2</sup>	no
Greene	40	no data	no data	no data	both	no
Guilford	40	no	n/a	n/a	time off	no
Halifax	37.5	yes	time off	straight time	both <sup>1</sup>	no
Harnett	40	yes	time off	straight time	time off	no

TABLE 35. WORKWEEK AND OVERTIME POLICIES						
January 1, 2012						
		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
Haywood	40	no	n/a	n/a	time off	no
Henderson	37.5	no	n/a	n/a	cash	no
Hertford	37.5	no	n/a	n/a	time off	no
Hoke	40	yes	time off	straight time	time off	no
Hyde						
Iredell	40	no	n/a	n/a	time off	no
Jackson						
Johnston	40	yes	time off	straight time	both	yes
Jones	40	yes	time off	straight time	time off	no
Lee	40	no	n/a	n/a	time off	no
Lenoir	37.5	yes	time off	straight time	cash	no
Lincoln	40	no	n/a	n/a	cash	no
McDowell	40	yes	time off	straight time	cash	no
Macon	40	no	n/a	n/a	both	no
Madison	40	no	n/a	n/a	cash	yes
Martin	40	yes	time off	straight time	time off	no
Mecklenburg	40	no	n/a	n/a	cash	no
Mitchell	40	no data	no data	no data	no data	no data
Montgomery						
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	yes
Northampton	37.5	no	n/a	n/a	time off	no
Onslow	40	yes	time off	straight time	both	yes
Orange	40	no	n/a	n/a	time off	no
Pamlico	40	no	n/a	n/a	time off	no
Pasquotank	40	no	n/a	n/a	time off	no
Pender	40	yes	time off	straight time	time off	no
Perquimans	40	no	n/a	n/a	time off	no
Person	37.5	no	n/a	n/a	both	yes
Pitt	40	no	n/a	n/a	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	straight time	time off	no
Rutherford	37.5	no	n/a	n/a	time off	no
Sampson						
Scotland	40	yes	time off	straight time	both	no
Stanly	37.5	no	n/a	n/a	cash	no
Stokes	37.5	no	n/a	n/a	time off	no
Surry	40	yes	time off	straight time	both <sup>1,4</sup>	no



TABLE 36. EMPLOYEE/RETIREE HEALTH INSURANCE										
January 1, 2012										
	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	\$500	\$0	\$2,000	\$500.00	\$0.00	\$500.00	0%	100% county paid after 25 years service;	no
									75% after 20 years of service; 50% after 15 years of service. All are grandfathered benefits	
Alexander	no	3,500	\$35	3,500	509.00	0.00	509.00	0%	no	no
Alleghany	no	500	\$20	500	579.00	0.00	579.00	0%	100% county paid Local Govt Retirement	100% county paid Local Govt Retirement
Anson	no	1,000	\$25	none	638.22	0.00	638.22	0%	55% county paid after 30 years service; 45% paid after age 62 and 25 years; 35% paid after age 62, 20 years	medicare supplement
Ashe	no	1,000	\$100	3,000	529.00	0.00	529.00	0%	100% county paid after 25 years service with Ashe County	no
Avery	no	200	\$10	2,000	915.63	0.00	915.63	0%	100% county paid after 20 years service	Up to \$2,000 county paid after 20 years service for a medicare supplement
Beaufort	yes	700	\$30	3,210	410.94	0.00	410.94	0%	100% county paid after 20 years/age 60 or after 30 years regardless of age	medicare supplement
Bertie	no	1,000	\$35	3,000	606.00	0.00	606.00	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	3,210	434.00	0.00	434.00	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	150	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	no
Burke	no	\$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	0	\$20	2,000	580.00	\$0/\$25	530 or 505	0%	100% county paid after 25 years service, 50% with less than 25 years service	no

TABLE 36. EMPLOYEE/RETIREE HEALTH INSURANCE										
January 1, 2012										
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
Caldwell	no	1,000	n/a	3,000	530.00	30.00	500.00	0%	no	no
Camden										
Carteret	no	1,000	\$0	2,000	538.00	0.00	538.00	0%	100% county paid after 20 years service, age 50	no
Caswell										
Catawba	yes	1,200	all	4,000	396.00	0.00	396.00	0%	100% after 30 years service and age 55	no
Chatham	no	150	\$15	2,000	621.00	0.00	621.00	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	659.00	0.00	659.00	0%	100% county paid after 30 years of service	no
Chowan	no	no data	\$35	no data	448.00	0.00	448.00	0%	100% county paid if retired in NCLGERS and 20 years service with county	no
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	1,500	no data	3,500	445.00	0.00	445.00	0%	100% county paid after 20 years of continuous service with the county	no
Columbus	no	1,500	\$30	no data	537.32	0.00	537.32	0%	100% county paid after 20 years service	100% county paid after 20 years service
Craven	no	400	20%	1,500	435.00	0.00	435.00	0%	Sliding scale based on service after 20 years of service, eligible to remain on plan after 15 years with Craven County	no
Cumberland	no	1,000	\$30	3,000	511.00	21.00	532.00	0%	100% County paid after 25 years service	100% County paid after 25 years service
Currituck	no	1,500	\$20	5,500	511.00	0.00	511.00	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	1,000	\$25	1,000	570.00	0.00	570.00	0%	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	no data	3,000	420.00	76.00	420.00	79%	1/3 county paid after 20 years, 2/3 after 25 years, 100% after 30 years, all age 55	1/3 county paid after 20 years, 2/3 after 25 years, 100% after 30 years, all age 56

