

Results of Town Pay Survey December 2003

The survey requested information on a selected group of Town jobs (called benchmark positions) which represent substantial numbers of positions (such as Fire and Police jobs) or which represent a variety of jobs with skill sets which the Town seeks in filling positions. Respondents were asked for information on job titles, hours worked, minimum, midpoint and maximum of the pay range for each job, the number of employees in each class title, and the average actual salary paid to each class of employees.

Results of Town Pay Survey December 2003

Responder	Their Title	# of EE's	Minimum	Midpoint	Maximum	Average Salary
CHCC Schools	N/M					
City of Burlington	Sanitation Worker	6	18,624	23,280	27,936	20,138
City of Durham	Solid Waste Collector	31	20,019	23,422	28,106	23,221
City of Raleigh	Solid Waste Services Laborer	148	17,760	24,553	31,346	22,941
Durham County	N/M					
Orange County	N/M					
OWASA	N/M					
Town of Carrboro	Solid Waste Equipment Operator I	5	22,480	25,321	34,208	27,962
Town of Cary	Solid Waste Collector I	41	20,134	24,669	29,203	21,550
Town of Hillsborough	N/M					
UNC Chapel Hill	N/M					
UNC Health Care	N/M					
Wake County	N/M					
	Weighted Average		18,609	24,405	30,504	22,768
Town of Chapel Hill	Solid Waste Collector	13	21,857	26,875	32,785	25,818
CHCC Schools	N/M					
City of Burlington	Sanitation Worker Operator	14	21,252	26,568	31,884	24,525
City of Durham	Equipment Operator II	10	20,595	25,744	30,893	22,213
City of Raleigh	Solid Waste Services Equipment Operator I	51	19,581	27,070	34,559	28,386
Durham County	N/M					
Orange County	Solid Waste Collector Driver	11	27,000	35,082	43,164	32,500
OWASA	N/M					
Town of Carrboro	Solid Waste Equipment Operator II	1	24,821	30,853	37,768	27,962
Town of Cary	Solid Waste Equipment Operator	17	23,316	28,558	33,800	29,868
Town of Hillsborough	N/M					
UNC Chapel Hill	N/M					
UNC Health Care	N/M					
Wake County	N/M					
	Weighted Average		21,349	28,002	34,663	27,946
Town of Chapel Hill	Solid Waste Equipment Operator II	9	25,302	31,111	37,953	31,638
CHCC Schools	N/M					
City of Burlington	Equipment Operator III	24	19,464	27,132	34,800	23,487
City of Durham	Equipment Operator III	34	22,638	28,298	33,958	26,723
City of Raleigh	Equipment Operator III	24	22,667	31,337	40,007	33,893
Durham County	N/M					
Orange County	Landfill Equipment Operator	6	28,367	36,858	45,349	33,744
OWASA	Utility Mechanic II	13	24,267	29,728	35,188	27,644
Town of Carrboro	Maintenance Construction Worker	5	23,625	29,366	35,951	28,301
Town of Cary	Construction Worker III	9	28,371	34,757	41,142	36,594
Town of Hillsborough	Equipment Operator	4	21,922	28,549	35,176	27,945
UNC Chapel Hill	N/M					
UNC Health Care	N/M					
Wake County	Equipment Operator	4	20,366	27,155	33,944	21,900
	Weighted Average		22,838	29,719	36,634	28,600
Town of Chapel Hill	Heavy Equipment Operator	4	26,567	32,666	39,851	33,154

