

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|-----------------------|-----------------------------|-----------|-----------|-----------|-----------|----------------|
| City of Burlington | Accountant | Senior Accountant | 1 | 33,528 | 44,424 | 55,320 | 37,752 |
| City of Raleigh | Accountant | Accountant/Auditor I | 3 | 33,491 | 48,088 | 62,684 | 53,379 |
| Durham County | Accountant | Accountant | 5 | 33,369 | 45,409 | 57,448 | 44,176 |
| Orange County | Accountant | Accountant II | 1 | 40,884 | 53,122 | 65,359 | 53,014 |
| Town of Carrboro | Accountant | Staff Accountant | 1 | 37,595 | 47,391 | 57,186 | 42,008 |
| Town of Cary | Accountant | Accountant | 1 | 38,771 | 51,355 | 63,939 | 56,243 |
| UNC | Accountant | Accountant II | 19 | 35,671 | 45,553 | 55,434 | 54,576 |
| UNC Hospital | Accountant | Accountant | 3 | 36,654 | 45,818 | 54,982 | 49,396 |
| Wake County | Accountant | Senior Accountant | 6 | 38,476 | 51,356 | 64,254 | 52,949 |
| Town of Hillsborough | Accountant | N/M | | | | | |
| OWASA | Accountant | N/M | | | | | |
| City of Durham | Accountant | N/M | | | | | |
| CHCCS | Accountant | N/M | | | | | |
| | | Average | 4 | 36,493 | 48,057 | 59,623 | 49,277 |
| | | Weighted Average | | 35,917 | 46,967 | 58,020 | 51,822 |
| Town of Chapel Hill | Accountant | Accountant | 3 | 39,252 | 48,264 | 58,878 | 48,289 |
| | | Ratio: Town to average | | 1.08 | 1.00 | 0.99 | 0.98 |
| Town of Hillsborough | Accounting Technician | N/M | | | | | |
| City of Burlington | Accounting Technician | N/M | | | | | |
| CHCCS | Accounting Technician | Accounting Analyst | 1 | 32,989 | 34,653 | 36,317 | 38,459 |
| City of Durham | Accounting Technician | Accounting Technician | 4 | 24,882 | 32,036 | 38,444 | 32,410 |
| City of Raleigh | Accounting Technician | Accounting Technician | 7 | 27,553 | 38,332 | 49,115 | 35,516 |
| Durham County | Accounting Technician | Accounting Technician | 1 | 24,811 | 33,764 | 42,717 | 33,764 |
| Orange County | Accounting Technician | Accounting Technician II | 3 | 30,400 | 39,499 | 48,597 | 31,750 |
| Town of Carrboro | Accounting Technician | Accounting Technician I | 1 | 25,317 | 31,920 | 38,523 | 32,640 |
| Town of Cary | Accounting Technician | Finance Technician II | 2 | 31,866 | 39,052 | 46,238 | 38,230 |
| UNC | Accounting Technician | Accounting Technician III | 102 | 25,036 | 31,242 | 37,447 | 34,033 |
| UNC Hospital | Accounting Technician | Accounting Technician | 9 | 26,733 | 33,416 | 40,099 | 36,381 |
| Wake County | Accounting Technician | Accounting Technician | 29 | 24,189 | 32,293 | 40,396 | 31,245 |
| OWASA | Accounting Technician | Accounting Tech I | 2 | 26,460 | 32,414 | 38,367 | |
| | | Average | 15 | 27,294 | 34,420 | 41,478 | 34,443 |
| | | Weighted Average | | 25,336 | 32,187 | 39,019 | 33,709 |
| Town of Chapel Hill | Accounting Technician | Accounting Technician II | 2 | 27,895 | 34,300 | 41,843 | 33,051 |
| | | Ratio: Town to average | | 1.02 | 1.00 | 1.01 | 0.96 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|-------------------------|-----------------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Payroll Supervisor | Payroll Technician | 1 | 27,331 | 28,725 | 30,077 | 38,085 |
| City of Burlington | Payroll Supervisor | N/M | | | | | |
| City of Durham | Payroll Supervisor | N/M | | | | | |
| City of Raleigh | Payroll Supervisor | N/M | | | | | |
| Durham County | Payroll Supervisor | N/M | | | | | |
| Orange County | Payroll Supervisor | N/M | | | | | |
| OWASA | Payroll Supervisor | N/M | | | | | |
| Town of Carrboro | Payroll Supervisor | Accounting Technician II | 1 | 27,949 | 35,234 | 42,518 | 42,425 |
| Town of Cary | Payroll Supervisor | N/M | | | | | |
| Town of Hillsborough | Payroll Supervisor | Accounting Supervisor | 1 | 30,486 | 39,768 | 49,050 | 46,656 |
| UNC | Payroll Supervisor | Accounting Specialist II | 1 | 31,582 | 40,086 | 48,589 | 48,779 |
| UNC Hospital | Payroll Supervisor | N/M | | | | | |
| Wake County | Payroll Supervisor | N/M | | | | | |
| | | Average | 1 | 29,337 | 35,953 | 42,559 | 43,986 |
| | | Weighted Average | | 29,337 | 35,953 | 42,559 | 43,986 |
| Town of Chapel Hill | Payroll Supervisor | Payroll Supervisor | 1 | 33,907 | 41,692 | 50,861 | 43,276 |
| | | Ratio: Town to average | | 1.16 | 1.16 | 1.20 | 0.98 |
| CHCCS | Help Desk Administrator | MIS Support Specialist | 1 | 28,434 | 29,806 | 31,221 | 33,987 |
| City of Burlington | Help Desk Administrator | Computer Operator | 1 | 28,104 | 37,236 | 46,368 | 29,520 |
| City of Durham | Help Desk Administrator | Help Desk Coordinator | 1 | 43,872 | 56,485 | 67,782 | 50,343 |
| City of Raleigh | Help Desk Administrator | Technical Support Analyst | 6 | 33,491 | 48,088 | 62,684 | 42,482 |
| Durham County | Help Desk Administrator | N/M | | | | | |
| Orange County | Help Desk Administrator | N/M | | | | | |
| OWASA | Help Desk Administrator | N/M | | | | | |
| Town of Carrboro | Help Desk Administrator | N/M | | | | | |
| Town of Cary | Help Desk Administrator | Computer Operator | 2 | 27,518 | 33,717 | 39,915 | 33,301 |
| Town of Hillsborough | Help Desk Administrator | N/M | | | | | |
| UNC | Help Desk Administrator | Technical Support Technician | 38 | 20,500 | 32,000 | 43,500 | 32,988 |
| UNC Hospital | Help Desk Administrator | Help Desk Coordinator | 2 | 30,855 | 38,569 | 46,283 | 38,997 |
| Wake County | Help Desk Administrator | Information/Technology Technician | 24 | 33,711 | 45,005 | 56,298 | 40,416 |
| | | Average | 9 | 30,811 | 40,113 | 49,256 | 37,754 |
| | | Weighted Average | | 26,749 | 38,037 | 49,307 | 36,492 |
| Town of Chapel Hill | Help Desk Administrator | IT Analyst | 1 | 41,214 | 50,677 | 61,821 | 47,052 |
| | | Ratio: Town to average | | 1.34 | 1.26 | 1.26 | 1.25 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|--------------------------------------|---------------------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Network & Telecommunications Analyst | N/M | | | | | |
| City of Burlington | Network & Telecommunications Analyst | N/M | | | | | |
| City of Durham | Network & Telecommunications Analyst | Network Analyst | 1 | 43,872 | 56,485 | 67,782 | 67,782 |
| City of Raleigh | Network & Telecommunications Analyst | N/M | | | | | |
| Durham County | Network & Telecommunications Analyst | N/M | | | | | |
| Orange County | Network & Telecommunications Analyst | N/M | | | | | |
| OWASA | Network & Telecommunications Analyst | N/M | | | | | |
| Town of Carrboro | Network & Telecommunications Analyst | N/M | | | | | |
| Town of Cary | Network & Telecommunications Analyst | Telecommunications Analyst | 1 | 47,112 | 62,411 | 77,709 | 58,427 |
| Town of Hillsborough | Network & Telecommunications Analyst | N/M | | | | | |
| UNC | Network & Telecommunications Analyst | N/M | | | | | |
| UNC Hospital | Network & Telecommunications Analyst | Telecommunications Technician Sr | 4 | 48,794 | 60,993 | 73,192 | 58,681 |
| Wake County | Network & Telecommunications Analyst | Information/Technology Analyst | 11 | 45,896 | 61,391 | 76,796 | 56,088 |
| | | Average | 4 | 46,419 | 60,320 | 73,870 | 60,245 |
| | | Weighted Average | | 46,530 | 61,069 | 75,471 | 57,524 |
| Town of Chapel Hill | Network & Telecommunications Analyst | Network & Telecommunications Analyst | 1 | 47,711 | 58,665 | 71,566 | 60,894 |
