

# Salary Survey Results for CHAPEL HILL, NC

## ACCOUNTING TECH II

**Descrip** The purpose of this position is to ensure the prompt payment of all the Town's accounts payable. This is accomplished by handling incoming mail; entering invoices into financial system for payment; preparing and distributing weekly accounts payable checks; liquidating and maintaining purchase orders; checking vendor statements and coordinating the clearance of all outstanding invoices; reviewing travel forms; coding of utility bills for payment; correspondence with Town personnel and vendors; preparing monthly sales tax reporting; preparing annual 1099 reporting; maintaining vendor files; scanning and maintaining accounts payable records; and training Town employees in accounts payable, travel and purchasing card procedures and use.

**Quals** Associates' degree or equivalent in accounting or related field and over twelve months experience processing and maintenance of accounts payable records.

| Respondent                 | Matching Title               | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|----------------------------|------------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| ALAMANCE COUNTY            | ACCOUNTING TECH II           | Good  | \$33,411 | \$43,435 | \$53,458 | 60.0%       | <input type="checkbox"/> |         |            |
| GREENSBORO                 | ACCOUNTING TECH II           | Good  | \$33,640 | \$44,853 | \$56,066 | 66.7%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY                | SENIOR ACCOUNTING TECHNICIAN | Good  | \$34,630 | \$46,750 | \$58,870 | 70.0%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY PUBLIC SCHOOLS | ACCOUNTING TECH              | Good  | \$34,630 | \$46,750 | \$58,870 | 70.0%       | <input type="checkbox"/> |         |            |
| DURHAM                     | ACCOUNTING TECH              | Good  | \$35,057 | \$44,218 | \$53,379 | 52.3%       | <input type="checkbox"/> |         |            |
| DURHAM COUNTY              | ACCOUNTING TECH II           | Good  | \$36,000 | \$50,400 | \$64,800 | 80.0%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY              | ACCOUNTING TECH II           | Good  | \$36,219 | \$49,599 | \$62,978 | 73.9%       | <input type="checkbox"/> |         |            |
| CARY                       | ACCOUNTING TECHNICIAN        | Good  | \$39,436 | \$50,273 | \$61,110 | 55.0%       | <input type="checkbox"/> |         |            |
| HOLLY SPRINGS              | ACCOUNTING TECH I            | Fair  | \$39,798 | \$42,295 | \$44,791 | 12.5%       | <input type="checkbox"/> |         |            |
| CHARLOTTE                  | ACCOUNTING TECH II           | Good  | \$39,947 | \$43,611 | \$47,275 | 18.3%       | <input type="checkbox"/> |         |            |
| RALEIGH                    | ACCOUNTING TECH I            | Good  | \$40,712 | \$53,267 | \$65,821 | 61.7%       | <input type="checkbox"/> |         |            |
| APEX                       | ACCOUNTING TECH II           | Good  | \$41,026 | \$54,365 | \$67,703 | 65.0%       | <input type="checkbox"/> |         |            |

|                |  |  |                 |                 |                 |              |
|----------------|--|--|-----------------|-----------------|-----------------|--------------|
| <b>Average</b> |  |  | <b>\$37,042</b> | <b>\$47,484</b> | <b>\$57,927</b> | <b>56.4%</b> |
|----------------|--|--|-----------------|-----------------|-----------------|--------------|

|                    |                    |                      |                 |                 |                 |              |
|--------------------|--------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | ACCOUNTING TECH II |                      | <b>\$35,516</b> | <b>\$46,526</b> | <b>\$57,535</b> | <b>62.0%</b> |
|                    |                    | <b>\$ Difference</b> | (\$1,526)       | (\$959)         | (\$392)         |              |
|                    |                    | <b>% Difference</b>  | -4.3%           | -2.1%           | -0.7%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## ACCTG SUPV-PAYROLL & PAYABLES

**Descrip** The purpose of this position is to provide professional accounting work in the area of payroll, accounts payable, fixed assets, capital projects, inventory and financial reporting. Supervises the accounts payable function; Supervises the payroll function; Reports on fixed assets; Monitors and analyzes inventory transactions in the general ledger; and Performs periodic reviews of financial transactions. Directs staff, advises staff regarding the handling of routine and non-routine transactions, provides training to new and existing staff, performs annual job evaluations, works with direct reports to establish performance goals and objectives.

**Quals** Bachelor's degree in accounting, finance, public or business administration or a related field and three to five years of related accounting experience; or any equivalent combination of education and experience that provides the required knowledge, skills and abilities to perform the duties of the job.

| Respondent                 | Matching Title                | Match | Min      | Mid      | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|----------------------------|-------------------------------|-------|----------|----------|-----------|-------------|-------------------------------------|---------|------------|
| WAKE COUNTY                | PAYROLL OPERATIONS SPECIALIST | Fair  |          |          |           |             | <input type="checkbox"/>            |         |            |
| GREENSBORO                 | SUPERVISOR PAYROLL            | Poor  | \$41,210 | \$54,947 | \$68,684  | 66.7%       | <input type="checkbox"/>            |         |            |
| DURHAM                     | SENIOR PAYROLL COORDINATOR    | Fair  | \$44,159 | \$56,514 | \$68,868  | 56.0%       | <input type="checkbox"/>            |         |            |
| WAKE COUNTY PUBLIC SCHOOLS | PAYROLL OPERATION SPECIALIST  | Good  | \$48,818 | \$54,739 | \$60,660  | 24.3%       | <input type="checkbox"/>            |         |            |
| DURHAM COUNTY              | PAYROLL MANAGER               | Fair  | \$52,707 | \$73,790 | \$94,873  | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| CARY                       | ACCOUNTING MANAGER            | Good  | \$64,230 | \$85,103 | \$105,976 | 65.0%       | <input checked="" type="checkbox"/> |         |            |

**Average** **\$50,225** **\$65,019** **\$79,812**

|                    |                               |                      |                 |                 |                 |              |  |
|--------------------|-------------------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|
| <b>CHAPEL HILL</b> | ACCTG SUPV-PAYROLL & PAYABLES |                      | <b>\$55,466</b> | <b>\$72,661</b> | <b>\$89,855</b> | <b>62.0%</b> |  |
|                    |                               | <b>\$ Difference</b> | \$5,241         | \$7,642         | \$10,043        |              |  |
|                    |                               | <b>% Difference</b>  | 9.4%            | 10.5%           | 11.2%           |              |  |

# Salary Survey Results for CHAPEL HILL, NC

## ADMINISTRATIVE COORDINATOR

**Descrip** The purpose of this position is to provide highly complex administrative, secretarial, and technical support and assistance requiring analysis, research and problem solving. Conducts administrative and clerical duties in support of the department by overseeing fiscal management of resources and handling monetary matters including transfer of funds, processing check requests, accounts payable resolving account discrepancies, processes refunds, manages requisitions and purchase order; monitors budget expenditures for the department; monitors grant budgets; assists with travel arrangements; may provide notary services. Coordinates and manage special projects. Maintains department files/records; acts as liaison with HR Department regarding payroll/benefits; enters and submits payroll; schedules meetings and appointments; sorts/distributes mail; performs web/records research as requested. Selects, trains and disciplines staff; manages day to day scheduling and work flow activities and front clerical and technical staff; evaluate department, processes and procedures make recommendations.

**Quals** High school diploma or its equivalent and three years of progressively highly responsible office clerical experience.

| Respondent | Matching Title                   | Match | Min      | Mid      | Max       | Range Width | Exempt                   | Avg Pay | Actual Pay |
|------------|----------------------------------|-------|----------|----------|-----------|-------------|--------------------------|---------|------------|
| APEX       | Senior Administrative Specialist | Good  | \$35,714 | \$45,885 | \$56,056  | 57.0%       | <input type="checkbox"/> |         |            |
| CARY       | ADMINISTRATIVE ASSISTANT         | Good  | \$35,755 | \$45,594 | \$55,432  | 55.0%       | <input type="checkbox"/> |         |            |
| RALEIGH    | ADMINISTRATIVE SUPERVISOR        | Fair  | \$56,732 | \$80,843 | \$104,954 | 85.0%       | <input type="checkbox"/> |         |            |

**Average** **\$42,734** **\$57,440** **\$72,147**

|                    |                            |                      |                 |                 |                 |              |
|--------------------|----------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | ADMINISTRATIVE COORDINATOR |                      | <b>\$40,395</b> | <b>\$52,918</b> | <b>\$65,440</b> | <b>62.0%</b> |
|                    |                            | <b>\$ Difference</b> | (\$2,339)       | (\$4,523)       | (\$6,707)       |              |
|                    |                            | <b>% Difference</b>  | -5.8%           | -8.5%           | -10.2%          |              |

# Salary Survey Results for CHAPEL HILL, NC

## AQUATICS SPECIALIST

**Descrip** The purpose of this position is to plan, implement and coordinate the activities of aquatic facilities and coordinate and supervise the work of staff. Assists with interviewing and hiring temporary staff. Coordinates swim lessons and safety trainings. Markets programs and evaluates programs. Assists with scheduling of pool and staff. Reserves pool and facility space, and supervises facility use by rental groups and contract instructors.

**Quals** Current certification in Lifeguarding, CPR for the Professional Rescuer, and First Aid by the American Red Cross.

| Respondent | Matching Title       | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|------------|----------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| GREENSBORO | LIFEGUARD SUPERVISOR | Good  | \$31,439 | \$41,919 | \$52,398 | 66.7%       | <input type="checkbox"/> |         |            |
| DURHAM     | AQUATICS SPECIALIST  | Good  | \$35,057 | \$44,218 | \$53,379 | 52.3%       | <input type="checkbox"/> |         |            |

**Average** **\$33,248** **\$43,068** **\$52,889** **59.1%**

**CHAPEL HILL** AQUATICS SPECIALIST

**\$ Difference** (\$6,728) (\$8,969) (\$11,210)

**% Difference** -25.4% -26.3% -26.9%

# Salary Survey Results for CHAPEL HILL, NC

## ASSISTANT FIRE CHIEF

**Descrip** The Assistant Chief supports and promotes the mission and values of the department, provides leadership for department members toward conducting operations on a daily basis in accordance with these missions and values. This is accomplished through assisting with planning, directing, and reviewing the activities and operations of the Fire Department including fire suppression, hazardous material mitigation, fire prevention, life safety code compliance, public safety education, emergency medical services, department member training, recruitment and hiring. To assist in coordinating assigned activities with other town departments and outside agencies; and to provide highly responsible and complex executive level support to the Deputy Fire Chief and Fire Chief as a member of the management team.

**Quals** Bachelor's Degree from an accredited college or university with major course work in fire science, public administration, or a directly related to the core functions of this position and ten years of increasingly responsible command and supervisory experience in an organized fire department, including three years of administrative responsibility.

| Respondent    | Matching Title                            | Match | Min       | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|---------------|---|-------|-----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| DURHAM COUNTY | ASSISTANT FIRE CHIEF                      | Good  | \$52,707  | \$73,790  | \$94,873  | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM        | ASSISTANT FIRE CHIEF                      | Good  | \$65,221  | \$83,200  | \$101,179 | 55.1%       | <input checked="" type="checkbox"/> |         |            |
| HOLLY SPRINGS | ASSISTANT FIRE CHIEF                      | Good  | \$68,070  | \$90,467  | \$112,864 | 65.8%       | <input type="checkbox"/>            |         |            |
| WAKE COUNTY   | DEPUTY FIRE SERVICES DIRECTOR (VARIOUS)   | Good  | \$68,180  | \$95,455  | \$122,730 | 80.0%       | <input type="checkbox"/>            |         |            |
| APEX          | ASSISTANT FIRE CHIEF                      | Good  | \$70,242  | \$92,878  | \$115,514 | 64.5%       | <input type="checkbox"/>            |         |            |
| CARY          | ASSISTANT FIRE CHIEF OPERATIONS/LOGISTICS | Good  | \$78,062  | \$103,438 | \$128,814 | 65.0%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH       | ASSISTANT FIRE CHIEF                      | Good  | \$80,280  | \$114,399 | \$148,518 | 85.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO    | ASSISTANT FIRE CHIEF                      | Good  | \$88,942  | \$118,589 | \$148,236 | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| CHARLOTTE     | ASSISTANT FIRE CHIEF                      | Good  | \$112,963 | \$126,008 | \$139,053 | 23.1%       | <input checked="" type="checkbox"/> |         |            |

|                    |                      |                      |                 |                 |                  |                                    |  |  |  |
|--------------------|----------------------|----------------------|-----------------|-----------------|------------------|------------------------------------|--|--|--|
| <b>Average</b>     |                      |                      | <b>\$76,074</b> | <b>\$99,803</b> | <b>\$123,531</b> | <input type="text" value="62.4%"/> |  |  |  |
| <b>CHAPEL HILL</b> | ASSISTANT FIRE CHIEF |                      | <b>\$67,814</b> | <b>\$88,837</b> | <b>\$109,859</b> | <b>62.0%</b>                       |  |  |  |
|                    |                      | <b>\$ Difference</b> | (\$8,260)       | (\$10,966)      | (\$13,672)       |                                    |  |  |  |
|                    |                      | <b>% Difference</b>  | -12.2%          | -12.3%          | -12.4%           |                                    |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## ASST ARBORIST

**Descrip** The purpose of this position is to maintain the safety and health of the town's trees by pruning and providing general care. Provide tree pruning and removal; use heavy equipment and climbing equipment as well as extensive knowledge of location of power lines, traffic routes and structures. Maintains equipment; checks fluids; greases all equipment; sand replace blades; checks all equipment for safety. Responds to weather related events; removes trees; clears sidewalks of snow and ice; uses a plow truck to clear streets, and installs and maintains new trees; retrieves tree from grower; uses equipment to dig holes in the ground; waters trees using a water tank; diagnoses health issues after installation and fertilizing.