Results of Town Pay Survey December 2003

Responder	Their Title	# of EE's	Minimum	Midpoint	Maximum	Average Salary
CHCC Schools	Maintenance Mechanic	7	23,275	26,894	32,365	26,884
City of Burlington	N/M					
City of Durham	Maintenance Mechanic	18	24,882	31,103	37,324	30,217
City of Raleigh	N/M					
Durham County	N/M					
Orange County	Sr. Building Maintenance Technician	6	28,367	36,858	45,349	34,664
OWASA	Maintenance Mechanic	3	29,759	36,456	43,152	37,611
Town of Carrboro	Mechanic I	1	26,086	32,412	39,679	36,812
Town of Cary	Building Maintenance Mechanic	12	26,977	33,051	39,124	33,325
Town of Hillsborough	N/M					
UNC Chapel Hill	Maintenance Mechanic III	79	21,377	26,285	32,180	31,071
UNC Health Care	Maintenance Mechanic II	23	27,184	33,980	40,776	35,133
Wake County	Mechanic	26	23,460	31,280	39,176	30,987
		Weighted Average	23,680	29,594	36,044	31,760
Town of Chapel Hill	Maintenance Mechanic II	8	27,895	34,300	41,843	33,504
CHCC Schools	N/M					
City of Burlington	Equipment Services	3	26,484	38,022	49,560	43,800
City of Durham	Service Mechanic	6	20,595	25,744	30,893	23,609
City of Raleigh	Motor Equipment Mechanic	27	26,240	36,856	47,471	40,982
Durham County	N/M					
Orange County	Automotive Mechanic	4	31,312	40,684	50,056	36,249
OWASA	Senior Maintenance Mechanic	4	31,131	38,136	45,140	
Town of Carrboro	Mechanic II	1	27,401	34,069	41,675	39,416
Town of Cary	Fleet Maintenance Technician II	3	31,241	38,282	45,323	40,144
Town of Hillsborough	N/M					
UNC Chapel Hill	Mechanic II	4	25,820	29,684	36,447	31,623
UNC Health Care	N/M					
Wake County	Master Mechanic	5	26,640	35,110	44,486	36,117
		Weighted Average	26,647	35,476	44,604	34,938
Town of Chapel Hill	Mechanic II	6	29,290	36,016	43,935	37,534
CAT	Bus Driver	100	22,089	34,778	38,443	34,778
CHCC Schools	N/M					
City of Burlington	N/M					
City of Durham	N/M					
City of Greensboro	Transit Operator II	60	22,589	29,536	34,736	29,536
City of Raleigh	N/M					
Durham County	N/M					
Orange County	Public Transportation Driver	9	25,699	33,391	41,084	26,342
OWASA	N/M					
RDU	N/M					
Town of Carrboro	N/M					
Town of Cary	N/M					
Town of Hillsborough	N/M					
TTA	Bus Driver	69	22,630	29,411	37,045	27,350
UNC Chapel Hill	N/M					
UNC Health Care	N/M					
Wake County	N/M					
		Weighted Average	22,509	31,848	37,199	30,985
Town of Chapel Hill	Transit Operator II	86	25,302	31,111	37,953	29,738

Results of Town Pay Survey December 2003

Responder	Their Title	# of EE's	Minimum	Midpoint	Maximum	Average Salary
CHCC Schools	Employment Technician	2	31,741	36,733	44,262	34,418
City of Burlington	Human Resources Technician	2	26,484	33,108	39,732	25,830
City of Durham	N/M					
City of Raleigh	N/M					
Durham County	Human Resources Analyst	2	33,369	45,409	57,448	35,707
Orange County	Human Resources Analyst II	1	36,312	47,181	58,050	34,043
OWASA	N/M					
Town of Carrboro	N/M					
Town of Cary	Human Resources Consultant	2	36,171	44,304	52,436	45,817
Town of Hillsborough	N/M					
UNC Chapel Hill	N/M					
UNC Health Care	Senior Recruiter	7	35,346	44,183	53,020	38,494
Wake County	Human Resources Consultant	8	33,322	44,428	55,427	41,564
		Weighted Average	33,577	42,958	52,515	38,315
Town of Chapel Hill	Employment Specialist	0	30,755	37,815	46,132	vacant
CHCC Schools	Media Clerk	16	21,050	23,171	27,830	17,514
City of Burlington	N/M					
City of Durham	N/M					
City of Raleigh	N/M					
Durham County	Library Assistant	10	21,395	29,115	36,835	28,063
Orange County	Library Assistant I	0	23,282	30,251	37,220	vacant
OWASA	N/M					
Town of Carrboro	N/M					
Town of Cary	N/M					
Town of Hillsborough	N/M					
UNC Chapel Hill	Library Assistant	57	20,576	25,233	30,839	20,995
UNC Health Care	N/M					
Wake County	Library Assistant	110	20,366	27,155	33,944	24,400
		Weighted Average	20,538	26,359	32,670	23,014
Town of Chapel Hill	Library Assistant I	10	24,097	29,630	36,146	27,163
CHCC Schools	N/M					
City of Burlington	Building Inspector	1	33,036	41,298	49,560	35,955
City of Durham	City/County Codes Inspector	24	33,039	41,299	49,559	41,571
City of Raleigh	Code Enforcement Inspector (III)	42	30,377	43,336	56,294	42,618
Durham County	N/M					
Orange County	Code Compliance Officer (III)	5	36,312	47,181	58,050	39,426
OWASA	N/M					
Town of Carrboro	N/M					
Town of Cary	Code Enforcement Inspector III(Bldg)	6	38,001	46,550	55,099	44,483
Town of Hillsborough	N/M					
UNC Chapel Hill	N/M					
UNC Health Care	N/M					
Wake County	General Inspector III	7	39,788	53,050	66,312	56,687
		Weighted Average	32,822	43,990	55,157	43,347
Town of Chapel Hill	Building Inspector -Senior	4	33,907	41,692	50,861	42,447

