

County Salaries	IN
North Carolina	2008

Based on data collected in the fall of 2007



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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. Ninety-six North Carolina counties participated in this year's survey of 116 appointed classes or positions and four elected positions.

This report contains salary and wage profiles by position and information about fringe benefits that participating counties are offering for the 2007–2008 fiscal year. The job titles that the counties used to provide the salary and compensation data are included. Salary amounts have been rounded to the nearest dollar except for hourly salaries. Salaries, travel allowances, and employee benefits are expressed in annual amounts unless otherwise noted.

Estimated county population projections for 2007 and assessed property valuations for each county for fiscal year 2007–2008 are presented on the North Carolina state map on page 1 and in Table 1 on page 2. Both population estimates and property valuations are based on estimates provided by the individual counties. For this reason, information presented here may vary from projections available from other sources.

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

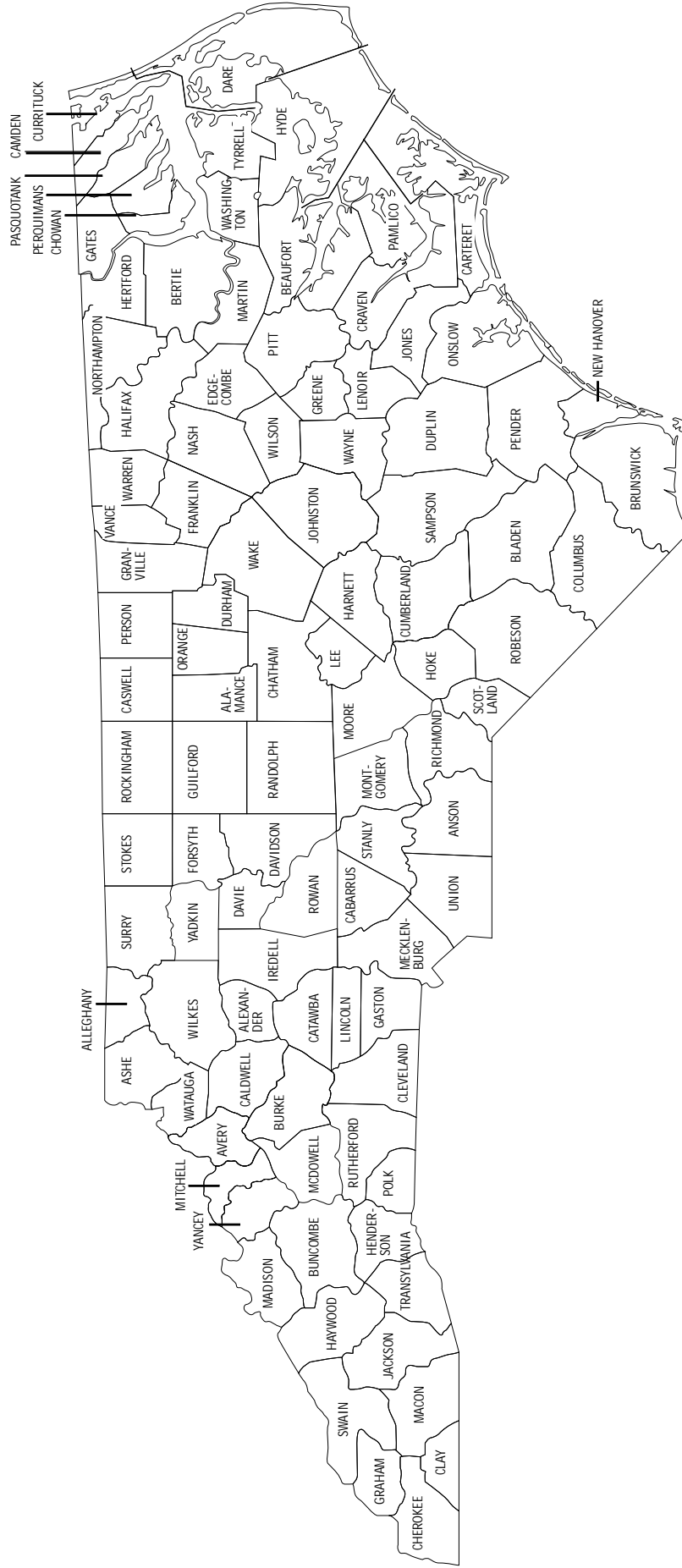
Twenty-eight awarded performance pay increases for 2007–2008. The percentage of employees who received performance increases ranged from a low of 3.0 percent to a high of 100 percent of employees in the counties reporting a performance pay increase. The average was 72.0 percent (up from 69.6 percent the previous year) for those counties providing any such increase.

Seventy-two counties (up from sixty-seven 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 6.0 percent. The average COLA was 2.9 percent (down from 3.2 percent last year). Twenty-two counties reported awarding their employees both a COLA and a performance pay increase.

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

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North Carolina Counties



Total estimated 2007 population, 94 counties reporting: 8,279,790

Total approximate 2007–2008 valuations of real and personal property and public service companies, 82 counties reporting: \$586,133 million

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

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

January 2008

County	Est. Pop'n 2008	Approx. Valuation 2007–2008 (Millions)	Chair Board of Commissioners	County Commissioner	County Manager/Administrator
Alamance	140,494	\$10,854	\$9,600 + \$1,500 travel	\$8,400 + \$1,500 travel	\$147,600 ⁹
Alexander	35,727	2,227	\$7,753	\$7,753	\$105,635 + \$1,500 travel
Alleghany	10,870	1,755	\$4,800 + \$35 per meeting	\$3,000 + \$35 per meeting	\$66,468 ¹
Anson	25,800	11	\$8,665 + \$1,200 travel	\$7,370 + \$1,200 travel	\$82,000 + \$5,000 travel ⁵
Ashe	25,735	3,444	\$9,700	\$8,400	\$95,019 ²
Avery	18,000	no data	\$8,500	\$5,500	\$65,000 ²
Beaufort	46,010	3,953	\$6,552 + \$3,000 travel	\$4,368 + \$1,800 travel	\$96,717 + \$5,700 travel
Bertie	19,733	1,040	\$10,809 + \$4,800 travel	\$9,458 + \$4,800 travel	\$96,825 + \$6,000 travel
Bladen	33,204	2,313	\$8,848 + \$6,000 travel	\$7,929 + \$4,800 travel	\$97,797 + \$7,199 travel
Brunswick	89,162	30,382	\$13,858 + \$50 per meeting	\$11,548 + \$50 per meeting	\$161,003 ²
Buncombe	no data	no data	\$24,105 + \$9,100 travel	\$16,217 + \$9,100 travel	\$173,708 + \$9,100 travel
Burke	90,000	6,385	\$7,800 + \$720 travel	\$6,883 + \$720 travel	\$96,000
Cabarrus	156,395	16,137	\$12,792	\$11,208	\$160,457 + \$4,800 travel
Caldwell	78,000	4,566	\$5,675 + \$2,796 travel	\$5,675 + \$2,796 travel	\$104,576 + \$4,800 travel
Camden	9,271	1,093	\$5,100 + \$50 for special meetings	\$4,800 + \$50 for special meetings	\$77,384 ¹
Carteret	63,511	17,800	\$4,800 + \$3,456 travel	\$3,600 + \$2,592 travel	\$102,000 + \$6,000 travel
Caswell	23,857	1,364	\$7,680	\$6,756	\$72,468
Catawba	149,000	13,338	\$11,400 + \$3,000 travel	\$9,000 + \$3,000 travel	\$190,304 + unspecified travel allowance
Chatham	60,000	7,000	\$16,650 + \$6,000 travel	\$15,600 + \$6,000 travel	\$125,882 + \$7,500 travel
Cherokee	26,309	2,625	\$13,610 + \$3,600 travel	\$13,186 + \$1,200 travel	\$60,674
Chowan	14,695	1,222	\$7,200	\$6,000	\$122,400 + \$4,800 travel
Clay	9,850	1,296	\$16,798 + \$3,600 travel	\$11,850 + \$2,400 travel	\$61,610
Cleveland	96,744	6,025	\$10,434 + \$4,800 travel	\$8,322 + \$4,800 travel	\$135,720 + \$4,800 travel
Columbus	54,637	3,100	\$14,733 + \$1,500 travel	\$11,861 + \$1,500 travel	\$85,932
Craven	95,566	6,341	\$12,300 + \$4,800 travel	\$11,100 + \$4,800 travel	\$145,000 + \$4,800 travel
Cumberland	302,965	13,429	\$25,280 + \$6,000 travel	\$18,938 + \$4,800 travel	\$174,690 + \$8,100 travel
Currituck	23,770	7,795	\$15,600 + \$3,600 travel	\$14,400 + \$3,600 travel	\$103,692 ²
Dare	32,000	16,423	\$9,119 + \$4,800 travel	\$8,418 + \$3,600 travel	\$188,392
Davidson	156,236	10	\$10,858 + \$2,700 travel	\$9,481 + \$2,400 travel	\$126,000
Davie					
Duplin	53,843	no data	\$9,000	\$9,000	\$69,320
Durham	246,824	19,837	\$21,423 + \$2,400 travel	\$18,198 + \$2,400 travel	\$160,650
Edgecombe	54,945	1,959	\$6,328 + \$5,400 travel	\$4,785 + \$4,620 travel	\$103,261 + \$6,600 travel
Forsyth	no data	no data	no data	no data	\$144,914
Franklin	55,880	3,650	\$12,036 + \$3,600 travel	\$10,942 + \$3,600 travel	\$101,551 ²
Gaston	193,886	13,751	\$13,780 + \$4,500 travel	\$11,706 + \$3,900 travel	no data
Gates	11,300	554	\$8,112	\$6,864	\$60,480—interim manager
Graham	7,966	747	\$6,000 + 50 per meeting	\$6,000 + 50 per meeting	\$46,300
Granville	53,840	3,467	\$11,400	\$10,200 + \$3,600 travel	\$93,000 + \$7,200 travel
Greene	20,000	934	\$5,104 + \$1,800 travel	\$4,429 + \$1,200 travel	\$91,555 + \$6,000 travel ⁴
Guilford	451,905	42,700	\$25,020 + \$1,500 travel	\$20,700 + \$1,500 travel	\$166,884 + \$7,200 travel
Halifax	57,000	2,904	\$5,400 + \$1,800 travel	\$4,800 + \$1,500 travel	\$101,644
Harnett	103,717	no data	\$8,478 + \$6,120 travel	\$7,284 + \$6,120 travel	\$131,335 + \$8,913 travel
Haywood	76,539	6,112	\$13,635	\$11,931	\$117,749
Henderson	100,107	12,295	\$16,639	\$10,330	\$150,000 + \$7,800 travel
Hertford	22,604	1,166	\$12,740	\$11,413	\$89,051 ²
Hoke	43,000	1,797	\$7,612 + \$100 per special meeting	\$6,858 + \$100 per special meeting	\$93,911 ²
Hyde					
Iredell	139,727	18,673	\$10,651 + \$5,365 travel	\$9,890+ \$4,710 travel	\$154,826 + \$9,000 travel
Jackson	36,245	6,609	\$15,425 + \$3,500 travel	\$10,975	\$105,541 ²
Johnston	155,874	10,175	\$6,750 + \$500 travel	\$4,976 + \$400 travel	\$137,961 + \$500 travel
Jones	10,600	no data	\$10,188 + \$3,000 travel	\$9,552 + \$3,000 travel	\$74,895 ^{2,8}
Lee	56,908	4,507	\$10,958	\$9,510	\$107,500 + \$9,000 travel
Lenoir	58,172	3,290	\$17,371	\$13,858	\$82,839 + \$7,200 travel
Lincoln	75,000	6,374	\$6,000 + \$2,400 travel	\$4,800 + \$2,400	\$98,088
McDowell	43,175	2,851	\$9,366	\$9,366	\$90,972 + \$5,750 travel ³
Macon	32,395	8,500	\$10,836 + \$4,800 travel	\$9,029 + \$4,800 travel	\$132,000 + \$10,800 travel
Madison					
Martin	24,580	1,310	\$8,280 + \$6,000 travel	\$7,334 + \$6,000 travel	\$80,376 + \$3,600 travel ²
Mecklenburg	871,432	93,000	\$26,784 + \$5,195 travel	\$21,427 + \$5,195 travel	\$195,624 + \$11,268 travel
Mitchell	16,457	no data	\$3,900 + \$300 travel	\$2,700 + \$250 travel	\$54,000
Montgomery	27,769	2,221	\$9,060	\$8,208	\$104,328 + \$7,200 travel
Moore	83,933	10,252	\$6,360 + \$2,700 travel	\$4,680 + \$2,700 travel	\$128,128 ²
Nash	92,220	5,771	\$9,786	\$8,470	\$120,600 + \$8,400 travel
New Hanover	180,000	no data	\$23,524	\$15,964	\$151,875

County	Est. Pop'n 2008	Approx. Valuation 2007–2008 (Millions)	Chair Board of Commissioners	County Commissioner	County Manager/Administrator
Northampton	21,483	no data	\$7,448	\$6,599	\$86,170 ¹
Onslow	161,000	\$11,116	\$17,493 + \$4,200 travel	\$16,537 + \$4,200 travel	\$144,000 + \$4,200 travel
Orange	123,766	11,687	\$17,165 + \$3,300 travel	\$13,156 + \$2,700 travel	\$139,050 ¹
Pamlico	14,000	no data	\$4,152	\$3,540	\$76,729 + \$2,400 travel
Pasquotank	39,968	3,124	\$8,400	\$7,200	\$98,240 ¹
Pender	48,630	4,171	\$13,302 + \$2,400 travel	\$12,473 + \$2,400 travel	\$107,625 + \$4,000 travel
Perquimans	12,442	988	\$4,800	\$3,600	\$77,354
Person	35,623	3,800	\$12,120	\$9,630	\$97,715
Pitt	141,508	9,605	\$10,951 + \$2,400 travel	\$10,951 + \$2,400 travel	\$152,224
Polk	22,406	1,858	\$7,534	\$6,101	\$71,500 ²
Randolph	138,586	111	\$16,800	\$12,000	\$123,600
Richmond	46,000	2,344	\$9,600 + \$3,000 travel	\$8,989 + \$2,400 travel	\$111,180 + \$4,800 travel
Robeson	129,931	42	\$12,827 + \$8,400 travel	\$10,200 + \$8,400 travel	\$117,303 ²
Rockingham	93,063	5,263	\$9,162	\$7,962	\$132,125 + \$6,000 travel
Rowan	133,156	11,193	\$14,650 + \$3,600 travel	\$12,208 + \$3,600 travel	\$155,288
Rutherford	63,847	5,045	\$9,581	\$9,581	\$92,566 + unspecified travel allowance
Sampson	61,768	3,343	\$9,360	\$5,916	\$106,356 + \$3,600 travel
Scotland	37,180	18	\$9,360	\$6,096	vacant
Stanly	59,128	4,060	\$10,500 + \$6,000 travel	\$9,270 + \$6,000 travel	\$123,461 + \$5,400 travel
Stokes					
Surry	72,687	4,837	\$8,184	\$7,368	\$104,568 + \$3,600 travel
Swain	13,198	1,761	\$11,220 + \$3,900 travel	\$5,610 + \$3,250 travel	\$63,860 ²
Transylvania	30,354	3,800	\$10,510	\$8,795	\$92,743 ¹
Tyrrell	4,200	380	\$450 meeting fee	\$150 meeting fee	\$28,932 ⁶
Union travel	175,272	15,459	\$10,074	\$8,682	interim manager—\$165,679 + \$4,800
Vance	44,000	2,125	\$8,400	\$6,000	\$105,384 ⁷
Wake	817,429	914	\$21,585	\$18,405	\$198,266 + \$6,000 travel
Warren	19,605	1,288	\$10,000 + \$2,000 travel	\$8,000 + \$2,000 travel	\$91,293
Washington	13,360	752	\$7,800 + \$3,000 travel	\$6,900 + \$2,700 travel	\$89,500 + \$3,600 travel
Watauga	42,695	no data	\$7,910 + \$3,108 travel	\$6,565 + \$2,331 travel	\$124,467
Wayne	117,000	no data	\$11,572	\$9,397	\$136,500
Wilkes	66,897	4,513	\$6,500 + \$3,000 travel	\$6,500 + \$2,400 travel	\$95,169
Wilson	78,224	5,202	\$6,600 + \$1,800 travel	\$5,400 + \$1,200 travel	\$127,392 + \$5,400 travel
Yadkin	37,000	no data	\$2,100	\$1,800	\$97,000
Yancey	19,000	no data	\$10,454	\$7,905	\$55,262

1. Car available

2. Car assigned

3. Also economic development director

4. Also clerk to the board

5. Also public information officer and budget officer

6. Also assistant finance officer and water system supervisor

7. Also purchasing agent

8. Also personnel officer and county planner

9. Also county attorney

TABLE II. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER

January 2008

County	Comments	Assistant County Manager			Assistant to the Manager		
		Min.	Max.	Actual	Min.	Max.	Actual
Alamance		\$ 72,136	\$115,419	\$ 81,996	n/a		
Alexander		n/a			n/a		
Alleghany		n/a			n/a		
Anson		n/a			n/a		
Ashe		n/a			\$ 34,338	\$ 48,519	\$ 36,078 ^{4,5}
Avery		finance director			24,974	34,824	25,473
Beaufort		57,538	85,768	66,036 ⁵	36,819	55,229	51,122 ^{4,5}
Bertie		social services director			clerk to the board		
Bladen		n/a			34,684	48,558	37,255 ⁴
Brunswick		83,861	134,178	92,609 ⁹	n/a		
Buncombe	2 positions	87,439	124,368	118,170	n/a		
Burke	deputy/finance director	69,237	107,315	76,077	30,204	46,819	33,183
	also planning director	65,939	102,207	69,302			
Cabarrus	2 positions	91,834	141,774	101,015 ³	n/a		
Caldwell		n/a			n/a		
Camden		n/a			30,731	46,094	39,435 ^{4,5}
Carteret	2 positions	44,056	93,681	71,665	n/a		
Caswell		n/a			n/a		
Catawba	2 positions	86,071	133,534	103,525 ⁶	n/a		
Chatham		66,146	97,728	82,500	n/a		
	also finance director	66,146	97,728	91,000			
Cherokee		n/a			n/a		
Chowan		n/a			n/a		
Clay		n/a			n/a		
Cleveland		83,886	130,974	96,564 ²	n/a		
Columbus		n/a			35,274	72,185	50,328
Craven		88,032	144,062	137,461 ¹⁰	n/a		
Cumberland	3 positions	64,147	152,381	118,035 ¹¹	37,244	61,453	50,008
Currituck		n/a			n/a		
Dare		n/a			finance director		
Davidson		60,686	91,028	81,620	39,207	58,811	47,740
Davie							
Duplin		n/a			32,023	50,498	32,664
Durham	2 positions—deputy mgr.	96,960	166,926	135,867	n/a		
	2 positions—asst.	75,745	130,402	82,328			
Edgecombe		n/a			n/a		
Forsyth	2 positions			146,359	no data	no data	59,654
Franklin		n/a			n/a		
Gaston		96,210	149,145	113,044 ³	n/a		
Gates		n/a			n/a		
Graham		n/a			n/a		
Granville		n/a			clerk to the board		
Greene		n/a			48,346	67,524	59,201 ⁹
Guilford		vacant			n/a		
Halifax		60,324	97,926	78,305 ⁴	36,702	59,580	48,840
Harnett		70,257	108,898	87,385 ¹⁴	32,928	51,038	44,457
Haywood		62,176	93,266	91,424	n/a		
Henderson				100,450 ²	n/a		
Hertford		40,725	60,273	57,391 ^{4,5}	n/a		
Hoke		n/a			34,428	48,646	36,171
Hyde							
Iredell	deputy	81,706	126,726	120,561 ⁷	33,267	51,551	51,552 ¹²
		74,678	115,825	93,468 ⁸			
Jackson		n/a			n/a		
Johnston		n/a			n/a		
Jones		n/a			28,305	35,643	28,305
Lee		n/a			25,585	40,019	29,080
Lenoir		51,971	75,270	66,528	n/a		
Lincoln		n/a			n/a		
McDowell		n/a			34,950	51,378	44,262 ⁵
Macon		44,255	66,384	64,680	n/a		
Madison							
Martin		n/a			29,313	46,858	40,804
Mecklenburg	3 positions	125,319	195,175	167,023 ¹⁵	49,097	83,474	64,491 ¹⁶
Mitchell		n/a			n/a		
Montgomery		n/a			24,480	39,264	26,760

County	Comments	Assistant County Manager			Assistant to the Manager		
		Min.	Max.	Actual	Min.	Max.	Actual
Moore		\$ 78,735	\$ 81,380	vacant	n/a		
Nash		80,135	128,312	\$103,993	n/a		
New Hanover	3 positions	99,171	152,132	137,998	n/a		
Northampton		n/a			\$ 33,151	\$ 57,071	\$ 36,591 ⁵
Onslow	2 positions	80,510	128,815	92,075 ¹	n/a		
Orange	2 positions	87,436	139,778	113,520 ⁵	56,062	89,621	74,984 ⁵
Pamlico		n/a			n/a		
Pasquotank		56,965	79,751	80,501 ⁵	n/a		
Pender		49,623	74,597	61,500 ⁵	n/a		
Perquimans		n/a			n/a		
Person		56,411	83,274	75,571	n/a		
Pitt		n/a			n/a		
Polk		n/a			clerk to the board		
Randolph	finance director	65,340	101,436	91,886	42,300	65,340	47,778 ⁴
Richmond		n/a			32,995	48,033	52,350 ⁴
Robeson	2 positions	58,565	80,046	75,620 ⁵	n/a		
Rockingham	finance director	68,251	102,377	95,044 ¹³	n/a		
Rowan		n/a			n/a		
Rutherford		n/a			n/a		
Sampson		61,332	91,968	66,096 ¹	n/a		
Scotland	finance director	65,388	92,400	88,992	34,836	49,224	43,512
Stanly		n/a			n/a		
Stokes							
Surry		n/a			n/a		
Swain		n/a			n/a		
Transylvania		n/a			n/a		
Tyrrell		n/a			n/a		
Union		91,868	137,803	vacant ¹⁰	n/a		
Vance		n/a			n/a		
Wake		101,250	168,750	137,340	51,000	85,000	75,075
Warren		n/a			n/a		
Washington		n/a			n/a		
Watauga		68,569	106,282	82,373 ¹⁷	n/a		
Wayne		n/a			34,083	53,161	51,863
Wilkes		n/a			n/a		
Wilson		53,520	90,456	61,752	n/a		
Yadkin		n/a			n/a		
Yancey		n/a			20,581	31,312	23,900

- 1. \$1,800 travel allowance
- 2. \$3,600 travel allowance
- 3. \$2,400 travel allowance
- 4. Also clerk to the board
- 5. Car available
- 6. Unspecified travel allowance
- 7. Also oversees finance, tax administration and land records, social services, health, and elections
- 8. \$5,235 travel allowance
- 9. Car assigned
- 10. \$4,800 travel allowance
- 11. \$2,000 travel allowance
- 12. \$2,640 travel allowance
- 13. Also finance director
- 14. \$6,946 travel allowance
- 15. \$5,100 travel allowance
- 16. Six positions
- 17. Also human resources director and safety officer

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

January 2008

County	Board of Elections		Elections Director			Elections Specialist			
	Chair	Member	Min.	Max.	Actual	No.	Min.	Max.	Actual
Alamance	\$50 per meeting	\$40 per meeting	\$ 38,952	\$ 62,321	\$ 52,668	1	\$ 29,912	\$ 47,857	\$ 31,404
Alexander	\$25 per meeting	\$25 per meeting	32,969	45,448	38,233	1	24,516	33,794	25,756
Alleghany	\$35 per meeting	\$35 per meeting	30,533	45,800	30,533 ¹		n/a		
Anson	n/a	n/a	30,895	49,360	43,065	1	23,576	37,522	24,961
Ashe	n/a	n/a	35,844	50,646	40,554 ¹	1	30,177	42,639	30,177 ¹
Avery	\$2,400	\$2,400	28,911	40,315	28,912	1	22,652	31,588	22,652
Beaufort	\$25 per meeting + \$7 per hour	\$25 per meeting + \$7 per hour	35,234	52,850	45,103 ¹	1	25,890	38,834	27,828 ¹
Bertie	\$60 per meeting	\$50 per meeting	31,708	46,807	33,600		n/a		
Bladen	\$2,702	\$2,028	41,693	58,370	57,574	1	27,675	38,745	34,251
Brunswick	\$50 per meeting	\$50 per meeting	43,734	69,974	55,025		24,543	39,269	27,000
Buncombe	\$3,250	\$2,600	56,320	80,067	73,215	4	27,851	39,616	33,083
Burke	\$3,233	\$2,515	34,967	54,198	36,750	3	23,666	36,684	24,873
Cabarrus	\$75 per meeting	\$50 per meeting	48,704	75,188	67,192	1	32,965	50,873	38,716
Caldwell	\$2,400	\$2,400	29,929	47,247	37,123 ¹	2	20,634	32,414	24,209
Camden	\$35 per meeting	\$35 per meeting	part-time		18,495	1	n/a		
Carteret	\$100 per election day + \$35 per meeting	\$100 per election day + \$35 per meeting	36,457	58,476	40,172	2	19,651	37,909	26,002
Caswell	n/a	n/a	27,672	45,612	34,020		n/a		
Catawba	\$100 per election day + \$75 per meeting	\$100 per election day + \$50 per meeting	47,920	74,349	66,285	2.5	24,188	37,540	31,355
Chatham	\$3,600	\$2,400	38,674	57,139	47,760	1	28,859	42,638	31,180
Cherokee	\$50 per meeting	\$50 per meeting	30,616	49,023	39,820	1	26,325	41,107	33,716
Chowan	\$40 per meeting	\$40 per meeting	28,844	51,796	33,390		n/a		
Clay	\$50 per meeting	\$50 per meeting			37,864				22,940
Cleveland	\$4,122	\$2,622	39,642	61,878	51,318	1	23,700	36,978	26,652
Columbus	\$45 per meeting	\$35 per meeting	31,957	65,397	44,485		n/a		
Craven	\$70 per meeting	\$70 per meeting	34,470	56,405	37,857 ¹	2	22,603	36,986	27,262 ¹
Cumberland	\$4,933	n/a	53,499	88,273	84,240	2	33,988	64,292	37,550
Currituck	\$900 + \$9 per hour for meetings	\$300 + \$9 per hour for meetings	39,638	54,884	42,824	1	27,738	38,820	28,796
Dare	n/a	n/a	46,711	74,738	74,738	1	27,599	44,159	37,227
Davidson	\$1,000 per election + \$25 per meeting	\$1,000 per election + \$25 per meeting	41,139	61,708	58,609	1	30,743	46,196	30,743
Davie									
Duplin	\$30 per meeting	\$30 per meeting	37,520	59,166	41,425	1	23,327	36,783	23,793
Durham	\$3,000	\$2,500	56,322	96,960	89,102	4	32,716	56,322	35,916
Edgecombe	\$35 per meeting + \$8 per hour	\$35 per meeting + \$8 per hour	31,430	46,657	37,080	3	20,259	30,075	21,927
Forsyth	n/a	n/a			80,018		n/a		
Franklin	\$25 per meeting	\$25 per meeting	38,570	55,100	no data ⁵	2	27,967	43,796	30,660 ⁵
Gaston	\$3,600	\$2,400	48,453	75,112	56,931	2	24,402	37,827	29,434
Gates	\$25 per meeting	\$25 per meeting	26,605	34,460	31,197	1	16,338	21,158	no data
Graham	\$50 per meeting	\$50 per meeting			28,600		n/a		
Granville	\$3,000	\$1,500	34,006	54,409	48,543	2	20,872	47,000	29,000
Greene	n/a	\$25 per meeting	31,325	43,692	41,243		n/a		
Guilford	no data	no data			87,503 ³	3	30,805	52,369	33,470
Halifax	\$300	\$300	33,230	53,943	43,674	1	21,248	34,492	no data
Harnett	\$2,400	\$1,800	38,968	60,400	52,437	1	27,824	43,127	33,390
Haywood	\$25 per meeting	\$25 per meeting	32,127	48,190	52,309	2	21,422	32,134	25,545
Henderson	\$40 per meeting	\$40 per meeting	44,090	68,337	57,337	1	22,620	35,078	23,425
Herford	\$35 per meeting	\$35 per meeting	23,806	35,234	29,680		n/a		
Hoke	\$100 + \$50 per meeting	\$50 + \$50 per meeting	37,957	53,632	46,247	1	22,193	31,358	23,316
Hyde									
Iredell	\$900 + \$20-\$60 per various mtgs	\$900 + \$20-\$60 per various mtgs	41,618	54,549	49,309	2	23,194	35,973	25,765
Jackson	n/a	n/a	31,232	55,463	40,591		n/a		
Johnston	n/a	n/a	43,673	74,135	50,564		n/a		
Jones	\$25 per meeting	\$25 per meeting	26,982	34,033	31,075		n/a		
Lee	\$100 per election day + \$25 per meeting	\$100 per election day + \$25 per meeting	42,846	59,985	43,137	1	28,585	40,019	29,120
Lenoir	\$3,920	\$2,953	\$35,992	\$52,128	\$38,760	3	19,811	28,692	25,602
Lincoln	\$2,800	\$2,400	41,069	59,481	50,036	2	29,066	48,819	33,870
McDowell	\$50 per meeting	\$50 per meeting	34,950	51,378	38,136 ¹		n/a		
Macon	\$40 per meeting	\$40 per meeting	27,169	40,753	38,113		n/a		
Madison									
Martin	\$60 per meeting	\$40 per meeting	26,843	42,912	37,003		n/a		
Mecklenburg	\$7,183	\$4,869	70,078	132,763	90,000 ⁴	12	31,924	56,848	38,177
Mitchell	\$2,450	\$2,400	30,270	42,378	31,784		n/a		
Montgomery	\$1,800	\$1,500	25,404	40,728	37,428		n/a		

County	Board of Elections		Elections Director			Elections Specialist			
	Chair	Member	Min.	Max.	Actual	No.	Min.	Max.	Actual
Moore	\$2,400	\$1,800	39,766	62,476	57,200	1	29,675	46,620	35,984
Nash	\$3,000	\$50 per meeting	39,957	64,059	50,582	2	21,975	35,272	24,518
New Hanover	\$4,100	\$2,550	47,990	73,635	53,560	3	28,642	44,824	32,562
Northampton	\$30 per meeting	\$25 per meeting	30,068	53,533	32,380 ¹		n/a		
Onslow	n/a	n/a	36,743	58,790	45,925	3	21,218	33,950	23,144
Orange	\$60 per meeting	\$50 per meeting	65,014	103,933	68,289 ¹	3	30,996	49,550	41,902 ¹
Pamlico	\$8.48 per hour	\$7.74 per hour	30,220	53,667	32,000		n/a		
Pasquotank	\$25 per meeting	\$25 per meeting	34,510	48,315	39,940	1	25,778	36,090	27,988 ¹
Pender	\$35 per mtg + \$140 election day	\$35 per mtg + \$140 election day	31,349	49,012	31,349	1	26,087	41,648	26,087
	\$75 canvass day	\$75 canvass day							
Perquimans	\$35 per meeting	\$35 per meeting	26,261	39,771	30,401		n/a		
Person	\$40 per meeting	\$40 per meeting	39,291	58,001	44,363	1	28,490	42,056	29,913
Pitt	\$3,600	\$150 election day + \$50 per mtg	55,604	87,884	62,545		n/a		
Polk	\$35 per mtg + \$135 election day	\$35 per mtg	29,577	48,465	41,791	1	23,174	37,974	24,348
Randolph	\$4,200	\$2,400	42,300	65,340	46,568	2	25,476	38,472	27,894
Richmond	\$2,261	\$1,582	32,995	48,033	37,807	1	26,112	37,997	26,589
Robeson	\$3,600	\$1,800	42,212	52,342	44,568 ¹		n/a		
Rockingham	\$1,800	\$35 per meeting	40,266	60,399	53,609		n/a		
Rowan	\$1,846	\$1,404	46,475	73,776	48,818	2	23,348	37,061	25,397
Rutherford	\$840	\$840	39,004	58,769	42,022 ¹	2	23,730	35,756	23,730
Sampson	n/a	\$1,854	36,996	55,500	46,464		n/a		
Scotland	\$1,500	\$1,200	34,836	49,224	35,712	1	23,244	32,844	23,820
Stanly	\$1,200 + \$30 per meeting	\$30 per meeting	31,754	47,631	41,016	2	24,244	36,364	28,516
Stokes									
Surry	\$50 canvass day + \$35 per mtg	\$125 election day + \$60 per seminar	34,668	58,056	44,112	1	28,020	46,164	34,668 ²
Swain	\$50 for first mtg, then \$25	\$50 for first meeting, then \$25	23,924	35,256	36,021 ¹	1	20,062	29,564	22,404 ¹
Transylvania	\$25.31 per hour	\$21.11 per hour	34,536	50,077	48,589 ¹	2.35	25,379	36,800	35,515 ¹
Tyrrell	\$50 per meeting	\$50 per meeting			\$12.36/hr		n/a		
Union	\$3,000	\$2,400	51,683	77,525	71,770	6	27,698	49,688	27,291
Vance	\$3,000	\$1,700	33,192	51,444	38,016	1	22,332	34,620	24,948
Wake	\$25 per meeting	\$25 per meeting	62,650	104,350	94,043	7	28,150	46,850	39,504
Warren	\$25 per meeting	\$25 per meeting	32,938	52,586	32,938	1	22,293	35,772	22,955
Washington	\$30 per meeting	\$30 per meeting	26,196	37,920	26,856		n/a		
Watauga	\$3,600 + \$600 travel	\$2,400 + \$300 travel	35,420	54,916	50,649	2	26,035	40,354	29,872
Wayne	n/a	n/a	50,359	78,540	vacant		n/a		
Wilkes	\$2,400	\$1,200	31,131	59,763	39,874	2	18,154	34,837	26,930
Wilson	\$2,820	\$1,872	42,348	71,592	55,320	2	29,112	49,224	34,038
Yadkin	\$45 per meeting	\$45 per meeting	27,339	39,581	31,698	1	20,639	29,873	20,112
Yancey	n/a	n/a	26,267	39,964	35,427	1	6,381	9,708	8,830

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

TABLE IV. CLERK TO THE BOARD OF COUNTY COMMISSIONERS

January 2008

Clerk to the Board				Clerk to the Board			
County	Min.	Max.	Actual	County	Min.	Max.	Actual
Alamance	\$ 31,256	\$ 50,011	\$ 53,016	Johnston	\$ 45,641	\$ 77,474	\$ 44,518
Alexander	24,516	33,794	32,970	Jones	assistant to county manager		
Alleghany	29,079	43,619	29,543 ²	Lee	37,439	52,414	46,715
Anson	27,492	43,907	43,907 ²	Lenoir	28,607	41,423	33,175
Ashe	assistant to county manager			Lincoln	33,708	48,819	38,135
Avery	26,223	36,566	34,825	McDowell	24,684	36,282	36,282
Beaufort	assistant to county manager			Maconcounty manager			
Bertie	30,401	44,877	34,531 ²	Madison	Martinassistant to county manager		
Bladen	assistant to county manager			Mecklenburg	52,790	83,474	68,967
Brunswick	43,734	69,974	54,737	Mitchell	human resources director		
Buncombe	73,586			Montgomery	assistant to county manager		
Burke	34,967	54,198	37,055	Moore	46,002		
Cabarrus	42,071	64,947	43,307	Nash	assistant county manager		
Caldwell	34,456	54,417	41,734	New Hanover	67,530	67,530	67,530
Camden	assistant to county manager			Northampton	assistant to county manager		
Carteret	46,202	73,923	57,213	Onslow	35,330	56,528	37,502
Caswell	27,672	45,612	42,552	Orange	65,014	103,933	79,416
Catawba	43,459	69,429	46,460	Pamlico	26,104	46,355	31,819
Chatham	35,078	51,827	51,662	Pasquotank	36,016	44,822	45,188
Cherokee	29,478	46,835	31,214	Pender	county manager		
Chowan	30,285	54,384	30,285 ²	Perquimans	27,443	41,560	31,013
Clay	county manager additional 2,808			Person	40,902	60,379	52,205
Cleveland	34,446	53,766	41,544	Pitt	43,985	69,158	46,095
Columbus	35,274	72,185	46,737	Polk	31,055	50,888	36,915 ¹
Craven	41,574	68,041	63,405	Randolph	assistant to county manager		
Cumberland	42,647	70,368	68,666	Richmond	assistant to county manager		
Currituck	46,801	64,914	56,411	Robeson	33,114	48,745	45,619
Dare	40,467	64,747	64,747	Rockingham	42,092	63,138	60,067
Davidson	39,207	58,811	47,740	Rowan	34,598	54,930	41,301
Davie				Rutherford	37,113	55,920	46,993
Duplin	n/a			Sampson	assistant county manager		
Durham	51,024	87,840	72,233	Scotland	assistant to county manager		
Edgecombe	personnel officer			Stanly	n/a		
Forsyth	93,330			Stokes			
Franklin	32,098	45,854	39,003	Surry	28,020	46,164	31,812
Gaston	45,242	70,137	68,984	Swain	n/a		
Gates	county manager			Transylvania	28,962	41,995	31,400
Graham	29,835			Tyrrell	27,168		
Granville	34,006	54,409	51,516 ¹	Union	67,446		
Greene	county manager			Vance	33,192	51,444	44,292
Guilford	69,309			Wake	79,200		
Halifax	assistant to county manager			Warren	34,585	55,500	41,302
Harnett	38,968	60,400	49,433	Washington	31,476	45,564	45,564
Haywood	county manager			Watauga	35,430	54,916	36,721
Henderson	29,777	46,171	45,084	Wayne	assistant to county manager		
Hertford	assistant county manager			Wilkes	34,065	65,384	52,215
Hoke	39,855	56,314	52,262	Wilson	assistant county manager		
Hyde				Yadkin	31,467	45,548	33,036
Iredell	asst. to county mgr. additional 14,915			Yancey	county manager additional 10,000		
Jackson	33,549	59,578	40,868				

1. Also assistant to county manager
2. Also administrative assistant to county manager

TABLE V. COUNTY ATTORNEY

January 2008

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		county manager			normal			ABCDEFGHIJKLMOTUVW
	assistant	\$ 77,664						
Alexander	n/a							ABCDEFGHIJKLMNOSTUVW
Alleghany			\$15,000	\$114,049	higher	1,4	acde	ABCDEFGHIJKLMOPSTUVW
Anson				10,000	normal		acdef	X
Ashe				36,671	higher	1		ABCDEFGHIJKLMQSTUVW
Avery	n/a							
Beaufort			26,692		normal		acdef	ABCDEFGHIJLMRSTVW
Bertie				128,933	normal		acdef	ABCDEFGHIJLMRSTUVW
Bladen			3,600	161,769	normal		a	X
Brunswick		107,591		57,526	normal			ABCDEFGHIJKLMOPQRSTUWV
	assistant	80,632						
Buncombe				contracted			acdef	X
	assistant	83,005						
Burke			9,000	\$125/hr.	higher	1	acd	X
Cabarrus				200,830	normal			ABCDEFGHIJKLMOTVW
Caldwell			3,600	25,877	normal		acdef	X
Camden				\$175/hr.	higher	1		ABCDEFGHIJLMRSU
Carteret			\$150/hr.	30,232	normal			ABCDEFGHIJKLMOPRTV
Caswell	n/a							
Catawba		101,405			normal			ABCDEFGHIJLMNOTUVW
	assistant	101,405						
Chatham		93,000			normal			ABCDEFGHIJKLMPRVW
	assistant	40,000						
Cherokee			35,000		normal		acdef	ABCDEFGHIJMKOSW
Chowan		93,840			normal			ABCDEFGHIJLMORSTUV
Clay				28,000	normal			ABCDEFGHIJLMOPRSTUV
Cleveland			14,500	95,393	normal		acde	ABCDEFGHIJLMOTVW
Columbus		72,099			normal			X
	assistant	59,308						
Craven				212,855	normal			ABCDEFGHIJKLMOPQRSTVW
Cumberland		134,744			normal			ABCDEFGHIJLMOSTUVW
	assistant—2 positions	104,880						
	staff attorney III—	80,542–132,894						
	sheriff							
	attorney—3 positions	61,305–101,153						
Currituck				\$142.85/hr.	normal			ABCDEFGHIJKLMOPQRSUV
Dare			40,000	47,222			acdef	ABCDEFGHIJKLMOPRTUW
Davidson		92,860			normal			ABCDEFGHIJKLMOPTUVWX
	assistant	34,308						
Davie								
Duplin		79,629			normal			X
	assistant	26,795						
Durham		160,000			normal			ABCDEFGHIJMN
	deputy—all departments		68,621–118,137					
	legal advisor—sheriff	62,169–107,026						
	assistant—5 positions	76,188						
Edgecombe			43,991	10,000	normal		acdef	X
Forsyth		137,114			normal			ABCDEFGHIJKOUV
	assistant—6 positions	78,825						
Franklin			12,000	314,725	higher	1,2,3,4	acde	ABCDEFGHIJKLMOPQSTUVWX
Gaston		113,553						X
	assistant	61,831						
Gates			1,808	33,026	higher	5	bc	ABCDEFGHIJLMRUV
Graham			no data	no data	normal			ABCDEFGHIJKLMOSTW
Granville			7,800	101,014	normal		acdef	ABCDEFGHIJLMOSTUVW
Greene	n/a							
Guilford		103,530			normal			ABCDEFGHIJLMNOSTV
	deputy—5 positions	90,084						
Halifax		87,568			normal			ABCDEFGHIJOPSTVW
	assistant	27,581						
Harnett			7,200	40,650	normal		abcdef	A
	staff—except DSS, sheriff		70,257–108,898					
	staff—programmatic	92,733						

County	Comments	Full-time Salary	Retainer	Fees	Amount as Compared with Past	Reason if Higher	Services Covered by Retainer	Departments Served by County Attorney
Haywood			\$ 42,000		normal		acdef	
Henderson		\$102,000			normal			ABCDEFGHIJKLMOPTVW
	assistant	77,635						
	sheriff's department	52,894–81,997						
Hertford			no data	no data			acdef	ABCDEFGHIJKLMOPRSTUVW
Hoke			4,000	\$ 36,245	normal		acdf	X
Hyde								
Iredell			16,800	49,506	normal		a	X
Jackson				97,048	higher	4		ABCDEFGHIJKLMPTUVW
Johnston		113,076			normal			X
	assistant	32,852						
Jones				\$125/hr.				ABCDEFGHIJKLMSTVW
Lee		90,894			normal			ABCDEFGHIJKPTUVW
Lenoir		22,500			normal		acdef	ABCDEFGHIJLMOSUVW
Lincoln				142,686	normal		acdef	ABCDEFGHIJKLMOPTVW
McDowell			14,590	3,272	normal		be	ABCDEFGHIJKLMOPSTUVW
Macon		129,150			normal			ABCDEFGHIJKLMSTW
	staff attorney—sheriff	60,000						
Madison								
Martin			7,200	8,443	normal		bcdef	ABCDFHIMQRTUVWX
Mecklenburg			\$224,070	\$0	normal		acdef	ACDEFGHIJNT
	assistant	\$130,644						
Mitchell				no data	normal			ABCDEFHIKMT
Montgomery				10,688	normal			ABCDEFGHIJKLMQRTUVWX
Moore		82,264			normal			ABCDEFGHIJKLMOPRTVW
	assistant—2 positions	76,439			normal			ABCDEFGHIJKLMOPRTVW
Nash			18,000	no data	normal		acde	ABCDEFGHIKLMORVW
New Hanover		129,703			normal			X
	assistant—2 positions	92,447						
Northampton			6,000	57,520	normal		a	ABCDEFGHIKLMOPRSTUVWX
Onslow			22,258	168,576	normal		acde	ABCDFGIJLMOTUVW
Orange			no data	no data			acde	ABCDEFGHIJKLMOPSTUVW
Pamlico			no data	no data	normal		acde	ABCEGIKLMRV
Pasquotank		76,717			normal			ABCDEFGHIJLMORUVW
Pender			48,000	7,308	normal		ac	ABCDEFGHIJKLMPTVW
Perquimans				20,750	normal		acdef	ABCDEFHIKLMOPRSTUVWX
Person			38,475	43,040	normal		acdef	ABCDEFGHIJKLMOPSTV
Pitt		115,049			normal			ABCDEFGHIJKLMSTVW
	assistant	85,811						
Polk			18,000	18,000	normal		acde	ABCDEFIJKLMNSTVW
Randolph	staff attorney	75,632	17,500	51,734	higher	6	a	AB
Richmond			no data	no data			acdef	ABCDEFGHIJKLMOPRSTVW
Robeson		31,836		178,338	normal		acdef	ABCDEFGHIJKLMOPRSTUVW
Rockingham		90,518			normal			ABCDEFGHIJLMNOPRSTUVW
	assistant	73,000						
Rowan			15,996	115,222	normal		acdef	X
Rutherford	no data							ABCDEFIJKLMSTVW
Sampson	103,536							ABCDEFGHIJKMOPQRSTUV
Scotland			3,125	41,060	normal		a	ABCDEFGHIJKLMOPTUVW
Stanly			500	60,130	normal		acdef	ABCDEFGHIJLMOPQRSTV
Stokes								
Surry			4,800	58,287	normal		acdef	ABCDEFGHIKLMOPSTUVW
Swain			no data	no data	normal			ABCDEFGHIKLMSTW
Transylvania			6,000	72,371	normal		ac	ABCDEFGHIJKLMSTVW
Tyrrell				no data				ABCDEFHLMPR
Union			15,000	\$200/hr.	normal		bcef	ABCDEFGHIJKLMPTVW
	senior staff	110,071						
	staff-legal	61,501						
	staff-sheriff's dept	60,369						
Vance			6,000	16,920	normal		acdef	ABCDEFILMOSTUW
Wake		135,000			normal			ABCDFGHJKLMNOVW
	assistant—8 positions	74,168						
Warren			4,800	17,300	normal		ace	ACDEFGHIJKLMOPSTUVW
Washington				21,925	normal			X
Watauga				71,074	higher	1	acdef	ABDEFHIKLMSTVW
Wayne			64,104					ABCDEFGHIJLMOTVW
Wilkes				224,200	normal		no data	X
Wilson				32,139	normal			ABCEFGIJLMORUVW
Yadkin				no data	lower		acde	A
Yancey			9,743	no data	lower		abcdef	ABCDEFHG

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

Codes for Reason if Higher

- 1. Unusual litigation or complex business transaction
- 2. Unusual number of tax foreclosures
- 3. Additional services requested by board of commissioners
- 4. Payments to more than one attorney
- 5. Loan closing
- 6. Zoning cases

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

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

January 2008

County	Finance Director			Purchasing Agent			Accountant				Accounting Technician			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual
Alamance	\$ 53,007	\$ 84,812	\$ 76,872	\$ 44,449	\$ 71,121	\$ 44,449	1	\$ 35,669	\$ 57,071	\$ 47,532	3	\$ 25,083	\$ 40,130	\$ 29,680
Alexander	56,759	78,243	76,335	n/a				n/a			1	28,430	39,191	31,284
Alleghany	42,967	64,445	42,967	n/a				n/a			1	23,923	35,885	23,923
Anson	37,552	60,023	48,396	n/a				n/a			2	23,576	37,552	26,467
Ashe	50,634	71,544	58,719	n/a			1	35,844	50,646	39,564	2	27,705	46,473	30,209
Avery	47,094	65,672	54,029	26,223	36,566	27,550		n/a			1	24,974	34,824	24,974
Beaufort	assistant county manager and human resources director			n/a				n/a			1	33,716	50,574	43,332
Bertie	48,309	71,314	56,548	n/a				n/a			1	26,794	39,553	29,412
Bladen	41,365	64,911	57,378	n/a				n/a			4	25,399	32,171	31,566
Brunswick	73,393	117,428	103,581	assistant county manager			1 III	59,435	95,097	80,979	4	31,522	50,435	36,397
							3 II	48,968	78,349	50,678				
Buncombe			101,637	43,247	61,476	46,131	1	43,247	61,476	57,471	8 II	26,653	37,910	34,424
Burke	deputy county manager			34,967	54,198	vacant		40,480	62,742	vacant	1	30,204	46,819	31,167
Cabarrus	assistant county manager			36,345	56,094	52,916	2	42,071	64,947	46,939	5	29,888	46,157	34,407
Caldwell	55,157	85,610	60,231	29,929	47,247	38,796	1	36,113	57,036	40,747	4	24,822	39,112	30,208
Camden	35,069	52,600	49,583	finance director				n/a				n/a		
Carteret	assistant county manager			n/a			4	40,140	64,224	47,219	2	22,607	36,172	28,225
Caswell	43,860	72,576	48,168	n/a				n/a			3	21,216	34,263	24,520
Catawba	69,551	104,629	98,654	41,390	64,222	62,721	1	47,920	74,349	53,207	9	29,413	45,631	36,058
Chatham	assistant county manager			33,408	49,359	43,915	1	42,638	62,996	59,285	5	30,303	44,771	38,115
Cherokee	53,057	88,655	70,856	31,821	51,258	31,821		n/a			1	27,294	42,897	31,808
Chowan	36,814	66,107	62,958	finance director				n/a			1	27,470	49,330	44,743
Clay			45,200	n/a				n/a				n/a		
Cleveland	66,372	103,596	72,882	31,368	48,972	33,666	1	34,446	53,766	38,742	4	26,022	40,596	29,958
Columbus	n/a			31,957	65,397	43,399		n/a				n/a		
Craven	80,149	131,168	131,168	n/a				n/a			3	24,820	40,627	27,564
Cumberland	84,284	139,069	121,365 ¹	44,610	73,606	55,290	8	44,610	84,374	53,427	21	24,638	53,551	28,108
Currituck	60,034	83,441	69,884	n/a				n/a			2	32,838	45,362	34,102
Dare	86,998	139,197	139,197 ²	38,576	61,721	61,541	1	42,450	67,919	53,025	11	26,311	56,091	38,136
Davidson	60,686	91,028	85,833	45,344	68,015	55,455	3	29,320	43,980	33,192	3	26,593	39,889	30,428
Davie														
Duplin	47,584	75,036	66,631	30,779	48,537	42,252	1	34,662	54,660	36,783	3	22,422	48,537	30,478
Durham	83,608	143,938	128,973	46,225	79,578	72,368	5	37,940	65,315	52,243	7	32,716	56,322	37,763
Edgecombe	46,436	68,934	61,800	29,932	44,435	32,044	1	33,000	48,989	33,000	3	24,626	36,557	28,940
Forsyth			143,790	n/a			3			48,651	18			31,523
Franklin	63,923	91,320	76,574	n/a				n/a			1 IV	36,839	52,627	39,605
											1 III	32,098	45,854	35,203
											1 II	30,657	43,796	33,000
											1 I	27,967	39,953	30,113
Gaston	83,877	130,026	111,133	36,827	57,095	47,877	1	39,442	61,149	56,208	4	27,990	43,392	38,132
Gates	46,037	59,633	46,497	n/a				n/a			1	30,421	39,402	37,490
Graham	28,000	32,000	30,000	n/a				n/a			2	25,350	32,000	28,675
Granville	45,575	no data	76,716	n/a				n/a			1	27,975	44,759	32,130
Greene	41,802	58,362	42,904	n/a				n/a			2	27,118	37,802	27,218
Guilford			129,322	58,088	98,749	77,394	2	37,444	63,655	43,966	35	31,575	53,678	38,352
Halifax	54,618	88,662	71,783	n/a			2	36,702	59,580	45,913		n/a		
Harnett	73,278	113,581	101,670	32,928	51,038	39,514	4	37,361	57,910	43,486	1	26,677	41,349	27,824
Haywood	54,486	81,728	82,409	30,743	46,116	30,743		n/a			1	27,896	41,846	27,897
Henderson	65,267	101,157	85,499	n/a				n/a			1	28,646	44,392	37,830
Hertford	38,791	57,411	50,789	n/a			1	30,398	44,993	36,982	1	23,806	35,234	25,001
Hoke	68,165	96,316	71,616	n/a			1	37,957	53,632	38,657	2	28,324	40,021	29,758
Hyde														
Iredell	deputy county manager			39,788	61,711	58,708		n/a			2	26,544	41,169	32,353
Jackson	50,342	89,400	94,801	n/a				n/a				n/a		
Johnston	67,826	115,128	106,064	n/a				n/a				n/a		
Jones	39,237	49,521	39,237	n/a				n/a			1	24,660	31,075	25,796
Lee	67,180	94,051	77,861	n/a				n/a			2	29,900	41,860	30,023
Lenoir	assistant county manager			n/a				n/a			3	21,714	34,477	25,398
Lincoln	52,572	76,140	65,652	n/a			3	33,708	48,819	36,638	2	29,066	42,096	35,503
McDowell	47,100	69,228	56,748	44,814	65,874	50,118	1	n/a			2	22,344	42,114	30,486
Macon	n/a			n/a			1	34,676	52,014	47,250		n/a		
Madison														
Martin	47,562	76,036	52,499	n/a			2	28,040	55,897	35,878	3	22,500	39,320	25,620
Mecklenburg	107,442	195,175	150,000	n/a			12	36,344	83,474	46,623	7	23,083	47,720	28,579
Mitchell	38,663	54,086	45,850	n/a				n/a				22,588	31,623	23,266
Montgomery	36,600	58,680	51,276	n/a				n/a			1	22,620	36,300	23,544
Moore	61,691	96,921	71,392	36,070	56,667	42,146	1	36,070	56,667	46,722	8	25,634	40,273	32,608