**Quals** High school diploma or its equivalent and one year of experience in Horticulture of tree care.

| Respondent | Matching Title | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|------------|----------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| DURHAM     | ARBORIST       | Fair  | \$44,159 | \$56,514 | \$68,868 | 56.0%       | <input type="checkbox"/> |         |            |

**Average** **\$44,159** **\$56,514** **\$68,868** **56.0%**

|                    |               |                      |                 |                 |                 |              |
|--------------------|---------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | ASST ARBORIST |                      | <b>\$32,214</b> | <b>\$42,200</b> | <b>\$52,186</b> | <b>62.0%</b> |
|                    |               | <b>\$ Difference</b> | (\$11,945)      | (\$14,314)      | (\$16,682)      |              |
|                    |               | <b>% Difference</b>  | -37.1%          | -33.9%          | -32.0%          |              |

# Salary Survey Results for CHAPEL HILL, NC

## ASST DIR-LIB/HEAD PUBLIC SERV

**Descrip** The purpose of this position is to ensure an engaging, responsive, customer-focused experience for all library customers by managing library operations and resources and providing strategic project management for major project and initiatives. Develops and manages division budget. Supervises key staff, including Division Managers. Manages major projects and strategic initiatives for both Library and TOCH. Oversees day-to-day operations of the Library.

**Quals** Master's Degree in Library/Information Science and five year's of supervisory experience in a public library required.

| Respondent    | Matching Title              | Match | Min      | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|---------------|-----------------------------|-------|----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| ORANGE COUNTY | ASST DIR-LIB                | Good  | \$59,347 | \$81,272  | \$103,196 | 73.9%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM COUNTY | ASST DIR-LIB SRVICES        | Good  | \$59,400 | \$83,160  | \$106,920 | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| WAKE COUNTY   | ASST DIR-LIB                | Good  | \$78,410 | \$109,770 | \$141,130 | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO    | MANAGER SR LIBRARY SERVICES | Good  | \$83,912 | \$111,883 | \$139,853 | 66.7%       | <input checked="" type="checkbox"/> |         |            |

**Average** **\$70,267** **\$96,521** **\$122,775** 74.7%

|                    |                               |                      |                 |                 |                  |              |
|--------------------|-------------------------------|----------------------|-----------------|-----------------|------------------|--------------|
| <b>CHAPEL HILL</b> | ASST DIR-LIB/HEAD PUBLIC SERV |                      | <b>\$72,561</b> | <b>\$95,055</b> | <b>\$117,549</b> | <b>62.0%</b> |
|                    |                               | <b>\$ Difference</b> | \$2,294         | (\$1,466)       | (\$5,226)        |              |
|                    |                               | <b>% Difference</b>  | 3.2%            | -1.5%           | -4.4%            |              |

# Salary Survey Results for CHAPEL HILL, NC

## ASST PARKING SVCS SUPV

**Descrip** The purpose of this position is to supervise the staff responsible for the daily operations of public parking and manages the parking meter revenue system.

**Quals** Associate's degree in business or public administration, criminal justice or equivalent and two years of experience in parking services one year which must have been in a lead capacity.

| Respondent | MatchingTitle          | Match | Min      | Mid      | Max      | Range Width | Exempt                              | Avg Pay | Actual Pay |
|------------|------------------------|-------|----------|----------|----------|-------------|-------------------------------------|---------|------------|
| GREENSBORO | ASST PARKING MANAGER   | Good  | \$35,995 | \$47,993 | \$59,991 | 66.7%       | <input type="checkbox"/>            |         |            |
| RALEIGH    | PARKING SUPERINTENDENT | Fair  | \$43,981 | \$62,673 | \$81,365 | 85.0%       | <input type="checkbox"/>            |         |            |
| DURHAM     | PARKING MANAGER        | Good  | \$54,417 | \$70,743 | \$87,068 | 60.0%       | <input checked="" type="checkbox"/> |         |            |

**Average** **\$44,798**   **\$60,470**   **\$76,141**   70.0%

**CHAPEL HILL**      ASST PARKING SVCS SUPV      **\$35,516**   **\$46,526**   **\$57,535**   **62.0%**

**\$ Difference**   (\$9,282)   (\$13,944)   (\$18,606)

**% Difference**   -26.1%   -30.0%   -32.3%

# Salary Survey Results for CHAPEL HILL, NC

## BATTALION CHIEF

**Descrip** The purpose of this position is to manage one of three Operations Division shifts to include the direct supervision of company officers, training, liaison for the public and other agencies during routine and emergency operations, and incident management of emergencies during the shift. This also includes coordinating public education and other special event coverage, inspecting facilities and equipment, and effectively managing work stress in a high demand environment.

**Quals** Bachelor's degree in Fire Science or a related field and at least 5 years of progressive experience in the Chapel Hill Fire Department. Ability to meet current requirements set forth by the National Fire Protection Association and the North Carolina Fire and Rescue Commission, a valid NC Class B Drivers License, a minimum of Level III Fire Officer Certificate and Level II Fire Instructor Certificate, an Advanced NIMS certificate, a NC Firefighter II Hazardous Materials Operations, an EMS Certification, a Level II Fire Inspector.

| Respondent      | Matching Title         | Match   | Min      | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-----------------|------------------------|---------|----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| HOLLY SPRINGS   | FIRE BATTALION CHIEF   | Good    | \$58,801 | \$78,149  | \$97,496  | 65.8%       | <input type="checkbox"/>            |         |            |
| GUILFORD COUNTY | FIRE INSPECTIONS CHIEF | Fair    | \$60,131 | \$66,445  | \$72,758  | 21.0%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH         | FIRE BATTALION CHIEF   | Good    | \$60,331 | \$85,972  | \$111,612 | 85.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO      | FIRE BATTALION CHIEF   | Good    | \$61,776 | \$82,368  | \$102,960 | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| APEX            | FIRE BATTALION CHIEF   | Identic | \$63,607 | \$75,997  | \$88,387  | 39.0%       | <input type="checkbox"/>            |         |            |
| DURHAM          | BATTALION FIRE CHIEF   | Good    | \$65,221 | \$83,200  | \$101,179 | 55.1%       | <input type="checkbox"/>            |         |            |
| CARY            | FIRE BATTALION CHIEF   | Good    | \$70,803 | \$93,818  | \$116,834 | 65.0%       | <input type="checkbox"/>            |         |            |
| CHARLOTTE       | FIRE BATTALION CHIEF   | Good    | \$92,935 | \$119,073 | \$145,211 | 56.3%       | <input type="checkbox"/>            |         |            |

|                |                 |                 |                  |                                    |
|----------------|-----------------|-----------------|------------------|------------------------------------|
| <b>Average</b> | <b>\$66,701</b> | <b>\$85,628</b> | <b>\$104,555</b> | <input type="text" value="56.8%"/> |
|----------------|-----------------|-----------------|------------------|------------------------------------|

|                    |                 |                      |                 |                 |                 |              |
|--------------------|-----------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | BATTALION CHIEF |                      | <b>\$62,042</b> | <b>\$79,054</b> | <b>\$96,065</b> | <b>54.8%</b> |
|                    |                 | <b>\$ Difference</b> | (\$4,659)       | (\$6,574)       | (\$8,490)       |              |
|                    |                 | <b>% Difference</b>  | -7.5%           | -8.3%           | -8.8%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## BLDG MAINT MECH II

**Descrip** The purpose of this position is to perform maintenance and repair town owned facilities and facility related equipment. Maintains and repairs facilities and facility related equipment; inspects and repairs damages to interior and exterior building surfaces and materials. Performs preventive and advanced repair maintenance and diagnostic checks on equipment. Verifies power/gas/water supplie. Repairs and installs plumbing and fixtures. Performs advanced maintenance on electric devices and controls and improves facilities. Attends training sessions for equipment maintenance and operations. Documents work and purchases; maintains and produces suitable receipts for purchases; and verifies purchases used for specific tasks. Provides guidance to helpers, assistants, seasonal employees, interns, or temporary employees.

**Quals** High school diploma or its equivalent. Two years of experience in building and/or facilities maintenance. Possession of or the ability to obtain a valid NC state driver's license. Any combination of education and experience that would provide the required knowledge, skills and abilities to perform the duties of the job.

| Respondent                 | Matching Title                         | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|----------------------------|--|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| WAKE COUNTY                | TECHNICAL SPECIALIST - CHILLER         | Good  |          |          |          |             | <input type="checkbox"/> |         |            |
| ALAMANCE COUNTY            | MAINTENANCE WORKER                     | Fair  | \$28,016 | \$36,422 | \$44,827 | 60.0%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY PUBLIC SCHOOLS | MECH II                                | Good  | \$32,466 | \$39,411 | \$46,356 | 42.8%       | <input type="checkbox"/> |         |            |
| GREENSBORO                 | MECHANIC II MAINTENANCE                | Good  | \$35,289 | \$47,052 | \$58,815 | 66.7%       | <input type="checkbox"/> |         |            |
| DURHAM COUNTY              | HVAC TECH                              | Good  | \$35,431 | \$49,604 | \$63,776 | 80.0%       | <input type="checkbox"/> |         |            |
| GUILFORD COUNTY            | BUILDING MAINTENANCE MECHANIC POOL     | Good  | \$39,327 | \$42,769 | \$46,210 | 17.5%       | <input type="checkbox"/> |         |            |
| DURHAM                     | FACILITIES MAINTENANCE TECHNICIAN LEAD | Fair  | \$40,513 | \$51,561 | \$62,608 | 54.5%       | <input type="checkbox"/> |         |            |
| CARY                       | FACILITIES MAINTENANCE MECHANIC II     | Good  | \$43,472 | \$55,432 | \$67,392 | 55.0%       | <input type="checkbox"/> |         |            |
| RALEIGH                    | MAINTENANCE SPECIALIST, SR - 7         | Fair  | \$43,488 | \$56,899 | \$70,310 | 61.7%       | <input type="checkbox"/> |         |            |

|                |  |                 |                 |                 |                                    |
|----------------|--|-----------------|-----------------|-----------------|------------------------------------|
| <b>Average</b> |  | <b>\$37,250</b> | <b>\$47,393</b> | <b>\$57,537</b> | <input type="text" value="54.5%"/> |
|----------------|--|-----------------|-----------------|-----------------|------------------------------------|

|                    |                    |                      |                 |                 |                 |              |
|--------------------|--------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | BLDG MAINT MECH II |                      | <b>\$33,824</b> | <b>\$44,310</b> | <b>\$54,796</b> | <b>62.0%</b> |
|                    |                    | <b>\$ Difference</b> | (\$3,426)       | (\$3,083)       | (\$2,741)       |              |
|                    |                    | <b>% Difference</b>  | -10.1%          | -7.0%           | -5.0%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## BUDGET ANALYST

**Descrip** This position is responsible for providing support and analysis to the development of the annual operating budget. Compiles, reviews and analyzes data submitted for inclusion in the operating budget and Capital Improvement Plan. Analyzes and reviews budget expenditures and revenue estimates in order to ensure compliance with relevant laws and policies; reviews departmental budget request; provides guidance to department on budget issues; responds to department questions and inquiries regarding budget issues; works with departments in the development and management of performance measures; assists with various research and analysis projects; and researches issues and prepares reports of findings.

**Quals** Bachelor's degree in business administration, public administration, finance, accounting or a related field and one year of experience in budget analysis; or any equivalent combination of education and experience that provides the required knowledge, skills and abilities to perform the duties of the job.

| Respondent                 | Matching Title                | Match | Min      | Mid      | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|----------------------------|-------------------------------|-------|----------|----------|-----------|-------------|-------------------------------------|---------|------------|
| WAKE COUNTY                | BUDGET ANALYST                | Good  |          |          |           |             | <input type="checkbox"/>            |         |            |
| DURHAM                     | BUDGET & MANAGEMENT ANALYST   | Good  | \$43,198 | \$56,158 | \$69,117  | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| ALAMANCE COUNTY            | BUDGET ANALYST                | Good  | \$45,470 | \$45,470 | \$45,470  | 0.0%        | <input checked="" type="checkbox"/> |         |            |
| ORANGE COUNTY              | BUDGET ANALYST I              | Good  | \$46,362 | \$63,490 | \$80,618  | 73.9%       | <input type="checkbox"/>            |         |            |
| DURHAM COUNTY              | BUDGET AND MANAGEMENT ANALYST | Good  | \$47,916 | \$67,082 | \$86,248  | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| WAKE COUNTY PUBLIC SCHOOLS | SENIOR BUDGET ANALYST         | Good  | \$48,818 | \$59,239 | \$69,660  | 42.7%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH                    | BUDGET ANALYST                | Good  | \$51,822 | \$73,847 | \$95,871  | 85.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO                 | BUDGET ANALYST                | Good  | \$51,913 | \$69,217 | \$86,521  | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| GUILFORD COUNTY            | BUDGET AND MANAGEMENT ANALYST | Good  | \$52,816 | \$58,362 | \$63,908  | 21.0%       | <input checked="" type="checkbox"/> |         |            |
| HOLLY SPRINGS              | BUDGET ANALYST                | Good  | \$53,334 | \$70,884 | \$88,433  | 65.8%       | <input type="checkbox"/>            |         |            |
| APEX                       | BUDGET ANALYST                | Good  | \$55,026 | \$72,774 | \$90,522  | 64.5%       | <input checked="" type="checkbox"/> |         |            |
| CARY                       | BUDGET ANALYST                | Good  | \$64,230 | \$69,878 | \$75,525  | 17.6%       | <input checked="" type="checkbox"/> |         |            |
| CHARLOTTE                  | BUDGET ANALYST                |       | \$72,817 | \$93,297 | \$113,777 | 56.3%       | <input checked="" type="checkbox"/> |         |            |

**Average** **\$52,810** **\$66,641** **\$80,473** **52.4%**

**CHAPEL HILL** BUDGET ANALYST **\$47,117** **\$61,723** **\$76,329** **62.0%**

**\$ Difference** (\$5,693) (\$4,918) (\$4,144)

**% Difference** -12.1% -8.0% -5.4%

# Salary Survey Results for CHAPEL HILL, NC

## CODE ENFORCEMENT OFFICER

**Descrip** The purpose of this position is to enforce and administer Town ordinances, NC State General Statutes; building and housing codes. This is accomplished by logging, investigating and processing complaints; issuing, notices, stop work orders, condemnation notices and civil penalties and documenting course of action.