Results of Town Pay Survey December 2003

Responder	Their Title	# of EE's	Minimum	Midpoint	Maximum	Average Salary
CHCC Schools	N/M					
City of Burlington	Recreation Specialist II	3	27,684	34,608	41,532	31,526
City of Durham	Leisure Service Specialist	9	22,638	28,298	33,958	26,395
City of Raleigh	Recreation Program Specialist		23,801	32,904	42,007	
Durham County	N/M					
Orange County	N/M					
OWASA	N/M					
Town of Carrboro	N/M					
Town of Cary	N/M					
Town of Hillsborough	N/M					
UNC Chapel Hill	Recreation Worker II	4	24,980	30,936	38,052	29,268
UNC Health Care	N/M					
Wake County	N/M					
		Weighted Average	24,170	30,141	36,402	28,075
Town of Chapel Hill	Recreation Specialist II	4	30,755	37,815	46,132	36,445
CHCC Schools	NM					
City of Burlington	Fire Engineer	17	28,932	36,168	43,404	31,554
City of Durham	Fire Technician	79	33,039	41,299	49,559	38,895
City of Raleigh	NM					
Durham County	NM					
Orange County	NM					
OWASA	NM					
Town of Carrboro	Fire Driver Operator	3	31,772	39,504	48,350	36,570
Town of Cary	Fire Engineer	35	36,171	44,304	52,436	46,418
Town of Hillsborough	NM					
UNC Chapel Hill	NM					
UNC Health Care	NM					
Wake County	Firefighter Driver-Operator	2	30,078	40,103	50,226	33,760
		Weighted Average	33,260	41,374	49,513	39,787
Town of Chapel Hill	Fire Equipment Operator	18	32,292	39,707	48,439	41,610
CHCC Schools	N/M					
City of Burlington	Fire Captain	18	37,692	47,118	56,544	40,960
City of Durham	Fire Captain	54	39,917	49,896	59,875	58,353
City of Raleigh	Fire Captain	83	39,141	49,746	60,350	57,882
Durham County	Fire Captain		35,059	47,709	60,358	
Orange County	N/M					
OWASA	N/M					
Town of Carrboro	Fire Captain	3	38,723	48,129	58,907	45,303
Town of Cary	Fire Captain	25	41,912	51,324	60,736	57,405
Town of Hillsborough	N/M					
UNC Chapel Hill	N/M					
UNC Health Care	N/M					
Wake County	Fire Captain	1	36,609	48,905	61,014	44,571
		Weighted Average	39,788	49,998	60,232	57,656
Town of Chapel Hill	Fire Captain	16	39,252	48,264	58,878	48,245