TABLE 36. EMPLOYEE/RETIREE HEALTH INSURANCE										
January 1, 2012										
	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
Davie	no	1,000	\$20	2,000	592.22	0.00	592.22	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	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
Duplin	yes	2,000	\$30	4,000	557.92	0.00	557.92	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	490.00	0.00	490.00	0%	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	1,250	\$30	75,000	583.00	0.00	583.00	0%	100% county paid after 30 years	no
Forsyth	no	750	\$20	no data	643.82	64.08 <sup>1</sup>	579.74	75%	no	County pays same as for active employees for medicare eligible
Franklin	yes	500	\$20	1,500	637.00	50.00	587.00	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	\$25	3,000	410.00	0.00	410.00	80%	no	no
Gates	yes	750	\$15	2,500	564.00	0.00	564.00	0%	100% county paid after 25 years continuous service	100% county paid after 25 years continuous service
Graham										
Granville	no	750	\$20	2,000	474.00	24.00	450.00	0%	95% county paid after 22 years/age 62 or 25 years/age 55 or 30 years regardless of age	100% medicare supplement with 22 years service
Greene	no	1,750	\$25	3,000	642.00	0.00	642.00	0%	100% county paid after 25 years of service	none
Guilford	yes	200	\$20	2,000	635.00	35.00	600.00	34%	75% after 25 years, 100% after 30 years regardless of age, 20 years with Guilford	75% after 25 years, 100% after 20 years, 15 years with Guilford
Halifax	no	2,000	\$30	2,000	430.00	0.00	430.00	0%	100% paid with 30 years service at employee only coverage level	none

TABLE 36. EMPLOYEE/RETIREE HEALTH INSURANCE										
January 1, 2012										
	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
Harnett	no	1,500	\$35	4,500	497.00	0.00	497.00	0%	50% county paid after 15 years, 75% after 20 years, 85% after 25 years, 100% after 30 years regardless of age	County reimburses \$200 for Medicare supplement
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	761.00	60.00	701.00	0%	50% county paid after service/age total of 70, 75% after total of 75, 80% after total of 80	no
Hertford	no	1,500	\$15	no data	565.46	0.00	565.46	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 8/6/2008
Hoke	no	1,000	\$35	5,000	499.00	0.00	499.00	0%	25% county paid after 12 years; 50% after 15 years; 75% after 25 years, 100% after 30 years at any age	no
Hyde										
Iredell	yes	1,500	\$40	no data	562.00	0.00	562.00	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										
Johnston	yes	750	\$20	3,750	525.00	0.00	525.00	no data	none for employees hired on or after 01/01/2011. Grandfatehred programs for earlier hires.	none for employees hired on or after 01/01/2011. Grandfatehred programs for earlier hires.
Jones	no	2,000	\$25	3,000	541.65	135.41	406.24	0%	no	no
Lee	yes	1,000	\$20	3,000	479.94	54.63	425.31	0%	100% county paid after 20 years service and age 55	100% county paid supplement
Lenoir	no	700	\$30	4,200	553.75	20	533.75	0%	100% county paid after 25 years/age 60 or after 30 years/any age.	no