**Quals** High school diploma or equivalent and two years of progressively responsible related experience in the field inspections construction.

| Respondent    | Matching Title                                | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|---------------|---|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| DURHAM        | CODE ENFORCEMENT OFFICER                      | Good  | \$40,513 | \$51,561 | \$62,608 | 54.5%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY | BLDG SAFETY OFFICIAL I                        | Good  | \$42,000 | \$56,801 | \$71,602 | 70.5%       | <input type="checkbox"/> |         |            |
| CARY          | CODE ENFORCEMENT OFFICIAL I,II,III, SR-SINGLE | Good  | \$42,307 | \$53,934 | \$65,562 | 55.0%       | <input type="checkbox"/> |         |            |
| RALEIGH       | BUILDING CODE INSPECTOR LEVEL I               | Fair  | \$43,488 | \$56,899 | \$70,310 | 61.7%       | <input type="checkbox"/> |         |            |
| HOLLY SPRINGS | BUILDING CODE INSPECTOR LEVEL I               | Fair  | \$43,879 | \$58,317 | \$72,755 | 65.8%       | <input type="checkbox"/> |         |            |
| APEX          | ORDINANCE ENFORCEMENT OFFICER                 | Good  | \$47,506 | \$69,014 | \$90,522 | 90.5%       | <input type="checkbox"/> |         |            |
| GREENSBORO    | BUILDING CODE INSPECTOR MULTI LEVEL           | Good  | \$48,067 | \$64,090 | \$80,112 | 66.7%       | <input type="checkbox"/> |         |            |

**Average** **\$43,966** **\$58,659** **\$73,353** **66.8%**

|                    |                          |                      |                 |                 |                 |              |
|--------------------|--------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | CODE ENFORCEMENT OFFICER |                      | <b>\$33,824</b> | <b>\$44,310</b> | <b>\$54,796</b> | <b>62.0%</b> |
|                    |                          | <b>\$ Difference</b> | (\$10,142)      | (\$14,349)      | (\$18,557)      |              |
|                    |                          | <b>% Difference</b>  | -30.0%          | -32.4%          | -33.9%          |              |

# Salary Survey Results for CHAPEL HILL, NC

## COMMUNICATIONS MANAGER

**Descrip** The purpose of this position is to support the Town Communication Strategy and related goals. The position communicates with the public regarding the Town's services, policies and issues, and educates residents on Town decisions, and encourages openness and participation. Plans and administers proactive external communications to enhance the Town's image and to publicize and promote services and issues using print, broadcast, digital, social media, advertising, and internet/email applications. Develops, writes and/or edits communications materials to strategically manage and assist the public's understanding of Town policies, programs and services. Responds to crisis by coordinating with internal departments and other public agencies to communicate with the public during emergencies.

**Quals** Bachelor's degree in communications, journalism, public relations or a related field and three years of increasing levels of experience in communications, public relations, journalism, and/or media relations.

| Respondent    | Matching Title                              | Match | Min       | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|---------------|---|-------|-----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| CARY          | CHIEF OF STRATEGIC COMMUNICATIONS           | Good  |           |           |           |             | <input checked="" type="checkbox"/> |         |            |
| ORANGE COUNTY | COMMUNICATIONS MANAGER                      | Good  | \$46,362  | \$62,700  | \$79,037  | 70.5%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM COUNTY | COMMUNICATIONS AND PUBLIC RELATIONS MANAGER | Good  | \$52,707  | \$73,790  | \$94,873  | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| HOLLY SPRINGS | PUBLIC INFORMATION OFFICER                  | Good  | \$53,334  | \$70,884  | \$88,433  | 65.8%       | <input type="checkbox"/>            |         |            |
| GREENSBORO    | PUBLIC INFORMATION OFFICER                  | Good  | \$56,066  | \$74,755  | \$93,443  | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| APEX          | PUBLIC INFORMATION OFFICER                  | Good  | \$60,621  | \$80,210  | \$99,798  | 64.6%       | <input type="checkbox"/>            |         |            |
| WAKE COUNTY   | EXTERNAL COMMUNICATIONS MANAGER             | Good  | \$68,180  | \$95,455  | \$122,730 | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH       | COMMUNICATIONS ADMINISTRATOR7               | Fair  | \$69,380  | \$90,496  | \$111,612 | 60.9%       | <input type="checkbox"/>            |         |            |
| DURHAM        | PUBLIC AFFAIRS DIRECTOR                     | Poor  | \$89,460  | \$116,297 | \$143,134 | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| CHARLOTTE     | PUBLIC INFORMATION OFFICER                  | Good  | \$136,686 | \$175,129 | \$213,571 | 56.2%       | <input checked="" type="checkbox"/> |         |            |

**Average** **\$70,311** **\$93,302** **\$116,292**

|                    |                        |                      |                 |                 |                 |              |
|--------------------|------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | COMMUNICATIONS MANAGER |                      | <b>\$60,458</b> | <b>\$79,200</b> | <b>\$97,942</b> | <b>62.0%</b> |
|                    |                        | <b>\$ Difference</b> | (\$9,853)       | (\$14,102)      | (\$18,350)      |              |
|                    |                        | <b>% Difference</b>  | -16.3%          | -17.8%          | -18.7%          |              |

# Salary Survey Results for CHAPEL HILL, NC

## COMMUNICATIONS SPECIALIST

**Descrip** The purpose of this position is to support the Town's communications goals through advanced writing and design; multimedia production; and communications training. Works in support of the Town Communications Strategy to increase awareness of Town programs and services; Reports, writes, edits and proofreads variety of materials including news releases, newsletters, brochures and campaigns for web and print; Develops Town promotional materials; Responds to requests for information; Develops public education, advertising and marketing campaigns.

**Quals** Graduation from a four-year college or university with a degree in journalism, public relations, communications or related field and two years of experience working in journalism or public relations. Specific experience working in website development is required.

| Respondent    | Matching Title                   | Match | Min      | Mid      | Max      | Range Width | Exempt                              | Avg Pay | Actual Pay |
|---------------|----------------------------------|-------|----------|----------|----------|-------------|-------------------------------------|---------|------------|
| ORANGE COUNTY | COMMUNICATIONS SPECIALIST        | Good  | \$38,051 | \$52,109 | \$66,167 | 73.9%       | <input type="checkbox"/>            |         |            |
| GREENSBORO    | SPECIALIST COMMUNICATIONS        | Good  | \$44,507 | \$59,343 | \$74,178 | 66.7%       | <input type="checkbox"/>            |         |            |
| DURHAM        | SENIOR PUBLIC AFFAIRS SPECIALIST | Fair  | \$46,654 | \$60,651 | \$74,647 | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| CARY          | PUBLIC INFORMATION SPECIALIST    | Good  | \$48,963 | \$62,431 | \$75,899 | 55.0%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH       | COMMUNICATIONS ANALYST - 7       | Good  | \$50,138 | \$65,752 | \$81,365 | 62.3%       | <input type="checkbox"/>            |         |            |

**Average** **\$45,663** **\$60,057** **\$74,451** **63.0%**

**CHAPEL HILL** COMMUNICATIONS SPECIALIST **\$41,114** **\$53,859** **\$66,604** **62.0%**

**\$ Difference** (\$4,549) (\$6,198) (\$7,847)

**% Difference** -11.1% -11.5% -11.8%

# Salary Survey Results for CHAPEL HILL, NC

## CONSTRUCTION WORKER II

**Descrip** The purpose of this position is to perform construction and maintenance work in support of the goals and mission of the Construction, Storm water, or Streets Programs. Performs streets, construction, and storm water maintenance and improvement activities; Operates and maintains small equipment and hand tools; Assists with inclement weather and special event response.

**Quals** High School Diploma or equivalency or a combination of education and experience that provides the required knowledge, skills and abilities to perform the job and one year of directly related experience in roadway and/or construction.

| Respondent     | MatchingTitle                    | Match | Min             | Mid             | Max             | Range Width  | Exempt                   | Avg Pay | Actual Pay |
|----------------|----------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| CHARLOTTE      | STREET CREW LEADER               | Good  | \$31,200        | \$36,723        | \$42,246        | 35.4%        | <input type="checkbox"/> |         |            |
| RALEIGH        | UTILITIES WORKER                 | Good  | \$33,132        | \$40,859        | \$48,586        | 46.6%        | <input type="checkbox"/> |         |            |
| APEX           | SENIOR STREET MAINTENANCE WORKER | Good  | \$35,506        | \$46,987        | \$58,469        | 64.7%        | <input type="checkbox"/> |         |            |
| CARY           | CONSTRUCTION TECHNICIAN II       | Good  | \$35,755        | \$45,594        | \$55,432        | 55.0%        | <input type="checkbox"/> |         |            |
| <b>Average</b> |                                  |       | <b>\$33,898</b> | <b>\$42,541</b> | <b>\$51,183</b> | <b>51.0%</b> |                          |         |            |

|                    |                        |                      |                 |                 |                 |              |  |  |  |
|--------------------|------------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | CONSTRUCTION WORKER II |                      | <b>\$29,219</b> | <b>\$38,277</b> | <b>\$47,334</b> | <b>62.0%</b> |  |  |  |
|                    |                        | <b>\$ Difference</b> | (\$4,679)       | (\$4,264)       | (\$3,849)       |              |  |  |  |
|                    |                        | <b>% Difference</b>  | -16.0%          | -11.1%          | -8.1%           |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## CRISIS COUNSELOR

**Descrip** The purpose of this position is to provide intervention, counseling and referrals for persons in crisis. This is accomplished by providing on-scene response and incident follow-up.

Essential Functions:  
 Provides crisis intervention counseling; stabilizes situations through mediation, conflict resolution, safety planning, and assessments; assists clients with options regarding criminal and civil processes; deliver death notifications. Refer victims to appropriate resources for medical, mental health and legal services. Presents training to law enforcement personnel and community partners. Consults and collaborates with community and governmental agencies pertaining to cases. Maintains documentation of cases.

**Quals** Masters Degree in Social Work, Counseling or a related field and two years of experience working in a social work, counseling or related field; or any equivalent combination of education and experience that provides the required knowledge, skills and abilities to perform the duties of the job.

| Respondent      | Matching Title                | Match | Min             | Mid             | Max             | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-----------------|-------------------------------|-------|-----------------|-----------------|-----------------|-------------|-------------------------------------|---------|------------|
| ALAMANCE COUNTY | HUMAN SERVICES COORDINATOR II | Fair  | \$38,126        | \$40,030        | \$41,933        | 10.0%       | <input type="checkbox"/>            |         |            |
| WAKE COUNTY     | MENTAL HEALTH - SOCIAL WORKER | Good  | \$41,990        | \$56,690        | \$71,390        | 70.0%       | <input type="checkbox"/>            |         |            |
| ORANGE COUNTY   | CLINICAL SW I                 | Good  | \$46,362        | \$63,490        | \$80,618        | 73.9%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM COUNTY   | CLINICAL SOCIAL WORKER        | Fair  | \$47,916        | \$67,082        | \$86,248        | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| <b>Average</b>  |                               |       | <b>\$43,599</b> | <b>\$56,823</b> | <b>\$70,047</b> | 60.7%       |                                     |         |            |

|                    |                  |                      |                 |                 |                 |              |  |  |  |
|--------------------|------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | CRISIS COUNSELOR |                      | <b>\$47,117</b> | <b>\$61,723</b> | <b>\$76,329</b> | <b>62.0%</b> |  |  |  |
|                    |                  | <b>\$ Difference</b> | \$3,518         | \$4,900         | \$6,282         |              |  |  |  |
|                    |                  | <b>% Difference</b>  | 7.5%            | 7.9%            | 8.2%            |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## DIR-HUMAN RESOURCE DEVELOPMENT

**Descrip** This senior management position is part of an executive team responsible for providing leadership and oversight of the organization under the direction of the Town Manager. Through contributions to the team based on area of expertise, the position helps develop and implement the strategic vision for the organization. Additionally, this position manages and oversees functions of the Human Resource Development Department. Oversee development of departmental budget; coordinate and direct fiscal operations of department; utilize performance data where applicable to inform budget and operational decision-making. Supervise departmental staff; effectively communicate job expectations and importance of adhering to Town values; plan, monitor and evaluate job performance; provide coaching and counseling to supervisory staff to ensure understanding and consistent application of policy and procedure.