Results of Town Pay Survey December 2003

Responder	Their Title	# of EE's	Minimum	Midpoint	Maximum	Average Salary
CHCC Schools	N/M					
City of Burlington	Police Officer	17	27,684	34,608	41,532	30,176
City of Durham	Police Recruit	25	30,060	37,575	45,090	31,963
City of Raleigh	Police Officer	118	30,610	40,349	50,087	34,343
Durham County	Deputy Sheriff	88	28,774	39,156	49,538	35,321
Orange County	Deputy Sheriff I	41	31,312	40,684	50,056	34,659
OWASA	N/M					
Town of Carrboro	Police Officer I	3	31,772	39,504	48,350	32,742
Town of Cary	Police Officer I	24	31,241	38,282	45,323	37,052
Town of Hillsborough	Police Officer	12	29,262	38,165	47,067	24,237
UNC Chapel Hill	Public Safety Officer	10	29,000	39,017	49,034	37,148
UNC Health Care	Police Officer	9	28,000	35,000	42,000	38,663
Wake County	Deputy Sheriff	172	30,078	40,103	50,226	24,989
		Weighted Average	29,984	39,500	49,056	31,194
Town of Chapel Hill	Police Officer I	17	30,755	37,815	46,132	32,057
CHCC Schools	N/M					
City of Burlington	Police Officer 1st Class	23	28,932	36,168	43,404	33,534
City of Durham	Police Officer	203	33,039	41,299	49,559	39,250
City of Raleigh	First Class Police Officer	127	32,839	42,677	52,515	39,552
Durham County	Deputy Sheriff-Corporal	11	30,231	41,139	52,046	41,035
Orange County	Deputy Sheriff I	41	31,312	40,684	50,056	34,659
OWASA	N/M					
Town of Carrboro	Police Officer II	11	33,396	41,505	50,810	39,224
Town of Cary	Police Officer II	37	32,780	40,164	47,548	43,621
Town of Hillsborough	N/M					
UNC Chapel Hill	Public Safety Officer	22	34,100	41,567	49,034	41,487
UNC Health Care	N/M					
Wake County	N/M					
		Weighted Average	32,610	41,291	50,000	39,143
Town of Chapel Hill	Police Officer II	32	32,292	39,707	48,439	36,377
CHCC Schools	N/M					
City of Burlington	Police Lieutenant	4	37,692	47,118	56,544	49,395
City of Durham	Police Lieutenant	18	43,872	54,840	65,808	62,486
City of Raleigh	Police Lieutenant	17	44,927	56,676	68,425	67,106
Durham County	Deputy Sheriff-Lieutenant	13	42,717	58,128	73,539	51,774
Orange County	Deputy Sheriff-Lieutenant	7	42,111	54,716	67,320	52,221
OWASA	N/M					
Town of Carrboro	Police Lieutenant	6	42,735	53,125	65,022	53,251
Town of Cary	Police Lieutenant (Exempt)	8	43,971	58,261	72,550	66,295
Town of Hillsborough	Police Lieutenant	1	39,050	50,987	62,924	57,222
UNC Chapel Hill	Public Safety Supervisor	5	45,961	51,175	56,389	48,757
UNC Health Care	N/M					
Wake County	Deputy Sheriff Lieutenant	13	48,085	57,199	66,312	43,890
		Weighted Average	44,092	55,577	67,159	56,774
Town of Chapel Hill	Police Lieutenant	8	45,439	55,871	68,158	57,709

Results of Town Pay Survey December 2003

Responder	Their Title	# of EE's	Minimum	Midpoint	Maximum	Average Salary
CHCC Schools	Secretary/Receptionist	36	23,275	26,894	32,365	25,204
City of Burlington	N/M					
City of Durham	Staff Assistant	18	20,595	25,744	30,893	24,148
City of Raleigh	Office Assistant III	35	18,648	25,781	32,914	26,168
Durham County	Staff Assistant III	18	22,478	30,590	38,701	26,921
Orange County	Office Assistant I	10	24,461	31,782	39,104	24,903
OWASA	Secretary/Receptionist	1	22,895	28,047	33,199	26,742
Town of Carrboro	Program Support Assistant	1	21,405	26,612	32,560	28,176
Town of Cary	Administrative Secretary I	0	21,153	25,906	30,659	vacant
Town of Hillsborough	N/M					
UNC Chapel Hill	Office Assistant IV	292	21,283	25,233	30,839	25,589
UNC Health Care	Office Assistant II	63	21,072	26,340	31,608	27,347
Wake County	Administrative Assistant II	226	20,366	27,155	33,944	24,419
	Weighted Average		21,000	26,316	32,420	25,371
Town of Chapel Hill	Secretary/Receptionist-Administrative Clerk	8	24,097	29,630	36,146	26,705
CHCC Schools	Accounting/Purchasing Technician	3	25,106	31,429	37,835	29,445
City of Burlington	N/M					
City of Durham	Accounting Technician	5	24,882	31,103	37,324	30,173
City of Raleigh	Accounting Technician I	6	23,801	32,904	42,007	36,347
Durham County	Accounting Technician	1	24,811	33,764	42,717	37,732
Orange County	Accounting Technician	2	29,830	38,724	47,644	29,453
OWASA	Accounting Technician I	2	25,640	31,409	37,177	29,641
Town of Carrboro	Accounting Technician I	0	24,821	30,853	37,768	vacant
Town of Cary	N/M					
Town of Hillsborough	N/M					
UNC Chapel Hill	Accounting Technician III	8	22,251	27,391	33,562	27,709
UNC Health Care	Accounting Specialist	6	30,334	37,917	45,500	38,336
Wake County	Accounting Technician	13	20,366	27,155	33,944	25,511
	Weighted Average		23,979	30,889	37,985	30,360
Town of Chapel Hill	Accounting Technician II	2	27,083	33,301	40,625	31,847
CHCC Schools	Payroll Technician	2	27,144	31,741	39,449	23,790
City of Burlington	N/M					
City of Durham	Accounting Specialist	7	27,349	34,186	41,230	26,138
City of Raleigh	N/M					
Durham County	N/M					
Orange County	N/M					
OWASA	N/M					
Town of Carrboro	Accounting Technician	1	27,401	34,069	41,685	32,945
Town of Cary	N/M					
Town of Hillsborough	N/M					
UNC Chapel Hill	N/M					
UNC Health Care	Payroll Specialist	1	24,521	30,651	36,781	22,901
Wake County	N/M					
	Weighted Average		27,059	33,409	40,543	26,036
Town of Chapel Hill	Payroll Supervisor	1	33,907	41,692	50,861	41,691