| | | Ratio: Town to average | | 1.03 | 0.97 | 0.97 | 1.01 |
| | | | | | | | |
| CHCCS | Internal Services Superintendent | N/M | | | | | |
| City of Burlington | Internal Services Superintendent | Building Maintenance Superintendent | 1 | 38,256 | 50,688 | 63,120 | 42,288 |
| City of Durham | Internal Services Superintendent | N/M | | | | | |
| City of Raleigh | Internal Services Superintendent | Building Superintendent | 1 | 42,744 | 63,373 | 84,003 | 74,996 |
| Durham County | Internal Services Superintendent | N/M | | | | | |
| Orange County | Internal Services Superintendent | N/M | | | | | |
| OWASA | Internal Services Superintendent | N/M | | | | | |
| Town of Carrboro | Internal Services Superintendent | N/M | | | | | |
| Town of Carrboro | Internal Services Superintendent | N/M | | | | | |
| Town of Cary | Internal Services Superintendent | Procurement and Risk Services Manager | 1 | 49,421 | 65,468 | 81,515 | 64,584 |
| UNC | Internal Services Superintendent | N/M | | | | | |
| UNC Hospital | Internal Services Superintendent | N/M | | | | | |
| Wake County | Internal Services Superintendent | N/M | | | | | |
| | | Average | 1 | 43,474 | 59,843 | 76,213 | 60,623 |
| | | Weighted Average | | 43,474 | 59,843 | 76,213 | 60,623 |
| Town of Chapel Hill | Internal Services Superintendent | Internal Services Superintendent | 1 | 52,601 | 64,678 | 78,901 | 67,136 |
| | | Ratio: Town to average | | 1.21 | 1.08 | 1.04 | 1.11 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|--------------------------------|-----------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Landscape/Grounds Supervisor I | N/M | | | | | |
| City of Burlington | Landscape/Grounds Supervisor I | N/M | | | | | |
| City of Durham | Landscape/Grounds Supervisor I | N/M | | | | | |
| City of Raleigh | Landscape/Grounds Supervisor I | N/M | | | | | |
| Durham County | Landscape/Grounds Supervisor I | Grounds Supervisor | 1 | 30,231 | 41,139 | 52,046 | 41,651 |
| Orange County | Landscape/Grounds Supervisor I | N/M | | | | | |
| OWASA | Landscape/Grounds Supervisor I | N/M | | | | | |
| Town of Carrboro | Landscape/Grounds Supervisor I | N/M | | | | | |
| Town of Cary | Landscape/Grounds Supervisor I | Facilities Work Expeditor | 5 | 33,446 | 40,976 | 48,506 | 42,461 |
| Town of Hillsborough | Landscape/Grounds Supervisor I | N/M | | | | | |
| UNC | Landscape/Grounds Supervisor I | Grounds Supervisor I | 9 | 24,108 | 30,035 | 35,962 | 32,032 |
| UNC Hospital | Landscape/Grounds Supervisor I | N/M | | | | | |
| Wake County | Landscape/Grounds Supervisor I | Senior Equipment Operator | 5 | 26,923 | 35,942 | 44,961 | 36,121 |
| | | Average | 5 | 28,677 | 37,023 | 45,369 | 38,066 |
| | | Weighted Average | | 27,452 | 34,802 | 42,152 | 36,142 |
| Town of Chapel Hill | Landscape/Grounds Supervisor I | Landscape Supervisor I | 2 | 30,755 | 37,815 | 46,132 | 44,912 |
| | | Ratio: Town to average | | 1.07 | 1.02 | 1.02 | 1.18 |

| | | | | | | | |
|----------------------|---------------------------------|--------------------------|----|--------|--------|--------|--------|
| CHCCS | Landscape/Grounds Supervisor II | N/M | | | | | |
| City of Burlington | Landscape/Grounds Supervisor II | Cemetery & Grounds Supt. | 1 | 32,088 | 42,516 | 52,944 | 46,344 |
| City of Durham | Landscape/Grounds Supervisor II | N/M | | | | | |
| City of Raleigh | Landscape/Grounds Supervisor II | N/M | | | | | |
| Durham County | Landscape/Grounds Supervisor II | N/M | | | | | |
| Orange County | Landscape/Grounds Supervisor II | N/M | | | | | |
| OWASA | Landscape/Grounds Supervisor II | N/M | | | | | |
| Town of Carrboro | Landscape/Grounds Supervisor II | N/M | | | | | |
| Town of Cary | Landscape/Grounds Supervisor II | N/M | | | | | |
| Town of Hillsborough | Landscape/Grounds Supervisor II | N/M | | | | | |
| UNC | Landscape/Grounds Supervisor II | Grounds Supervisor II | 1 | 36,968 | 38,879 | 40,789 | 33,625 |
| UNC Hospital | Landscape/Grounds Supervisor II | N/M | | | | | |
| Wake County | Landscape/Grounds Supervisor II | Trades Supervisor | 15 | 33,711 | 45,005 | 56,298 | 50,760 |
| | | Average | 6 | 34,256 | 42,133 | 50,010 | 43,576 |
| | | Weighted Average | | 33,807 | 44,498 | 55,188 | 49,492 |
| Town of Chapel Hill | Landscape/Grounds Supervisor II | Landscape Supervisor II | 1 | 33,907 | 41,692 | 50,861 | 44,912 |
| | | Ratio: Town to average | | 0.99 | 0.99 | 1.02 | 1.03 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|----------------------------|--------------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Traffic Program Supervisor | N/M | | | | | |
| City of Burlington | Traffic Program Supervisor | N/M | | | | | |
| City of Durham | Traffic Program Supervisor | Traffic Systems Supervisor | 1 | 36,316 | 46,757 | 56,109 | 43,756 |
| City of Raleigh | Traffic Program Supervisor | Traffic Signal Systems Manager | 1 | 40,708 | 60,356 | 80,003 | 65,624 |
| Durham County | Traffic Program Supervisor | N/M | | | | | |
| Orange County | Traffic Program Supervisor | N/M | | | | | |
| OWASA | Traffic Program Supervisor | N/M | | | | | |
| Town of Carrboro | Traffic Program Supervisor | N/M | | | | | |
| Town of Cary | Traffic Program Supervisor | Traffic System Manager | 1 | 40,664 | 49,806 | 58,947 | 58,000 |
| Town of Hillsborough | Traffic Program Supervisor | N/M | | | | | |
| UNC | Traffic Program Supervisor | N/M | | | | | |
| UNC Hospital | Traffic Program Supervisor | N/M | | | | | |
| Wake County | Traffic Program Supervisor | N/M | | | | | |
| | | Average | 1 | 39,229 | 52,306 | 65,020 | 55,793 |
| | | Weighted Average | | 39,229 | 52,306 | 65,020 | 55,793 |
| Town of Chapel Hill | Traffic Program Supervisor | Traffic Program Supervisor | 1 | 37,383 | 45,964 | 56,074 | vacant |
| | | Ratio: Town to average | | 0.95 | 0.88 | 0.86 | |

| | | | | | | | |
|----------------------|--------------------------|-----------------------------|-----|--------|--------|--------|--------|
| CHCCS | Administrative Assistant | Administrative Assistant | 3 | 31,203 | 33,363 | 34,986 | 38,085 |
| City of Burlington | Administrative Assistant | N/M | | | | | |
| City of Durham | Administrative Assistant | Administrative Assistant | 16 | 36,316 | 46,757 | 56,109 | 41,169 |
| City of Raleigh | Administrative Assistant | Administrative Assistant | 25 | 28,931 | 41,540 | 54,149 | 39,848 |
| Durham County | Administrative Assistant | Administrative Assistant I | 17 | 27,387 | 37,263 | 47,151 | 35,793 |
| Orange County | Administrative Assistant | Administrative Assistant II | 18 | 28,935 | 37,596 | 46,256 | 34,003 |
| Town of Carrboro | Administrative Assistant | Administrative Assistant | 4 | 30,848 | 38,901 | 46,954 | 35,947 |
| Town of Cary | Administrative Assistant | N/M | | | | | |
| Town of Hillsborough | Administrative Assistant | Administrative Assistant | 1 | 26,815 | 34,960 | 43,104 | 36,926 |
| UNC | Administrative Assistant | Administrative Assistant I | 258 | 25,036 | 31,242 | 37,447 | 34,209 |
| UNC Hospital | Administrative Assistant | Administrative Coordinator | 18 | 26,733 | 33,416 | 40,099 | 37,302 |
| Wake County | Administrative Assistant | Executive Secretary | 55 | 24,189 | 32,293 | 40,396 | 33,561 |
| OWASA | Administrative Assistant | Administrative Assistant | 8 | 27,876 | 34,149 | 40,421 | |
| | | Average | 42 | 28,570 | 36,498 | 44,279 | 36,684 |