County	Finance Director			Purchasing Agent			Accountant				Accounting Technician			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual
Nash	\$ 65,664	\$105,280	\$ 87,390	n/a			1	\$ 32,741	\$ 52,509	\$ 55,869	1	\$ 31,162	\$ 49,979	\$ 41,500
New Hanover	94,609	145,126	105,900 ⁵	\$ 50,732	\$ 77,812	\$ 60,094		n/a			37	28,642	43,992	32,892
Northampton	59,534	102,490	78,112 ³	25,974	45,835	31,648		n/a			4	23,559	41,576	31,890
Onslow	deputy county manager			38,213	49,677	43,549	2	35,330	56,528	36,930	5	25,815	41,305	34,774
Orange	79,212	126,632	107,367	43,796	70,013	65,919	1	43,796	70,013	65,919	3	32,564	52,057	35,816
Pamlico	42,526	75,521	60,668	n/a			1	28,781	51,111	31,247	3	22,388	39,757	no data
Pasquotank	55,717	67,975	71,662	n/a				n/a			5	22,036	36,090	27,356
Pender	59,631	88,608	59,631	n/a			1	34,366	53,234	34,755	3	26,087	41,648	29,692
Perquimans	37,347	56,558	45,396	n/a				n/a			1	part-time		23,814
Person	63,638	93,942	79,344	n/a				n/a			1	30,873	45,575	30,873
Pitt	93,127	147,189	117,733	n/a			1	50,627	80,017	53,057	5	31,678	50,070	37,601
Polk	41,618	68,196	55,972	n/a				n/a			2	24,333	39,872	28,959
Randolph	assistant county manager			36,768	56,496	40,360	1	42,300	65,340	52,608	4	27,900	42,300	33,035
Richmond	48,003	69,887	58,595	n/a				n/a			4	24,907	36,246	29,137
Robeson	62,345	86,509	85,393	n/a				n/a			4	25,855	39,754	36,098
Rockingham	assistant county manager			43,947	65,921	47,972	2	36,809	55,214	44,774	5	28,242	42,363	33,596
Rowan	72,344	114,847	100,085	40,098	63,659	46,932	1 II	48,818	77,496	50,283	4 III	28,424	45,117	33,197
							2 I	40,098	63,659	48,142	3 II	25,761	40,894	30,682
Rutherford	64,109	88,548	68,217	n/a			1	33,603	50,630	34,023	2	26,211	39,491	31,973
Sampson	61,332	91,968	86,304	n/a			1	42,456	63,696	44,580	9	25,620	42,144	30,535
Scotland	assistant county manager			38,124	53,868	41,052		n/a			7	25,428	49,224	31,397
Stanly	59,598	89,397	85,068	n/a			1	38,012	57,019	40,384	4	24,244	36,364	27,511
Stokes														
Surry	assistant county manager			29,268	48,360	36,192		n/a			2	31,812	52,968	34,656
Swain	32,556	47,977	35,982	n/a			1	26,126	38,500	27,499	1	21,908	32,285	23,986
Transylvania	51,648	74,890	71,699	n/a				n/a			3 II	27,714	40,185	35,176
											1 I	25,379	36,800	28,141
Tyrrell			39,012	n/a				n/a				n/a		
Union	91,868	137,803	119,307	41,402	62,102	43,281	4	37,845	62,102	44,337	13	28,974	56,768	37,351
Vance	56,292	87,240	77,676	county manager				n/a			1	30,396	47,112	38,064
Wake	92,250	153,750	126,192	56,650	94,350	88,495	11	31,900	53,100	44,731	29	25,150	41,850	32,991
Warren														
Washington	51,144	74,100	70,524	27,960	40,476	30,864		n/a			1	24,456	35,364	24,456
Watauga	62,791	97,235	92,834	n/a				n/a			4	28,431	48,124	34,537
Wayne	52,875	82,466	71,111	n/a			1	37,577	58,607	48,073	1	20,926	32,634	31,726
Wilkes	44,612	85,639	59,763	26,014	49,920	31,131		n/a			1	28,457	54,619	36,439
Wilson	56,076	94,824	79,860	n/a				n/a				n/a		
Yadkin	39,761	57,558	47,233	n/a				n/a			2	22,658	32,830	29,236
Yancey	27,580	41,961	32,000 ⁴	finance officer				n/a			1	19,600	29,821	21,891

1. Also serves as assistant county manager
2. Also serves as assistant to the county manager
3. Also serves as information technology director
4. Also serves as purchasing agent
5. Also supervises tax administrator and tourism development authority

TABLE VII. HUMAN RESOURCES DIRECTOR, ANALYST, AND TECHNICIAN

January 2008

County	Human Resources Director			Human Resources Analyst				Human Resources Benefits Specialist			
	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	\$ 53,007	\$ 84,812	\$ 71,748	1	\$ 35,669	\$ 57,071	\$ 35,880	1	\$ 32,663	\$ 52,261	\$ 48,284
Alexander	38,234	52,707	48,944		n/a			1	27,060	37,302	35,505
Alleghany	n/a				n/a				n/a		
Anson	37,552	60,023	46,558 ²		n/a				n/a		
Ashe	n/a				n/a				n/a		
Avery	n/a				n/a				n/a		
Beaufort	assistant county manager				n/a			1	32,264	48,396	35,350
Bertie	n/a				n/a			1	40,821	60,258	40,821
Bladen	41,356	52,386	42,276		n/a			1	30,308	38,391	37,717
Brunswick	61,180	97,889	76,875	1	38,500	61,600	45,649	1	35,011	56,017	44,913
Buncombe	73,350	104,288	99,166	1	39,616	56,320	50,539	6	29,086	41,359	37,099
Burke	46,860	72,633	58,401		n/a			1	27,397	42,466	28,794
Cabarrus	65,250	100,738	82,880	1	40,053	61,845	54,732	1	31,376	48,452	42,676
Caldwell	45,685	72,268	65,875		n/a			3	24,822	39,112	26,946
Camden	28,142	42,209	29,840 ²		n/a				n/a		
Carteret	46,202	73,923	69,058		n/a			1	28,910	46,256	28,910
Caswell	22,032	34,848	25,824 ²		n/a				n/a		
Catawba	69,551	104,629	92,415	1	39,422	61,169	45,896	3	30,889	47,921	39,703
Chatham	49,359	72,925	54,980		n/a			1	28,859	42,638	34,980
Cherokee	38,876	64,256	49,035 ²		n/a				n/a		
Chowan	n/a				n/a				n/a		
Clay			26,569 ²		n/a				n/a		
Cleveland	55,038	85,914	59,058		n/a			1	28,566	44,598	34,446
Columbus	40,908	83,712	59,825		n/a			1	21,527	30,418	23,203
Craven	66,447	108,736	82,076	1	47,855	78,813	55,086 ¹	2 II	29,942	49,003	38,752
Cumberland	53,499	88,273	78,290	3	40,768	73,606	62,385	6	32,455	56,081	38,250
Currituck	51,535	71,541	53,647		n/a			1	32,838	45,362	34,102
Dare	62,241	99,586	99,104		n/a			2	28,951	46,322	44,317
Davidson	55,117	82,676	75,190	1	37,388	56,083	44,557	2	30,743	46,196	39,466
Davie											
Duplin	32,023	50,498	39,817		n/a			1	25,250	39,817	25,250
Durham	75,745	130,402	117,766	3	37,940	65,315	43,883	4	31,138	53,607	34,277
Edgecombe	38,203	56,712	44,058 ^{2,4}		n/a				n/a		
Forsyth			95,618	7			49,950	5			35,953
Franklin	44,267	63,239	49,837		n/a				n/a		
Gaston	68,277	105,842	vacant	1	48,453	75,112	65,409	1	27,990	43,392	34,288
Gates	n/a				n/a				n/a		
Graham	n/a				n/a				n/a		
Granville	n/a				n/a			1	30,853	49,365	31,624
Greene	n/a				n/a			1	27,118	37,802	28,976
Guilford	85,822	145,897	119,092	1	45,513	77,372	61,613	4	27,941	47,500	45,602
Halifax	49,451	80,275	53,943	1	30,086	48,840	32,014		n/a		
Harnett	61,921	95,978	71,710	1	48,098	74,552	53,500 ¹	1	27,824	43,127	28,011
Haywood	43,722	65,581	60,320		n/a			1	29,152	43,729	36,297
Henderson	58,032	89,924	75,461	1	40,755	63,180	57,913	1	30,986	48,010	39,715
Hertford	assistant county manager				n/a				n/a		
Hoke	37,957	53,632	46,219 ²		n/a				n/a		
Hyde											
Iredell	54,509	84,544	84,123	1	36,365	56,402	40,179	1	30,378	47,116	47,116
Jackson	n/a				n/a			2	28,919	51,355	42,632
Johnston	64,906	110,171	95,910	1	47,694	80,959	64,339		n/a		
Jones	county manager				n/a				n/a		
Lee	58,701	82,181	65,582		n/a			1	35,793	50,110	40,687
Lenoir	35,992	52,128	47,226		n/a				n/a		
Lincoln	47,628	68,979	48,817	1	33,708	48,819	34,549	1	30,538	44,227	31,301
McDowell	purchasing agent			2	n/a				n/a		
Macon	assistant county manager				n/a				n/a		
Madison											
Martin	county manager			2	n/a				n/a		
Mecklenburg	107,442	195,175	vacant	1	31,924	56,848	43,793	3	28,040	56,848	36,114
Mitchell	31,783	44,496	42,717 ²		n/a				n/a		
Montgomery	31,008	49,680	33,564 ²		n/a				n/a		
Moore	55,955	87,910	65,354	1	36,070	56,667	40,122		n/a		
Nash	65,664	105,280	80,119		n/a			1	32,741	52,509	37,073
New Hanover	90,945	139,514	101,849	2	56,945	87,346	69,576 ³	1 spec.	36,962	56,638	45,697
								2 tech.	31,429	48,235	37,778

County	Human Resources Director			Human Resources Analyst				Human Resources Technician			
	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Northampton	\$ 46,645	\$ 80,304	\$ 58,255		n/a			1	\$ 21,369	\$ 37,708	\$ 21,903
Onslow	66,173	105,877	82,644		n/a			3	27,922	44,675	33,848
Orange	79,212	126,632	97,000	3	\$ 43,796	\$ 89,621	\$ 56,535	2	34,214	54,694	39,996
Pamlico	31,731	54,371	33,978 ²		n/a				n/a		
Pasquotank	34,510	48,315	40,427		n/a				n/a		
Pender	49,623	74,597	60,475		n/a			1	26,087	41,648	30,655
Perquimans	clerk to the board				n/a				n/a		
Person	40,902	60,379	41,922 ²		n/a				n/a		
Pitt	73,667	116,432	85,811	2	40,049	63,297	45,597		n/a		
Polk	clerk to the board				n/a				accounting technician		
Randolph	42,300	65,340	79,432	1	38,472	59,256	47,777	1	32,016	48,924	36,770
Richmond	48,033	69,887	62,614		n/a			1	22,679	32,995	32,995
Robeson	53,254	68,526	60,166		n/a			1	24,809	30,762	26,191
Rockingham	62,623	93,935	85,284		n/a			2	28,242	42,363	30,321
Rowan	56,576	89,814	66,864	1	44,244	70,235	52,293	1 II	36,345	57,698	37,435
								1 I	28,424	45,117	32,943
Rutherford	58,043	87,455	68,217	1	31,973	48,175	36,656	1	26,211	39,491	26,211
Sampson	n/a				n/a				n/a		
Scotland	38,124	53,868	39,072		n/a			2	25,428	43,020	29,022
Stanly	52,076	78,114	63,690		n/a				n/a		
Stokes											
Surry	45,096	76,728	54,228		n/a			1	29,268	48,360	31,164
Swain	29,813	43,934	34,250 ²		n/a				n/a		
Transylvania	47,001	68,151	61,097		n/a			1	23,240	33,698	25,227
Tyrrell	n/a				n/a			1			27,216
Union	67,423	101,133	91,867	1	39,582	59,373	52,000	3	28,974	51,968	38,324
Vance	51,540	79,884	56,436		n/a				n/a		
Wake	84,000	140,000	114,084	8	37,900	63,100	50,482	6	25,150	41,850	31,840
Warren	46,346	74,372	63,240		n/a				n/a		
Washington	30,564	44,280	36,360		n/a				n/a		
Watauga	assistant county manager				n/a			1	35,430	54,916	38,802
Wayne	45,675	71,239	67,805		n/a				n/a		
Wilkes			42,658		n/a			2	26,014	54,619	40,825
Wilson	n/a				n/a			1	40,416	68,292	43,908
Yadkin	n/a				n/a			1	26,079	37,768	29,486
Yancey	n/a				n/a				n/a		

1. Serves as assistant human resources director
2. Personnel officer—Functions as a single-person personnel shop
3. Reports senior human resources analyst
4. Also clerk to the board

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

January 2008

County	Planning Director			County Planner			Planner				Senior Planner			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Actual
Alamance	\$ 42,536	\$ 68,057	\$ 48,288	n/a			1	\$ 34,133	\$ 54,614	\$ 41,004		n/a		
Alexander	47,339	61,121	61,121	n/a				n/a				n/a		
Alleghany	n/a			\$ 33,663	\$ 50,495	\$ 33,663		n/a				n/a		
Anson	n/a			29,720	47,462	43,907		n/a				n/a		
Ashe	n/a			39,048	55,173	39,048		n/a				n/a		
Avery	38,744	54,030	44,450	n/a				n/a				n/a		
Beaufort	n/a			32,264	48,396	vacant		n/a				n/a		
Bertie	46,318	68,374	48,451	n/a				n/a				n/a		
Bladen	n/a			n/a				n/a				n/a		
Brunswick	71,648	114,636	86,507	n/a			1 II	41,990	67,184	44,161	1	\$ 54,202	\$ 86,724	\$ 54,202
Buncombe	assistant county manager			n/a			1 I	36,756	58,809	36,756				
Burke	assistant county manager			n/a			1	33,225	47,242	38,490	6 III	43,247	61,476	60,391
Cabarrus	71,959	111,079	99,275	n/a			1	34,967	54,198	36,751	1	40,480	62,742	47,064
Caldwell	47,899	75,775	67,590	n/a			3	38,161	58,894	43,214	1	44,164	68,176	45,476
Camden	n/a			43,702	65,548	51,931		n/a			1	31,364	49,531	43,000
Carteret	55,866	89,386	71,083	n/a			1	31,572	50,803	32,770		n/a		
Caswell	n/a			36,180	59,784	37,008		n/a				n/a		
Catawba	64,222	99,642	94,262	n/a			2	37,540	58,251	42,942	1	41,390	54,222	48,337
Chatham	57,139	84,421	77,226	n/a			1	49,359	72,925	54,905	2	36,831	54,419	45,947
Cherokee	n/a			n/a				n/a				n/a		
Chowan	n/a			n/a			1	33,390	59,962	33,390		n/a		
Clay	n/a			n/a				n/a				n/a		
Cleveland	52,512	81,966	78,222	n/a			1	36,108	56,352	38,742		n/a		
Columbus	n/a			n/a				n/a				n/a		
Craven	66,447	108,736	106,188	n/a			2	36,123	59,114	36,990		n/a		
Cumberland	64,147	105,843	85,800	n/a			9	33,988	61,453	41,978	3	40,768	67,267	54,794
Currituck	68,533	95,343	68,533	n/a			3	36,238	50,122	40,650	1	48,138	66,785	50,020
Dare	68,490	109,584	109,584	n/a			1	38,576	61,721	40,583	1	49,000	78,400	70,725
Davidson	55,117	82,676	73,776	n/a			1	35,571	53,356	46,178		n/a		
Davie														
Duplin	n/a			40,612	64,042	48,537		n/a				n/a		
Durham	joint city-county function			joint city-county function				joint city-county function				joint city-county function		
Edgecombe	46,436	68,934	51,500	n/a			1	27,149	40,303	27,149	1	34,651	51,440	34,651
Forsyth	n/a			n/a				n/a				n/a		
Franklin	61,054	87,220	72,270	n/a			1	36,839	52,627	36,042	1	40,383	57,690	45,021
Gaston	68,277	105,843	90,463	n/a				n/a			1	45,242	70,137	54,290
Gates	46,037	59,633	46,497	n/a				n/a				n/a		
Graham	n/a					33,072		n/a				n/a		
Granville	39,370	62,992	48,846	n/a			1	32,388	51,820	37,245		n/a		
Greene	48,346	67,524	59,201	n/a				n/a				n/a		
Guilford	70,606	120,030	105,278	n/a			3	39,316	66,837	45,613	3	43,346	73,688	55,721
Halifax	49,451	80,275	55,300	n/a			1	30,086	48,840	33,645		n/a		
Harnett	70,257	108,898	74,593	n/a			1	38,968	60,400	40,406	1	44,213	68,530	55,696
Haywood	45,688	68,533	59,110	n/a			1	32,127	48,190	37,871		n/a		
Henderson	60,333	93,522	68,376	n/a			2	36,231	56,165	36,237	1	42,393	65,719	54,547
Hertford	economic development director			n/a				n/a				n/a		
Hoke	n/a			48,444	68,450	50,896		n/a				n/a		
Hyde														
Iredell	59,639	92,501	86,262	n/a			1	34,766	53,922	39,382	3	41,618	64,549	52,108
Jackson	43,396	77,064	64,046	n/a				n/a			1	45,710	68,835	53,846
Johnston	62,112	105,425	65,878	n/a			2	35,047	51,729	35,349		n/a		
Jones	n/a			county manager				n/a				n/a		
Lee	n/a			n/a				n/a				n/a		
Lenoir	n/a			n/a				n/a				n/a		
Lincoln	n/a			n/a				n/a			1	52,572	76,140	70,703
McDowell	n/a			34,950	51,378	39,576		n/a				n/a		
Macon	29,954	44,930	40,491	n/a				n/a				n/a		
Madison														
Martin	n/a			n/a				n/a				n/a		
Mecklenburg	n/a			n/a				n/a				n/a		
Mitchell	n/a			n/a				n/a				n/a		
Montgomery	n/a			32,292	51,792	35,004		n/a				n/a		
Moore	61,691	96,921	84,929	n/a			3	37,873	59,500	40,417	1	39,766	62,476	46,446
Nash	62,479	100,205	90,731	n/a			1	37,986	60,940	50,599	1	52,231	82,158	61,707
New Hanover	87,281	133,878	98,000	n/a			2	50,732	77,812	64,386	2	53,496	82,032	57,920

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

January 2008

County	Information Technology Director			Systems Administrator			PC Consultant				
	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	\$ 57,886	\$ 92,617	\$ 89,952	1	\$ 46,450	\$ 74,322	\$ 61,260	4	\$ 32,663	\$ 52,261	\$ 37,116
Alexander	48,943	67,468	64,217	1	24,516	33,794	30,617	1	24,516	33,794	31,382
Alleghany	n/a				n/a				n/a		
Anson	40,595	64,870	64,870	1	30,895	49,360	42,221		n/a		
Ashe	62,676	88,560	62,676		n/a			1	31,521	44,541	31,521
Avery	35,142	49,007	35,142		n/a				n/a		
Beaufort	n/a				n/a				n/a		
Bertie	52,553	77,578	52,553	1	46,318	68,374	46,318		n/a		
Bladen	47,493	60,155	60,155	1	60,995	77,260	63,850	2	36,446	46,166	38,065
Brunswick	61,180	97,889	79,524	1	50,713	81,141	59,221	1 lead 3 asst	47,224	75,558	51,905
Buncombe	73,350	104,288	99,165 ¹		n/a				40,245	64,392	42,353
Burke	56,960	88,290	60,399	1	36,714	56,909	38,586		n/a		
Cabarrus	71,959	111,079	90,043	2	53,698	82,880	63,497	1	42,071	64,947	50,394
Caldwell	43,574	68,916	57,187	1	34,456	54,417	43,319	2	24,822	39,112	27,025
Camden	n/a				n/a				n/a		
Carteret	48,419	77,471	66,790	3	38,401	61,282	49,636		n/a		
Caswell	29,880	49,272	36,096		n/a				n/a		
Catawba	69,551	104,629	99,642	1	45,631	70,805	70,805	7	37,540	58,251	45,554
Chatham	49,359	72,925	55,000	4	40,608	59,996	51,290	2	36,831	54,419	36,831
Cherokee	42,344	70,408	52,847	1	40,586	67,254	45,920		n/a		
Chowan	40,584	72,882	72,882	1	35,059	62,958	46,981		n/a		
Clay	n/a				n/a						26,569
Cleveland	55,038	85,914	72,882	3	37,854	59,058	43,560		n/a		
Columbus	60,727	124,274	74,262	2	30,418	62,245	38,861		n/a		
Craven	72,976	119,424	113,957		n/a			1	34,470	56,405	36,986
Cumberland	73,513	121,297	105,365	3	48,854	88,273	69,559	12	29,620	77,009	38,381
Currituck	n/a			1	51,535	71,541	61,158		n/a		
Dare	62,290	104,465	104,465	4	44,530	71,247	55,025	2	49,000	78,400	60,853
Davidson	60,685	91,028	84,765	1	43,185	61,776	46,862	3	37,388	56,083	38,323
Davie											
Duplin	40,612	64,042	50,498	2	32,023	50,498	36,069	1	26,270	41,425	28,436
Durham	79,578	137,004	122,737	8	43,999	75,745	53,505	15	39,862	68,621	43,606
Edgecombe	44,224	65,650	47,864	2	34,651	51,440	38,652	1	28,506	42,318	30,853
Forsyth			124,821	1			76,544	3			38,695
Franklin	40,383	57,690	47,366		n/a			1	36,839	52,627	37,925
Gaston	73,124	113,357	91,403	1	51,894	80,447	73,946	2	39,442	61,149	47,825
Gates	n/a				n/a				n/a		
Graham	n/a				n/a				n/a		
Granville	n/a				n/a				n/a		
Greene	n/a				n/a				n/a		
Guilford	90,113	153,192	134,570	3	55,322	94,047	80,426	1	58,088	98,749	69,021
Halifax	38,572	62,615	50,695	1	36,702	59,580	47,053	1	31,619	51,328	40,537
Harnett	70,257	108,898	85,819	1	46,115	71,478	51,292	3	38,968	60,400	49,385
Haywood	43,722	65,581	45,908	1	36,662	54,994	41,496		n/a		
Henderson	62,771	97,279	76,542	2	39,195	60,762	53,328	5	28,646	44,392	34,688
Hertford	n/a				n/a				n/a		
Hoke	46,137	65,190	49,685		n/a			1	37,957	53,632	42,918
Hyde											
Iredell	54,509	84,544	80,833	1	45,535	70,624	68,201	1	39,788	61,711	55,852
Jackson	38,762	68,835	55,322	1	33,549	59,578	40,094		n/a		
Johnston	67,826	115,128	92,211	3	52,082	88,409	64,856	1	45,641	77,474	52,886
Jones	n/a				n/a				n/a		
Lee	64,224	89,915	66,211	1	51,293	71,810	52,879	2	46,880	65,632	47,605
Lenoir	51,971	75,270	66,528	1	35,992	52,128	36,891	4	28,607	43,379	31,277
Lincoln	41,069	59,481	53,884	1	39,090	56,615	50,037	1	37,207	53,887	38,135
McDowell	n/a				n/a				n/a		
Macon	42,148	63,223	60,210	1	38,229	57,346	55,845		n/a		
Madison											
Martin	n/a				n/a				n/a		
Mecklenburg	107,442	195,175	141,154	19	59,784	132,763	78,637	11	36,344	83,474	51,368
Mitchell	n/a				n/a				n/a		
Montgomery	43,476	69,684	45,216		n/a				n/a		
Moore	55,955	87,910	59,899	9	36,070	56,667	no data		n/a		
Nash	62,479	100,205	79,129	3	42,019	67,334	49,361	1	46,364	74,367	55,172
New Hanover	90,945	139,514	124,950	3	47,990	73,635	52,963	12	40,394	61,942	45,471

County	Information Technology Director			Systems Administrator				PC Consultant			
	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Northampton			finance director	1	\$ 36,549	\$ 62,920	\$ 46,785				n/a
Onslow	\$ 66,173	\$105,877	\$ 87,880		n/a			5	\$ 33,971	\$ 54,354	\$ 47,732
Orange	79,212	126,632	94,955	1	50,788	81,193	62,574	2	37,765	60,372	40,495
Pamlico	n/a				n/a						n/a
Pasquotank	39,500	55,330	48,919		n/a			1	25,778	36,090	26,515
Pender	49,623	74,597	55,000	1	32,823	51,075	43,050	1	31,349	49,012	31,906
Perquimans	n/a				n/a						n/a
Person	58,724	86,688	67,926	1	40,902	60,379	50,960				n/a
Pitt	107,193	169,420	132,425		n/a						n/a
Polk	37,375	61,243	40,249		n/a			1	24,333	39,872	26,859
Randolph	62,232	96,588	81,418	1	48,924	75,636	57,851	10	38,472	59,256	40,872
Richmond			62,614	1	39,828	57,917	41,726				n/a
Robeson	n/a			1	52,363	66,728	62,423				n/a
Rockingham	62,623	93,935	79,228	1	45,948	68,922	52,943	1	36,809	55,214	46,054
Rowan	72,344	114,847	107,213	1	51,278	81,402	71,628	1	29,855	47,393	33,592
Rutherford	52,552	79,183	58,769		n/a			2	no data	no data	no data
Sampson	51,024	76,536	57,120		n/a			3	36,996	55,500	38,844
Scotland	n/a			2	38,124	53,868	40,548	1	27,828	39,312	30,708
Stanly	47,596	71,396	60,218	2	38,012	57,019	44,550				n/a
Stokes											
Surry	45,096	76,728	59,412	1	37,848	63,600	49,476	1	30,552	50,592	31,812
Swain	n/a			1	32,556	47,977	38,413				n/a
Transylvania	44,977	65,217	61,507	1	41,187	59,721	50,000	1	31,626	45,858	42,037
Tyrrell	n/a				n/a						n/a
Union	76,973	115,460	96,457	1	45,227	67,839	57,008	4	33,126	64,909	52,446
Vance	n/a				n/a						n/a
Wake	92,250	153,750	123,064	20	42,000	70,000	53,813	23	36,000	60,000	43,479
Warren	38,130	61,188	44,141		n/a						n/a
Washington	26,196	37,920	36,084		n/a						n/a
Watauga	52,653	81,612	56,650	1	42,252	65,490	43,520	2	40,432	62,669	46,080
Wayne	52,875	82,466	vacant	2	35,787	55,816	48,129				n/a
Wilkes	40,770	78,282	55,868	1	31,131	59,763	43,636				n/a
Wilson	53,520	90,456	74,340		n/a						n/a
Yadkin	55,180	79,946	56,581	2	34,541	60,349	38,103				n/a
Yancey	n/a				n/a						n/a

1. Two persons serve as co-directors

TABLE X. TAX ADMINISTRATION

Part One: Tax Assessor, Tax Collector, and Property/Revaluation Appraiser
January 2008

County	Tax Assessor			Tax Collector			Property and/or Revaluation Appraiser				
	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
Alamance			\$ 84,050	n/a			lead tax appraiser	2	\$ 37,274	\$ 59,640	\$ 50,442
							tax appraiser	6	34,133	54,614	38,837
Alexander	\$ 46,583	\$ 64,217	54,022	\$ 34,638	\$ 47,749	\$ 40,170	tax appraiser	1	28,708	39,574	33,794
Alleghany	42,867	64,445	47,870	tax assessor					n/a		
Anson	33,365	53,366	48,396	30,895	49,360	35,389			n/a		
Ashe	50,634	71,544	61,692	34,338	48,519	35,196	real property appraiser supvr.	1	48,471	68,490	48,471
							tax appraiser	1	32,889	46,473	32,889
Avery	40,681	56,732	44,450	40,681	56,732	48,035	real property appraiser	3	22,652	31,588	27,287
							motor vehicle tax manager	1	21,573	30,084	22,664
Beaufort	45,884	68,827	68,827	41,268	62,433	46,503	tax appraiser	2	29,544	44,317	31,722
Bertie	48,309	71,314	52,880	34,494	50,919	34,494			n/a		
Bladen	tax collector			51,175	64,821	62,541			n/a		
Brunswick	68,159	109,054	74,499	47,224	75,558	53,502	real estate appraiser II	2	40,245	64,392	48,811
							real estate appraiser I	5	36,756	58,809	36,756
Buncombe	73,350	104,288	104,888	58,825	83,663	66,129	real property appraiser II	13	33,225	47,242	41,158
Burke	56,960	88,290	62,488	n/a			property valuation manager	1	46,860	72,633	49,250
Cabarrus			108,704	48,704	75,188	48,704	senior real property appraiser	1	40,053	61,845	47,998
							real property appraiser	5	36,345	56,094	45,168
Caldwell	n/a			50,135	77,823	57,318	appraiser II	2	28,574	45,073	31,747
							appraiser I	1	26,001	40,986	26,001
Camden	38,296	57,440	45,664	n/a					n/a		
Carteret	53,250	85,200	83,502	tax assessor			sr. property appraiser	2	34,874	55,798	37,792
							property appraiser	4	31,572	50,803	33,794
Caswell	n/a			43,860	72,576	63,072			n/a		
Catawba	69,551	104,629	80,800	50,312	78,064	63,155	senior real estate appraiser	2	35,758	55,470	46,172
							real estate appraiser	4	32,433	50,312	36,835
Chatham	54,419	80,401	54,419	38,674	57,139	54,349	chief appraiser	1	33,408	49,359	42,769
							property appraiser	3	31,817	47,008	34,720
Cherokee	46,342	77,209	61,775	35,833	58,631	47,232	lead tax appraiser	1	29,478	46,835	37,110
							tax appraiser	1	28,344	44,773	31,269
Chowan	36,814	66,107	54,384	tax assessor					n/a		
Clay			43,787			48,000	appraiser				27,679
Cleveland	55,038	85,914	60,426 ²	45,630	71,226	47,820	appraiser	3	32,892	51,318	37,854
Columbus	n/a			40,908	83,712	61,023			n/a		
Craven	tax collector			66,447	108,736	103,756	chief appraiser	1	52,561	86,015	55,086
							appraiser I	4	36,123	59,114	37,857
Cumberland	67,109	110,730	102,940	67,109	110,730	102,940	senior appraiser	4	42,647	70,368	47,998
							appraiser	6	35,601	58,742	36,900
Currituck	n/a			51,535	71,541	60,085	tax appraiser	2	34,538	47,742	36,563
Dare	62,241	99,586	99,586	46,711	74,738	74,738	chief real property appraiser	1	44,530	71,247	67,669
							real property appraiser	7	27,599	56,091	43,078
Davidson	37,388	56,083	50,450	29,320	43,980	32,659	appraiser III	4	35,571	53,356	40,609
							appraiser II	1	33,866	50,799	36,260
Davie									n/a		
Duplin	26,270	41,425	26,270	42,252	66,631	44,840	real estate appraiser spec.	1	28,436	44,840	31,396
							real estate appraiser	1	28,436	44,840	29,004
Durham			109,000	tax assessor			commercial tax appraiser	3	37,940	65,315	44,144
							residential tax appraiser	10	34,370	59,171	36,791
Edgecombe	40,113	59,548	49,053 ¹	36,383	54,011	40,795	tax appraiser	2	28,506	42,318	29,303
Forsyth			124,509	tax assessor			appraiser	9			32,950
Franklin	61,054	87,220	65,107	tax assessor			property appraiser	2	35,186	50,265	37,468
Gaston	68,277	105,843	95,583	59,523	92,282	81,848	appraiser III	2	42,242	65,484	48,314
							appraiser II	6	39,442	61,149	41,414
Gates	n/a			40,009	51,820	42,469			n/a		
Graham			33,579	18,525	29,276	23,901	appraiser	1			29,250
Granville	tax collector			43,402	69,444	43,402			n/a		
Greene	n/a			41,802	58,362	49,191			n/a		
Guilford	55,322	94,047	68,762	55,322	94,047	83,730	appraiser III	3	41,282	70,179	53,798
							appraiser I	4	33,963	57,737	40,822
Halifax	34,923	56,691	53,277	40,537	65,805	58,118			n/a		
Harnett	tax collector			64,584	100,105	92,698	revaluation coordinator	1	42,391	65,706	50,869
							property appraiser	4	34,344	41,213	42,283
Haywood	45,688	68,553	51,914	41,837	62,757	64,480	real property appraiser II	1	32,127	48,190	34,096
							tax appraiser	2	29,152	43,729	30,634
Henderson			84,000			64,833	property appraiser	7	30,986	48,010	36,879
Hertford	40,725	60,273	45,000	38,791	57,411	44,933			n/a		

County	Tax Assessor			Tax Collector			Property and/or Revaluation Appraiser				
	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual
Hoke	\$ 43,940	\$ 62,086	\$ 53,537	\$ 43,940	\$ 62,086	\$ 59,094	appraiser manager	1	\$ 56,080	\$ 79,239	\$ 63,411
Hyde											
Iredell	59,639	92,501	92,501	45,535	70,624	70,624	real estate appraiser III	1	38,038	58,997	47,136
							real estate appraiser I	1	31,775	49,284	33,904
Jackson	45,710	81,174	73,470	34,707	61,635	58,036	appraiser II	1	30,077	53,412	36,635
							appraiser tech	2	21,967	39,011	24,662
Johnston	67,826	115,128	99,148	n/a			appraiser IV	1	41,795	70,943	45,007
							appraiser I	1	33,536	49,505	38,256
Jones	39,237	49,521	49,521	tax assessor					n/a		
Lee	70,269	98,376	70,269	n/a			appraisal manager	1	51,293	71,810	52,679
							real property appraiser	2	39,161	54,825	39,162
Lenoir	47,410	68,664	51,056	tax assessor			senior appraiser	1	32,833	47,552	47,552
							real property appraiser	2	28,607	41,432	31,192
Lincoln	52,572	76,140	60,965	n/a			chief of appraisals	1	43,149	62,492	55,231
							real estate appraiser	2	30,538	44,227	31,309
McDowell	44,814	65,874	48,282	38,610	56,748	47,100	real property appraiser	1	25,938	38,136	26,262
							appraiser	1	22,344	32,850	22,344
Macon	59,305	88,958	75,000	33,024	49,536	47,390	appraiser	3	27,160	40,753	32,290
Madison											
Martin	39,869	63,738	45,108	33,449	53,474	51,507			n/a		
Mecklenburg	78,973	132,763	115,392	78,973	132,763	103,449	real property appraiser IV	11	46,614	83,474	59,194
							real property appraiser I	1	29,919	56,848	31,228
Mitchell	36,793	51,510	vacant	36,793	51,510	38,633	tax appraiser	1	28,828	40,359	29,116
Montgomery	n/a			38,124	61,092	53,448	tax appraiser	1	28,560	45,819	35,352
Moore	n/a					79,950	appraiser supvr.	1	39,766	62,476	42,732
							real property appraiser	4	32,716	51,399	37,591
Nash	62,479	100,205	85,264	tax assessor			appraiser supvr.	1	48,740	78,165	57,990
							real property appraiser	2	36,159	57,990	42,039
New Hanover	87,281	133,878	107,438	65,322	100,136	63,419	appraiser zone 2	2	35,589	54,558	48,557
							appraiser zone 1	4	34,174	52,437	38,986
Northampton	51,427	88,535	61,131	30,068	53,059	30,820	chief appraiser	1	30,068	53,059	42,486
							tax appraiser	1	28,636	50,532	30,839
Onslow	tax collector			66,173	105,877	72,246	tax appraiser	7	30,200	48,321	35,354
Orange	71,762	114,722	90,487	71,762	114,722	80,325	chief appraiser/deputy assess.	1	56,062	89,621	62,750
Pamlico	42,526	75,521	46,951	tax assessor			appraiser		26,104	46,355	37,079
Pasquotank	46,985	65,779	66,354	tax assessor			appraiser	1	24,531	34,343	28,035
Pender	41,296	62,939	55,642	39,422	60,343	51,946	appraiser I	4	28,599	45,160	29,298
Perquimans	42,619	64,543	49,337	tax assessor					n/a		
Person	61,132	90,243	72,550	tax assessor			property revaluation manager	1	48,034	70,908	50,467
Pitt	58,275	92,100	71,137	58,275	92,100	67,880			n/a		
Polk	41,618	68,196	50,708	31,055	50,888	35,136	appraiser II	1	34,239	56,105	42,760
							appraiser I	1	34,239	56,105	35,972
							admin appraisal asst.	1	26,827	43,959	26,827
Randolph	tax collector			56,496	87,504	65,344	real property appraiser III	3	46,572	72,012	53,897
Richmond	37,997	55,294	47,493	36,246	52,751	37,997	appraiser II	3	27,366	39,828	28,026
							appraiser I	1	17,942	26,112	25,501
Robeson	82,244	86,130	85,353	39,665	48,745	46,929	appraiser	4	29,536	41,553	36,112
Rockingham	65,366	98,049	74,160	65,366	98,049	74,160	appraiser II	3	33,783	50,675	41,257
							appraiser I	3	30,926	46,389	33,043
Rowan	62,424	99,092	97,171	53,862	85,503	72,344	reevaluation coordinator	1	44,244	70,235	55,478
							appraiser I	3	32,943	52,293	36,066
Rutherford	58,043	87,455	62,535	tax assessor			reevaluation appraiser II	1	47,580	71,691	57,328
							reevaluation appraiser I	5	30,424	43,840	36,656
Sampson	46,536	69,804	58,200	33,756	50,628	41,220	real estate appraiser II	1	32,244	48,348	37,884
							real estate appraiser I	1	29,400	44,100	30,888
Scotland	49,932	70,548	57,900	36,444	51,492	39,240	reevaluation coordinator	1	31,848	45,000	32,640
Stanly	54,471	81,708	69,887	45,504	68,255	57,491	sr. real property appraiser	1	33,215	49,823	41,058
							appraisal technician	2	30,389	45,536	36,222
Stokes											
Surry	47,256	80,496	60,756	41,196	69,912	54,228	reevaluation project manager	1	39,492	66,672	51,768
							real estate appraiser II	3	30,552	50,592	34,924
Swain	28,944	42,654	35,525	32,556	47,977	38,836	appraiser	1	23,924	35,256	24,449
Transylvania	51,648	74,890	74,890	tax assessor			property appraiser II	2	30,263	43,881	no data
							property appraiser I	2	27,714	40,185	27,714
Tyrrell			51,600	tax assessor					n/a		
Union	70,462	105,691	97,911	tax assessor			senior real estate appraiser	3	39,582	59,373	45,968
							real estate appraiser spec.	1	36,219	54,327	38,176
Vance	53,868	83,484	68,916	tax assessor					n/a		
Wake	84,000	140,000	120,803	tax assessor			senior appraiser	3	42,000	70,000	55,612
							appraiser	9	36,000	60,000	44,117

County	Tax Assessor			Tax Collector			Property and/or Revaluation Appraiser					
	Min.	Max.	Actual	Min.	Max.	Actual	Class	No.	Min.	Max.	Actual	
Warren	\$ 51,096	\$ 81,994	\$ 64,942				tax assessor					
Washington	27,960	40,476	27,960	\$ 37,620	\$ 55,860	\$ 46,968						
Watauga	60,087	93,134	84,714	40,432	62,669	40,432						
							real property appraiser	1	\$ 27,097	\$ 43,484	\$ 29,806	
									n/a			
							revaluation coordinator	1	40,432	62,669	55,541	
							appraiser I	2	32,446	50,291	32,446	
Wayne	52,875	82,466	74,710	41,430	64,614	44,618	appraiser	4	30,914	48,217	33,291	
Wilkes	42,658	81,879	55,868	n/a			appraiser	4	26,014	54,619	31,384	
Wilson	n/a			n/a					n/a			
Yadkin	36,199	52,414	51,129				tax assessor					
							sr. appraiser	1	34,541	50,023	46,460	
							real estate appraiser	2	30,014	43,464	32,778	
Yancey	27,580	41,961	38,140	23,824	36,248	31,510			n/a			

1. Also serves as GIS administrator
2. Also serves as department head for tax listing and tax collections

TABLE X. TAX ADMINISTRATION

Part Two: Business Personal Property Appraiser, Property Mapper, and Tax Clerk
January 2008

County	Business Personal Property Appraiser				Property Mapper					Tax Clerk			
	No.	Min.	Max.	Avg.	Class	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	1	\$ 34,133	\$ 54,614	\$ 52,284	lead tax mapper	1	\$ 28,622	\$ 45,796	\$ 35,880	4	\$ 22,969	\$ 36,749	\$ 29,940
					tax mapper	1	26,211	41,936	32,148				
Alexander		n/a					n/a			5	21,140	29,141	27,778
Alleghany		n/a					n/a			1	21,699	32,549	21,699
Anson		n/a					n/a			2	19,449	30,895	20,608
Ashe	3	28,923	46,473	35,299	tax mapping supv.	1	34,338	48,519	36,078	3	28,923	40,869	32,111
					tax mapping clerk	1	28,923	40,869	28,923				
Avery	1	23,785	33,108	27,288			GIS technician			2	24,974	36,566	30,150
Beaufort	1	23,709	35,563	28,064	senior land records	1	32,264	48,396	40,962	4	21,711	32,566	24,925
Bertie		n/a			land records spec.	1	25,689	37,922	25,689	2	25,689	37,922	26,961
Bladen	1	25,399	32,171	26,528			n/a			4	27,854	35,281	31,566
Brunswick	1	36,756	58,809	38,032	real estate supvr.	1	36,756	58,809	39,292	8 II	28,033	44,853	32,316
										6 I	24,543	39,269	27,304
Buncombe	2	33,225	47,241	37,388	GIS mapper II	5	31,809	45,172	39,901	5 II	24,402	34,714	30,358
					GIS mapper I	1	29,086	41,359	35,681				
Burke	1	24,850	38,518	29,676	tax mapper	1	24,850	38,518	28,880	2	23,666	36,684	24,937
Cabarrus	1	34,605	53,421	43,735	senior GIS mapper	3	36,345	56,094	46,543	8	25,828	39,876	34,009
					GIS mapper	1	32,965	50,873	33,445				
Caldwell	1	28,574	45,073	38,231	land records tech	1	22,634	35,604	28,652	5	20,634	32,414	25,218
Camden		21,609	32,412	26,702			GIS technician				21,609	32,412	22,687
Carteret	1	23,693	37,909	25,923			n/a			7	19,651	31,442	21,893
Caswell	1	24,684	40,632	27,300			n/a			3	21,216	34,236	23,172
Catawba		n/a			cadastral mapper	3	29,413	45,631	40,195	3	25,393	39,423	28,819
Chatham	1	31,817	47,008	31,817	mapper	2	28,859	42,638	36,084	4	26,175	38,674	29,251
Cherokee	1	25,398	39,454	32,426	mapping tech	2	25,398	39,454	29,985	2	23,647	36,482	27,065
Chowan		n/a			land records clerk	1	33,390	59,962	51,796	4	22,599	40,584	26,058
					mapper	1	26,160	46,981	36,814				
Clay		n/a			mapper	1			30,454				22,197
Cleveland	1	26,022	40,596	29,958	mapper supervisor	1	28,566	44,598	37,854	7	21,588	33,666	24,840
					mapper	1	26,022	40,596	29,958				
Columbus	1	22,617	46,282	33,903	land records supv.	1	26,229	56,392	40,496	4	23,762	48,627	28,037
					GIS coordinator	1	26,229	56,392	34,751				
Craven	1	34,470	56,405	40,627	property mapper	2	27,262	44,617	29,618	3	24,820	40,627	29,050
					mapping asst.	1	24,820	40,627	27,913				
Cumberland	2	42,647	70,368	48,825	GIS technician II	5	32,455	53,551	36,479	15	27,007	44,561	27,457
					GIS technician I	1	29,620	48,873	29,620				
Currituck		n/a			GIS specialist	1	37,938	52,503	39,409	4	24,339	33,495	25,917
Dare	2	28,951	46,322	39,159	land records mgr.	1	42,450	67,919	65,308	10	23,911	42,097	36,107
					land records tech	1	33,420	53,471	46,497				
Davidson	1	30,743	46,196	38,694	land records tech III	1	29,320	43,980	34,240	4 III	29,320	43,980	33,074
										3 II	27,957	41,935	29,252
										9 I	22,956	34,434	26,343
Davie													
Duplin	1	28,436	44,840	32,664	admin. land records	1	26,270	41,425	30,779	5	24,268	38,271	25,452
					land records spec.	1	26,270	41,425	26,270				
Durham		n/a			GIS cartographer	5	34,370	59,171	43,959	4	26,850	46,225	27,968
Edgecombe	1	27,149	40,303	29,802			n/a			5	21,272	31,578	22,500
Forsyth		n/a			GIS analyst	1			52,312	26			24,968
					GIS technician	7			37,961				
Franklin	2	30,657	43,795	34,930			n/a			7	23,273	36,446	27,107
Gaston	1	39,442	61,149	40,428	GIS specialist III	1	42,242	65,484	48,578	4	22,785	35,323	23,426
					GIS specialist I	2	36,827	57,095	38,208				
Gates		n/a					n/a			2	20,323	26,332	23,710
Graham		n/a			mapper	1			33,774	1			26,325
Granville		n/a					n/a			8	19,881	42,609	26,739
Greene	1	23,466	32,692	26,182			n/a			3	22,374	31,164	21,704
Guilford	3	37,444	63,655	48,946	mapping tech	4	29,338	49,875	45,075	9	27,941	47,500	36,524
Halifax	2	31,619	51,328	36,713			n/a				n/a		
Harnett	1	35,821	55,523	42,985			n/a			10	26,677	41,349	29,969
Haywood	1	41,837	62,757	48,173			n/a			7	23,393	35,089	25,387
Henderson	6	25,467	39,455	30,085	GIS specialist	2	28,646	44,392	39,873	3	22,620	35,078	23,422
					services spec.	2	25,467	39,455	30,085				
Hertford		n/a			land records supvr.	1	30,398	44,993	36,982	5	19,602	29,010	20,192
					mapping tech	1	21,594	31,961	22,130				

County	Business Personal Property Appraiser				Property Mapper					Tax Clerk				
	No.	Min.	Max.	Avg.	Class	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Hoke		n/a				n/a				5	\$ 25,691	\$ 36,300	\$ 26,509	
Hyde														
Iredell	2	\$ 33,237	\$ 51,551	\$ 35,474	senior GIS mapper	1	\$ 31,775	\$ 49,284	\$ 46,652	2	23,194	35,973	26,421	
					GIS mapping tech	2	29,042	45,044	32,173					
Jackson	3	25,445	45,186	33,023		n/a				1	25,445	45,186	25,856	
Johnston		n/a				n/a					n/a			
Jones		n/a			mapper/appraiser	1	29,648	37,378	32,523	2 deputies	22,726	28,305	25,796	
Lee	2	34,219	47,907	37,131		n/a				2	23,880	33,431	26,631	
Lenoir	1	35,992	52,128	51,356	land records mgr	1	28,607	41,432	34,855	5	20,741	31,448	22,156	
Lincoln		n/a			GIS specialist	2	32,084	46,466	34,148	7	25,064	36,300	26,940	
McDowell	1	20,232	29,236	22,626		n/a				2	19,248	28,296	19,734	
Macon	1	27,160	40,753	32,290	mapper	2	20,274	30,411	28,016	2	29,954	37,442	27,175	
Madison														
Martin		n/a			mapper	1	part-time		25,000	5	19,728	35,971	23,921	
Mecklenburg	11	31,924	56,848	39,799	GIS analyst	4	46,614	83,474	57,404	7	23,083	47,720	28,579	
					GIS technician	17	28,040	56,848	39,090					
Mitchell	1	24,903	34,864	24,903	mapping specialist	1	24,903	34,864	32,796		n/a			
Montgomery		n/a				n/a				7	21,288	34,164	24,065	
Moore	3	28,262	44,401	32,673	senior mapper	2	29,675	46,620	35,997	7	25,634	40,273	28,394	
Nash	1	32,741	52,509	33,576	property map tech.	1	31,162	49,979	36,159	5	21,975	35,272	22,536	
New Hanover		n/a			senior tax mapper	1	34,174	52,437	44,241	17	28,642	43,992	32,611	
					tax mapper	3	31,429	48,235	36,242					
Northampton		n/a				n/a				5	21,369	37,708	22,894	
Onslow	1	29,039	46,462	34,734	land records tech	4	22,950	36,720	30,614	3	22,067	35,308	28,022	
Orange	1	43,796	70,013	60,519	GIS mapper II	3	34,214	54,694	45,835	4	29,501	47,164	33,570	
					GIS mapper I	1	30,996	49,550	33,208					
Pamlico	2	22,388	39,757	31,024		n/a				2	22,388	39,757	25,197	
Pasquotank		n/a				n/a				9	19,541	34,343	27,127	
Pender	1	27,313	43,363	29,251	tax mapper	2	26,087	41,648	30,660	8	19,804	32,850	22,323	
Perquimans		n/a			mapper	1	31,318	47,427	32,884	5	26,652	40,363	31,441	
Person		n/a				n/a				2	26,289	38,807	28,988	
Pitt	2	40,049	63,297	43,499		n/a				5	25,059	39,607	27,379	
Polk		n/a				n/a				3	22,071	36,155	28,595	
Randolph	2	38,472	59,256	39,480	senior mapper	1	36,768	56,496	38,480	11	25,476	38,472	28,277	
					GIS specialist	1	32,016	48,924	37,599					
Richmond		n/a			mapper	1	19,709	27,366	21,656	8	19,709	28,686	22,686	
Robeson	2	27,014	34,626	32,988	mapper	3	26,543	36,157	32,685	7	21,717	28,965	25,406	
Rockingham		n/a			GIS coordinator	1	42,092	63,138	46,729	2	23,731	35,597	23,731	
					GIS technician	1	33,783	50,675	39,466					
Rowan	1	32,943	52,293	38,931	sr. cartographer	1	29,855	47,393	45,117	5 IV	23,348	37,061	29,309	
											5 III	21,171	33,592	23,980
											1 III	part-time		11,907
Rutherford	1	39,004	58,769	46,993		n/a				2	22,581	34,023	27,205	
Sampson	1	26,820	40,248	30,600	land records spec.	1	28,092	42,144	28,092	10	21,312	31,968	23,652	
Scotland	1	33,312	47,064	34,140	specialist/mapper	1	27,828	39,312	29,232	6	23,244	34,356	24,108	
Stanly	1	27,745	41,618	33,560	land records spec.	1	26,525	39,788	31,315	4	23,177	34,766	28,563	
Stokes														
Surry	1	28,020	46,164	30,552	land records mgr.	1	33,192	55,500	49,476	9	22,892	38,616	26,011	
					senior mapper	2	28,020	46,164	33,372					
Swain	1	25,000	36,841	26,315	mapper II	1	26,126	38,500	33,066	1	19,477	28,703	21,751	
					mapper I	1	25,000	36,841	26,315					
Transylvania	1	27,714	40,185	31,876	land records spec.	1	25,379	36,800	30,637	6	23,240	33,698	25,066	
Tyrrell		n/a				n/a				2				
Union	3	25,364	47,531	30,764	GIS specialist	2	39,582	59,373	42,881	12	25,364	56,768	33,866	
					GIS technician	2	36,219	54,327	36,752					
Vance		n/a				n/a				5	22,332	39,504	26,023	
Wake	3	42,000	70,000	55,612	mapping supvr.	1	46,500	77,500	52,038	39	28,150	46,850	33,757	
					mapping technician	10	27,460	45,860	36,623					
Warren		n/a				n/a				2	22,293	35,772	22,293	
Washington		n/a				n/a				2	20,940	30,300	21,996	
Watauga	1	32,446	50,291	32,446	tax mapper I	1	24,914	38,616	33,876	1	29,711	46,052	37,484	
Wayne	1	28,041	43,735	no data	mapper	2	30,914	48,217	33,291	6	20,926	32,634	23,075	
Wilkes	1	23,774	45,631	30,439	mapper	2	19,864	38,123	31,492	9	17,352	57,143	28,070	
Wilson		n/a				n/a				7	25,296	42,792	27,064	
Yadkin	1	24,896	36,031	26,143	land records supvr.	1	34,541	50,023	42,075	4	22,658	32,830	23,799	
					land records tech	1	22,658	32,830	22,658					
Yancey	1	20,580	31,312	28,865	mapping supvr.	1	23,824	36,248	32,000	1	20,580	31,312	24,017	
					mapping technician	1	20,580	31,312	24,954					

1. One employee is a part-time GIS tech

TABLE XI. GIS ADMINISTRATOR AND TECHNICIAN

January 2008

County	GIS Administrator				GIS Technician			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	1	\$ 44,449	\$ 71,121	\$ 62,964	1	\$ 34,133	\$ 54,614	\$ 37,272
Alexander	1	34,638	47,749	43,258		n/a		
Alleghany		n/a				n/a		
Anson		n/a			1	25,443	40,595	35,383
Ashe		n/a				n/a		
Avery	1	35,142	49,007	38,397	1	23,785	33,168	23,785
Beaufort		n/a				n/a		
Bertie	1	39,138	57,775	43,951	1	31,708	46,807	31,708
Bladen		n/a			1	24,172	30,616	24,709
Brunswick		information technology director			1 supvr	45,479	72,766	61,926
					5 asst	31,522	56,017	33,277
Buncombe		n/a				n/a		
Burke	1	38,552	59,755	42,879	1	30,204	46,819	31,744
Cabarrus		n/a				n/a		
Caldwell	1	32,873	51,916	39,499	2	23,700	37,306	30,855
Camden		n/a				30,731	46,094	34,741
Carteret	1	40,140	64,224	42,462	1	30,298	48,477	31,270
Caswell		n/a			1	36,180	59,784	39,420
Catawba	1	45,631	70,805	62,896	2	37,540	58,251	41,132
Chatham	1	36,831	54,419	44,424		n/a		
Cherokee	1	33,153	53,638	43,396		n/a		
Chowan		n/a				n/a		
Clay		n/a				n/a		
Cleveland	1	37,854	59,058	51,318	1	27,270	42,564	35,280
Columbus		n/a			1	23,762	48,727	31,485
Craven	1	50,153	82,076	63,405	1	31,381	51,356	vacant
Cumberland	1	48,854	80,609	69,586	2	44,610	73,606	65,178
Currituck		n/a			1	37,938	52,503	41,774
Dare	1	46,711	74,738	52,739	1	31,858	50,974	37,909
Davidson	1	41,139	61,708	49,847	1	32,275	48,412	36,793
Davie								
Duplin	1	36,064	56,868	45,736		n/a		
Durham		n/a				n/a		
Edgecombe		tax assessor			2	28,506	42,318	28,506
Forsyth	1			62,462	7			37,961
Franklin	1	40,383	57,690	43,041	2	32,098	45,853	34,815
Gaston	1	48,453	75,112	69,042	1	42,242	65,484	51,746
Gates		n/a				n/a		
Graham		n/a				n/a		
Granville		n/a			1	29,375	47,000	39,233
Greene		n/a				n/a		
Guilford	1	55,322	94,047	80,235	1	33,963	57,737	48,980
Halifax	1	31,619	51,328	45,899	1	23,468	38,096	25,284
Harnett	1	50,166	77,757	60,874	3	34,344	53,233	41,490
Haywood	1	40,038	60,056	42,985	1	29,152	43,729	29,941
Henderson	1	40,755	63,180	45,239	1	25,467	39,455	31,707
Hertford		n/a				n/a		
Hoke	1	39,855	56,314	47,375	1	46,137	65,190	48,473
Hyde								
Iredell	1	52,112	80,826	59,032	1	34,766	53,922	37,466
Jackson	1	33,549	59,578	38,509	2	31,857	55,463	32,178
Johnston		n/a			1	32,093	47,371	45,455
Jones		n/a				n/a		
Lee	1	53,651	75,113	58,435	3	40,963	57,348	45,608
Lenoir	1	35,992	52,128	49,616		n/a		
Lincoln		n/a				n/a		
McDowell		n/a			2	25,938	38,136	25,938
Macon	1	34,676	52,014	42,395	1	24,643	36,966	33,737
Madison								
Martin		n/a				n/a		
Mecklenburg	1	73,123	132,763	93,360	17	28,040	56,848	39,090
Mitchell		n/a				n/a		
Montgomery	1	29,748	47,676	31,716		n/a		
Moore	1	55,955	87,910	74,828	1	28,262	44,401	vacant
Nash		n/a			2	31,162	49,979	33,661
New Hanover	1	47,990	73,635	51,825	1	34,174	52,437	39,952