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Responder	Their Title	# of EE's	Minimum	Midpoint	Maximum	Average Salary
CHCC Schools	HS Principal Secretary	2	25,106	29,078	34,965	27,251
City of Burlington	N/M					
City of Durham	Administrative Assistant	15	33,039	41,299	49,559	41,321
City of Raleigh	N/M					
Durham County	Administrative Assistant I	10	27,387	37,269	47,151	35,452
Orange County	Administrative Assistant II	17	28,367	36,858	45,349	30,075
OWASA	Administrative Assistant	8	27,012	33,090	39,168	30,426
Town of Carrboro	Administrative Assistant	2	30,243	37,601	46,033	31,755
Town of Cary	N/M					
Town of Hillsborough	Administrative Assistant	1	26,815	34,960	43,104	34,618
UNC Chapel Hill	N/M					
UNC Health Care	Administrative Coordinator	21	25,779	32,224	38,669	32,719
Wake County	N/M					
	Weighted Average		28,246	35,901	43,636	32,952
Town of Chapel Hill	Administrative Assistant	4	27,895	34,300	41,843	33,386
CHCC Schools	Administrative Assistant to Assistant Superintendent	2	29,349	33,987	40,914	31,384
City of Burlington	Office Assistant III & IV	11	23,196	30,600	38,004	29,531
City of Durham	Secretary	20	22,638	28,298	33,958	29,462
City of Raleigh	N/M					
Durham County	N/M					
Orange County	Administrative Assistant I	5	27,000	35,082	43,164	32,803
OWASA	N/M					
Town of Carrboro	N/M					
Town of Cary	Administrative Secretary III	14	25,729	31,512	37,294	29,084
Town of Hillsborough	N/M					
UNC Chapel Hill	N/M					
UNC Health Care	Executive Assistant I	40	24,521	30,651	36,781	31,013
Wake County	Administrative Assistant II	226	20,366	27,155	33,944	24,419
	Weighted Average		21,526	28,145	34,778	26,126
Town of Chapel Hill	Administrative Secretary	5	25,302	31,111	37,953	29,275
CHCC Schools	N/M					
City of Burlington	N/M					
City of Durham	Budget Analyst	2	39,917	49,896	59,875	47,545
City of Raleigh	Budget and Management Analyst	4	35,165	50,166	65,167	55,564
Durham County	N/M					
Orange County	Administrative Officer II	1	40,082	52,079	64,077	41,708
OWASA	Administrative Officer II	2	33,879	43,776	53,867	41,191
Town of Carrboro	Administrative Analyst	1	35,068	43,597	53,364	55,547
Town of Cary	N/M					
Town of Hillsborough	N/M					
UNC Chapel Hill	Business Officer II	12	39,516	50,053	62,441	57,875
UNC Health Care	Administrative Officer, Senior	1	35,346	44,183	53,020	50,233
Wake County	Budget and Management Analyst	5	43,395	57,748	72,185	53,210
	Weighted Average		38,926	50,616	63,173	53,849
Town of Chapel Hill	Administrative Analyst	3	43,275	53,209	64,912	53,649