| | | Weighted Average | | 26,072 | 33,330 | 40,543 | 34,973 |
| Town of Chapel Hill | Administrative Assistant | Administrative Assistant | 4 | 27,895 | 34,300 | 41,843 | 35,112 |
| | | Ratio: Town to average | | 0.98 | 0.94 | 0.94 | 0.96 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|--------------------------|---------------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Administrative Secretary | N/M | | | | | |
| City of Burlington | Administrative Secretary | Office Assistant 3&4 | 11 | 23,544 | 32,988 | 42,432 | 32,098 |
| City of Durham | Administrative Secretary | Secretary | 22 | 24,882 | 32,036 | 38,444 | 30,249 |
| City of Raleigh | Administrative Secretary | Senior Staff Support Specialist | 46 | 21,588 | 30,036 | 38,483 | 31,675 |
| Durham County | Administrative Secretary | Staff Assistant III | 8 | 22,478 | 30,590 | 38,701 | 28,230 |
| Orange County | Administrative Secretary | Administrative Assistant I | 5 | 27,540 | 35,784 | 44,028 | 37,353 |
| OWASA | Administrative Secretary | N/M | | | | | |
| Town of Carrboro | Administrative Secretary | N/M | | | | | |
| Town of Cary | Administrative Secretary | Administrative Secretary III | 15 | 26,250 | 32,147 | 38,043 | 32,390 |
| Town of Hillsborough | Administrative Secretary | N/M | | | | | |
| UNC | Administrative Secretary | Administrative Secretary II | 41 | 23,168 | 28,174 | 33,180 | 30,904 |
| UNC Hospital | Administrative Secretary | Office Support Assistant II | 59 | 21,852 | 27,315 | 32,778 | 29,843 |
| Wake County | Administrative Secretary | Executive Secretary | 55 | 24,189 | 32,293 | 40,396 | 33,561 |
| | | Average | 29 | 23,943 | 31,263 | 38,498 | 31,811 |
| | | Weighted Average | | 23,207 | 30,145 | 37,020 | 31,480 |
| Town of Chapel Hill | Administrative Secretary | Administrative Secretary | 5 | 25,302 | 31,111 | 37,953 | 30,699 |
| | | Ratio: Town to average | | 1.06 | 1.00 | 0.99 | 0.97 |
| | | | | | | | |
| CHCCS | Clerk/Receptionist | Clerical Assistant | 22.5 | 22,069 | 23,109 | 24,169 | 25,334 |
| City of Burlington | Clerk/Receptionist | N/M | | | | | |
| City of Durham | Clerk/Receptionist | Staff Assistant | 18 | 22,700 | 29,147 | 34,977 | 24,868 |
| City of Raleigh | Clerk/Receptionist | Staff Support Specialist | 51 | 19,581 | 27,243 | 34,905 | 26,029 |
| Durham County | Clerk/Receptionist | Staff Assistant II | 29 | 20,365 | 27,712 | 35,059 | 24,967 |
| Orange County | Clerk/Receptionist | Office Assistant I | 11 | 24,951 | 32,419 | 39,887 | 27,206 |
| OWASA | Clerk/Receptionist | Receptionist/Secretary | 1 | 23,628 | 28,945 | 34,261 | 23,628 |
| Town of Carrboro | Clerk/Receptionist | Program Support Assistant I | 1 | 21,833 | 27,522 | 33,211 | 25,500 |
| Town of Cary | Clerk/Receptionist | N/M | | | | | |
| Town of Hillsborough | Clerk/Receptionist | N/M | | | | | |
| UNC | Clerk/Receptionist | N/M | | | | | |
| UNC Hospital | Clerk/Receptionist | Office Support Assistant I | 53 | 20,450 | 25,562 | 30,674 | 25,301 |
| Wake County | Clerk/Receptionist | N/M | | | | | |
| | | Average | 23 | 21,947 | 27,707 | 33,393 | 25,354 |
| | | Weighted Average | | 20,902 | 26,839 | 32,720 | 25,515 |
| Town of Chapel Hill | Clerk/Receptionist | Administrative Clerk | 8 | 24,097 | 29,630 | 36,146 | 28,195 |
| | | Ratio: Town to average | | 1.10 | 1.07 | 1.08 | 1.11 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|-------------------------------|------------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Executive Secretary | N/M | | | | | |
| City of Burlington | Executive Secretary | N/M | | | | | |
| City of Durham | Executive Secretary | Executive Secretary | 19 | 27,349 | 35,212 | 42,255 | 32,719 |
| City of Raleigh | Executive Secretary | N/M | | | | | |
| Durham County | Executive Secretary | N/M | | | | | |
| Orange County | Executive Secretary | Administrative Assistant III | 6 | 31,939 | 41,499 | 51,058 | 40,254 |
| OWASA | Executive Secretary | N/M | | | | | |
| Town of Carrboro | Executive Secretary | N/M | | | | | |
| Town of Cary | Executive Secretary | N/M | | | | | |
| Town of Hillsborough | Executive Secretary | N/M | | | | | |
| UNC | Executive Secretary | Administrative Assistant III | 37 | 24,963 | 30,463 | 35,962 | 34,136 |
| UNC Hospital | Executive Secretary | Executive Assistant | 15 | 25,428 | 31,785 | 38,142 | 33,740 |
| Wake County | Executive Secretary | Executive Assistant | 12 | 26,923 | 35,942 | 44,961 | 39,668 |
| | | Average | 18 | 27,320 | 34,980 | 42,476 | 36,103 |
| | | Weighted Average | | 26,285 | 33,182 | 39,904 | 34,925 |
| Town of Chapel Hill | Executive Secretary | Executive Assistant | 2 | 33,907 | 41,692 | 50,861 | 41,724 |
| | | Ratio: Town to average | | 1.24 | 1.19 | 1.20 | 1.16 |
| CHCCS | Assistant Chief/Training-Fire | N/M | | | | | |
| City of Burlington | Assistant Chief/Training-Fire | Deputy Fire Chief | 1 | 43,656 | 57,846 | 72,036 | 50,712 |
| City of Durham | Assistant Chief/Training-Fire | Assistant Fire Chief | 1 | 58,258 | 75,007 | 96,010 | 70,448 |
| City of Raleigh | Assistant Chief/Training-Fire | Fire Training Manager | 1 | 56,796 | 70,399 | 84,003 | 80,772 |
| Durham County | Assistant Chief/Training-Fire | N/M | | | | | |
| Orange County | Assistant Chief/Training-Fire | N/M | | | | | |
| OWASA | Assistant Chief/Training-Fire | N/M | | | | | |
| Town of Carrboro | Assistant Chief/Training-Fire | Deputy Fire Chief | 1 | 45,808 | 54,747 | 69,685 | 62,076 |
| Town of Cary | Assistant Chief/Training-Fire | Fire Division Chief | 8 | 49,421 | 65,468 | 81,515 | 66,440 |
| Town of Hillsborough | Assistant Chief/Training-Fire | N/M | | | | | |
| UNC | Assistant Chief/Training-Fire | N/M | | | | | |
| UNC Hospital | Assistant Chief/Training-Fire | N/M | | | | | |
| Wake County | Assistant Chief/Training-Fire | Chief Deputy Fire Marshal | 3 | 37,925 | 50,630 | 63,335 | 57,728 |
| | | Average | 3 | 48,644 | 62,350 | 77,764 | 64,696 |
| | | Weighted Average | | 47,577 | 62,242 | 77,591 | 64,581 |
| Town of Chapel Hill | Assistant Chief/Training-Fire | Assistant Chief-Training | 1 | 43,275 | 53,209 | 64,912 | 57,318 |
| | | Ratio: Town to average | | 0.89 | 0.85 | 0.83 | 0.89 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|-----------------|-----------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Battalion Chief | N/M | | | | | |
| City of Burlington | Battalion Chief | N/M | | | | | |
| City of Durham | Battalion Chief | Battalion Fire Chief | 10 | 48,222 | 62,086 | 74,504 | 59,608 |
| City of Raleigh | Battalion Chief | Battalion Chief | 12 | 51,515 | 63,645 | 75,774 | 68,594 |
| Durham County | Battalion Chief | N/M | | | | | |
| Orange County | Battalion Chief | N/M | | | | | |
| OWASA | Battalion Chief | N/M | | | | | |
| Town of Carrboro | Battalion Chief | N/M | | | | | |
| Town of Cary | Battalion Chief | Division Chief | 8 | 49,420 | 65,468 | 81,515 | 66,440 |
| Town of Hillsborough | Battalion Chief | N/M | | | | | |
| UNC | Battalion Chief | N/M | | | | | |
| UNC Hospital | Battalion Chief | N/M | | | | | |
| Wake County | Battalion Chief | Chief Deputy Fire Marshal | 3 | 37,925 | 50,630 | 63,335 | 57,728 |
| | | Average | 8 | 46,771 | 60,457 | 73,782 | 63,093 |
| | | Weighted Average | | 48,774 | 62,431 | 75,650 | 64,361 |
| Town of Chapel Hill | Battalion Chief | Battalion Chief | 3 | 43,275 | 53,209 | 64,912 | 54,553 |