County	GIS Administrator				GIS Technician			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Northampton	1	\$ 30,068	\$ 53,059	\$ 43,548	2	\$ 23,559	\$ 41,573	\$ 28,004
Onslow	1	46,492	74,388	65,114	3	29,039	46,462	36,882
Orange	1	50,788	81,193	62,664	1	37,765	60,372	49,052
Pamlico	1	26,104	46,355	41,163	1	21,948	38,601	22,517
Pasquotank	1	39,500	55,300	49,770	1	25,778	36,090	27,251
Pender	1	39,422	60,343	47,104		n/a		
Perquimans		n/a				n/a		
Person		n/a			1	30,873	45,575	40,011
Pitt	1	61,069	96,521	75,446	1	48,309	76,351	57,631
Polk		n/a			1	29,577	48,645	32,647
Randolph	1	44,376	68,604	51,328	1	32,016	48,924	35,100
Richmond	1	43,725	63,630	55,294	1	26,724	38,888	30,055
Robeson	1	36,883	45,150	40,478	1	28,249	37,190	35,402
Rockingham	1	42,092	63,138	46,729	1	33,783	50,675	39,466
Rowan	1	42,121	66,864	49,780	1	29,855	47,393	33,265
Rutherford	1	39,004	58,769	46,993	1	31,973	48,175	34,023
Sampson		n/a				n/a		
Scotland		n/a				n/a		
Stanly	1	43,503	65,255	55,751	1	31,754	47,631	37,577
Stokes								
Surry	1	34,668	58,056	39,492	1	31,812	52,968	34,668
Swain	1	31,154	45,911	37,080		n/a		
Transylvania		n/a				n/a		
Tyrrell		n/a			1	also tax clerk		13,752
Union	1	43,272	64,909	54,695	3	36,219	59,373	43,877
Vance	1	36,252	56,184	41,304	1	27,840	43,140	30,480
Wake	1	75,750	126,250	107,517	10	28,150	46,850	37,958
Warren	1	38,130	61,188	44,141		n/a		
Washington	1	32,352	46,812	33,960		n/a		
Watauga	1	40,432	62,669	56,154	1	31,045	48,124	36,627
Wayne	1	35,787	55,816	42,540	1	30,914	48,217	32,479
Wilkes	1	34,065	65,384	42,658	1	27,195	52,215	39,874
Wilson		n/a			2	30,492	51,576	35,694
Yadkin	1	30,014	43,464	30,760		n/a		
Yancey		n/a				n/a		

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

January 2008

County	Library Director				Public Health Director				Social Services Director			
	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties
Alamance	\$ 55,393	\$ 88,628	\$ 61,500	2	\$ 66,058	\$ 105,690	\$ 92,904	1	\$ 60,490	\$ 96,784	\$ 83,556	1
Alexander	42,204	58,178	45,449	1	54,024	74,473	74,473	1	51,420	70,884	70,884	1
Alleghany	n/a				n/a				52,222	78,333	52,222	1
Anson	n/a				43,307	70,112	58,849	1	43,307	70,112	64,870	1
Ashe	n/a				n/a				71,010	100,335	86,520	1
Avery	n/a				n/a				47,094	65,672	65,672	1
Beaufort	n/a				57,538	85,768	67,053	1	57,538	85,768	65,305	1
Bertie	see Hertford				n/a				59,627	88,021	83,215	1
Bladen	44,029	61,641	52,432	1	51,038	71,453	67,930	1	51,038	71,453	65,548	1
Brunswick	61,180	97,889	85,533	1	76,882	123,010	109,500	1	76,882	123,010	111,726	1
Buncombe	73,350	104,288	99,165	1	87,439	124,368	103,604	1	87,439	124,368	118,299	1
Burke	51,664	80,079	56,830	1	65,939	102,207	69,302	1	65,939	102,207	69,302	1
Cabarrus	65,250	100,738	100,738	1	n/a				79,324	122,454	107,346	1
Caldwell	50,135	77,823	57,280	1	55,157	85,610	75,870	1	55,157	85,610	80,953	1
Camden	see Pasquotank				see Pasquotank				43,702	65,548	55,615	1
Carteret	n/a				64,328	102,925	94,473	1	64,328	102,925	75,000	1
Caswell	33,516	55,332	41,844	1	47,400	77,124	80,520	1	43,860	72,576	51,756	1
Catawba	61,169	94,892	77,495	1	78,064	121,117	101,000	1	78,064	121,117	121,117	1
Chatham	47,008	69,453	59,148		62,996	93,074	88,000	1	62,996	93,074	85,000	1
Cherokee	n/a				53,057	88,655	vacant	1	53,057	88,655	70,856	1
Chowan	see Washington				see Pasquotank				51,796	93,018	84,370	1
Clay	n/a						65,952	1			60,524	1
Cleveland	45,630	71,226	56,352	1	76,380	119,244	111,114	1	76,380	119,244	106,038	1
Columbus	38,937	79,676	51,857	1	49,842	101,997	69,379	1	49,842	101,997	63,000	1
Craven	n/a				80,149	131,168	131,168	1	76,482	125,160	101,323	1
Cumberland	64,147	105,843	99,019	1	88,227	145,575	114,899	1	88,227	145,575	vacant	1
Currituck	n/a				see Pasquotank				60,034	83,441	71,371	1
Dare	n/a				65,290	104,465	103,325	1	65,290	104,465	104,465	1
Davidson	55,117	82,676	62,856	1	66,936	100,405	86,872	1	66,936	100,405	82,915	1
Davie												
Duplin	42,252	66,631	56,868	1	53,589	84,502	67,963	1	58,005	91,469	79,629	1
Durham	72,095	124,118	110,854	1	87,840	151,227	136,053	1	87,840	151,227	129,873	1
Edgecombe	n/a				65,340	96,997	66,950	1	65,340	96,997	70,200	1
Forsyth			108,576	1			165,235	1			129,168	1
Franklin	53,195	75,993	56,855	1	66,927	95,611	77,789	1	66,927	95,611	77,433	1
Gaston	63,750	98,834	86,065	2	83,877	130,026	102,746	1	78,316	121,406	99,850	1
Gates	see Hertford				n/a				55,723	72,178	59,743	1
Graham	n/a						63,016	1			56,822	1
Granville	39,370	62,992	55,050	1	see Vance				50,234	80,374	75,691	1
Greene	n/a				48,346	67,524	59,964	1	48,346	67,524	54,423	1
Guilford	n/a						137,506	1			115,000	1
Halifax	47,053	76,383	53,943	1	60,324	97,926	89,770	1	60,324	97,926	81,278	1
Harnett	53,323	81,101	63,088	1	70,257	108,898	80,852	1	70,257	108,898	84,308	1
Haywood	49,893	74,840	59,145	1	65,864	98,796	85,225	1	65,864	98,796	86,918	1
Henderson	60,333	92,522	85,410	1	65,267	101,157	84,803	1	65,267	101,157	88,368	1
Hertford	46,722	70,531	65,884	4	77,478	114,212	89,504	1	49,510	73,275	66,467	1
Hoke	n/a				64,919	91,730	75,286	1	64,919	91,730	66,542	1
Hyde												
Iredell	57,016	88,433	84,974	1	71,393	110,732	94,397	1	71,393	110,732	110,732	1
Jackson	n/a				54,977	97,630	68,883	1	54,977	97,630	87,428	1
Johnston			56,165	1	131,623	222,804	194,444	1	70,880	120,309	105,364	1
Jones	n/a				51,967	66,107	54,438	1	49,521	62,907	51,967	1
Lee	56,120	78,567	65,671	1	70,269	98,376	85,734	1	70,269	98,376	82,003	1
Lenoir	n/a				51,971	75,270	69,896	1	51,971	75,270	79,081	1
Lincoln	41,069	59,481	42,094	1	52,234	79,995	67,297	1	52,234	79,995	78,044	1
McDowell	44,814	65,874	49,500	1	see Rutherford				54,672	80,346	62,676	1
Macon	n/a				65,485	98,077	80,000	1	65,485	98,077	88,200	1
Madison												
Martin	regional system				see Washington				54,301	86,809	67,814	1
Meccklenburg	107,442	195,175	162,832	1	107,442	195,175	160,226	1	107,442	195,175	163,907	1
Mitchell	n/a				n/a				51,772	72,481	68,339	1
Montgomery	n/a				56,916	91,116	66,960	1	59,472	95,196	76,572	1
Moore	n/a				68,014	106,855	91,988	1	68,014	106,855	72,592	1
Nash	n/a				72,541	116,228	102,710	1	72,541	116,228	88,504	1

County	Library Director				Public Health Director				Social Services Director					
	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties	Min.	Max.	Actual	Counties		
New Hanover	\$ 87,281	\$133,878	\$116,283	1	\$ 94,609	\$145,126	\$118,818	1	\$ 94,609	\$145,126	\$111,880	1		
Northampton	see Hertford				62,510	107,616	78,066	1	57,427	88,535	72,665	1		
Onslow	63,628	101,805	83,188	1	71,573	114,516	102,558	1	71,573	114,516	80,774	1		
Orange	71,762	114,722	88,412	3	79,212	126,632	108,642	1	79,212	126,632	106,780	1		
Pamlico	n/a				46,884	83,258	vacant		49,227	87,420	60,737			
Pasquotank	46,896	57,139	48,069	2	87,932	140,407	136,983	4	59,460	79,751	67,953	1		
Pender	43,238	65,654	55,857	1	59,631	88,608	69,526	1	59,631	88,608	75,310	1		
Perquimans	see Washington				n/a				44,537	67,446	54,135	1		
Person	50,004	73,816	48,814	1	63,638	93,942	68,444		63,638	93,942	73,684	1		
Pitt	n/a				112,338	177,550	167,410	1	80,910	127,878	84,791	1		
Polk	39,635	64,947	52,005	1	see Rutherford				48,178	78,945	66,414	1		
Randolph	56,496	87,504	66,978	1	62,232	96,588	87,504	1	62,232	96,588	80,340	1		
Richmond	n/a				50,327	73,236	83,674	1	50,327	73,236	62,146	1		
Robeson	n/a				86,687	92,420	91,273	1	79,145	91,904	89,352	1		
Rockingham	52,401	78,602	69,231	1	68,251	102,377	88,070	1	68,251	102,377	94,194	1		
Rowan	62,423	99,092	70,939	1	72,344	114,847	99,092	1	72,344	114,847	87,198	1		
Rutherford	52,552	79,183	53,875	1	no data	no data	no data	3	64,109	96,593	67,374	1		
Sampson	44,460	66,672	49,008	1	55,932	83,892	69,924	1	55,932	83,892	68,544	1		
Scotland	n/a				65,388	92,400	67,032	1	65,388	92,400	67,032	1		
Stanly	52,076	78,114	66,548	1	62,340	93,510	81,701	1	62,340	93,510	79,207	1		
Stokes														
Surry	n/a				59,412	101,736	82,368	1	59,412	101,736	86,268	1		
Swain	n/a				51,295	75,593	62,345	1	46,972	69,222	51,691	1		
Transylvania	47,001	68,151	63,668	1	51,648	74,890	70,888	1	51,648	74,890	74,890	1		
Tyrrell	see Washington				see Washington				interim		43,000	1		
Union	67,423	101,133	73,464	1	84,108	126,164	97,632	1	73,635	110,452	107,640	1		
Vance	45,168	70,008	62,952	1				179,520	2	58,824	91,164	79,800	1	
Wake	75,750	126,250	103,978	1	101,250	168,750	155,000	1	101,250	168,750	155,000	1		
Warren	46,346	74,372	60,000	1	59,150	94,918	72,000	1	59,150	94,918	77,773	1		
Washington	43,152	52,452	59,760	4	72,052	151,134	92,232	3	54,960	75,708	70,308	1		
Watauga	n/a				n/a				65,617	101,705	83,504	1		
Wayne	n/a				n/a				n/a					
Wilkes	n/a							86,696	1				86,696	1
Wilson	46,488	78,612	64,308	1	67,632	114,372	88,500	1	67,632	114,372	108,048	1		
Yadkin	n/a				50,254	72,758	64,309	1	50,254	72,758	67,575	1		
Yancey	n/a				n/a				44,925	68,351	61,003	1		

1. Also serves as assistant county manager

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

January 2008

County	Librarian				Library Branch Manager				Library Assistant			
	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	2	\$ 34,133	\$ 54,614	\$ 34,989	2	\$ 29,912	\$ 47,857	\$ 37,986	6	\$ 21,980	\$ 35,166	\$ 23,711
Alexander	1	25,756	35,505	26,400	1			26,394	7	22,208	30,615	24,514
Alleghany		n/a				n/a				n/a		
Anson		n/a				n/a			2	19,449	30,895	21,859
Ashe		n/a				n/a				n/a		
Avery		n/a				n/a				n/a		
Beaufort		n/a				n/a				n/a		
Bertie		n/a				n/a				n/a		
Bladen		n/a				n/a				20,667	35,475	37,844
Brunswick	1	33,267	53,227	38,056	5	38,500	61,600	49,956	13	24,543	39,269	27,869
Buncombe		n/a			13	31,809	45,172	38,374	14	22,332	31,809	26,104
Burke	2	33,302	51,617	34,682	1	36,714	56,909	40,339	3	21,465	33,272	24,064
Cabarrus	2	38,161	58,894	46,497	3	46,384	71,606	63,114	11	27,114	41,869	34,087
Caldwell	1	34,456	54,417	40,482	2	36,113	57,036	40,113	7	22,634	35,604	25,764
Camden		n/a				n/a				n/a		
Carteret		n/a				n/a				n/a		
Caswell		n/a				n/a			3	part-time		13,236
Catawba	5	36,758	55,470	39,257	2	34,062	52,823	35,219	10	21,933	34,062	25,737
Chatham		n/a			4	30,303	44,771	35,823	5	24,929	36,831	27,368
Cherokee		n/a				n/a				n/a		
Chowan		n/a				n/a				n/a		
Clay		n/a				n/a				n/a		
Cleveland	2	29,958	46,728	31,368	1	24,840	38,742	26,022	4	24,840	38,742	26,022
Columbus	1	22,617	46,282	32,428	1	24,965	53,675	33,076	5	18,562	37,988	22,328
Craven		n/a				n/a				n/a		
Cumberland	23	32,455	58,742	35,819	8	38,965	70,368	44,555	67	20,609	48,873	27,097
Currituck		n/a				n/a			2	24,339	33,495	27,821
Dare	2	31,858	61,721	40,779	3	27,599	48,592	36,454	7	23,911	38,257	26,726
Davidson	1 III	33,866	50,799	48,969	3	30,743	46,196	40,665	7	20,797	31,195	16,905
	3 II	33,866	50,799	47,214								
	1 I	33,866	50,799	38,697								
Davie												
Duplin	1	24,422	48,537	34,762		n/a			5	18,394	36,783	22,992
Durham	23	34,370	59,171	40,766	8	43,999	75,745	57,378	13	23,152	39,862	31,929
Edgecombe		n/a				n/a				n/a		
Forsyth	24			37,584	14			51,152	34			25,085
Franklin	2	35,186	50,265	38,799	1	32,098	45,854	34,837	1	27,967	39,953	31,698
Gaston	5	34,385	53,311	39,802	9	32,106	49,773	43,608	7	22,785	35,323	29,904
Gates		n/a				n/a				n/a		
Graham		n/a				n/a				n/a		
Granville	2	29,375	49,365	30,545	1	24,161	38,658	28,500	2	19,881	31,810	26,891
Greene		n/a				n/a				n/a		
Guilford		n/a				n/a				n/a		
Halifax	2	23,468	38,096	25,315		n/a			1	18,333	29,715	20,470
Harnett	3	35,821	55,523	42,390	2	26,677	41,349	28,104	1	22,542	34,940	27,146
Haywood	4	36,662	54,994	39,301		n/a			15	19,615	29,424	19,961
Henderson	7	34,847	54,006	38,980	12	25,467	39,455	31,058	16	21,762	33,739	23,824
Hertford		n/a				n/a				n/a		
Hoke		n/a				n/a			5	23,302	32,926	24,328
Hyde												
Iredell	5	36,365	56,402	47,332	1	31,775	49,284	36,175	7	21,198	32,788	25,114
Jackson		n/a				n/a				n/a		
Johnston		n/a				n/a				n/a		
Jones		n/a				n/a				n/a		
Lee	1	35,794	50,110	44,233		n/a			3	21,825	30,554	22,321
Lenoir	1	60,744	124,392	122,868	3	22,644	46,308	27,682	4	20,508	41,952	24,375
Lincoln		n/a			3	23,855	34,550	24,451	8	20,570	29,792	21,804
McDowell	1	30,108	44,262	39,576	1	19,248	28,296	27,258	7	18,318	26,922	22,844
Macon		n/a				n/a				n/a		
Madison												
Martin		n/a				n/a				n/a		
Mecklenburg	83	36,344	83,474	45,286	28	41,160	83,474	53,405	116	24,629	56,848	28,450
Mitchell		n/a				n/a				n/a		
Montgomery	1	27,468	44,088	28,836		n/a			4	19,716	31,680	22,890
Moore		n/a			1	31,158	48,951	33,254	11	19,129	30,052	26,332
Nash		n/a				n/a				n/a		
New Hanover	7	47,990	73,635	54,563	2	56,945	87,346	61,847	12	28,642	43,992	33,192

County	Librarian				Library Branch Manager				Library Assistant				
	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	
Northampton		n/a				n/a				n/a			
Onslow	4	\$ 39,742	\$ 63,587	\$ 50,052	4	\$ 36,743	\$ 58,790	\$ 47,502	17	\$ 19,618	\$ 31,388	\$ 22,706	
Orange	3	37,765	60,372	40,834	3	37,765	60,372	41,643	3	26,729	42,727	31,791	
Pamlico		n/a				n/a				n/a			
Pasquotank		n/a				n/a			9	20,788	30,850	23,097	
Pender		n/a			1	26,087	41,648	33,518	3	21,711	35,518	24,884	
Perquimans		n/a				n/a				n/a			
Person	2	34,829	51,414	no data		n/a			1	26,289	38,807	26,289	
Pitt		n/a				n/a				n/a			
Polk	1	25,550	41,867	30,458	4	23,174	37,974	27,876	4	part-time		\$11.32/hr.	
Randolph	6	33,492	51,336	38,440	2	38,472	59,256	48,921	3	tech II	24,476	38,472	29,659
									4	tech I	23,268	35,100	24,933
									11	part-time	\$8.14/hr.	\$14.03/hr.	no data
Richmond		n/a			3	26,112	37,997	31,895	6	20,632	30,055	21,487	
Robeson		n/a				n/a				n/a			
Rockingham	2	35,267	52,901	43,246	3	36,809	55,214	48,714	8	22,703	34,055	27,770	
Rowan	3	36,345	57,698	38,323	2	27,058	42,954	42,537	6	21,171	33,592	24,322	
Rutherford		n/a			1	28,949	43,619	35,314	1	26,211	39,491	26,677	
Sampson	2	29,400	44,100	34,704	3	25,620	38,424	29,568	3	19,452	29,172	23,792	
Scotland		n/a				n/a				n/a			
Stanly	4	36,341	54,513	43,253	4	26,525	39,788	29,686	14	22,158	27,698	25,244	
Stokes													
Surry		n/a				n/a				n/a			
Swain		n/a				n/a				n/a			
Transylvania	2	36,091	52,332	38,910		n/a			4	21,282	30,859	22,788	
Tyrrell		n/a				n/a				n/a			
Union	5	36,219	70,934	43,925	6	30,304	51,968	38,975	30	24,253	49,688	31,309	
Vance	2	31,764	49,236	35,124		n/a			7	20,460	39,504	26,515	
Wake	61	34,500	57,500	41,985	30	42,000	70,000	52,113	132	22,700	37,800	28,470	
Warren		n/a				n/a			2	23,408	37,563	25,973	
Washington		n/a				n/a				n/a			
Watauga		n/a				n/a				n/a			
Wayne		n/a				n/a				n/a			
Wilkes		n/a				n/a				n/a			
Wilson	3	42,348	71,592	50,380	5	24,156	40,824	26,722	2	23,028	38,952	25,416	
Yadkin		n/a				n/a				n/a			
Yancey		n/a				n/a				n/a			

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

January 2008

County	Register of Deeds			Assistant Register of Deeds				Deputy Register of Deeds			
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	n/a			1	assistant \$ 27,390	\$ 43,825	\$ 39,768	9	deputy II \$ 25,083	\$ 40,130	\$ 24,648
Alexander	\$ 40,170	\$ 55,374	\$ 47,750	1	assistant	24,516	33,794	30,617	2	deputy	23,333 32,165 28,438
Alleghany	40,918	61,376	49,184	1	assistant	26,375	39,564	29,433	1	deputy	23,923 35,885 25,207
Anson	32,100	51,138	39,811	2	assistant II	20,202	32,100	25,955	n/a		
Ashe	44,442	62,796	61,266	1	assistant	30,177	42,639	34,995	4	deputy	28,923 40,869 30,795
Avery	40,681	56,732	45,739	1	assistant	23,785	33,168	28,652	2	deputy	22,652 31,588 23,797
Beaufort	41,268	62,433	55,508	1	assistant	24,775	37,163	28,064	3	deputy	21,711 32,566 25,113
Bertie	39,138	57,775	55,620	1	assistant	24,630	36,358	24,630	2	deputy	21,708 32,045 22,309
Bladen	n/a			1	assistant	25,399	32,171	28,030	1	deputy	25,399 32,171 25,454
									1	part-time	12,773 13,462 12,620
Brunswick	50,713	81,141	104,093	1	admin/tech	45,479	72,766	60,611	1	deputy III	29,777 47,642 32,094
				4	assistant	35,011	56,017	39,241	11	deputy I	24,543 39,269 25,566
Buncombe			99,165	1	assistant	33,225	47,242	73,216	17	deputy II	26,653 37,910 37,742
									4	deputy I	23,349 33,225 34,948
Burke	49,203	76,264	54,914	2	assistant	26,092	40,443	27,423	3	deputy	22,538 34,936 23,803
Cabarrus	53,698	82,880	66,208	1	assistant	36,345	56,094	40,860	8	deputy	25,828 39,876 28,816
Caldwell	39,714	62,707	60,672	1	assistant	26,001	40,986	31,544	5	deputy	23,700 37,306 29,000
Camden	35,069	52,600	45,700		assistant	21,609	32,412	23,966		deputy	19,788 29,680 22,260
Carteret	42,066	67,306	55,164	2	assistant	28,910	46,256	31,886	2	deputy III	23,693 37,909 25,923
									1	deputy I	18,750 30,000 21,020
Caswell	39,072	64,608	43,092	1	assistant	22,884	36,204	25,596	1	deputy	22,032 34,848 23,148
Catawba	50,312	78,064	65,650	2	assistant II	29,413	45,631	36,683	3	deputy II	25,393 39,423 30,523
				1	assistant I	26,665	41,390	44,712	3	deputy I	23,035 35,758 24,603
Chatham	49,359	72,925	71,740	5	assistant	27,485	40,608	32,596		n/a	
Cherokee			41,350	1	assistant	24,488	37,924	31,206	2	deputy	22,789 35,058 28,520
Chowan	38,652	69,412	44,743	1	assistant	22,599	40,584	27,470	1	deputy	21,523 38,652 24,916
Clay			51,279		n/a			33,627		deputy II	
										deputy I	22,197
Cleveland	n/a			1	assistant	28,566	44,598	36,108	3	deputy	23,700 36,978 27,270
Columbus	49,842	101,997	65,377		n/a				1	deputy II	18,562 37,988 29,373
									4	deputy I	15,235 31,178 19,502
Craven			45,000	1	assistant	29,942	49,003	34,470	1	deputy II	24,820 40,627 26,014
									5	deputy I	22,603 36,986 24,029
Cumberland			106,345	1	sr assistant	46,672	77,009	68,139	13	deputy III	27,007 48,873 31,532
				3	assistant I	37,244	61,453	44,498	4	deputy I	24,638 40,652 26,298
Currituck			no data	1	assistant	26,039	35,842	29,191	4	deputy	24,339 33,495 26,044
Dare	46,711	74,738	74,738	2	assistant	27,599	44,159	39,526	5	deputy	23,911 38,257 28,257
Davidson	55,117	82,676	55,117	1	assistant	32,275	48,412	43,455	5	deputy II	25,343 38,014 29,685
									2	deputy I	22,956 34,434 26,523
Davie											
Duplin	42,252	66,631	51,509		n/a				2	deputy III	24,268 38,271 27,353
									2	deputy II	22,422 35,355 23,569
Durham			103,000	2	assistant	34,370	59,171	no data	1	deputy III	26,850 46,225 36,461
									9	deputy II	25,555 43,999 32,218
									5	deputy I	23,152 39,862 29,549
Edgecombe	40,113	59,548	45,500	1	assistant	23,453	34,816	23,453	2	deputy I	20,259 30,075 20,259
Forsyth			vacant	1	assistant III			57,408	16	deputy	
				5	assistant I			42,777			25,851
Franklin	48,526	69,323	59,514	1	assistant	30,657	42,796	33,410	3	deputy	25,512 36,446 29,021
Gaston	55,577	86,166	76,424	1	assistant II	34,385	53,311	39,545		deputy	24,402 37,827 28,648
				1	assistant I	32,106	49,723	32,908			
Gates	40,009	51,820	42,894		n/a				1	deputy	21,203 27,464 21,845
Graham			32,000		n/a				1	deputy	
Granville	39,370	62,992	58,125	1	assistant	26,631	42,609	32,304	3	deputy	21,918 35,069 23,546
Greene			41,530		n/a					n/a	
Guilford			96,971	7	assistant	35,661	60,623	45,807	22	deputy	30,805 52,369 36,449
Halifax	49,451	80,275	70,022	1	assistant	23,468	38,096	31,229	3	deputy II	22,330 36,249 27,491
									1	deputy I	20,218 32,820 21,513
Harnett	50,166	77,757	67,864	3	assistant I	29,021	44,983	35,407	1	chief deputy	27,824 43,127 33,390
									2	deputy	25,577 39,644 25,578
Haywood	41,837	62,757	58,770	1	assistant	25,546	38,317	29,397	3	deputy	23,393 35,089 25,433
Henderson			62,000	1	assistant	26,481	41,034	37,357	1	deputy II	24,492 37,956 33,252
									4	deputy I	22,620 35,078 26,385
Hertford	31,921	47,242	46,098	1	assistant	21,594	31,961	25,013	1	deputy	19,602 29,010 21,097
Hoke	36,150	51,078	49,833	1	assistant	25,691	36,300	27,666	1	deputy	26,975 38,116 29,775
Hyde											
Iredell	47,629	73,873	71,339	1	assistant II	30,378	47,116	43,720	2	deputy III	26,544 41,169 35,595
				1	assistant I	27,765	43,063	36,711	3	deputy I	23,194 35,973 27,171

County	Register of Deeds			Assistant Register of Deeds				Deputy Register of Deeds					
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.		
Jackson			\$ 49,535		n/a			3	deputy	\$ 25,445	\$ 45,186	\$ 30,104	
Johnston	\$ 49,841	\$ 84,599	72,548	1	assistant	\$ 30,711	\$ 45,333	\$ 34,913	5	deputy	28,124	41,512	31,136
Jones	n/a			1	assistant	22,726	28,305	23,787		n/a			
Lee			60,000	1	assistant II	31,275	43,786	32,200		n/a			
				4	assistant I	26,126	36,577	27,518					
Lenoir	n/a			1	assistant	23,805	34,477	26,277	3	deputy I	20,741	30,039	22,753
Lincoln	47,628	68,979	55,231		n/a				2	deputy III	26,332	38,137	37,205
									4	deputy I	23,855	34,550	28,297
McDowell	40,566	59,640	47,100	1	assistant	24,684	36,282	28,296	2	deputy	19,248	28,296	19,980
Macon	34,676	52,014	49,602	1	assistant	23,470	35,204	28,344	3	deputy	19,309	28,963	20,274
Madison													
Martin	38,165	61,012	53,925	3	assistant	22,500	35,971	25,503		n/a			
Mecklenburg	n/a			2	assistant II	46,614	83,474	59,971		n/a			
				1	assistant I	34,062	83,474	43,075					
Mitchell	38,633	46,359	47,286	1	assistant	20,488	28,683	20,898	1	deputy	20,488	28,683	22,332
Montgomery	n/a			1	assistant	21,288	34,164	23,292	1	deputy	22,620	36,300	28,020
Moore			80,420	1	chief asst.	34,352	53,969	40,664	3	deputy III	28,262	44,401	34,136
				1	assistant	31,158	48,951	37,406	5	deputy II	25,634	40,273	29,584
Nash	n/a			1	assistant	29,634	47,565	35,713	1	deputy II	26,829	43,089	30,392
									2	deputy I	24,272	38,978	29,268
New Hanover	47,990	73,635	73,635	1	assistant	40,394	61,942	48,225	1	zone 2	29,224	44,824	37,989
				1	vital rec.	31,429	48,235	43,139	14	zone 1	28,642	43,992	33,774
Northampton	31,572	54,353	38,466		n/a				3	deputy	21,369	37,708	22,848
Onslow	39,742	63,587	53,812	5	assistant	25,815	41,305	28,248		n/a			
Orange	71,762	114,722	81,182	1	assistant	37,765	60,372	56,112	1	leadworker	30,996	49,550	36,709
									2	deputy I	28,080	44,890	31,638
Pamlico	31,731	54,371	41,047	1	assistant	22,388	39,757	24,443	1	deputy	21,518	36,750	22,800
Pasquotank	45,738	64,033	63,288	1	assistant	27,026	37,836	36,458	1	deputy II	23,283	32,597	28,649
									3	deputy I	23,283	32,597	25,279
Pender	41,296	62,939	53,920	1	chief asst.	23,798	38,442	28,293	1	deputy II	21,711	35,518	21,711
				2	assistant	22,729	36,946	26,140	1	deputy I	20,734	34,154	20,734
Perquimans	34,200	51,794	46,979	1	assistant	22,021	33,348	28,105	1	deputy	20,166	30,540	22,233
Person	48,034	70,908	52,711	1	assistant	29,657	43,780	34,327	2	deputy	26,289	38,807	33,538
Pitt			61,864	1	assistant II	36,463	57,631	44,512	2	deputy IV	30,227	47,778	35,451
									3	deputy II	25,059	39,607	27,441
Polk	32,609	53,433	46,075		n/a				1	full-time	23,174	37,974	28,236
									1	part-time	23,174	37,974	19,469
Randolph	56,496	87,504	70,345	1	assistant	30,552	46,572	45,450	6	deputy II	25,476	38,472	28,046
Richmond	45,819	66,684	49,548		n/a				3	deputy	21,143	30,751	24,537
Robeson	53,813	66,728	61,249	2	assistant II	29,160	36,157	34,262	1	deputy II	24,809	30,762	28,358
				1	assistant I	24,809	30,762	28,679	3	deputy I	20,458	25,368	21,369
Rockingham	50,173	75,260	61,970	4	assistant	29,557	44,336	36,923	3	deputy II	25,929	38,894	30,858
									2	deputy I	22,703	34,055	25,261
Rowan	53,862	85,503	61,805	2	assistant	28,424	45,117	36,708	8	deputy	23,348	37,061	28,343
Rutherford	47,580	71,691	60,247		n/a					deputy	23,730	35,756	28,592
Sampson	46,536	69,804	57,132	1	assistant	28,092	42,144	30,960	6	deputy	25,620	38,424	28,320
Scotland	43,632	61,644	49,356	1	assistant	25,428	35,928	27,384	1	deputy	23,244	32,844	25,032
Stanly	43,503	65,255	55,472	1	assistant	25,359	38,038	32,973	1	deputy II	23,177	34,766	27,163
									3	deputy I	22,158	27,698	24,095
Stokes													23,809
Surry	n/a			1	assistant II	28,020	46,164	37,848	3	deputy II	22,968	36,948	26,768
				1	assistant I	25,860	42,120	31,812	3	deputy I	21,084	33,924	25,088
Swain	31,154	45,911	40,376 ¹		n/a				1	deputy	21,908	32,285	24,345
Transylvania	39,412	48,280	57,147	1	assistant	25,379	36,800	29,729	3	deputy	23,240	33,698	24,932
Tyrrell			36,996					25,740		n/a			
Union	49,432	74,148	70,000	1	assistant III	34,645	51,968	38,978	1	deputy III	27,698	41,548	31,680
				2	assistant I	28,974	43,462	33,910	5	deputy I	24,253	36,380	26,121
Vance	41,364	64,104	56,784	1	assistant	26,640	41,280	29,508	2	deputy	22,332	34,620	25,260
Wake			102,666	1	assistant	42,000	70,000	65,546	27	deputy	22,700	37,800	28,334
Warren	42,037	67,459	46,629		n/a					n/a			
Washington	34,120	49,344	43,620	1	assistant	21,804	31,572	24,672		n/a			
Watauga	46,140	71,517	51,403		n/a				3	deputy III	29,711	46,052	34,881
									2.5	deputy I	24,914	38,616	25,912
Wayne			51,000	2	assistant II	24,224	37,782	32,578	1	deputy II	23,069	35,979	20,426
				1	assistant I	23,069	35,979	26,101	4	deputy I	19,927	31,082	20,936
Wilkes	n/a			1	assistant	22,729	43,636	38,123	4	deputy	18,154	34,837	24,107
Wilson	46,488	78,612	70,572	1	assistant II	33,516	56,664	40,776	1	deputy V	26,508	44,760	28,536
									4	deputy III	23,028	38,952	28,436
Yadkin	39,761	57,558	42,809		n/a				3	deputy	27,339	39,581	32,830
Yancey	36,959	56,232	56,420	1	assistant II	21,609	32,878	26,706		n/a			
				1	assistant I	21,609	32,878	24,000					

1. Also veterans services officer

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

January 2008

County	Parks and Recreation Director			Recreation Program Supervisor				Natural Resources Conservation Technician			
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	\$ 48,540	\$ 77,664	\$ 58,056	1	\$ 35,669	\$ 57,071	\$ 38,988	1	\$ 38,952	\$ 62,321	\$ 52,044
Alexander	37,977	48,215	34,638		n/a				n/a		
Alleghany	30,533	45,800	30,533		n/a			1	30,533	45,800	30,533
Anson	30,895	47,462	47,462 ¹	2	22,671	36,106	29,163	1	28,606	45,655	32,732
Ashe	35,844	50,646	39,048	1	34,338	48,519	30,177	2	32,889	46,473	34,313
Avery	33,469	46,671	33,469	2	23,785	33,168	28,652		n/a		
Beaufort	n/a				n/a			1	28,272	42,409	35,483
Bertie	35,977	53,109	35,977		n/a			1	29,147	43,026	30,965
Bladen	42,583	53,940	48,263	1	26,626	33,727	27,218	2	31,537	39,946	38,545
Brunswick	54,202	86,724	66,363	6	36,756	58,809	39,343	2	33,267	53,227	43,396
Buncombe	n/a				n/a				n/a		
Burke	46,860	72,633	50,641	1	31,715	49,159	33,332		n/a		
Cabarrus	53,698	82,880	70,900		n/a			1	34,605	53,421	41,869
Caldwell	n/a				n/a				n/a		
Camden	30,731	46,094	37,750		parks and recreation director				n/a		
Carteret	42,066	67,306	49,909	2	28,910	46,256	30,751	1	30,298	48,477	31,270
Caswell	31,044	51,216	32,112		n/a				25,644	42,228	36,276
Catawba	n/a				n/a			1	32,433	50,312	46,910
Chatham	40,608	59,996	48,996	2	30,303	44,771	31,979	2	33,408	49,359	41,021
Cherokee	n/a				n/a				n/a		
Chowan	51,796	93,018	72,882		n/a			1	27,470	49,330	35,059
Clay			36,397		n/a				n/a		
Cleveland	n/a				n/a				n/a		
Columbus	33,575	68,707	44,484		n/a				n/a		
Craven	47,855	78,813	69,634	2	32,887	53,825	41,026	1	34,470	56,405	40,627
Cumberland	n/a				n/a				n/a		
Currituck	43,036	59,642	46,501		n/a			1	37,938	52,503	37,938
Dare	59,333	94,934	87,642	1	40,467	64,747	54,551	2	33,420	56,091	40,814
Davidson	45,344	68,015	60,772	1	30,743	46,196	39,583		n/a		
Davie											
Duplin	36,064	56,868	33,983	1	32,023	50,498	33,983	4	28,436	44,840	32,743
Durham	n/a				n/a			1	36,111	62,169	52,862
Edgecombe	n/a				n/a			3	27,149	40,303	31,093
Forsyth			82,368	1			27,123	1			41,350
Franklin	42,281	60,401	45,152	1	32,098	45,854	36,208	2	32,098	45,854	34,908
Gaston	51,894	80,447	70,054	2	34,385	53,311	38,040	3	32,106	49,773	33,979
Gates	n/a				n/a			1	24,252	31,413	39,671
Graham	28,000	32,000	30,000		n/a				n/a		
Granville	23,019	36,830	37,072		n/a			1	26,631	42,609	42,289
Greene	29,832	41,601	34,966		n/a			2	24,622	34,311	30,536
Guilford	n/a				n/a			1	45,513	77,372	61,354
Halifax	n/a				n/a				25,920	42,076	26,904
Harnett	50,166	77,757	61,043	1	30,269	46,917	no data	1	40,644	62,998	47,376
Haywood	36,662	54,994	42,432	1	30,743	46,116	32,354	2	33,573	50,359	44,762
Henderson	45,845	71,076	76,103	4	30,986	48,010	40,005		n/a		
Hertford	n/a				n/a			1	24,990	36,985	36,984
Hoke	56,080	79,239	57,482	1	28,324	40,021	29,032	1	28,324	40,021	35,352
Hyde											
Iredell	49,820	77,271	61,124	1	33,237	51,551	35,998		n/a		
Jackson	41,078	72,948	67,290	2	25,954	49,301	26,500		n/a		
Johnston	n/a				n/a				n/a		
Jones	n/a				n/a				n/a		
Lee	53,651	75,113	59,841	3	34,219	47,907	34,219	1	32,714	45,799	37,287
Lenoir	60,673	85,363	73,736		n/a			2	26,095	41,432	35,637
Lincoln	41,069	59,481	51,288		n/a			1	29,065	42,096	29,065
McDowell	38,610	56,748	51,378	1	24,684	36,282	33,672	1	23,484	34,518	27,258
Macon	34,676	52,014	41,252	1	24,643	36,966	28,119	1	24,643	36,966	36,026
Madison											
Martin	n/a				n/a			1	30,641	48,984	44,377
Mecklenburg	107,442	195,175	138,000	25	41,160	83,474	49,819		n/a		
Mitchell	30,270	42,378	33,118		n/a			1	24,480	39,264	28,140
Montgomery	35,148	56,316	39,144		n/a			1	22,620	28,128	27,312
Moore	43,843	68,880	52,884		n/a			1	36,070	56,667	42,978
Nash	n/a			1	36,159	57,990	37,073	3	31,162	49,979	39,001
New Hanover	68,964	105,898	92,827		n/a				n/a		

County	Parks and Recreation Director			Recreation Program Supervisor				Natural Resources Conservation Technician			
	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Northampton	\$ 33,151	\$ 57,071	\$ 37,506	1	\$ 23,559	\$ 41,573	\$ 25,370	1	\$ 25,974	\$ 45,835	\$ 27,290
Onslow	56,565	90,504	81,231	1	38,213	61,141	41,386	1	42,985	68,776	49,240
Orange	71,762	114,722	76,500	1	50,788	81,193	59,728	3	43,796	70,013	58,429
Pamlico	27,411	48,677	43,225		n/a			2	22,836	40,552	30,396
Pasquotank	30,768	43,075	37,290		n/a				n/a		
Pender	31,349	49,012	36,379		n/a				n/a		
Perquimans	34,200	51,794	38,649	1	26,261	39,771	28,264	1	23,012	34,851	24,767
Person	52,055	76,843	53,303	1	37,743	55,716	39,678		n/a		
Pitt	n/a				n/a			3	33,201	60,396	34,911
Polk	29,577	48,465	37,861		n/a			2	24,333	39,872	30,535
Randolph	n/a				n/a				n/a		
Richmond	30,055	43,725	31,492		n/a				n/a		
Robeson	48,012	59,536	56,745	1	36,411	45,150	36,747	1	30,609	37,956	29,890
Rockingham	n/a				n/a			1	29,557	44,336	30,970
Rowan	53,862	85,503	61,212		n/a			1			33,192
Rutherford	n/a				n/a			1	28,949	43,619	28,949
Sampson	42,456	63,696	44,580	5	29,400	44,100	33,012	3	32,244	48,348	36,664
Scotland	43,632	61,644	50,592	2	27,828	47,064	33,576	1	33,312	47,064	34,140
Stanly	n/a				n/a				n/a		
Stokes											
Surry	45,096	76,728	45,096	1	29,268	48,360	31,812	1	28,020	46,164	vacant
Swain	28,528	42,041	34,031	1	25,000	36,841	27,111	1	22,893	33,737	24,467
Transylvania	43,040	62,408	58,072	3	27,714	40,185	32,246	1	31,626	45,858	44,799
Tyrrell	n/a				n/a				n/a		
Union	59,037	88,555	68,468	1	34,645	51,968	36,950	1	41,402	62,102	46,156
Vance	n/a				n/a				n/a		
Wake	56,650	94,350	75,521		n/a			5	40,700	67,800	56,295
Warren	38,130	61,188	49,961		n/a			1	29,876	47,943	30,774
Washington	25,332	36,648	35,760		n/a			1	24,456	35,364	26,304
Watauga	46,140	71,517	56,689	2	33,906	59,971	43,146	1	29,711	46,052	33,500
Wayne	n/a				n/a				n/a		
Wilkes	35,625	68,399	47,721		n/a			1	37,267	71,534	44,612
Wilson	n/a				n/a			1	30,492	51,576	39,192
Yadkin	31,467	45,548	39,273		n/a			1	32,971	47,747	35,505
Yancey	23,824	36,248	30,272	1	21,610	32,878	25,915		n/a		

1. Also building maintenance supervisor

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

January 2008

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Alamance	\$ 66,058	\$105,690	\$ 79,812	major	1	\$ 46,450	\$ 74,322	\$ 64,572	detention admin.	1	\$ 44,449	\$ 71,121	\$ 52,548
				captain	3	42,536	68,057	51,436	asst. detention admin.	2	42,536	68,057	48,260
				lieutenant	12	38,952	62,321	46,548	detention captain	1	42,536	68,057	44,664
				sergeant	20	34,133	54,614	41,195	correctional shift supvr.	4	38,952	62,321	39,924
				corporal	21	36,663	52,261	36,541	detention sergeant	16	34,133	54,614	35,967
				deputy II	23	31,256	50,011	35,406	detention corporal	6	32,663	52,261	33,776
				deputy I	31	29,912	47,857	32,840	detention officer II	16	29,912	47,857	31,524
Alexander	51,420	70,883	64,217	chief	1	36,391	50,166	40,170	detention officer I	67	27,390	43,825	28,757
				captain	1	31,382	43,259	38,235	detention officer		24,516	33,794	25,756
				detective/investigator	2	29,868	41,174	33,381					
				lieutenant	2	28,430	39,191	33,383					
				sergeant	4	27,060	37,302	30,088					
				deputy	11	24,516	33,794	26,335					
				deputy	11	24,516	33,794	26,335					
Alleghany	47,366	71,051	47,366	chief	1	32,060	48,090	41,713	detention admin.	1	30,533	45,800	32,725
				lieutenant	1	30,533	45,800	30,533	detention lieutenant	1	26,375	39,564	no data
				sergeant	1	27,694	41,541	27,694	jailer, certified		22,785	34,177	22,785
				detective/investigator	1	27,694	41,541	27,694	jailer, noncertified		20,665	30,999	20,665
				investigator	1	27,694	41,541	27,694					
				deputy	5	25,120	37,679	25,120					
				deputy	5	25,120	37,679	25,120					
Anson	42,221	67,440	64,870	captain	2	33,365	53,366	42,221	detention admin.	1	29,720	47,462	34,028
				lieutenant	3	30,895	49,360	34,720	jailer	12	25,443	40,595	25,955
				sergeant	8	29,720	47,462	31,497					
				deputy	12	25,443	40,595	28,606					
Ashe	57,648	81,456	66,855	major	1	48,471	68,490	59,058	chief jailer	1	35,844	50,646	37,659
				lieutenant	1	42,588	60,177	49,389	asst. chief jailer	1	30,177	42,639	34,143
				captain	1	42,588	60,177	44,745	jailer	6	27,705	39,144	28,423
				DARE officer	1	32,889	46,473	39,096					
				detective/investigator	7	30,177	60,177	38,870					
				sergeant	2	30,177	42,639	37,257					
				deputy	9	30,177	42,639	30,260					
Avery	43,997	61,355	50,440	chief	1	34,473	48,071	41,525	chief jailer	1	32,831	45,784	39,549
				chief detective	1	32,831	45,784	39,549	detention sergeant	1	25,724	35,871	26,237
				detective/investigator	2	31,268	43,602	32,060	jailer	7	23,332	32,537	23,599
				domestic violence officer	1	31,268	43,602	31,893					
				lieutenant	1	28,361	39,549	34,164					
				sergeant	2	27,010	37,666	30,374					
				DARE officer	1	25,724	35,871	28,107					
				deputy	9	25,724	35,871	27,303					
				school resource officer	1	25,724	35,871	25,724					
				school resource officer	1	25,724	35,871	25,724					
Beaufort	52,360	78,540	76,496	chief	1	41,268	62,433	58,863	detention admin.	1	32,264	48,396	42,630
				lieutenant	3	35,234	52,850	48,285	asst. detention admin.	1	27,055	40,583	35,302
				sergeant	7	30,874	46,312	38,480	detention transport officer	1	27,055	40,583	29,248
				detective/investigator	9	29,544	44,317	37,148	detention officer	14	25,890	38,834	30,287
				DARE officer	1	28,272	42,409	36,513					
				corporal	6	28,272	42,409	33,056					
				deputy	20	27,055	40,583	30,944					
Bertie	50,386	74,380	57,931	chief	1	40,821	60,259	49,546	n/a				
				sergeant	4	37,524	55,392	38,513					
				corporal	7	33,072	48,820	33,072					
				DARE officer	1	31,708	46,807	31,708					
				deputy	6	29,147	43,026	29,801					
Bladen	no data	no data	no data	chief	1	41,356	52,386	52,386	jail administrator	1	37,020	51,228	44,954
				captain	1	37,673	47,720	43,536	jailer III	1	27,675	38,745	32,958
				lieutenant	2	35,219	44,611	43,045	jailer II	5	20,667	28,934	26,527
				investigations commander	1	33,991	43,056	39,279	jailer I	6	18,330	25,662	24,709
				investigator	1	33,991	43,056	39,279					
				sergeant	6	33,991	43,056	37,768					
				detective/investigator	7	33,991	43,056	37,768					
				corporal	5	32,763	41,500	32,890					
				deputy	18	29,081	36,836	30,372					

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Brunswick	\$ 68,159	\$109,054	\$102,093	chief	1	\$ 54,202	\$ 86,724	\$ 86,105	detention admin.	1	\$ 47,224	\$ 75,558	\$ 65,873
				investigations commander	1	47,224	75,558	66,261	detention lieutenant	1	41,990	67,184	47,368
				captain	3	47,224	75,558	64,396	detention sergeant	7	36,756	58,809	38,460
				patrol commander	1	36,756	58,809	58,437	jailer II	4	29,777	47,642	31,921
				lieutenant	5	41,990	67,184	53,245	jailer I	36	28,033	44,853	28,439
				sergeant	11	36,756	58,809	41,965					
				patrol shift supvr.	4	36,756	58,809	41,259					
				detective/investigator	16	36,756	58,809	40,352					
				DARE officer	1	31,522	50,435	36,046					
				deputy	57	31,522	50,435	33,455					
				Buncombe			109,747	chief	1	53,887	76,618	74,127	detention admin.
major	3	53,887	76,618					74,127	correctional shift supvr.	15	34,714	49,348	38,312
captain	5	47,242	67,141					60,430	jailer I	115	29,086	41,359	34,710
patrol commander	1	47,242	67,141					59,764					
investigations commander	1	47,242	67,141					59,764					
lieutenant	24	41,359	58,825					48,254					
patrol shift supvr.	5	41,359	58,825					47,484					
detective/investigator	17	34,714	49,348					39,712					
sergeant	32	34,714	49,348					39,602					
deputy	64	30,393	43,247					36,278					
Burke	59,808	no data	92,703					major	2	\$46,860	\$72,633	49,250	detention lieutenant
				lieutenant	8	36,714	56,909	38,823	detention sergeant	1	36,714	56,909	36,714
				sergeant	10	33,302	51,617	35,345	detention officer	13	26,092	40,443	27,218
				detective/investigator	14	31,715	49,159	33,150					
				deputy	32	28,767	44,589	29,449					
Cabarrus	\$71,959	\$111,078	\$92,717	chief	1	59,196	91,380	64,317	n/a				
				captain	3	46,383	71,605	63,652					
				lieutenant	9	42,071	64,947	53,570					
				investigator	2	38,161	58,894	47,380					
				sergeant	22	38,161	58,894	46,063					
				detective/investigator	8	38,161	58,894	43,723					
				deputy	113	31,376	48,452	54,809					
Caldwell	50,135	77,823	67,178	DARE officer	5	31,376	48,452	54,809					
				major	1	39,714	62,707	49,276	detention admin.	1	29,929	47,247	46,443
				investigations commander	1	36,113	57,036	48,051	detention health supervisor	1	34,456	54,417	43,679
				patrol commander	1	34,456	54,417	47,629	detention center nurse	1	31,364	49,531	37,439
				captain	4	34,456	54,417	46,269	correctional shift supvr.	5	24,822	39,112	26,609
				patrol shift supvr.	5	31,364	49,531	40,550	detention officer	23	22,634	35,604	23,453
				lieutenant	5	31,364	49,531	39,161					
				sergeant	6	28,574	45,073	35,005					
				detective/investigator	10	28,574	45,073	32,010					
				corporal	5	27,267	42,940	28,879					
				DARE officer	1	26,001	40,986	31,664					
Camden	38,296	57,440	47,000	deputy	18	24,822	39,112	27,592					
				chief		32,114	48,168	41,498	n/a				
				detective/investigator		28,142	42,209	37,102					
				DARE officer		25,770	38,652	34,893					
Carteret	58,551	93,681	65,000	deputy		25,770	38,652	33,400					
				chief	1	44,086	70,538	53,750	detention admin.	1	36,547	58,476	42,000
				captain	2	38,301	61,282	45,903	asst. detention admin.	1	31,752	50,803	38,665
				patrol shift supvr.	5	33,276	53,241	37,618	detention shift supvr.	4	27,583	44,133	29,834
				lieutenant	5	33,276	53,241	36,315	senior detention officer	3	23,693	37,909	26,955
				detective/investigator	4	30,298	48,477	39,313	detention officer	21	22,607	36,172	25,175
				sergeant	5	30,298	48,477	35,690					
				DARE officer	1	30,298	48,477	32,052					
				deputy	15	27,583	44,133	30,034					
				corporal	3	23,693	37,909	26,955					
Caswell	45,588	75,456	55,752	chief	2	40,608	67,164	42,324	detention admin.	1	29,880	49,272	33,972
				lieutenant	1	34,824	57,516	35,580	chief jailer	1	26,640	43,884	29,316
				sergeant	5	31,044	51,216	33,622	jailer	6	24,684	40,632	26,676
				corporal	6	27,672	45,612	30,878					
				detective/investigator	1	27,672	45,612	30,420					
				deputy	9	25,644	42,228	26,345					
Catawba	69,551	104,629	103,154 ¹	major	1	55,469	86,071	71,084	detention officer	43	28,005	43,459	28,115
				captain	3	47,920	74,349	55,498					
				lieutenant	5	43,459	67,429	47,093					
				sergeant	15	39,422	61,169	43,590					
				corporal	9	35,758	55,470	37,404					
				detective/investigator	9	35,758	55,470	37,268					
				deputy	72	34,062	52,823	36,706					