**Quals** Bachelor's Degree in Human Resources, Business Adminsitration, Public Adminsitration or related field and five years of progressively responsible managerial experience; or any equivalent combination of education and experience that provides the required knowledge, skills and abilities to perform the duties of the job.

| Respondent      | Matching Title  | Match | Min       | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-----------------|---|-------|-----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| CARY            | HUMAN RESOURCES/ PERSONNEL DIRECTOR                   | Good  |           |           |           |             | <input checked="" type="checkbox"/> |         | \$186,368  |
| ORANGE COUNTY   | HUMAN RESOURCE DIRECTOR                               | Good  | \$83,853  | \$114,833 | \$145,813 | 73.9%       | <input checked="" type="checkbox"/> |         |            |
| HOLLY SPRINGS   | HUMAN RESOURCE PERSONNEL DIRECTOR                     | Good  | \$86,879  | \$115,466 | \$144,052 | 65.8%       | <input checked="" type="checkbox"/> |         |            |
| APEX            | HUMAN RESOURCES/ PERSONNEL DIRECTOR                   | Good  | \$89,594  | \$118,533 | \$147,472 | 64.6%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH         | HUMAN RESOURCES/ PERSONNEL DIRECTOR                   | Good  | \$95,631  | \$136,274 | \$176,917 | 85.0%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM COUNTY   | CHIEF HUMAN RESOURCES OFFICER/ CHIEF EMPLOYMENT COUNS | Good  | \$96,071  | \$141,706 | \$187,340 | 95.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO      | HUMAN RESOURCES PERSONNEL DIRECTOR                    | Good  | \$98,600  | \$131,467 | \$164,333 | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| GUILFORD COUNTY | HUMAN RESOURCES DIRECTOR                              | Good  | \$99,009  | \$110,643 | \$122,276 | 23.5%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM          | DIR-HUMAN RESOURCES                                   | Good  | \$99,300  | \$129,090 | \$158,880 | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| WAKE COUNTY     | DIR-HUMAN RESOURCES                                   | Good  | \$119,250 | \$166,950 | \$214,650 | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| CHARLOTTE       | HUMAN RESOURCES PERSONNEL DIRECTOR                    | Good  | \$150,354 | \$192,646 | \$234,938 | 56.3%       | <input checked="" type="checkbox"/> |         |            |

|                |  |                  |                  |                  |                                    |  |                  |
|----------------|--|------------------|------------------|------------------|------------------------------------|--|------------------|
| <b>Average</b> |  | <b>\$101,854</b> | <b>\$135,761</b> | <b>\$169,667</b> | <input type="text" value="66.6%"/> |  | <b>\$186,368</b> |
|----------------|--|------------------|------------------|------------------|------------------------------------|--|------------------|

|                    |                                |                      |                 |                  |                  |              |  |
|--------------------|--------------------------------|----------------------|-----------------|------------------|------------------|--------------|--|
| <b>CHAPEL HILL</b> | DIR-HUMAN RESOURCE DEVELOPMENT |                      | <b>\$85,405</b> | <b>\$111,880</b> | <b>\$138,355</b> | <b>62.0%</b> |  |
|                    |                                | <b>\$ Difference</b> | (\$16,449)      | (\$23,881)       | (\$31,312)       |              |  |
|                    |                                | <b>% Difference</b>  | -19.3%          | -21.3%           | -22.6%           |              |  |

# Salary Survey Results for CHAPEL HILL, NC

## DIR-PARKS AND REC

**Descrip** This senior management position is part of an executive team responsible for providing leadership and oversight of the organization under the direction of the Town Manager. Through contributions to the team based on area of expertise, the position helps develop and implement the strategic vision for the organization. The purpose of this position is to manage and oversee functions of the Parks and Recreation Department for the Town. This is accomplished by ensuring the departmental mission and strategies are aligned with those of the organization and are implemented efficiently and effectively.

**Quals** Bachelor's degree in Recreation, Physical Education, Public Administration, or other related field and five years of experience in recreation program or park management, or a related field.

| Respondent      | Matching Title                | Match | Min       | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-----------------|-------------------------------|-------|-----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| CARY            | PARKS AND RECREATION DIRECTOR | Good  |           |           |           |             | <input checked="" type="checkbox"/> |         | \$150,509  |
| GUILFORD COUNTY | PARKS DIVISION DIRECTOR       | Good  | \$64,160  | \$70,897  | \$77,633  | 21.0%       | <input checked="" type="checkbox"/> |         |            |
| HOLLY SPRINGS   | PARKS AND REC DIRECTOR        | Good  | \$86,879  | \$115,466 | \$144,052 | 65.8%       | <input checked="" type="checkbox"/> |         |            |
| APEX            | PARKS AND RECREATION DIRECTOR | Good  | \$89,594  | \$118,533 | \$147,472 | 64.6%       | <input checked="" type="checkbox"/> |         |            |
| WAKE COUNTY     | PARKS, RECAN D OPEN SPACE DIR | Good  | \$90,170  | \$126,235 | \$162,300 | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM          | DIR-PARKS AND REC             | Good  | \$99,300  | \$129,090 | \$158,880 | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO      | DIR-PARKS AND REC             | Good  | \$107,474 | \$143,299 | \$179,123 | 66.7%       | <input checked="" type="checkbox"/> |         |            |

|                |  |  |                 |                  |                  |       |  |  |                  |
|----------------|--|--|-----------------|------------------|------------------|-------|--|--|------------------|
| <b>Average</b> |  |  | <b>\$89,596</b> | <b>\$117,253</b> | <b>\$144,910</b> | 61.7% |  |  | <b>\$150,509</b> |
|----------------|--|--|-----------------|------------------|------------------|-------|--|--|------------------|

|                    |                   |                      |                 |                  |                  |              |  |  |  |
|--------------------|-------------------|----------------------|-----------------|------------------|------------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | DIR-PARKS AND REC |                      | <b>\$85,405</b> | <b>\$111,880</b> | <b>\$138,355</b> | <b>62.0%</b> |  |  |  |
|                    |                   | <b>\$ Difference</b> | (\$4,191)       | (\$5,373)        | (\$6,555)        |              |  |  |  |
|                    |                   | <b>% Difference</b>  | -4.9%           | -4.8%            | -4.7%            |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## DIR-PUBLIC WORKS

**Descrip** This senior management position is part of an executive team responsible for providing leadership and oversight of the organization under the direction of the Town Manager. Through contributions to the team based on area of expertise, the position helps develop and implement the strategic vision for the organization.

The purpose of this position is to manage and oversee functions of the Public Works Department for the Town. This is accomplished by ensuring the departmental mission and strategies are aligned with those of the organization and are implemented efficiently and effectively. s a member of executive management team, contribute insight and knowledge used to develop and implement strategic vision for the organization. Work with other senior managers on cross-departmental projects, planning and budgeting. Develop departmental business plan; Oversee development of departmental budget; and Supervise key departmental staff.

**Quals** Bachelor's degree in civil engineering, public administration or related field and five years of experience in civil engineering in project engineering and construction or public works operations.

| Respondent    | Matching Title                  | Match | Min       | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|---------------|---------------------------------|-------|-----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| CARY          | PUBLIC WORKS DIRECTOR           | Good  |           |           |           |             | <input checked="" type="checkbox"/> |         | \$161,096  |
| HOLLY SPRINGS | PUBLIC WORKS DIRECTOR           | Good  | \$86,879  | \$115,466 | \$144,052 | 65.8%       | <input checked="" type="checkbox"/> |         |            |
| WAKE COUNTY   | SOLID WASTE MANAGEMENT DIRECTOR | Good  | \$90,170  | \$126,235 | \$162,300 | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| APEX          | PUBLIUC WORKS DIRECTYOR         | Good  | \$94,061  | \$124,449 | \$154,837 | 64.6%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO    | DIR-PUBLIC WORKS                | Good  | \$107,474 | \$143,299 | \$179,123 | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM        | PUBLIC WORKS DIRECTOR           | Good  | \$110,223 | \$143,290 | \$176,357 | 60.0%       | <input checked="" type="checkbox"/> |         |            |

|                |  |  |                 |                  |                  |                                    |  |  |                  |
|----------------|--|--|-----------------|------------------|------------------|------------------------------------|--|--|------------------|
| <b>Average</b> |  |  | <b>\$97,761</b> | <b>\$130,548</b> | <b>\$163,334</b> | <input type="text" value="67.1%"/> |  |  | <b>\$161,096</b> |
|----------------|--|--|-----------------|------------------|------------------|------------------------------------|--|--|------------------|

|                    |                  |                      |                 |                  |                  |              |  |  |  |
|--------------------|------------------|----------------------|-----------------|------------------|------------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | DIR-PUBLIC WORKS |                      | <b>\$99,069</b> | <b>\$129,781</b> | <b>\$160,492</b> | <b>62.0%</b> |  |  |  |
|                    |                  | <b>\$ Difference</b> | \$1,308         | (\$767)          | (\$2,842)        |              |  |  |  |
|                    |                  | <b>% Difference</b>  | 1.3%            | -0.6%            | -1.8%            |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## DIR-TRANSPORTATION

**Descrip** This senior management position is part of an executive team responsible for providing leadership and oversight of the organization under the direction of the Town Manager. Through contributions to the team based on area of expertise, the position helps develop and implement the strategic vision for the organization. The purpose of this position is to manage and oversee functions of the Transit Department for the Town. This is accomplished by ensuring the departmental mission and strategies are aligned with those of the organization and are implemented efficiently and effectively. Develop departmental business plan. Oversee development of departmental budget. Supervise key departmental staff; plan, monitor and evaluate job performance; provide coaching and counseling to supervisory staff to ensure understanding and consistent application of policy and procedure.

**Quals** Bachelor's in business, public administration or a related field and five years of progressively responsible management experience in public transit management.

| Respondent    | Matching Title                          | Match | Min       | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|---------------|---|-------|-----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| CARY          | DIRECTOR OF TRANSPORTATION & FACILITIES | Good  |           |           |           |             | <input checked="" type="checkbox"/> |         |            |
| RALEIGH       | TRANSPORTATION MANAGER 7                | Fair  | \$71,450  | \$101,816 | \$132,182 | 85.0%       | <input type="checkbox"/>            |         |            |
| ORANGE COUNTY | TRANSIT DIRECTOR                        | Good  | \$75,967  | \$104,033 | \$132,099 | 73.9%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM        | DIR-TRANSPORTATION                      | Good  | \$99,300  | \$129,090 | \$158,880 | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO    | DIR-TRANSPORTATION                      | Good  | \$105,367 | \$140,489 | \$175,611 | 66.7%       | <input checked="" type="checkbox"/> |         |            |

**Average** **\$88,021** **\$118,857** **\$149,693** 70.1%

**CHAPEL HILL** DIR-TRANSPORTATION

**\$ Difference** \$11,048 \$10,924 \$10,799

**% Difference** 11.2% 8.4% 6.7%

# Salary Survey Results for CHAPEL HILL, NC

## ECONOMIC DEVLMT COORDINATOR

**Descrip** The purpose of this position is to support the Town's economic development strategy and growth. Identifies opportunities and methods to recruit and retain economic growth; coordinating economic business interests with the Town's sustainable growth over the long term. Identifies and leads new initiatives by working with Policy and Strategic Initiatives team; identifies goals participating in collaborative teams; providing information to Mayor and Council; facilitating work sessions; developing and measuring the progress of projects. Develops analytics, metrics, and a work plan ; monitors progress of work plan and conducts project research. Coordinates cross-department efforts by establishing interaction with town staff; developing communication strategies; participating in Town teams. Writes communications, documents and plans by producing reports, memos and documents for town staff, Council and the public; coordinating review of projects with other departments.

**Quals** Bachelor's degree in Business, Public Administration, Marketing or related field and five years of experience in public sector or a related field.

| Respondent    | Matching Title                             | Match | Min       | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|---------------|--|-------|-----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| RALEIGH       | ECONOMIC DEVLMT COORDINATOR 8              | Good  | \$46,510  | \$60,853  | \$75,196  | 61.7%       | <input type="checkbox"/>            |         |            |
| DURHAM        | ECONOMIC DEVLMT COORDINATOR                | Good  | \$46,654  | \$60,651  | \$74,647  | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM COUNTY | ECONOMIC DEVLMT OFFICER                    | Fair  | \$47,916  | \$67,082  | \$86,248  | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| WAKE COUNTY   | SOCIAL & ECONOMIC VITALITY PROGRAM MANAGER | Good  | \$61,480  | \$83,000  | \$104,520 | 70.0%       | <input checked="" type="checkbox"/> |         |            |
| APEX          | ECONOMIC DEVELOPMENT DIRECTOR              | Poor  | \$81,234  | \$107,475 | \$133,716 | 64.6%       | <input checked="" type="checkbox"/> |         |            |
| ORANGE COUNTY | ECONOMIC DEVLMT DIRECTOR                   | Fair  | \$83,853  | \$114,833 | \$145,813 | 73.9%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO    | COMMUNITY DEVELOPMENT DIRECTOR             | Fair  | \$98,600  | \$131,467 | \$164,333 | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| CHARLOTTE     | ECONOMIC DEVLMT DIRECTOR                   | Poor  | \$181,928 | \$233,096 | \$284,263 | 56.3%       | <input checked="" type="checkbox"/> |         |            |

|                |                 |                  |                  |                                    |
|----------------|-----------------|------------------|------------------|------------------------------------|
| <b>Average</b> | <b>\$81,022</b> | <b>\$107,307</b> | <b>\$133,592</b> | <input type="text" value="64.9%"/> |
|----------------|-----------------|------------------|------------------|------------------------------------|

|                    |                             |                      |                 |                 |                  |              |
|--------------------|-----------------------------|----------------------|-----------------|-----------------|------------------|--------------|
| <b>CHAPEL HILL</b> | ECONOMIC DEVLMT COORDINATOR |                      | <b>\$71,830</b> | <b>\$94,098</b> | <b>\$116,365</b> | <b>62.0%</b> |
|                    |                             | <b>\$ Difference</b> | (\$9,192)       | (\$13,209)      | (\$17,227)       |              |
|                    |                             | <b>% Difference</b>  | -12.8%          | -14.0%          | -14.8%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## ENGINEERING INSPECTOR

**Descrip** The purpose of this position is to perform technical work in the inspection of Town capital construction projects and private development projects; and to interpret and enforce applicable code requirements. Performs inspections of Town maintained infrastructure. Oversees basic Town C.I.P. construction projects. Responds to requests from the public.

**Quals** Associates degree in civil engineering or construction management or in a related field and three years of experience inspecting construction sites or infrastructure.

| Respondent     | Matching Title                         | Match | Min             | Mid             | Max             | Range Width  | Exempt                   | Avg Pay | Actual Pay |
|----------------|--|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| DURHAM         | ENGINEERING INSPECTOR                  | Good  | \$44,159        | \$56,514        | \$68,868        | 56.0%        | <input type="checkbox"/> |         |            |
| GREENSBORO     | INSPECTOR TRADES                       | Good  | \$48,067        | \$64,090        | \$80,112        | 66.7%        | <input type="checkbox"/> |         |            |
| CHARLOTTE      | CONSTRUCTION INSPECTOR                 | Good  | \$48,557        | \$62,214        | \$75,870        | 56.2%        | <input type="checkbox"/> |         |            |
| RALEIGH        | COMMERCIAL MULTI-TRADES PLANS EXAMINER | Good  | \$50,930        | \$60,979        | \$71,028        | 39.5%        | <input type="checkbox"/> |         |            |
| <b>Average</b> |  |       | <b>\$47,928</b> | <b>\$60,949</b> | <b>\$73,970</b> | <b>54.3%</b> |                          |         |            |

|                    |                       |                      |                 |                 |                 |              |  |  |  |
|--------------------|-----------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | ENGINEERING INSPECTOR |                      | <b>\$37,291</b> | <b>\$48,852</b> | <b>\$60,412</b> | <b>62.0%</b> |  |  |  |
|                    |                       | <b>\$ Difference</b> | (\$10,637)      | (\$12,097)      | (\$13,558)      |              |  |  |  |
|                    |                       | <b>% Difference</b>  | -28.5%          | -24.8%          | -22.4%          |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## FACILITIES SUPERVISOR

**Descrip** The purpose of this position is to provide oversight of day-to-day maintenance operations for town facilities in compliance with established policies, procedures and practices. Supervises maintenance mechanics; manages internal personnel functions such as performance management planning, conducting appraisals, coaching as necessary, tracking time, preparing timesheets, and approving of leave requests. Manages work flow for the division; plans for preventative and routine maintenance; schedules service requests; coordinates maintenance functions contracted to outside vendors; manages work order/service request reception. Assigns mechanics to specific tasks; manages on-call program to provide for after-hours services; manages computerized maintenance management system; provides assistance and guidance on difficult or technically complex tasks. Provides quality assurance/quality control for services; evaluates work product of mechanics; solicits feedback from customers; inspects and reviews completed work of maintenance mechanics and contractor provided services/products. Conducts and documents facility inspections to allow for verification of work products, planning for future work; manages completions and close out of work orders in the system; produces reports and statistics relative to facilities management as necessary.