| | | Ratio: Town to average | | 0.93 | 0.88 | 0.88 | 0.86 |
| | | | | | | | |
| CHCCS | Fire Captain | N/M | | | | | |
| City of Burlington | Fire Captain | N/M | | | | | |
| City of Durham | Fire Captain | Fire Captain | 55 | 43,872 | 56,485 | 67,782 | 50,335 |
| City of Raleigh | Fire Captain | Fire Captain | 90 | 40,218 | 54,552 | 68,886 | 59,361 |
| Durham County | Fire Captain | Fire Captain | 1 | 35,059 | 47,709 | 60,358 | 35,950 |
| Orange County | Fire Captain | N/M | | | | | |
| OWASA | Fire Captain | N/M | | | | | |
| Town of Carrboro | Fire Captain | Fire Captain | 3 | 39,497 | 49,791 | 60,085 | 46,209 |
| Town of Cary | Fire Captain | Fire Captain | 31 | 42,744 | 52,343 | 61,942 | 56,654 |
| Town of Hillsborough | Fire Captain | N/M | | | | | |
| UNC | Fire Captain | N/M | | | | | |
| UNC Hospital | Fire Captain | N/M | | | | | |
| Wake County | Fire Captain | Fire Captain | 1 | 37,925 | 50,630 | 63,335 | 45,909 |
| | | Average | 30 | 39,886 | 51,918 | 63,731 | 49,070 |
| | | Weighted Average | | 41,708 | 54,623 | 67,137 | 55,733 |
| Town of Chapel Hill | Fire Captain | Fire Captain | 15 | 39,252 | 48,264 | 58,878 | 50,377 |
| | | Ratio: Town to average | | 0.98 | 0.93 | 0.92 | 1.03 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|-------------------------|-----------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Fire Equipment Operator | N/M | | | | | |
| City of Burlington | Fire Equipment Operator | Fire Engineer | 21 | 29,364 | 38,910 | 48,456 | 31,780 |
| City of Durham | Fire Equipment Operator | Fire Technician | 90 | 33,039 | 42,538 | 51,045 | 39,859 |
| City of Raleigh | Fire Equipment Operator | Fire Lieutenant | 94 | 33,595 | 45,500 | 57,405 | 49,148 |
| Durham County | Fire Equipment Operator | N/M | | | | | |
| Orange County | Fire Equipment Operator | N/M | | | | | |
| OWASA | Fire Equipment Operator | N/M | | | | | |
| Town of Carrboro | Fire Equipment Operator | Fire Driver Operator | 5 | 32,407 | 40,862 | 49,317 | 37,303 |
| Town of Cary | Fire Equipment Operator | Fire Engineer | 42 | 36,899 | 45,188 | 53,477 | 46,031 |
| Town of Hillsborough | Fire Equipment Operator | N/M | | | | | |
| UNC | Fire Equipment Operator | N/M | | | | | |
| UNC Hospital | Fire Equipment Operator | N/M | | | | | |
| Wake County | Fire Equipment Operator | Firefighter-Driver | 1 | 30,073 | 40,147 | 50,227 | 34,701 |
| | | Average | 42 | 32,563 | 42,191 | 51,654 | 39,804 |
| | | Weighted Average | | 33,557 | 43,735 | 53,559 | 43,593 |
| Town of Chapel Hill | Fire Equipment Operator | Fire Equipment Operator | 18 | 32,292 | 39,707 | 48,439 | 42,444 |
| | | Ratio: Town to average | | 0.99 | 0.94 | 0.94 | 1.07 |
| | | | | | | | |
| CHCCS | Police Lieutenant | N/M | | | | | |
| City of Burlington | Police Lieutenant | Police Lieutenant | 4 | 38,256 | 50,688 | 63,120 | 48,663 |
| City of Durham | Police Lieutenant | Police Lieutenant | 18 | 54,325 | 62,474 | 70,622 | 63,042 |
| City of Raleigh | Police Lieutenant | Police Lieutenant | 15 | 45,601 | 60,955 | 76,308 | 69,833 |
| Durham County | Police Lieutenant | Deputy Sheriff Lieutenant | 13 | 42,717 | 58,129 | 73,539 | 58,576 |
| Orange County | Police Lieutenant | Deputy Sheriff/Lieutenant | 6 | 42,954 | 55,811 | 68,667 | 51,953 |
| OWASA | Police Lieutenant | N/M | | | | | |
| Town of Carrboro | Police Lieutenant | Police Lieutenant | 6 | 43,590 | 54,956 | 66,322 | 52,455 |
| Town of Cary | Police Lieutenant | N/M | | | | | |
| UNC | Police Lieutenant | N/M | | | | | |
| Wake County | Police Lieutenant | Deputy Sheriff-Lieutenant | 14 | 42,818 | 57,162 | 71,506 | 61,158 |
| UNC Hospital | Police Lieutenant | N/M | | | | | |
| Town of Hillsborough | Police Lieutenant | Police Lieutenant | | 39,050 | 50,987 | 62,924 | |
| | | Average | 11 | 43,664 | 56,395 | 69,126 | 57,954 |
| | | Weighted Average | | 45,907 | 58,713 | 71,517 | 60,803 |
| Town of Chapel Hill | Police Lieutenant | Police Lieutenant | 8 | 45,439 | 55,871 | 68,158 | 57,980 |
| | | Ratio: Town to average | | 1.04 | 0.99 | 0.99 | 1.00 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|-------------------|-----------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Police Officer I | N/M | | | | | |
| City of Burlington | Police Officer I | Police Officer | 16 | 23,544 | 34,956 | 46,368 | 28,248 |
| City of Durham | Police Officer I | Police Recruit | 44 | 30,060 | 38,702 | 46,443 | 30,285 |
| City of Raleigh | Police Officer I | Police Officer | 62 | 31,070 | 42,094 | 53,118 | 33,650 |
| Durham County | Police Officer I | Deputy Sheriff Trainee | 12 | 27,387 | 37,269 | 47,151 | 29,320 |
| Orange County | Police Officer I | Deputy Sheriff I | 34 | 31,939 | 41,499 | 51,058 | 34,192 |
| OWASA | Police Officer I | N/M | | | | | |
| Town of Carrboro | Police Officer I | N/M | | | | | |
| Town of Cary | Police Officer I | Police Officer I | 38 | 33,446 | 40,976 | 48,506 | 36,058 |
| Town of Hillsborough | Police Officer I | Police Officer | 13 | 29,262 | 38,165 | 47,067 | 33,448 |
| UNC | Police Officer I | Public Safety Officer | 31 | 25,200 | 37,250 | 49,300 | 38,729 |
| UNC Hospital | Police Officer I | Police Officer | 9 | 28,700 | 35,875 | 43,050 | 36,885 |
| Wake County | Police Officer I | Deputy Sheriff | 175 | 30,073 | 40,147 | 50,227 | 33,395 |
| | | Average | 43 | 29,068 | 38,693 | 48,229 | 33,421 |
| | | Weighted Average | | 29,940 | 39,831 | 49,634 | 33,564 |
| Town of Chapel Hill | Police Officer I | Police Officer I | 13 | 30,755 | 37,815 | 46,132 | 33,322 |
| | | Ratio: Town to average | | 1.06 | 0.98 | 0.96 | 1.00 |
| | | | | | | | |
| CHCCS | Police Officer II | N/M | | | | | |
| City of Burlington | Police Officer II | Police Officer First Class | 27 | 29,364 | 38,910 | 48,456 | 31,793 |
| City of Durham | Police Officer II | Police Officer | 191 | 33,039 | 42,950 | 52,862 | 39,972 |
| City of Raleigh | Police Officer II | First Class Police Officer | 138 | 33,332 | 44,552 | 55,773 | 41,069 |
| Orange County | Police Officer II | Deputy Sheriff I | 34 | 31,939 | 41,499 | 51,058 | 34,192 |
| OWASA | Police Officer II | N/M | | | | | |
| Town of Carrboro | Police Officer II | Police Officer II | 11 | 34,064 | 42,945 | 51,826 | 40,357 |
| Town of Cary | Police Officer II | Police Officer II | 22 | 35,110 | 43,014 | 50,918 | 42,881 |
| Town of Hillsborough | Police Officer II | N/M | | | | | |
| UNC | Police Officer II | N/M | | | | | |
| UNC Hospital | Police Officer II | N/M | | | | | |
| Wake County | Police Officer II | Deputy Sheriff-First Class | 37 | 30,073 | 40,147 | 50,227 | 37,144 |
| | | Average | 66 | 32,417 | 42,002 | 51,589 | 38,201 |
| | | Weighted Average | | 32,715 | 42,864 | 53,014 | 39,315 |
| Town of Chapel Hill | Police Officer II | Police Officer II | 31 | 32,292 | 39,107 | 48,439 | 36,763 |
| | | Ratio: Town to average | | 1.00 | 0.93 | 0.94 | 0.96 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|--------------------------|--|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Heavy Equipment Operator | N/M | | | | | |
| City of Burlington | Heavy Equipment Operator | Equipment Operator 1,2&3 | 24 | 19,752 | 29,298 | 38,844 | 22,804 |
| City of Durham | Heavy Equipment Operator | Sr.Equipment Operator | 36 | 24,882 | 32,036 | 38,444 | 27,554 |
| City of Raleigh | Heavy Equipment Operator | Equipment Operator III | 21 | 23,801 | 25,946 | 42,427 | 33,417 |