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Responder	Their Title	# of EE's	Minimum	Midpoint	Maximum	Average Salary
CHCC Schools	N/M					
City of Burlington	Senior Accountant	1	33,036	41,298	49,560	34,864
City of Durham	Accountant I	3	33,039	41,299	49,559	30,173
City of Raleigh	Accountant/Auditor II	2	35,165	47,137	59,108	50,054
Durham County	Accountant	5	33,369	45,409	57,448	40,500
Orange County	Accountant II	1	40,082	52,079	64,077	46,377
OWASA	N/M					
Town of Carrboro	Staff Accountant	1	35,068	43,597	53,364	31,755
Town of Cary	Accountant I	1	38,001	50,346	62,691	52,728
Town of Hillsborough	N/M					
UNC Chapel Hill	Accountant II	15	39,516	50,053	62,441	48,513
UNC Health Care	Business Analyst	15	45,060	60,070	75,083	56,138
Wake County	Accountant II	3	36,608	48,905	61,014	48,461
		Weighted Average	39,595	51,725	64,462	48,250
Town of Chapel Hill	Accountant	2	39,252	48,264	58,878	44,812
CHCC Schools	N/M					
City of Burlington	N/M					
City of Durham	Accounting Services Manager	1	58,258	72,822	93,212	65,890
City of Raleigh	Accounting Manager	1	38,769	57,104	75,439	70,232
Durham County	N/M					
Orange County	N/M					
OWASA	Accounting Manager	1	48,971	59,990	71,008	49,606
Town of Carrboro	Accounting Officer	1	42,735	53,125	65,022	51,564
Town of Cary	Accounting Services Manager	1	56,139	74,401	92,662	74,061
Town of Hillsborough	N/M					
UNC Chapel Hill	Accounting Manager I	2	47,277	60,070	75,083	62,617
UNC Health Care	Business Analyst	25	45,060	56,325	67,590	59,881
Wake County	Financial Services Manager	2	49,164	65,424	81,780	66,739
		Weighted Average	46,007	58,134	70,612	57,916
Town of Chapel Hill	Accounting Services Manager	1	47,711	58,665	71,566	60,282
CHCC Schools	N/M					
City of Burlington	Administrative Assistant/Office Manager	1	27,684	34,608	41,532	27,203
City of Durham	Management Assistant	22	27,349	34,186	41,023	34,774
City of Raleigh	N/M					
Durham County	Administrative Officer I	4	33,369	45,409	57,448	39,965
Orange County	Administrative Assistant III	6	31,312	40,684	50,056	35,468
OWASA	N/M					
Town of Carrboro	N/M					
Town of Cary	Administrative Secretary IV	1	28,371	34,757	41,142	33,735
Town of Hillsborough	N/M					
UNC Chapel Hill	N/M					
UNC Health Care	Administrative Officer	40	30,334	37,917	45,500	38,955
Wake County	N/M					
		Weighted Average	29,628	37,350	45,072	37,255
Town of Chapel Hill	Office Manager		30,755	37,815	46,132	34,698

Results of Town Pay Survey December 2003

Responder	Their Title	# of EE's	Minimum	Midpoint	Maximum	Average Salary
CHCC Schools	Admin. Asst. to Supt	1	29,349	36,733	44,262	36,712
City of Burlington	N/M					
City of Durham	Executive Secretary	2	43,872	54,840	65,808	47,118
City of Raleigh	N/M					
Durham County	N/M					
Orange County	Administrative Assistant III	6	31,312	40,684	50,056	35,468
OWASA	Administrative Assistant (Executive Director)	1	36,620	44,860	53,099	38,302
Town of Carrboro	N/M					
Town of Cary	N/M					
Town of Hillsborough	N/M					
UNC Chapel Hill	Administrative Assistant II	127	25,968	32,275	39,789	34,452
UNC Health Care	Executive Assistant	10	27,235	34,044	40,853	33,283
Wake County	Executive Secretary	39	23,460	31,280	39,176	31,143
	Weighted Average		25,951	32,767	40,424	33,897
Town of Chapel Hill	Executive Assistant	2	33,907	41,692	50,861	40,201
CHCC Schools	Benefits Specialist	1	29,349	33,987	40,914	31,834
City of Burlington	N/M					
City of Durham	Human Resources Benefits Specialist	1	27,349	34,186	41,023	37,619
City of Raleigh	Personnel Analyst I	1	31,895	45,502	59,108	56,355
Durham County	N/M					
Orange County	N/M					
OWASA	N/M					
Town of Carrboro	N/M					
Town of Cary	N/M					
Town of Hillsborough	N/M					
UNC Chapel Hill	Personnel Technician III	5	29,794	36,751	45,515	38,304
UNC Health Care	Benefits Analyst	3	30,334	37,917	45,500	30,557
Wake County	N/M					
	Weighted Average		29,870	37,380	45,920	37,182
Town of Chapel Hill	Human Resources Specialist II	1	30,755	37,815	46,132	36,438
CHCC Schools	Support Specialist	1	28,246	31,554	39,333	29,543
City of Burlington	PC Specialist	1	33,036	41,298	49,560	34,436
City of Durham	Micro Computer Specialist	3	33,039	41,299	49,559	44,904
City of Raleigh	N/M					
Durham County	N/M					
Orange County	N/M					
OWASA	N/M					
Town of Carrboro	N/M					
Town of Cary	Computer Operator	2	26,977	33,051	39,124	29,025
Town of Hillsborough	N/M					
UNC Chapel Hill	N/M					
UNC Health Care	Help Desk Coordinator	3	29,841	37,301	44,761	31,418
Wake County	Computer Operator	6	26,640	35,110	44,486	34,211
	Weighted Average		28,982	36,588	44,814	34,766
Town of Chapel Hill	Help Desk Administrator	1	37,383	46,964	56,074	42,677