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Chatham	\$ 66,146	\$ 97,728	\$ 85,000	major	1	\$ 49,359	\$ 72,925	\$ 59,759	detention admin.	1	\$ 42,638	\$ 62,996	\$ 51,800
				investigations commander	1	42,638	62,996	52,567	correctional shift supvr.	2	28,859	42,638	36,758
				patrol commander	1	42,638	62,996	52,238	detention officer	11	26,175	38,674	27,269
				captain	4	42,638	62,996	51,134					
				lieutenant	4	38,674	57,139	46,224					
				detective/investigator	14	35,078	51,827	37,571					
				sergeant	10	33,408	49,359	37,493					
				patrol shift supvr.	4	33,408	49,359	36,867					
				corporal	7	30,303	44,771	31,413					
				deputy	30	28,859	42,638	30,224					
Cherokee			55,743	chief	1	35,833	58,631	47,232	detention admin.	1	34,471	56,074	44,368
				lieutenant	2	33,153	53,638	43,200	asst. detention admin.	1	30,616	49,023	39,593
				sergeant	4	30,616	49,023	38,652	detention sergeant	3	26,325	41,107	30,058
				detective/investigator	8	30,616	49,023	37,604	detention officer	10	24,488	37,924	26,090
				corporal	3	28,344	44,773	35,462					
Chowan			79,050	deputy	5	27,294	42,897	30,909					
				chief	1	33,390	59,962	49,330	detention admin.	1	33,390	59,962	46,981
				lieutenant	1	33,390	59,962	49,330	detention lieutenant	1	31,801	54,384	36,814
				sergeant	3	31,801	57,106	46,235	detention sergeant	3	24,916	54,384	31,443
Clay			no data	deputy	12	28,844	51,796	36,379	detention officer		24,916	44,743	26,461
				chief				41,600	detention admin.				29,095
				detective/investigator				39,520					
				DARE officer				32,518					
Cleveland	60,426	94,350	90,030	deputy				26,000					
				chief	1	50,106	78,222	71,226	detention admin.	1	41,544	64,848	57,666
				captain	3	41,544	64,848	50,106	asst. detention admin.	1	36,108	56,352	43,560
				investigations commander	2	36,108	56,352	45,630	detention sergeant	3	31,368	48,972	35,280
				patrol shift supvr.	4	34,446	53,766	42,564	detention corporal	9	28,566	44,598	32,892
				sergeant	6	31,368	48,972	36,108	detention officer	22	27,270	42,564	31,368
				DARE officer	1	28,566	44,598	36,108					
				detective/investigator	11	29,958	46,728	34,446					
				investigator	6	29,958	46,728	33,666					
				deputy	42	28,566	44,598	32,892					
Columbus	53,365	107,161	66,035	chief	1	40,908	83,712	45,373	detention admin.	1	35,274	72,185	45,596
				captain	3	35,274	72,185	43,613	detention nurse	2	30,418	42,979	35,476
				lieutenant	4	31,956	65,397	36,771	chief jailer	1	26,229	37,060	35,619
				DARE officer	1	28,952	59,226	34,751	squad leader	4	26,229	37,060	27,287
				sergeant	14	27,557	56,392	33,293	asst. squad leader	3	24,965	35,274	25,714
				detective/investigator	8	27,557	56,392	30,034	detention officer	24	23,762	33,762	25,074
				deputy	27	26,229	53,675	28,208	detention kitchen officer	5	17,667	36,157	21,162
				chief	1	45,665	74,729	74,729	chief jailer	1	41,574	68,041	50,153
Craven			83,000	captain	4	41,574	68,041	59,434	transport officer	1	29,942	49,003	33,677
				lieutenant	8	36,123	59,114	47,129	correctional shift supvr.	5	29,942	49,003	31,984
				DARE officer	1	32,887	53,825	41,574	jail medical technician	1	28,573	46,760	33,677
				sergeant	10	32,887	53,825	40,418	jail admin coordinator	1	28,573	46,760	32,887
				investigator	8	32,887	53,825	35,536	jailer/EMT	1	26,014	42,514	28,573
				zone deputy	4	31,381	51,356	33,875	jailer II	4	26,014	42,514	27,753
				school resource officer	3	31,381	51,356	33,488	jailer I	27	24,820	40,627	25,998
				deputy	23	no data	no data	32,409					
Cumberland			142,135	chief	1	70,939	117,050	89,258	detention major	1	48,854	80,609	54,671
				major	4	61,346	101,222	61,023	correctional shift supvr.	2	37,244	59,090	47,991
				captain	5	55,770	92,021	63,167	detention sergeant specialist 4	4	35,601	58,742	39,615
				lieutenant	10	46,644	80,812	56,219	detention sergeant	14	35,601	58,742	36,220
				patrol shift supvr.		46,644	76,963	no data	detention officer II	26	31,007	51,161	34,519
				sergeant	28	40,813	70,708	47,506	detention officer I	70	28,291	46,680	29,417
				detective/investigator	39	38,151	62,950	42,858					
				deputy	172	33,800	58,559	37,223					
Currituck			75,871	chief	1	44,737	62,023	59,668	jail superintendent	1	41,338	57,264	46,381
				lieutenant	2	43,036	59,642	49,261	correctional shift supvr.	1	34,538	47,742	34,538
				sergeant	8	39,638	54,884	44,306	detention program director	1	32,838	45,362	35,467
				investigator	2	37,938	52,503	41,379	detention sergeant	5	31,140	42,984	34,016
				detective/investigator	1	36,238	50,122	37,639	intake officer	4	27,738	38,220	28,951
				deputy	39	31,140	42,984	36,356	detention officer	18	26,039	35,842	26,699
Dare	64,237	105,992	91,631	chief	1	53,865	88,878	72,164	detention admin.	1	43,225	71,321	62,767
				major	19	43,225	71,321	65,905	detention asst. admin.	1	41,364	68,250	54,105
				lieutenant	3	41,364	68,250	55,949	detention shift leader	4	36,248	59,808	42,739
				sergeant	6	36,248	59,808	47,646	transportation officer	6	31,763	52,410	39,542
				captain	19	33,192	54,768	42,070	detention asst. shift leader	4	31,763	52,410	36,377
				deputy	29	30,397	50,154	35,494	detention officer	30	29,087	47,993	33,348

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Davidson	\$ 76,817	\$116,258	\$ 80,761	chief	1	\$ 45,344	\$ 68,015	\$ 63,255	detention major	1	\$ 45,344	\$ 68,015	\$ 58,308
				major	1	45,344	68,015	58,175	detention captain	1	41,139	61,708	48,802
				captain	5	41,139	61,708	50,102	detention officer I	29	29,320	43,980	29,604
				lieutenant	15	37,388	56,083	43,001					
				sergeant	16	33,866	50,799	39,224					
				detective/investigator	11	32,275	48,412	35,837					
				deputy I	47	29,320	43,980	33,715					
Davie													
Duplin	no data	no data	no data	captain	2	\$32,023	\$50,498	\$41,425	n/a				
				lieutenant	5	30,779	48,537	34,947					
				detective/investigator	4	29,583	46,653	31,411					
				sergeant	5	29,583	46,653	30,782					
				deputy	19	26,270	41,425	27,700					
Durham			116,000	chief	1	62,169	107,026	89,358	detention admin.	1	59,171	101,869	75,501
				major	2	53,607	92,287	82,284	detention major	2	51,024	87,840	70,354
				captain	6	51,024	87,840	70,243	detention captain	4	48,556	83,608	64,672
				lieutenant	12	46,225	79,578	64,873	detention lieutenant	5	43,999	75,745	56,957
				sergeant	16	39,862	68,621	57,427	detention staff sergeant	10	39,862	68,621	52,185
				corporal	16	34,370	59,171	47,974	detention sergeant	30	37,940	65,315	47,291
				deputy	7	26,850	46,225	40,079	detention officer II	26	32,716	56,322	46,923
									detention officer I	124	29,637	51,024	33,123
Edgecombe	53,755	79,799	72,885	chief	1	36,383	54,011	40,121	detention admin.	1	31,430	46,657	37,979
				lieutenant	4	33,000	48,989	38,853	detention lieutenant	1	28,506	42,318	34,016
				sergeant	10	29,932	44,435	35,411	detention sergeant	5	24,626	36,557	28,712
				detective/investigator	6	28,506	42,318	31,597	detention corporal	5	23,453	34,816	26,134
				corporal	6	27,149	40,303	30,785	detention officer II	19	22,337	33,159	24,068
				deputy	22	25,857	38,384	27,245	detention officer	22	22,337	33,159	22,337
Forsyth			108,493	chief	1			98,966	detention admin.	1			72,363
				major	1			71,531	detention officer	180			33,800
				captain	4			62,358					
				lieutenant	13			57,273					
				sergeant	25			50,923					
				corporal	29			42,275					
				detective/investigator	18			37,534					
				deputy	118			34,972					
Franklin	63,923	91,320	67,714	chief	1	42,281	60,401	46,100	detention admin.	1	36,839	52,627	42,000
				lieutenant	2	42,281	60,401	43,810	correctional shift supvr.	4	30,657	43,796	32,440
				sergeant	2	36,839	52,627	41,381	detention officer	23	27,967	39,953	29,451
				patrol shift supvr.	4	35,186	50,265	37,569					
				detective/investigator	10	35,186	50,265	37,148					
				DARE officer	2	32,098	45,554	36,694					
				deputy	29	32,098	45,854	33,351					
Gaston	68,277	105,843	100,630	chief	1	63,750	98,834	82,877	detention officer		29,978	46,471	31,777
				major	2	55,577	86,166	66,348					
				investigations commander	6	55,577	86,166	60,905					
				captain	11	48,453	75,112	55,500					
				patrol shift supvr.	20	42,242	65,484	53,880					
				sergeant	21	39,442	61,149	43,762					
				DARE officer	5	36,827	57,095	44,099					
				detective/investigator	82	34,385	53,311	41,975					
				deputy	76	32,106	49,773	36,061					
Gates	41,981	54,376	54,948	chief	1	33,329	43,171	33,329	n/a				
				deputy	9	25,515	33,048	27,274					
Graham			40,000	chief	1			\$14/hr.	detention admin.	1			\$12.50/hr.
				detective/investigator	4			\$12/hr.	asst. jail admin.	1			\$12.00/hr.
				sergeant	2			\$11/hr.	detention officer	6			\$10.75/hr.
				deputy	6			\$11/hr.					
Granville	55,381	no data	88,819	chief	1	71,339	66,141	53,246	detention admin.	1	35,716	57,146	46,994
				lieutenant	3	35,716	57,146	45,446	detention shift sergeant	5	27,975	44,759	32,172
				sergeant	8	29,375	47,000	41,414	detention relief sergeant	3	26,631	42,609	28,665
				detective/investigator	4	29,375	47,000	38,605	detention officer	13	25,382	40,610	26,980
				corporal	8	27,975	44,759	35,328					
				DARE officer	2	27,414	42,609	31,657					
				deputy	17	27,414	42,609	30,121					
Greene			46,461	major	1	32,857	45,840	35,204	detention admin.	1	25,845	36,025	27,599
				lieutenant	1	29,832	41,601	31,919	jailer	7	21,330	29,703	21,564
				detective/investigator	5	28,229	39,359	28,874					
				DARE officer	3	26,270	36,618	26,905					
				deputy	12	25,845	36,025	26,308					

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Guilford			\$129,599	chief	1	\$ 81,735	\$138,950	\$ 98,649	detention admin.	1	\$ 64,042	\$108,871	\$ 82,099
				major	2	70,606	120,030	94,831	prison farm admin.	2	64,042	108,871	78,691
				patrol commander	3	64,042	108,871	no data	correctional shift supvr.	14	54,004	91,807	66,017
				captain	9	64,042	108,871	79,481	detention officer II	20	39,316	66,837	48,829
				lieutenant	6	55,322	94,047	69,980	detention officer I	176	33,963	57,737	45,798
				investigations commander	5	52,687	89,568	66,013					
				patrol shift supvr.	31	52,687	89,568	no data					
				sergeant	31	52,687	89,568	64,335					
				corporal	60	39,316	66,837	51,992					
				detective/investigator	22	39,316	66,837	51,962					
				DARE officer	3	39,316	66,837	51,960					
			deputy	117	33,963	57,737	42,992						
Halifax	\$ 54,618	\$ 88,662	79,284	chief	1	51,970	84,364	57,400	detention admin.	1	38,572	62,615	48,237
				major	2	49,451	80,275	50,695	chief jailer	1	28,628	46,473	37,625
				lieutenant	9	33,230	53,943	35,065	jail shift leader	5	27,240	44,220	29,953
				sergeant	5	31,619	51,328	33,980	jail supervisor	1	27,240	44,220	29,348
				investigator	4	31,619	51,328	33,130	jailer/matron	13	24,663	40,037	25,267
				deputy II	8	28,628	46,473	29,174					
				deputy I	11	25,920	42,076	26,526					
Harnett	67,360	104,408	79,273	major	2	54,573	84,588	60,787	detention admin.	1	44,213	68,530	55,471
				captain	1	48,098	74,552	57,718	detention lieutenant	1	38,968	60,400	43,634
				lieutenant	5	44,213	68,530	49,121	detention sergeant	4	32,928	51,038	37,902
				sergeant	10	38,968	60,400	43,550	detention officer	17	27,824	43,127	29,438
				detective/investigator	18	37,361	57,910	39,332					
				corporal	8	35,821	55,523	38,372					
				deputy	64	32,921	51,038	36,123					
Haywood	no data	no data	no data	chief	1	40,038	60,056	42,812	detention lieutenant	2	29,152	43,729	32,968
				captain	2	36,662	54,994	43,523	detention sergeant	1	24,446	36,669	27,774
				lieutenant	5	33,573	50,359	39,129	detention officer	23	24,446	36,669	25,711
				detective/investigator	8	32,127	48,190	34,038					
				sergeant	6	30,743	46,116	33,347					
				DARE officer	3	27,897	41,846	30,487					
Henderson			no data	deputy	25	27,897	41,846	29,525					
				commander	1	55,037	85,280	73,951	detention admin.	1	43,472	64,393	55,350
				major	2	47,029	72,893	68,006	correctional shift supvr.	5	37,170	57,607	45,083
				captain	2	43,472	67,393	60,210	detention corporal	5	33,051	51,211	39,619
				lieutenant	5	40,206	62,318	54,575	detention officer III	10	31,762	49,249	36,924
				sergeant	16	37,170	57,607	51,290	detention officer II	17	30,555	47,352	32,357
				corporal	13	33,051	51,211	42,301	detention officer I	3	29,370	45,540	29,376
Hertford	47,162	69,799	69,799	deputy II	11	30,555	47,352	31,821					
				chief	1	31,921	47,242	43,894	detention captain	2	24,990	36,985	28,246
				lieutenant	2	30,398	44,993	35,725	detention sergeant	1	20,569	30,440	22,687
				sergeant	1	27,577	40,815	33,550	transportation officer	2	20,569	30,440	22,234
				drug agent	4	27,577	40,815	32,150	detention officer	20	20,569	30,440	20,217
Hoke				deputy	12	24,990	36,985	27,720	detention cook	4	16,126	23,867	19,012
	68,165	93,316	77,123	chief	1	56,080	79,239	58,919	detention admin.	1	41,848	59,130	46,165
				major	1	50,866	71,872	53,441	first jailer	1	31,227	44,123	32,808
				captain	3	37,957	53,632	40,552	jailer sergeant	4	28,324	40,021	30,071
				lieutenant	2	36,150	51,078	38,929	jailer	13	25,691	36,300	27,658
				detective/investigator	6	34,428	48,646	36,171					
				sergeant	9	31,227	44,123	33,188					
Hyde				corporal	6	29,740	42,022	30,995					
				deputy	19	28,324	40,021	29,032					
Iredell	65,252	101,207	91,598	chief	1	54,509	84,544	76,137	detention admin.	1	43,532	67,519	51,320
				major	2	47,629	73,873	69,766	correctional shift supvr.	1	34,766	53,922	45,751
				captain	2	43,532	67,519	51,412	jailer III	9	30,378	47,116	36,562
				lieutenant	13	39,788	61,711	52,433	jailer II	24	27,765	43,063	32,087
				sergeant	23	34,766	53,922	44,401	jailer I	24	26,544	41,169	20,233
				detective/investigator	20	34,766	53,922	42,057					
				field training officer	9	30,378	47,116	40,185					
				school resource officer	8	27,765	43,063	33,591					
				deputy	28	27,765	43,063	32,239					
				DARE officer	2	27,765	43,063	32,146					

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Jackson			no data	chief	1			\$ 66,866	detention admin.	1	\$ 33,549	\$ 59,578	\$ 48,581
				captain	1	\$ 33,549	\$ 59,578	45,155	detention lieutenant	1	30,077	53,412	39,356
				lieutenant	5	32,391	57,522	43,813	detention sergeant	4	25,445	45,186	28,576
				sergeant	9	30,077	53,412	37,251	detention officer	17	24,285	43,126	25,130
				detective/investigator	3	28,919	51,355	34,684					
				corporal	4	28,919	51,355	32,740					
				deputy	15	27,762	49,301	30,699					
Johnston	\$ 67,826	\$ 115,128	\$ 100,926	captain	6	45,641	77,474	56,834	detention admin.	1	41,795	70,943	54,643
				lieutenant	10	39,994	67,890	46,598	detention lieutenant	7	33,536	49,505	37,394
				detective/investigator	20	36,625	47,371	38,635	detention sergeant	4	30,711	45,333	34,400
				sergeant	5	35,047	51,729	38,395	detention officer	36	28,124	41,512	29,786
Jones	39,237	49,521	42,856	deputy	54	33,536	49,505	35,084					
				major		28,305	35,643	28,305	jailer/dispatcher		22,726	28,305	22,726
Lee			81,199	deputy		26,982	34,033	26,982					
				chief	1	53,651	75,113	57,155	detention admin.	1	37,439	52,414	39,140
				captain	2	44,818	62,745	49,336	assistant chief jailer	1	32,714	45,799	34,399
				major	1	44,818	62,745	47,586	correctional shift supvr.	4	31,275	43,786	32,407
				lieutenant	2	39,161	54,825	41,433	jailer	17	29,900	41,860	31,046
				patrol shift supvr.	4	37,439	52,414	38,177					
				detective/investigator	6	37,439	52,414	38,133					
				sergeant	2	34,219	47,907	36,500					
Lenoir	51,971	75,270	85,161	deputy	14	32,714	45,799	33,661					
				major	2	35,992	52,128	54,115	chief jailer	1	32,833	47,552	43,080
				lieutenant	2	31,359	49,788	43,640	correctional shift supvr.	5	27,324	39,573	31,749
				patrol shift supvr.	4	31,359	45,418	43,499	jailer II	13	24,924	36,097	28,819
				detective/investigator	7	29,952	45,418	35,713	jailer I	6	23,805	34,477	25,440
				sergeant	5	28,607	41,432	38,106					
Lincoln				deputy II	22	26,095	37,793	30,911					
				deputy	3	24,924	36,097	28,669					
	55,232	79,992	74,280	chief	1	47,626	68,976	56,612	detention lieutenant	1	39,089	56,612	40,066
				lieutenant	6	39,089	56,612	45,179	detention 1st sergeant	1	35,413	51,288	36,298
				corporal	6	35,413	51,288	38,476	senior detention officer	5	30,536	44,225	31,612
				detective/investigator	9	33,706	48,817	37,842	detention officer	11	27,664	40,066	28,356
				school resource officer	4	33,706	48,817	34,343	detention officer trainee	11	26,331	38,135	23,331
McDowell				sergeant	15	32,082	46,465	33,629					
				deputy	41	30,536	44,226	31,904					
	52,020	76,458	65,874	chief	1	44,814	65,874	53,328	detention admin.	1	33,258	48,888	33,672
				captain	2	36,738	53,994	42,114	jailer III	1	31,644	46,518	34,950
				lieutenant	5	33,258	48,888	37,214	jailer II	1	28,650	42,114	33,258
				detective/investigator	6	28,650	51,378	33,504	jailer I	9	25,938	38,136	27,578
Macon				DARE officer	1	28,650	42,114	33,258	jailer trainee	4.5	24,684	36,282	24,733
				deputy	21	24,684	46,518	28,836					
	59,300	88,958	73,000	chief	1	34,676	52,014	44,276	detention admin.	1	31,452	47,178	41,638
				lieutenant	1	37,500	47,178	42,042	detention officer	15	23,470	35,204	29,778
				detective/investigator	9	31,100	42,791	35,457					
Madison				sergeant	9	29,500	40,753	35,061					
				deputy	19	28,500	38,813	31,967					
Martin	49,696	79,446	54,856	chief	1	36,537	58,408	42,372	n/a				
				lieutenant	2	33,449	53,474	36,032					
				detective/investigator	5	30,641	48,984	32,377					
				sergeant	5	29,313	46,858	33,092					
				DARE officer	1	26,843	42,912	28,907					
Mecklenburg				deputy	16	26,843	42,912	28,328					
	107,442	195,175	150,896	chief	1	92,114	195,175	142,857	detention admin.	1	67,707	132,763	100,241
				major	4	59,784	132,763	87,247	detention captain	11	55,709	83,474	77,064
				captain	10	55,709	83,474	81,805	correctional shift supvr.	10	46,614	83,474	66,727
				sergeant	10	46,614	83,474	66,727	detention sergeant	13	46,614	83,474	60,081
				deputy	120	31,924	56,848	42,190	detention officer	445	31,924	56,848	38,384
Mitchell	44,723	62,612	56,887	chief	1	36,793	51,510	48,586	n/a				
				captain	1	33,373	46,722	37,044					
				lieutenant	2	31,783	44,496	31,783					
				detective/investigator	3	27,456	38,438	29,378					
			deputy	9	24,903	34,864	27,093						

County	Sheriff			Chief Deputy and Deputies				Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Montgomery			\$ 61,596	chief	1	\$ 35,148	\$ 56,316	\$ 40,368	detention admin.	1	\$ 27,468	\$ 44,088	\$ 32,292
				major	1	32,292	51,792	37,512	asst. jail admin.	1	23,520	37,728	25,704
				captain	3	29,748	47,676	35,712	jailer II	1	23,520	37,728	25,068
				detective/investigator	3	29,748	47,676	31,716	jailer I	8	21,780	34,968	22,729
				sergeant	3	27,468	44,088	33,830					
				lieutenant	3	27,468	44,088	33,584					
				DARE officer	1	27,468	44,088	30,780					
				corporal	1	27,468	44,088	29,304					
				deputy	12	25,404	40,728	27,395					
Moore			108,554	chief	1	55,955	87,910	72,904	detention admin.	1	46,035	72,324	61,762
				captain	6	46,035	72,324	59,947	detention supervisor	5	31,158	48,951	34,097
				detective/investigator	16	36,070	56,667	41,637	detention officer	20	28,262	44,401	31,997
				sergeant	8	36,070	56,667	41,094	jail cook	4	20,085	31,555	25,911
				deputy	41	32,716	51,399	37,483					
Nash			84,541	chief	1	56,569	90,744	60,940	detention admin.	1	46,364	74,367	48,740
				lieutenant	6	46,364	74,367	52,534	asst. jail admin.	1	42,019	67,334	44,158
				sergeant	8	42,019	67,334	46,832	chief jailer	1	39,957	64,059	46,364
				detective/investigator	11	39,957	64,957	42,302	jail sergeant	4	36,159	57,990	37,549
				corporal	6	36,159	57,990	41,780	jail corporal	4	29,634	47,565	32,173
				DARE officer	1	36,159	57,990	35,848	jailer	35	26,829	43,089	30,167
				deputy	37	32,741	52,509	35,848					
				chief	1	77,234	118,496	95,000	detention sergeant	2	40,394	61,942	43,581
New Hanover			\$141,398	major	2	67,529	103,563	85,234	detention corporal	3	34,174	52,437	36,364
				captain	6	57,095	87,624	72,779	detention officer	80	31,429	48,235	32,467
				lieutenant	24	48,069	73,757	59,041					
				sergeant	40	44,554	68,349	51,928					
				detective/investigator	32	40,394	61,942	44,923					
				corporal	21	36,962	56,638	42,667					
				deputy		34,445	52,811	38,721					
				chief	1	38,375	66,066	43,419	detention sergeant	3	25,974	45,835	32,042
Northampton	\$ 51,427	\$ 88,535	69,163	DARE officer	1	34,808	59,924	39,382	detention officer	15	23,559	41,573	26,775
				investigations commander	1	34,808	59,924	38,421					
				investigator	4	31,572	54,353	33,818					
				deputy	12	28,636	50,532	29,113					
				chief	1	61,181	97,889	66,013	detention admin.	1	41,331	53,731	49,254
Onslow	66,173	105,877	91,885	major	4	52,297	83,676	57,542	jail lieutenant	1	36,743	58,790	43,995
				captain	7	42,985	68,776	49,461	jailer	19	25,815	41,305	26,417
				lieutenant	4	39,742	63,587	43,064	jailer cook	2	19,440	27,904	27,904
				sergeant	13	36,742	58,790	42,154					
				investigator	4	32,665	52,264	39,736					
				detective/investigator	9	32,665	52,264	34,513					
				deputy	54	30,200	48,321	32,930					
				major	1	61,880	98,924	73,561	detention officer	32	30,996	49,550	31,606
Orange	79,212	126,632	113,872	captain	3	50,788	81,193	66,509					
				lieutenant	7	46,013	73,556	55,498					
				sergeant	12	41,684	66,639	48,807					
				detective/investigator	8	37,765	60,372	47,821					
				corporal	19	35,945	57,463	43,714					
Pamlico	42,526	75,521	61,298	deputy	30	34,214	54,694	36,021					
				captain	2	30,220	53,667	42,849	detention admin.	1	26,104	46,355	42,963
				investigator	1	24,861	44,150	41,761	asst. jail administrator	1	22,388	39,757	31,472
				detective/investigator	2	23,759	42,191	35,774	shift sergeant	4	22,388	39,757	25,862
				DARE officer	1	23,759	42,191	34,090	detention officer	16	21,948	38,601	23,859
Pasquotank	56,965	79,751	70,636	deputy	6	22,836	40,552	26,878					
				chief	1	40,748	57,047	50,364	n/a				
				investigator	7	32,016	44,822	38,589					
Pender				deputy	31	30,768	43,075	35,679					
	49,623	74,597	62,961	major	1	43,238	65,654	51,430	detention admin.	1	37,671	57,864	43,058
				patrol commander	1	37,671	57,864	46,626	detention sergeant	1	31,349	49,012	33,519
				captain	4	37,671	57,864	44,921	detention deputy II	1	29,941	47,040	31,621
				investigations commander	1	37,671	57,864	43,058	detention deputy I	4	28,599	45,160	28,599
				lieutenant	5	34,366	53,234	40,954	jail shift leader	4	27,313	43,363	27,313
				patrol shift supvr.	2	34,366	53,234	39,147	jail officer	11	24,919	40,007	25,452
				detective/investigator	8	32,823	51,075	36,387					
				sergeant	5	31,349	49,012	33,767					
				deputy II	7	29,941	47,040	33,419					
				DARE officer	1	29,941	47,040	32,741					
Perquimans	42,619	64,543	48,163	deputy I	21	28,599	45,160	29,046					
				detective/investigator	2	31,318	47,427	34,960	n/a				
				deputy	8	27,443	41,560	28,751					

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions					
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.	
Person	\$ 63,638	\$ 93,942	\$ 70,676	chief	1	\$ 52,055	\$ 76,843	\$ 53,981	detention admin.	1	\$ 44,325	\$ 65,432	\$ 49,098	
				major	1	46,142	68,115	53,672	correctional shift supvr.	7	32,139	47,444	34,101	
				captain	1	42,579	62,854	49,554	detention officer	17	28,490	42,056	30,176	
				lieutenant	4	39,291	58,001	41,571						
				sergeant	8	36,257	53,522	41,110						
				DARE officer	1	34,829	51,414	41,556						
				detective/investigator	4	34,829	51,414	39,965						
Pitt			80,793	deputy	14	32,139	47,444	35,244						
				chief	3	58,275	92,100	65,564	detention admin.	1	61,069	96,521	65,547	
				detective/investigator	1	48,309	76,351	58,275	detention officer advanced	6	36,463	57,631	40,241	
				advanced deputy	11	36,463	57,631	42,499	detention officer intermediate	3	34,793	54,990	36,773	
				intermediate deputy	12	34,793	54,990	39,604	detention officer basic	56	33,301	52,471	34,073	
				basic deputy	28	33,301	52,471	36,424						
				DARE officer	1	33,301	52,471	36,059						
Polk	41,618	68,196	55,972	captain	2	32,609	53,433	40,835	detention admin.	1	31,055	50,888	32,628	
				lieutenant	4	29,577	48,465	33,683	jail lieutenant	1	26,827	43,959	36,122	
				sergeant	4	26,827	43,959	29,625	jail sergeant	1	24,333	39,872	30,388	
				patrol shift supvr.	3	26,827	43,959	29,625	transport deputy	1	24,333	39,872	24,333	
				DARE/domestic officer	1	24,333	39,872	27,530	jailer	4	22,071	36,165	23,202	
				deputy	10	24,333	39,872	26,263						
Randolph	68,272	105,948	91,525	chief	1	56,184	87,168	70,040	detention admin.	1	44,328	68,292	51,108	
				major	1	53,580	83,016	58,998	jail maintenance supvr.	1	40,320	61,944	44,323	
				investigations commander	1	48,732	75,300	54,878	correctional shift supvr.	4	38,448	58,992	43,065	
				patrol commander	1	48,732	75,300	53,581	jail sergeant	4	33,360	51,108	37,336	
				captain	4	48,732	75,300	53,245	jail corporal	4	31,848	48,732	34,162	
				bailliff captain	1	48,732	75,300	51,108	jailer	40	28,992	44,328	31,237	
				patrol shift supvr.	4	44,328	68,292	49,328	detention cook supvr.	1	24,360	36,768	27,242	
				investigator	10	44,328	68,292	46,474	detention cook	2	22,260	33,492	24,355	
				lieutenant	13	42,268	65,040	46,088						
				sergeant	13	34,968	53,580	38,917						
				DARE officer	2	34,968	53,580	38,470						
				bailliff corporal	2	33,360	51,108	37,110						
				corporal	15	33,360	51,108	37,057						
				detective/investigator	12	33,360	51,108	35,690						
				deputy	41	30,396	46,476	33,677						
				bailliff deputy	18	30,396	46,476	32,328						
Richmond	88470	129299	93,429	chief	1			57,917	detention admin.	1	32,995	48,033	32,995	
				major	2	37,997	55,294	43,725	detention officer	15	22,151	32,219	24,814	
				captain	4	35,406	51,513	37,793						
				lieutenant	6	32,219	46,908	33,135						
				sergeant	9	29,346	42,701	32,136						
				deputy	24	27,366	39,828	29,068						
Robeson	77,016	95,500	92,292	chief	1	48,012	59,536	54,371	detention admin.	1	43,661	54,140	50,407	
				major	2	48,012	59,536	53,235	correctional shift supvr.	7	32,060	39,754	36,178	
				lieutenant	12	37,861	46,947	41,822	jailer II	8	29,160	36,157	32,449	
				investigator	1	34,960	43,351	35,856	jailer I	53	27,709	34,359	29,206	
				sergeant	15	33,511	41,553	37,064						
				detective/investigator	22	33,511	41,553	35,990						
				deputy	53	29,160	36,157	30,482						
Rockingham	68,251	102,377	82,957	major	1	52,401	78,602	62,960	detention captain	1	45,948	68,922	45,948	
				captain	3	45,948	68,922	50,189	correctional shift supvr.	8	36,809	55,214	37,227	
				lieutenant	6	40,266	60,399	44,751	jailer II	30	29,557	44,336	30,118	
				sergeant	6	36,809	55,214	39,195	jailer I	2	28,242	42,363	28,242	
				detective/investigator	13	32,326	48,489	36,651						
				DARE officer	2	30,926	46,389	36,944						
				deputy	47	29,557	44,336	33,298						
Rowan	68,873	109,334	99,092	chief	1	51,278	81,402	81,402	detention captain	1	44,244	70,235	63,042	
				major	1	48,818	77,496	77,496	detention sergeant	5	34,598	54,930	41,886	
				captain	2	44,244	70,235	59,500	master detention deputy	23	29,855	47,393	39,688	
				lieutenant	9	38,175	60,606	53,116	master detention officer	5	29,855	47,393	32,175	
				sergeant	10	34,598	54,930	46,010	detention officer	38	28,424	45,117	29,764	
				detective/investigator	16	31,359	49,780	38,749						
				master deputy	1	29,855	47,393	38,555						
Rutherford	64,109	88,548	72,589	deputy	44	28,424	45,117	32,018						
				chief	1	52,552	79,183	56,619	detention admin.	1	35,314	53,209	44,716	
				captain	2	43,079	64,910	48,175	detention sergeant		31,973	48,715	33,092	
				lieutenant	3	37,113	55,920	46,993	detention corporal		28,949	43,619	28,157	
				sergeant	12	33,603	50,630	38,523	detention officer		26,211	39,491	27,029	
				detective/investigator	9	31,973	48,175	38,523						
				corporal	15	30,424	36,202	31,189						
deputy	17	27,545	41,504	32,777										

County	Sheriff			Chief Deputy and Deputies					Detention/Correctional Positions				
	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Washington	\$ 47,280	\$ 68,424	\$ 50,500	chief	1	\$ 35,844	\$ 51,912	\$ 36,732	detention admin.	1	\$ 28,836	\$ 41,724	\$ 28,836
				lieutenant	1	33,204	48,096	34,032	detention deputy	5	26,196	37,920	26,196
				investigator	2	32,352	46,812	32,352	detention officer	12	22,668	32,844	25,032
				sergeant	2	31,576	45,564	32,280					
				corporal	1	30,564	44,280	31,344					
				deputy II	4	28,836	41,724	30,864					
Watauga	62,791	97,325	71,727	captain	4	42,252	65,490	44,834	chief detention officer	1	37,025	57,388	43,985
				lieutenant	4	37,025	57,388	38,818	asst. chief detention officer	1	32,446	50,291	36,884
				sergeant	6	33,906	52,554	39,247	correctional shift supvr.	2	31,048	48,124	35,311
				detective/investigator	7	32,446	50,291	35,187	jailer II	16	29,711	46,052	30,689
				deputy	18	29,711	48,124	32,166	jailer I	7	28,431	44,068	28,431
				major	1	39,454	61,538	51,770	detention admin.	1	32,461	50,625	40,539
Wayne			72,999	captain	3	34,083	53,161	44,721	detention lieutenant	2	30,914	48,217	38,609
				lieutenant	3	32,461	50,625	41,552	detention sergeant	2	28,041	43,735	35,019
				sergeant	18	29,442	45,920	38,631	detention corporal	6	24,224	37,782	30,253
				detective/investigator	3	28,041	43,735	35,019	detention officer	49	23,069	35,979	28,811
				corporal	7	26,705	41,651	35,851					
				deputy	39	25,433	39,669	31,763					
Wilkes			76,543	chief	1	48,821	93,704	58,434	detention officer IV	1	28,457	54,619	35,625
				major	1	38,992	74,832	54,619	correctional shift supvr.	5	24,860	47,721	28,992
				captain	6	32,571	62,506	43,493	detention officer II	2	23,774	45,631	24,873
				lieutenant	3	29,761	57,143	33,711	detention officer I	14	22,729	43,636	24,880
				sergeant	5	26,014	49,920	34,320					
				detective/investigator	9	26,014	49,920	32,787					
Wilson	77,820	131,616	125,052 ²	deputy	29	23,774	49,920	28,411					
				major	2	46,488	78,612	67,248	detention major	1	46,488	78,612	62,364
				captain	5	36,792	62,232	45,670	correctional shift supvr.	8	30,492	51,576	35,598
				lieutenant	2	35,112	59,352	43,536	detention officer II		29,112	49,224	30,222
				sergeant	7	33,516	56,664	40,776	detention officer I		27,792	46,956	29,535
				detective/investigator	6	31,956	54,060	38,676					
Yadkin	50,254	72,758	67,575	deputy	27	31,956	54,060	32,043					
				major	1	39,761	57,558	57,558	detention admin.	1	30,014	43,464	35,672
				captain	1	36,199	52,414	48,673	detention officer	8	26,079	37,768	27,236
				lieutenant	3	32,971	47,747	37,931					
				sergeant	2	30,014	43,464	31,531					
				detective/investigator	4	28,625	41,459	30,104					
Yancey	44,925	68,351	56,450	deputy	20	27,339	39,581	28,021					
				chief	1	28,959	44,059	39,443	jailer	8	22,690	34,522	26,754
				lieutenant	2	26,266	39,963	35,795					
				detective/investigator	3	25,015	38,060	33,699					
				sergeant	2	23,825	36,248	34,834					
				deputy	9	21,609	34,522	29,200					
				DARE officer	1	21,609	34,522	28,850					

	Yes	No	No Data
Are deputies paid (or given compensatory time) for court appearances outside regular working hours?	71	17	7
Are county cars provided?	90		5

1. Unspecified travel allowance
 2. Also \$9,796 travel allowance

TABLE XVII: EMERGENCY TELECOMMUNICATIONS

January 2008

Emergency Telecommunications						Emergency Telecommunications					
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
Alamance	telecommunicator—EMD	19	\$ 28,622	\$ 45,796	\$ 32,279	Jones	n/a				
Alexander	n/a					Lee	telecommunicator	4	\$ 28,585	\$ 40,019	\$ 29,883
Alleghany	telecommunicator supvr.	1	27,694	41,541	27,694	Lenoir	telecom. operations manager	1	29,952	43,379	38,341
	telecommunicator	4	23,923	35,885	24,472		telecom. training coordinator	1	26,095	37,793	30,262
Anson	n/a						telecom. squad supervisor	2	26,095	37,793	29,164
Ashe	chief telecommunicator	1	34,338	48,519	34,338		telecommunicator	2	20,741	30,039	24,502
	assistant chief	1	31,521	44,541	32,310	Lincoln	senior telecommunicator	3	29,065	42,095	34,041
	telecommunicator	5	28,923	40,869	29,668		telecommunicator	11	27,665	40,067	28,356
Avery	communications director	1	35,142	49,007	35,142		telecommunicator trainee	1	26,332	38,136	26,332
	dispatcher/trainer	3	22,652	31,588	26,499	McDowell	telecommunicator II	1	25,938	38,136	29,736
	dispatcher	6	22,652	31,588	22,878		telecommunicator I	3	24,684	36,282	25,622
Beaufort	telecommunicator supvr.	1	32,264	48,396	35,794		telecommunicator trainee	1	22,344	32,850	22,626
	telecommunicator	8	32,709	35,563	26,832	Macon	telecommunicator—EMD	8	22,235	33,529	25,070
Bertie	telecommunicator supvr.	1	29,147	43,026	29,147	Madison					
	telecommunicator	4	23,615	34,860	24,107	Martin	n/a				
Bladen	telecommunicator supvr.	1	29,081	36,836	32,312	Mecklenburg	telecommunicator	8	26,280	56,848	32,331
	dispatcher II	1	26,626	33,727	28,401	Mitchell	n/a				
	dispatcher I		24,172	30,616	25,782	Montgomery	n/a				
Brunswick	n/a					Moore	telecommunicator captain	1	28,267	44,387	40,955
Buncombe	dispatcher II	6	29,086	41,359	33,291		telecommunicator	4	25,626	40,248	33,592
	dispatcher I	14	26,653	37,910	30,351	Nash	n/a				
Burke	telecommunicator	7	24,850	38,518	26,780	New Hanover	telecommunicator—EMD	44	28,642	43,992	30,677
Cabarrus	telecommunicator	6	29,888	46,157	32,877	Northampton	telecommunicator	3	23,559	41,573	23,559
Caldwell	telecommunicator III	4	26,001	40,986	37,111	Onslow	n/a				
	telecommunicator II	9	24,822	39,112	29,933	Orange	n/a				
Camden	n/a					Pamlico	telecommunicator	5	21,948	38,601	25,391
Carteret	telecommunicator supvr.	1	30,298	48,477	31,270	Pasquotank	n/a				
	lead telecommunicator	1	22,607	36,172	26,956	Pender	chief E911 telecommunicator	1	32,823	51,075	30,000
	telecommunicator	8	21,544	34,486	24,146		E911 shift leader	4	27,313	43,363	29,145
Caswell	chief telecommunicator	2	26,640	43,884	29,196		E911 telecommunicator	12	26,087	41,648	26,419
	telecommunicator	3	24,684	40,632	28,180	Perquimans	chief telecommunicator	1	26,261	39,771	35,193
Catawba	n/a						telecommunicator	7	28,313	42,879	31,290
Chatham	telecommunicator—EMD	14	27,485	40,608	30,132	Person	telecommunicator—EMD	14	28,490	42,056	29,940
Cherokee	telecommunicator—EMD	8	24,488	37,924	29,370	Pitt	telecommunicator II	4	30,227	47,778	31,659
Chowan	communications director	1	33,390	59,962	44,743		telecommunicator I	3	27,523	43,499	27,523
	dispatcher	8	23,729	42,613	no data	Polk	communications director	1	31,055	50,888	35,136
Clay	telecommunicator II				25,317		telecommunicator II	1	24,333	39,872	30,388
	telecommunicator I				23,671		telecommunicator I	7	22,071	36,165	24,322
	telecommunicator—EMD				20,030	Randolph	n/a				
Cleveland	telecommunicator	10	27,270	42,564	31,368	Richmond	telecommunicator	4	22,151	32,219	25,934
Columbus	telecommunicator—EMD	4	23,762	48,727	31,482	Robeson	communications director	1	36,411	45,150	41,870
	telecommunicator supvr.	4	23,762	48,727	31,482		telecommunications supvr.	4	30,609	37,956	34,378
	telecommunicator III	3	22,617	46,282	29,965		telecommunicator	12	27,709	34,359	28,154
	telecommunicator I	5	19,502	39,910	20,127	Rockingham	lead telecommunicator	4	30,926	46,389	37,311
Craven	communications supv.	1	34,470	56,405	37,857		telecommunicator	12	29,557	44,336	31,969
	telecommunicator II	2	28,573	46,760	32,567	Rowan	telecommunications supvr.	4	31,359	49,780	35,734
	telecommunicator I	8	26,014	42,574	27,760	Rutherford	telecommunicator—EMD		24,939	37,578	24,939
Cumberland	telecommunicator—EMD	4	35,601	58,742	38,410	Sampson	n/a				
	dispatch supervisor	1	32,455	53,551	36,142	Scotland	senior telecommunicator	1	26,604	37,584	27,948
	dispatcher II	8	28,291	46,680	30,532		telecommunicator	3	24,312	34,356	26,200
	dispatcher I	6	27,007	44,561	27,240	Stanly	n/a				
Currituck	n/a					Stokes					
Dare	telecommunicator—EMD	1	39,582	65,312	46,896	Surry	n/a				
	telecommunicator supvr.	4	33,192	54,768	41,438	Swain	n/a				
	telecommunicator II	4	30,397	50,154	35,104	Transylvania	telecommunicator	4	23,240	33,698	32,876
	telecommunicator I	12	27,836	45,929	29,860	Tyrrell	n/a				
Davidson	telecommunicator supvr.	4	30,743	46,196	36,286	Union	dispatcher	7	28,974	43,462	33,115
	telecommunicator II	24	27,957	41,935	30,151	Vance	n/a				
	telecommunicator I	4	26,593	39,889	28,720	Wake	telecommunications supvr.	1	37,900	63,100	49,943
Davie							telecommunicator II	5	31,900	53,100	42,169
Duplin	n/a						telecommunicator I	12	28,150	46,850	31,559
Durham	telecommunicator II	1	31,138	53,607	45,603	Warren	telecommunicator	8	23,408	37,563	23,600
	telecommunicator I	8	28,209	48,566	36,130	Washington	n/a				
Edgecombe	telecommunicator supvr.	5	23,453	34,816	24,758	Watauga	chief telecommunicator	1	32,446	50,291	39,735
	telecommunicator	5	22,337	33,159	23,297		telecommunicator II	6	29,711	46,852	32,043
Forsyth	telecommunicator	3			28,447		telecommunicator I	2	27,208	42,172	28,024

Emergency Telecommunications					Emergency Telecommunications						
County	Title	No.	Min.	Max.	Avg.	County	Title	No.	Min.	Max.	Avg.
Franklin	telecommunicator—EMD	13	27,967	39,953	29,536	Wayne	n/a				
Gaston	warrant/records clerk		26,135	40,518	30,329	Wilkes	telecommunications director	1	29,761	57,143	41,694
	telecommunicator		22,785	35,323	26,060		telecommunications supvr.	3	24,860	47,721	34,358
Gates	n/a						telecommunicator	7	21,736	41,694	25,543
Graham	telecommunicator supvr.	1			\$9.88/hr.	Wilson	telecommunicator III	4	29,112	49,224	31,512
	asst. supvr.	1			\$9.62/hr.		telecommunicator II	17	27,792	46,956	28,350
	telecommunicator	5			\$8.25/hr.	Yadkin	telecommunications supvr.	1	31,467	45,548	34,720
Granville	n/a						telecommunicator	9	24,896	36,031	26,697
Greene	dispatcher	6	22,374	31,164	23,158	Yancey	telecommunicator	4	20,580	31,312	24,875
Guilford	n/a										
Halifax	n/a										
Harnett	telecommunicator supvr.	4	30,269	46,917	34,811						
	telecommunicator—EMD	10	27,824	43,127	31,834						
Haywood	telecommunicator II	2	25,546	38,317	29,471						
	telecommunicator I	12	24,446	36,669	26,594						
Henderson	telecommunicator V	2	34,362	53,257	42,576						
	telecommunicator III	3	29,370	45,540	34,692						
	telecommunicator I	7	26,125	40,487	26,530						
Hertford	dispatch sergeant	1	27,577	40,815	31,172						
	dispatcher	3	20,569	30,440	21,427						
Hoke	telecommunicator I	12	26,975	38,116	27,492						
Hyde											
Iredell	telecommunicator II	4	30,378	47,116	36,933						
	telecommunicator—EMD	15	26,544	41,169	29,489						
Jackson	telecommunicator II	4	25,445	45,186	32,943						
	telecommunicator I	4	24,285	43,126	27,372						
Johnston	senior telecommunicator	6	29,390	43,381	33,054						
	telecommunicator	3	28,124	41,512	28,503						

TABLE XVIII: ANIMAL CONTROL OFFICER

January 2008

Animal Control Officer					
County	Title	No.	Min.	Max.	Avg.
Alamance	control officer		\$ 29,912	\$ 47,857	\$ 33,349
Alexander	shelter veterinarian	1	34,638	47,749	35,504
Alleghany	officer	part-time			11,169
Anson			21,015	33,365	22,671
Ashe	supervisor	1	34,338	48,519	37,659
	officer		30,177	42,639	30,930
	shelter attendant		27,705	39,144	27,705
Avery		n/a			
Beaufort	chief officer	1	27,055	40,583	32,670
	control officer	4	21,711	32,566	23,911
Bertie	senior control officer		26,794	39,553	26,794
	control officer		25,689	37,922	25,689
Bladen	officer II		23,003	32,204	28,993
	officer I		23,003	32,204	24,708
Brunswick	supervisor	1	36,756	58,809	44,722
	officer II	5	31,522	50,435	32,720
	officer I		28,033	44,853	28,033
Buncombe		n/a			
Burke	supervisor	1	36,714	56,909	38,586
	deputy/sergeant		33,302	51,617	35,000
	deputy officer		28,767	44,589	30,234
Cabarrus		n/a			
Caldwell	supervisor	1	34,456	54,417	37,699
	field officer		24,822	39,112	26,660
	officer		22,634	35,604	23,006
Camden		City of Elizabeth City			
Carteret	officer II		22,607	36,172	25,804
Caswell	supervisor		23,772	39,096	29,832
	officer		22,032	34,848	22,896
Catawba	supervisor	1	39,422	61,169	46,593
	officer		25,393	39,423	25,773
Chatham	supervisor	1	44,771	66,146	55,080
	officer II		26,175	38,674	29,885
Cherokee		n/a			
Chowan	supervisor	1	31,801	57,106	38,652
	officer II	1	23,729	42,613	27,470
	officer I	1	21,523	38,652	23,729
Clay		n/a			
Cleveland	supervisor	1	31,368	48,972	36,108
	officer II		27,270	42,564	31,368
	officer I		24,840	38,742	28,566
Columbus	supervisor	1	27,557	56,392	44,990
	officer II	1	20,490	41,930	22,482
	officer I	1	19,502	39,910	20,087
Craven	supervisor	1	28,573	46,760	34,470
	officer II	1	27,262	44,617	29,942
	officer I	1	24,820	40,627	27,262
Cumberland	director	1	44,610	73,606	64,649
	supervisor	1	37,244	61,453	37,245
	officer II	3	28,291	46,680	28,291
	officer I	3	25,781	42,538	25,789
Currituck	supervisor	1	31,140	42,984	32,335
	officer	3	27,738	38,220	28,827
Dare		n/a			
Davidson	supervisor	1	33,866	50,799	35,559
	deputy I		29,320	43,980	32,777
Davie					
Duplin	supervisor	1	32,023	50,498	32,023
	officer		25,250	39,817	25,754
Durham	administrator	1	48,566	83,608	69,331
	field supervisor	2	31,138	53,607	47,433
	officer I	9	26,850	46,225	32,138
Edgecombe	supervisor	1	23,453	34,816	23,453
	officer II		22,337	33,159	no data
	officer I		20,259	30,075	20,259

Animal Control Officer					
County	Title	No.	Min.	Max.	Avg.
Jones	officer		\$ 24,660	\$ 31,075	\$ 24,660
Lee	supervisor	1	31,275	43,786	34,219
	lead officer	4	29,900	41,860	31,302
	officer II		27,329	38,260	no data
Lenoir	officer II	1	21,714	31,448	22,813
Lincoln	sergeant	1	32,082	46,465	32,884
	officer	1	27,664	40,066	28,356
	worker	3	26,331	38,136	26,769
McDowell	officer II		23,484	34,518	24,684
	officer I		21,264	31,254	22,344
Macon		n/a			
Madison					
Martin	supervisor	1	21,526	34,412	28,950
	officer	1	21,526	34,412	25,807
Mecklenburg		n/a			
Mitchell		n/a			
Montgomery	officer	2	25,404	40,728	25,704
Moore	officer II		28,262	44,401	31,441
Nash	lead officer	1	28,199	45,228	34,398
	officer II	4	26,829	43,089	32,057
New Hanover	supervisor	1	40,394	61,942	51,225
	officer	7	28,642	43,992	33,509
Northampton	officer II		23,559	41,573	31,685
Onslow	supervisor	1	31,408	50,254	43,165
	officer II		24,823	39,716	27,808
Orange	supervisor	1	50,788	81,193	50,789
	officer		30,996	49,550	33,740
Pamlico	officer		21,948	38,601	24,304
Pasquotank	officer		24,531	34,343	26,334
Pender	supervisor	1	27,313	43,363	31,349
	officer II		23,798	38,442	28,790
	officer I		21,711	35,518	24,099
Perquimans	officer I	1	24,048	36,419	25,882
	part-time officer	1	24,048	36,419	24,048
Person	supervisor	1	37,743	55,716	38,692
	officer		28,490	42,056	30,765
Pitt	supervisor	1	36,463	57,631	41,970
	officer		27,523	43,499	32,553
Polk	officer		24,333	39,872	27,530
Randolph	supervisor	1	30,016	48,924	37,598
	officer II		26,628	40,356	29,181
	officer I		24,360	36,768	25,473
Richmond	officer		21,657	31,492	24,634
Robeson		n/a			
Rockingham	officer		28,242	42,363	35,780
Rowan	supervisor	1	34,598	54,930	49,780
	officer II	1	27,058	42,954	27,870
	officer I	4	24,525	38,931	28,982
Rutherford	supervisor	1	33,603	50,630	34,878
	officer		27,545	41,504	32,777
Sampson	chief	1	28,092	42,144	34,116
	officer		23,388	35,052	24,540
Scotland	officer II		25,428	35,928	28,776
	officer I		23,244	32,844	vacant
Stanly	supervisor	1	29,022	36,278	33,970
	officer II		25,359	38,036	30,513
Stokes					
Surry	supervisor	1	26,916	44,112	25,860
	lead officer	1	24,876	40,344	28,704
	officer II		23,892	38,616	27,024
	officer I		21,972	35,388	22,968
Swain		n/a			
Transylvania	supervisor	1	27,714	40,185	37,460
	officer I		24,286	35,215	31,471
Tyrrell		n/a			

Animal Control Officer					
County	Title	No.	Min.	Max.	Avg.
Forsyth	supervisor				\$ 52,062
	officer I				37,681
Franklin	supervisor	1	\$ 42,281	\$ 60,401	43,025
	officer		26,711	38,159	30,164
Gaston	officer		34,385	53,311	49,433
Gates	officer		25,515	33,048	25,515
Graham			n/a		
Granville	supervisor	1	26,631	42,609	36,898
	officer		23,019	36,830	23,592
Greene	officer I	2	21,350	29,731	24,374
Guilford	supervisor	2	33,963	57,737	35,825
	specialist		27,941	47,500	30,430
Halifax	supervisor	1	22,330	36,249	36,249
	officer II		21,248	34,492	21,173
	officer I		19,249	31,229	no data
Harnett	supervisor	1	31,571	48,935	40,762
	officer I	4	25,577	39,644	29,519
Haywood	director	1	29,152	43,729	37,428
	officer I		23,393	35,089	24,517
Henderson	supervisor II	1	37,694	58,426	52,341
	officer I		24,492	37,956	25,527
Hertford	officer	1	21,594	31,961	21,594
Hoke	supervisor	1	28,324	40,021	32,847
	officer II		25,691	36,300	27,666
	officer I		23,302	32,926	23,302
Hyde					
Iredell	supervisor	1	38,038	58,997	51,307
	field supervisor		30,378	47,116	41,180
	control officer		26,544	41,169	31,278
Jackson	supervisor	1	27,762	49,301	38,841
	officer		24,285	43,126	25,857
	attendant		20,809	36,954	21,552
Johnston	sr. control officer		30,711	45,333	36,942
	control officer		28,124	41,512	30,408

Animal Control Officer					
County	Title	No.	Min.	Max.	Avg.
Union	supervisor	1	\$ 45,227	\$ 67,839	\$ 55,336
	sergeant		41,402	62,102	48,419
	deputy		31,687	47,531	33,969
Vance	supervisor	1	30,696	47,112	33,072
	lead officer		25,488	39,504	29,712
Wake	officer		24,396	37,800	26,700
	supervisor	1	31,900	53,100	42,400
Warren	officer		25,150	41,850	35,722
	supervisor	1	36,315	58,276	36,315
	officer II		27,097	43,484	vacant
Washington	officer I		23,408	37,563	23,408
	officer		22,668	32,844	23,832
Watauga	supervisor	1	31,048	48,124	42,664
	officer		28,431	44,068	28,431
Wayne	supervisor	1	37,577	58,607	40,466
	officer II	2	23,069	35,979	23,646
	officer I	1	20,926	32,634	22,533
Wilkes	supervisor	1	28,457	54,619	45,631
	officer II		21,736	41,694	25,820
	officer I		19,864	38,123	23,510
Wilson	officer		25,296	42,792	29,349
Yadkin	supervisor	1	26,079	37,768	27,403
	officer		22,658	32,830	24,150
Yancey	paid per call				\$40/call