| Durham County | Heavy Equipment Operator | N/M | | | | | |
| Orange County | Heavy Equipment Operator | Landfill Equipment Operator | | 28,935 | 37,596 | 46,256 | 35,546 |
| OWASA | Heavy Equipment Operator | N/M | | | | | |
| Town of Carrboro | Heavy Equipment Operator | Maintenance/Construction Worker | 5 | 24,098 | 30,384 | 36,670 | 27,567 |
| Town of Cary | Heavy Equipment Operator | Construction Worker III | 9 | 28,933 | 35,454 | 41,974 | 38,376 |
| Town of Hillsborough | Heavy Equipment Operator | Equipment Operator | 4 | 21,922 | 28,549 | 35,176 | 23,690 |
| UNC | Heavy Equipment Operator | N/M | | | | | |
| UNC Hospital | Heavy Equipment Operator | N/M | | | | | |
| Wake County | Heavy Equipment Operator | Equipment Operator | 6 | 21,812 | 29,119 | 36,426 | 22,400 |
| | | Average | 15 | 24,267 | 31,048 | 39,527 | 28,919 |
| | | Weighted Average | | 23,515 | 30,107 | 39,310 | 28,127 |
| Town of Chapel Hill | Heavy Equipment Operator | Heavy Equipment Operator | 4 | 26,567 | 32,666 | 39,851 | 32,976 |
| | | Ratio: Town to average | | 1.09 | 1.05 | 1.01 | 1.14 |
| | | | | | | | |
| CHCCS | Maintenance Mechanic | Building Mechanic | 3 | 23,587 | 24,731 | 25,854 | 33,363 |
| City of Burlington | Maintenance Mechanic | N/M | | | | | |
| City of Durham | Maintenance Mechanic | Maintenance Mechanic | 15 | 27,349 | 35,212 | 42,255 | 31,086 |
| City of Raleigh | Maintenance Mechanic | Maintenance Mechanic II | 4 | 28,931 | 41,540 | 54,149 | 44,546 |
| Durham County | Maintenance Mechanic | N/M | | | | | |
| Orange County | Maintenance Mechanic | Senior Building Maintenance Technician | 6 | 28,935 | 37,596 | 46,256 | 36,699 |
| Town of Carrboro | Maintenance Mechanic | Mechanic I | 1 | 26,608 | 33,541 | 40,743 | 27,581 |
| Town of Cary | Maintenance Mechanic | Facilities Technician (Building) | 2 | 30,326 | 37,149 | 43,974 | 39,166 |
| Town of Hillsborough | Maintenance Mechanic | Utility Maintenance Technician | 4 | 21,922 | 28,549 | 35,167 | 28,365 |
| UNC | Maintenance Mechanic | Maintenance Mechanic III | 80 | 26,000 | 30,981 | 35,962 | 32,205 |
| UNC Hospital | Maintenance Mechanic | Maintenance Mechanic II | 25 | 28,190 | 35,237 | 42,284 | 35,584 |
| Wake County | Maintenance Mechanic | Mechanic | 25 | 24,189 | 32,293 | 40,396 | 31,198 |
| OWASA | Maintenance Mechanic | Maintenance Mechanic | 3 | 30,711 | 37,622 | 44,533 | |
| | | Average | 15 | 26,977 | 34,041 | 41,052 | 33,979 |
| | | Weighted Average | | 26,351 | 32,713 | 39,003 | 32,910 |
| Town of Chapel Hill | Maintenance Mechanic | Maintenance Mechanic II | 8 | 27,895 | 34,300 | 41,843 | 34,988 |
| | | Ratio: Town to average | | 1.03 | 1.01 | 1.02 | 1.03 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|----------------|---------------------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Mechanic II | N/M | | | | | |
| City of Burlington | Mechanic II | Equipment Services Mechanic | 7 | 26,880 | 35,616 | 44,352 | 31,046 |
| City of Durham | Mechanic II | Service Mechanic | 7 | 22,700 | 29,147 | 34,977 | 24,202 |
| City of Raleigh | Mechanic II | Senior Automotive Services Technician | 25 | 21,588 | 30,036 | 38,483 | 29,070 |
| Durham County | Mechanic II | N/M | | | | | |
| Orange County | Mechanic II | Automotive Mechanic | 4 | 31,939 | 41,499 | 51,058 | 38,176 |
| Town of Carrboro | Mechanic II | Mechanic II | 1 | 27,949 | 35,234 | 42,518 | 40,606 |
| Town of Cary | Mechanic II | Fleet Service Technician | 3 | 24,981 | 30,587 | 36,192 | 29,092 |
| Town of Hillsborough | Mechanic II | N/M | | | | | |
| UNC | Mechanic II | Mechanic II | 5 | 20,820 | 29,134 | 37,447 | 32,964 |
| UNC Hospital | Mechanic II | N/M | | | | | |
| Wake County | Mechanic II | Master Mechanic | 16 | 26,923 | 35,942 | 44,961 | 39,117 |
| OWASA | Mechanic II | Senior Maintenance Mechanic | 4 | 32,127 | 39,356 | 46,584 | |
| | | Average | 8 | 26,212 | 34,061 | 41,841 | 33,034 |
| | | Weighted Average | | 24,733 | 32,992 | 41,190 | 32,129 |
| Town of Chapel Hill | Mechanic II | Mechanic II | 6 | 29,290 | 36,016 | 43,935 | 38,959 |
| | | Ratio: Town to average | | 1.12 | 1.06 | 1.05 | 1.18 |

| | | | | | | | |
|----------------------|-----------------------|---------------------------------------|----|--------|--------|--------|--------|
| CHCCS | Solid Waste Collector | N/M | | | | | |
| City of Burlington | Solid Waste Collector | Sanitation Worker | 6 | 18,900 | 25,044 | 31,188 | 20,666 |
| City of Durham | Solid Waste Collector | Solid Waste Collector | 25 | 21,109 | 24,125 | 28,950 | 24,124 |
| City of Raleigh | Solid Waste Collector | Solid Waste Services Laborer | 21 | 18,649 | 25,946 | 33,243 | 23,782 |
| Durham County | Solid Waste Collector | N/M | | | | | |
| Orange County | Solid Waste Collector | N/M | | | | | |
| OWASA | Solid Waste Collector | N/M | | | | | |
| Town of Carrboro | Solid Waste Collector | N/M | | | | | |
| Town of Cary | Solid Waste Collector | Solid Waste Collector I (Residential) | 41 | 20,530 | 25,158 | 29,786 | 21,810 |
| Town of Hillsborough | Solid Waste Collector | N/M | | | | | |
| UNC | Solid Waste Collector | N/M | | | | | |
| UNC Hospital | Solid Waste Collector | N/M | | | | | |
| Wake County | Solid Waste Collector | N/M | | | | | |
| | | Average | 23 | 19,797 | 25,068 | 30,792 | 22,595 |
| | | Weighted Average | | 20,156 | 25,051 | 30,432 | 22,803 |
| Town of Chapel Hill | Solid Waste Collector | Solid Waste Collector | 13 | 21,857 | 26,875 | 32,785 | 26,941 |
| | | Ratio: Town to average | | 1.10 | 1.07 | 1.06 | 1.19 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|-----------------------------------|---------------------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Solid Waste Equipment Operator II | N/M | | | | | |
| City of Burlington | Solid Waste Equipment Operator II | Sanitation Equipment Operator | 14 | 21,576 | 28,590 | 35,604 | 25,290 |
| City of Durham | Solid Waste Equipment Operator II | Solid Waste Equipment Operator | | | | | |
| City of Raleigh | Solid Waste Equipment Operator II | SWS Equipment Operator II Residential | 49 | 21,588 | 30,036 | 38,483 | 29,954 |
| Durham County | Solid Waste Equipment Operator II | N/M | | | | | |
| Orange County | Solid Waste Equipment Operator II | Solid Waste Collector Driver | 11 | 27,540 | 35,784 | 44,028 | 33,190 |
| OWASA | Solid Waste Equipment Operator II | N/M | | | | | |
| Town of Carrboro | Solid Waste Equipment Operator II | N/M | | | | | |
| Town of Cary | Solid Waste Equipment Operator II | Special Waste Collector (Commercial) | 3 | 21,570 | 26,416 | 31,262 | 23,546 |
| Town of Hillsborough | Solid Waste Equipment Operator II | N/M | | | | | |
| UNC | Solid Waste Equipment Operator II | N/M | | | | | |
| UNC Hospital | Solid Waste Equipment Operator II | N/M | | | | | |
| Wake County | Solid Waste Equipment Operator II | N/M | | | | | |
| | | Average | 19 | 23,069 | 30,206 | 37,344 | 27,995 |
| | | Weighted Average | | 22,436 | 30,453 | 38,470 | 29,319 |
| Town of Chapel Hill | Solid Waste Equipment Operator II | Solid Waste Equipment Operator II | 10 | 25,302 | 31,111 | 37,953 | 31,930 |
| | | Ratio: Town to average | | 1.10 | 1.03 | 1.02 | 1.14 |
| | | | | | | | |
| CHCCS | Benefits/Analyst | Benefits Specialist | 1 | 29,474 | 39,846 | 32,261 | 34,715 |
| City of Burlington | Benefits/Analyst | N/M | | | | | |
