Based on data collected in the fall of 2001
Established in 1931, the Institute of Government provides training, advisory, and research services to public officials and others interested in the operation of state and local government in North Carolina. The Institute is part of The University of North Carolina at Chapel Hill's School of Government, which also administers the university’s Master of Public Administration Program.

Each year approximately 14,000 city, county, and state officials attend one or more of the 230 classes, seminars, and conferences offered by the Institute. Faculty members annually publish up to fifty books, bulletins, and other reference works related to state and local government. Each day that the General Assembly is in session, the Institute’s Daily Bulletin, available in print and electronically, reports on the day’s activities for members of the legislature and others who need to follow the course of legislation. An extensive Web site (http://ncinfo.iog.unc.edu/) provides access to publications and faculty research, course listings, program and service information, and links to other useful sites related to government.

Support for the Institute’s operations comes from various sources, including state appropriations, local government membership dues, private contributions, publication sales, and service contracts. For more information about the Institute, visit the Web site or call (919) 966-5381.

Michael R. Smith
DIRECTOR

Thomas H. Thornburg
ASSOCIATE DIRECTOR FOR PROGRAMS

Patricia A. Langelier
ASSOCIATE DIRECTOR FOR PLANNING AND OPERATIONS

Ann C. Simpson
ASSOCIATE DIRECTOR FOR DEVELOPMENT

FACULTY

Gregory S. Allison
Stevens H. Clarke
Joseph E. Hunt
William C. Rivenbark

Stephen Allred (on leave) Anne S. Davidson Kurt J. Jenne (on leave) John Rubin

David N. Ammons Anne M. Dellinger Robert P. Joyce John L. Saxon

A. Fleming Bell, II James C. Drennan Diane Juffras Jessica Smith

Maureen M. Berner Richard D. Ducker David M. Lawrence John B. Stephens

Frayda S. Bluestein Robert L. Farb Charles D. Liner A. John Vogt

Mark F. Botts Joseph S. Ferrell Ben F. Loeb, Jr. Aimee Wall

Phillip Boyle Susan Leigh Flinspach Janet Mason Richard Whisnant

Joan G. Brannon Kimberly Martin Grantham Laurie L. Mesibov Gordon P. Whitaker


William A. Campbell Cheryl Daniels Howell David W. Owens

© 2002
INSTITUTE OF GOVERNMENT
The University of North Carolina at Chapel Hill

© This publication is printed on permanent, acid-free paper in compliance with the North Carolina General Statutes.

ISBN 1-56011-408-8

© Printed on recycled paper in the United States of America
# Table of Contents

**INTRODUCTION** ........................................................................................................................................................................... v

**MAP OF NORTH CAROLINA COUNTIES** ........................................................................................................................................ 1

**SURVEY SALARY DATA**

I. POPULATION, VALUATION, COUNTY COMMISSIONER, AND COUNTY MANAGER ................................................................. 2

II. ANIMAL CONTROL OFFICER .................................................................................................................................................................. 5

III. ASSISTANT COUNTY MANAGER AND ASSISTANT TO THE MANAGER ................................................................................ 7

IV. BOARD OF ELECTIONS AND DIRECTOR OF ELECTIONS ........................................................................................................ 10

V. BUILDING, ELECTRICAL, AND PLUMBING INSPECTIONS .................................................................................................... 13

Building Inspector, Electrical Inspector, Plumbing Inspector

VI. CLERK TO THE BOARD OF COUNTY COMMISSIONERS AND PERSONNEL OFFICER ............................................................... 17

VII. COUNTY ATTORNEY ....................................................................................................................................................................... 20

VIII. EMERGENCY MEDICAL SERVICES ............................................................................................................................................. 23

Director of Emergency Services, Ambulance Director, Other EMS Positions

IX. FINANCE, PURCHASING, AND DATA PROCESSING ..................................................................................................................... 28

Part One: Finance Officer, Purchasing Agent, Director of Data Processing

Part Two: Computer Operator .................................................................................................................................................................... 31

X. FIRE MARSHAL, CIVIL PREPAREDNESS COORDINATOR, AND VETERANS’ SERVICES OFFICER .................................................. 32

XI. LAW ENFORCEMENT ........................................................................................................................................................................... 35

Sheriff, Chief Deputy, Deputies, Jailer, and Dispatcher

XII. LIBRARY DIRECTOR, PUBLIC HEALTH DIRECTOR, MENTAL HEALTH DIRECTOR, AND SOCIAL SERVICES DIRECTOR ................. 47

XIII. NORTH CAROLINA COOPERATIVE EXTENSION SERVICE ...................................................................................................... 50

County Extension Director

XIV. PLANNING AND RECREATION ....................................................................................................................................................... 51

Planning Director, Planner, Recreation Director

XV. REGISTER OF DEEDS ......................................................................................................................................................................... 54

Register of Deeds, Assistant Register of Deeds, Deputy Register of Deeds

XVI. SOCIAL SERVICES ATTORNEY ....................................................................................................................................................... 57

XVII. TAX ADMINISTRATION ................................................................................................................................................................. 58

Part One: Tax Assessor, Tax Collector, Tax Appraiser

Part Two: Tax Mapper or Drafter and Tax Lister ......................................................................................................................................... 61

XVIII. WATER SYSTEM AND LANDFILL .............................................................................................................................................. 64

Water System Supervisor, Landfill Supervisor, Landfill Equipment Operator

XIX. ENVIRONMENTAL SPECIALIST ...................................................................................................................................................... 67

XX. 401k, LIABILITY INSURANCE, POSITION CLASSIFICATION, AND PAY SYSTEM ........................................................................ 69

XXI. HEALTH AND LIFE INSURANCE .................................................................................................................................................... 72

XXII. HOLIDAYS, VACATION, AND SICK LEAVE ................................................................................................................................ 75

XXIII. REIMBURSEMENT RATES AND EMPLOYMENT DATA .................................................................................................................. 80

XXIV. PERFORMANCE APPRAISAL, PAY, AND LONGEVITY SYSTEMS ............................................................................................... 83

XXV. WORKWEEK AND OVERTIME POLICIES ................................................................................................................................... 86
Introduction

Since 1950 the Institute of Government has published information on salaries and working conditions in North Carolina counties to meet the needs of elected and appointed officials in reviewing current personnel practices. Ninety-nine North Carolina counties participated in this year’s survey of fifty-seven 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 2001–2002 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 2001 and assessed property valuations for each county for fiscal year 2001–2002 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), and ninety-five of these counties provide the death benefit option.

Thirty-three counties awarded performance pay increases for 2001–2002. The percentage of employees who received performance increases ranged from a low of 13.5 percent to a high of 100 percent of employees in the counties reporting a performance pay increase. The average was 64.9 percent (up from 59.2 percent last year) for those counties providing any such increase.

Sixty-five counties reported awarding their employees an across-the-board cost of living adjustment (COLA). This figure is down from eighty-one counties last year. The COLA ranged from a low of 1.0 percent to a high of 6.0 percent. The average COLA was 2.9 percent, down from 3.1 percent last year. Twenty-five counties reported awarding their employees both a COLA and a performance pay increase.

The Institute 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.

Thomas H. Thornburg
Associate Director of Programs
Institute of Government
CB #3330, UNC
Chapel Hill, NC 27599-3330
Thornburg@iogmail.iog.unc.edu