TABLE 36. EMPLOYEE/RETIREE HEALTH INSURANCE										
January 1, 2012										
	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
Lincoln	yes	1,500	\$35	2,000	610.00	54.00	556.00	0%	100% county paid after 20 years	100% county paid after 25 years
McDowell	no	1,000	\$20	50,000	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	500	\$25	1,500	500.00	0.00	500.00	73%	100% county paid after 15 years	100% county paid after 25 years
Madison	no	300	10%	1,500	576.00	33.00	543.00	0	no	no
Martin	no	750	\$25	775	565.84	0.00	565.84	0	100% county paid after 25 years/age 60 or after 20 years/age 50 or after 30 years at any age. Last 10-20 years must be with the County	50% county paid with 15 years all with Martin or 20 years, 10 with Martin plus a Medicare supplement is provided
Mecklenburg	yes	200	\$15	1,000	685.00	102.00	583.00	no data	50% county paid after 10 years, 100% paid after 20 years of service	50% county paid after 10 years, 100% paid after 20 years of service
Mitchell	yes	150	\$20	no data	377.00	0.00	377.00	0	75% county paid after 20 years, 87.50% after 25 years, 100% after 30 years of service	75% county paid after 20 years, 87.50% after 25 years, 100% after 30 years of service
Montgomery										
Moore	no	500	\$20	2,500	659.00	0.00	659.00	0%	25% county paid after 15 years, 50% paid after 20 years, 100% paid after 30 years	25% county paid after 15 years, 50% paid after 20 years, 100% paid after 30 years
Nash	yes	500	\$20	2,000	516.00	0.00	516.00	0%	50% county paid after 10 years, 75% paid after 15 years, 100% paid after 20 years (pre-07/2007 employees)	50% county paid after 10 years, 75% paid after 15 years, 100% paid after 20 years (Medicare only) Above is for pre-2001 retirees
New Hanover	yes	1,000	\$30	200,000	643.00	65.00	578.00	44%	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	2500	640.00	64.00	577.00	0	100% county paid after 30 years or 20 years/age 60	no
Onslow	yes	1,750	\$40	4,750	475.00	0.00	475.00	0	100% county paid after 10 years; must be hired prior to 07/01/2009	no

TABLE 36. EMPLOYEE/RETIREE HEALTH INSURANCE										
January 1, 2012										
	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
Orange	yes	250	\$15	0	531.00	0.00	531.00	1%	100% county paid after 10 years	100% county paid after 10 years, 50% after 5 years service
Pamlico	no	500	no data	no data	537.00	0.00	537.00	0%	no	no
Pasquotank	no	0	\$5	6,000	546.00	0.00	546.00	0%	100% county paid after 25 years	100% county paid after 25 years
Pender	no	500	\$20	3,000	604.00	0.00	604.00	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	none	\$35	6,000	546.00	0.00	546.00	0%	100% County paid after 20 years service	no
Person	no	500	\$25	2,500	406.00	0.00	406.00	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	2,500	527.00	0.00	527.00	0%	no	no
Randolph	no	1,500	\$25	2,000	516.00	0.00	516.00	0%	50% county paid after 20 years, 75% after 25 years, 100% after 30 years	no
Richmond	no	1,000	\$40	3,000	630.00	0.00	630.00	0%	100% county paid after 30 years service	no
Robeson	yes	1,250	\$25	125,000	650.00	0.00	650.00	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	n/a	2,500	440.00	0.00	440.00	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	0.00	670.00	0%	100% county paid after 20 years with the county and age 55	no
Rutherford	no	750	\$25	no data	491.00	0.00	491.00	0%	100% county paid after 20 years; 5 years if hired before 10/2006	100% county paid after 20 years; 5 years if hired before 10/2006
Sampson										
Scotland	no	0	\$35	5,000	551.50	0.00	551.50	0%	100% county paid after 15 years if hired before 7/1/04	100% county paid after 15 years if hired before 7/1/04
Stanly	no	500	\$20	3,000	333.00	0.00	333.00	0%	no	no
Stokes	no	1,500	\$40	2,500	374.00	0.00	374.00	0%	100% county paid after 25 years service	no

TABLE 36. EMPLOYEE/RETIREE HEALTH INSURANCE										
January 1, 2012										
Health Insurance (Employee Only Coverage)								Health Insurance for Retirees		
County	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
Surry	yes	500	\$25	2,500	696.00	196.00	500.00	0%	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 at own cost
Swain	yes	500	\$25	3,000	520.00	120.00	400.00	0%	100% of employer share paid after 30 years, or 25 years/age 55, or 10 years/age 62	no
Transylvania	no	750	\$25	2,000	481.00	0.00	481.00		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	\$0	3,500	563.00	0.00	563.00	0%	100% county paid after 20 years service	100% Medicare supplement after 20 years of service
Union	no	1,650	20%	2,750	518.00	0.00	518.00	50%	100% county paid after 20 years	100% Medicare supplement after 20 years service
Vance	no	1,000	\$25	3,000	682.00	0.00	682.00	0%	100% county paid after 30 years if hired 7/1/2011 or later	100% county paid supplement after 15 years
Wake	yes	1,200	15%	2,500	503.00	22.00	481.00	0%	50% after 10 years service, 100% after 20 years service	50% after 10 years service, 100% after 20 years service
Warren	yes	1,000	\$25	3,000	514.87	0.00	514.87	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	350	\$30	no data	432.00	0.00	432.00	65%	100% county paid after 20 years service	100% county paid after 20 years service
Watauga	no	750	\$15	2,000	514.00	0.00	514.00	\$30/month	\$300 county paid after 20 years service, \$400 paid after 25 years	no
Wayne	yes	1,000	\$20	2,000	575.00	0.00	575.00	0%	100% county paid after 25 years, none for employees hired after 7/1/09	100% county paid 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%	no data	516.00	0.00	516.00	0%	no data	no data
Yadkin	no	2,000	no data	1,500	393.00	0.00	393.00	0%	100% county paid	no
Yancey	yes	1,500	\$0	3,000	446.74	29.21	417.53	37.5%	100% county paid after 20 years	no
1. Eligible for \$24.08 wellness discount										