| City of Raleigh | Benefits/Analyst | N/M | | | | | |
| Durham County | Benefits/Analyst | HR Technician | 1 | 27,387 | 37,269 | 47,151 | 30,435 |
| Orange County | Benefits/Analyst | N/M | | | | | |
| OWASA | Benefits/Analyst | N/M | | | | | |
| Town of Carrboro | Benefits/Analyst | N/M | | | | | |
| Town of Cary | Benefits/Analyst | N/M | | | | | |
| Town of Hillsborough | Benefits/Analyst | N/M | | | | | |
| UNC | Benefits/Analyst | Personnel Technician III | 3 | 30,794 | 38,655 | 46,515 | 42,425 |
| UNC Hospital | Benefits/Analyst | Benefits Analyst | 3 | 31,456 | 39,320 | 47,184 | 34,740 |
| Wake County | Benefits/Analyst | Benefits Specialist | 2 | 26,923 | 35,942 | 44,961 | 31,004 |
| City of Durham | Benefits/Analyst | HR Benefits Specialist | 1 | 30,060 | 38,702 | 46,443 | |
| | | Average | 2 | 29,349 | 38,289 | 44,086 | 34,664 |
| | | Weighted Average | | 29,774 | 38,330 | 45,170 | 35,865 |
| Town of Chapel Hill | Benefits/Analyst | HR Specialist II | 1 | 30,755 | 37,815 | 46,132 | 37,815 |
| | | Ratio: Town to average | | 1.05 | 0.99 | 1.05 | 1.09 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|------------------------------|--------------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Building Inspector Level III | N/M | | | | | |
| City of Burlington | Building Inspector Level III | Building Inspector | 1 | 33,528 | 44,424 | 55,320 | 38,940 |
| City of Durham | Building Inspector Level III | City/County Codes Inspector | 24 | 33,039 | 42,538 | 51,045 | 44,881 |
| City of Raleigh | Building Inspector Level III | Code Enforcement Inspector III | 4 | 36,924 | 53,017 | 69,110 | 64,099 |
| Durham County | Building Inspector Level III | N/M | | | | | |
| Orange County | Building Inspector Level III | Code Compliance Officer III | 8 | 37,039 | 48,125 | 59,211 | 42,620 |
| OWASA | Building Inspector Level III | N/M | | | | | |
| Town of Cary | Building Inspector Level III | Code Official III | 16 | 38,771 | 47,487 | 56,202 | 50,015 |
| Town of Hillsborough | Building Inspector Level III | N/M | | | | | |
| UNC | Building Inspector Level III | N/M | | | | | |
| UNC Hospital | Building Inspector Level III | N/M | | | | | |
| Wake County | Building Inspector Level III | Lead Inspector | 3 | 37,925 | 50,630 | 63,335 | 56,513 |
| Town of Carrboro | Building Inspector Level III | Code Enforcement Officer III | | 37,595 | 47,391 | 5,718 | |
| | | Average | 9 | 36,204 | 47,703 | 59,037 | 49,511 |
| | | Weighted Average | | 35,796 | 45,966 | 55,710 | 47,915 |
| Town of Chapel Hill | Building Inspector Level III | Sr. Building Inspector | 4 | 33,907 | 41,692 | 50,861 | 44,058 |
| | | Ratio: Town to average | | 0.94 | 0.87 | 0.86 | 0.89 |
| | | | | | | | |
| CHCCS | Crisis Counselor | N/M | | | | | |
| City of Burlington | Crisis Counselor | N/M | | | | | |
| City of Durham | Crisis Counselor | N/M | | | | | |
| City of Raleigh | Crisis Counselor | N/M | | | | | |
| Durham County | Crisis Counselor | N/M | | | | | |
| Orange County | Crisis Counselor | Social Worker II | 2 | 35,254 | 45,807 | 56,359 | 36,588 |
| OWASA | Crisis Counselor | N/M | | | | | |
| Town of Carrboro | Crisis Counselor | N/M | | | | | |
| Town of Cary | Crisis Counselor | N/M | | | | | |
| Town of Cary | Crisis Counselor | N/M | | | | | |
| Town of Hillsborough | Crisis Counselor | N/M | | | | | |
| UNC | Crisis Counselor | Social Worker III | 5 | 31,456 | 38,986 | 46,515 | 40,601 |
| UNC Hospital | Crisis Counselor | Social Worker, MSW | 50 | 36,779 | 45,974 | 65,169 | 49,883 |
| Wake County | Crisis Counselor | Social Worker | 1 | 30,073 | 40,147 | 50,227 | 33,006 |
| | | Average | 15 | 33,391 | 42,729 | 54,568 | 40,020 |
| | | Weighted Average | | 36,152 | 45,265 | 62,999 | 48,333 |
| Town of Chapel Hill | Crisis Counselor | Crisis Counselor | 4 | 39,252 | 48,264 | 58,878 | 45,768 |
| | | Ratio: Town to average | | 1.18 | 1.13 | 1.08 | 1.14 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|------------------------|-----------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Employment Specialist | Employment Technician | 2 | 31,803 | 33,363 | 34,986 | 39,208 |
| City of Burlington | Employment Specialist | HR Technician | 2 | 26,880 | 35,616 | 44,352 | 27,846 |
| City of Durham | Employment Specialist | N/M | | | | | |
| City of Raleigh | Employment Specialist | Personnel Specialist | 3 | 27,553 | 38,334 | 49,115 | 29,004 |
| Durham County | Employment Specialist | HR Analyst | 2 | 33,369 | 45,409 | 57,448 | 38,541 |
| Orange County | Employment Specialist | Human Resources Analyst | 1 | 37,039 | 48,125 | 59,211 | 37,039 |
| OWASA | Employment Specialist | HR Generalist | 1 | 33,542 | 41,090 | 48,637 | 35,279 |
| Town of Carrboro | Employment Specialist | N/M | | | | | |
| Town of Cary | Employment Specialist | HR Consultant | 2 | 36,899 | 45,188 | 53,477 | 51,262 |
| Town of Hillsborough | Employment Specialist | N/M | | | | | |
| UNC | Employment Specialist | Personnel Analyst I | 18 | 33,425 | 42,112 | 50,799 | 44,693 |
| UNC Hospital | Employment Specialist | Recruiter Sr | 6 | 36,654 | 45,818 | 54,982 | 42,809 |
| Wake County | Employment Specialist | Human Resources Consultant | 7 | 35,354 | 47,198 | 59,041 | 45,486 |
| | | Average | 4 | 33,252 | 42,225 | 51,205 | 39,117 |
| | | Weighted Average | | 33,641 | 42,879 | 52,120 | 42,108 |
| Town of Chapel Hill | Employment Specialist | vacant | 0 | 37,383 | 45,964 | 56,074 | |
| | | Ratio: Town to average | | 1.12 | 1.09 | 1.10 | 0.00 |
| | | | | | | | |
| CHCCS | Engineering Technician | N/M | | | | | |
| City of Burlington | Engineering Technician | Engineering CAD Tech II | 1 | 30,708 | 40,686 | 50,664 | 31,680 |
| City of Durham | Engineering Technician | Engineering Technician | 9 | 30,060 | 38,702 | 46,443 | 37,618 |
| City of Raleigh | Engineering Technician | Engineering Technician | 5 | 30,377 | 43,617 | 56,857 | 45,202 |
| Durham County | Engineering Technician | Project Technician | 1 | 27,387 | 37,269 | 47,515 | 38,008 |
| Orange County | Engineering Technician | Engineering Specialist I | 1 | 35,254 | 45,807 | 56,359 | 40,514 |
| Town of Carrboro | Engineering Technician | N/M | | | | | |
| Town of Cary | Engineering Technician | Engineering Technician I | 5 | 33,446 | 40,976 | 48,506 | 41,176 |
| Town of Hillsborough | Engineering Technician | N/M | | | | | |
| UNC | Engineering Technician | N/M | | | | | |
| UNC Hospital | Engineering Technician | N/M | | | | | |
| Wake County | Engineering Technician | N/M | | | | | |
| OWASA | Engineering Technician | Engineering Technician | 2 | 32,127 | 39,356 | 46,584 | |
| | | Average | 3 | 31,337 | 40,916 | 50,418 | 39,033 |
| | | Weighted Average | | 31,136 | 40,573 | 49,688 | 40,030 |
| Town of Chapel Hill | Engineering Technician | Engineering Technician | 2 | 25,302 | 31,111 | 37,953 | 36,068 |
| | | Ratio: Town to average | | 0.81 | 0.76 | 0.75 | 0.92 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|---------------------|-----------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | GIS Technician | N/M | | | | | |
| City of Burlington | GIS Technician | GIS Specialist | 1 | 38,256 | 50,688 | 63,120 | 44,640 |
| City of Durham | GIS Technician | GIS Technician | | | | | |
| City of Raleigh | GIS Technician | GIS Technician | 3 | 27,553 | 38,334 | 49,115 | 35,897 |
| Durham County | GIS Technician | GIS Cartographer | 4 | 30,231 | 41,139 | 52,046 | 35,347 |