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

January 2008

County	Director of Emergency Services			Assistant Director—EMS			Other EMS Positions					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Title	No.	Min.	Max.	Actual
Alamance	\$ 46,450	\$ 74,322	\$ 66,624	n/a			48	training officer	1	\$ 35,669	\$ 57,071	\$ 51,660
								crew chief	4	35,669	57,071	48,639
								EMT—paramedic	56	31,256	50,011	33,805
								EMT—intermediate	3	27,390	43,825	30,956
								EMT—certified	14	25,083	40,130	25,414
								telecommunicator—EMD	19	28,622	45,796	32,279
Alexander	38,234	52,707	46,585	n/a			48	shift supervisor	3	32,969	45,448	36,391
								EMT—paramedic	21	28,430	39,191	32,970
Alleghany	n/a			n/a			56	shift supervisor	3	30,533	45,800	36,813
								EMT—paramedic	9	27,694	41,541	28,562
Anson	39,058	62,399	48,396 ¹	n/a			42	training officer	1	27,492	43,907	32,732
								shift supervisor	3	28,608	45,655	32,732
								EMT—paramedic	6	27,492	43,907	29,148
								EMT—intermediate	3	25,443	40,595	26,467
								EMT—certified	3	25,443	40,595	25,443
								telecommunicator	9	22,671	37,552	22,702
Ashe	n/a			n/a				n/a				
Avery	36,899	51,457	40,317	n/a			48	crew chief	1	33,469	46,671	36,568
								shift supervisor	3	30,084	35,162	33,938
								EMT—paramedic	13	31,875	44,450	33,158
								EMT—intermediate	part-time	\$12.61/hr.	\$17.58/hr.	no data
								EMT—certified	part-time	\$12.00/hr.	\$16.74/hr.	no data
Beaufort	n/a			n/a				n/a				
Bertie	n/a			n/a				n/a				
Bladen	45,039	57,047	56,990	\$ 33,991	\$ 43,056	\$ 36,258	36–48	EMT—intermediate	16	25,339	35,475	27,218
								EMT—certified	13	24,171	33,839	25,963
Brunswick	emergency management director			54,202	86,724	68,838	36–48	shift supervisor	4	38,500	61,600	54,385
								training officer	1	38,500	61,600	48,406
								EMT—paramedic	61	33,267	53,227	36,861
								EMT—intermediate	4	29,777	47,642	29,777
								telecommunicator—EMD	32	26,287	42,060	28,050
								shift supervisor	3	39,616	56,320	61,407
Buncombe	emergency management director			n/a			56	training officer	1	37,910	53,887	58,669
								EMT—paramedic	45	31,809	45,172	44,484
								EMT—intermediate	20	27,857	39,616	38,992
								telecommunicator	19	26,653	37,910	31,738
								training officer	1	38,552	59,755	46,425
								shift supervisor	4	31,175	46,763	36,664
Burke	44,630	69,175	52,522	n/a			42	EMT—paramedic	34	28,276	42,414	33,651
								EMT—intermediate	2	24,597	36,896	30,166
								telecommunicator—EMD	9	26,092	40,443	29,000
								shift supervisor	3	42,071	64,947	61,887
								crew chief	27	36,345	56,094	46,093
								EMT—paramedic	26	32,965	50,873	34,542
Cabarrus	59,197	91,380	73,372	46,384	71,606	63,989	40	EMT—intermediate	1	27,114	41,869	27,240
								EMT—certified	2	25,828	39,876	25,828
								telecommunicator	6	29,888	46,157	32,877
								shift supervisor	4	34,456	54,417	42,860
								training officer	1	31,364	49,531	42,133
								crew chief	4	29,929	47,247	38,227
Caldwell	41,569	65,748	vacant	n/a			56	EMT—paramedic	18	28,574	45,073	34,275
								EMT—intermediate	6	26,001	40,986	27,528
								EMT—certified	1	24,822	39,112	28,246
								telecommunicator	6	29,888	46,157	32,877
								shift supervisor	4	34,456	54,417	42,860
								training officer	1	31,364	49,531	42,133
Camden	n/a			n/a				n/a				
								n/a				
Carteret	36,547	58,476	47,408	n/a			56	shift supervisor	1	34,874	55,798	44,457
								crew chief	1	31,752	50,803	34,903
								EMT—paramedic	7	28,910	46,256	31,979
Caswell	n/a			n/a			53	training officer	1	31,044	51,216	41,928
								shift supervisor	1	29,880	49,272	41,928
								EMT—paramedic	3	26,640	43,884	35,804
								EMT—certified	3	22,884	36,204	25,652
Catawba	52,823	81,967	67,571	n/a			42	shift supervisor	4	39,422	61,169	52,741
								training officer	1	39,422	61,169	46,588
								EMT—paramedic	66	34,062	52,823	38,121
								EMT—intermediate	1	28,005	43,459	34,806
								EMT—certified	3	25,393	39,423	26,895
								telecommunicator—EMD	19	28,005	43,459	31,058

County	Director of Emergency Services			Assistant Director—EMS			Other EMS Positions					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Title	No.	Min.	Max.	Actual
Chatham	n/a			n/a				n/a				
Cherokee	\$ 35,833	\$ 58,631	\$ 45,692	\$ 30,616	\$ 49,023	\$ 39,820	42	shift supervisor	3	\$ 30,616	\$ 49,023	\$ 33,978
								crew chief	4	29,478	46,385	35,472
								EMT—paramedic	15	28,344	44,773	32,994
								telecommunicator—EMD	8	24,488	37,924	29,370
Chowan	35,059	62,958	62,958	31,801	57,106	46,981	42	training officer	1	35,059	62,958	35,059
								EMT—intermediate	7	28,844	51,796	no data
								EMT—certified	10	26,160	46,981	no data
Clay			47,699			43,293		training officer				37,379
								EMT—paramedic	5			30,481
								EMT—certified	2			25,276
								EMT—intermediate	2			24,549
								telecommunicator—EMD				23,151
Cleveland	50,106	78,222	78,222	n/a			60	training officer	1	34,446	53,766	47,820
								shift supervisor	3	34,446	53,766	47,308
								EMT—paramedic	51	29,958	46,728	36,108
								EMT—intermediate	8	26,022	40,596	27,270
								EMT—certified	1	24,840	38,742	24,840
								telecommunicator	15	27,270	42,564	31,368
Columbus	n/a			n/a				n/a				
Craven	50,153	82,076	78,313	41,574	68,041	53,825		n/a				
Cumberland	n/a			n/a				telecommunicator—EMD	4	35,601	58,742	38,410
								telecommunicator	9	29,620	48,873	30,805
Currituck	56,634	78,682	58,859	39,638	54,884	43,381	42	training officer	1	39,638	54,884	41,177
								EMT—paramedic	30	36,238	50,122	38,852
								EMT—intermediate	17	29,439	40,602	30,998
								EMT—certified	8	26,039	35,842	26,790
								telecommunicator—EMD	11	27,738	38,220	30,067
Dare	59,333	94,934	94,934	49,000	78,400	74,460	56	training officer	1	49,000	78,400	74,460
								shift supervisor	3	42,450	67,919	56,066
								crew chief	9	36,774	58,840	43,235
								EMT—paramedic	34	31,858	50,974	35,765
								EMT—intermediate	27	28,951	46,322	31,728
								EMT—certified	8	25,081	40,130	26,958
Davidson	55,117	82,676	58,975	32,275	48,412	33,888	66	shift supervisor	3	37,388	56,083	47,661
								training officer	1	37,388	56,083	41,853
								EMT—paramedic	42	29,320	43,980	41,915
								telecommunicator—EMD	24	27,957	41,935	30,834
Davie												
Duplin	n/a			n/a			44	training officer	1	34,662	54,660	42,252
								crew chief	1	34,662	54,660	37,520
								shift supervisor	4	30,779	48,537	34,016
								EMT—paramedic	40	28,436	44,840	29,456
								EMT—intermediate	20	25,250	39,817	26,461
								EMT—certified	4	23,327	36,783	24,400
								telecommunicator	12	23,327	36,783	23,960
Durham	62,169	107,026	90,809	48,566	83,608	77,312	40	training officer	1	41,879	72,095	71,537
								shift supervisor	4	36,111	62,169	56,834
								EMT—paramedic	60	26,850	46,225	32,351
								EMT—intermediate	25	23,152	39,862	26,118
Edgecombe	n/a			36,383	54,011	36,386		n/a				
Forsyth			80,246			62,109	56	shift supervisor	3			54,386
								training officer	3			50,880
								EMT—paramedic	91			31,937
								EMT—intermediate	7			28,009
								EMT—certified	8			19,353
								telecommunicator	40			31,720
Franklin	46,348	66,211	vacant	n/a			42	training officer	1	36,839	52,627	43,422
								shift supervisor	4	33,606	48,010	38,797
								EMT—paramedic	33	30,657	43,796	33,307
								EMT—intermediate	3	27,967	39,953	29,552
								EMT—certified	1	25,512	36,446	26,512
Gaston	63,750	98,834	95,584	48,453	75,112	66,620	42	training officer	1	42,242	65,484	53,857
								shift supervisor		39,442	61,149	50,487
								EMT—paramedic		29,978	53,311	38,186
								EMT—intermediate		24,402	37,827	24,707
								telecommunicator—EMD		27,990	43,392	31,807
Gates	n/a			n/a				telecommunicator	4	23,189	30,037	23,422
Graham	n/a			part-time		\$10.83/hr.	48	EMT—paramedic	11			\$10.66/hr.
								EMT—intermediate	1			\$10.33/hr.

County	Director of Emergency Services			Assistant Director—EMS			Other EMS Positions					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Title	No.	Min.	Max.	Actual
Granville	\$ 43,402	\$ 69,444	\$ 54,967	n/a			42	shift supervisor	4	\$ 30,853	\$ 49,365	\$ 39,928
								crew chief	4	27,975	44,759	36,722
								EMT—paramedic	19	26,631	42,609	30,376
								EMT—intermediate	8	23,019	36,830	23,546
								EMT—certified	2	21,868	36,830	21,864
								telecommunicator	12	23,019	40,610	25,808
Greene	39,847	55,625	46,865	n/a			48–72	EMT—intermediate	7	24,622	34,311	25,115
								EMT—basic	3	21,330	29,703	24,101
								telecommunicator	1	29,832	41,601	31,919
Guilford	70,606	120,030	101,359	\$ 60,992	\$ 103,686	\$ 75,459	56	shift supervisor	4	45,513	77,372	63,868
								training officer	3	45,513	77,372	59,845
								crew chief	14	41,282	70,179	53,709
								EMT—paramedic	73	33,963	57,737	39,542
								EMT—intermediate	10	27,941	47,500	28,337
								EMT—certified	5	25,343	43,084	25,343
								telecommunicator	8	30,805	52,369	38,952
								EMT—paramedic	13	28,628	46,473	30,538
Halifax	44,773	72,680	53,277	40,537	65,805	45,332	40	EMT—intermediate	11	25,920	42,076	25,979
								EMT—certified	7	23,468	38,096	24,152
								telecommunicator—EMD	3	25,920	42,076	24,572
								telecommunicator	6	23,468	38,096	22,343
								EMT—paramedic	1	44,213	68,530	57,206
Harnett	59,368	92,020	75,383	52,323	81,101	64,087	56	shift supervisor	3	42,837	66,397	54,656
								senior paramedic	3	39,377	61,034	44,016
								EMT—paramedic	28	37,753	58,517	42,029
								EMT—intermediate	3	31,902	49,448	36,289
								EMT—basic	14	28,115	43,579	30,953
								telecommunicator—EMD	10	27,824	43,127	31,835
								training officer	1	38,312	57,468	43,886
								shift supervisor	5	30,743	46,116	34,835
Haywood	49,893	74,840	62,000	n/a			48	EMT—paramedic	41	29,152	43,729	28,005
								EMT—intermediate	2	23,393	35,089	12,527
								training officer	1	37,694	58,423	55,829
								shift supervisor	4	34,847	54,006	52,415
Henderson	51,597	79,950	71,634	n/a			42	EMT—paramedic	38	29,370	45,540	34,064
								EMT—intermediate	5	26,253	38,856	27,782
								EMT—certified	8	22,681	33,569	22,870
Hoke	n/a			n/a				n/a				
Hyde												
Iredell	49,820	77,271	58,441	n/a			56	training officer	1	38,038	58,997	50,798
								shift supervisor	3	36,365	56,402	41,420
								EMT—paramedic	39	30,378	47,116	34,243
								EMT—intermediate	6	27,765	43,063	29,190
Jackson	n/a			n/a				n/a				
Johnston	n/a			n/a				telecommunicator—EMD	16	28,124	41,512	30,040
Jones	32,523	40,785	32,523	n/a				n/a				
Lee	n/a			n/a				n/a				
Lenoir	32,833	47,552	44,157	n/a			42	training officer	1	29,952	43,379	37,406
								shift supervisor	4	29,952	43,379	35,614
								EMT—paramedic	23	27,324	39,573	31,220
								EMT—intermediate	9	24,924	36,097	27,977
								EMT—certified	1	22,737	32,931	25,726
								telecommunicator	14	22,737	32,931	27,222
								training officer	1	39,089	56,613	39,089
								shift supervisor	4	33,706	48,816	37,670
Lincoln	50,037	72,468	50,037	n/a			42	EMT—paramedic	35	30,536	44,225	32,606
								EMT—intermediate	6	27,664	40,066	30,288
								EMT—certified	9	25,062	36,298	27,291
								training officer	1	30,108	44,262	46,518
								shift supervisor	3	30,108	44,262	36,588
								EMT—paramedic	11	28,650	42,114	31,659
McDowell	40,566	59,640	40,566	n/a			60	EMT—intermediate	2	24,684	36,282	24,837
								telecommunicator—EMD	4	25,938	38,136	28,233
								crew chief	2	29,954	44,980	44,866
								training officer	1	28,527	42,791	41,998
								EMT—paramedic	31	27,169	40,753	33,500
Macon	n/a			33,024	49,526	50,123	42	EMT—intermediate	1	24,643	36,966	25,880
								telecommunicator—EMD	8	22,352	33,529	25,070
								EMT—intermediate	1	24,643	36,966	25,880
								telecommunicator—EMD	8	22,352	33,529	25,070
								crew chief	2	29,954	44,980	44,866
Madison												
Martin	n/a			n/a				telecommunicator	5	21,526	41,083	29,145

County	Director of Emergency Services			Assistant Director—EMS			Other EMS Positions					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Title	No.	Min.	Max.	Actual
Mecklenburg	n/a			n/a				n/a				
Mitchell	n/a			n/a				telecommunicator—EMD	5	\$ 17,698	\$ 24,777	\$ 24,621
Montgomery	n/a			n/a				telecommunicator	9	22,620	36,308	26,406
Moore	\$ 68,014	\$ 106,855	\$ 83,474	\$ 50,754	\$ 79,737	\$ 62,906	64	shift supervisor	3	43,830	68,890	50,563
								training officer	1	43,826	68,910	49,764
								crew chief	3	39,770	62,500	38,386
								EMT—paramedic	30	36,042	56,609	39,867
								EMT—intermediate	5	31,150	48,955	35,107
								EMT—certified	2	28,255	44,396	30,620
								telecommunicator	12	25,626	40,248	27,957
Nash	n/a			48,740	78,165	56,569	56	training officer	1	37,986	60,940	45,791
								shift supervisor	4	36,159	57,990	43,220
								EMT—paramedic	44	32,741	52,509	34,196
								EMT—intermediate	7	29,634	47,565	30,783
								EMT—certified	6	26,829	43,089	27,394
								telecommunicator	14	26,829	43,089	29,482
New Hanover	n/a			n/a				telecommunicator—EMD	44	28,642	43,992	30,677
Northampton	42,310	72,838	50,293	36,549	62,920	38,399	55	EMT—paramedic	6	33,151	57,071	35,605
								EMT—intermediate	6	30,068	53,059	30,318
								EMT—certified	3	23,599	41,573	23,559
								telecommunicator—EMD	8	23,559	41,576	24,836
Onslow	58,828	94,124	70,798	52,297	83,676	59,890	42	shift supervisor	4	44,704	71,527	56,448
								crew chief	4	39,742	63,587	46,741
								EMT—paramedic	43	33,971	54,354	34,861
								telecommunicator	18	22,950	36,720	25,385
Orange	79,212	126,632	vacant	n/a			42	shift supervisor	4	41,684	66,639	52,120
								training officer	1	37,765	60,372	43,418
								EMT—paramedic	13	34,214	54,694	41,800
								EMT—certified	21	29,501	47,164	30,268
								telecommunicator	10	28,080	44,890	33,473
Pamlico	n/a			n/a				n/a				
Pasquotank	45,738	64,033	54,078	n/a			40	training officer	1	34,510	48,315	37,469
								EMT—paramedic	10	33,263	46,568	36,557
								EMT—intermediate	8	29,251	41,329	28,399
								EMT—certified	1	27,026	37,836	33,263
								telecommunicator—EMD	9	25,150	36,913	31,640
Pender	n/a			n/a				n/a				
Perquimans	31,318	47,427	35,391	n/a			40	EMT—intermediate	5	28,678	43,431	31,354
								EMT—certified	1	25,130	38,057	26,387
Person	50,004	73,816	51,252	44,325	65,432	42,214		shift supervisor	4	36,257	53,522	39,024
								training officer	1	36,257	53,522	37,164
								EMT—paramedic	18	32,139	47,444	36,263
								EMT—intermediate	2	27,367	40,399	30,591
Pitt	n/a			46,095	72,855	49,476		EMT—paramedic	6	28,843	45,587	32,061
								telecommunicator II	4	30,227	47,778	31,659
								telecommunicator I	3	27,523	43,499	27,523
Polk	41,618	68,196	55,972	n/a			42	shift supervisor	2	29,577	48,465	40,772
								EMT—paramedic	11	26,827	43,959	31,577
Randolph	44,376	68,604	50,105	n/a			56	shift supervisor	3	24,648	37,731	30,264
								crew chief	3	23,504	36,005	28,184
								EMT—paramedic	29	22,381	34,320	24,960
								EMT—intermediate	8	19,427	29,786	22,110
								EMT—certified	2	18,554	28,413	19,178
								lead telecommunicator	4	29,286	44,886	33,946
								telecommunicator—EMD	15	27,934	42,786	30,950
Richmond	n/a			n/a				telecommunicator—EMD	12	23,206	33,788	24,366
Robeson	49,463	61,334	58,842	42,212	52,342	47,136	40	shift supervisor	4	39,310	48,745	45,440
								training officer	1	39,310	48,745	41,020
								EMT—paramedic	41	36,411	45,150	37,640
								EMT—intermediate	10	30,609	37,956	30,125
Rockingham	n/a			n/a				shift supervisor	3	38,522	57,783	47,286
								training officer	1	36,809	55,214	42,451
								crew chief	3	35,267	52,901	42,895
								EMT—paramedic	21	30,926	46,389	32,667
								EMT—intermediate	1	27,101	40,652	27,101
								EMT—certified	8	24,816	37,224	22,142
								telecommunicator	12	29,557	44,336	31,969
Rowan	emergency management director			n/a			56	shift supervisor	3	38,175	60,711	55,169
								training officer	1	38,175	60,606	45,117
								crew chief	3	32,943	52,293	40,966
								EMT—paramedic	39	29,855	47,393	30,630
								telecommunicator	16	25,761	40,894	29,432

County	Director of Emergency Services			Assistant Director—EMS			Other EMS Positions					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Title	No.	Min.	Max.	Actual
Rutherford	\$ 58,043	\$ 87,455	\$ 59,503	\$ 39,004	\$ 58,769	\$ 44,163	40	shift supervisor	1	\$ 35,314	\$ 53,209	\$ 40,485
								training officer	1	35,314	53,209	38,523
								EMT—paramedic	28,949	43,619	33,603	
								EMT—intermediate	27,545	41,504	27,545	
								telecommunicator	24,939	37,578	24,939	
Sampson	emergency management director			35,340	53,004	39,516	48–72	shift supervisor	2	36,996	55,500	50,052
								crew chief	2	26,820	40,248	32,454
								EMT—paramedic	13	26,820	40,248	29,070
								EMT—intermediate	7	25,620	38,424	27,831
								telecommunicator	12	24,468	36,696	25,886
Scotland	emergency management director			n/a			56	training officer	1	38,124	53,868	45,312
								shift supervisor	4	33,312	47,064	37,236
								EMT—paramedic	10	30,444	43,020	32,214
								EMT—intermediate	2	26,604	37,584	26,604
								telecommunicator—EMD	3	24,312	43,020	27,276
Stanly	45,504	68,255	60,970	41,590	62,385	47,916	48–72	shift supervisor	3	33,215	49,823	42,967
								crew chief	12	31,754	47,631	35,804
								training officer	1	27,745	41,618	30,485
								EMT—paramedic	10	29,022	36,278	33,458
								telecommunicator—EMD	13	29,022	36,278	34,904
Stokes	47,256	80,496	69,912	41,196	69,912	45,096	56	asst director communications	1	37,848	63,600	45,096
								senior shift supvr.	1	37,848	63,600	45,096
								shift supervisor	4	36,192	60,756	44,370
								training officer	1	36,192	60,756	42,120
								asst. shift supervisor/training	6	31,812	52,968	41,064
								asst. communications supvr.	2	31,812	52,968	37,398
								EMT—paramedic	43	30,552	50,592	34,819
								EMT—intermediate	8	26,916	44,112	29,076
								telecommunicator—EMD II	2	28,020	46,164	30,552
								telecommunicator—EMD I	10	25,860	42,120	27,922
								Swain	31,154	45,911	45,000	n/a
EMT—paramedic	9	23,924	35,256	28,918								
EMT—intermediate	1	20,965	30,895	27,502								
telecommunicator—EMD	6	20,965	30,895	22,731								
training officer	1	34,536	50,077	37,670								
Transylvania	44,997	65,217	54,428	n/a			42	shift supervisor	4	30,263	43,881	39,935
								EMT—paramedic	16	28,962	41,995	32,429
								telecommunicator	7	24,286	35,215	31,600
								telecommunicator—EMD	30	28,974	45,456	30,935
Tyrrell	n/a			n/a				n/a				
Union	n/a			n/a								
Vance	n/a			n/a			56	shift supervisor	3	36,252	56,184	45,884
								crew chief	3	31,764	49,236	37,160
								EMT—paramedic	5	29,088	45,084	33,449
								EMT—intermediate	2	24,396	37,800	26,250
								EMT—certified	12	23,340	36,180	21,249
Wake	62,650	104,350	93,468	46,500	77,500	68,137	56	telecommunicator	14	24,396	41,280	28,958
								shift supervisor	9	40,700	67,800	61,109
								training officer	4	40,700	67,800	55,291
Warren	46,346	74,372	58,834	n/a			56	EMT—paramedic	109	31,900	53,100	38,901
								shift supervisor	3	32,938	52,856	37,295
Washington	44,628	64,620	50,496	n/a			40	EMT—paramedic	8	28,836	41,724	34,272
								EMT—intermediate	9	21,804	31,572	21,804
								EMT—certified	1	20,940	30,300	20,940
								telecommunicator—EMD	1	23,556	34,140	26,652
								telecommunicator	6	21,804	31,572	24,672
Watauga	n/a			n/a				n/a				
Wayne	45,675	71,239	67,805	41,430	64,614	54,359		training officer		34,083	53,161	42,565
								shift supervisor	3	30,914	48,217	37,711
								EMT—paramedic	38	28,041	43,735	28,742
								EMT—intermediate	22	25,433	39,669	26,069
								EMT—certified	19	23,069	35,979	23,069
								telecommunicator	30	21,971	34,268	24,857
Wilkes	38,992	74,832	54,619	29,761	57,143	43,636	43	shift supervisor	6	27,195	52,215	40,073
								training officer	2	27,195	52,215	35,231
								EMT—paramedic	24	26,014	49,920	32,256
Wilson	53,520	90,456	79,344	44,340	75,024	53,844	42	EMT—intermediate	5	21,736	41,694	25,182
								shift supervisor	3	36,792	62,232	40,280
								training officer	1	33,516	56,664	40,476
								EMT—paramedic	24	33,516	56,060	30,936
								EMT—intermediate	2	29,112	49,224	35,472
								EMT—certified	2	26,508	44,760	26,508
								telecommunicator	17	27,792	46,956	28,350

County	Director of Emergency Services			Assistant Director—EMS			Other EMS Positions					
	Min.	Max.	Actual	Min.	Max.	Actual	Hours	Title	No.	Min.	Max.	Actual
Yadkin	\$ 34,541	\$ 50,023	\$ 46,460	n/a			48	training officer	1	\$ 32,971	\$ 47,747	\$ 44,339
								shift supervisor	4	32,971	47,747	42,998
								EMT—paramedic	25	31,467	45,548	34,855
								EMT—intermediate	2	28,625	41,459	35,749
								EMT—certified	1	26,079	37,768	35,942
								telecommunicator—EMD	1	31,467	45,548	34,720
								telecommunicator	9	24,896	36,031	26,697
Yancey	n/a			n/a				n/a				

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

January 2008

County	Fire Marshal			Fire Inspector			Emergency Management Director			Veterans' Services Officer			
	Min.	Max.	Actual	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.
Alamance	\$ 46,450	\$ 74,322	\$ 55,956	1	\$ 32,663	\$ 52,261	\$ 41,004	n/a			\$ 29,912	\$ 47,857	\$ 46,128
Alexander	54,024	74,473	58,178	1	28,430	41,174	34,639	n/a			27,060	37,302	37,302
Alleghany	n/a				emergency management director			\$ 32,060	\$ 48,090	\$ 35,005 ³	part-time		19,782
Anson	director of emergency services				director of emergency services			director of emergency services			n/a		
Ashe	n/a				n/a			39,048	55,173	41,025	32,889	46,473	45,339
Avery	33,469	46,671	40,317		fire marshal			fire marshal			part-time	\$15.19/hr.	no data
Beaufort	n/a			1	part-time		23,218	33,716	50,574	39,520	29,544	44,317	31,380
Bertie	n/a				n/a			34,494	50,919	40,636	part-time		16,768
Bladen	n/a				n/a			director of emergency services			elections director		
Brunswick	40,245	64,392	53,232	2	33,267	53,227	35,218	62,924	100,679	83,103 ²	40,245	64,392	40,245
Buncombe	51,563	73,350	69,888		n/a			n/a			31,809	45,172	38,993
Burke	38,552	59,755	42,729	1	30,204	46,819	31,744	51,664	80,079	vacant	30,204	46,819	40,703
Cabarrus	44,164	68,176	47,519	2	38,161	58,894	42,878	59,197	91,380	60,357	38,161	58,894	58,894
Caldwell	37,954	59,801	58,413	1	26,001	40,986	37,175	50,135	77,823	64,979 ²	24,822	39,112	36,541
Camden	City of Elizabeth City				City of Elizabeth City			n/a			n/a		
Carteret	part-time		\$20.00/hr.		n/a			53,250	85,200	53,250 ²	38,301	61,282	52,826
Caswell	n/a				n/a			40,608	67,164	49,452 ²	n/a		
Catawba	39,422	61,169	57,201	2	30,889	47,921	36,969	64,222	99,642	82,993 ²	29,413	45,631	31,970
Chatham	42,638	62,996	57,095	2	36,831	54,419	41,653	54,419	80,401	62,919	n/a		
Cherokee	33,153	53,638	43,396	1	25,398	39,454	25,826	33,153	53,638	40,208	n/a		
Chowan	n/a			2	part-time		\$17.32/hr.	director of emergency services ²			part-time		12,637
Clay	asst. direct. EMS		4,274		n/a			director of emergency services ²			part-time		3,600
Cleveland	emergency management director			1	28,566	44,598	33,666	41,544	64,848	47,820	28,566	44,598	36,978
Columbus	n/a			1	28,952	59,246	28,952	37,060	75,840	51,587	n/a		
Craven	director of emergency services				n/a			director of emergency services			32,887	53,825	49,003
Cumberland	emergency management director			3	33,988	56,081	36,206	53,499	88,273	79,367	38,965	64,292	vacant
Currituck	37,938	52,503	44,138		n/a			49,835	69,162	56,964	n/a		
Dare	42,450	67,919	60,758		n/a			59,333	94,934	94,934 ²	26,311	42,097	42,097
Davidson	39,207	58,811	49,009	1	29,320	43,980	34,363	55,117	82,676	58,975	30,743	46,196	38,419
Davie													
Duplin	28,436	44,840	37,520	1	25,250	39,817	25,754	37,520	59,166	48,537 ²	26,270	41,425	26,795
Durham	65,315	112,445	93,613 ²	3	41,879	46,235	46,235	fire marshal			37,940	65,315	47,255
Edgecombe	n/a				n/a			40,113	59,548	59,051 ²	27,149	40,303	33,205
Forsyth			78,645	1			33,114	n/a			n/a		
Franklin	38,570	55,100	38,651		n/a			46,348	66,211	57,414	30,657	43,796	34,844
Gaston	51,894	80,447	57,732		n/a			51,894	80,447	57,732	27,990	43,392	31,489
Gates	emergency management director				n/a			36,562	47,357	45,058	n/a		
Graham	n/a				n/a			40,000 ²			n/a		
Granville	n/a			1	29,375	47,000	40,270	34,006	54,409	50,253	part-time		no data
Greene	director of emergency services				n/a			n/a			part-time		11,934
Guilford	45,513	77,372	68,136	2	41,282	70,179	47,209	52,687	89,568	71,482 ²	35,661	60,623	41,599
Halifax	34,923	56,691	40,037		n/a			31,619	51,328	39,054	n/a		
Harnett	46,115	71,478	58,107	3	37,753	58,517	39,476	40,644	62,998	47,389	35,821	55,523	48,044
Haywood	32,127	48,190	47,264	1	27,897	41,846	35,536	43,722	65,582	57,212	27,897	41,846	30,686
Henderson	emergency management director				n/a			58,032	89,924	81,966 ²	part-time		17,116
Hertford	emergency management director				n/a			35,198	52,091	46,098	23,806	35,234	29,680
Hoke	50,866	71,872	53,441		n/a			n/a			part-time		14,516
Hyde													
Iredell	43,532	67,519	59,307	1	29,042	45,044	30,375	49,820	77,271	64,894	33,237	51,551	45,056
Jackson	28,919	51,355	44,541		n/a			38,762	68,835	41,798	27,762	49,301	30,373
Johnston	43,673	74,135	46,558		n/a			56,875	96,544	85,936 ²	33,536	49,505	42,804
Jones	building inspector				n/a			29,648	37,378	29,648 ⁴	part-time		16,654
Lee	51,293	71,816	56,650	1	35,793	50,110	40,170	58,701	82,181	58,701	part-time		16,544
Lenoir	29,952	43,379	33,061		n/a			39,454	57,142	53,062 ²	n/a		
Lincoln	35,414	51,290	41,068	2	29,066	42,096	29,800	47,628	68,979	48,817	39,090	56,615	40,066
McDowell	n/a				n/a			44,814	65,874	55,356	23,484	34,518	25,302
Macon	n/a			1	27,169	40,753	34,367	59,305	88,958	75,000 ²	27,169	40,753	35,906
Madison													
Martin	n/a				n/a			29,313	46,858	39,422	25,700	41,083	32,095
Mecklenburg	52,790	83,474	69,980	6	41,160	83,474	51,982	n/a			59,784	132,763	75,603
Mitchell	n/a			1	33,373	46,722	35,042	33,373	46,722	35,042	24,903	34,864	25,401
Montgomery	n/a				n/a			45,396	72,720	47,400	23,520	37,728	30,288
Moore	41,755	65,600	50,232	2	34,352	53,969	37,830	n/a			31,158	48,951	45,682
Nash	emergency management director			2	32,741	52,509	39,972	62,479	100,205	85,176 ²	n/a		

County	Fire Marshal			Fire Inspector			Emergency Management Director			Veterans' Services Officer			
	Min.	Max.	Actual	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.
New Hanover	\$ 56,945	\$ 87,346	\$ 68,087	3	\$ 40,394	\$ 61,942	\$ 45,355	\$ 72,627	\$111,469	\$ 98,589	\$ 47,990	\$ 73,635	\$ 50,003
Northampton	n/a				n/a			38,375	66,066	38,375	27,273	48,126	27,273
Onslow	39,742	63,587	47,216	1	32,665	52,264	32,665	58,828	94,124	74,145 ²	46,492	74,388	55,241
Orange	56,062	89,621	79,212	1	37,765	60,372	43,418	79,212	126,632	vacant ²	34,214	54,694	49,194
Pamlico	emergency management director				n/a			27,411	48,677	29,670	23,292	41,363	no data
Pasquotank	n/a				n/a			37,005	51,808	47,251	n/a		
Pender	29,941	47,040	35,089		n/a			31,349	49,012	40,659 ⁴	31,349	49,012	39,221
Perquimans	part-time \$11.67/hr.				n/a			part-time \$14.77/hr.			part-time		5,848
Person	39,291	58,001	47,692	1	34,829	51,414	41,308	n/a			37,743	55,716	39,660
Pitt	n/a			1	38,214	60,396	42,475	64,001	101,153	68,693 ²	33,201	52,471	39,136
Polk	director of emergency services				n/a			director of emergency services ²			part-time		\$16.75/hr.
Randolph	42,300	65,340	48,921	3	33,492	51,336	37,339	56,496	87,504	75,631 ²	32,016	48,924	37,599
Richmond	n/a			1	32,995	48,033	39,828	39,828	57,917	42,700	27,366	39,828	29,346
Robeson	49,463	61,334	59,755	1	36,411	45,150	41,282	n/a			36,411	45,150	36,612
Rockingham	42,092	63,138	44,761	1	36,809	55,214	38,423	54,800	82,200	59,116 ²	29,557	44,336	42,258
Rowan	40,098	63,659	61,805	2	31,359	49,780	vacant	62,424	99,092	83,013 ²	28,424	45,117	31,982
Rutherford	39,004	58,769	45,840	1	33,603	46,414	35,756	n/a			33,603	50,630	37,578
Sampson	emergency management director			1	28,092	42,144	31,968	48,732	73,104	65,124 ²	35,340	53,004	40,836
Scotland	n/a				n/a			54,624	77,184	60,300 ²	29,100	41,124	31,344
Stanly	34,743	52,144	38,304	2	17,696	26,546	22,315	45,504	68,255	52,006 ²	27,745	41,618	37,002
Stokes								director of emergency services			28,020	46,164	37,848
Surry	34,668	58,056	45,096	1	29,268	48,360	35,388	31,154	45,911	45,000 ²	register of deeds		4,285
Swain	29,813	43,934	31,834	1	25,000	36,841	26,710	49,117	71,220	71,220 ²	n/a		
Transylvania	34,536	50,077	50,077	1	part-time \$11.12/hr.			49,117	71,220	71,220 ²	part-time		2,892
Tyrrell			30,456 ¹		n/a					14,856 ¹	part-time		2,892
Union	43,272	64,909	64,909	3	30,304	56,768	34,452	59,037	88,555	85,897	41,402	62,102	47,155
Vance	n/a			1	39,576	61,344	60,936	39,576	61,344	56,580	27,840	43,140	33,780
Wake	62,650	104,350	84,145	3	40,700	67,800	52,811	62,650	104,350	90,736	31,900	53,100	44,377
Warren	46,346	74,372	49,127 ²		n/a			fire marshal			29,876	47,943	37,000
Washington	35,844	51,912	35,844 ¹		n/a			38,508	55,716	48,060 ²	part-time		9,276
Watauga	38,691	59,971	44,805		n/a			n/a			35,430	54,916	44,805
Wayne	n/a				n/a			45,675	71,239	67,805 ²	28,041	43,735	32,519
Wilkes	28,457	54,619	39,874	2	24,860	47,721	32,952	29,761	57,143	40,770	27,195	52,215	46,662
Wilson	42,348	71,592	55,200		n/a			fire marshal			n/a		
Yadkin	32,971	47,747	43,246		fire marshal			director of emergency services			24,896	36,031	26,143
Yancey	n/a				n/a			n/a					15,000

1. Also building inspector

2. Also manages emergency medical function

3. Also fire inspector and safety manager

4. Also safety coordinator

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

January 2008

County	Building, Electrical, Plumbing, or Mechanical Inspector— Multiple Trade				Building, Electrical, Plumbing, or Mechanical Inspector— Single Trade					
	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Alamance	chief building inspector	5	\$ 35,669	\$ 57,071	\$ 41,112	n/a				
	code inspector I	1	36,663	52,261	37,680					
Alexander	n/a					maint mech/electrical specialist	2	\$ 24,516	\$ 33,794	\$ 26,747
Alleghany	chief building inspector	1	33,663	50,495	40,974	n/a				
	building inspector I	1	27,694	41,541	27,694					
Anson	inspector IV	2	27,492	60,023	49,555	n/a				
Ashe	director of inspections	1	50,634	71,544	50,634	n/a				
	building code inspector VI	2	44,442	62,796	46,749					
	building code inspector III	1	39,048	55,173	42,051					
Avery	plumbing and electric inspector	1	30,357	42,332	33,170	n/a				
	building and mech inspector	1	28,911	40,315	31,893					
Beaufort	code administrator	1	42,016	63,025	vacant	n/a				
	building code inspector	3	28,272	42,409	36,226					
Bertie	code enforcement admin.	1	39,138	57,775	40,845	n/a				
	building code inspector III	1	31,708	46,807	31,708					
Bladen	n/a					n/a				
Brunswick	inspector IV	1	40,245	64,392	49,962	inspector II	3	35,011	56,017	40,505
	inspector III	2	38,500	61,600	45,023	inspector I	2	33,267	53,227	34,676
Buncombe	n/a					plans reviewer	2	39,616	56,320	48,138
						electrical inspector III	3	33,225	47,242	42,682
						mechanical inspector III	3	33,225	47,242	42,619
						building inspector III	4	33,225	47,242	41,737
						plumbing inspector III	3	33,225	47,242	41,412
						electrical inspector II	1	31,809	45,172	40,022
						building inspector II	1	31,809	45,172	37,500
						building inspector I	1	30,393	43,247	37,460
Burke	inspector III	3	33,302	51,617	42,098	n/a				
	inspector II	1	31,715	49,159	41,892					
Cabarrus	inspector III	9	34,605	53,421	50,856	building inspector II	1	34,605	53,421	42,071
						electrical/plumbing inspector I	7	34,605	53,421	42,071
						building inspector III	2	34,605	53,421	41,667
Caldwell	inspector II	1	27,267	42,940	34,986	n/a				
	inspector I	1	26,001	40,986	27,366					
Camden	building code inspector II		25,770	38,562	37,480	n/a				
	building code inspector I		25,770	38,652	32,932					
Carteret	n/a					n/a				
Caswell	chief building inspector	1	34,824	57,516	51,168	n/a				
Catawba	building services officer III	5	35,758	55,470	54,330	n/a				
	building services officer II	6	34,062	52,823	46,921					
	building services officer I	4	30,889	47,921	39,402					
Chatham	building inspector	8	36,831	54,419	42,476	n/a				
Cherokee	code enforcement sup	1	35,833	58,631	47,232	n/a				
	building code inspector III	1	33,153	53,638	39,965					
	building code inspector II	1	31,821	51,258	39,189					
	building code inspector I	4	30,616	49,023	31,583					
Chowan	inspector III	2	35,059	66,107	51,857	n/a				
	inspector I	1	31,801	57,106	36,814					
Clay	n/a					inspector II	2			39,894
Cleveland	building code inspector IV	2	37,854	59,058	43,071	n/a				
	building code inspector III	1	34,446	53,766	35,280					
	building code inspector II	1	32,892	51,318	33,666					
Columbus	chief building inspector	1	35,274	72,185	56,649	n/a				
	asst. chief building inspector	1	24,965	51,088	46,350					
	inspector I	1	22,617	46,282	37,661					
Craven	building inspector III	2	37,857	61,953	51,471	n/a				
	building inspector II	2	36,123	59,114	41,761					
Cumberland	inspector IV	2	37,244	61,453	49,065	n/a				
	inspector III	4	35,601	58,742	38,024					
	inspector II	1	32,455	53,551	32,455					
	inspector I	3	31,007	51,161	33,755					
Currituck						chief building inspector	1	44,737	62,023	56,353
						building inspector III	2	43,036	59,642	46,501
						building inspector II	1	39,638	54,884	42,777
						prob. building inspector II	1	36,238	50,122	37,639
Dare	building inspector III	1	38,576	67,721	59,844	n/a				
	chief inspector	1	38,576	61,721	55,250					
	building inspector II	2	36,774	58,840	37,730					

County	Building, Electrical, Plumbing, or Mechanical Inspector— Multiple Trade				Building, Electrical, Plumbing, or Mechanical Inspector— Single Trade					
	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Davidson	inspector IV	1	\$ 35,571	\$ 53,356	\$ 33,909	n/a				
	inspector III	1	33,866	50,799	45,890					
Davie										
Duplin	facilities coordinator	1	37,520	59,166	44,840	HVAC tech	1	\$ 27,331	\$ 43,099	\$ 32,023
						carpenter	1	25,250	39,817	25,754
						painter—part-time	1			13,398
Durham	n/a					n/a				
Edgecombe	senior code enforcement	1	33,000	48,989	53,289	building inspector	1	28,506	42,318	30,113
Forsyth	n/a					n/a				
Franklin	building code inspector III	1	38,570	55,100	46,747	n/a				
	building code inspector II	1	36,839	52,627	52,422					
	building code inspector I	4	35,186	50,265	42,299					
Gaston	n/a					inspector V	1	42,242	65,484	55,969
						inspector IV	2	39,442	61,149	47,085
						inspector III	2	36,827	57,095	41,661
						inspector II	1	34,385	53,311	39,114
						inspector I	6	32,106	49,773	35,049
Gates	building code inspector II	1	40,009	51,820	43,323	n/a				
	building code inspector I	1	24,252	31,413	33,352					
Graham	building code inspector				35,797	n/a				
Granville	n/a					chief building inspector	1	39,370	62,992	60,677
						inspector II	2	34,000	54,409	46,186
						inspector I	1	29,375	47,000	29,375
Greene	chief building inspector	1	39,847	55,625	46,865	building code inspector II	1	28,427	39,638	29,043
Guilford	inspector II	10	39,316	66,837	59,467	n/a				
	inspector I	5	37,444	63,655	50,870					
Halifax	n/a					n/a				
Harnett	code enforcement III	3	46,115	71,478	52,147	n/a				
	code enforcement II	1	42,391	65,706	45,781					
Haywood	n/a					n/a				
Henderson	building code inspector III	4	33,501	51,928	38,650	n/a				
	building code inspector II	5	32,214	49,929	36,281					
Hertford	n/a					chief code enforcement officer	1	25,577	40,815	41,325
						code enforcement officer	1	27,577	40,815	27,578
Hoke	chief building inspector	1	50,866	71,872	53,441	n/a				
	building inspector III	1	46,137	65,190	53,504					
Hyde										
Iredell	inspector III	5	38,038	58,997	51,807	n/a				
	inspector II	11	34,766	53,922	42,345					
	inspector I	3	31,775	49,284	37,034					
Jackson	chief inspector	1	41,078	72,948	45,353	n/a				
	inspector III	2	38,762	68,835	55,381					
	inspector II	2	32,391	57,522	42,358					
	inspector I	3	30,077	53,412	30,944					
Johnston	code enforcement IV	10	45,641	77,474	55,084	n/a				
	code enforcement III	1	41,795	70,943	52,636					
	code enforcement II	2	38,274	56,492	42,617					
	code enforcement I	5	35,047	51,729	33,706					
Jones	n/a					inspector/fire marshal	1	39,237	49,521	40,785
Lee	n/a					n/a				
Lenoir	chief inspector	1	35,992	52,128	57,539	n/a				
	building inspector III	1	32,833	47,552	48,741					
Lincoln	n/a					chief building inspector	1	39,090	56,615	51,288
						building plan reviewer	1	37,207	53,887	50,037
						building and code enforcement	1	32,083	46,466	36,298
						building inspector	10	32,083	46,466	34,819
McDowell	director of inspections	1	42,642	62,676	50,742	n/a				
	building inspector II	2	30,108	44,262	32,040					
	building inspector apprentice	1	22,344	32,850	22,344					
Macon	code inspector III	1	28,527	42,791	37,078	n/a				
	code inspector II	5	27,169	40,753	34,251					
Madison										
Martin	n/a					building inspector	1	29,313	46,858	43,513
Mecklenburg	inspections supervisor	7	46,614	83,474	68,858	inspector II	3	36,344	83,474	44,201
	inspector III	117	41,160	83,474	55,925	inspector I	6	34,062	83,474	40,718
	inspector II	3	36,344	83,474	44,201					
Mitchell	director of inspections	1	33,373	46,722	31,783	n/a				
Montgomery	inspector	1	29,748	47,676	34,176	n/a				
Moore	code enforcement officer	5	36,070	56,667	41,724	n/a				

County	Building, Electrical, Plumbing, or Mechanical Inspector— Multiple Trade				Building, Electrical, Plumbing, or Mechanical Inspector— Single Trade					
	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Nash	chief enforcement officer	1	\$ 42,019	\$ 67,334	\$ 53,163	n/a				
	code enforcement officer II	2	39,957	64,059	51,244					
	code enforcement officer I	2	34,398	55,172	34,835					
New Hanover	n/a					code enforcement III	27	\$ 40,394	\$ 61,942	\$ 46,845
						code enforcement II	1	34,882	45,226	42,462
						code enforcement I	2	34,174	45,226	36,819
Northampton	code enforcement officer III	1	33,151	57,071	44,584	n/a				
	code enforcement officer II	1	30,068	53,059	31,589					
Onslow	sr. code enforcement	1	35,330	56,528	vacant	n/a				
	code enforcement officer	8	32,665	52,264	35,394					
Orange	code compliance officer III	8	39,677	63,427	51,713	n/a				
Pamlico	asst. building inspector	1	28,781	51,111	49,126					
	building inspector	1	23,759	42,191	28,798	n/a				
Pasquotank	chief building inspector	1	38,253	53,554	48,543	n/a				
	building inspector III	1	33,263	46,568	41,349					
	building inspector II	1	32,016	44,822	36,918					
	building inspector I	1	28,273	39,582	29,081					
Pender	building inspector III	3	35,980	55,497	46,151	n/a				
	building inspector II	2	32,823	51,075	42,664					
	building inspector I	2	31,349	49,012	38,050					
Perquimans	n/a					building inspector III	2	32,854	49,753	46,756
						building inspector I	1	29,969	45,383	31,467
Person	code enforcement officer III	2	34,829	51,414	42,414	n/a				
	code enforcement officer II	5	34,829	51,414	42,414					
	code enforcement officer I	4	34,829	51,414	42,414					
Pitt	inspector IV	2	41,970	66,333	48,338	n/a				
	inspector III	1	40,049	63,297	50,070					
	inspector II	1	34,793	54,990	40,529					
Polk	enforcement director	1	41,618	68,196	55,972	n/a				
	enforcement officer	2	28,169	46,158	32,565					
Randolph	building code inspector III	7	37,768	56,496	42,695	n/a				
	building code inspector II	3	33,492	51,336	38,800					
Richmond	building code supervisor	1	37,997	55,294	50,326	n/a				
	building code inspector III	1	28,686	41,726	37,997					
Robeson	n/a					inspector IV	1	39,310	48,745	45,488
						inspector I	2	25,855	36,157	28,499
Rockingham	code enforcement officer IV	1	36,809	55,214	48,626	n/a				
	code enforcement officer III	1	33,783	50,675	41,484					
	code enforcement officer II	1	29,557	44,336	33,723					
Rowan	code enforcement officer	9	36,345	57,698	43,578	n/a				
Rutherford	building inspector director	1	52,552	79,183	54,548 ¹	n/a				
	building inspector IV	1	33,603	50,630	40,485					
	inspector II	2	30,424	45,840	36,656					
	building & planning officer	1	28,949	43,619	34,878					
Sampson	building code inspector IV	2	35,340	53,004	44,178	n/a				
	building code inspector III	1	32,244	48,348	38,676					
	building code inspector I	1	29,400	44,100	30,888					
Scotland	chief inspector	1	45,636	64,476	52,920	n/a				
	code inspector III	1	34,836	49,224	38,460					
	code inspector I	1	31,848	45,000	34,296					
Stanly	n/a					code enforcement officer III	2	34,743	52,114	49,760
						code enforcement officer II	2	31,754	47,631	41,216
Stokes										
Surry	code administrator	1	36,192	60,756	54,228	n/a				
	assistant codes admin.	1	34,668	58,056	45,096					
	building code inspector III	4	31,812	52,968	40,251					
	inspector II/code enforcement	1	30,552	50,592	35,388					
	building code inspector II	1	30,552	50,592	32,484					
Swain	inspector II	1	29,813	43,934	31,834	n/a				
	inspector I	3	25,000	36,841	26,710					
Transylvania	code enforcement officer I	5	30,893	44,795	43,654	n/a				
Tyrrell	fire marshal					n/a				
Union	B. P. M. inspector III	7	41,402	62,102	50,653	electrical inspector III	9	41,402	62,102	52,906
Vance	commercial plans examiner	1	37,872	58,704	53,928	n/a				
	code enforcement officer II	1	31,764	49,236	42,708					
	code enforcement officer I	2	29,088	45,084	31,740					
Wake	inspections supervisor	3	46,500	77,500	67,315	n/a				
	lead inspector	3	40,700	67,800	61,518					
	general inspector	21	36,000	60,000	50,206					
Warren	n/a					code enforcement officer	1	29,876	39,440	34,823

County	Building, Electrical, Plumbing, or Mechanical Inspector— Multiple Trade				Building, Electrical, Plumbing, or Mechanical Inspector— Single Trade					
	Title	No.	Min.	Max.	Avg.	Title	No.	Min.	Max.	Avg.
Washington	n/a					building inspector	1	\$ 35,844	\$ 51,912	\$ 35,844
Watauga	code inspector IV	2	\$ 40,432	\$ 62,669	\$ 47,586	n/a				
	code enforcement officer I	2	35,430	54,916	36,715					
Wayne	building code inspector III	4	32,461	50,625	45,072	n/a				
Wilkes	n/a					building and fire inspector II	3	28,457	54,619	47,842
						building and fire inspector I	4	26,014	49,920	32,592
Wilson	building code inspector III	1	33,516	56,664	49,968	n/a				
	building code inspector II	1	33,516	56,664	40,224					
Yadkin	inspector supervisor	1	36,199	52,414	52,414	inspector I	1	28,625	41,459	30,104
Yancey	n/a					n/a				

1. Also planning director

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

January 2008

County	Public Utilities Director			Water/Wastewater System Supt.			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Alamance	n/a			n/a			n/a				
Alexander	n/a			n/a			n/a				
Alleghany	n/a			n/a			n/a				
Anson	\$ 45,655	\$ 72,892	\$ 60,023	\$ 33,365	\$ 53,366	\$ 44,751	wastewater treatment plant superintendent	1	\$ 36,106	\$ 57,703	\$ 49,360
							water treatment plant superintendent	1	32,100	51,318	39,811
							wastewater treatment plant operator—IV	1	28,606	45,655	38,726
							laboratory supervisor	1	27,492	43,907	35,383
							water treatment plant operator—A	2	24,480	39,058	30,067
							wastewater treatment plant operator—III	1	24,480	39,058	25,443
							wastewater treatment plant operator—II	2	22,671	36,106	25,443
							water treatment plant operator—B	2	22,671	36,106	23,575
							wastewater treatment plant operator—I	3	21,015	33,365	23,726
							water treatment plant operator—C	2	21,015	33,365	21,422
Ashe	n/a			n/a			n/a				
Avery	n/a			n/a			n/a				
Beaufort	n/a			42,016	63,025	55,101	distribution system supervisor	1	27,055	40,583	33,448
							water treatment plant superintendent	1	29,544	44,317	31,200
							water treatment plant operator—C	4	23,709	35,563	25,075
							distribution mechanic	7	21,711	32,566	22,010
Bertie	n/a			46,318	68,374	49,265	water field technician	3	23,615	34,860	22,685
Bladen	n/a			n/a			plant maintenance mechanic	5	22,943	29,061	23,453
Brunswick	83,861	134,178	112,625	58,285	92,305	77,013 ¹	collection/distribution system supvr.	1	48,968	78,349	64,147
							wastewater treatment plant super.	2	43,734	69,974	59,563
							water treatment plant superintendent	2	43,734	69,974	58,224
							laboratory technician	2	35,011	56,017	40,652
							water treatment plant operator—A	4	31,522	50,435	39,252
							distribution system technician	1	31,522	50,435	31,522
							utility maintenance worker	4	29,777	47,642	36,910
							wastewater treatment plant operator—II	5	29,777	47,642	32,119
							water treatment plant operator—B	1	29,777	47,642	31,793
							plant maintenance mechanic	5	29,777	47,642	30,667
							water treatment plant operator—C	7	28,033	44,853	32,810
							wastewater treatment plant operator—I	1	26,287	42,060	25,322
Buncombe	n/a			n/a			n/a				
Burke	n/a			n/a			distribution system technician	3	22,538	34,936	23,498
Cabarrus	n/a			n/a			n/a				
Caldwell	n/a			n/a			n/a				
Camden	n/a			36,647	54,967	51,230	distribution system supervisor		30,731	46,094	35,106
							water treatment plant superintendent		30,731	46,094	30,731
							distribution system technician		23,598	35,395	25,955
Carteret	38,301	61,282	47,011	30,298	48,477	42,000	distribution system technician	1	23,693	37,909	27,219
Caswell	n/a			n/a			n/a				
Catawba	n/a			n/a			n/a				
Chatham	49,359	72,925	56,574	n/a			plant maintenance mechanic	1	35,078	51,827	44,405
							water treatment plant operator—A	1	33,408	49,359	37,487
							water treatment plant operator—B	2	30,303	44,771	34,063
							laboratory supervisor	1	30,303	44,771	30,472
							distribution system supervisor	1	27,485	40,608	31,790
							water treatment plant operator—C	1	27,485	40,608	28,562
							distribution system technician	2	26,175	38,674	27,715
							utility maintenance worker	4	23,741	35,078	25,142
Cherokee	n/a			n/a			n/a				
Chowan	n/a			40,584	72,882	42,613	distribution system technician	1	28,844	51,796	40,584
							water treatment plant operator—B	1	28,844	51,796	33,390
							utility maintenance worker	2	26,160	46,981	26,815
Clay			40,560			39,084	water treatment plant superintendent				39,084
							water treatment plant operator—B				39,084
							wastewater treatment plant operator—I				39,084
							distribution system supervisor				39,084
							collection/distribution system supvr.				39,084
							distribution system technician				30,464
							utility maintenance worker				29,881
							plant maintenance mechanic				29,881
Cleveland	n/a			n/a			n/a				
Columbus	37,060	75,840	67,870	n/a			distribution system technician	1	26,229	53,675	34,751
							collection/distribution system supvr.	1	19,502	39,910	26,667