TABLE 37. DENTAL AND LIFE INSURANCE										
January 1, 2012										
	Dental Insurance (Employee Only Coverage)						NCLGERS	Term Life Insurance		
County	Total Cost	Employee Pays	County Pays	Preventive % Paid	Other Expenses % Paid	Annual Max	Death Benefit	Life Max Amount	County Paid	Employee Paid
Alamance	\$33	\$0	\$33	100%	85%/50%	\$1,500	yes	\$70,000	100%	0%
Alexander	27.00	0.00	27.00	100%	80%/50%	1,000	yes	12,500	100%	0%
Alleghany	27.00	27.00	0.00	100%	50%	1,000	yes	10,000	100%	0%
Anson	17.54	17.54	0.00	no data	no data	no data	yes	25,000	100%	0%
Ashe	28.00	0.00	28.00	100%	80%	1,000	yes	10,000	100%	0%
Avery	Included w/Health			100%	80%	2,000	yes	50,000	100%	0%
Beaufort	31.32	31.32	0.00	100%	80%	1,000	yes	10,000	100%	0%
Bertie	21.00	0.00	21.00	100%	80%/50%	1,000	no	50,000	100%	0%
Bladen	33.00	33.00	0.00	no data	no data	no data	yes	10,000	100%	0%
Brunswick	provided	no data	no data	100%	80%	1,000	yes	150,000	0%	100%
Buncombe	36.76	36.76	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	100%	0%
Cabarrus	30.00	30.00	0.00	100%	80%/50%	1,250	yes	50,000	0%	100%
Caldwell	22.00	5.00	17.00	100%	80%	2,000	yes	50,000	100%	0%
Camden										
Carteret	20.84	0.00	20.84	100%	50%	1,000	yes	165,000	15000	remainder
Caswell										
Catawba	28.00	0.00	28.00	100%	80%/50%	1,250	yes	n/a		
Chatham	35.00	0.00	35.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Cherokee	30.00	0.00	30.00	100%	80%/50%	1,000	yes	15,000	100%	0%
Chowan	22.00	0.00	22.00	100%	80%	1,000	yes	no data	no data	no data
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	32.00	0.00	32.00	100%	50%	1,500	yes	10,000	100%	0%
Cumberland	30.00	30.00	0.00	100%	80%/50%	1,000	yes	100,000	5000	remainder
Currituck	29.84	0.00	29.84	80%	80%	1,000	yes	n/a		
Dare	27.00	27.00	0.00	100%	80%/50%	1,000	yes	no data	no data	no data
Davidson	35.00	35.00	0.00	100%	80%/50%	1,500	yes <sup>1</sup>	Elective	0%	100%
Davie	27.42	27.42	0.00	100%	80%/50%	1,000	yes	40,000	100%	0%
Duplin	24.04	24.04	0.00	100%	50%	1,500	yes	100,000	0%	100%
Durham	53.00	0.00	53.00	100% of 1st \$400	80% to max	1,500	yes	annual salary	100%	0%
Edgecombe	20.00	0.00	20.00	100%	80%	1,000	yes	no data	100%	0%
Forsyth	29.97	0.00	29.97	varies	varies	1,200	yes <sup>2</sup>	no data	0%	100%
Franklin	Included w/Health			100%	80%/50%	1,000	yes	100,000	100%	0%
Gaston	8.90	0.00	8.90	50%	50%	500	yes	no data	0%	100%
Gates	18.83	0.00	18.83	80%	80%/50%	1,000	yes	15,000	100%	0%
Graham										
Granville	20.00	20.00	0.00	100%	50%	750	yes	10,000	100%	0%
Greene	36.00	36.00	0.00	100%	80%	1,500	yes	10,000	100%	0%
Guilford	25.00	3.00	22.00	100%	80%/50%	500	yes	2 X salary	50%	50%
Halifax	28.00	0.00	28.00	100%	80%	1,000	yes	no data	no data	no data
Harnett	24.00	27.00	24.00	100%	80%/50%	1,000	yes	annual salary	100%	0%
Haywood	50.00	0.00	50.00	100%	80%/50%	1,000	yes	40,000	100%	0%
Henderson	40.00	0.00	40.00	100%	0% - 80%	3,000	yes	250,000	0%	100%
Hertford	26.88	26.88	0.00	100%	80%	1,000	yes	n/a		
Hoke	24.00	24.00	0.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Hyde										