| Orange County | GIS Technician | GIS Mapper II | 2 | 31,939 | 41,499 | 51,058 | 44,158 |
| OWASA | GIS Technician | N/M | | | | | |
| Town of Carrboro | GIS Technician | GIS Specialist | 1 | 35,769 | 45,101 | 54,432 | 41,982 |
| Town of Cary | GIS Technician | GIS Applications Specialist | 2 | 33,446 | 40,976 | 48,506 | 37,898 |
| Town of Hillsborough | GIS Technician | N/M | | | | | |
| UNC | GIS Technician | N/M | | | | | |
| UNC Hospital | GIS Technician | N/M | | | | | |
| Wake County | GIS Technician | Mapping Technician | 10 | 26,923 | 35,942 | 44,961 | 35,627 |
| | | Average | 3 | 32,017 | 41,954 | 51,891 | 39,364 |
| | | Weighted Average | | 29,461 | 39,118 | 48,775 | 37,221 |
| Town of Chapel Hill | GIS Technician | GIS Technician, Sr | 1 | 30,755 | 37,815 | 46,132 | 40,737 |
| | | Ratio: Town to average | | 0.96 | 0.90 | 0.89 | 1.03 |
| | | | | | | | |
| CHCCS | Landscape Architect | N/M | | | | | |
| City of Burlington | Landscape Architect | N/M | | | | | |
| City of Durham | Landscape Architect | Landscape Architect | | | | | |
| City of Raleigh | Landscape Architect | Landscape Architect | 1 | 36,924 | 53,017 | 69,110 | 66,291 |
| Durham County | Landscape Architect | N/M | | | | | |
| Orange County | Landscape Architect | N/M | | | | | |
| OWASA | Landscape Architect | N/M | | | | | |
| Town of Carrboro | Landscape Architect | N/M | | | | | |
| Town of Cary | Landscape Architect | Parks Planner | 1 | 44,845 | 59,426 | 74,006 | 56,285 |
| Town of Hillsborough | Landscape Architect | N/M | | | | | |
| UNC | Landscape Architect | N/M | | | | | |
| UNC Hospital | Landscape Architect | N/M | | | | | |
| Wake County | Landscape Architect | N/M | | | | | |
| | | Average | 1 | 40,884 | 56,221 | 71,558 | 61,288 |
| | | Weighted Average | | 40,884 | 56,221 | 71,558 | 61,288 |
| Town of Chapel Hill | Landscape Architect | Landscape Architect | 1 | 33,097 | 41,692 | 50,861 | 48,563 |
| | | Ratio: Town to average | | 0.81 | 0.74 | 0.71 | 0.79 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|------------------------------------|--------------------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Landscape Architect/Urban Forester | N/M | | | | | |
| City of Burlington | Landscape Architect/Urban Forester | N/M | | | | | |
| City of Durham | Landscape Architect/Urban Forester | Urban Forestry | | | | | |
| City of Raleigh | Landscape Architect/Urban Forester | Urban Forester | 1 | 31,896 | 40,130 | 40,130 | 59,699 |
| Durham County | Landscape Architect/Urban Forester | N/M | | | | | |
| Orange County | Landscape Architect/Urban Forester | N/M | | | | | |
| OWASA | Landscape Architect/Urban Forester | N/M | | | | | |
| Town of Carrboro | Landscape Architect/Urban Forester | N/M | | | | | |
| Town of Cary | Landscape Architect/Urban Forester | Parks Planning Manager | 1 | 51,958 | 68,848 | 85,738 | 65,250 |
| Town of Hillsborough | Landscape Architect/Urban Forester | N/M | | | | | |
| UNC | Landscape Architect/Urban Forester | Grounds Superintendent II | 1 | 40,516 | 51,979 | 63,441 | 63,849 |
| UNC Hospital | Landscape Architect/Urban Forester | N/M | | | | | |
| Wake County | Landscape Architect/Urban Forester | Project Manager | 1 | 45,896 | 61,391 | 76,796 | 74,704 |
| | | Average | 1 | 42,566 | 55,587 | 66,526 | 65,876 |
| | | Weighted Average | | 42,566 | 55,587 | 66,526 | 65,876 |
| Town of Chapel Hill | Landscape Architect/Urban Forester | Landscape Architect/Urban Forester | 1 | 50,096 | 61,958 | 75,144 | 63,939 |
| | | Ratio: Town to average | | 1.18 | 1.11 | 1.13 | 0.97 |
| CHCCS | OSHA/Safety/Worker's Comp Officer | Safety Compliance Officer | 0.5 | 39,333 | 41,309 | 42,973 | 52,874 |
| City of Burlington | OSHA/Safety/Worker's Comp Officer | N/M | | | | | |
| City of Durham | OSHA/Safety/Worker's Comp Officer | N/M | | | | | |
| City of Raleigh | OSHA/Safety/Worker's Comp Officer | City Safety Program Administrator | 1 | 36,924 | 53,017 | 69,110 | 66,291 |
| Durham County | OSHA/Safety/Worker's Comp Officer | N/M | | | | | |
| Orange County | OSHA/Safety/Worker's Comp Officer | N/M | | | | | |
| OWASA | OSHA/Safety/Worker's Comp Officer | Safety & Training Administrator | 1 | 42,042 | 51,501 | 60,960 | 48,718 |
| Town of Carrboro | OSHA/Safety/Worker's Comp Officer | Safety Officer | 1 | 35,769 | 45,101 | 54,432 | 42,753 |
| Town of Cary | OSHA/Safety/Worker's Comp Officer | Employee Safety Coordinator | 1 | 40,664 | 53,872 | 67,080 | 42,120 |
| Town of Hillsborough | OSHA/Safety/Worker's Comp Officer | N/M | | | | | |
| UNC | OSHA/Safety/Worker's Comp Officer | University Industrial Hygienst | 1 | 32,206 | 43,820 | 55,434 | 47,480 |
| UNC Hospital | OSHA/Safety/Worker's Comp Officer | N/M | | | | | |
| Wake County | OSHA/Safety/Worker's Comp Officer | N/M | | | | | |
| | | Average | 1 | 37,823 | 48,103 | 58,331 | 50,039 |
| | | Weighted Average | | 37,686 | 48,721 | 59,728 | 49,782 |
| Town of Chapel Hill | OSHA/Safety/Worker's Comp Officer | OHSO/Safety and Training Coordinator | 3 | 41,214 | 50,677 | 61,821 | 49,794 |
| | | Ratio: Town to average | | 1.09 | 1.05 | 1.06 | 1.00 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|--------------------------|-----------------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Planner II | N/M | | | | | |
| City of Burlington | Planner II | N/M | | | | | |
| City of Durham | Planner II | N/M | | | | | |
| City of Raleigh | Planner II | Planner II | 6 | 31,896 | 45,798 | 59,699 | 40,137 |
| Durham County | Planner II | N/M | | | | | |
| Orange County | Planner II | Planner II | 5 | 40,884 | 53,122 | 65,359 | 52,232 |
| OWASA | Planner II | N/M | | | | | |
| Town of Carrboro | Planner II | N/M | | | | | |
| Town of Cary | Planner II | Planner I | 1 | 36,899 | 48,891 | 60,882 | 49,920 |
| Town of Hillsborough | Planner II | N/M | | | | | |
| UNC | Planner II | Facility Planner II | 2 | 34,284 | 43,673 | 53,061 | 44,159 |
| UNC Hospital | Planner II | N/M | | | | | |
| Wake County | Planner II | Planner II | 5 | 38,476 | 51,365 | 64,254 | 49,011 |
| | | Average | 4 | 36,488 | 48,570 | 60,651 | 47,092 |
| | | Weighted Average | | 36,507 | 49,129 | 61,751 | 46,593 |
| Town of Chapel Hill | Planner II | Planner, Sr | 5 | 37,383 | 45,964 | 56,074 | 45,400 |
| | | Ratio: Town to average | | 1.02 | 0.95 | 0.92 | 0.96 |
| | | | | | | | |
| CHCCS | Recreation Specialist II | N/M | | | | | |
| City of Burlington | Recreation Specialist II | Recreation Specialist | 3 | 28,104 | 37,236 | 46,368 | 34,588 |
| City of Durham | Recreation Specialist II | Leisure Service Specialist | 5 | 22,700 | 29,147 | 34,977 | 25,808 |
| City of Raleigh | Recreation Specialist II | N/M | | | | | |
| Durham County | Recreation Specialist II | N/M | | | | | |
| Orange County | Recreation Specialist II | Athletic Coordinator | 1 | 31,939 | 41,499 | 51,058 | 34,777 |
| OWASA | Recreation Specialist II | N/M | | | | | |
| Town of Carrboro | Recreation Specialist II | N/M | | | | | |
| Town of Cary | Recreation Specialist II | N/M | | | | | |
| Town of Hillsborough | Recreation Specialist II | N/M | | | | | |
| UNC | Recreation Specialist II | N/M | | | | | |
| UNC Hospital | Recreation Specialist II | Therapeutic Recreation Specialist | 15 | 30,601 | 38,251 | 45,901 | 35,468 |
| Wake County | Recreation Specialist II | N/M | | | | | |