**Quals** Associate's degree in building construction, facilities management or a related field and five years of experience in building facilities management with at least two served in a lead or supervisory capacity.

| Respondent                 | Matching Title                      | Match | Min      | Mid      | Max      | Range Width | Exempt                              | Avg Pay | Actual Pay |
|----------------------------|-------------------------------------|-------|----------|----------|----------|-------------|-------------------------------------|---------|------------|
| DURHAM COUNTY              | BUILDING MAINTENANCE SUPERVISOR     | Fair  | \$39,600 | \$55,440 | \$71,280 | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM                     | FACILITIES MAINTENANCE SUPERVISOR   | Good  | \$48,575 | \$62,165 | \$75,755 | 56.0%       | <input checked="" type="checkbox"/> |         |            |
| WAKE COUNTY PUBLIC SCHOOLS | M & O SUPETVISOR                    | Good  | \$48,818 | \$59,239 | \$69,660 | 42.7%       | <input type="checkbox"/>            |         |            |
| WAKE COUNTY                | FACILITIES SERVICES SUPERVISOR      | Good  | \$50,810 | \$68,595 | \$86,380 | 70.0%       | <input type="checkbox"/>            |         |            |
| APEX                       | BUILDING MAINTENANCE SUPERINTENDENT | Good  | \$52,372 | \$69,291 | \$86,210 | 64.6%       | <input checked="" type="checkbox"/> |         |            |
| GUILFORD COUNTY            | FACILITIES OPERATIONS MANAGER       | Good  | \$52,816 | \$58,362 | \$63,908 | 21.0%       | <input checked="" type="checkbox"/> |         |            |
| ORANGE COUNTY              | FACILITIES MAINTENANCE MANAGER      | Good  | \$53,764 | \$72,711 | \$91,658 | 70.5%       | <input checked="" type="checkbox"/> |         |            |

|                |  |                 |                 |                 |              |
|----------------|--|-----------------|-----------------|-----------------|--------------|
| <b>Average</b> |  | <b>\$49,536</b> | <b>\$63,686</b> | <b>\$77,836</b> | <b>57.1%</b> |
|----------------|--|-----------------|-----------------|-----------------|--------------|

|                    |                       |                      |                 |                 |                 |              |
|--------------------|-----------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | FACILITIES SUPERVISOR |                      | <b>\$50,886</b> | <b>\$66,661</b> | <b>\$82,436</b> | <b>62.0%</b> |
|                    |                       | <b>\$ Difference</b> | \$1,350         | \$2,975         | \$4,600         |              |
|                    |                       | <b>% Difference</b>  | 2.7%            | 4.5%            | 5.6%            |              |

# Salary Survey Results for CHAPEL HILL, NC

## FIRE CAPTAIN

**Descrip** The purpose of this position is to provide fire protection to the public, supervise and lead personnel in the fire department, provide administrative requirements, and work with outside agencies. Responds to fire, rescue and EMS incidents; Prepares reports; Maintains and expands job knowledge and skills; participates in classroom trainings, station or company drills; studies maps and pre-incident planning; maintains knowledge of basic current fire code, new firefighting, rescue and medical techniques; distributes information and answers questions; administers in-housing testing; notices and inspects possible hazards. Coordinates, schedules and implements drills; provides training on new tactics; conducts refresher training on skills and evaluation evolution; documents or obtains certifications; coordinates training of crews by other agencies; provided coaching, mentoring, and motivation; possesses knowledge of curriculum and training design, teaching design, teaching and instruction for individuals and groups.

**Quals** Associate's degree in Fire Science or related field and five years of experience in Fire Service with at least two years as a Lieutenant.

| Respondent      | Matching Title | Match | Min      | Mid      | Max      | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-----------------|----------------|-------|----------|----------|----------|-------------|-------------------------------------|---------|------------|
| WAKE COUNTY     | FIRE CAPTAIN   | Good  | \$46,190 | \$62,360 | \$78,530 | 70.0%       | <input type="checkbox"/>            |         |            |
| RALEIGH         | FIRE CAPTAIN   | Good  | \$48,217 | \$65,034 | \$81,851 | 69.8%       | <input type="checkbox"/>            |         |            |
| GUILFORD COUNTY | FIRE CAPTAIN   | Good  | \$48,804 | \$55,515 | \$62,225 | 27.5%       | <input type="checkbox"/>            |         |            |
| DURHAM COUNTY   | FIRE CAPTAIN   | Good  | \$51,571 | \$69,621 | \$87,670 | 70.0%       | <input type="checkbox"/>            |         |            |
| DURHAM          | FIRE CAPTAIN   | Good  | \$55,025 | \$72,328 | \$89,630 | 62.9%       | <input type="checkbox"/>            |         |            |
| GREENSBORO      | FIRE CAPTAIN   | Good  | \$56,285 | \$72,115 | \$87,945 | 56.2%       | <input type="checkbox"/>            |         |            |
| CARY            | FIRE CAPTAIN   |       | \$56,680 | \$72,270 | \$87,859 | 55.0%       | <input checked="" type="checkbox"/> |         |            |

**Average** **\$51,825** **\$67,034** **\$82,244** 58.7%

|                    |              |                      |                 |                 |                 |              |  |  |  |
|--------------------|--------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | FIRE CAPTAIN |                      | <b>\$55,679</b> | <b>\$69,605</b> | <b>\$83,530</b> | <b>50.0%</b> |  |  |  |
|                    |              | <b>\$ Difference</b> | \$3,854         | \$2,570         | \$1,286         |              |  |  |  |
|                    |              | <b>% Difference</b>  | 6.9%            | 3.7%            | 1.5%            |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## FIRE CHIEF

**Descrip** This senior management position is part of an executive team responsible for providing leadership and oversight of the organization under the direction of the Town Manager. Through contributions to the team based on area of expertise, the position helps develop and implement the strategic vision for the organization.  
 The purpose of this position is to manage and oversee functions of the Fire Department for the Town. Develop departmental business plan. Oversee development of departmental budget. Supervise key departmental staff.

**Quals** Bachelor's degree in Fire, Business or Public Administration or a related field and five years of experience in a command level position in Fire Service. Possession of or the ability to obtain a valid driver's license issued by the state of North Carolina, and the following: Firefighter II Certification, Fire Officer III Certification, Fire Instructor Certificate, Fire Chief 101 Certificate, NIMS Advanced Technical Command Certification, and Executive Fire Officer Certificate preferred.

| Respondent    | Matching Title | Match | Min       | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|---------------|----------------|-------|-----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| CARY          | FIRE CHIEF     | Good  |           |           |           |             | <input checked="" type="checkbox"/> |         | \$145,018  |
| DURHAM COUNTY | FIRE CHIEF     | Good  | \$59,400  | \$83,160  | \$106,920 | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| HOLLY SPRINGS | FIRE CHIEF     | Good  | \$91,224  | \$121,240 | \$151,256 | 65.8%       | <input checked="" type="checkbox"/> |         |            |
| APEX          | FIRE CHIEF     | Good  | \$94,061  | \$124,449 | \$154,837 | 64.6%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH       | FIRE CHIEF     | Good  | \$105,433 | \$150,242 | \$195,051 | 85.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO    | FIRE CHIEF     | Good  | \$106,762 | \$142,349 | \$177,936 | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM        | FIRE CHIEF     | Good  | \$110,223 | \$143,290 | \$176,357 | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| WAKE COUNTY   | FIRE CHIEF     | Good  | \$119,250 | \$166,950 | \$214,650 | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| CHARLOTTE     | FIRE CHIEF     | Good  | \$150,354 | \$192,641 | \$234,928 | 56.2%       | <input checked="" type="checkbox"/> |         |            |

|                |  |                  |                  |                  |                                    |                  |
|----------------|--|------------------|------------------|------------------|------------------------------------|------------------|
| <b>Average</b> |  | <b>\$104,588</b> | <b>\$140,540</b> | <b>\$176,492</b> | <input type="text" value="68.7%"/> | <b>\$145,018</b> |
|----------------|--|------------------|------------------|------------------|------------------------------------|------------------|

|                    |            |                      |                 |                  |                  |              |
|--------------------|------------|----------------------|-----------------|------------------|------------------|--------------|
| <b>CHAPEL HILL</b> | FIRE CHIEF |                      | <b>\$99,069</b> | <b>\$129,781</b> | <b>\$160,492</b> | <b>62.0%</b> |
|                    |            | <b>\$ Difference</b> | (\$5,519)       | (\$10,760)       | (\$16,000)       |              |
|                    |            | <b>% Difference</b>  | -5.6%           | -8.3%            | -10.0%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## FIRE EQUIPMENT OPERATOR

**Descrip** The purpose of this position is to maintain and operate a variety of fire apparatus and other vehicles, drive to and from emergencies and other incidents, operate aerial ladders, pumping equipment and generators. This is accomplished by maintaining proficiency in apparatus and vehicle operation, checking, operating and maintaining equipment and tools, and maintaining records of work performed. Other duties include assisting with other fire, medical, and rescue activities, maintaining the fire station, conducting tours, inspecting equipment, and acting in the absence of the company officer.

**Quals** High school diploma or its equivalent, and at least 36 months of continuous service with the Chapel Hill Fire Department, meets and maintains the requirements of the Master Firefighter position. All previously required certifications of earlier ranks plus TOCH Sustainable Leadership and Reasonable Suspicion courses, NC Fire Officer 1, NC Fire Instructor 1 or NCDOL Reciprocity or Equivalency Credit, Child Safety Seat Technician, NFA Incident Safety Officer, and NFA Leadership Series.

| Respondent      | Matching Title                     | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|-----------------|------------------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| GUILFORD COUNTY | FIREFIGHTER II                     | Good  | \$38,142 | \$42,321 | \$46,500 | 21.9%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY     | FIRE SERVICES LOGISTICS SPECIALIST |       | \$38,180 | \$51,540 | \$64,900 | 70.0%       | <input type="checkbox"/> |         |            |
| DURHAM COUNTY   | FIRE EQUIPMENT DRIVER              | Good  | \$39,343 | \$53,113 | \$66,883 | 70.0%       | <input type="checkbox"/> |         |            |
| GREENSBORO      | FIRE FIGHTER DRIVER                | Good  | \$39,746 | \$50,925 | \$62,103 | 56.2%       | <input type="checkbox"/> |         |            |
| DURHAM          | FIRE DRIVER                        | Good  | \$44,309 | \$56,524 | \$68,738 | 55.1%       | <input type="checkbox"/> |         |            |
| RALEIGH         | FIRE FIGHTER DRIVER                | Good  | \$44,565 | \$58,308 | \$72,050 | 61.7%       | <input type="checkbox"/> |         |            |
| HOLLY SPRINGS   | FIRE FIGHTER DRIVER                | Good  | \$46,072 | \$61,232 | \$76,391 | 65.8%       | <input type="checkbox"/> |         |            |
| APEX            | FIRE FIGHTER - DRIVER              | Good  | \$47,506 | \$62,886 | \$78,266 | 64.7%       | <input type="checkbox"/> |         |            |
| CARY            | FIRE ENGINEER                      | Good  | \$51,418 | \$65,551 | \$79,685 | 55.0%       | <input type="checkbox"/> |         |            |
| CHARLOTTE       | FIRE EQUIPMENT DRIVER              | Good  | \$56,099 | \$64,832 | \$73,564 | 31.1%       | <input type="checkbox"/> |         |            |

|                |  |  |                 |                 |                 |       |  |  |  |
|----------------|--|--|-----------------|-----------------|-----------------|-------|--|--|--|
| <b>Average</b> |  |  | <b>\$44,538</b> | <b>\$56,723</b> | <b>\$68,908</b> | 54.7% |  |  |  |
|----------------|--|--|-----------------|-----------------|-----------------|-------|--|--|--|

|                    |                         |                      |                 |                 |                 |              |  |  |  |
|--------------------|-------------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | FIRE EQUIPMENT OPERATOR |                      | <b>\$42,887</b> | <b>\$53,464</b> | <b>\$64,040</b> | <b>49.3%</b> |  |  |  |
|                    |                         | <b>\$ Difference</b> | (\$1,651)       | (\$3,259)       | (\$4,868)       |              |  |  |  |
|                    |                         | <b>% Difference</b>  | -3.8%           | -6.1%           | -7.6%           |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## FIRE MARSHAL

**Descrip** The purpose of this position is to manage the Fire and Life Safety Division of the Fire Department. This is accomplished by performing and managing fire and life safety inspections; managing and supervising staff; meeting with business owners, architects, contractors, and engineers; interpreting, researching and maintaining proficient knowledge of codes; managing and overseeing inspection programs; approving licenses; coordinating departmental public educational outreach programs; maintaining database of commercial properties and vital building/occupant information; responding to, managing and supervising fire investigations; documenting and reporting all findings; communicating and coordinating with outside agencies; obtaining search warrants; providing testimony in court regarding investigations or violations; monitoring fire trends; developing community outreach programs; and reviewing new construction and renovation plans to ensure compliance with fire, building codes, and Town ordinances.