TABLE 37. DENTAL AND LIFE INSURANCE										
January 1, 2012										
	Dental Insurance (Employee Only Coverage)						NCLGERS	Term Life Insurance		
County	Total Cost	Employee Pays	County Pays	Preventive % Paid	Other Expenses % Paid	Annual Max	Death Benefit	Life Max Amount	County Paid	Employee Paid
Iredell	\$33.14	\$33.14	\$0.00	100%	50%	\$1,000	no	\$10,000	100%	0%
Jackson										
Johnston	35.83	35.83	0.00	100%	90% <sup>1</sup>	1,000	yes	200,000	100%	0%
Jones	26.75	26.75	0.00	100%	tiers	1,000	yes	10,000	0%	100%
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	20,000	no data	no data
Lincoln	29.00	0.00	29.00	100%	80%/50%	1,000	yes	no data	0%	100%
McDowell	self funded	0.00	all	100%	80%	1,500	yes	1,500	100%	0%
Macon	8.74	8.74	0.00	no data	no data	no data	no data	30,000	100%	0%
Madison	33.00	33.00	0.00	100%	80%/50%	1,000	yes	20,000	100%	0%
Martin	22.52	0.00	22.52	100%	80%/50%	1,000	yes	10,000	100%	0%
Mecklenburg	37.00	8.00	29.00	100%	100%/75%	1,000	yes	annual salary	100%	0%
Mitchell	not provided						yes	no data		
Montgomery										
Moore	Included w/Health			no data	no data	no data	no data	2 X salary	100%	0%
Nash	29.31	0.00	29.31	100%	80%/50%	1,000	yes	no data		
New Hanover	34.00	4.00	30.00	100%	80%/50%	1,000	yes	n/a		
Northampton	26.00	26.00	0.00	100.00	no data	no data	yes	no data	100%	0%
Onslow	34.00	0.00	34.00	100%	80%/50%	1,000	yes	22,500	0%	100%
Orange	21.33	0.00	21.33	100%	85%/50%	1,200	yes	50,000	100%	0%
Pamlico	22.00	0.00	22.00	100%	80%/50%	1,000	yes	10,000	100%	0%
Pasquotank	25.00	25.00	0.00	100%	80%/50%	1,000	yes	no data		
Pender	Included w/Health			100%	80%	1,250	yes	10,000	100%	0%
Perquimans	22.00	0.00	22.00	100%	80%/50%	1,000	no	300,000	0%	100%
Person	27.00	0.00	27.00	100%	80%	750	yes	10,000	100%	0%
Pitt	reimbursement plan			100%	50%	800	yes	500,000	100%	0%
Polk	28.96	28.96	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	26.74	26.74	0.00	100%	80%/50%	1,000	yes	n/a		
Rutherford	28.00	0.00	28.00	100%	80%/50%	no data	no	10,000	100%	0%
Sampson										
Scotland	27.00	14.00	13.00	100%	80%	1,000	yes	20,000	50%	50%
Stanly	23.00	0.00	23.00	100%	80% after \$50 ded	1,000	yes	n/a		
Stokes	29.00	0.00	29.00	100	80%/50%	1,000	yes	n/a		
Surry	not offered						yes	30,000	100%	0%
Swain	24.00	12.00	12.00	100%	80%	1,000	yes	10,000	100%	0%
Transylvania	Included w/Health			100%	80%/50%	1,000	yes	10,000	100%	0%
Tyrrell	37.00	37.00	0.00	100%	80%/50%	1,200	yes	60,000	100%	0%
Union	32.00	0.00	32.00	100%	80%	1,000	yes	5 x salary	0%	100%
Vance	27.00	0.00	27.00	100%	80%	1,000	yes	provided	no data	no data
Wake	31.00	4.00	27.00	100%	50%	1,250	yes	500,000	0%	100%
Warren	Included w/Health			100%	80%/50%	1,000	yes	20,000	100%	0%
Washington	21.00	0.00	21.00	100%	50%	no data	yes	n/a		
Watauga	21.00	0.00	21.00	100%	80%/50%	2,000	yes	80,000	100%	0%
Wayne	28.82	28.82	0.00	no data	no data	no data	yes	annual salary	100%	0%