Results of Town Pay Survey December 2003

Responder	Their Title	# of EE's	Minimum	Midpoint	Maximum	Average Salary
CHCC Schools	MIS Project Technician	1	32,989	38,210	46,030	35,783
City of Burlington	Micro/Network Specialist	1	39,396	49,248	59,100	50,040
City of Durham	N/M					
City of Raleigh	N/M					
Durham County	Network Administrator	5	38,701	52,662	66,622	44,709
Orange County	N/M					
OWASA	Network Database Administrator	1	44,853	54,945	65,037	44,426
Town of Carrboro	N/M					
Town of Cary	Microcomputer Specialist	4	39,873	48,828	57,782	47,541
Town of Hillsborough	N/M					
UNC Chapel Hill	N/M					
UNC Health Care	N/M					
Wake County	Information Technology Technician	21	30,078	40,103	50,226	36,009
	Weighted Average		33,390	43,733	54,217	39,399
Town of Chapel Hill	Info. Technician. Analyst	1	37,383	45,964	56,074	44,290
CHCC Schools	Grounds Foreman	1	35,672	41,309	49,774	41,228
City of Burlington	N/M					
City of Durham	Landscape Architect	2	43,872	54,840	65,808	51,476
City of Raleigh	Parks Superintendent	1	40,708	59,960	79,211	80,557
Durham County	N/M					
Orange County	Buildings and Grounds Superintendent	1	40,082	52,079	64,077	45,194
OWASA	N/M					
Town of Carrboro	Landscape/Grounds Supervisor	1	40,681	50,564	61,893	61,454
Town of Cary	Landscape Maintenance Program Coordinator	1	39,873	52,821	65,769	56,014
Town of Hillsborough	N/M					
UNC Chapel Hill	N/M					
UNC Health Care	N/M					
Wake County	N/M					
	Weighted Average		41,515	54,184	67,094	57,695
Town of Chapel Hill	Landscape Operation Superintendent	0	50,096	61,598	75,144	vacant
CHCC Schools	N/M					
City of Burlington	Sanitation Superintendent	1				56,592
City of Durham	Solid Waste Director	1	64,034	80,043	102,455	68,303
City of Raleigh	Solid Waste Services Director	1	40,708	59,960	79,211	80,557
Durham County	N/M					
Orange County	N/M					
OWASA	N/M					
Town of Carrboro	Solid Waste Supervisor	1	36,858	45,815	56,065	41,181
Town of Cary	Solid Waste Division Manager	1	53,456	70,845	88,233	84,156
Town of Hillsborough	N/M					
UNC Chapel Hill	N/M					
UNC Health Care	N/M					
Wake County	Solid Waste Management Director	1	49,164	65,424	81,780	78,142
	Weighted Average		40,703	53,681	67,957	68,155
Town of Chapel Hill	Solid Waste Services Superintendent	1	40,096	61,598	75,144	61,598