**Quals** Bachelor's degree Fire Science or Public Administration or a related field and five years of progressive Fire Service. Possession of or the ability to obtain a valid driver's license North Carolina issued by the state of NC. Other required certifications include: Fire Inspector Level III, Fire and Life Safety Educator II, Certified Fire/Arson Investigator, Child Passenger Safety Technician or Instructor, Fire Officer III, Fire Instructor II qualified, Advanced NIMS certification, and NC Firefighter II.

| Respondent      | Matching Title                                 | Match | Min      | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-----------------|--|-------|----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| RALEIGH         | ASSISTANT FIRE MARSHAL                         | Good  | \$51,822 | \$73,847  | \$95,871  | 85.0%       | <input type="checkbox"/>            |         |            |
| ORANGE COUNTY   | FIRE MARSHAL                                   | Good  | \$59,347 | \$80,260  | \$101,173 | 70.5%       | <input checked="" type="checkbox"/> |         |            |
| GUILFORD COUNTY | FIRE MARSHAL                                   | Good  | \$64,160 | \$70,897  | \$77,633  | 21.0%       | <input type="checkbox"/>            |         |            |
| CARY            | CHIEF CODE ENFORCEMENT OFFICIAL - FIRE MARSHAL | Good  | \$64,230 | \$85,103  | \$105,976 | 65.0%       | <input type="checkbox"/>            |         |            |
| DURHAM          | ASSISTANT FIRE CHIEF/ FIRE MARSHALL            | Good  | \$72,938 | \$95,873  | \$118,808 | 62.9%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM COUNTY   | FIRE MARSHAL/ EMERGENCY MGT DIR                | Fair  | \$73,280 | \$108,088 | \$142,896 | 95.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO      | FIRE MARSHAL                                   | Good  | \$74,131 | \$98,842  | \$123,552 | 66.7%       | <input checked="" type="checkbox"/> |         |            |

**Average** **\$65,701** **\$87,558** **\$109,416** 66.5%

|                    |              |                      |                 |                 |                  |              |
|--------------------|--------------|----------------------|-----------------|-----------------|------------------|--------------|
| <b>CHAPEL HILL</b> | FIRE MARSHAL |                      | <b>\$67,814</b> | <b>\$88,837</b> | <b>\$109,859</b> | <b>62.0%</b> |
|                    |              | <b>\$ Difference</b> | \$2,113         | \$1,278         | \$443            |              |
|                    |              | <b>% Difference</b>  | 3.1%            | 1.4%            | 0.4%             |              |

# Salary Survey Results for CHAPEL HILL, NC

## FIREFIGHTER LEVEL I

**Descrip** The purpose of this position is to perform firefighting, rescue, and emergency medical services to protect the life and property of the Citizens of Chapel Hill. This is accomplished by responding to calls for service, delivering public education, attending required mandatory training, maintaining a positive image to the public and maintaining response readiness. Other duties include taking on assigned projects/committees by the fire chief as well as special projects.

**Quals** High school diploma or its equivalent.

| Respondent    | MatchingTitle         | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|---------------|-----------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| GREENSBORO    | FIREFIGHTER           | Good  | \$35,995 | \$44,314 | \$52,632 | 46.2%       | <input type="checkbox"/> |         |            |
| DURHAM        | FIREFIGHTER           | Good  | \$36,098 | \$47,449 | \$58,800 | 62.9%       | <input type="checkbox"/> |         |            |
| DURHAM COUNTY | FIREFIGHTER           | Good  | \$36,769 | \$49,639 | \$62,508 | 70.0%       | <input type="checkbox"/> |         |            |
| APEX          |                       | Good  | \$39,124 | \$53,414 | \$67,703 | 73.0%       | <input type="checkbox"/> |         |            |
| RALEIGH       | FIREFIGHTER           | Good  | \$39,200 | \$51,289 | \$63,377 | 61.7%       | <input type="checkbox"/> |         |            |
| HOLLY SPRINGS | FIREFIGHTER           | Good  | \$39,798 | \$52,892 | \$65,986 | 65.8%       | <input type="checkbox"/> |         |            |
| CARY          | FIREFIGHTER I         | Good  | \$41,413 | \$52,790 | \$64,168 | 54.9%       | <input type="checkbox"/> |         |            |
| CHARLOTTE     | FIREFIGHTER           | Good  | \$42,884 | \$55,618 | \$68,352 | 59.4%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY   | FIRE RESCUE RESPONDER | Good  | \$46,190 | \$62,360 | \$78,530 | 70.0%       | <input type="checkbox"/> |         |            |

|                |  |  |                 |                 |                 |              |  |  |  |
|----------------|--|--|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>Average</b> |  |  | <b>\$39,719</b> | <b>\$52,196</b> | <b>\$64,673</b> | <b>62.8%</b> |  |  |  |
|----------------|--|--|-----------------|-----------------|-----------------|--------------|--|--|--|

|                    |                            |                      |                 |                 |                 |              |  |  |  |
|--------------------|----------------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | <b>FIREFIGHTER LEVEL I</b> |                      | <b>\$37,128</b> | <b>\$45,604</b> | <b>\$54,080</b> | <b>45.7%</b> |  |  |  |
|                    |                            | <b>\$ Difference</b> | (\$2,591)       | (\$6,592)       | (\$10,593)      |              |  |  |  |
|                    |                            | <b>% Difference</b>  | -7.0%           | -14.5%          | -19.6%          |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## FLEET MANAGER

**Descrip** The purpose of this position is to oversee the maintenance, repair, purchasing and disposal of all town vehicles equipment and other assets deemed surplus. This is accomplished by supplying individual departments with annual expenditures and provides all departments with annual fuel budget. Other duties include participating in alternative fuel research in coordination with the sustainability office.

**Quals** Bachelor's Degree or its equivalent in Public Administration, Business, Accounting or a related field and three years progressive experience working in a Fleet or Vehicle Maintenance setting; or an equivalent combination of education and experience that would provide the required knowledge, skills and abilities to perform the duties of the job.

| Respondent      | Matching Title            | Match | Min      | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-----------------|---------------------------|-------|----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| DURHAM COUNTY   | FLEET COORDINATOR         | Poor  | \$39,600 | \$55,440  | \$71,280  | 80.0%       | <input type="checkbox"/>            |         |            |
| GUILFORD COUNTY | FLEET OPERATIONS OFFICER  | Fair  | \$46,392 | \$51,263  | \$56,134  | 21.0%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH         | FLEET MAINTENANCE MANAGER | Good  | \$56,732 | \$80,843  | \$104,954 | 85.0%       | <input checked="" type="checkbox"/> |         |            |
| CARY            | FLEET DIVISION MANAGER    | Good  | \$74,360 | \$98,519  | \$122,678 | 65.0%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM          | FLEET MANAGER             | Good  | \$81,327 | \$105,725 | \$130,123 | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| WAKE COUNTY     | FLEET SERVICES DIRECTOR   | Good  | \$90,170 | \$126,235 | \$162,300 | 80.0%       | <input checked="" type="checkbox"/> |         |            |

**Average** **\$64,764** **\$86,338** **\$107,912** **66.6%**

|                    |               |                      |                 |                 |                 |              |
|--------------------|---------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | FLEET MANAGER |                      | <b>\$55,466</b> | <b>\$72,661</b> | <b>\$89,855</b> | <b>62.0%</b> |
|                    |               | <b>\$ Difference</b> | (\$9,298)       | (\$13,677)      | (\$18,057)      |              |
|                    |               | <b>% Difference</b>  | -16.8%          | -18.8%          | -20.1%          |              |

# Salary Survey Results for CHAPEL HILL, NC

## FORENSIC & EVIDENCE SPECIALIST

**Descrip** The purpose of this position is to process crime scenes and maintain the evidence room. Retrieves, documents, submits, and tracks forensic evidence. Performs latent print examination and submission. Maintains the evidence room and lab. Processes crime scenes. Trains employees in evidentiary procedures.

**Quals** High school diploma or its equivalent and two years of experience working in a relevant field.

| Respondent      | MatchingTitle                         | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|-----------------|---------------------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| RALEIGH         | POLICE EVIDENCE SPECIALIST            | Poor  | \$30,377 | \$40,395 | \$50,413 | 66.0%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY     | FORENSIC EVIDENCE TECHNICIAN          | Good  | \$36,280 | \$48,975 | \$61,670 | 70.0%       | <input type="checkbox"/> |         |            |
| GREENSBORO      | SPECIALIST FORENSICS                  | Fair  | \$38,514 | \$51,352 | \$64,190 | 66.7%       | <input type="checkbox"/> |         |            |
| DURHAM          | SENIOR EVIDENCE TECHNICIAN            | Fair  | \$40,513 | \$51,561 | \$62,608 | 54.5%       | <input type="checkbox"/> |         |            |
| GUILFORD COUNTY | FORENSIC QUALITY ASSURANCE SPECIALIST | Poor  | \$44,774 | \$48,692 | \$52,609 | 17.5%       | <input type="checkbox"/> |         |            |

**Average** **\$38,092** **\$48,195** **\$58,298** 53.0%

|                    |                                |                      |                 |                 |                 |              |
|--------------------|--------------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | FORENSIC & EVIDENCE SPECIALIST |                      | <b>\$43,581</b> | <b>\$57,091</b> | <b>\$70,601</b> | <b>62.0%</b> |
|                    |                                | <b>\$ Difference</b> | \$5,489         | \$8,896         | \$12,303        |              |
|                    |                                | <b>% Difference</b>  | 12.6%           | 15.6%           | 17.4%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## HOUSING OFFICER I

**Descrip** The purpose of this position is to coordinate the resident selection process as well as community service for the public housing program. Maintains public housing waiting list; Prepares lease agreements; Administers the resident community service and self- sufficiency programs; Provides administrative duties; creates calendars for upcoming years to be given to tenants; prepares utility allowance updating information; serves on the public advisory board; takes minutes; coordinates new tenant orientation; schedules move out inspections; prepares final move out charges; records final move out information from the finance department.

**Quals** Associate's degree or equivalent in a related field and one year experience.

| Respondent    | Matching Title             | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|---------------|----------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| WAKE COUNTY   | HOUSING SUPPORT SPECIALIST | Good  | \$36,360 | \$49,085 | \$61,810 | 70.0%       | <input type="checkbox"/> |         |            |
| GREENSBORO    | COORD HOUSING PROGRAM      | Fair  | \$38,514 | \$51,352 | \$64,190 | 66.7%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY | HOUSING SPECIALIST         | Good  | \$39,978 | \$54,748 | \$69,517 | 73.9%       | <input type="checkbox"/> |         |            |
| CARY          | MINIMUM HOUSING OFFICER    | Good  | \$50,315 | \$64,158 | \$78,000 | 55.0%       | <input type="checkbox"/> |         |            |

**Average** **\$41,292** **\$54,836** **\$68,379** **65.6%**

|                    |                          |                      |                 |                 |                 |              |  |  |  |
|--------------------|--------------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | <b>HOUSING OFFICER I</b> |                      | <b>\$35,516</b> | <b>\$46,526</b> | <b>\$57,535</b> | <b>62.0%</b> |  |  |  |
|                    |                          | <b>\$ Difference</b> | (\$5,776)       | (\$8,310)       | (\$10,844)      |              |  |  |  |
|                    |                          | <b>% Difference</b>  | -16.3%          | -17.9%          | -18.8%          |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## HUMAN SERVICES COORD

**Descrip** The purpose of this position is to coordinate and access Human Services for citizens and serve as liaison between the Police Department, Housing Department and Public Housing Residents. Receives applications for Human Services Grants; reviews applications for compliance, and serves as staff liaison to the Human Services Advisory Board. Schedules and attends public hearings with agencies and Human Services Advisory Board; prepares agenda items and recommendations; supervises resident services coordinator; ensures that public housing residents have access to Town programs. Prepares and monitors Performance Agreements between the Town and Human Services Agencies; reviews and processes payments for human service agencies; assists with the Summer Youth Employment Program and the annual backpack giveaway; seeks and prepares grants for Community Programming. Prepares and distributes annual Needs Report and Budget. Refers citizens to appropriate town departments or other outside agencies. Acts as Liaison between the Police and Housing Departments; maintains and distributes the trespass log for public housing; prepares information for Trespass Committee. Administers the Transitional Housing Program.

**Quals** High school diploma or its equivalent and three years experience in a related field with at least one year in a supervisory role. Possession of or the ability to obtain a valid driver's license issued by the state of North Carolina.

| Respondent      | Matching Title          | Match | Min      | Mid      | Max      | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-----------------|-------------------------|-------|----------|----------|----------|-------------|-------------------------------------|---------|------------|
| ALAMANCE COUNTY | HUMAN SERVICES COORD II | Fair  | \$38,126 | \$40,030 | \$41,933 | 10.0%       | <input type="checkbox"/>            |         |            |
| DURHAM COUNTY   | HUMAN SERVICES COORD II | Good  | \$39,600 | \$55,440 | \$71,280 | 80.0%       | <input checked="" type="checkbox"/> |         |            |

|                    |                      |                      |                 |                 |                 |              |  |  |  |
|--------------------|----------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>Average</b>     |                      |                      | <b>\$38,863</b> | <b>\$47,735</b> | <b>\$56,606</b> | 45.7%        |  |  |  |
| <b>CHAPEL HILL</b> | HUMAN SERVICES COORD |                      | <b>\$47,117</b> | <b>\$61,723</b> | <b>\$76,329</b> | <b>62.0%</b> |  |  |  |
|                    |                      | <b>\$ Difference</b> | \$8,254         | \$13,988        | \$19,723        |              |  |  |  |
|                    |                      | <b>% Difference</b>  | 17.5%           | 22.7%           | 25.8%           |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## INFORMATION TECH ANALYST

**Descrip** The purpose of this position is to provide technical support to end-users, assist in hardware and software deployment, troubleshoot systems when necessary, and help maintain the Town's network infrastructure and phone system. Provides user technical support; screens and answers Help Desk support calls. Troubleshoots problems on all town-owned IT systems, including hardware and software; reconfigures computer hardware/software and network appliances to minimize down-time; examples of systems include Windows 7 and later operating systems, Active Directory, Microsoft Office Suite, Microsoft Exchange, , and other Enterprise and line of business applications, desktop and laptop computers, tablets, iPads, cellular phones, printers and other network related equipment. Performs administrative maintenance on Exchange servers, Active Directory and IP telephony systems to satisfy end-user requests. Assists in hardware and software deployment; makes suggestions to maximize technology efficiency; takes protective measures to minimize outages. Transports computer equipment to remote office locations; installs and configures replacement computers; sets up printers, fax machines and DSL modems as needed.