<b>TABLE 37. DENTAL AND LIFE INSURANCE</b>										
<b>January 1, 2012</b>										
	<b>Dental Insurance (Employee Only Coverage)</b>						<b>NCLGERS</b>	<b>Term Life Insurance</b>		
<b>County</b>	<b>Total Cost</b>	<b>Employee Pays</b>	<b>County Pays</b>	<b>Preventive % Paid</b>	<b>Other Expenses % Paid</b>	<b>Annual Max</b>	<b>Death Benefit</b>	<b>Life Max Amount</b>	<b>County Paid</b>	<b>Employee Paid</b>
Wilkes	\$30.00	\$0.00	\$30.00	100%	no data	\$1,000	yes	\$30,000	100%	0%
Wilson	29.00	24.00	5.00	no data	no data	no data	yes	no data	0%	100%
Yadkin	23.00	23.00	0.00	100%	50%	1,000	yes	no data	0%	100%
Yancey	24.78	24.78	0.00	100%	50%	no data	yes	15,000	100%	0%
1. Of reasonable and customary										
2. For Law Enforcement only										

County Salaries in North Carolina 2012

TABLE 38. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM												
January 1, 2012												
County	401k Plan	Non-Law Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Performance Appraisal System	Posted on Web	FY 10-11 Cost of Living Increase (COLA)	FY 10-11 Anticipated Merit Increase'	
Alamance	yes	2.00%	yes	2011	yes	2011	0	no	no	0.00%	0.00%	
Alexander	yes	0.00%	yes	2003	yes	2003	2.50%	yes	no	no data	no data	
Alleghany	yes	0.00%	yes	2011	yes	2011	no data	no	no	0.00%	0.00%	
Anson	yes	2.00%	yes	2011	yes	2011	no data	no	no	no data	no data	
Ashe	yes	2.00%	yes	2006	yes	2006	0	yes	no	no data	no data	
Avery	yes	no data	yes	2011	yes	2011	0	no	no	0.00%	0.00%	
Beaufort	yes	0.50%	yes	2011	yes	2011	0	no	no	0.00%	0.00%	
Bertie	yes	0.00%	yes	2007	yes	2011	5.00%	no	no	4.00%	no data	
Bladen	yes	0.00%	yes	2005	yes	2005	no data	yes	no	n/a	n/a	
Brunswick	yes	5.00%	yes	2011	yes	2011	no data	yes	no	0.00%	0.00%	
Buncombe	yes	8.00%	no data	no data	yes	no data	4.50%	no data	no data	no data	no data	
Burke	yes	2.00%	yes	2011	yes	2011	0	yes	no	0.00%	0.00%	
Cabarrus	yes	5.00%	yes	2011	yes	2011	0	yes	no	1.50%	no data	
Caldwell	yes	0.00%	yes	2010	yes	2010	5.00%	yes	yes *	n/a	n/a	
Camden												
Carteret	yes	5.00%	yes	2010	yes	2005	0	yes	no	0.00%	0.00%	
Caswell												
Catawba	yes	0.00%	yes	2011	yes	2011	no data	yes	yes *	0.00%	1.0% + \$300	
Chatham	yes	4.50%	yes	no data	yes	no data	0	yes	no	unknown	unknown	
Cherokee	yes	0.00%	yes	2011	yes	2011	no data	yes	yes *	0.00%	0.00%	
Chowan	yes	0.00%	yes	no data	yes	2003	no data	no	no	no data	no data	