Results of Town Pay Survey December 2003

Responder	Their Title	# of EE's	Minimum	Midpoint	Maximum	Average Salary
CHCC Schools	N/M					
City of Burlington	N/M					
City of Durham	Network Analyst	1	43,872	54,840	65,808	66,697
City of Raleigh	N/M					
Durham County	N/M					
Orange County	N/M					
OWASA	N/M					
Town of Carrboro	N/M					
Town of Cary	Telecommunications Analyst	1	46,196	61,193	76,190	52,163
Town of Hillsborough	N/M					
UNC Chapel Hill	Telecom Analyst II	4	42,183	50,053	62,441	55,736
UNC Health Care	Telecommunications Technician, Senior	4	47,190	58,987	70,784	53,947
Wake County	Information Technician Business Consultant	10	49,164	65,424	81,780	65,024
	Weighted Average		46,960	60,322	74,635	60,392
Town of Chapel Hill	Network Telecommunications Analyst	1	47,711	58,665	71,566	58,665
CHCC Schools	N/M					
City of Burlington	Planner II	1	43,008	53,760	64,512	42,390
City of Durham	Planner	7	36,316	45,395	54,474	45,144
City of Raleigh	Planner II	7	35,165	50,166	65,167	58,644
Durham County	N/M					
Orange County	Planner II	4	40,082	52,079	64,077	45,903
OWASA	N/M					
Town of Carrboro	Planner/Zone Development Specialist	3	33,396	41,501	50,810	39,270
Town of Cary	Senior Planner	9	41,912	55,515	69,118	49,396
Town of Hillsborough	N/M					
UNC Chapel Hill	N/M					
UNC Health Care	N/M					
Wake County	Planner II	9	36,609	48,905	61,014	44,981
	Weighted Average		37,765	49,882	62,048	47,993
Town of Chapel Hill	Planner Senior	4	37,383	45,964	56,074	43,746
CHCC Schools	N/M					
City of Burlington	Assistant Planning & CD Director	1	46,980	58,728	70,476	47,351
City of Durham	Assistant City-County Planning Director	2	58,258	72,822	93,212	77,531
City of Raleigh	N/M					
Durham County	N/M					
Orange County	Planner III	3	51,308	66,666	82,023	52,798
OWASA	N/M					
Town of Carrboro	N/M					
Town of Cary	Planning Manager	1	50,939	67,496	84,052	67,508
Town of Hillsborough	Planning Director	1	46,390	60,603	74,815	56,578
UNC Chapel Hill	N/M					
UNC Health Care	N/M					
Wake County	N/M					
	Weighted Average		51,844	66,559	82,730	60,612
Town of Chapel Hill	Planning Coordinator	2	45,439	55,871	68,158	69,835

Results of Town Pay Survey December 2003

Responder	Their Title	# of EE's	Minimum	Midpoint	Maximum	Average Salary
CHCC Schools	N/M					
City of Burlington	N/M					
City of Durham	N/M					
City of Raleigh	N/M					
Durham County	N/M					
Orange County	Social Worker II	21	34,562	44,908	55,253	34,808
OWASA	N/M					
Town of Carrboro	N/M					
Town of Cary	N/M					
Town of Hillsborough	N/M					
UNC Chapel Hill	Social Worker III	6	30,456	36,751	45,515	37,425
UNC Health Care	Social Worker MSW	45	38,885	48,606	58,327	45,930
Wake County	Social Worker	1	30,078	40,103	50,226	29,753
		Weighted Average	36,828	46,451	56,279	41,810
Town of Chapel Hill	Crisis Counselor	3	39,252	48,264	58,878	46,592
CHCC Schools	N/M					
City of Burlington	N/M					
City of Durham	Civil Engineer II	3	43,872	54,840	65,808	55,534
City of Raleigh	Civil Engineer II	1	36,923	54,385	71,847	66,336
Durham County	N/M					
Orange County	N/M					
OWASA	N/M					
Town of Carrboro	N/M					
Town of Cary	Senior Engineer	3	46,196	61,193	76,190	57,031
Town of Hillsborough	N/M					
UNC Chapel Hill	Facilities Electrical Engineer. (IIS)	3	47,277	60,070	75,083	66,075
UNC Health Care	Engineer Manager	2	49,833	62,291	74,749	71,550
Wake County	N/M					
		Weighted Average	45,719	58,940	72,716	62,113
Town of Chapel Hill	Engineer II	2	47,711	58,665	71,566	69,233
CHCC Schools	N/M					
City of Burlington	N/M					
City of Durham	N/M					
City of Raleigh	N/M					
Durham County	Director of General Services	1	57,448	78,175	98,902	95,460
Orange County	N/M					
OWASA	N/M					
Town of Carrboro	N/M	1	35,068	43,597	53,364	48,850
Town of Cary	N/M					
Town of Hillsborough	N/M					
UNC Chapel Hill	Facilities Maintenance Director II	1	49,437	62,857	78,603	90,495
UNC Health Care	N/M					
Wake County	General Services Director	1	61,443	81,824	102,405	100,387
		Weighted Average	50,849	66,613	83,319	83,798
Town of Chapel Hill	Internal Services Superintendent	1	52,601	64,678	78,901	64,678