**Quals** Associate's degree in information management, computer sciences or a related field and two years of related experience developing and maintaining information systems. The completion of an information technology internship or apprenticeship may substitute for one year of the related experience.

| Respondent                 | Matching Title                 | Match | Min      | Mid      | Max      | Range Width | Exempt                              | Avg Pay | Actual Pay |
|----------------------------|--------------------------------|-------|----------|----------|----------|-------------|-------------------------------------|---------|------------|
| GUILFORD COUNTY            | TECHNICAL SUPPORT TECHNICIAN   | Good  | \$36,858 | \$40,083 | \$43,308 | 17.5%       | <input type="checkbox"/>            |         |            |
| WAKE COUNTY PUBLIC SCHOOLS | CUSTOMER SUPPORT ANALYST       | Good  | \$37,536 | \$46,920 | \$56,304 | 50.0%       | <input type="checkbox"/>            |         |            |
| ORANGE COUNTY              | INFORMATION SUPPORT ANALYST    | Good  | \$39,978 | \$54,748 | \$69,517 | 73.9%       | <input type="checkbox"/>            |         |            |
| DURHAM COUNTY              | TECHNOLOGY SUPPORT ANALYST     | Good  | \$43,560 | \$60,984 | \$78,408 | 80.0%       | <input type="checkbox"/>            |         |            |
| RALEIGH                    | TECHNOLOGY SPECIALIST SR 8     | Fair  | \$46,510 | \$60,853 | \$75,196 | 61.7%       | <input type="checkbox"/>            |         |            |
| DURHAM                     | NETWORK ANALYST                | Good  | \$50,386 | \$65,502 | \$80,618 | 60.0%       | <input type="checkbox"/>            |         |            |
| WAKE COUNTY                | IT SPECIALIST                  | Fair  | \$52,550 | \$70,940 | \$89,330 | 70.0%       | <input type="checkbox"/>            |         |            |
| CARY                       | APPLICATION SUPPORT SPECIALIST | Good  | \$53,976 | \$71,531 | \$89,086 | 65.0%       | <input checked="" type="checkbox"/> |         |            |
| APEX                       | INFORMATION TECH ANALYST       | Good  | \$57,768 | \$76,401 | \$95,034 | 64.5%       | <input type="checkbox"/>            |         |            |

|                |  |  |                 |                 |                 |                                    |
|----------------|--|--|-----------------|-----------------|-----------------|------------------------------------|
| <b>Average</b> |  |  | <b>\$46,569</b> | <b>\$60,885</b> | <b>\$75,200</b> | <input type="text" value="61.5%"/> |
|----------------|--|--|-----------------|-----------------|-----------------|------------------------------------|

|                    |                          |                      |                 |                 |                 |              |
|--------------------|--------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | INFORMATION TECH ANALYST |                      | <b>\$43,581</b> | <b>\$57,091</b> | <b>\$70,601</b> | <b>62.0%</b> |
|                    |                          | <b>\$ Difference</b> | (\$2,988)       | (\$3,794)       | (\$4,599)       |              |
|                    |                          | <b>% Difference</b>  | -6.9%           | -6.6%           | -6.5%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## LANDSCAPE CREW LEADER

**Descrip** The purpose of this position is to lead a crew in the landscape maintenance of parks, facilities and right of ways. Leads crew and participates in the maintenance of turf and plantings on all the Town facilities; mows; string trims; edges; waters; fertilizes; aerates; prunes; blows leaves; mulches and removes debris, controls pests through application of pesticides. Operates and manages equipment of the crew; operates equipment according to the operators manual; performs maintenance on equipment; checks fluids; greases moving parts; checks pressure; sharpens blades and clean equipment. Organizes and leads crew; provides equipment and tools needed; ensures proper safety equipment is being utilized; addresses concerns of the citizens and other departments; purchases supplies when needed; assists with special events. Landscape Crew Leader organizes and maintains equipment, tools, and supplies; communicates with crew on objectives of the day, ensures safety equipment is being utilized, and oversees the crew site, entering log information of the jobs.

**Quals** High School Diploma or Equivalent and three years of experience. A valid North Carolina class C driver's license, North Carolina Pesticide Applicator License or NPSI Certified Playground Safety Inspector certification.

| Respondent      | Matching Title                          | Match   | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|-----------------|---|---------|----------|----------|----------|-------------|--------------------------|---------|------------|
| GUILFORD COUNTY | PARKS GROUNDS MAINTENANCE SR TECHNICIAN | Identic | \$30,361 | \$32,562 | \$34,763 | 14.5%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY   | LANDSCAPRE TECH II                      | Good    | \$32,176 | \$43,514 | \$54,852 | 70.5%       | <input type="checkbox"/> |         |            |
| GREENSBORO      | CREW LEADER                             | Good    | \$33,640 | \$44,853 | \$56,066 | 66.7%       | <input type="checkbox"/> |         |            |
| DURHAM COUNTY   | GROUNDS MAINTENANCE SUPERVISOR          | Good    | \$36,000 | \$50,400 | \$64,800 | 80.0%       | <input type="checkbox"/> |         |            |
| CARY            | LEAD LANDSCAPE WORKERS                  | Good    | \$37,544 | \$47,871 | \$58,198 | 55.0%       | <input type="checkbox"/> |         |            |
| RALEIGH         | MAINTENANCE AND OPS CREW SPV            | Fair    | \$46,510 | \$60,853 | \$75,196 | 61.7%       | <input type="checkbox"/> |         |            |
| DURHAM          | GROUNDS MAINTENANCE SUPERVISOR          | Good    | \$48,575 | \$62,165 | \$75,755 | 56.0%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY     | LANDSCAPE MAINTENANCE SUPERVISOR        | Good    | \$50,810 | \$68,595 | \$86,380 | 70.0%       | <input type="checkbox"/> |         |            |

|                |  |  |                 |                 |                 |                                    |
|----------------|--|--|-----------------|-----------------|-----------------|------------------------------------|
| <b>Average</b> |  |  | <b>\$39,452</b> | <b>\$51,352</b> | <b>\$63,251</b> | <input type="text" value="60.3%"/> |
|----------------|--|--|-----------------|-----------------|-----------------|------------------------------------|

|                    |                       |                      |                 |                 |                 |              |
|--------------------|-----------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | LANDSCAPE CREW LEADER |                      | <b>\$35,516</b> | <b>\$46,526</b> | <b>\$57,535</b> | <b>62.0%</b> |
|                    |                       | <b>\$ Difference</b> | (\$3,936)       | (\$4,826)       | (\$5,716)       |              |
|                    |                       | <b>% Difference</b>  | -11.1%          | -10.4%          | -9.9%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## LEAD SIGN & MARKING TECH

**Descrip** The purpose of this position is to regulate and provide signs, pavement marking installation and maintain traffic control. This is accomplished by researching prices and materials and preparing requisitions; designing and fabricating approved signs, installing signs using heavy equipment, and using thermoplastic machines and roller paint brushes to install pavement markings. Other duties may include maintaining job records and tool and equipment records, submitting utility location requests and supply quotes, responding to traffic related emergency calls, and working with contractors.

**Quals** High school diploma or equivalent, and four years experience required. A valid North Carolina drivers license, and IMSA Signs and Markings Level II Certification.

| Respondent  | MatchingTitle                           | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|-------------|---|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| GREENSBORO  | TRAFFIC SIGNS TECHNICIAN                | Good  | \$31,439 | \$41,919 | \$52,398 | 66.7%       | <input type="checkbox"/> |         |            |
| APEX        | STREET SIGNS WORKER                     | Good  | \$35,506 | \$46,987 | \$58,469 | 64.7%       | <input type="checkbox"/> |         |            |
| CHARLOTTE   | TRAFFIC SIGNS TECHNOCIAN                | Good  | \$36,233 | \$46,424 | \$56,614 | 56.2%       | <input type="checkbox"/> |         |            |
| CARY        | TRAFFIC SIGN & SIGNAL SYSTEM TECHNICIAN | Good  | \$37,544 | \$47,871 | \$58,198 | 55.0%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY | SIGN AND GRAPGICS SUPERVISOR            | Good  | \$50,810 | \$68,595 | \$86,380 | 70.0%       | <input type="checkbox"/> |         |            |

|                |  |  |                 |                 |                 |       |  |  |  |
|----------------|--|--|-----------------|-----------------|-----------------|-------|--|--|--|
| <b>Average</b> |  |  | <b>\$38,306</b> | <b>\$50,359</b> | <b>\$62,412</b> | 62.9% |  |  |  |
|----------------|--|--|-----------------|-----------------|-----------------|-------|--|--|--|

|                    |                                     |                      |                 |                 |                 |              |  |  |  |
|--------------------|-------------------------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | <b>LEAD SIGN &amp; MARKING TECH</b> |                      | <b>\$37,291</b> | <b>\$48,852</b> | <b>\$60,412</b> | <b>62.0%</b> |  |  |  |
|                    |                                     | <b>\$ Difference</b> | (\$1,015)       | (\$1,508)       | (\$2,000)       |              |  |  |  |
|                    |                                     | <b>% Difference</b>  | -2.7%           | -3.1%           | -3.3%           |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## LEGAL ADVISOR-SR

**Descrip** The purpose of this position is to provide legal advice and direction to Town staff and supervises Police Legal Advisor. Responds to legal questions; conducts legal research; drafts responses to questions. Supervises Police Legal Advisor; develops and delivers training based on individual or department needs. Drafts, reviews and edits legal documents such as orders, contracts, waivers, and agreements. Consults with staff in amending town policy and code of ordinances; creates memoranda for Manager and Town Council; makes presentations to Town Council or at Public Hearings. Represents the Town in district and superior court hearings; collaborates with the District Attorney's Office; monitors high profile cases; works with other attorneys regarding discovery requests and public record requests. Participates with Code Enforcement Team; develops enforcement strategies; reviews correspondence for compliance with Town Code and other legal requirements.

**Quals** Juris Doctorate from an accredited School of Law and five years of experience practicing Law with at least two years in a supervisory capacity. North Carolina Law License and Bar Membership required. Possession of or the ability to obtain a valid North Carolina driver's license.

| Respondent      | Matching Title                 | Match | Min       | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-----------------|--------------------------------|-------|-----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| APEX            | CITY ATTORNEY                  | Good  |           |           |           |             | <input type="checkbox"/>            |         | \$138,000  |
| CARY            | CITY ATTORNEY                  | Good  |           |           |           |             | <input checked="" type="checkbox"/> |         | \$197,288  |
| ALAMANCE COUNTY | ATTORNEY I                     | Good  | \$64,661  | \$84,059  | \$103,456 | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| HOLLY SPRINGS   | CITY ATTORNEY                  | Good  | \$95,782  | \$127,299 | \$158,816 | 65.8%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM          | SENIOR ASSISTANT CITY ATTORNEY | Good  | \$99,300  | \$129,090 | \$158,880 | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| ORANGE COUNTY   | COUNTY ATTORNEY                | Good  | \$112,773 | \$154,438 | \$196,103 | 73.9%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH         | CITY ATTORNEY                  | Good  | \$140,105 | \$199,650 | \$259,195 | 85.0%       | <input checked="" type="checkbox"/> |         |            |
| GUILFORD COUNTY | COUNTY ATTORNEY                | Good  | \$143,251 | \$161,874 | \$180,497 | 26.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO      | CITY ATTORNEY                  | Good  | \$157,471 | \$209,961 | \$262,451 | 66.7%       | <input checked="" type="checkbox"/> |         |            |

|                |  |  |                  |                  |                  |                                    |  |  |                  |
|----------------|--|--|------------------|------------------|------------------|------------------------------------|--|--|------------------|
| <b>Average</b> |  |  | <b>\$116,192</b> | <b>\$152,339</b> | <b>\$188,485</b> | <input type="text" value="62.2%"/> |  |  | <b>\$167,644</b> |
|----------------|--|--|------------------|------------------|------------------|------------------------------------|--|--|------------------|

|                    |                  |  |                      |                  |                  |              |  |  |  |
|--------------------|------------------|--|----------------------|------------------|------------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | LEGAL ADVISOR-SR |  | <b>\$85,405</b>      | <b>\$111,880</b> | <b>\$138,355</b> | <b>62.0%</b> |  |  |  |
|                    |                  |  | <b>\$ Difference</b> | (\$30,787)       | (\$40,459)       | (\$50,130)   |  |  |  |
|                    |                  |  | <b>% Difference</b>  | -36.0%           | -36.2%           | -36.2%       |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## LIBRARY ACCOUNTS COORDINATOR

**Descrip** The purpose of this position is to provide an outstanding library experience for all customers. Provides outstanding customer service in person, on the phone, and online. Initiates contact with customers, provides helpful, friendly, knowledgeable service, takes ownership for completing transactions & resolving problems, communicates effectively. Manages staff & volunteers in the Library Experience Division: Contributes to hiring, training, and supervision of a friendly, flexible, and customer-focused staff; Effectively uses EPMS system to develop and maintain high performance from employees. Serves as a subject matter expert on library account services and borrowing. Provides in-depth assistance to customers. Resolves complex account and borrowing issues. Collaborates with other CHPL and TOCH staff on programs, promotions, events, and committees.