Clay	yes	0.00%	no data	no data	yes	2011	no data	no	no	no data	no data	
Cleveland	yes	5.00%	yes	2011	yes	2011	0	yes	yes *	0.00%	0.00%	
Columbus	yes	0.00%	yes	2011	yes	2011	0	no data	no	no data	no data	
Craven	yes	to 4.0%	yes	2011	yes	2011	4.80%	yes	no	0.00%	appx 1.0%	
Cumberland	yes	0.00%	yes	2011	yes	2008	0	yes	yes *	0.00%	no data	
Currituck	yes	5.09%	yes	2011	yes	2011	2.00%	yes	no	0.00%	0.00%	
Dare	yes	0.00%	yes	2009	yes	2010	5.00%	yes	no	0.00%	0.00%	
Davidson	yes	1.50%	yes	2008	yes	2008	0	no	no	0.00%	n/a	
Davie	yes	3.00%	yes	2005	yes	2005	5.00%	no	no	0.00%	0.00%	
Duplin	yes	0.00%	yes	2011	yes	2011	0	yes	no	0.00%	0.00%	
Durham	yes	5.00%	yes	2001	yes	2010	2.50%	yes	no	0.00%	3.25%	
Edgecombe	yes	2.00%	yes	2011	yes	2011	0	no	no	0.00%	0.00%	
Forsyth	yes	0.00%	yes	2007	yes	2007	no data	yes	yes *	no data	0.00%	
Franklin	yes	4.00%	yes	2003	yes	2008	2.5%-5.0%	yes	yes *	0.00%	n/a	
Gaston	no	n/a	yes	2011	yes	2011	no data	yes	yes *	0.00%	0.00%	
Gates	yes	0.00%	yes	no data	yes	2006	0	yes	no	2.00%	2.00%	
Graham												
Granville	yes	0.00%	yes	1997	yes	2005	2.50%	yes	no	no data	no data	
Greene	yes	6.00%	no data	n/a	yes	2008	no data	no data	no	no data	no data	
Guilford	yes	5.00%	yes	no data	yes	no data	3.00%	yes	yes *	0.00%	0.00%	
Halifax	yes	0.00%	yes	2011	yes	2011	0	yes	no	0.00%	0.00%	
Harnett	yes	0.00%	yes	2011	yes	2011	no data	yes	yes *	no data	0.00%	
Haywood	yes	0.00%	yes	no data	yes	no data	no data	yes	no	0.00%	2.00%	
Henderson	yes	no data	yes	2011	yes	2011	0	yes	no	0.00%	0.00%	
Hertford	yes	0.00%	yes	2007	yes	unknown	0	yes	no	0.00%	0.00%	
Hoke	yes	0.00%	yes	2011	yes	2011	0	yes	no	0.00%	0.00%	
Hyde												
Iredell	yes	5.50%	yes	2008	yes	2008	4.50%	yes	no	2.00%	1.0-4.0%	
Jackson												
Johnston	yes	5.00%	yes	2011	yes	2011	5.00%	yes	yes *	0.00%	0.00%	
Jones	yes	0.00%	yes	2010	yes	2010	0	yes	no	0.00%	0.00%	
Lee	yes	3.00%	yes	2011	yes	2011	0	yes	yes *	1.60%	0.00%	
Lenoir	yes	5.00%	yes	2011	yes	2011	0	no	no	no data	no data	
Lincoln	yes	0.00%	yes	2008	yes	2009	2.50%	yes	no	0.00%	0.00%	
McDowell	yes	\$33.40/mo	yes	2011	yes	2006	0	no	yes *	0.00%	0.00%	
Macon	yes	2.00%	yes	2011	yes	2011	0	yes	yes *	3.00%	0.00%	
Madison	yes	0	no	n/a	no	n/a	0	no	no	0.00%	no data	
Martin	yes	3.00%	yes	1999	yes	1999	0	no	no	3.00%	n/a	
Mecklenburg	yes	0.00%	yes	no data	yes	2007	no data	no data	no data	no data	0.00%	