County	Public Utilities Director			Water/Wastewater System Supt.			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Craven	n/a			\$ 55,086	\$ 90,142	\$ 88,032	collection/distribution system supvr.	1	\$ 34,470	\$ 56,405	\$ 50,153
							water treatment plant operator—C	1	31,381	51,356	32,887
							water field technician II	3	26,014	42,574	28,136
Cumberland	n/a			n/a			n/a				
Currituck	\$ 65,134	\$ 90,583	\$ 65,134	48,138	66,785	50,020	water treatment plant superintendent	1	48,138	66,785	58,215
							distribution system supervisor	2	39,638	54,884	42,412
							water treatment plant operator—C	6	32,838	45,362	34,784
							plant maintenance mechanic	3	29,439	40,602	30,566
Dare	62,241	99,586	89,459	n/a			water treatment plant superintendent	5	42,450	67,919	56,868
							distribution system supervisor	5	42,450	67,919	56,868
							water treatment plant operator—A	3	33,420	53,471	41,167
							water treatment plant operator—B	5	33,420	53,471	40,930
							water treatment plant operator—C	8	33,420	53,471	37,805
							plant maintenance mechanic	1	28,951	46,322	40,962
							utility maintenance worker	13	27,599	44,159	30,240
Davidson	n/a			n/a			n/a				
Davie											
Duplin	40,612	64,042	53,589	32,023	50,498	36,783	utility maintenance worker	9	24,268	41,425	26,468
Durham	n/a			n/a			n/a				
Edgecombe	40,113	59,548	41,317	29,932	44,435	35,148	distribution system supervisor	1	29,932	44,435	35,148
							utility maintenance worker	3	20,259	30,075	20,443
Forsyth	n/a			n/a			n/a				
Franklin	58,314	83,305	70,290	n/a			wastewater treatment plant supvr.	1	42,281	60,401	48,064
							collection/distribution system supvr.	1	36,839	52,627	45,327
							laboratory supervisor	1	32,098	45,854	34,113
							wastewater treatment plant operator—III	1	29,281	41,831	37,091
							wastewater treatment plant operator—I	1	24,367	34,811	31,089
							utility maintenance worker	3	24,367	34,811	25,816
Gaston	n/a			n/a			n/a				
Gates	n/a			48,192	62,425	62,425	utility maintenance worker	4	23,189	30,037	27,940
Graham	n/a			n/a			n/a				
Granville	n/a			n/a			utility maintenance worker	2	19,881	31,810	29,072
Greene	39,847	55,625	50,621	public utilities director			distribution manager	2	25,845	36,025	32,657
							utility maintenance worker	5	22,374	31,164	24,541
Guilford	n/a			n/a			n/a				
Halifax	49,451	80,275	68,303	n/a			wastewater treatment plant supvr.	1	33,230	53,943	34,066
							utility maintenance worker	8	22,330	36,249	25,374
Harnett	90,477	140,239	110,448	56,920	88,226	77,770	wastewater treatment plant supvr.	1	48,098	74,552	58,502
							water treatment plant superintendent	1	44,213	68,530	53,412
							collection/distribution system supvr.	2	40,644	62,998	53,082
							water treatment plant operator—A	2	35,821	55,523	49,097
							wastewater treatment plant operator—III	1	35,821	55,523	45,672
							laboratory technician	2	34,344	53,233	42,571
							plant maintenance mechanic	1	31,571	48,935	31,782
							wastewater treatment plant operator—I	4	30,269	46,917	43,224
							water treatment plant operator—C	4	30,269	46,917	39,144
							distribution system technician	11	27,824	43,127	31,036
							utility maintenance worker	1	23,511	36,442	28,405
Haywood	n/a			n/a			n/a				
Henderson	n/a			n/a			n/a				
Hertford	n/a			n/a			utility maintenance worker	3	22,681	33,569	24,284
Hoke	53,409	75,466	58,954	34,428	48,646	37,074	distribution system supervisor	1	37,957	53,632	44,019
							distribution system technician	1	25,691	36,300	26,991
							water treatment plant operator—B	1	24,467	34,572	25,705
							utility maintenance worker	2	24,467	34,572	25,079
Hyde											
Iredell	n/a			n/a			n/a				
Jackson	n/a			n/a			n/a				
Johnston	n/a			n/a			wastewater treatment plant superintendent	1	52,082	88,409	64,579
							water treatment plant superintendent	1	52,082	88,409	61,797
							distribution system supervisor	1	39,994	67,890	37,314
							wastewater treatment plant operator—IV	2	32,093	47,371	37,502
							water treatment plant operator—A	1	32,093	47,371	37,023
							laboratory technician	1	32,093	47,371	35,131
							water treatment plant operator—B	2	30,711	45,333	34,798
							wastewater treatment plant operator—III	2	30,711	45,333	32,593
							wastewater treatment plant operator—II	1	29,390	43,381	30,555
							wastewater treatment plant operator—I	1	28,124	41,512	30,222
							water treatment plant operator—C	3	28,124	41,512	26,790
							utility maintenance worker	9	26,910	39,725	26,633
Jones	n/a			37,378	47,187	39,237	n/a				

County	Public Utilities Director			Water/Wastewater System Supt.			Water/Wastewater Treatment (Varied Positions)				
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.
Lee	n/a			n/a			n/a				
Lenoir	n/a			n/a			n/a				
Lincoln	\$ 78,044	\$113,031	\$ 86,142	n/a			water treatment plant superintendent	1	\$ 35,414	\$ 51,290	\$ 50,037
							wastewater treatment plant supvr.	1	35,414	51,290	37,205
							wastewater treatment plant operator—III	1	32,084	46,466	33,706
							wastewater treatment plant operator—I	2	32,084	46,466	32,084
							water treatment plant operator—A	5	30,538	44,227	33,948
							water treatment plant operator—C	1	30,538	44,227	31,299
							water treatment plant operator—B	1	30,537	44,227	32,081
							plant maintenance mechanic	1	27,665	40,068	28,355
							utility maintenance worker	8	22,706	32,885	23,572
McDowell	n/a			n/a			n/a				
Macon	n/a			n/a			n/a				
Madison							n/a				
Martin	n/a			n/a			distribution system supervisor	1	38,615	61,012	46,502
							distribution system technician	2	20,608	34,412	22,688
Mecklenburg	n/a			n/a			n/a				
Mitchell	n/a			n/a			n/a				
Montgomery	59,472	95,196	63,408	\$ 29,748	\$ 47,676	\$ 31,716	wastewater treatment plant superintendent	1	27,468	44,088	35,748
							distribution system supervisor	1	27,468	44,088	29,304
							water treatment plant operator—C	5	24,480	39,264	25,588
							distribution system technician	4	23,520	37,728	28,047
							utility maintenance worker	2	22,620	36,300	25,854
Moore	61,691	96,921	92,274	43,843	68,880	58,214	wastewater treatment plant superintendent	1	39,766	62,476	49,526
							collection/distribution system supvr.	2	34,352	53,969	43,511
							laboratory supervisor	1	31,158	48,951	33,254
							plant maintenance mechanic	3	26,916	42,286	29,653
							utility maintenance worker	18	25,634	40,273	27,613
							laboratory technician	1	25,634	40,273	27,378
							wastewater treatment plant operator—I	7	23,250	36,529	25,050
Nash	n/a			n/a			n/a				
New Hanover	n/a			n/a			water treatment plant superintendent	1	\$53,496	\$82,032	\$73,420
							distribution system supervisor	1	44,519	68,307	62,987
							plant maintenance mechanic	4	34,174	52,437	41,462
							water treatment plant operator—C	3	28,642	43,992	32,779
							wastewater treatment plant operator—I	1	29,224	44,824	30,979
							distribution system technician	7	28,642	43,992	30,183
							utility maintenance worker	4	23,109	35,485	24,716
Northampton	n/a			n/a			distribution system technician	3	25,974	45,835	27,573
							utility maintenance worker	3	24,559	41,573	24,791
Onslow	n/a			n/a			n/a				
Orange	n/a			n/a			n/a				
Pamlico	38,572	68,498	vacant	n/a			water treatment plant superintendent	1	26,104	46,355	44,556
							water treatment plant operator—B	2	21,948	38,601	26,162
							distribution system technician	4	21,948	38,601	23,342
Pasquotank	n/a			48,233	67,526	69,026	water treatment plant supervisor	1	34,510	48,315	49,815
							water treatment plant operator—B	1	28,273	39,582	40,814
							distribution system technician	1	24,531	34,343	33,127
							wastewater treatment plant operator—I	2	24,531	34,343	26,633
							water treatment plant operator—C	1	24,531	34,343	26,633
							laboratory technician	6	22,036	30,850	23,842
Pender	assistant county manager			34,366	53,234	44,701	utility maintenance technician II	2	26,087	41,648	35,311
							utility maintenance technician I	1	23,798	38,442	32,000
Perquimans	n/a			31,318	47,427	39,970	water treatment plant operator—B	1	26,261	39,771	36,073
							distribution system technician	1	27,443	41,560	31,013
							utility maintenance worker	3	20,784	31,476	23,179
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	50,327	73,236	65,280	38,888	56,564	43,725	distribution system supervisor	1	38,888	56,564	43,725
							water treatment plant operator—A	1	29,346	42,701	36,246
							plant maintenance mechanic	1	26,112	37,997	35,406
							water treatment plant operator—B	2	24,907	36,246	28,009
							distribution system technician	8	22,679	32,995	25,160
							water treatment plant operator—C	2	21,143	30,751	24,330

County	Public Utilities Director			Water/Wastewater System Supt.			Water/Wastewater Treatment (Varied Positions)					
	Min.	Max.	Actual	Min.	Max.	Actual	Title	No.	Min.	Max.	Avg.	
Robeson	\$ 62,515	\$ 77,518	\$ 74,313	n/a			water treatment plant superintendent	1	\$ 48,012	\$ 59,536	\$ 57,380	
							water treatment plant operator—A	1	37,861	46,947	41,587	
							distribution system supervisor	1	34,960	43,351	41,461	
							water treatment plant operator—B	2	29,160	36,157	33,772	
							laboratory supervisor	1	29,160	36,157	33,413	
							plant maintenance mechanic	3	29,160	36,157	32,986	
							water treatment plant operator—C	3	27,709	34,359	30,383	
							laboratory technician	1	23,359	28,965	24,526	
							utility maintenance worker	4	23,359	28,965	24,099	
Rockingham	n/a			n/a			collection/distribution system supervisor	1	32,326	48,489	35,508	
							utility maintenance worker	1	21,703	32,555	21,703	
Rowan	n/a			n/a			n/a					
Rutherford	n/a			n/a			n/a					
Sampson	51,024	76,536	68,880	n/a			utility maintenance worker	4	24,468	36,696	28,161	
Scotland	n/a			n/a			n/a					
Stanly	47,596	71,396	72,323	\$ 30,389	\$ 45,536	\$ 45,474	water treatment plant operator—C	4	25,359	38,038	34,792	
							collection/distribution system supervisor	1	25,359	38,038	31,394	
							utility maintenance worker	3	22,158	27,698	24,722	
Stokes	42,896	64,343										
Surry	n/a			n/a			n/a					
Swain	n/a			n/a			n/a					
Transylvania	n/a			n/a			n/a					
Tyrrell	n/a			county manager		14,460		water treatment plant operator—C				37,932
							distribution system technician				29,556	
Union	95,993	143,989	101,430	56,487	84,729	67,489	wastewater treatment plant supervisor	1	56,487	84,729	70,608	
							collection/distribution system supervisor	1	56,487	84,729	57,459	
							wastewater treat. plant operator—IV	2	37,845	56,768	42,613	
							distribution system supervisor	1	36,219	54,327	49,422	
							laboratory supervisor	1	34,645	51,968	37,862	
							wastewater treat. plant operator—II	5	31,687	47,531	37,878	
							distribution system technician	8	31,687	47,531	34,385	
							wastewater treat. plant operator—I	2	28,974	43,462	32,250	
							utility maintenance worker	17	28,974	43,462	30,402	
							laboratory technician	2	28,974	43,462	30,152	
Vance	n/a			n/a			n/a					
Wake	n/a			n/a			laboratory supervisor	1	40,700	67,800	58,711	
Warren	48,663	78,090	54,998	n/a			utility maintenance worker	2	23,408	37,563	23,408	
Washington			70,032	n/a			water treatment plant operator—C	1	35,844	51,912	36,732	
							utility maintenance worker	3	21,804	31,572	26,556	
Watauga	n/a			n/a			n/a					
Wayne	n/a			n/a			n/a					
Wilkes	n/a			n/a			n/a					
Wilson	n/a			42,348	71,592	53,532	distribution system technician	2	24,156	40,824	25,074	
Yadkin	n/a			n/a			n/a					
Yancey	n/a			n/a			n/a					

1. Assistant public utilities director

TABLE XXIII. SOLID WASTE MANAGEMENT

Part One: Solid Waste Manager, Landfill Supervisor, and Solid Waste Truck Driver
January 2008

County	Solid Waste Manager			Landfill Supervisor			Solid Waste Truck Driver			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Alamance	\$ 50,724	\$ 81,160	\$ 76,872	\$ 44,449	\$ 71,121	\$ 51,336		n/a		
Alexander	36,391	50,166	44,340	n/a			1	\$ 22,208	\$ 30,614	\$ 23,916
Alleghany	n/a			n/a				n/a		
Anson	27,492	43,907	32,100	n/a				n/a		
Ashe	50,634	71,544	54,528	35,844	50,646	36,741	5	27,705	42,639	30,419
Avery	35,142	49,007	36,920	n/a			6	24,974	34,824	21,899
Beaufort	n/a			n/a				n/a		
Bertie	n/a			n/a				n/a		
Bladen	safety coordinator			26,626	33,727	32,186		n/a		
Brunswick	50,713	81,141	60,616	40,245	64,392	49,088		contracted		
Buncombe	n/a			n/a			4	25,491	36,239	27,887
Burke	n/a			33,302	51,617	35,000	2	22,538	34,936	23,688
Cabarrus	42,071	64,947	61,845	n/a				n/a		
Caldwell	n/a			n/a				n/a		
Camden	n/a			n/a				n/a		
Carteret	n/a			n/a				n/a		
Caswell	27,672	45,612	37,176	n/a				n/a		
Catawba	41,390	64,222	58,156	37,540	58,251	54,870		n/a		
Chatham	49,359	72,925	60,476	n/a			5	26,175	38,674	28,680
Cherokee	37,278	61,356	49,317	28,344	44,773	36,558	3	23,647	36,482	30,065
Chowan	n/a			n/a				n/a		
Clay	n/a					30,202		n/a		
Cleveland	34,446	53,766	46,728	31,368	48,972	36,108		23,700	36,978	26,022
Columbus	37,060	75,840	67,870	n/a			2	20,490	41,930	22,850
Craven	39,671	64,927	49,003	n/a				n/a		
Cumberland	53,499	88,273	83,200	37,244	61,453	37,511	7	28,291	46,680	32,498
Currituck	n/a			n/a				n/a		
Dare	40,467	64,747	59,707	31,858	50,974	37,229	20	26,311	42,097	31,855
Davidson	47,616	71,425	70,702	41,139	61,708	43,196	4	26,593	39,889	28,092
Davie										
Duplin	36,064	56,868	55,753	32,023	50,498	35,355	5	25,250	39,817	31,652
Durham	n/a			n/a				n/a		
Edgecombe	36,383	54,011	46,350	n/a			3	22,337	33,159	23,503
Forsyth	n/a			n/a				n/a		
Franklin	46,348	66,211	51,203	n/a				n/a		
Gaston	39,442	61,149	49,304	n/a				n/a		
Gates	n/a			n/a				n/a		
Graham			31,532	n/a			3	part-time		\$11.22/hr.
Granville	35,716	46,430	46,074	n/a				n/a		
Greene	29,832	41,601	33,409	39,847	55,625	50,621		n/a		
Guilford	n/a			n/a				n/a		
Halifax	36,702	59,580	44,220	n/a			2	21,248	34,492	27,424
Harnett	35,821	55,523	42,989	31,571	48,935	38,070		n/a		
Haywood	41,837	62,757	58,240	27,897	41,846	29,309	3	25,546	38,317	27,088
Henderson	40,206	62,318	55,003	27,165	42,086	34,819		n/a		
Hertford	31,921	47,242	42,832	22,681	33,569	28,277	2	20,569	30,440	22,164
Hoke	53,409	75,466	58,954	n/a			2	26,975	38,116	29,050
Hyde										
Iredell	54,509	84,544	66,877	38,038	58,997	50,545	7	27,765	43,063	33,188
Jackson	38,762	68,835	43,619	27,762	49,301	32,500		n/a		
Johnston	47,694	80,959	62,555	38,274	56,492	50,734	2	25,753	38,014	26,031
Jones	25,796	32,523	25,796	n/a				landfill equipment operator		
Lee	42,846	59,985	48,765	n/a			2	29,900	41,860	33,978
Lenoir	35,992	52,128	46,074	n/a			1	20,741	30,039	25,902
Lincoln	n/a			39,090	56,615	42,096	4	25,064	36,299	27,035
McDowell	40,566	59,640	46,518	30,108	44,262	33,258	2	20,232	29,736	22,680
Macon	59,305	88,958	75,000	25,875	38,813	35,591		n/a		
Madison										
Martin	n/a			29,313	46,858	32,355		n/a		
Mecklenburg	78,973	132,763	125,158	n/a				n/a		
Mitchell	30,270	42,378	33,600	n/a			2	23,718	33,205	23,718
Montgomery	n/a			n/a				n/a		
Moore	n/a			31,158	48,951	37,154	3	22,144	34,789	27,547
Nash	n/a			n/a				n/a		
New Hanover	47,990	73,635	57,000	50,732	77,812	51,500		n/a		

County	Solid Waste Manager			Landfill Supervisor			Solid Waste Truck Driver			
	Min.	Max.	Actual	Min.	Max.	Actual	No.	Min.	Max.	Avg.
Northampton	n/a			\$ 31,572	\$ 54,353	\$ 38,466		n/a		
Onslow	\$ 58,828	\$ 94,124	\$ 73,921	33,971	54,354	43,599		n/a		
Orange	43,796	70,013	51,619	50,788	81,193	vacant	12	\$ 29,501	\$ 47,164	\$ 35,663
Pamlico	23,759	42,191	31,866	n/a				n/a		
Pasquotank	41,995	58,793	56,356	n/a			3	23,283	32,597	25,944
Pender	assistant county manager			n/a				n/a		
Perquimans	n/a			n/a				n/a		
Person	n/a			n/a				n/a		
Pitt	58,275	92,100	68,693	n/a			4	27,523	43,499	30,625
Polk	n/a			n/a				n/a		
Randolph	n/a			n/a				n/a		
Richmond	39,828	57,917	42,700	n/a			6	23,869	34,594	25,193
Robeson	62,515	77,518	63,688	42,212	52,342	50,218	4	29,160	36,157	27,022
Rockingham	42,092	63,138	44,084	33,783	50,675	37,913		n/a		
Rowan	44,244	70,235	69,556	36,345	57,698	49,300		n/a		
Rutherford	47,580	71,691	48,776	31,973	48,175	35,756	3	24,939	37,578	24,939
Sampson	n/a			n/a				n/a		
Scotland	36,444	51,492	38,292	27,828	39,312	34,752		n/a		
Stanly	n/a			n/a				n/a		
Stokes										
Surry	47,256	80,496	68,328	n/a				n/a		
Swain	31,154	45,911	41,537	25,000	36,841	29,823	3	22,893	33,737	28,288
Transylvania	47,001	68,151	49,376	27,717	40,185	35,723	5	25,379	36,800	27,611
Tyrrell	n/a			n/a				n/a		
Union	47,289	70,934	53,044	n/a			5	31,687	47,531	34,098
Vance	n/a			n/a			1	24,396	37,800	29,592
Wake	69,000	115,000	91,320	51,000	85,000	67,576		n/a		
Warren	48,663	78,090	59,855	n/a				n/a		
Washington	n/a			25,332	36,648	29,376		n/a		
Watauga	50,385	78,096	66,595	n/a			3	23,841	38,616	29,176
Wayne	35,787	55,816	48,129	30,914	48,217	34,977	4	21,971	34,268	26,832
Wilkes	35,625	68,399	55,868	28,457	54,619	47,721	7	19,864	38,123	27,944
Wilson	n/a			35,112	59,352	47,052	2	25,296	42,792	25,296
Yadkin	27,339	39,581	29,422	n/a			2	23,765	34,399	31,184
Yancey	n/a			n/a				n/a		

TABLE XXIII. SOLID WASTE MANAGEMENT

Part Two: Landfill Equipment Operator, Solid Waste Site Attendant, and Equipment Mechanic
January 2008

County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	5	\$ 29,912	\$ 47,857	\$ 34,730	6	\$ 25,083	\$ 40,130	\$ 26,124		n/a		
Alexander	2	23,333	30,223	31,381	17	15,690	18,417	17,125	1	\$ 24,516	\$ 33,794	\$ 25,756
Alleghany		n/a			2	19,682	29,523	18,045		n/a		
Anson		n/a				n/a				n/a		
Ashe	5	27,705	42,639	30,419	23	part-time		\$8.60/hr.	1	32,889	46,473	43,152
Avery	3	21,573	30,084	23,424	18	17,749	24,752	13,800	1	24,974	34,824	28,652
Beaufort		n/a				n/a				n/a		
Bertie		n/a				n/a				n/a		
Bladen	5	24,172	30,616	24,759	2	22,943	29,061	25,497		n/a		
Brunswick	4	26,287	42,060	30,496	1	31,522	50,435	34,739	8	29,777	47,642	35,588
Buncombe	7	25,491	36,239	28,817	2	21,388	30,393	23,521	4	25,491	36,239	31,656
Burke	4	26,092	40,443	26,986	26	18,543	28,743	19,240	2	26,092	40,443	29,464
Cabarrus	2	27,114	41,869	33,129	1	24,592	37,960	33,596	4	31,376	48,452	42,651
Caldwell		n/a				n/a				n/a		
Camden		n/a				n/a				n/a		
Carteret		n/a				n/a			4	21,554	34,486	25,252
Caswell		n/a			1	17,568	28,776	21,012		n/a		
Catawba	10	28,005	43,459	32,989	2	21,933	34,062	24,879	4	28,005	43,459	39,969
Chatham		n/a				n/a				n/a		
Cherokee	2	23,647	36,482	30,065	5	19,733	27,899	22,107	1	23,647	36,482	30,065
Chowan		n/a				n/a				n/a		
Clay				24,253				24,253				24,253
Cleveland		n/a			34	part-time		\$8.61/hr.	2	28,566	44,598	29,958
Columbus		n/a				n/a				n/a		
Craven		n/a			8	21,563	35,292	24,726		n/a		
Cumberland	12	24,638	48,873	27,187	21	20,609	34,004	22,808	8	29,620	48,873	32,658
Currituck		n/a				n/a				n/a		
Dare	18	26,311	46,322	31,030	3	21,728	34,766	24,909	12	30,371	48,592	35,867
Davidson	9	29,320	43,980	31,769	18	19,774	29,661	21,283	1 III	33,866	50,799	35,559
									1 II	27,957	41,935	27,957
Davie												
Duplin	5	25,250	39,817	30,710	19	18,394	29,004	17,596	3	28,436	44,840	30,784
Durham		n/a			9	22,037	37,940	23,643		n/a		
Edgecombe	3	22,337	33,159	23,503	45	part-time		\$6.80/hr.		n/a		
Forsyth		n/a				n/a			7			31,574
Franklin	3	25,512	39,953	30,835	36	part-time		10,340		n/a		
Gaston		n/a				21,274	32,985	21,806		n/a		
Gates		n/a				n/a				n/a		
Graham	1	part-time		\$10.99/hr.	2	part-time		\$10.96/hr.		n/a		
Granville	1	20,872	27,134	24,708	1	19,881	31,810	27,605		n/a		
Greene	2	21,330	29,703	23,783		n/a				n/a		
Guilford		n/a				n/a				n/a		
Halifax	1	21,248	34,492	24,359		n/a				n/a		
Harnett	7	29,021	44,983	33,581	2	27,824	43,127	31,269		n/a		
Haywood	10	24,446	36,669	28,344	20	17,189	25,785	17,189		n/a		
Henderson	4	25,106	38,930	26,247	1	21,466	33,259	23,239		n/a		
Hertford	2	20,569	30,440	20,823	15	part-time		\$5.15/hr.		n/a		
Hoke	1	26,975	38,116	29,775	15	part-time		\$8.00/hr.	1	31,227	44,123	32,027
Hyde												
Iredell	6	25,376	39,359	31,368	11	22,174	34,391	26,252	2	30,378	47,116	34,521
Jackson	3	25,445	45,186	26,357	2	23,127	41,071	23,414		n/a		
Johnston	5	28,124	41,512	31,840	16	19,775	29,190	19,551		n/a		
Jones		21,753	26,982	21,753		n/a				n/a		
Lee	1	29,900	41,860	36,175	17	part-time		\$7.70/hr.		n/a		
Lenoir	7	20,741	30,039	26,051		n/a			1	26,095	37,793	27,416
Lincoln	1	32,083	46,466	32,083		n/a			3	30,538	44,227	31,567
McDowell	4	22,344	32,850	23,061	25	part-time		\$7.78/hr.	2	21,264	40,068	25,938
Macon	3	23,470	35,204	28,487	51	part-time		\$6.80-\$8.43/hr.	1	25,875	38,813	29,383
Madison												
Martin	2	23,528	37,614	25,075	2	part-time		10,979		n/a		
Mecklenburg		n/a			28	29,919	56,848	37,173		n/a		
Mitchell		n/a			16	part-time		no data		n/a		
Montgomery		n/a				n/a				n/a		
Moore	3	25,634	40,273	33,888	24	14,988	23,546	17,160		n/a		

County	Landfill Equipment Operator				Solid Waste Site Attendant				Equipment Mechanic			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Nash	2	\$ 25,538	\$ 40,988	\$ 30,392	38	part-time		\$8.87/hr.		n/a		
New Hanover	6	28,642	43,992	33,771	1	\$ 31,429	\$ 48,235	\$ 43,215	6	\$ 34,174	\$ 52,437	\$ 36,939
Northampton	2	23,559	41,573	28,704		n/a				n/a		
Onslow	6	26,848	42,957	31,408	2	22,950	36,720	24,377	5	29,039	46,462	35,984
Orange	6	30,996	49,550	39,045	7	25,439	40,669	28,068	2	34,214	54,694	46,237
Pamlico		n/a			3	21,948	38,601	22,372		n/a		
Pasquotank		n/a			2	15,799	22,118	19,040		n/a		
Pender		n/a				n/a			1	24,919	40,007	34,406
Perquimans		n/a				n/a				n/a		
Person		n/a				n/a				n/a		
Pitt	3	26,261	41,505	30,278		n/a			1	33,201	52,471	42,475
Polk		n/a				n/a				n/a		
Randolph		n/a			2	25,476	38,472	28,537		n/a		
Richmond		n/a				n/a			1	26,724	38,888	33,788
Robeson	7	29,160	37,956	30,366		n/a			3	29,160	39,754	32,713
Rockingham	5	25,929	38,894	29,537		n/a			1	30,926	46,389	33,400
Rowan	7	25,761	45,117	29,552	11	20,160	31,982	21,362	2	27,058	47,393	36,832
Rutherford	2	24,939	37,578	24,939	1	19,453	29,311	24,939	2	28,949	43,619	28,949
Sampson		n/a				n/a				n/a		
Scotland	4	23,244	32,844	24,755		n/a			1	31,848	45,000	36,024
Stanly		n/a			17	17,696	26,546	18,760		n/a		
Stokes												
Surry	4 II	26,916	44,112	31,140	42	part-time		\$7.70/hr.	1	28,020	46,164	36,948
	3 I	25,860	42,120	28,664								
Swain	1	22,893	33,737	28,288	3	17,580	25,908	19,632	1	22,893	33,737	28,288
Transylvania	1	25,379	26,800	27,611	8	19,488	28,258	21,381	1	28,962	41,995	38,001
Tyrrell		n/a				n/a				n/a		
Union	3	28,974	43,462	31,152	16	part-time		\$9.51/hr.	3	41,402	70,934	45,813
Vance	1	20,460	31,704	22,608		n/a				n/a		
Wake		n/a				n/a			5	28,150	46,850	39,468
Warren		n/a			1	24,578	39,440	34,823		n/a		
Washington	1	20,940	30,300	24,276		n/a				n/a		
Watauga	4	26,035	44,068	34,765	10.5	21,833	33,841	21,833		n/a		
Wayne	4	21,971	34,268	25,479	14	17,216	26,855	21,075	3	23,069	35,979	25,479
Wilkes		n/a				n/a				n/a		
Wilson		n/a			49	part-time		\$9.76/hr.		n/a		
Yadkin	2	22,658	31,402	32,830	4	part-time		11,162		n/a		
Yancey	1	18,667	28,401	29,619		n/a				n/a		

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

January 2008

County	Environmental Health Supervisor I			Environmental Health Specialist I			Income Maintenance Caseworker I			Social Worker II						
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.				
Alamance	1	\$ 46,450	\$ 74,322	\$ 59,184	11	\$ 35,669	\$ 57,071	\$ 44,437	11	\$ 25,083	\$ 40,130	\$ 25,185	19	\$ 32,663	\$ 52,261	\$ 35,674
Alexander	1	36,391	50,166	47,749	2	31,382	43,259	40,171	12	25,756	35,505	25,816	7	29,868	41,174	31,063
Alleghany		n/a				n/a			1	23,923	35,885	23,923	2	32,060	48,090	32,902
Anson	1	30,895	49,360	42,221	1	28,806	45,655	27,776 ⁵	4	21,829	34,720	22,671	6	27,492	43,907	32,732
Ashe		n/a				n/a			2	30,177	42,639	30,941	3	39,048	55,173	43,288
Avery		n/a				n/a			3	22,652	31,588	24,651	2	28,911	40,315	33,000
Beaufort	1	41,268	62,433	52,832	5	35,234	52,850	42,551		n/a			11	30,874	46,312	34,714
Bertie		n/a				n/a				n/a			5	31,708	46,807	33,240
Bladen	1	35,219	44,611	39,135	1	32,763	41,500	33,491	32	27,854	35,281	28,472	22	35,219	44,611	37,566
Brunswick	1	61,180	97,889	78,428	4	45,479	72,766	63,033	39	31,522	50,435	34,977 ⁴	13	38,500	61,600	43,665
Buncombe		n/a			18	34,714	49,348	42,971	11	26,653	37,910	33,354	37	34,714	49,348	43,460
Burke	1	49,203	76,264	51,712	2	33,302	51,617	38,984	2	23,666	36,684	24,420	17	31,715	49,159	33,292
Cabarrus		n/a				n/a				n/a			27	34,605	53,421	40,442
Caldwell		n/a				n/a			6	22,634	35,604	23,888	22	28,574	45,073	32,136
Camden		n/a				n/a				n/a				n/a		
Carteret		n/a				n/a				n/a			13	31,752	50,803	35,341
Caswell		n/a			1	29,880	49,272	38,244	3	23,772	39,096	25,544	9	28,752	47,412	31,215
Catawba	2	43,459	67,429	53,238	9	35,758	55,470	40,314	52	28,005	43,459	30,582	18	34,062	52,823	36,836
Chatham		n/a				n/a				n/a			10	33,408	49,359	36,304
Cherokee		n/a			5	33,153	53,638	39,651	2	23,647	36,482	23,647	4	29,478	46,835	38,157
Chowan		n/a				n/a				n/a				n/a		
Clay				23,754				42,374				40,046				32,280
Cleveland	1	45,630	71,226	69,558 ¹	8	34,446	53,766	41,544	15	24,840	38,742	24,840	13	34,446	53,766	39,642
Columbus	1	33,575	68,707	51,557	4	26,229	53,675	34,751		n/a			4	26,229	53,675	30,800
Craven	1	41,574	68,041	47,855	10	36,123	59,114	38,146	4	27,262	44,617	28,573	23	34,470	56,405	37,748
Cumberland	2	40,768	67,267	62,081	14	35,601	58,742	42,277	61	27,007	44,561	27,769	65	35,601	58,742	37,906
Currituck		n/a				n/a				n/a			3	37,938	52,503	41,793
Dare	1	49,000	78,400	57,785	6	36,774	58,840	42,716	4	26,311	42,097	29,313	6	35,057	56,091	39,261
Davidson	2	41,139	61,708	62,012 ⁶	8	35,571	53,356	41,813	5	25,343	38,014	25,343	20	33,866	50,799	42,333
Davie																
Duplin	1	36,064	56,568	50,498	4	32,023	50,498	35,488	31	24,268	38,271	25,500	7	30,779	48,537	32,312
Durham	2	43,999	75,745	64,463	9	34,370	59,171	44,774		n/a			81	34,370	59,171	43,106
Edgecombe		n/a			4	29,932	44,435	33,138	10	22,337	33,159	22,337	19	29,932	44,435	31,109
Forsyth	4			59,571	23			41,841	94			29,285	38			39,106
Franklin		n/a			5	35,186	50,265	40,093	6	26,711	38,159	27,942	11	35,186	50,265	36,589
Gaston		42,242	65,484	57,025		36,827	57,095	49,514 ⁷		29,978	46,471	35,578 ⁴		34,385	53,311	41,236
Gates		n/a				n/a			2	24,252	31,413	24,252	1	34,918	45,227	34,918
Graham		n/a			1			\$16.50/hr.		n/a				n/a		
Granville		n/a				n/a			3	21,918	35,069	22,283	5	29,375	47,000	35,252
Greene		n/a				n/a			3	22,374	31,164	23,240	4	29,832	41,601	31,444
Guilford	10	39,316	66,837	58,317	21	37,444	63,655	46,108	145	29,338	49,875	35,609	54	33,963	57,737	45,235
Halifax	1	40,537	65,805	60,324	4	30,086	48,840	38,119	3	21,248	34,492	26,789	14	28,628	46,473	32,361
Harnett	1	38,968	60,400	53,816	5	34,344	53,233	42,830	4	26,677	41,349	27,344	23	34,344	53,233	38,241
Haywood	1	41,837	62,757	59,026	10	36,662	54,994	45,005	10	25,545	38,317	26,290	19	33,573	50,359	34,943
Henderson		n/a			11	36,231	56,165	44,041	8	24,492	37,956	25,086	20	32,214	49,929	38,990
Hertford		n/a				n/a				n/a				n/a		
Hoke	1	41,848	59,130	52,262	3	37,957	53,632	41,025	5	24,467	34,572	29,005	9	32,789	46,330	33,057
Hyde																
Iredell	1	39,788	61,711	61,711	12	34,766	53,922	47,544	8	25,376	39,359	25,959	21	34,766	53,922	41,451
Jackson	1	45,710	81,174	67,566	11	33,549	59,578	36,374		n/a			2	32,391	57,522	34,561
Johnston	1	41,795	70,943	54,322	5	36,625	54,058	42,603	13	28,124	41,512	27,383	29	36,625	54,058	39,502
Jones		n/a				n/a			1	24,660	31,075	24,660	2	29,648	37,378	31,075
Lee	1	44,818	62,745	63,285	5	39,161	54,825	40,921	4	28,585	40,019	30,107	8	37,439	52,414	39,944
Lenoir	1	34,377	49,788	45,106	5	29,952	43,379	39,889		n/a			8	28,607	41,432	35,592
Lincoln	1	41,069	59,481	52,570	4	35,414	51,290	36,297	25	26,332	38,137	26,989	15	35,414	51,290	36,298
McDowell		n/a				n/a			3	24,684	36,282	24,786	8	31,644	46,518	32,293
Macon	1	38,229	57,346	49,140	8	29,954	44,930	36,479	7	21,288	31,931	23,034	1	27,169	40,753	26,264
Madison																
Martin		n/a				n/a				n/a			7	29,313	46,858	30,071
Mecklenburg	12	46,614	83,474	66,361	63	36,344	83,474	44,453	151	28,777	56,848	32,026	92	36,344	83,474	47,006
Mitchell		n/a				n/a			4	28,828	40,359	39,199	5	28,828	40,359	29,693
Montgomery	1	33,636	53,916	45,984	2	31,008	49,680	33,018	5	24,480	39,264	26,808	3	31,008	49,680	35,060
Moore	1	48,336	75,939	57,616		n/a				n/a			12	32,716	51,399	38,486
Nash		n/a			7	37,986	60,940	44,636		n/a			28	34,398	55,172	34,398

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.				
New Hanover	1	\$ 68,964	\$105,989	\$ 85,846	10	\$ 36,962	\$ 56,638	\$ 41,676	35	\$ 28,642	\$ 43,992	\$ 30,099	25	\$ 47,990	\$ 73,635	\$ 51,283
Northampton	1	38,375	66,066	52,900	1	33,151	57,071	36,591	n/a				19	25,974	45,835	29,214
Onslow	2	38,213	61,141	50,251	7	33,971	54,354	44,434	2	23,868	38,189	25,670	27	32,665	52,264	34,288
Orange	1	56,062	89,621	66,950	8	39,647	63,427	52,829	4	30,996	49,550	33,197	30	37,765	60,372	41,832
Pamlico	1	34,985	62,129	53,000		31,731	54,371	no data	6	22,388	39,757	25,423	3	27,411	48,677	29,365
Pasquotank	n/a				n/a				4	23,283	32,597	23,283	8	32,016	44,822	36,408
Pender	1	34,366	53,234	47,412	5	29,941	47,040	42,596	n/a				n/a			
Perquimans	n/a				n/a				n/a				n/a			
Person	n/a				6	37,746	55,716	40,070	5	27,367	40,399	26,585	7	34,829	51,414	34,836
Pitt	2	46,095	72,855	54,059	7	40,069	63,297	43,308	3	27,523	43,499	31,876	30	34,793	54,990	39,445
Polk	n/a				n/a				8	23,174	41,867	28,031 ²	3	27,890	50,888	32,559 ³
Randolph	2	44,376	68,604	50,762	12	38,472	59,256	42,165	n/a				12	35,100	53,892	35,428
Richmond	1	36,246	52,751	51,513	5	31,492	45,819	40,765	30	23,767	34,594	24,717	15	31,492	45,819	32,646
Robeson	1	39,310	48,745	47,315	7	34,960	43,351	40,049	83	26,259	32,561	27,346	37	34,960	43,351	39,660
Rockingham	n/a				7	63,809	55,214	40,050	1	25,929	38,894	31,044	23	32,326	48,489	35,643
Rowan	1	46,475	73,776	64,920	7	34,598	54,930	36,953	n/a				16	32,943	52,293	37,447
Rutherford	n/a				n/a				2	23,730	35,756	28,592	7	26,211	39,491	31,973
Sampson	1	40,548	60,840	56,220	1	33,756	50,628	47,256	36	25,620	38,424	26,633 ⁴	4	30,804	46,176	34,020
Scotland	2	36,444	51,492	45,528	1	33,312	47,064	32,472	4	25,428	35,928	25,905	16	33,312	47,064	34,744
Stanly	1	36,341	54,513	53,197	5	31,754	47,631	39,278	1	24,244	36,364	26,111	11	31,754	47,631	36,222
Stokes																
Surry	1	37,848	63,600	62,208	1	33,192	55,500	48,360	7	24,876	40,344	25,157	14	31,812	52,968	36,149
Swain	n/a				3	28,528	42,041	36,050	2	21,908	32,285	23,061	5	28,528	42,041	30,030
Transylvania	1	37,716	54,688	54,688	5	33,050	47,923	46,009	n/a				3	30,263	43,881	36,142
Tyrrell	n/a				n/a							19,548				26,856
Union	4	45,227	67,839	57,405	13	39,582	59,373	45,184	1	28,974	43,462	24,901	18	36,219	54,327	42,697
Vance	n/a				n/a				n/a				7	31,764	49,236	34,668
Wake	7	42,000	70,000	60,724	27	36,000	60,000	40,909	127	31,900	53,100	37,875	62	31,900	53,100	40,171
Warren	1	42,037	67,459	48,607	1	36,315	58,276	37,211		vacant	24,578	39,440	8	34,585	55,500	37,903
Washington	n/a				n/a				6	21,600	29,712	21,600	7	29,016	39,804	29,016
Watauga	n/a				n/a				4	26,035	40,354	27,354	3	35,430	54,916	38,633
Wayne	1	35,787	55,816	45,810	1	39,083	53,161	44,721	4	23,069	35,979	28,811	10	29,442	45,920	36,770
Wilkes	1	32,571	62,506	59,763	9	28,457	54,619	42,133	3	20,774	39,874	22,966	7	27,195	52,215	31,448
Wilson	n/a				6	33,516	56,664	40,818	n/a				35	33,516	56,664	36,869
Yadkin	n/a				4	32,971	47,747	44,516	n/a				6	32,971	47,747	37,039
Yancey	n/a				n/a					22,690	34,522	29,181		22,690	34,522	25,766

1. Reports Environmental Health Supervisor II

2. Reports Income Maintenance Caseworker II and III together

3. Reports Social Worker II and III together

4. Reports Income Maintenance Caseworker II

5. Part time—80 percent

6. Reports Environmental Health Supervisor I

7. Reports Environmental Health Specialist III

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

January 2008

County	Clerk III (OSSOG Grade 57)			Public Health Nurse II			Physician Extender I			Nutritionist I						
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.				
Alamance	n/a				11	\$ 42,536	\$ 68,057	\$ 53,098	3	\$ 57,886	\$ 92,617	\$ 63,500	4	\$ 31,256	\$ 50,011	\$ 36,597 ²
Alexander	n/a				1	40,170	55,374	48,943	n/a				n/a			
Alleghany	n/a				n/a				n/a				n/a			
Anson	n/a				5	33,365	53,366	42,783	n/a				1	25,443	40,595	26,980
Ashe	n/a				n/a				n/a				n/a			
Avery	n/a				n/a				n/a				n/a			
Beaufort	5	\$ 19,881	\$ 29,821	\$ 22,823	5	41,268	62,433	42,706	n/a				1	25,890	38,834	29,120
Bertie	n/a				n/a				n/a				n/a			
Bladen	n/a				14	38,901	49,275	44,090	2	51,175	64,821	56,859	1	29,081	36,836	29,727
Brunswick	23	21,053	33,685	22,377	2	47,224	75,558	47,520	2	62,924	100,679	71,058 ¹	2	31,522	50,435	38,079
Buncombe	n/a				46	43,247	61,476	51,972	n/a				3	29,086	41,359	33,111
Burke	n/a				8	36,714	56,909	39,211	1	54,248	84,084	54,248	n/a			
Cabarrus	n/a				n/a				n/a				n/a			
Caldwell	n/a				12	34,456	54,417	39,215	n/a				n/a			
Camden	n/a				n/a				n/a				n/a			
Carteret	n/a				3	40,140	64,224	46,819	n/a				n/a			
Caswell	n/a				10	34,824	57,516	43,768	n/a				n/a			
Catawba	n/a				27	39,422	61,169	42,275	3	55,469	86,071	66,405	4	32,433	50,312	40,233
Chatham	n/a				8	40,608	59,996	52,620	n/a				n/a			
Cherokee	n/a				3	35,833	58,631	47,231	1	48,497	80,870	64,683	n/a			
Chowan	n/a				n/a				n/a				n/a			
Clay	n/a							54,629	n/a				n/a			
Cleveland	44	21,588	33,666	23,700	22	41,544	64,848	50,106	n/a				1	27,270	42,564	35,280
Columbus	24	16,006	32,756	24,504	4	33,575	68,707	47,078	2	47,440	97,082	55,538	n/a			
Craven	n/a				18	41,574	68,041	43,591	4	63,405	103,756	66,447 ¹	5	34,470	56,405	36,141 ²
Cumberland	86	22,541	37,193	23,970 ³	15	44,610	73,606	48,526	1	61,305	101,153	76,967	4	29,620	48,873	29,991
Currituck	n/a				n/a				n/a				n/a			
Dare	n/a				11	40,467	64,747	46,605	2	62,241	99,586	71,076	1	31,858	50,974	42,332
Davidson	n/a				27	43,185	64,776	50,251	3	66,936	100,405	73,096 ¹	6	32,275	48,412	34,163 ²
Davie																
Duplin	n/a				7	37,520	59,166	46,709	n/a				n/a			
Durham	n/a				23	43,999	75,745	51,354	3	48,566	83,608	65,556	n/a			
Edgecombe	12	18,376	27,279	20,662	18	42,118	62,525	42,118	n/a				n/a			
Forsyth	n/a				16			53,259	4			67,927	12			40,693
Franklin	n/a				9	44,267	63,239	47,123	n/a				1	29,281	41,831	33,491
Gaston	n/a					39,442	61,149	51,163		51,894	80,447	76,522		29,978	46,471	35,410
Gates	n/a				n/a				n/a				n/a			
Graham	n/a				3	41,600	43,680	43,640				52,000	n/a			
Granville	n/a				n/a				n/a				n/a			
Greene	n/a				6	37,566	52,431	43,319	n/a				1	24,622	36,025	25,099
Guilford	n/a				38	43,346	73,688	56,667	8	58,088	98,749	70,853	4	33,963	57,737	38,214
Halifax	n/a				10	36,702	59,580	41,248	n/a				1	30,086	48,840	48,237 ⁴
Harnett	n/a				15	42,391	65,706	48,225	n/a				n/a			
Haywood	n/a				13	41,837	62,757	42,623	n/a				n/a			
Henderson	n/a				16	40,755	63,180	44,917	1	49,589	76,872	49,589	n/a			
Hertford	n/a				n/a				n/a				n/a			
Hoke	n/a				3	43,940	62,086	44,689	n/a				n/a			
Hyde																
Iredell	n/a				6	43,532	67,519	51,112	n/a				3	27,765	43,063	31,828
Jackson	n/a				3	25,445	68,835	35,828	1	59,606	105,851	77,052 ¹	1	28,919	51,355	37,381
Johnston	n/a				8	41,795	70,943	45,238	n/a				n/a			
Jones	n/a					37,378	47,187	42,856	n/a				part-time			31,390 ²
Lee	14	23,880	33,431	24,639	7	46,880	65,632	46,103	1	64,225	89,915	70,269	2	31,275	43,786	31,275
Lenoir	7	18,071	26,173	20,725	1	35,992	52,128	37,254	n/a				n/a			
Lincoln	n/a				6	37,207	53,887	47,285	1	part-time		118,748	2	32,083	42,466	33,316
McDowell	7	20,232	29,736	23,673	n/a				n/a				n/a			
Macon	11	18,389	27,584	26,007	4	34,676	52,014	42,079	n/a				n/a			
Madison																
Martin	n/a				n/a				n/a				n/a			
Mecklenburg	n/a				4	41,160	83,474	52,789	1	53,396	83,474	74,618	1	36,344	83,474	50,663
Mitchell	n/a				n/a				n/a				n/a			
Montgomery	11	21,288	34,164	25,027	9	38,124	61,092	42,780	n/a				1	26,436	42,408	26,436
Moore	n/a				4	43,843	68,880	47,562	n/a				1	26,916	42,286	vacant
Nash	n/a				25	42,019	67,334	44,574	2	53,829	86,346	56,448	2	29,634	47,565	35,936
New Hanover	n/a				44	47,990	73,635	49,745	1	56,945	87,346	84,711	3	36,962	56,638	40,222

County	Clerk III (OSSOG Grade 57)			Public Health Nurse II			Physician Extender I			Nutritionist I						
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.				
Northampton	n/a				13	\$ 40,294	\$ 69,370	\$ 43,012	1	\$ 62,510	\$107,616	\$ 86,170	n/a			
Onslow	n/a				22	39,742	63,587	39,677	n/a				4	\$ 29,039	\$ 46,462	\$ 39,039
Orange	13	\$ 26,729	\$ 42,727	\$ 29,222	8	46,013	73,556	51,870	n/a				1	39,677	63,427	47,348
Pamlico	n/a					34,985	62,129	36,450	n/a				n/a			
Pasquotank	n/a				n/a				n/a				n/a			
Pender	8	19,804	32,850	21,461	7	35,980	55,497	40,323	1	43,238	65,654	54,001	2	31,349	49,012	37,232 ²
Perquimans	n/a				n/a				n/a				n/a			
Person	n/a				7	42,579	62,854	45,275	n/a				n/a			
Pitt	n/a				9	46,095	72,885	51,951	2	70,293	111,100	72,402	3	30,227	47,778	38,378
Polk	n/a				n/a				n/a				2	19,066	34,444	26,103
Randolph	n/a				13	46,572	72,012	51,410	n/a				n/a			
Richmond	7	20,632	30,055	21,431	5	41,726	60,708	44,865	n/a				2	30,055	43,725	32,098
Robeson	n/a				19	42,212	52,342	44,206	n/a				n/a			
Rockingham	n/a				13	42,092	63,138	47,621	n/a				n/a			
Rowan	n/a				8	44,244	70,235	49,069	2	68,873	109,334	vacant	n/a			
Rutherford	2	21,486	32,374	25,886	n/a				n/a				n/a			
Sampson	12	19,452	29,172	21,956	4	38,736	58,128	42,096	2	51,024	76,536	58,668 ¹	1	29,400	44,100	30,888 ²
Scotland	8	21,240	30,012	22,079	3	41,712	58,932	43,112	n/a					27,828	39,312	vacant
Stanly	16	22,158	27,698	25,240	12	39,763	59,641	42,920	n/a				1	30,389	45,536	35,200
Stokes																
Surry	30	21,084	33,924	23,639 ³	20	41,196	69,912	45,832	1	49,476	84,336	58,056	1	30,552	50,592	33,924 ²
Swain	4	18,371	27,073	22,041	4	35,552	52,392	40,581	n/a				1	29,813	43,934	31,068
Transylvania	6	21,282	30,859	23,055	7	36,091	52,332	43,167	n/a				n/a			
Tyrrell	n/a				n/a				n/a				n/a			
Union	n/a				13	47,289	70,934	54,562	n/a				3	31,687	47,531	33,317
Vance	n/a				n/a				n/a				n/a			
Wake	n/a				172	40,700	67,800	53,188	27	56,400	94,100	71,917	20	31,900	53,100	42,416
Warren	n/a				5	38,130	61,188	42,379	n/a				1	27,097	43,484	vacant
Washington	n/a				n/a				n/a				n/a			
Watauga	n/a				n/a				n/a				n/a			
Wayne	n/a					37,577	58,607	46,928		50,359	78,540	62,889	n/a			
Wilkes	n/a				6	34,065	65,384	42,497	n/a				n/a			
Wilson	n/a				23	42,348	71,592	48,679	2	64,536	109,128	77,160	n/a			
Yadkin	n/a				2	41,665	60,349	46,577	n/a				n/a			
Yancey	n/a				n/a				n/a				n/a			

1. Reports Physician Extender II

2. Reports Nutritionist II

3. Reports OSSOG III

4. Reports Nutritionist III

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

January 2008

County	Public Health Educator I			Spanish Interpreter			Business Officer I			Medical Records Assistant III			Substance Abuse Counselor I				
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	
Alamance	1	\$ 28,622	\$ 45,796	\$ 28,622	n/a				1	\$ 42,536	\$ 68,057	\$ 64,572	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	1	25,443	40,595	26,467	n/a				n/a				n/a			n/a	
Ashe	n/a				n/a				n/a				n/a			n/a	
Avery	n/a				n/a				n/a				n/a			n/a	
Beaufort	n/a				2	\$ 25,890	\$ 38,834	\$ 26,875	n/a				n/a			n/a	
Bertie	n/a				n/a				n/a				n/a			n/a	
Bladen	2	27,854	35,281	28,473	2	24,172	30,616	25,782	n/a				3	\$ 21,717	\$ 27,507	\$ 24,610	
Brunswick	1	31,522	50,435	35,606	1	26,287	42,060	28,035	1	41,990	67,184	46,205	3	26,287	42,060	26,675	
Buncombe	n/a				4	25,491	36,239	27,344	n/a				n/a			n/a	
Burke	1	26,092	40,443	27,423	1	26,092	40,443	27,954	n/a				n/a			n/a	
Cabarrus	n/a				2	24,591	43,962	29,258	n/a				n/a			n/a	
Caldwell	1	24,822	39,112	24,822	n/a				1	39,714	62,707	43,511	1	18,801	29,527	21,567	
Camden	n/a				n/a				n/a				n/a			n/a	
Carteret	1	26,257	42,011	29,206	2	23,693	37,909	23,989	n/a				n/a			n/a	
Caswell	n/a				n/a				n/a				n/a			n/a	
Catawba	2	34,062	52,823	43,259	3	26,665	41,390	30,799	1	43,459	67,429	53,958	n/a			n/a	
Chatham	n/a				5	24,929	36,831	27,004	n/a				n/a			n/a	
Cherokee	1	25,398	39,454	25,398	n/a				n/a				n/a			n/a	
Chowan	n/a				n/a				n/a				n/a			n/a	
Clay	n/a				n/a				n/a				n/a			n/a	
Cleveland	10	28,566	44,598	29,958	n/a				n/a				n/a			n/a	
Columbus	n/a				1	18,562	37,988	20,690	n/a				n/a			n/a	
Craven	1	36,123	59,114	37,857	2	29,942	49,003	31,381	n/a				n/a			n/a	
Cumberland	5	29,620	48,873	29,620	4	25,781	42,538	26,171	n/a				6	22,541	37,193	23,612	
Currituck	n/a				n/a				n/a				n/a			n/a	
Dare	6	31,858	50,974	33,739	4	23,911	44,159	27,982	n/a				n/a			n/a	
Davidson	1	27,957	41,935	44,856	2	27,957	41,935	28,734	1	n/a			n/a			n/a	
Davie																	
Duplin	1	26,270	41,425	29,583	5	23,327	36,783	24,564	n/a				1	20,714	32,664	23,793	
Durham	4	32,716	56,322	40,677	7	26,850	46,225	26,296	n/a				n/a			3	
Edgecombe	n/a				1	20,259	30,075	23,567	n/a				n/a				\$ 29,637 \$ 51,024 \$ 39,059
Forsyth	14			33,265	7			28,651	3			51,203	n/a				vacant
Franklin	1	29,281	41,831	vacant	n/a				n/a				n/a				n/a
Gaston		34,385	53,311	42,984		26,135	40,518	30,709		51,894	80,447	62,920		21,274	32,985	26,783	n/a
Gates	n/a				n/a				n/a				n/a				n/a
Graham	n/a				n/a				n/a				n/a				n/a
Granville	n/a				n/a				n/a				n/a				n/a
Greene	n/a				2	18,479	25,714	19,173	n/a				n/a				n/a
Guilford	9	33,963	57,737	46,701	9	27,941	47,500	32,340	6	35,661	60,623	52,977	6	26,611	45,238	32,521	25
Halifax	1	27,240	44,220	27,925	2	23,468	38,096	23,468	1	36,702	59,580	48,840	n/a				n/a
Harnett	n/a				3	29,021	44,893	31,923	n/a				n/a				n/a
Haywood	3	30,743	46,116	35,127	2	24,446	30,558	24,939	n/a				n/a				n/a
Henderson	n/a				9	24,492	37,856	26,984	n/a				n/a				n/a
Hertford	n/a				n/a				n/a				n/a				n/a
Hoke	n/a				4	22,193	32,196	24,716	n/a				n/a				n/a
Hyde																	
Iredell	1	27,765	43,063	30,222	3	24,620	37,628	29,252	2	43,532	57,519	58,013	n/a				n/a
Jackson	1	28,919	51,355	29,364	1	25,445	45,186	26,981	n/a				n/a				n/a
Johnston	n/a				n/a				1	45,641	77,474	57,784	1	23,582	34,810	26,977	n/a
Jones	n/a				n/a				n/a				n/a				n/a
Lee	1	31,275	43,786	31,275	1	27,329	38,260	31,275	n/a				1	23,880	33,431	26,140	n/a
Lenoir	n/a				2	20,741	30,039	21,904	n/a				n/a				n/a
Lincoln	2	33,708	48,819	33,708	n/a				n/a				6	21,612	31,300	22,637	n/a
McDowell	n/a				n/a				n/a				n/a				n/a
Macon	1	part-time		19,359	3	24,643	36,986	25,299	n/a				n/a				n/a
Madison																	
Martin	n/a				1	24,596	39,320	24,596	n/a				n/a				n/a
Mecklenburg		n/a			5	26,280	56,848	27,720	7	52,790	83,474	74,517	7	28,040	56,848	33,894	22
Mitchell	n/a				n/a				n/a				n/a				n/a
Montgomery	1	28,560	45,816	32,592	4	23,520	37,728	24,354	n/a				n/a				n/a
Moore	n/a				n/a				n/a				n/a				n/a
Nash	3	32,741	52,509	37,387	4	29,634	47,565	30,203	1	46,364	74,367	49,979	n/a				n/a
New Hanover	3	36,962	56,638	35,102	4	28,642	43,992	30,366	4	50,732	77,812	59,902	n/a				n/a