| | | Average | 6 | 28,336 | 36,533 | 44,576 | 32,660 |
| | | Weighted Average | | 28,699 | 36,363 | 43,898 | 33,317 |
| Town of Chapel Hill | Recreation Specialist II | Recreation Specialist II | 2 | 33,907 | 41,692 | 50,861 | 38,260 |
| | | Ratio: Town to average | | 1.20 | 1.14 | 1.14 | 1.17 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|-----------------|-----------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Senior Engineer | N/M | | | | | |
| City of Burlington | Senior Engineer | N/M | | | | | |
| City of Durham | Senior Engineer | Civil Engineer | 5 | 39,917 | 51,393 | 61,671 | 44,594 |
| City of Raleigh | Senior Engineer | Senior Civil Engineer | 1 | 38,770 | 54,482 | 76,193 | 47,030 |
| Orange County | Senior Engineer | N/M | | | | | |
| OWASA | Senior Engineer | N/M | | | | | |
| Town of Carrboro | Senior Engineer | N/M | | | | | |
| Town of Cary | Senior Engineer | Senior Engineer | 3 | 47,112 | 62,411 | 77,709 | 62,317 |
| Town of Hillsborough | Senior Engineer | N/M | | | | | |
| UNC | Senior Engineer | N/M | | | | | |
| UNC Hospital | Senior Engineer | N/M | | | | | |
| Wake County | Senior Engineer | N/M | | | | | |
| Durham County | Senior Engineer | Stormwater Manager | | 38,704 | 52,662 | 66,622 | |
| | | Average | 3 | 41,126 | 55,237 | 70,549 | 51,314 |
| | | Weighted Average | | 42,188 | 55,409 | 68,631 | 50,772 |
| Town of Chapel Hill | Senior Engineer | Engineer III | 1 | 50,096 | 61,598 | 75,144 | 73,307 |
| | | Ratio: Town to average | | 1.22 | 1.12 | 1.07 | 1.43 |

| | | | | | | | |
|----------------------|--|--------------------------------|---|--------|--------|--------|--------|
| CHCCS | Traffic Signal Technician Level II Cert. | N/M | | | | | |
| City of Burlington | Traffic Signal Technician Level II Cert. | Traffic Signal Systems Tech II | 2 | 32,088 | 42,416 | 52,744 | 33,306 |
| City of Durham | Traffic Signal Technician Level II Cert. | N/M | | | | | |
| City of Raleigh | Traffic Signal Technician Level II Cert. | Traffic Signal Technician II | 7 | 27,553 | 38,334 | 49,115 | 46,550 |
| Durham County | Traffic Signal Technician Level II Cert. | N/M | | | | | |
| Orange County | Traffic Signal Technician Level II Cert. | N/M | | | | | |
| OWASA | Traffic Signal Technician Level II Cert. | N/M | | | | | |
| Town of Carrboro | Traffic Signal Technician Level II Cert. | N/M | | | | | |
| Town of Cary | Traffic Signal Technician Level II Cert. | N/M | | | | | |
| Town of Hillsborough | Traffic Signal Technician Level II Cert. | N/M | | | | | |
| UNC | Traffic Signal Technician Level II Cert. | N/M | | | | | |
| UNC Hospital | Traffic Signal Technician Level II Cert. | N/M | | | | | |
| Wake County | Traffic Signal Technician Level II Cert. | N/M | | | | | |
| | | Average | 5 | 29,820 | 40,375 | 50,929 | 39,928 |
| | | Weighted Average | | 28,561 | 39,241 | 49,921 | 43,607 |
| Town of Chapel Hill | Traffic Signal Technician Level II Cert. | Traffic Signal Technician II | | 30,755 | 37,815 | 46,132 | |
| | | Ratio: Town to average | | 1.03 | 0.94 | 0.91 | 0.00 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|----------------------|---|-------------------------------|-----------|-----------|-----------|-----------|----------------|
| CHCCS | Traffic Signal Technician Level I Cert. | N/M | | | | | |
| City of Burlington | Traffic Signal Technician Level I Cert. | Traffic Signal Systems Tech I | 1 | 29,364 | 38,910 | 48,456 | 32,388 |
| City of Durham | Traffic Signal Technician Level I Cert. | Traffic Signal Technician | 5 | 27,349 | 35,212 | 42,255 | 32,286 |
| City of Raleigh | Traffic Signal Technician Level I Cert. | Traffic Signal Technician I | 2 | 24,991 | 34,770 | 44,549 | 25,652 |
| Durham County | Traffic Signal Technician Level I Cert. | N/M | | | | | |
| Orange County | Traffic Signal Technician Level I Cert. | N/M | | | | | |
| OWASA | Traffic Signal Technician Level I Cert. | N/M | | | | | |
| Town of Carrboro | Traffic Signal Technician Level I Cert. | N/M | | | | | |
| Town of Cary | Traffic Signal Technician Level I Cert. | N/M | | | | | |
| UNC | Traffic Signal Technician Level I Cert. | N/M | | | | | |
| UNC Hospital | Traffic Signal Technician Level I Cert. | N/M | | | | | |
| Wake County | Traffic Signal Technician Level I Cert. | N/M | | | | | |
| Town of Hillsborough | Traffic Signal Technician Level I Cert. | N/M | | | | | |
| | | Average | 3 | 27,235 | 36,297 | 45,087 | 30,109 |
| | | Weighted Average | | 27,011 | 35,564 | 43,604 | 30,640 |
| Town of Chapel Hill | Traffic Signal Technician Level I Cert. | Traffic Signal Technician I | | 27,895 | 34,300 | 41,843 | 0 |
| | | Ratio: Town to average | | 1.02 | 0.94 | 0.93 | |
| DATA | Bus Driver | Coach Operator | 120 | 25,750 | 30,908 | 34,340 | 32,240 |
| TTA | Bus Driver | Bus Operator | 69 | 22,630 | 29,411 | 36,212 | 26,332 |
| Winston-Salem | Bus Driver | Bus Driver | 77 | 23,067 | 26,904 | 30,742 | |
| CAT | Bus Driver | Bus Driver | 71 | 22,089 | 24,833 | 34,777 | |
| | | Average | 84 | 23,384 | 28,014 | 34,018 | 29,286 |
| | | Weighted Average | | 23,727 | 28,407 | 33,993 | 30,083 |
| Town of Chapel Hill | | Transit Operator II | 104 | 25,302 | 31,111 | 37,953 | 29,569 |
| | | Ratio: Town to average | | 1.08 | 1.11 | 1.12 | 1.01 |

COMPARISON OF TOWN DATA TO UNWEIGHTED AVERAGE MARCH 2005

| Organization Name | Surveyed Title | Organization Position Title | # of EE's | Range Min | Range Mid | Range Max | Average Salary |
|---------------------|-----------------------|-----------------------------|-----------|-----------|-----------|-----------|----------------|
| DATA | Bus Mechanic | Mechanic | 16 | 29,182 | 43,680 | 47,902 | 45,760 |
| TTA | Bus Mechanic | Mechanic II | 4 | 26,187 | 34,049 | 41,891 | 35,152 |
| Winston-Salem | Bus Mechanic | Bus Mechanic | 29 | 23,608 | 29,619 | 35,630 | |
| CAT | Bus Mechanic | Mechanic | 13 | 27,456 | 33,467 | 39,478 | |
| | | Average | 16 | 26,608 | 35,204 | 41,225 | 40,456 |
| | | Weighted Average | | 26,020 | 34,340 | 40,008 | 43,638 |
| Town of Chapel Hill | | Mechanic II | 6 | 29,290 | 36,016 | 43,935 | 38,959 |
| | | Ratio: Town to average | | 1.10 | 1.02 | 1.07 | 0.96 |
| DATA | Dispatcher | Dispatcher | 10 | 33,696 | 37,086 | 40,539 | 35,048 |
| TTA | Dispatcher | Dispatcher/Supervisor | 5 | 27,497 | 35,755 | 43,992 | 34,028 |
| CAT | Dispatcher | Dispatcher | 3 | 23,000 | 28,750 | 34,500 | |
| Winston-Salem | Dispatcher | Dispatcher | 3 | | | | 35,505 |
| | | Average | 5 | 28,064 | 33,864 | 39,677 | 34,860 |
| | | Weighted Average | | 30,191 | 35,327 | 40,492 | 34,841 |
| Town of Chapel Hill | Dispatcher | Transit Dispatcher | 5 | 29,290 | 36,016 | 43,935 | 35,917 |
| | | Ratio: Town to average | | 1.04 | 1.06 | 1.11 | 1.03 |
| DATA | Operations Supervisor | N/M | | | | | |
| Winston-Salem | Operations Supervisor | Operations Supervisor | 3 | | | | 35,505 |
| TTA | Operations Supervisor | Operations Supervisor | 2 | 31,824 | 41,371 | 50,918 | 32,286 |
| CAT | Operations Supervisor | Operations Supervisor | 7 | 30,600 | 38,250 | 45,900 | 25,652 |
| | | Average | 4 | 31,212 | 39,811 | 48,409 | 31,148 |
| | | Weighted Average | | 30,872 | 38,944 | 47,015 | 29,221 |
| Town of Chapel Hill | Operations Supervisor | Transit Supervisor | 5 | 30,755 | 37,815 | 46,132 | 43,159 |
| | | Ratio: Town to average | | 0.99 | 0.95 | 0.95 | 1.39 |