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TABLE 38. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM											
January 1, 2012											
County	401k Plan	Non-Law Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Performance Appraisal System	Posted on Web	FY 10-11 Cost of Living Increase (COLA)	FY 10-11 Anticipated Merit Increase'
Mitchell	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data
Montgomery											
Moore	yes	3.00%	yes	2011	yes	2011	0	no	no	1.50%	0.00%
Nash	yes	5.00%	yes	2008	yes	2010	5.00%	yes	no	0.00%	0.00%
New Hanover	yes	0.00%	yes	2011	yes	2011	3.00%	yes	yes *	0.00%	1.50%
Northampton	yes	0.00%	yes	2003	yes	2007	2.50%	yes	no	0.00%	no data
Onslow	yes	1.00%	yes	2005	yes	2008	0	no	yes *	2.00%	n/a
Orange	yes	\$27.50 pay pd.	yes	2011	yes	2011	0	yes	no	0.00%	0.00%
Pamlico	yes	0.00%	yes	no data	yes	no data	6.00%	no data	no	0.00%	0.00%
Pasquotank	no	n/a	yes	2006	yes	2006	1.50%	yes	no	0.00%	0.00%
Pender	yes	0.00%	yes	2011	yes	2011	0	yes	no	0.00%	n/a
Perquimans	yes	0.00%	yes	2004	yes	2004	0	no	no	0.00%	0.00%
Person	yes	3.50%	yes	2011	yes	2011	5.00%	yes	no	no data	no data
Pitt	yes	4.98%	yes	2011	yes	2011	no data	yes	no	0.00%	0.00%
Polk	yes	0.00%	yes	2004	yes	2009	5.00%	yes	no	0.00%	0.00%
Randolph	yes	2.00%	yes	2010	yes	2010	5.00%	yes	yes *	0.00%	0.00%
Richmond	yes	5.00%	yes	2011	yes	2011	no data	yes	no	4.00%	no data
Robeson	yes	4.00%	yes	no data	yes	2004	no data	yes	no	no data	no data
Rockingham	yes	0.00%	yes	2008	yes	2011	0	yes	yes *	2.00%	0.00%
Rowan	yes	3.00%	yes	2011	yes	2011	2.00%	yes	yes *	0.00%	0.00%
Rutherford	yes	3.75%	yes	2004	yes	2004	no data	yes	no	0.00%	n/a
Sampson											
Scotland	yes	2.00%	yes	2011	yes	2011	2.50%	yes	no data	0.00%	0.00%
Stanly	yes	0.00%	yes	2008	yes	2008	5.00%	yes	no	0.00%	no data
Stokes	yes	1.00%	yes	2011	yes	2011	1.00%	yes	no	0.00%	no data
Surry	yes	0.00%	yes	2011	yes	2011	2.5- 3.0%	yes	no	0.00%	2.50%
Swain	yes	0.00%	yes	2010	yes	2010	3.00%	yes	no	no data	no data
Transylvania	yes	0.00%	no	2007	yes	2007	0	yes	no	0.00%	0.00%
Tyrrell	yes	0.00%	no	n/a	yes	2008	no data	no	no	no data	no data
Union	yes	5.00%	yes	2011	yes	2011	n/a	yes	yes *	0.00%	n/a
Vance	yes	0.00%	yes	2010	yes	2010	0	yes	no	0.00%	0.00%
Wake	yes	5.00%	yes	2004	yes	2004	n/a	yes	yes *	n/a	2.00%
Warren	yes	0.00%	yes	2011	yes	2011	0	yes	no	unknown	0.00%
Washington	yes	3.00%	yes	1998	yes	2001	no data	no	no	3.00%	0.00%
Watauga	yes	5.00%	yes	2011	yes	2011	0	yes	no	3.00%	0.00%
Wayne	yes	2.00%	yes	2007	yes	2007	0	yes	no	0.00%	0.00%
Wilkes	yes	5.00%	yes	2008	yes	2008	5.00%	no	no	1.00%	0.00%
Wilson	yes	5.00%	yes	1995	yes	1995	0	no	no	0.00%	0.00%
Yadkin	yes	1.00%	yes	2011	yes	2011	0	yes	yes *	0.00%	1.25%
Yancey	yes	0.00%	yes	2011	yes	2011	0	no	no	0.00%	0.00%
* - Web Addresses of Pay Plans											
Caldwell	<a href="http://www.caldwellcountync.org">www.caldwellcountync.org</a>										
Catawba	<a href="http://www.catawbacountync.gov/humanresources/SalaryPlan.pdf">www.catawbacountync.gov/humanresources/SalaryPlan.pdf</a>										
Cherokee	<a href="http://www.cherokeecounty-nc.gov">www.cherokeecounty-nc.gov</a>										
Cleveland	<a href="http://www.clevelandcounty.com">www.clevelandcounty.com</a>										
Cumberland	<a href="http://www.co.cumberland.nc.us">www.co.cumberland.nc.us</a>										
Forsyth	<a href="http://www.forsyth.cc">www.forsyth.cc</a>										
Franklin	<a href="http://www.franklincountync.us">www.franklincountync.us</a>										
Gaston	<a href="http://www.co.gaston.nc.us">www.co.gaston.nc.us</a>										
Guilford	<a href="http://www.co.guilford.nc.us">www.co.guilford.nc.us</a>										
Harnett	<a href="http://www.harnett.org">www.harnett.org</a>										
Johnston	<a href="http://www.johnstonnc.com">www.johnstonnc.com</a>										
Lee	<a href="http://www.leecountync.gov">www.leecountync.gov</a>										
McDowell	<a href="http://www.mcdowellgov.com">www.mcdowellgov.com</a>										
Macon	<a href="http://www.maconnc.org">www.maconnc.org</a>										
New Hanover	<a href="http://www.nhcgov.com">www.nhcgov.com</a>										
Onslow	<a href="http://www.onslowcountync.gov">www.onslowcountync.gov</a>										
Randolph	<a href="http://www.co.randolph.nc.us">www.co.randolph.nc.us</a>										
Rockingham	<a href="http://www.co.rockingham.nc.us">www.co.rockingham.nc.us</a>										

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TABLE 38. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM													
January 1, 2012													
County	401k Plan	Non-Law Enforcement Contribution	Classification Plan	Last Update	Pay Plan	Last Update	Probation Increase	Performance Appraisal System	Posted on Web	FY 10-11 Cost of Living Increase (COLA)	FY 10-11 Anticipated Merit Increase'		
Rowan	<a href="http://www.rowancountync.gov">www.rowancountync.gov</a>												
Union	<a href="http://www.co.union.nc.us">www.co.union.nc.us</a>												
Wake	<a href="http://www.wakegov.com/employment/countyjobs/classification.htm">www.wakegov.com/employment/countyjobs/classification.htm</a>												
Yadkin	<a href="http://www.yadkincountync.gov">www.yadkincountync.gov</a>												