County	Public Health Educator I			Spanish Interpreter			Business Officer I			Medical Records Assistant III			Substance Abuse Counselor I		
	No. Min.	Max.	Avg.	No. Min.	Max.	Avg.	No. Min.	Max.	Avg.	No. Min.	Max.	Avg.	No. Min.	Max.	Avg.
Northampton	n/a			n/a			n/a			n/a			n/a		
Onslow	n/a			n/a			n/a			n/a			n/a		
Orange	\$ 37,765	\$ 60,372	vacant	\$ 34,214	\$ 54,694	vacant	2	\$ 50,788	\$ 81,193	\$ 54,235	6	\$ 26,729	\$ 42,727	\$ 30,484	n/a
Pamlico	1	23,292	41,363	27,411	n/a		n/a			n/a			n/a		
Pasquotank	n/a			n/a			n/a			n/a			2		\$ 38,709
Pender	1	29,941	47,040	32,811	²	n/a	n/a			n/a			n/a		
Perquimans	n/a			n/a			n/a			n/a			n/a		
Person	1	32,139	47,444	33,464	n/a		n/a			n/a			n/a		
Pitt	n/a			3	30,227	47,778	31,453	n/a			1	22,816	36,059	23,367	n/a
Polk	n/a			1	23,174	37,974	24,956	n/a			n/a		n/a		
Randolph	n/a			5	25,476	38,472	27,764	n/a			n/a		n/a		
Richmond	n/a			n/a			n/a			1	20,632	30,055	20,632	n/a	
Robeson	1	29,160	36,157	29,432	8	24,809	30,762	25,185	n/a	1	21,909	27,167	26,500	1	\$ 37,861 \$ 46,947 38,108
Rockingham	n/a			5	24,816	37,224	28,026	n/a		n/a			n/a		
Rowan	4	32,943	52,293	39,781	3	24,525	38,931	26,892	n/a	n/a			n/a		
Rutherford	n/a			n/a			n/a			n/a			n/a		
Sampson	1	30,804	46,176	32,328	²	4	25,620	38,424	26,385	n/a	1	19,452	29,172	21,732	n/a
Scotland	n/a			n/a			n/a			n/a			n/a		
Stanly	1	31,754	47,631	33,250	3	23,177	34,766	28,411	n/a	n/a			n/a		
Stokes															
Surry	5	31,812	52,968	36,574	4	23,892	38,616	26,019	n/a	2	21,084	33,924	24,978	n/a	
Swain	1	28,528	42,041	35,274	n/a		n/a			n/a			n/a		
Transylvania	n/a			n/a			n/a			n/a			n/a		
Tyrrell	n/a			n/a			n/a			n/a			n/a		
Union	n/a			9	27,698	41,548	29,473	n/a		n/a			n/a		
Vance	n/a			n/a			1	41,364	64,104	47,520	n/a		n/a		
Wake	26	31,900	53,100	40,189	14	25,150	41,850	29,659	3	51,000	85,000	68,360	n/a	14	31,900 53,100 41,341
Warren	2	27,097	43,484	27,097	n/a		n/a			n/a			n/a		
Washington	n/a			n/a			1	29,952	41,088	38,172	n/a		n/a		
Watauga	n/a			n/a			n/a			n/a			n/a		
Wayne		28,041	43,735	35,019	n/a				39,454	61,538	42,489	n/a	n/a		
Wilkes	1	23,774	45,631	34,837	3	21,736	43,636	29,407	n/a	n/a			n/a		
Wilson	1	30,492	51,576	32,844	4	27,792	46,956	30,489	n/a	n/a			n/a		
Yadkin	1	27,339	39,581	27,339	2	27,339	39,581	23,497	n/a	n/a			n/a		
Yancey	n/a			n/a			n/a			n/a			n/a		

1. Reports Foreign Language Interpreter II

2. Reports Public Health Educator II

TABLE XXVII. COUNTY ENGINEER, CIVIL ENGINEER, AND CUSTODIAN

January 2008

County	County Engineer				Civil Engineer				Custodian				Grounds Maintenance Worker			
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance		n/a				n/a				n/a				n/a		
Alexander		n/a				n/a				n/a			2	\$ 23,333	\$ 32,165	\$ 25,127
Alleghany		n/a				n/a			1	\$ 18,744	\$ 28,117	\$ 18,744		n/a		
Anson		n/a				n/a				n/a				n/a		
Ashe		n/a				n/a			1	27,705	39,144	35,643		n/a		
Avery		n/a				n/a				n/a			2	22,652	31,588	26,019
Beaufort		n/a				n/a				n/a				n/a		
Bertie		n/a				n/a			3	18,344	27,079	20,848	3	21,708	32,045	21,708
Bladen		n/a				n/a			8	19,261	24,397	20,972	1	24,172	30,616	27,393
Brunswick		n/a				n/a			17	19,309	30,895	22,645	2	22,798	36,477	23,964
Buncombe		n/a				n/a				n/a				n/a		
Burke		\$ 62,799	\$ 97,339	\$ 90,000		n/a			1	18,543	28,743	20,592	2	20,444	31,688	20,444
Cabarrus		n/a				n/a			17	21,237	32,788	23,141	6	22,321	34,428	26,639
Caldwell		41,569	65,748	57,126		n/a				n/a				n/a		
Camden		n/a				n/a				part-time		14,648		18,937	28,402	2,726
Carteret		53,250	85,200	83,948		n/a			6	18,750	30,000	20,792	1	26,257	42,011	27,168
Caswell		n/a				n/a			4	18,240	29,892	19,992	1	20,424	33,528	21,228
Catawba		52,823	81,967	81,967		n/a				n/a				n/a		
Chatham		59,996	88,641	85,000		n/a			6	21,535	31,817	24,112		n/a		
Cherokee		n/a				n/a			3	19,733	24,170	21,585	3	19,733	24,170	20,486
Chowan		n/a				n/a			7	16,062	28,844	17,853	1	23,729	42,613	23,729
Clay		n/a				n/a			1			21,071	2			32,995
Cleveland		n/a				n/a			3	17,088	26,652	18,768	2	23,700	36,978	24,840
Columbus		n/a				n/a				n/a				n/a		
Craven		n/a				n/a			5	18,733	30,663	21,547	1	23,688	38,764	25,419
Cumberland		\$61,305	\$101,153	\$95,676		n/a			40	16,544	28,534	18,316	9	25,781	46,680	30,786
Currituck				95,460		n/a			3	20,940	28,702	24,944	4	26,039	35,842	27,913
Dare		n/a				n/a			5	21,728	34,766	28,179	4	22,794	36,740	30,367
Davidson		n/a				n/a			3	17,047	25,570	17,046	2	17,956	26,933	19,378
Davie																
Duplin		n/a				n/a			5	18,394	29,004	19,304	2	23,327	36,783	25,032
Durham		68,621	118,137	112,144		n/a				n/a			10	25,555	43,999	29,831
Edgecombe		n/a				n/a			3	15,118	22,442	16,362	9	16,668	24,744	18,166
Forsyth				108,576		n/a			43			20,151	30			19,825
Franklin		n/a				n/a			6	19,367	27,667	20,869		n/a		
Gaston	1	59,523	92,282	72,918		n/a				n/a			6	21,274	32,985	29,075
Gates		n/a				n/a			1	19,387	25,113	19,387		n/a		
Graham		n/a				n/a			2	part-time		\$8.63/hr.	3	part-time		\$9.50/hr.
Granville		n/a				n/a			2	18,036	31,810	24,126	2	19,881	33,396	23,925
Greene		n/a				n/a			3	16,036	22,288	18,279		n/a		
Guilford	1	55,322	94,047	88,075	1	\$ 45,513	\$ 77,372	\$ 64,294	12	22,987	39,078	27,234	12	no data	no data	no data
Halifax		n/a				n/a			3	15,840	25,600	22,713	2	17,460	28,275	22,543
Harnett		n/a				n/a			5	19,867	30,794	25,105	2	23,511	36,442	26,149
Haywood	1	54,486	81,728	65,000		n/a			11	19,615	29,424	19,616	8	17,963	26,945	21,953
Henderson	1	64,365	99,756	91,481		n/a			4	20,924	33,739	24,845	3	23,213	35,988	28,713
Hertford		n/a				n/a			4	15,357	22,727	15,857	1	31,921	47,242	33,523
Hoke		n/a				n/a			4	19,171	27,088	21,852		n/a		
Hyde																
Iredell		n/a				n/a				n/a			3	26,544	41,169	29,930
Jackson		n/a				n/a			17	19,651	34,897	20,807	13	24,285	43,126	27,589
Johnston	1	77,401	131,380	116,944		n/a			3	19,775	29,190	23,502	1	21,597	31,879	23,748
Jones		n/a				n/a			3	19,057	23,787	20,817		n/a		
Lee		n/a				n/a			11	21,825	30,554	24,487	4	26,126	36,577	27,321
Lenoir		n/a				n/a				n/a				n/a		
Lincoln		n/a			1	47,628	68,979	53,884	9	20,571	29,793	22,685	2	20,570	29,792	21,084
McDowell		n/a				n/a			3.5	16,584	24,378	20,877		n/a		
Macon		n/a				n/a			9	18,389	27,584	22,057	7	20,274	30,411	24,426
Madison																
Martin		n/a				n/a			4	16,546	37,614	23,407		n/a		
Mecklenburg	1	59,784	132,763	78,716	3	41,160	83,474	50,941	106	21,633	47,720	27,462	106	21,633	47,720	27,462
Mitchell		n/a				n/a			1	12,578	17,609	13,962		n/a		
Montgomery		n/a				n/a			5	19,632	31,512	21,828	1	22,620	36,300	26,004
Moore	1	55,955	87,910	66,690		n/a			11	18,218	28,621	22,583	2	20,085	31,555	25,196
Nash	1	56,569	90,744	75,000		n/a			7	20,906	33,576	24,793		n/a		
New Hanover	1	90,945	139,514	125,859	1	61,080	93,687	61,080	20	23,109	35,485	25,906	23	23,109	35,485	24,739
Northampton		n/a				n/a			5	16,734	29,545	38,086	2	18,459	32,574	19,903

County	County Engineer			Civil Engineer			Custodian			Grounds Maintenance Worker					
	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.			
Onslow		n/a			n/a			18	\$ 16,124	\$ 25,799	\$ 21,988	12	\$ 19,618	\$ 31,388	\$ 24,815
Orange	1	\$ 75,396	\$120,531	\$107,367	n/a			18	25,439	40,669	27,813	3	28,080	44,890	29,278
Pamlico		n/a			n/a			4	18,021	32,002	21,323		n/a		
Pasquotank		n/a			n/a			15	17,046	25,611	18,486		n/a		
Pender		n/a			n/a			4	18,914	31,605	19,127	2	21,711	35,518	24,287
Perquimans		n/a			n/a			4	16,911	25,611	19,350	1	24,048	36,419	27,839
Person		n/a			n/a			5	21,504	31,744	23,071	3	22,386	33,046	22,958
Pitt	1	55,604	87,884	72,855	n/a				n/a			5	20,775	39,607	no data
Polk		n/a			n/a			2	part-time		\$10.93/hr.	3	24,333	48,465	30,293
Randolph	1	62,232	96,588	81,420	n/a			1	17,712	26,628	21,765		n/a		
Richmond				91,914	n/a			1	19,709	28,686	22,679		n/a		
Robeson		n/a			n/a			16	17,558	21,772	19,518	5	20,458	25,368	23,734
Rockingham		n/a			n/a			4	18,219	27,329	19,447		n/a		
Rowan		n/a			n/a			3	18,273	28,984	22,482	4	23,348	37,061	24,853
Rutherford		n/a			n/a			3	19,453	29,311	19,453	1	21,486	32,374	22,863
Sampson		n/a			n/a				n/a				n/a		
Scotland	1	59,772	84,456	72,816	n/a			5	18,564	26,232	19,224	4	22,224	31,404	24,078
Stanly		n/a			n/a				n/a				n/a		
Stokes															
Surry		n/a			n/a			5	19,500	31,164	20,950	4	21,972	35,388	24,261
Swain		n/a			n/a			2	14,741	21,725	17,910	5	17,580	25,908	19,632
Transylvania	1	49,117	71,220	60,705	n/a			6	16,342	23,696	20,469	2	part-time		\$12/hr.
Tyrrell		n/a			n/a						21,588		emergency management director		
Union		n/a			n/a				n/a				n/a		
Vance		n/a			n/a			3	19,572	30,336	22,208	1	22,332	34,200	26,484
Wake		n/a			n/a				n/a			8	22,700	37,800	23,622
Warren		n/a			n/a			9	18,341	29,430	18,341	3	19,258	30,903	20,397
Washington		n/a			n/a			2	16,548	23,928	23,928	2	20,940	30,300	21,456
Watauga		n/a			n/a			11	20,893	35,361	23,729		n/a		
Wayne		n/a			n/a			14	15,615	24,354	17,033	2	17,216	26,855	17,216
Wilkes		n/a			n/a			5	15,860	47,721	27,405		n/a		
Wilson		n/a			n/a			1	20,016	33,852	21,552		n/a		
Yadkin		n/a			n/a			3	22,658	32,830	28,516		n/a		
Yancey		n/a			n/a			1	16,931	25,760	21,956	2	20,580	31,312	27,247

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

January 2008

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			\$ 48,943	\$ 67,468	\$ 67,468	n/a				n/a		
Alleghany		n/a			n/a			n/a				n/a		
Anson		n/a			n/a			n/a				county manager		
Ashe	1	\$ 30,177	\$ 42,639	\$ 30,177	52,851	74,676	52,851	n/a				n/a		
Avery	1	33,469	46,671	33,488	n/a			n/a				county manager		
Beaufort		n/a			\$74,460	\$111,689	\$111,689	n/a				n/a		
Bertie		n/a			48,309	71,314	48,309	n/a				n/a		
Bladen		n/a			54,858	69,487	67,049 ¹	n/a				n/a		
Brunswick	1	33,267	53,227	33,267	n/a			n/a				county attorney		
Buncombe		n/a			n/a			n/a				n/a		
Burke	1	30,204	46,819	31,744	n/a			n/a				n/a		
Cabarrus	2	38,161	58,894	47,884	n/a					\$100,000	2	\$ 44,164	\$ 68,176	\$ 54,821
Caldwell	2	24,822	39,112	26,944	43,574	68,916	58,775	n/a			1	23,700	37,306	35,885
Camden	1	29,408	44,109	33,563	county planner			\$33,559	\$50,335	41,758		n/a		
Carteret	7	28,910	46,256	37,436	n/a			n/a				n/a		
Caswell		n/a			n/a			n/a				n/a		
Catawba	3	30,889	47,921	33,604	n/a			n/a			3	41,390	64,222	45,873
Chatham	1	33,408	49,359	33,407	n/a			40,608	59,996	53,525		n/a		
Cherokee		n/a					60,674	n/a				n/a		
Chowan	1	part-time		\$10/hr	n/a			n/a				staff attorney		
Clay		n/a			n/a			n/a				n/a		
Cleveland		n/a			n/a			n/a				n/a		
Columbus		n/a			41,093	65,694	49,875	30,418	62,245	36,509		n/a		
Craven		n/a			80,149	131,168	131,168	66,447	108,736	103,756		n/a		
Cumberland	5	31,007	56,081	38,720	n/a			n/a			3	33,988	67,267	44,852
Currituck	2	32,838	45,362	34,466	60,034	83,441	60,034	48,138	66,785	57,226	1	37,938	52,503	37,938
Dare	2	35,057	56,091	37,730	n/a			n/a			1	46,711	74,738	74,738
Davidson	3	32,275	48,412	43,583	n/a			n/a				n/a		
Davie														
Duplin		n/a			47,584	75,036	75,036	40,612	64,042	45,736		n/a		
Durham		joint city-county function			n/a			n/a			1	37,940	65,315	48,444
Edgecombe		n/a			n/a			n/a				n/a		
Forsyth		n/a			n/a			n/a				n/a		
Franklin	1	33,606	48,010	36,332	63,923	91,320	71,098	n/a				n/a		
Gaston	1	51,894	80,447	64,866	78,316	121,407	107,681	39,442	61,149	vacant	1	51,894	80,447	67,460
Gates		n/a			n/a			n/a				n/a		
Graham		n/a			n/a			part-time		\$9.24/hr.		n/a		
Granville	1	23,019	36,830	23,594	n/a			n/a				n/a		
Greene		n/a			48,346	67,524	59,201	n/a				n/a		
Guilford	1	32,545	54,897	48,668	58,088	98,749	96,485	n/a			1	41,282	70,179	52,819
Halifax		n/a			66,627	108,158	84,364	n/a				n/a		
Harnett	2	34,344	53,233	35,040	61,921	95,978	77,428	n/a				n/a		
Haywood		n/a			47,744	71,615	76,846	n/a			1	33,573	50,359	36,519
Henderson	3	30,986	48,010	32,714	n/a			45,845	71,076	76,103	2	36,231	56,165	36,777
Hertford		economic development director			38,791	57,411	54,666	n/a				n/a		
Hoke		n/a			n/a			n/a				n/a		
Hyde		n/a												
Iredell	1	31,775	49,284	35,995	n/a			n/a				n/a		
Jackson	5	30,077	53,412	32,269	n/a			n/a				n/a		
Johnston	2	33,536	45,333	33,637	70,880	120,309	99,172			69,000		n/a		
Jones		n/a			n/a			n/a				n/a		
Lee		n/a					93,110	n/a				n/a		
Lenoir		n/a			51,971	75,270	68,190	32,833	47,552	38,950		n/a		
Lincoln	1	37,207	53,887	38,135	n/a			n/a				n/a		
McDowell		n/a			county manager			30,108	44,262	33,258		n/a		
Macon		n/a			n/a			n/a				n/a		
Madison														
Martin		n/a			n/a					46,125		n/a		
Mecklenburg		n/a			n/a			n/a			5	46,614	83,474	61,174
Mitchell		n/a			n/a			n/a				n/a		
Montgomery		n/a			n/a			n/a				n/a		
Moore	2	32,716	51,399	34,369	n/a			n/a			1	37,873	59,500	54,899
Nash		n/a			n/a			42,019	67,334	46,606		n/a		
New Hanover	5	36,592	56,638	40,161	n/a			n/a			1	50,732	77,812	71,103

County	Zoning Code Enforcement Officer			Economic Development Director			Tourism Director			Public Information Officer				
	No.	Min.	Max.	Actual	Min.	Max.	Actual	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Northampton	1	\$ 36,549	\$ 62,920	\$ 42,358	\$ 51,427	\$ 88,535	\$ 84,268	n/a				n/a		
Onslow	4	30,200	48,321	31,588	n/a			n/a				n/a		
Orange	1	43,796	70,013	53,475	71,762	114,722	vacant	\$ 65,014	\$103,933	\$ 74,984		n/a		
Pamlico	n/a				n/a			n/a				n/a		
Pasquotank	1	32,016	44,822	38,514	n/a			43,000	74,000	43,000		n/a		
Pender	1	26,087	41,648	31,134	n/a			31,349	49,012	32,288		n/a		
Perquimans	1	23,012	34,851	24,767	n/a			n/a				n/a		
Person	n/a				63,638	93,342	77,371	n/a				n/a		
Pitt	n/a				n/a			n/a			1	\$ 48,309	\$ 76,351	\$ 54,340
Polk	1	22,071	26,165	23,188	37,749	61,855	47,143	29,577	48,465	40,772		n/a		
Randolph	1	32,016	48,924	35,955	n/a			48,924	75,636	48,922		n/a		
Richmond	1	24,907	36,246	28,686	84,372	123,309	91,914	n/a			1	36,246	52,751	40,960
Robeson	1	30,609	37,956	36,282	56,714	70,325	66,963	n/a				n/a		
Rockingham	1	32,326	48,489	40,792	n/a			n/a			1	38,522	57,783	48,830
Rowan	2	34,598	54,930	41,377	n/a			n/a				n/a		
Rutherford	n/a						130,548	37,113	55,920	52,552		n/a		
Sampson	n/a				51,024	76,536	76,164	n/a				assistant county manager		
Scotland	n/a				n/a			n/a				n/a		
Stanly	1	29,022	36,278	33,650	49,786	74,680	75,601	n/a				n/a		
Stokes	1	32,597	48,896											
Surry	1	29,268	48,360	32,484	n/a			n/a				n/a		
Swain	n/a				29,813	43,934	32,330	n/a				n/a		
Transylvania	n/a				49,117	71,220	71,220	n/a				n/a		
Tyrrell	n/a				n/a			n/a				n/a		
Union		30,304	45,456	vacant	n/a			n/a			1	47,289	70,934	62,162
Vance	1	29,088	45,084	31,848	53,868	83,484	72,708	41,364	64,104	58,488		n/a		
Wake	n/a				n/a			n/a			1	62,650	104,350	80,798
Warren	n/a				463,469	74,372	60,000	n/a				n/a		
Washington	1	22,668	32,844	23,832			62,100			34,000		n/a		
Watauga	n/a				planning director			n/a				n/a		
Wayne	n/a				58,296	90,921	84,429	n/a				n/a		
Wilkes	1	23,774	45,631	34,065	n/a			n/a				n/a		
Wilson	1	27,792	46,956	29,916	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 \$7,800 travel

TABLE XXIX. OFFICE ASSISTANT AND CUSTOMER SERVICE REPRESENTATIVE

January 2008

County	Office Assistant—Entry Level			Office Assistant—Journey Level			Utility Customer Service Representative				Senior Utility Customer Service Representative					
	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Alamance	9	\$ 21,980	\$ 35,166	\$ 26,103	3	\$ 24,001	\$ 38,403	\$ 31,971	n/a				n/a			
Alexander	5	18,228	25,128	25,127		n/a			n/a				n/a			
Alleghany		n/a				n/a			n/a				n/a			
Anson		n/a				n/a			n/a				n/a			
Ashe		n/a				n/a			n/a				n/a			
Avery	3	19,568	27,287	22,651	5	22,652	31,588	27,375	n/a				n/a			
Beaufort	3	19,881	29,821	21,969	3	21,711	32,566	23,826	n/a				2	\$ 23,709	\$ 35,563	\$ 24,677
Bertie	1	20,813	30,724	20,714		n/a			2	\$ 23,615	\$ 34,860	\$ 23,615	1	31,708	46,807	32,506
Bladen	21	24,172	30,616	25,311		26,626	33,727	27,810	1	25,399	32,171	26,836	1	27,854	35,281	30,283
Brunswick		n/a				n/a			7	22,798	50,435	27,946	1	43,734	69,974	48,968
Buncombe	25	III 22,332	31,809	27,730	29	IV 24,402	34,714	29,199	n/a				n/a			
Burke	3	21,465	33,272	22,702	2	27,397	42,466	31,204	n/a				n/a			
Cabarrus	2	22,321	34,428	29,397		n/a			n/a				n/a			
Caldwell		n/a				n/a			n/a				n/a			
Camden		19,788	29,680	23,523		n/a				19,788	29,680	21,090		21,609	32,412	24,127
Carteret	6	18,750	30,000	22,780	6	20,173	32,277	26,790	n/a				n/a			
Caswell		n/a				n/a			n/a				n/a			
Catawba	43	23,035	35,758	30,523	9	29,413	45,631	35,928	n/a				n/a			
Chatham		n/a				n/a			1	26,175	38,674	26,175	1	30,303	44,771	35,681
Cherokee	8	20,560	31,190	25,189	5	22,003	33,676	27,427	n/a				n/a			
Chowan		n/a				n/a			1	21,523	38,652	26,160	n/a			
Clay				20,031				33,240				32,652				32,652
Cleveland	42	21,588	33,666	24,840		n/a			n/a				n/a			
Columbus		n/a				n/a			1	13,801	28,245	18,606	1	20,490	41,930	21,738
Craven	6	III 22,603	36,986	24,378	4	IV 24,820	40,627	26,489	2	24,820	40,627	28,260	1	27,262	44,617	29,942
Cumberland	10	19,719	32,537	21,601	51	22,541	44,561	25,858	n/a				n/a			
Currituck		n/a				n/a			2	24,339	33,495	25,285	1	29,439	40,602	32,400
Dare	20	21,728	38,257	28,936	20	21,728	43,322	35,535	2	25,081	40,130	30,929	1	30,371	48,592	42,340
Davidson	58	21,820	32,730	27,275	1	26,953	39,889	30,847	n/a				n/a			
Davie																
Duplin	2	20,714	32,664	21,986		n/a			1	32,023	50,498	32,664	n/a			
Durham	55	20,976	36,111	24,176	6	25,555	43,999	32,491	n/a				n/a			
Edgecombe	13	18,376	27,279	21,492	6	20,259	30,075	21,594	2	22,337	33,159	28,002	n/a			
Forsyth	112			23,149	47			29,076	n/a				n/a			
Franklin		n/a				n/a			1	25,512	36,446	28,315	n/a			
Gaston	18	21,274	32,985	26,756	6	22,785	35,323	28,244	n/a				n/a			
Gates	1	20,323	26,332	31,710	2	23,189	30,037	23,541	1	19,387	25,113	19,975	n/a			
Graham		n/a				n/a			n/a				n/a			
Granville		n/a			3	21,918	35,069	27,712	1	19,881	31,810	19,881	n/a			
Greene	2	19,370	26,959	22,481 ¹		n/a			2	19,403	27,006	21,736	1	23,466	32,692	30,764
Guilford	162	24,137	41,032	29,680	91	26,611	45,238	32,521	n/a				n/a			
Halifax		n/a				n/a			2	23,468	38,096	27,077	1	25,920	42,076	31,619
Harnett	1	23,511	36,442	28,403		n/a			5	26,677	41,349	27,859	1	29,021	44,983	38,563
Haywood		n/a				n/a			n/a				n/a			
Henderson	4	III 21,762	33,739	23,192	8	IV 23,537	36,497	28,425	n/a				n/a			
Hertford		n/a				n/a			2	19,602	29,010	19,844	n/a			
Hoke		n/a			6	22,193	31,358	25,421	3	22,193	31,358	23,316	1	37,957	56,632	44,019
Hyde																
Iredell	27	21,198	32,879	26,400	40	23,194	35,973	27,317	n/a				n/a			
Jackson	1	28,919	51,355	32,541		n/a			n/a				n/a			
Johnston		n/a				n/a			n/a				n/a			
Jones		n/a				n/a			n/a				n/a			
Lee		n/a				26,126	36,577	no data	n/a				n/a			
Lenoir		n/a			14	19,811	28,692	22,743	n/a				n/a			
Lincoln	2	20,571	29,793	23,708	12	21,612	31,300	22,433	7	25,064	36,299	26,291	n/a			
McDowell		n/a				n/a			n/a				n/a			
Macon	3	18,389	27,584	23,296	10	20,274	30,411	25,254	n/a				n/a			
Madison																
Martin		n/a				n/a			1	21,526	34,412	22,066	n/a			
Mecklenburg	189	26,280	56,848	31,262	170	29,441	56,848	37,214	n/a				n/a			
Mitchell		n/a			2	20,488	24,586	23,346	n/a				n/a			
Montgomery	6	21,288	34,164	23,536	5	26,436	42,408	30,579	2	22,620	36,300	23,412	1	27,468	44,088	34,020
Moore		n/a			17	26,916	42,286	34,343	2	23,250	36,529	28,392	1	29,675	46,620	35,568
Nash	7	21,975	35,272	25,291	1	26,829	43,089	27,507	1	25,538	40,988	30,777	n/a			
New Hanover	11	25,917	39,728	29,973	27	31,429	48,235	38,660	9	28,642	43,992	30,022	n/a			
Northampton	1	19,383	34,202	20,364	4	25,974	44,716	28,887	2	21,369	37,708	24,524	n/a			

County	Office Assistant—Entry Level			Office Assistant—Journey Level			Utility Customer Service Representative			Senior Utility Customer Service Representative						
	No.	Min.	Max.	Actual	No.	Min.	Max.	Actual	No.	Min.	Max.	Avg.	No.	Min.	Max.	Avg.
Onslow		n/a			6	\$ 19,618	\$ 31,388	\$ 21,643		n/a				n/a		
Orange	13	\$ 26,729	\$ 42,727	\$ 30,408	18	28,080	44,890	30,543		n/a				n/a		
Pamlico		n/a			11	21,518	36,750	23,725	3	\$ 21,518	\$ 36,750	\$ 26,046	1	\$ 24,861	\$ 44,150	\$ 31,270
Pasquotank		n/a				n/a			2	20,788	29,104	23,512	1	25,778	36,090	36,528
Pender		n/a				n/a			2	19,804	32,850	21,740	1	26,087	41,648	30,434
Perquimans		n/a				n/a			1.5	22,063	33,414	25,986		n/a		
Person		n/a				n/a				n/a				n/a		
Pitt	3	22,816	36,059	23,365	7	25,059	39,607	30,086		n/a				n/a		
Polk	9	18,158	36,165	23,194	7	24,333	43,959	32,693		n/a				n/a		
Randolph	41	22,260	33,492	24,266	7	25,476	38,472	27,155		n/a				n/a		
Richmond		n/a				n/a			1	18,816	27,366	19,243	1	18,816	27,366	25,501
Robeson	25	20,458	25,368	22,966		n/a			7	23,359	28,965	23,734	1	43,661	54,140	51,817
Rockingham		n/a				n/a				n/a				n/a		
Rowan	36	21,171	33,592	23,135	21	23,348	37,061	27,444		n/a				n/a		
Rutherford	1	22,581	34,023	25,252	7	26,211	39,491	27,280		n/a				n/a		
Sampson	12	19,452	29,172	21,956	16	21,312	31,968	23,654		n/a			1	23,388	35,052	28,524
Scotland	2	21,240	30,012	21,780	20	23,244	37,584	24,904		n/a				n/a		
Stanly		n/a				n/a			1	22,158	27,698	28,537	1	23,177	34,766	30,599
Stokes																
Surry	3	21,084	33,924	26,395	19	22,968	36,948	25,597		n/a				n/a		
Swain	1	17,580	25,908	19,632		n/a				n/a				n/a		
Transylvania	8	21,282	30,859	23,559	4	23,240	33,698	30,978		n/a				n/a		
Tyrrell		n/a				n/a				n/a				n/a		
Union	7	25,364	41,548	30,891	14	30,304	49,688	37,581	3	28,974	43,462	30,986	2	30,304	45,456	35,270
Vance	15	20,460	37,800	24,390	8	24,396	45,084	29,623		n/a				n/a		
Wake	165	22,700	37,800	28,480	165	22,700	37,800	28,480		n/a				n/a		
Warren	16	19,258	30,093	19,127	2	21,232	34,071	27,027		23,408	37,563	23,408		n/a		
Washington		n/a				n/a			1	20,940	30,300	23,100		n/a		
Watauga	3	23,841	38,616	25,321	11	28,431	48,124	36,491		n/a				n/a		
Wayne		n/a			12	20,926	32,635	26,132		n/a				n/a		
Wilkes	8	17,352	36,439	25,095		n/a				n/a				n/a		
Wilson		n/a			4	23,028	38,952	27,918	1	27,792	46,956	no data	1	30,492	51,576	29,928
Yadkin		n/a			11	22,658	32,830	25,012		n/a				n/a		
Yancey		n/a			9	no data	no data	no data		n/a				n/a		

1. Also serves as deputy register of deeds

TABLE XXX: RISK MANAGER AND SAFETY COORDINATOR

January 2008

County	Risk Manager			Safety Coordinator			County	Risk Manager			Safety Coordinator		
	Min.	Max.	Actual	Min.	Max.	Actual		Min.	Max.	Actual	Min.	Max.	Actual
Alamance	n/a			n/a			Johnston	\$ 43,673	\$ 74,135	\$ 46,512	n/a		
Alexander	n/a			n/a			Jones	n/a			emergency management director		
Alleghany	n/a			emergency management director			Lee	37,439	52,414	39,370	n/a		
Anson	n/a			n/a			Lenoir	n/a			n/a		
Ashe	n/a			n/a			Lincoln	n/a			\$ 32,083	\$ 46,466	\$ 33,707
Avery	n/a			n/a			McDowell	n/a			n/a		
Beaufort	n/a			n/a			Macon	n/a			n/a		
Bertie	n/a			n/a			Madison						
Bladen	safety coordinator			\$ 54,858	\$ 69,487	\$ 75,990	Martin	n/a			n/a		
Brunswick	\$ 48,968	\$ 78,349	\$ 51,713	risk manager			Mecklenburg	n/a			n/a		
Buncombe	45,172	64,272	60,403	41,359	58,825	53,957	Mitchell	human resources director			n/a		
Burke	n/a			n/a			Montgomery	n/a			32,292	51,792	49,956
Cabarrus	42,071	64,947	50,873	n/a			Moore	36,070	56,667	43,914	n/a		
Caldwell	human resources director			29,929	47,247	32,360	Nash	n/a			37,986	60,940	42,019
Camden	human resources director			human resources director			New Hanover	50,732	77,812	71,732	47,990	73,635	55,837 ¹
Carteret	n/a			31,752	50,803	40,000	Northampton	n/a			n/a		
Caswell	n/a			n/a			Onslow	n/a			32,665	52,264	45,259
Catawba	\$45,631	\$70,805	\$57,205	risk manager			Orange	n/a			n/a		
Chatham	n/a			31,817	47,008	41,600	Pamlico	n/a			n/a		
Cherokee	n/a			n/a			Pasquotank	n/a			n/a		
Chowan	n/a			n/a			Pender	n/a			emergency management director		
Clay	n/a			n/a			Perquimans	n/a			code enforcement officer		
Cleveland	n/a			n/a			Person	n/a			n/a		
Columbus	n/a			n/a			Pitt	46,095	72,855	61,069	n/a		
Craven	47,855	78,813	53,825	risk manager			Polk	accounting technician			director of emergency services		
Cumberland	53,499	88,273	61,336	40,768	67,267	47,338	Randolph	38,472	59,256	44,371	risk manager		
Currituck	n/a			n/a			Richmond	n/a			n/a		
Dare	46,711	74,738	52,258	n/a			Robeson	n/a			n/a		
Davidson	45,344	68,015	53,560	n/a			Rockingham	42,092	63,138	58,710	42,092	63,138	58,710
Davie							Rowan	42,121	66,864	46,014	n/a		
Duplin	n/a			n/a			Rutherford	n/a			n/a		
Durham	48,566	83,608	73,386	41,879	72,095	51,938	Sampson	finance officer			n/a		
Edgecombe	n/a			n/a			Scotland	n/a			n/a		
Forsyth			63,856			62,899	Stanly	n/a			n/a		
Franklin	n/a			n/a			Stokes						
Gaston	n/a			34,385	53,311	51,558	Surry	n/a			human resources director		
Gates	n/a			n/a			Swain			3,000	25,000	36,841	31,834
Graham	n/a			n/a			Transylvania	n/a			39,412	57,147	55,750
Granville	n/a			n/a			Tyrrell	n/a			n/a		
Greene	n/a			n/a			Union	59,037	88,555	80,730	n/a		
Guilford	58,088	98,749	89,862	41,282	70,179	58,792	Vance	n/a			n/a		
Halifax	n/a			n/a			Wake	62,650	104,350	83,945	37,900	63,100	47,168
Harnett	44,213	68,530	50,521	n/a			Warren	n/a			n/a		
Haywood	n/a			n/a			Washington	n/a			n/a		
Henderson	42,393	65,719	47,056	n/a			Watauga	n/a			n/a		
Hertford	assistant county manager			n/a			Wayne	n/a			n/a		
Hoke	n/a			n/a			Wilkes	n/a			n/a		
Hyde							Wilson	assistant county manager			assistant county manager		
Iredell	n/a			45,535	70,624	70,624	Yadkin	n/a			fire marshal		
Jackson	n/a			n/a			Yancey	n/a			n/a		

1. Two positions

TABLE XXXI. SOCIAL SERVICES ATTORNEY

January 2008

County	Full-Time Salary	Retainer	Fees	County	Full-Time Salary	Retainer	Fees
Alamance	\$66,541			Johnston	n/a		
Alexander	\$62,650			Jones	n/a		
Alleghany			\$90/hr	Lee	n/a		
Anson	n/a			Lenoir	3 positions—\$41,335–\$106,632		
Ashe	\$67,494			Lincoln	\$62,491		
Avery	n/a			McDowell			\$105,319
Beaufort	\$50,106–\$75,159			Macon	57,499		
Bertie			\$25,755	Madison			
Bladen	n/a			Martin			17,808
Brunswick			99,249	Mecklenburg	9 positions—\$59,784–\$132,763		
Buncombe	\$76,161			Mitchell	n/a		
Burke	\$55,342			Montgomery	\$67,920		
Cabarrus			56,291	Moore	n/a		
Caldwell	\$53,895—2 positions			Nash	\$73,448		
Camden			\$125/hr	New Hanover	\$53,496–\$87,346—2 positions		
Carteret	\$57,628			Northampton	n/a		
Caswell	n/a			Onslow	\$66,508—2 positions		
Catawba	\$70,571—3 positions			Orange			\$150/hour
Chatham		\$118,000		Pamlico	n/a		
Cherokee			42,015	Pasquotank	n/a		
Chowan			60,500	Pender	n/a		
Clay			53,000	Perquimans			17,700
Cleveland	no data			Person	n/a		
Columbus	n/a			Pitt	\$67,074		
Craven	\$60,498–\$99,005			Polk		17,000	\$85.00/hr.
Cumberland	\$83,637			Randolph	\$63,730—2 positions		
Currituck	n/a			Richmond	n/a		
Dare		600	176	Robeson	n/a		
Davidson	\$86,810			Rockingham	\$57,014		
Davie				Rowan	\$72,035—2 positions		
Duplin	n/a			Rutherford	n/a		
Durham	n/a			Sampson		\$80/hr.	134,098
Edgecombe	n/a			Scotland			121,794
Forsyth	n/a			Stanly			141,569
Franklin	n/a			Stokes			
Gaston	\$55,577–\$86,166—3 positions			Surry			46,762
Gates	n/a			Swain	n/a		
Graham			30,353	Transylvania			98,623
Granville	n/a			Tyrrell	n/a		
Greene	n/a			Union			143,132
Guilford	n/a			Vance			138,520
Halifax		84,364		Wake	n/a		
Harnett	\$65,557			Warren			13,206
Haywood	\$73,523			Washington	n/a		
Henderson	n/a			Watauga	n/a		
Hertford	n/a			Wayne	n/a		
Hoke	\$63,449			Wilkes			52,500
Hyde				Wilson			87,041
Iredell	\$66,202—2 positions			Yadkin	no dat		

TABLE XXXII. NORTH CAROLINA COOPERATIVE EXTENSION SERVICE COUNTY EXTENSION DIRECTOR

January 2008

Extension Director		Extension Director		Extension Director	
Actual		Actual		Actual	
Alamance County	\$ 72,050	Franklin County	\$ 75,521	Onslow County	\$ 70,375
Alexander County	72,594	Gaston County	66,393	Orange County	83,720
Alleghany County	76,728	Gates County	79,943	Pamlico County	71,061
Anson County	68,674	Graham County	64,584	Pasquotank County	87,015
Ashe County	54,214	Granville County	80,852	Pender County	78,342
Avery County	63,063	Greene County	85,775	Perquimans County	72,346
Beaufort County	77,193	Guilford County	77,215	Person County	71,814
Bertie County	81,566	Halifax County	70,705	Pitt County	82,465
Bladen County	58,000	Harnett County	77,535	Polk County	58,280
Brunswick County	67,121	Haywood County	71,132	Randolph County	76,495
Buncombe County	80,653	Henderson County	77,605	Richmond County	71,061
Burke County	69,105	Hertford County	70,919	Robeson County	75,085
Cabarrus County	64,983	Hoke County	57,771	Rockingham County	75,592
Caldwell County	70,195	Hyde County	75,372	Rowan County	76,364
Carteret County	86,281	Iredell County	97,873	Rutherford County	64,004
Caswell County	69,145	Jackson County	71,293	Sampson County	96,426
Catawba County	76,738	Johnston County	70,271	Scotland County	75,459
Chatham County	75,581	Jones County	71,805	Stanly County	66,963
Cherokee County	71,078	Lee County	73,717	Stokes County	5,000
Cherokee Reservation	69,131	Lenoir County	66,804	Surry County	69,897
Chowan County	72,466	Lincoln County	71,425	Transylvania County	70,616
Cleveland County	72,568	Macon County	83,115	Union County	76,533
Columbus County	79,702	Madison County	60,458	Vance County	76,373
Craven County	77,773	Martin County	70,555	Wake County	82,506
Cumberland County	88,857	McDowell County	67,558	Warren County	56,232
Currituck County	81,662	Mecklenburg County	78,974	Washington County	67,002
Dare County	79,442	Mitchell County	57,269	Watauga County	75,794
Davidson County	84,671	Montgomery County	76,267	Wayne County	79,888
Davie County	72,978	Moore County	64,456	Wilkes County	76,240
Duplin County	81,299	Nash County	73,293	Wilson County	67,788
Durham County	61,730	New Hanover County	81,230	Yadkin County	69,539
Edgecombe County	81,740	Northampton County	79,930	Yancey County	75,059
Forsyth County	76,174				

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

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

TABLE XXXIII. HOLIDAYS AND VACATION LEAVE

January 2008

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Maximum
Alamance	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 13 days after 6 years, 16 days after 11 years, 20 days after 16 years, 25 days after 21 years	30
Alexander	11	X	X	X	X	X	X	X	X	X	2		11.76 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 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Anson	10	X	X	X	X	X	X		X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Ashe	12	X	X	X	X	X	X	X	X	X	3		5 days during first year, 10 days after 1 year, 15 days after 3 years, 20 days after 10 years, 25 days after 15 years, 30 days after 20 years	30
Avery	11	X	X	X	X	X	X	X	X	X	2		11 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Beaufort	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 1 year, 18 days after 8 years	30
Bertie	12	X	X	X	X	X	X	X	X	X	3		8 days during first year, 10 days after 2 years, 15 days after 5 years, 17 days after 9 years, 22 days after 15 years, 25 days after 25 years	30
Bladen	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Brunswick	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Buncombe	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 18 days after 5 years, 21 days after 10 years, 24 days after 15 years, 27 days after 20 years	varies 1
Burke	12	X	X	X	X	X	X	X	X	X	3		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30
Cabarrus	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 13 days after 5 years, 15 days after 10 years, 17 days after 15 years, 20 days after 20 years	no data
Caldwell	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Camden	12	X	X	X	X	X	X	X	X	X	3		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30
Carteret	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years	30
Caswell	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Catawba	11	X	X	X	X	X	X		X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Chatham	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 3 years, 18 days after 6 years, 21 days after 12 years, 25 days after 18 years	30
Cherokee	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Maximum
Clay	12	X	X	X	X	X	X	X	X	X	3		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 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Columbus	11	X	X	X	X	X	X	X	X	X	2		10.5 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	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 or 12	X	X	X	X	X	X	X	X	X	2-3		9 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Currituck	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
Dare	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 20 days after 15 years	30
Davidson	11 or 12	X	X	X	X	X	X	X	X	X	1-2	1	10 days during first year, 12 days after 3 years, 15 days after 6 years, 18 days after 9 years	30
Davie	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 15 days after 5 years	30
Duplin	11 or 12	X	X	X	X	X	X	X	X	X	2-3		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
Durham	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
Edgecombe	10.5	X	X	X	X	X	X	X	X	X	2.5		12 days during first year, 14 days after 7 years, 17 days after 12 years, 20 days after 13 years, 23 days after 17 years	30
Forsyth	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
Franklin	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Gaston	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Gates	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Graham	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	20
Granville	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 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	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Guilford	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 23 days after 20 years	30
Halifax	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 22 days after 15 years	30
Harnett	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Haywood	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years,	30

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Maximum
Henderson	11	X	X	X	X	X	X	X	X	X	2		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
Hertford	11	X	X	X	X	X	X		X	X	3		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
Hoke	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 15 days after 4 years, 18 days after 14 years; 20 days after 20 years	30
Hyde Iredell	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Jackson	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
Johnston	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 21 days after 15 years, 24 days after 20 years	30
Jones	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Lee	11 or 12	X	X	X	X	X	X	X	X	X	2-3		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		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Lincoln	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 17 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
McDowell	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Macon	11	X	X	X	X	X	X	X	X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Madison Martin	12.5	X	X	X	X	X	X	X	X	X	3.5		11.5 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 25.5 days after 20 years	30
Mecklenburg	10	X	X	X	X	X	X		X	X	2		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Mitchell	11	X		X	X	X	X	X	X	X	3		5 days during first year, 10 days after 1 year, 12 days after 2 years, 15 days after 5 years, 21 days after 10 years, 24 days after 15 years	30
Montgomery	12	X	X	X	X	X	X	X	X	X	3		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30
Moore	11 or 12	X	X	X	X	X	X	X	X	X	2-3		8 days during first year, 9 days after 2 years, 11 days after 5 years, 13 days after 10 years, 15 days after 15 years, 17 days after 20 years	30
Nash	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 22 days after 15 years, 25 days after 20 years	30
New Hanover	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 24 days after 20 years	40
Northampton	13	X	X	X	X	X	X	X	X	X	3	1, 2	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	32
Onslow	11	X	X	X	X	X	X	X	X	X	2		13.5 days during first year, 16.5 days after 5 years, 19.5 days after 10 years, 21 days after 15 years, 22.5 days after 20 years	30

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Maximum
Orange	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14.4 days after 2 years, 18 days after 5 years, 21.6 days after 10 years, 25.2 days after 15 years, 28.8 days after 20 years	30
Pamlico	12	X	X	X	X	X	X	X	X	X	1	2	10 days during first year, 12 days after 2 years, 12 days after 4 years, 14 days after 6 years, 15 days after 5 years, 18 days after 10 years	30
Pasquotank	12	X	X	X	X	X	X	X	X	X	3		20 days after 20 years 12 days after 4 years, 14 days after 6 years, 16 days after 9 years, 18 days after 12 years	30
Pender	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Perquimans	varies	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Person	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 21 days after 20 years	30
Pitt	11 or 12	X	X	X	X	X	X	X	X	X	2-3		11.63 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Polk	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 22 days after 20 years	30
Randolph	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 15 days after 5 years, 18 days after 10 years, 21 days after 20 years	30
Richmond	12	X	X	X	X	X	X	X	X	X	3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 19 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Robeson	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 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Rowan	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Rutherford	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Sampson	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Scotland	12	X	X	X	X	X	X	X	X	X	3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years	30
Stanly	12 or 13	X	X	X	X	X	X	X	X	X	2-3	1	10 days during first year, 12 days after 2 year, 14 days after 5 years, 16 days after 10 years, 18 days after 15 years, 20 days after 20 years	30
Stokes														
Surry	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 13.5 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Swain	11 or 12	X	X	X	X	X	X	X	X	X	2-3		11.75 days during first year, 13.75 days after 2 years, 16.75 days after 5 years, 19.75 days after 10 years, 22.75 days after 15 years, 25.75 days after 20 years	30
Transylvania	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 3 years, 15 days after 5 years, 18 days after 10 years, 20 days after 15 years, 24 days after 20 years	30
Tyrrell	12	X	X	X	X	X	X		X	X	3	1	6 days during first year, 12 days after 1 year, 15 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years	30

County	Holidays (Total)	New Year's Day	MLK, Jr.'s Birthday	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans' Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Other	Paid Vacation Leave Days Earned Per Year	Vacation Carryover Maximum
Union	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
Vance	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 15 days after 10 years	20-30
Wake	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14 days after 2 years, 17 days after 5 years, 20 days after 10 years, 23 days after 15 years, 26 days after 20 years	30
Warren	11 or 12	X	X	X	X	X	X	X	X	X	2-3		11 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	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, 27 days after 25 years	30
Watauga	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
Wayne	11	X	X	X	X	X	X	X	X	X	2		12 days during first year	30
Wilkes	11 or 12	X	X	X	X	X	X	X	X	X	2-3		10 days during first year, 12 days after 2 years, 15 days after 5 years, 18 days after 10 years, 21 days after 15 years, 24 days after 20 years	30
Wilson	11 or 12	X	X	X	X	X	X	X	X	X	2-3		12 days during first year, 14.25 days after 2 years, 16.5 days after 5 years, 19.5 days after 10 years, 22.5 days after 15 years, 25.5 days after 20 years	30
Yadkin	11	X	X	X	X	X	X	X	X	X	2		12 days during first year, 15 days after 5 years, 18 days after 10 years	30
Yancey	12	X	X	X	X	X	X	X	X	X	3		no data	no data

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

TABLE XXXIV. PART-TIME EMPLOYEE BENEFITS AND SICK LEAVE

January 2008

County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave		County Sick Leave Applies			
	Annual Leave	Sick Leave	Holidays	Health Insurance	Earned Days	Carryover Max	Excess Converted	Public Health	Social Services	Agricultural Extension
Alamance	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Alexander	yes	no	yes	yes	12	no limit	yes	yes	yes	yes
Alleghany	no	no	no	no	12	no limit	yes	no	yes	no
Anson	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Ashe	no	no	no	no	12	no limit	yes	no	yes	no
Avery	yes	yes	yes	no	12	no limit	yes	no	no	no
Beaufort	no	no	no	no	12	no limit	yes	yes	yes	no
Bertie	yes	yes	yes	yes	12	no limit	yes	no	yes	no
Bladen	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Brunswick	no data	no data	no data	no data	12	no limit	yes	yes	yes	yes
Buncombe	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Burke	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Cabarrus	yes	yes	yes	no	8	no limit	yes	no	yes	yes
Caldwell	yes	yes	no	no	12	no limit	yes	yes	yes	no
Camden	yes	yes	yes	no	12	no limit	yes	no	yes	yes
Carteret	yes	yes	no	no	12	no limit	yes	yes	yes	no
Caswell	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Catawba	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Chatham	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Cherokee	no	no	no	no	12	no limit	yes	yes	yes	no
Chowan	yes	yes	yes	no	12	no limit	yes	no	yes	yes
Clay	no	no	no	no	12	no limit	yes ²	yes	yes	no
Cleveland	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Columbus	no	no	no	no	12	no data	yes	yes	yes	no
Craven	no	no	no	no	12	no limit	yes	yes	yes	no
Cumberland	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Currituck	no	no	yes	no	12	no limit	yes	no	yes	no
Dare	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Davidson	yes	yes	yes	no	12	no limit	no	no	no	no
Davie										
Duplin	yes	yes	yes	no	12	no data	yes	yes	yes	no
Durham	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Edgecombe	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Forsyth	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Franklin	no	no	no	no	12	no limit	yes	yes	yes	no
Gaston	no	no	no	no	12	no limit	yes	yes	yes	no
Gates	no	no	no	no	12	no data	yes	no	yes	no
Graham	yes	yes	yes	no	11.25	20 days	yes	yes	yes	yes
Granville	no	no	no	no	12	no limit	yes	no	yes	no
Greene	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Guilford	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Halifax	no	yes	yes	no	12	no limit	yes	yes	yes	yes
Harnett	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Haywood	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Henderson	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Hertford	no	no	no	no	12	no limit	yes	no	yes	no
Hoke	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Hyde										
Iredell	yes	yes	yes	no	12	no limit	up to 10 days	yes	yes	no
Jackson	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Johnston	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Jones	no	no	no	no	12	no limit	yes	yes	yes	no
Lee	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Lenoir	no	no	no	no	12	no limit	yes	yes	yes	no
Lincoln	yes	yes	yes	yes	13	no limit	yes	yes	yes	yes
McDowell	yes	yes	yes	yes	12	no limit	yes	no	yes	yes
Macon	yes	yes	yes	yes	12	no limit	yes	yes	yes	yes
Madison										
Martin	yes	yes	yes	no	12	no limit	yes	no	yes	yes
Mecklenburg	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Mitchell	no	no	no	no	12	no data	yes	no	yes	no
Montgomery	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Moore	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Nash	yes	yes	yes	yes ³	12	no limit	yes	yes	yes	no
New Hanover	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Northampton	yes	yes	yes	yes	13	no limit	yes	yes	yes	no

