

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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
		C/R		1.09	1.03	1.01	0.93
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	25,020	31,552	38,022	28,702
		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
				1.10	1.07	1.07	0.98

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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
				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
				1.54	1.33	1.25	1.29

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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
				1.03	0.96	0.95	1.06

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

Organization Name	Surveyed Title	Organization Position Title	# of EE's	Range Min	Range Mid	Range Max	Average Salary
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	11,856	16,321	20,785	16,533
		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
				1.21	1.08	1.04	1.11
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	11,471	14,809	18,148	15,227
		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
				1.12	1.09	1.09	1.24

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

Organization Name	Surveyed Title	Organization Position Title	# of EE's	Range Min	Range Mid	Range Max	Average Salary
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	9,342	11,491	13,639	11,884
		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
				1.00	0.94	0.92	0.91

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	9,807	13,077	16,255	13,948
		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
				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	28,639	36,498	44,665	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
1/31/2005				1.07	1.03	1.03	1.00

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	17,958	23,447	28,874	23,859
		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
				1.09	1.03	1.03	0.98
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	17,558	22,166	26,714	20,283
		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
				1.15	1.10	1.10	1.11

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	15,178	19,433	23,598	20,057
		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
				1.29	1.26	1.27	1.19
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	24,322	31,175	38,882	32,348
		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
				0.91	0.85	0.84	0.89



NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	15,590	20,152	24,594	21,031
		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
				0.89	0.85	0.86	0.85
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	18,409	23,962	29,414	22,648
		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
				0.94	0.88	0.88	0.90

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	15,029	19,473	23,841	18,371
		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
				0.96	0.91	0.90	0.97
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	31,026	40,017	49,008	40,568
		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
				0.99	0.95	0.95	0.95

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	22,360	29,764	37,099	25,708
		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
				1.03	0.95	0.93	0.99
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	20,629	26,729	32,829	24,310
		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
				0.99	0.91	0.91	0.94

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	6	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	14	16,178	20,698	26,351	19,280
		Weighted Average		23,808	30,512	39,686	28,528
Town of Chapel Hill	Heavy Equipment Operator	Heavy Equipment Operator	4	26,567	32,666	39,851	32,976
				1.12	1.07	1.00	1.16
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	17	24,185	30,621	37,004	30,890
		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
				1.06	1.05	1.07	1.06

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	9	16,982	22,266	27,499	22,023
		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
				1.18	1.09	1.07	1.21

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	7,199	9,116	11,197	8,217
		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
				1.08	1.07	1.08	1.18

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	15	7,690	10,069	12,448	9,332
		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
				1.13	1.02	0.99	1.09
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	18,254	23,879	27,259	21,665
		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
				1.03	0.99	1.02	1.05

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	19,748	26,020	32,202	27,006
		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
				0.95	0.91	0.91	0.92
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	9,540	12,208	15,591	11,434
		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
1/31/2005				1.09	1.07	0.93	0.95



NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	27,710	35,188	42,671	32,597
		Weighted Average		33,641	42,879	52,120	42,108
Town of Chapel Hill	Employment Specialist	vacant		37,383	45,964	56,074	
				1.11	1.07	1.08	
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	4	17,021	22,460	27,849	21,291
		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
				0.81	0.77	0.76	0.90



NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	20,374	26,698	33,022	25,050
		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
				1.04	0.97	0.95	1.09
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	7,434	10,222	13,011	11,143
		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
				0.81	0.74	0.71	0.79

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	13,097	17,104	20,470	20,269
		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
				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	20,631	26,238	31,817	27,294
		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
				1.09	1.04	1.04	1.00

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	15,203	20,237	25,271	19,622
		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
				1.02	0.94	0.91	0.97
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	10,304	13,285	16,209	11,876
		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
				1.18	1.15	1.16	1.15

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	12,580	16,829	21,557	15,394
		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
				1.19	1.11	1.09	1.44

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	4,588	6,212	7,835	6,143
		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	
				1.08	0.96	0.92	

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NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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	
				1.03	0.96	0.96	
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
				1.07	1.10	1.12	0.98

NOVEMBER 2004 TOWN OF CHAPEL HILL PAY SURVEY

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
				1.13	1.05	1.10	0.89
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
				0.97	1.02	1.09	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	20,808	26,540	32,273	23,361
		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
				1.00	0.97	0.98	1.48