County	Pro Rata Benefits for Part-Time Employees				Paid Sick Leave		County Sick Leave Applies			
	Annual Leave	Sick Leave	Holidays	Health Insurance	Earned Days	Carryover Max	Excess Converted	Public Health	Social Services	Agricultural Extension
Onslow	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Orange	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Pamlico	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Pasquotank	yes	yes	no	no	12	no limit	yes	no	yes	no
Pender	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Perquimans	yes	yes	yes	no	12	no limit	yes	no	yes	no
Person	no	no	no	no	12	no limit	yes	yes	yes	no
Pitt	yes	yes	no	no	12	no limit	yes	yes	yes	no
Polk	yes	yes	yes	no	12	no limit	yes	no	yes	yes
Randolph	yes	yes	yes	no	12	no limit	no data	yes	yes	no
Richmond	no	no	no	no	12	no limit	yes	yes	yes	yes
Robeson	no	no	yes	no	12	no limit	yes	yes	yes	yes
Rockingham	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Rowan	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Rutherford	no	no	no	no	12	no limit	yes	no	yes	no
Sampson	yes	yes	yes	no	12	no limit	yes	yes	yes	no
Scotland	no	no	no	no	12	no limit	yes	yes	yes	no
Stanly	no	no	no	no	12	no limit	yes	yes	yes	no
Stokes										
Surry	yes	yes	no	no	12	no limit	yes	yes	yes	no
Swain	no	no	no	no	12	no limit	yes	yes	yes	no
Transylvania	no	no	no	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	yes	10	no limit	yes ¹	no	no	no
Wake	yes	yes	yes	yes	12	no limit	yes	no	yes	no
Warren	yes	yes	yes	no	8	no limit	yes	yes	yes	no
Washington	yes	yes	no	no	12	no limit	yes	no	yes	no
Watauga	yes	yes	yes	yes	12	no limit	yes	no	yes	no
Wayne	yes	yes	yes	no	12	no limit	yes	yes	yes	yes
Wilkes	yes	yes	yes	yes	12	no limit	yes	yes	yes	no
Wilson	no	no	no	no	12	no limit	yes	yes	yes	yes
Yadkin	no	no	no	no	12	no limit	yes	no	no	no
Yancey	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data

1. Up to two days per year

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

January 2008

County	Reimbursements			Number of Positions			On Call Compensation			Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	Provided	Basis	Note		
		In-State	Out-of-State							
Alamance	48.5¢	\$30	\$30	1031	971	no	n/a		2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years	
Alexander	48.5¢	38	38	270	266	yes	cash		1.5% after 5 years; increases 0.1% per year to a maximum of 4.0% at 30 years	
Alleghany	40.5¢	40	40	103	103	yes	both	1	1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years	
Anson	48.5¢	29	29	261	248	yes	cash		1.0% after 3 years; 2.0% after 5 years; 4.0% after 10 years; 6.0% after 15 years; 8.0% after 20 years; not to exceed \$1,200	
Ashe	48.5¢	actual costs	actual costs	167	167	yes	cash	15	2.5% Increase (one-step) after 4, 7, 9, 11 and 13 years	
Avery	38.5¢	25	25	226	no data	no data	no data		none	
Beaufort	44.5¢	31.75	n/a	323	305	yes	cash		none	
Bertie	48.5¢	38	38	147	128	yes	no data		\$200 after 0 years; \$400 after 5 years; \$600 after 10 years; \$800 after 15 years; \$1000 after 20 years	
Bladen	48.5¢	no data	no data	no data	no data	yes	cash	4	1.5% after 5 years; 2.25% after 10 years; 3.00% after 15 years; 4.00% after 20 years; 5.00% after 25 years; 6.00% after 30 years	
Brunswick	no data	actual costs	actual costs	1000	921	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	48.5¢	no data	no data	no data	no data	yes	no data		\$25 after hire; \$50 after 1 year; 1.25% after 5 years; 1.5% after 10 years; 1.75% after 20 years; 2.0% after 25 years	
Burke	40.0¢	actual costs	actual costs	no data	502	yes	time off		2.0% after 10 years; 4.0% after 15 years; 6.0% after 20 years	
Cabarrus	48.5¢	39	39	970	no data	yes	no data		none	
Caldwell	48.0¢	actual costs	actual costs	525	515	yes	time off		\$400 after 5 years, increases \$50 each year thereafter; extra \$100 in 10th and 15th year (no limit)	
Camden	48.5¢	21	21	80	79	no	n/a		1.0% after 3 years; 1.5% after 5 years; 2.0% after 10 years; 2.5% after 15 years; 3.0% after 20 years	
Carteret	48.5¢	no data	no data	392	389	yes	time off	21	\$50 first year plus \$20 for each additional year of service	
Caswell	no data	32	32	no data	no data	yes	time off		1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4% after 20 years	
Catawba	48.5¢	35	35	1148	1108	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	48.5¢	30	30	450	432	yes	cash	14	none	
Cherokee	48.5¢	30	30	280	269	yes	cash		none	
Chowan	48.5¢	36	actual cost	160	160	yes	cash	16	none	
Clay	40.0¢	30	30	190	190	yes	cash		none	
Cleveland	no data	34	36.25	747	725	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Columbus	48.5¢	no data	no data	860	860	yes	time off		1.00% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50 after 25 years	
Craven	48.5¢	actual cost	actual cost	658	619	yes	no data		\$200 after 5 years, increases \$25 per year. to a Maximum of \$1000	
Cumberland	48.5¢	39 no receipts 54 with receipts	39 no receipts 54 with receipts	2512	2323	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	
Currituck	48.5¢	39	46	345	329	no	n/a		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	48.5¢	per diem	per diem	no data	no data	yes	no data		2.0% after 5 years; 4.0% after 10 years; 6.0% after 15 years	
Davidson	48.5¢	40	40	1816	1356	yes	cash		\$35 per year after 3 years; \$50 per year after 10 years; \$75 after 20 years	
Davie										
Duplin	41.0¢	31	33	550	no data	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	

County	Reimbursements			Number of Positions			On Call Compensation			Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	Provided	Basis	Note		
		In-State	Out-of-State							
Durham	48.5¢	\$35	\$35	1,869	1,818	yes	time off	7	\$400 after 5 years; \$500 after 10 years; \$600 after 15 years; \$700 after 20 years; \$800 after 25 years	
Edgecombe	40.5¢	actual cost	actual cost	522	477	yes	both	9	2.5% after 5 years; 4.0% after 10 years; 5.0% after 15 years; 6.0% after 20 years; 6.5% after 25 years	
Forsyth	48.5¢	35	45	2,132	no data	yes	cash		\$680 after 7 years, increases \$40 per year to maximum of \$2000	
Franklin	48.5¢	30	68	456	430	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	48.5¢	28	28	1,463	1,219	yes	cash		none	
Gates	48.5¢	no data	no data	89	91	yes	time off		none	
Graham	40.5¢	20	20	152	151	no data	no data		none	
Granville	38.0¢	actual cost	actual cost	294	283	yes	no data		none	
Greene	48.5¢	actual cost	actual cost	177	177	yes	cash		none	
Guilford	no data	no data	no data	2,598	2,458	yes	time off		\$500 after 5 years, then an additional \$100 per year. maximum of \$3,000	
Halifax	44.0¢	29	39	634	559	yes	cash		2.0% after 5 years; 3.0% after 10 years	
Harnett	48.5¢	28	28	765	731	yes	cash	3	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years	
Haywood	48.5¢	39	39	543	543	yes	cash		2.0% after 5 years; 2.5% after 10 years; 3.0% after 15 years; 3.5% after 20 years; 4.0% after 30 years	
Henderson	48.5¢	actual cost	actual cost	766	736	yes	cash		1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 5.0% after 20 years; 7.5% after 25 years	
Hertford	40.5¢	41	65	no data	no data	no data	no data		none	
Hoke	42.5¢	25	50	349	344	yes	time-off		2.5% increase after 1 year and 2 years, then 2.5% every third year through 32 years	
Hyde										
Iredell	48.5¢	actual cost	actual cost	930	871	no	n/a		none	
Jackson	48.5¢	32	36	426	426	yes	cash		none	
Johnston	48.5¢	actual cost	actual cost	no data	878	yes	cash		\$300 after 5 years; \$450 after 10 years; \$600 after 15 years; \$750 after 20 years	
Jones	40.0¢	no data	no data	118	111	yes	cash	8	none	
Lee	48.5¢	fed. per diem	fed. per diem	367	355	yes	time off		2.0% after 5 years; 3.0% after 10 years; 4.0% after 15 years; 5.0% after 20 years; 6.0% after 25 years	
Lenoir	48.5¢	actual cost	actual cost	441	440	yes	cash/time	20	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	48.5¢	35	35	617	no data	yes	cash		none	
McDowell	40.0¢	25	25	no data	no data	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.25% after 25 years	
Macon	48.5¢	34	34	370	361	no	n/a		1.50% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.50% after 25 years	
Madison										
Martin	48.5¢	actual cost	actual cost	209	209	yes	both		\$300 after 5 years; \$400 after 10 years; \$500 after 15 years; \$600 after 20 years; \$700 after 25 years; \$800 after 30 years	
Mecklenburg	48.5¢	actual cost	actual cost	5,943	5,771	no	n/a		25.0% of bi-weekly after 10 years; 50.0% of bi-weekly after 15 years; 75.0% of bi-weekly after 20 years; 100.0% of bi-weekly after 25 years	
Mitchell	40.5¢	no data	no data	159	156	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	44.5¢	28	30	224	218	yes	both	2	1.0% after 5 years; 1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Moore	48.5¢	28	28	673	639	yes	both	11	1.0% after 3 years; 2.0% after 6 years; 3.0% after 11 years; 4.0% after 16 years; 5.0% after 21 years	
Nash	48.5¢	no data	no data	643	621	yes	cash	12	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	

County	Reimbursements			Number of Positions			On Call Compensation			Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	Provided	Basis	Note		
		In-State	Out-of-State							
New Hanover	48.5¢	\$33	\$33	1653	1587	yes	cash	17	none	
Northampton	no data	no data	no data	no data	no data	yes	no data		2.5% after 10 years; 2.75% after 15 years; 3.0% after 20 years; 4.25% after 25 years	
Onslow	48.5¢	actual cost	actual cost	1165	1120	yes	cash		none	
Orange	48.5¢	26	33	851	810	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Pamlico	no data	no data	no data	164	157	no data	no data		1.5% after 5 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years;	
Pasquotank	48.5¢	30.5	32.5	no data	no data	yes	cash		\$500 after 10 years; \$750 after 15 years; \$1,000 after 20 years; \$1,500 after 25 years	
Pender	48.5¢	30	30	347	332	yes	time off	24	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	48.5¢	actual cost	actual cost	119	111	yes	cash	13	none	
Person	44.5¢	no data	no data	400	no data	yes	cash		\$50 after 1 year; \$100 after 2 years; 1.0% after 5 years; 2.0% after 10 years; 3.25% after 15 years; 4.50% after 20 years; 5.75% after 25 years	
Pitt	48.5¢	28	28	877	830	yes	cash	22	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Polk	40.5¢	30	30	200	200	yes	both	18	none	
Randolph	48.5¢	25	25	725	725	yes	cash	19	none	
Richmond	48.5¢	30	30	330	330	yes	cash	25	\$100 after 5 years; \$250 after 10 years; \$350 after 15 years; \$500 after 20 years	
Robeson	40.0¢	28	30	1106	1030	yes	time off		1.0% after 5 years; 2.0% after 10 years; 3.0% after 15 years; 4.0% after 20 years 5.0% after 25 years	
Rockingham	48.5¢	32	32	765	711	yes	cash	25	1.5% after 6 years; 2.0% after 8 years; 2.5% after 10 years; 3.0% after 12 years; 3.5% after 14 years; 4.0% after 16 years; 4.5% after 18 years; 5.0% after 20 years	
Rowan	48.5¢	36	36	773	734	yes	time off	21	none	
Rutherford	48.5¢	actual cost	actual cost	406	no data	yes	cash	6	\$50 after 1 year, 0.5% after 5 years; 0.75% after 10 years; 1.125% after 15 years; 1.25% after 20 years; 2.25% after 25 years	
Sampson	48.5¢	actual cost	actual cost	582	544	yes	cash	22	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Scotland	48.5¢	IRS guidelines	IRS guidelines	308	296	yes	cash	10	\$200 after 5 years; \$325 after 10 years; \$450 after 15 years; \$575 after 20 years; \$700 after 25 years	
Stanly	48.5¢	no data	no data	435	406	yes	no data		1.5% after 5 years; 2.25% after 10 years; 3.25% after 15 years; 4.25% after 20 years; 5.25% after 25 years	
Stokes										
Surry	48.5¢	28	28	864	802	yes	no data		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Swain	48.5¢	28	30	210	206	yes	cash	5	1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years	
Transylvania	35.0¢	30	30	296	282	yes	both		2.0% after 5 years; 3.0% after 11 years; 4.0% after 16 years; 5.0% after 21 years; maximum of \$1,250.	
Tyrrell	48.5¢	no data	no data	no data	no data	no data	no data		none	
Union	48.5¢	actual cost	actual cost	1037	966	yes	no data		none	
Vance	48.5¢	actual cost	actual cost	343	315	yes	cash		\$50 after 1 year; \$100 after 2 years; \$200 after 5 years; \$300 after 10 years; \$400 after 15 years; \$500 after 20 years; \$750 after 25 years; \$1,000 after 31 years	
Wake	48.5¢	IRS guidelines	IRS guidelines	3927	3592	no	n/a		1.5% after 10 years; 2.25% after 15 years; 3.25% after 20 years; 4.5% after 25 years. Program being phased out. Employees hired after 6/16/1995 not eligible.	
Warren	44.5¢	30	40	260	250	yes	both		none	
Washington	48.5¢	25	25	no data	185	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	48.5¢	34	34	296	289	yes	cash	23	\$100 after 1 month; 1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years 2.5% after 20 years	

County	Reimbursements			Number of Positions			On Call Compensation			Longevity Pay Plan
	Mileage Rate	Meals/Day		Budgeted	Filled	Provided	Basis	Note		
		In-State	Out-of-State							
Wayne	48.5¢	actual costs	actual costs	832	830	yes	time off		1.0% after 5 years; 1.5% after 10 years; 2.0% after 15 years; 2.5% after 20 years; 3.0% after 25 years	
Wilkes	30.0¢	\$30	\$30	no data	611	no	n/a		\$200 after 1 year, \$400 after 5 years, \$600 after 10 years, \$800 after 15 years	
Wilson	no data	actual costs	actual costs	685	626	yes	cash		2.5% after 5 years; 3.0% after 10 years; 3.5% after 15 years; 4.0% after 20 years	
Yadkin	31.0¢	29.5	29.5	no data	no data	yes	time off		0.50% after 10 years; 0.75% after 15 years; 1.0% after 20 years; 1.25% after 25 years 1.5% after 30 years	
Yancey	no data	no data	no data	no data	no data	no data	no data		no data	

1. Social Services are paid, others receive time off if called in
2. 7.5 percent of base, paid monthly
3. Two-hour minimum per call out
4. \$0.60/hour
5. \$125/week
6. \$100 per week. Social Services CPS only
7. One hour per day of "on-call"
8. \$100 per week
9. 8 hours per week or eight percent of pay per hour
10. Animal Control, DSS, and Health—\$200
11. \$10/day Monday–Thursday, \$20/day Friday–Sunday, \$30/holiday
12. \$10/day Monday–Friday, \$20/day Saturday–Sunday, \$40/holiday
13. \$100 per weekend
14. \$15/weeknight, \$40/weekend
15. \$35/weekday; \$120/weekend; \$60/holiday; plus \$10/hour when actually on a call
16. 6.25 percent of normal hourly rate for each hour on call
17. DSS—\$200/month; sheriff one hour/day
18. \$125/week, Monday–Friday \$15/day, Saturday–Sunday \$25/day, holiday \$40/day
19. DSS \$100/week; DSS Supervisor \$50/week; animal control \$50/week, overtime plus two hours if called
20. Four hours per week on call
21. \$1 per hour on call
22. \$10/weekday; \$25/weekend day; \$40 holidays
23. Hour-for-hour time off
24. \$50/week, time worked paid 1.5 times, one-hour minimum
25. Varies by department

TABLE XXXVI. WORKWEEK AND OVERTIME POLICIES

January 2008

County	Work-Week Hours	Exempt Employees			Nonexempt Employees	
		Compensated for Overtime	Time Off or Paid	Straight Time or Time and One-Half	Cash or Time and One-Half	Choice of Compensation Method by Employee
Alamance	40	no	n/a	n/a	time off	no
Alexander	40	yes	time off	straight time	time off	no
Alleghany	40	no	n/a	n/a	both	no
Anson	37.5	no	n/a	n/a	cash	yes
Ashe	40	yes	time off	time and one-half	time off	no
Avery	40	yes	time off	straight time	no data	no data
Beaufort	40	no	n/a	n/a	cash	no
Bertie	37.5	no	n/a	n/a	both	no
Bladen	37.5	no	n/a	n/a	both	no
Brunswick	40	no	n/a	n/a	both	no
Buncombe	40	no	n/a	n/a	no data	no data
Burke	40	no	n/a	n/a	no data	no data
Cabarrus	40	yes	time off	straight time	time off	no
Caldwell	40	no	n/a	n/a	time off	no
Camden	40	no data	n/a	n/a	time off	no
Carteret	40	no	n/a	n/a	time off	no
Caswell	40	yes	time off	straight time	both	no
Catawba	40	yes	time off	straight time	time off	no
Chatham	40	no	n/a	n/a	time off	no
Cherokee	40	yes	time off	straight time	both	yes
Chowan	40	yes	time off	straight time	both ²	no
Clay	40	no	n/a	n/a	both	no
Cleveland	40	yes	time off	straight time	time off	no
Columbus	37.5	no data	no data	no data	no data	no data
Craven	40	no	n/a	n/a	time off	no
Cumberland	40	yes	time off	straight time	both	yes
Currituck	40	no	n/a	n/a	time off	no
Dare	37.5	no	n/a	n/a	both	yes
Davidson	40	no	n/a	n/a	cash	no
Davie						
Duplin	40	no	n/a	n/a	both ⁵	no
Durham	37.5	no	n/a	n/a	cash	no
Edgecombe	40	yes	time off	straight time	both	no
Forsyth	40	no	n/a	n/a	cash	no
Franklin	40	no	n/a	n/a	both	yes
Gaston	40	no	n/a	n/a	both	yes
Gates	35	no	n/a	n/a	time off	no
Graham	37.5-40	yes	time off	time and one-half	cash	no
Granville	37.5	no	n/a	n/a	cash	no
Greene	40	no	n/a	n/a	time off	no
Guilford	40	yes	time off	straight time	time off	no
Halifax	37.5	yes	time off	rate of 1.1 for 1.0 hours	time off	no
Harnett	40	yes	time off	straight time	time off	no
Haywood	40	yes	time off	straight time	time off	no
Henderson	37.5	no	n/a	n/a	cash	no
Hertford	37.5	yes	time off	straight time	time off	no
Hoke	40	yes	time off	straight time	time off	no
Hyde						
Iredell	40	yes	time off ³	straight time	both	no
Jackson	40	yes	time off	straight time	time off	no
Johnston	40	no	n/a	n/a	both	yes
Jones	40	yes	time off	straight time	cash	no
Lee	40	no	n/a	n/a	time off	no
Lenoir	37.5	yes	time off	straight time	time off	no
Lincoln	40	no	n/a	n/a	cash	no
McDowell	40	yes	time off	straight time	both	no
Macon	40	no	n/a	n/a	both	no
Madison						
Martin	40	yes	time off	straight time	both ²	yes
Mecklenburg	40	no	n/a	n/a	time off	yes
Mitchell	40	no	n/a	n/a	no data	no data
Montgomery	40	no	n/a	n/a	time off	yes
Moore	40	no	n/a	n/a	both	yes
Nash	40	no	n/a	n/a	both	no
New Hanover	40	no	n/a	n/a	no data	no data
Northampton	no data	no data	no data	no data	no data	no data

County	Work-Week Hours	Exempt Employees			Nonexempt Employees	
		Compensated for Overtime	Time Off or Paid	Straight Time or Time and One-Half	Cash or Time and One-Half	Choice of Compensation Method by Employee
Onslow	40	yes	time off	straight time	both	yes
Orange	40	no	n/a	n/a	both	yes
Pamlico	40	no	n/a	n/a	time off	no
Pasquotank	40	yes	time off	straight time	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	time off	no
Pitt	40	no	n/a	n/a	time off ²	no
Polk	37.5-40	yes	time off	straight time	time off	no
Randolph	40	no	n/a	n/a	both	no
Richmond	40	no	n/a	n/a	cash	no
Robeson	40	no	n/a	n/a	time off	no
Rockingham	40	no	n/a	n/a	time off	no
Rowan	40	yes	time off	straight time	both	no
Rutherford	37.5	no	n/a	n/a	both	no
Sampson	40	yes	time off	straight time	time off	no
Scotland	40	yes	time off	straight time	both	no
Stanly	37.5	yes	time off	straight time	time off	no
Stokes						
Surry	40	yes	time off	straight time	time off ¹	yes
Swain	40	yes	time off	straight time	time off	no
Transylvania	37.5	no	n/a	n/a	both	yes
Tyrrell	35-40	no	n/a	n/a	time off	no
Union	40	no	n/a	n/a	both	no
Vance	37.5	no	n/a	n/a	both	no
Wake	40	no	n/a	n/a	cash	no
Warren	37.5	yes	time off	straight time	time off	no
Washington	37.5	no	n/a	n/a	both	yes
Watauga	40	yes	time off	straight time	time off	no
Wayne	40	no	n/a	n/a	time off	no
Wilkes	no data	no	n/a	n/a	time off	no
Wilson	40	yes	no data	no data	time off	no
Yadkin	40	no	n/a	n/a	time off	no
Yancey	no data	no data	no data	no data	no data	no data

1. Normally time off

2. Public Safety employees are paid cash; others receive time off

3. After forty-eight hours worked in a week

4. Also receive straight time for all hours over eight in a day

5. Paid if the time cannot be taken within six weeks

TABLE XXXVII. EMPLOYEE/RETIREE HEALTH INSURANCE

January 2008

County	Health Insurance (Employee Only Coverage)								Health Insurance for Retirees	
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost	Employee Pays	County Pays	% Paid on Family Coverage	Retirees under Age 65	Retirees Age 65 or More
Alamance	no	\$300.00	20%	\$2,000	\$500.00	0.00	\$500.00	0%	100% county paid with 5 years	100% county paid with 5 years Medicare
Alexander	no	500	100%	200	430.00	0.00	430.00	0%	100% county paid after 20 years	County pays for supplement after 20 years
Alleghany	no	250	\$15	250	486.00	0.00	486.00	0%	100% county paid Local Govt Retirement	100% county paid Local Govt Retirement
Anson	no	no data	\$25	5,000	439.00	0.00	439.00	0%	After age 62, 25% with 10 years, 50% with 20 years, 63% with 25 years, 100% with 30 years	Medicare supplement on same basis as under age 65
Ashe	no	1,000	100%	3,000	400.00	0.00	400.00	0%	100% county paid after 25 years service with Ashe County	no
Avery	no	no data	no data	no data	no data	0.00	100%	no data	no data	no data
Beaufort	no	500	\$15	2,000	366.00	0.00	366.00	0%	100% county paid after 20 years/ age 60 or after 30 years regardless of age	no
Bertie	no	500	\$20	2,000	479.00	0.00	479.00	0%	50% county paid after 15 years service and age 55; 100% county paid after 20 years	100% county paid Medicare supplement
Bladen	no	350	\$20	1,750	311.52	0.00	311.52	0%	100% county paid	No
Brunswick	yes	0	\$10	1,000	660.00	0.00	660.00	100%	100% county paid for disability retiree with 5 years or service retiree with 10 years	100% county paid for disability retiree with 5 years or service retiree with 10 years Medicare
Buncombe	yes	0	\$15	no data	530.94	\$30.44	500.50	92%	100% county paid after 20 years service and age 50; or after 30 years service at any age or 5 years service at age 60	no
Burke	yes	500	\$15	3,000	457.00	0.00	457.00	0%	45% county paid after 10 years, 60% paid after 15 years, 75% paid after 20 years, 100% paid after 25 years	no
Cabarrus	yes	0	\$20	2,000	512.00	0.00	512.00	0%	100% county paid after 25 years service 50% county paid after 10 years service	no
Caldwell	no	500	80%	3,500	494.00	30.00	464.00	54%	93% county paid after 30 years of service with county	no
Camden	no	750	\$15	3,750	435.11	0.00	435.11	0%	100% county paid after 20 years service	no
Carteret	no	500	\$25	3,000	495.61	0.00	495.61	0%	100% county paid after 20 years service	no
Caswell	no	750	\$20	2,000	400.42	0.00	400.42	0%	75% county paid after 20 years, age 60; 100% after 25 years, age 60; 100% after 30 years at any age; at least 15 years with Caswell County	no
Catawba	no	500	\$15	1,500	332.00	0.00	332.00	50%	0% county paid after 15 years, 100% after 30 years service	no
Chatham	no	0	\$10	2,000	538.00	0.00	538.00	0%	50% county paid after 20 years, 75% after 25 years, 100% after 30 years with full retirement system eligibility	no
Cherokee	no	350	\$20	2,000	555.00	0.00	555.00	0%	100% county paid after 30 years of service	no
Chowan	no	500	\$15	1,500	396.00	0.00	396.00	0%	100% county paid if retired in NCLGERS	no
Clay	no	1,000	no data	2,000	496.00	0.00	496.00	0%	100% county paid after 10 years age 60	no
Cleveland	yes	1,000	\$20	3,000	390.00	30.00	360.00	0%	100% county paid after 20 years of service with the county	no
Columbus	no	500	\$25	2,000	534.00	0.00	534.00	0%	100% county paid after 20 years/ age 55	100% county paid after 20 years Medicare supplement
Craven	no	300	20%	1,800	415.00	0.00	415.00	0%	Sliding scale based on service after 20 years of service, eligible to remain on plan after 15 years with Craven County	no
Cumberland	no	500	\$20	2,500	410.00	21.00	389.00	60%	90% County paid after 10 years service	100% county paid after 10 years service
Currituck	no	500	\$15	2,000	389.00	0.00	389.00	0%	50% county paid after 10 years, 75% after 15 years, 100% after 20 years with full retirement system eligibility those hired since 9/1/2007 must have 20 years continuous service with the county	no
Dare	no	500	10%	2,000	488.00	0.00	488.00	90%	90% county paid after 20 years, 95% after 25 years, 100% after 30 years	90% county paid after 20 years, 95% after 26 years, 100% after 30 years

County	Health Insurance (Employee Only Coverage)								Health Insurance for Retirees	
	Choice of Plans	Normal Deductible	Normal Copay	Annual Stop Loss	Total Cost	Employee Pays	County Pays	% Paid on Family Coverage	Retirees under Age 65	Retirees Age 65 or More
Davidson	yes	1,000	20%	\$3,000	\$521.00	\$31.46	\$521.00	0%	1/3 county paid after 20 years, 2/3 after 25 years, 100% after 30 years	no
Davie										
Duplin	no	750	\$20	no data	475.87	0	475.87	0	50% county paid	no
Durham	yes	250	\$20	50,000	377	0	377	0%	100% county paid after 20 years	100% county paid after 20 years
Edgecombe	no	850	\$25	3,000	433.00	0.00	433.00	0%	100% county paid after 30 years	no
Forsyth	no	750	\$20	none	496.00	48.00	448.00	50%	County pays same as for active employees if have 20 years continuous service with county	no
Franklin	yes	0	\$10	0	550.00	0.00	550.00	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 retiree pays for upgrade no data
Gaston	yes	500	\$20	3,000	356.94	0.00	356.94	82%	no data	no data
Gates	no	500	\$15	2,000	480.00	0.00	480.00	0%	100% county paid after 20 years	100% county paid after 20 years
Graham	no	1,750	\$40	4,750	416.00	0.00	416.00	0%	100% county paid at 27.5 years of service and age 60	no
Granville	no	750	20%	2,000	437.00	0.00	437.00	0%	100% county paid after 20 years/age 65 or 25 years/age 55 or 30 years regardless of age	medicare supplement as active employees
Greene	no	1,000	\$20	3,000	378.55	0.00	378.55	0%	100% county paid with 25 years service	no
Guilford	yes	0	\$15	1,000	391.00	22.00	368.00	80%	75% after 25 years, 100% after 30 years regardless of age	75% after 25 years, 100% after 30 years regardless of age
Halifax	no	1000	\$25	1,000	401.00	0.00	401.00	0%	100% county paid after 30 years	no
Harnett	no	500	20%	500	447.00	0.00	447.00	no data	50% county paid after 15 years, 65% after 20 years, 85% after 25 years, 100% after 30 years regardless of age	no
Haywood	no	300	\$25	50,000	625.00	0.00	625.00	0%	67% county paid after 20 years/age 50, 93% after 28 years/age 50, 50% after 15 years/ age 60, 100% after 30 years	no
Henderson	no	500	\$15	2,000	639.53	48.62	591.31	0%	50% county paid after service/age total of 70, 75% after total of 75, 80% after total of 80	no
Hertford	no	500	\$10	no data	411.00	0.00	411.00	0%	100% county paid after 30 years service	100% after 30 years of service
Hoke	no	1,000	20%	4,000	326.00	0.00	326.00	0%	25% county paid after 12 years; no 50% after 15 years; 75% after 25 years at any age	no
Hyde										
Iredell	no	1,000	20%	3,000	550.00	0.00	550.00	0%	50% county paid after 10 years/age 50, 75% after 15 years/age 50, 100% after 20 years/age 50	no
Jackson	no	500	15%	2,500	650.00	0.00	652.00	0%	100% county paid after 15 years and age 60, law enforcement after 20 years and age 55	Medicare supplement only
Johnston	yes	350	20%	3,000	511.32	0.00	511.32	36%	100% county paid if receiving NCLGERS benefits with 10 years with county prior to 2007; 20 years after 1/1/2007	no
Jones	no	no data	no data	no data	no data	no data	no data	no data	no	no
Lee	no	0	\$20	2,500	411.97	0.00	411.97	0%	100% county paid after 20 years/age 55 or after 30 years any age. Last 15 years must be with Lee	100% county paid after 20 years/age 55 or after 30 years any age. Last 15 years must be with Lee
Lenoir	no	700	\$30/\$45	4,200	553.75	20.00	533.75	0%	100% county paid after 25 years/age 60 or after 30 years/any age.	no
Lincoln	no	750	\$15	2,000	528.00	0.00	528.00	65%	100% county paid after 20 years	100% county paid after 20 years
McDowell	no	450	\$20	1,750	self funded	0.00	all	0%	25% county paid after 15 years, 50% paid after 20 years, 75% paid after 25 years, 100% paid after 30 years.	no
Macon	no	0	\$25	1,500	850.00	0.00	850.00	80%	100% county paid after 15 years	100% county paid after 25 years
Madison										
Martin	no	500	100%	2,500	504.00	0.00	504.00	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 County or 20 years, 10 with Martin County plus a Medicare supplement is provided

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
Mecklenburg	yes	\$ 400	15%	n/a	\$479.22	0.00	\$479.22	50%	no	no
Mitchell	no	1,000	20%	\$4,000	370.00	0.00	370.00	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	no	500	\$20	3,000+ ded	423.00	0.00	423.00	0%	100% county paid after 12 years/ age 62 or 100% after 30 years regardless of age	County pays \$100/month after 12 years of continuous service
Moore	no	500	20%	2,500	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
Nash	no	500	\$15	2,000	no data	no data	no data	0%	50% county paid after 10 years, 75% paid after 15 years, 100% paid after 20 years	50% county paid after 10 years, 75% paid after 15 years, 100% paid after 20 years (Medicare only) Above is for pre-2001 retirees
New Hanover	no	500	\$25	2,000	630.1	\$31.12	598.98	89%	25% county paid after 15 years, 50% paid after 20 years, 75% after 25 years, 100% paid after 20 years (all are % of what county would pay)	25% county paid after 15 years, 50% paid after 20 years, 75% after 25 years, 94% paid after 20 years (all are % of what county would pay)
Northampton	no data	no data	no data	no data	no data	no data	no data	no data	100% county paid after 30 years or 80-95% with 24-28 years service and disability retirement	\$229 on Medicare supplement after 30 years, 75-95% after 24-28 years of service
Onslow	no	1,000	30%	3,000	423.00	0.00	423.00	0%	100% county paid after 10 years and age 55 or after 30 years at any age	no
Orange	yes	250	\$10	1,000	406.00	0.00	406.00	52%	100% county paid after 10 years, 50% after 5 years service	100% county paid after 10 years, 50% after 5 years service
Pamlico	no	500	no data	no data	500.00	0.00	500.00	0%	2.0% county paid for each year of county service	no
Pasquotank	no	500	20%	2,000	396.00	0.00	396.00	0%	100% county paid after 25 years	no
Pender	no	500	\$20	3,000	431.00	0.00	431.00	0%	100% county paid after 30 years	100% county paid after 20 years
Perquimans	no	500	\$15	2,000	396.00	0.00	396.00	0%	100% county paid after 25 years/ age 55	Medicare supplement only
Person	no	500	\$25	1,500	430.00	0.00	430.00	0%	100% County paid after 20 years service	no
Pitt	no	250	\$15	no data	506.00	20.00	486.00	48%	50% county paid after 20 years, 75% paid after 25 years; 100% paid after 30 years.	no
Polk	no	500	\$25	2,500	439.00	0.00	439.00	0%	100% county paid after 20 years/ age 60 or 100% after 30 years	100% Medicare supplement with 20 years service and age 60 or any age with 30 years
Randolph	no	500	20%	2,000	430.00	0.00	430.00	0%	no	no
Richmond	no	500	\$25	3,000	500.00	0.00	500.00	0%	0% county paid with 10 years service, 50% county paid after 20 years, 75% after 25 years, 100% after 30 years	no
Robeson	no	500	\$20	no data	504.00	0.00	504.00	0%	100% county paid after 30 years	no
Rockingham	yes	500	\$0	1,500	474.00	0.00	474.00	0%	100% county paid after 20 years and age 55 or 30 years of service at any age	100% county paid after 30 years
Rowan	no	400	\$20	2,500	626.00	0.00	626.00	77%	50% county paid after 20 years service; 75% paid after 25 years and 100% paid after 30 years of service	no
Rutherford	no	250	\$20	1,500	346.38	0.00	346.38	0%	100% county paid after 20 years with the county and age 55	no
Sampson	yes	250	\$15	250	634.00	0.00	634.00	\$245/mo	50% county paid after 20 years continuous service with Rutherford County	50% county paid after 20 years continuous service with Rutherford County
Scotland	no	0	\$30	4,500	447.00	0.00	447.00	0%	75% county paid after 15 years, 100% paid after 20 years	no
Stanly	no	500	\$20	1,000	625.00	0.00	625.00	0%	100% county paid after 15 years service	100% county paid after 15 years only if hired before 7/1/04
Stokes	no	500	\$20	1,000	625.00	0.00	625.00	0%	no	no
Surry	yes	500	\$25	2,500	530.11	159.03	371.08	50%	50% county paid after 20 years/ age 55, 50% paid after 30 years regardless of age	50% county paid after 20 years/ age 55, 50% paid after 30 years regardless of age
Swain	yes	500	\$25	3,000	370.00	30.00	340.00	0%	100% of employer share paid after 30 years, or 25 years/age 55, or 10 years/age 62	no
Transylvania	no	500	20%	2,000	478.00	0.00	178.00	50%	60% county paid after 15 years/age 60, 80% after 20 years/age 55, 100% after 30 years	no

TABLE XXXVIII. LIFE AND LIABILITY INSURANCE

January 2008

Life Insurance for Employees *						
County	Monthly Cost			NCLGERS Death Benefit	Liability Insurance	
	Maximum Benefit	Employee Pays	County Pays		Elected Officials	Administrator
Alamance	\$70,000	0%	100%	yes	\$2,000,000	\$2,000,000
Alexander	12,500	0%	100%	yes	yes	yes
Alleghany	10,000	0%	100%	yes	2,000,000	2,000,000
Anson	no data	no data	no data	no data	no data	no data
Ashe	10,000	0%	100%	yes	1,000,000	1,000,000
Avery	no data	no data	no data	yes	no data	no data
Beaufort	10,000	0%	100%	yes	2,000,000	2,000,000
Bertie	100% annual salary	0%	100%	no	yes	yes
Bladen	10,000–50,000	0%	100%	yes	yes	yes
Brunswick	24,500	0%	100%	yes	1,000,000	1,000,000
Buncombe	30,000	0%	100%	yes	yes	yes
Burke	10,000	0%	100%	yes	yes	yes
Cabarrus	20,000	0%	100%	yes	yes	yes
Caldwell	50,000	0%	100%	yes	3,000,000	3,000,000
Camden	20,000	0%	100%	yes	no	no
Carteret	15,000	0%	100%	yes	2,000,000	2,000,000
Caswell	no data	no data	no data	yes	no	no
Catawba	no data	0%	100%	yes	2,000,000	2,000,000
Chatham	10,000	0%	100%	yes	2,000,000	2,000,000
Cherokee	15,000	0%	100%	yes	300,000	300,000
Chowan	10,000	0%	100%	yes	yes	yes
Clay	no data	n/a	n/a	yes	yes	yes
Cleveland	none	n/a	n/a	yes	500,000	500,000
Columbus	100,000	0%	100%	yes	2,000,000	2,000,000
Craven	10,000	0%	100%	yes	1,000,000	1,000,000
Cumberland	105,000	96.0%	4.0%	yes	no	no
Currituck	none	n/a	n/a	yes	yes	yes
Dare	30,000	0%	100%	yes	2,000,000	2,000,000
Davidson	20,000	0%	100%	yes	yes	yes
Davie						
Duplin	none	n/a	n/a	yes	yes	yes
Durham	300% annual salary	no data	flex plan choice	yes	yes	no
Edgecombe	20,000	0%	100%	yes	2,000,000	2,000,000
Forsyth	150,000 (Maximum)	0%	100%	no	no	no
Franklin	50,000	0%	100%	yes	2,000,000	2,000,000
Gaston	50,000	0%	100%	no	no	no
Gates	15,000	0%	100%	yes	no data	no data
Graham	35,000	50%	50%	yes	yes	yes
Granville	10,000	0%	100%	yes	no data	no data
Greene	10,000	0%	100%	yes	2,000,000	2,000,000
Guilford	varies ¹	no data	no data	yes	yes	yes
Halifax	20,000	100%	0%	yes	2,000,000	2,000,000
Harnett	100% annual salary	0%	100%	yes	100,000	100,000
Haywood	20,000	0%	100%	yes	2,000,000	no data
Henderson	none	n/a	n/a	yes	2,000,000	2,000,000
Hertford	5,000	100%	0%	yes	yes	yes
Hoke	10,000	0%	100%	yes	25,000	200,000
Hyde						
Iredell	75,000	0%	100%	yes	yes	yes
Jackson	70,000	0%	100%	yes	1,000,000	1,000,000
Johnston	200,000	0%	100%	yes	no	no
Jones	10,000	0%	100%	yes	no data	no data
Lee	15,000	0%	100%	yes	1,000,000	1,000,000
Lenoir	20,000	0%	100%	yes	1,000,000	1,000,000
Lincoln	50,000	no data	no data	yes	yes	yes
McDowell	20,000	0%	100%	yes	yes	yes
Macon	30,000	0%	100%	yes	2,000,000	2,000,000
Madison				yes		
Martin	10,000	0%	100%	yes	2,000,000	2,000,000
Mecklenburg	1,000,000	0%	100%	yes	yes	yes
Mitchell	10,000	0%	100%	yes	yes	yes
Montgomery	100,000	0%	100%	yes	yes	yes
Moore	500,000	0%	100%	yes	2,000,000	2,000,000
Nash	100% annual salary	0%	100%	yes	yes	yes

Life Insurance for Employees *						
County	Monthly Cost			NCLGERS Death Benefit	Liability Insurance	
	Maximum Benefit	Employee Pays	County Pays		Elected Officials	Administrator
New Hanover	none	n/a	n/a	yes	no data	no data
Northampton	\$20,000	0%	100%	yes	yes	yes
Onslow	22,500	100%	0%	yes	yes	yes
Orange	50,000	0%	100%	yes	\$6,000,000	\$6,000,000
Pamlico	10,000	0%	100%	yes	yes	yes
Pasquotank	10,000	0%	100%	yes	no data	no data
Pender	10,000	0%	100%	yes	yes	yes
Perquimans	10,000	0%	100%	no	2,000,000	2,000,000
Person	10,000	0%	100%	yes	2,000,000	no data
Pitt	600% annual salary	All over 100% salary	100% salary	yes	yes	yes
Polk	15,000	All over 15,000	100%	yes	2,000,000	2,000,000
Randolph	none	n/a	n/a	yes	2,000,000	2,000,000
Richmond	10,000	0%	100%	yes	2,000,000	2,000,000
Robeson	10,000	0%	100%	yes	yes	yes
Rockingham	none	n/a	n/a	yes	2,000,000	2,000,000
Rowan	30,000	0%	100%	yes	1,000,000	1,000,000
Rutherford	10,000	0%	100%	yes	yes	yes
Sampson	10,000	0%	100%	yes	1,000,000	1,000,000
Scotland	20,000	50%	50%	yes	1,000,000	1,000,000
Stanly	none	n/a	n/a	yes	2,000,000	2,000,000
Stokes						
Surry	30,000	0%	100%	yes	yes	yes
Swain	10,000	0%	100%	yes	2,000,000	2,000,000
Transylvania	10,000	0%	100%	yes	2,000,000	2,000,000
Tyrrell	50,000	0%	100%	yes	yes	yes
Union	100% annual salary	0%	100%	yes	1,000,000	1,000,000
Vance	25,000	0%	100%	yes	3,000,000	3,000,000
Wake	200,000	0%	100%	yes	500,000	500,000
Warren	40,000 ²	50%	50%	yes	2,000,000	2,000,000
Washington	100% annual salary	0%	100%	yes	yes	yes
Watauga	80,000	0%	100%	no data	no data	no data
Wayne	100% annual salary	0%	100%	no	no data	no data
Wilkes	30,000	0%	100%	yes	5,000,000	no
Wilson	none	n/a	n/a	yes	no data	no data
Yadkin	10,000	0%	100%	yes	no data	no data
Yancey	no data	no data	no data	no data	no data	no data

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

1. County pays for \$10,000 and 1/2 of additional amount that can be up to two times annual salary
2. County pays for the first \$20,000 and the employee may elect up to an additional \$20,000 at their cost

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

January 2008

County	401k Plan		Classification		Pay System				Performance Appraisal System	Percentage of Employees Receiving Merit Increases	FY 2007-08 Cost of Living
	Plan	Contribution	Plan	Last Update	Plan	Last Update	Posted on Web	Probation Increase			
Alamance	yes	2.00%	yes	2002	yes	2002	no	0.00%	no	n/a	2.50%
Alexander	yes	0.00%	yes	2003	yes	2003	yes	flat amount 3	yes	varies	3.00%
Alleghany	yes	0.00%	yes	2007	yes	2007	no	no data	no	n/a	2.00%
Anson	yes	3.00%	yes	pre-1999	yes	pre-1999	yes *	0.00%	no	n/a	3.00%
Ashe	yes	2.00%	yes	2006	yes	2006	no	5.00%	yes	0.00%	5.00%
Avery	yes	3.00%	yes	2006	yes	2006	no	no data	no	n/a	4.00%
Beaufort	yes	5%-6%	yes	2006	yes	2006	no	n/a	no	n/a	4.00%
Bertie	yes	0.00%	yes	1996	yes	2005	no	5.00%	no	n/a	2.00%
Bladen	yes	5.00%	yes	2004	yes	2004	no	n/a	no	n/a	no data
Brunswick	yes	5.00%	yes	2004	yes	2007	no	n/a	yes	95.00%	0.00%
Buncombe	yes	0.00%	no data	no data	no data	no data	no	0.00-4.50%	no data	no data	4.00%
Burke	yes	2.00%	yes	2005	yes	2005	yes	n/a	no	n/a	no data
Cabarrus	yes	5.00%	yes	2005	yes	2005	no	no data	yes	no data	2.50%
Caldwell	yes	0.00%	yes	2007	yes	2007	yes *	5.00%	yes	60.00%	all merit
Camden	yes	5.00%	yes	2006	yes	2006	no	5.00%	yes	0.00%	3.00%
Carteret	yes	5.00%	yes	2005	yes	2007	no	0.00%	yes	60.00%	0.00%
Caswell	yes	0.00%	yes	1998	yes	1998	no	3.00-4.00%	yes	0.00%	3.50%
Catawba	yes	0.00%	yes	2007	yes	2007	yes *	no data	yes	75.00%	1.00%
Chatham	yes	4.50%	yes	2007	yes	2007	no	0.00%	yes	no data	0.00%
Cherokee	yes	0.00%	yes	2007	yes	2007	yes *	no data	yes	0.00%	3.00% 2
Chowan	yes	0.00%	yes	no data	yes	2003	no	no data	yes	no data	2.00%
Clay	yes	0.00%	no data	no data	yes	2007	no	no data	no	n/a	4.00%
Cleveland	yes	5.00%	yes	2007	yes	2007	yes *	0.00%	yes	no data	2.00%
Columbus	yes	2.00%	yes	2004	yes	2006	no	no data	no	n/a	3.00%
Craven	yes	4.00%	yes	2004	yes	2004	no	4.80%	yes	28.00%	3.00%
Cumberland	yes	1.00%	yes	2007	yes	2007	yes *	n/a	yes	n/a	4.00% 1
Currituck	yes	4.96%	yes	2006	yes	2006	no	2.50%	no	0.00%	3.20%
Dare	yes	5.00%	yes	2005	yes	2005	no	5.00%	yes	25.00%	1.00%
Davidson	yes	1.50%	yes	2007	yes	2007	no	0.00%	no	n/a	3.00%
Davie											
Duplin	yes	0.00%	yes	no data	yes	no data	no	0.00%	no	n/a	2.00%
Durham	yes	5.00%	yes	2001	yes	2001	no	2.50%	yes	no data	0.00%
Edgecombe	yes	2.00%	yes	2007	yes	2007	no	0.00%	no	n/a	3.00%
Forsyth	yes	0.00%	yes	2007	yes	2007	no	no data	yes	no data	no data
Franklin	yes	4.00%	yes	2003	yes	2006	no	2.50-5.00%	yes	0.00%	\$1,000 each
Gaston	yes	0.00%	no data	no data	no data	no data	no data	no data	yes	no data	no data
Gates	yes	0.00%	yes	1982	yes	2001	no	0.00%	no	n/a	4.00%
Graham	yes	0.00%	yes	no data	no	n/a	no	no data	no	n/a	no data
Granville	yes	5.00%	yes	1997	yes	2005	no	no data	yes	100.00%	2.00%
Greene each	yes	6.00%	yes	1995	yes	1995	no	no data	no	n/a	1.0% + \$400
Guilford	yes	5.00%	yes	no data	yes	no data	no	no data	yes	92.00%	n/a
Halifax	yes	5.00%	yes	ongoing	yes	2007	no	n/a	yes	100.00%	3.00%
Harnett	yes	2.00%	yes	2007	yes	2007	yes *	0.00%	yes	0.00%	3.00%
Haywood	yes	5.50%	yes	no data	yes	1999	no	no data	yes	no data	4.00%
Henderson	yes	2.00%	yes	2007	yes	2007	no	0.00%	yes	0-3%	2.50%
Hertford	yes	0.00%	yes	2007	yes	2007	no	0.00%	no	n/a	new classifica- tion
Hoke	yes	0.00%	yes	2007	yes	2007	no	0.00%	yes	0.00%	plan 3.00%
Hyde											
Iredell	yes	5.00%	yes	2005	yes	2005	no	4.50%	yes	90.00%	2.50%
Jackson	yes	0.00%	yes	2004	yes	2007	no	n/a	no	n/a	3.40%
Johnston	yes	5.00%	yes	2007	yes	2007	yes *	5.00%	yes	no data	2.15%
Jones	yes	0.00%	yes	2006	yes	2006	no	no data	no	no data	no data
Lee	yes	5.00%	yes	2007	yes	2007	yes *	n/a	no	n/a	3.00%
Lenoir	yes	no data	yes	2007	yes	2007	no	0.00%	no	n/a	2.50%
Lincoln	yes	5.00%	yes	1995	yes	2005	no	2.50%	no	n/a	0.00%
McDowell	yes	\$41.40/month	yes	2006	yes	2006	no	0.00%	no	n/a	3.75%
Macon	no	n/a	yes	2007	yes	2007	yes	no data	yes	no data	5.00%
Madison											
Martin	yes	2.00%	yes	1999	yes	2007	no	0.00%	no	n/a	2.00%
Mecklenburg	yes	5.00%	yes	no data	yes	2007	yes *	n/a	yes	85.00%	n/a
Mitchell	yes	0.00%	yes	2000	yes	2000	no data	no data	no data	no data	no data
Montgomery	yes	5.00%	yes	2001	yes	2001	no	5.00%	no	n/a	4.00%

County	401k Plan		Classification		Pay System				Performance Appraisal System	Percentage of Employees Receiving Merit Increases	FY 2007–08 Cost of Living
	Plan	Contribution	Plan	Last Update	Plan	Last Update	Posted on Web	Probation Increase			
Moore	yes	2.60%	yes	2007	yes	2007	no	n/a	yes	95.00%	2.50%
Nash	yes	5.00%	yes	2001	yes	2002	no	n/a	yes	99.00%	no data
New Hanover	yes	5.00%	no data	no data	no data	no data	no data	no data	no data	no data	no data
Northampton	yes	0.00%	yes	2003	yes	2006	no	2.50%	yes	90.00%	2.50%
Onslow	yes	5.00%	yes	2005	yes	2007	no	n/a	yes	99.00%	2.50%
Orange	yes	5.00%	yes	2003	yes	2006	no	0.00%	yes	no data	3.00%
Pamlico	yes	3.00%	yes	no data	yes	no data	no	6.00%	no data	no data	6.00%
Pasquotank	yes	2.00%	yes	2005	yes	2005	no	2.50%	yes	98.00%	2.50%
Pender	yes	0.00%	yes	2007	yes	2007	no	n/a	no	n/a	2.50%
Perquimans	yes	2.50%	yes	2004	yes	2004	no	one step	yes	39.50%	2.50%
Person	yes	5.00%	yes	2006	yes	2006	no	5.00%	no	n/a	no data
Pitt	yes	4.98%	yes	2000	yes	2000	no	2.40%	yes	85.00%	2.10%
Polk	yes	0.00%	yes	2004	yes	2004	no	5.00%	yes	n/a	2.50%
Randolph	yes	2.00% ¹	yes	2007	yes	2007	yes*	5.00%	yes	14.00%	2.75%
Richmond	yes	7.00%	yes	2007	yes	2007	no	no data	yes	no data	2.40%
Robeson	yes	4.00%	yes	no data	yes	2004	no	n/a	yes	no data	2.00%
Rockingham	yes	1.00%	yes	2007	yes	2007	yes*	0.00%	yes	98.00%	3.50%
Rowan	yes	3.00%	yes	2007	yes	2007	yes*	2.00%	yes	69.00%	2.50%
Rutherford	yes	no data	yes	2004	yes	2005	no	no data	yes	no data	3.50%
Sampson	yes	2.53%	yes	2004	yes	2007	no	5.00%	yes	0.00%	1.50%
Scotland	yes	3.75%	yes	2007	yes	2007	no	2.50%	yes	0.00%	3.00%
Stanly	yes	5.00%	yes	202	yes	2006	no	5.00%	yes	82.00%	2.50%
Stokes											
Surry	yes	0.00%	yes	2006	yes	2006	no	2.50%	yes	30.00%	3.00%
Swain	yes	0.00%	yes	2007	yes	2007	no	5.00%	yes	no data	3.00%
Transylvania	yes	0.00%	yes	1998	yes	1998	no	0.00%	yes	98.00%	3.00%
Tyrrell	yes	0.00%	no	n/a	no	n/a	no	no data	no	n/a	no data
Union	yes	5.00%	yes	2007	yes	2007	yes*	no data	yes	no data	3.50%
Vance	yes	0.00%	yes	2007	yes	2007	no	4.0–5.0%	yes	100.00%	2.00%
Wake	yes	5.00%	yes	2004	yes	2004	yes*	n/a	yes	no data	no data
Warren	yes	0.00%	yes	2007	yes	2007	no	n/a	yes	0.00%	2.00%
Washington	yes	3.00%	yes	1998	yes	2001	no	no	no	n/a	no data
Watauga	yes	5.00%	yes	2007	yes	2007	no	0.00%	yes	98.00%	3.00%
Wayne	yes	2.00%	yes	2007	yes	2007	no	0.00%	yes	10.00%	0.00%
Wilkes	yes	0.00%	yes	2007	yes	2007	no	no data	no	n/a	2.30%
Wilson	yes	2.50%	yes	2007	yes	2007	yes	0.00%	yes	0.00%	2.50%
Yadkin	yes	1.00%	no data	no data	no data	no data	no data	no data	no	n/a	3.00%
Yancey	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data	no data

* Web addresses of pay plans

Anson	www.co.anson.nc.us/content/index.php?hrinfo
Caldwell	www.caldwellcounty.org
Catawba	www.catawbacountync.gov/depts/pers/SalaryPlan.pdf
Cherokee	www.cherokeecounty-nc.gov
Cleveland	www.clevelandcounty.com
Cumberland	www.co.cumberland.nc.us
Johnston	www.johnstonnc.com
Harnett	www.harnett.org
Lee	www.leecountync.gov
Mecklenburg	www.charmeck.org
Randolph	www.co.randolph.nc.us
Rockingham	www.co.rockingham.nc.us/pp/PersInfo.htm
Rowan	www.co.rowan.nc.us/hr
Union	www.union.nc.us
Wake	www.wakegov.com/employment/countyjobs/classification.htm

1. Effective January 2008