**Quals** Bachelor's Degree or equivalent and three years' experience in a customer service environment required. Supervisory experience preferred. Library or bookstore experience preferred.

| Respondent    | Matching Title             | Match | Min      | Mid      | Max      | Range Width | Exempt                              | Avg Pay | Actual Pay |
|---------------|----------------------------|-------|----------|----------|----------|-------------|-------------------------------------|---------|------------|
| GREENSBORO    | LIBRARY ASSOCIATE          | Good  | \$31,200 | \$40,085 | \$48,970 | 57.0%       | <input type="checkbox"/>            |         |            |
| DURHAM COUNTY | LIBRARY ASSOCIATE          | Fair  | \$32,210 | \$45,094 | \$57,978 | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| WAKE COUNTY   | LIBRARY ASSISTANT          | Good  | \$33,600 | \$44,520 | \$55,440 | 65.0%       | <input type="checkbox"/>            |         |            |
| ORANGE COUNTY | LIBRARY SUPPORT TECHNICIAN | Good  | \$36,219 | \$48,982 | \$61,744 | 70.5%       | <input type="checkbox"/>            |         |            |

**Average** **\$33,307** **\$44,670** **\$56,033**

|                    |                              |                      |                 |                 |                 |              |  |  |  |
|--------------------|------------------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | LIBRARY ACCOUNTS COORDINATOR |                      | <b>\$43,627</b> | <b>\$57,151</b> | <b>\$70,675</b> | <b>62.0%</b> |  |  |  |
|                    |                              | <b>\$ Difference</b> | \$10,320        | \$12,481        | \$14,642        |              |  |  |  |
|                    |                              | <b>% Difference</b>  | 23.7%           | 21.8%           | 20.7%           |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## LIBRARY EXPERIENCE ASSISTANT

**Descrip** The purpose of this position is to provide an outstanding library experience for all customers. May require regular weekend and evening hours. Provide outstanding customer service in person, on the phone, and online. Initiate contact with customers, provide helpful, friendly, knowledgeable service, take ownership of completing transactions & resolving problems, communicate effectively. Help customers discover materials, both in house and online. May include checking in/shelving materials, processing/mending materials, merchandising collections, creating written content, etc. Help people navigate library services. May include helping with patron registration & accounts, maintaining catalog records, resolving routine problems with library equipment & services, providing instruction or recommendations, etc. Assist with library and/or Town programs, promotions, and initiatives. This may include leading a story time, coordinating a book group, assisting with launch of new service, contributing to social media, serving on a library or Town-wide committee, etc.

**Quals** Bachelor's Degree and one year experience in a customer service environment required. Library or bookstore experience preferred; or an equivalent combination of education and experience that provides the required knowledge, skills and abilities to perform the duties of the job.

| Respondent    | Matching Title       | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|---------------|----------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| DURHAM COUNTY | LIBRARY ASSISTANT    | Fair  | \$26,620 | \$37,268 | \$47,916 | 80.0%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY | LIBRARY ASSISTANT II | Good  | \$31,230 | \$42,501 | \$53,771 | 72.2%       | <input type="checkbox"/> |         |            |

**Average** **\$28,925** **\$39,884** **\$50,844**

|                    |                              |                      |                 |                 |                 |              |  |  |  |
|--------------------|------------------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | LIBRARY EXPERIENCE ASSISTANT |                      | <b>\$29,219</b> | <b>\$38,277</b> | <b>\$47,334</b> | <b>62.0%</b> |  |  |  |
|                    |                              | <b>\$ Difference</b> | \$294           | (\$1,608)       | (\$3,510)       |              |  |  |  |
|                    |                              | <b>% Difference</b>  | 1.0%            | -4.2%           | -7.4%           |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## LIBRARY SYSTEMS MANAGER

**Descrip** The position manages the Library's technology systems and software. Manages Library database of holdings and patrons – oversees system updates, data integrity, server maintenance and backups; approves/conducts all changes to file structure, data tables and system settings; manages all data loads and transfers; provides ILS training to library staff. Manages Library computers and software- manages in-house client servers network of public computers and catalog stations; maintains and upgrades RFID systems and equipment (i.e. self- check- out, self- payment technology, security gates, etc.); administers all Library systems for computer reservations, print management and meeting room bookings; assesses effectiveness of current systems, reviews new systems and recommends changes as necessary. Manages Library's online presence and resources-manages online catalog interface; administers library website; oversees remote access to library databases, digital content and online resources; monitors software, database and digital content usage and trends. Serves as member of Library Management Team- contributes to development of annual budget, planning initiatives, and development of services, programs, and policies.

**Quals** Master's Degree in Library Science, Information Sciences or a related field and 3 years of progressive experience working with Library Technology, computer software and hardware or related work.

| Respondent     | Matching Title              | Match | Min             | Mid             | Max             | Range Width | Exempt                              | Avg Pay | Actual Pay |
|----------------|-----------------------------|-------|-----------------|-----------------|-----------------|-------------|-------------------------------------|---------|------------|
| DURHAM COUNTY  | LIBRARY CIRCULATION MANAGER | Fair  | \$39,600        | \$55,440        | \$71,280        | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO     | MGR LIBRARY SERVICES        | Fair  | \$50,781        | \$67,708        | \$84,634        | 66.7%       | <input type="checkbox"/>            |         |            |
| ORANGE COUNTY  | LIBRARY BRANCH MANAGER      | Good  | \$53,764        | \$73,628        | \$93,491        | 73.9%       | <input checked="" type="checkbox"/> |         |            |
| <b>Average</b> |                             |       | <b>\$48,048</b> | <b>\$65,592</b> | <b>\$83,135</b> | 73.0%       |                                     |         |            |

|                    |                         |                      |                 |                 |                 |              |  |  |  |
|--------------------|-------------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | LIBRARY SYSTEMS MANAGER |                      | <b>\$50,886</b> | <b>\$66,661</b> | <b>\$82,436</b> | <b>62.0%</b> |  |  |  |
|                    |                         | <b>\$ Difference</b> | \$2,838         | \$1,069         | (\$699)         |              |  |  |  |
|                    |                         | <b>% Difference</b>  | 5.6%            | 1.6%            | -0.8%           |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## MAINTENANCE MECHANIC-HOUSING

**Descrip** The purpose of this position is to perform maintenance and repair duties in town- owned public housing units and buildings; clean and repair damage from vandalism and accidents. Maintains equipment and Facilities by conducting inspections and making repairs. Maintains plumbing system, and HVAC. Prioritize incoming work orders based on safety and immediate need.

**Quals** High School Diploma and a minimum of 2 years' experience in a related field. A valid NC driver's license.

| Respondent    | MatchingTitle                  | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|---------------|--------------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| RALEIGH       | MAINTENANCE WORKER I           | Good  | \$33,132 | \$40,859 | \$48,586 | 46.6%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY | FACILITIES MAINTENANCE TECH II | Good  | \$36,219 | \$48,982 | \$61,744 | 70.5%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY   | HVAC TECHNICIAN                | Good  | \$38,180 | \$51,540 | \$64,900 | 70.0%       | <input type="checkbox"/> |         |            |
| APEX          | FACILITY MAINTENANCE MECHANIC  | Good  | \$39,125 | \$51,792 | \$64,459 | 64.8%       | <input type="checkbox"/> |         |            |

**Average** **\$36,664** **\$48,293** **\$59,922** 63.4%

|                    |                              |                      |                 |                 |                 |              |
|--------------------|------------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | MAINTENANCE MECHANIC-HOUSING |                      | <b>\$29,219</b> | <b>\$38,277</b> | <b>\$47,334</b> | <b>62.0%</b> |
|                    |                              | <b>\$ Difference</b> | (\$7,445)       | (\$10,017)      | (\$12,588)      |              |
|                    |                              | <b>% Difference</b>  | -25.5%          | -26.2%          | -26.6%          |              |

# Salary Survey Results for CHAPEL HILL, NC

## MECHANIC III - BUS

**Descrip** The purpose of this position is to provide vehicle and equipment maintenance and repair to all of the towns departments. This is accomplished by performing diagnostics, removing and repairing motors, engine parts, electrical systems, as well as hybrid vehicles. Other duties include acetylene and plasma cutting. Performs basic vehicle maintenance procedures such as tune ups, oil and filter changes, electrical system checks, drive train component checks brake repairs and air conditioning repairs on all department vehicles. Performs corrective maintenance procedures including hydraulic electronic electrical and various degrees of engine repair. Performs Preventative Maintenance inspections on all CHT vehicles as assigned. Performs a variety of engine diagnostic procedures using hand held and computerized testing equipment. Performs NC State required inspections. Maintains work area in a safe and professional manner. Performs Fill IN Supervisor duties as assigned.

**Quals** High school diploma or its equivalent, associates Degree or Trade School diploma preferred and one year experience as a mechanic. Possession of a valid NC CDL B with P (Passenger Endorsement) or the ability to obtain within six months of hire. Possession of a valid driver's license issued by the State of North Carolina. NC Medical DOT Card .

| Respondent                 | Matching Title               | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|----------------------------|------------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| DURHAM                     | SERVICE MECHANIC             | Good  | \$35,057 | \$44,218 | \$53,379 | 52.3%       | <input type="checkbox"/> |         |            |
| DURHAM COUNTY              | SRNIOR AUTO MECHANIC         | Fair  | \$35,431 | \$49,604 | \$63,776 | 80.0%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY              | AUTOMOTIVE MECHANIC          | Good  | \$36,219 | \$49,599 | \$62,978 | 73.9%       | <input type="checkbox"/> |         |            |
| RALEIGH                    | FLEET MAINTENANCE SPECIALIST | Good  | \$40,712 | \$53,267 | \$65,821 | 61.7%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY                | AUTOMOTIVE SENIOR TECHNICIAN | Good  | \$41,990 | \$56,690 | \$71,390 | 70.0%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY PUBLIC SCHOOLS | MECHANIC - MASTER (BUS)      | Good  | \$48,800 | \$58,600 | \$68,400 | 40.2%       | <input type="checkbox"/> |         |            |

**Average** **\$39,702** **\$51,996** **\$64,291** 61.9%

|                    |                |                      |                 |                 |                 |              |
|--------------------|----------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | MECHANIC I-BUS |                      | <b>\$30,680</b> | <b>\$40,191</b> | <b>\$49,701</b> | <b>62.0%</b> |
|                    |                | <b>\$ Difference</b> | (\$9,022)       | (\$11,806)      | (\$14,590)      |              |
|                    |                | <b>% Difference</b>  | -29.4%          | -29.4%          | -29.4%          |              |

# Salary Survey Results for CHAPEL HILL, NC

## MECHANIC SUPERVISOR

**Descrip** This position is responsible for performing and supervising mechanical repairs on a variety of town vehicles and equipment. Prioritizes and assigns mechanical repairs; assists mechanics with troubleshooting problems. Monitors status of repairs. Repairs and maintains vehicles and equipment for the town, including repairing engines, fuel systems, electrical systems, hydraulic systems, power trains, ignition systems, brakes, lights, two-way radios, sirens, water pumps, and computer and air-conditioning systems. Conducts annual state inspections of town vehicles. Performs corrective maintenance procedures, including hydraulic, electrical, and various degrees of engine repair. Performs vehicle and equipment preventive maintenance procedures such as tune-ups, oil and filter changes, and heating and air-conditioning repairs. Rotates after-hour repair duties with Mechanics; performs and monitors after-hours repairs. Maintains and repairs heavy equipment, including compactors, backhoes, tractors, dump trucks, flatbed trucks, front-end loaders, and street sweepers. Prepares surplus equipment for auction.

**Quals** Knowledge and level of competency commonly associated with completion of specialized training in the field of work, in addition to basic skills typically associated with a high school education. Experience sufficient to thoroughly understand the work of subordinate positions to be able to answer questions and resolve problems, usually associated with one to three years experience or service. Possession of or ability to readily obtain a valid driver's license issued by the State of North Carolina for the type of vehicle or equipment operated.

| Respondent                 | Matching Title                | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|----------------------------|-------------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| ORANGE COUNTY              | SENIOR AUTO MECHANIC          | Good  | \$39,978 | \$54,066 | \$68,153 | 70.5%       | <input type="checkbox"/> |         |            |
| CARY                       | FLEET SERVICE ADVISOR         | Good  | \$47,923 | \$61,110 | \$74,298 | 55.0%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY PUBLIC SCHOOLS | M & O SUPERVISOR              | Good  | \$48,818 | \$59,239 | \$69,660 | 42.7%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY                | FLEET MAINTENANVE SUPERVISOR  | Fair  | \$50,810 | \$68,595 | \$86,380 | 70.0%       | <input type="checkbox"/> |         |            |
| RALEIGH                    | FLEET MAINTENANCE OPS SPV - 7 | Good  | \$53,842 | \$64,519 | \$75,196 | 39.7%       | <input type="checkbox"/> |         |            |

**Average** **\$48,274** **\$61,506** **\$74,737** 54.8%

|                    |                     |                      |                 |                 |                 |              |
|--------------------|---------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | MECHANIC SUPERVISOR |                      | <b>\$43,581</b> | <b>\$57,091</b> | <b>\$70,601</b> | <b>62.0%</b> |
|                    |                     | <b>\$ Difference</b> | (\$4,693)       | (\$4,415)       | (\$4,136)       |              |
|                    |                     | <b>% Difference</b>  | -10.8%          | -7.7%           | -5.9%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## MECHANIC SUPERVISOR-BUS

**Descrip** The purpose of this position is to coordinate, supervises, monitor and direct activities of staff performing vehicle and facility maintenance work for the Transit Maintenance Division. Oversees maintenance and repair of heavy duty transit buses and various light and heavy vehicles and equipment; building and facility maintenance; and assists in transit procurement activities related to Maintenance and facilities.

**Quals** High school diploma and three years of recent paid and progressively responsible work experience in maintenance operations involving the cleaning, maintenance and repair of buses and various light and heavy vehicles and equipment, and facilities maintenance related work.; or an equivalent combination of training and experience. Possession of a valid North Carolina Class B CDL with P (Passenger Endorsement) or the ability to readily obtain one. ASE Transit Series certification preferred.

| Respondent | Matching Title                | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|------------|-------------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| RALEIGH    | FLEET MAINTENANCE OPS SPV - 7 | Good  | \$53,842 | \$64,519 | \$75,196 | 39.7%       | <input type="checkbox"/> |         |            |

**Average** **\$53,842** **\$64,519** **\$75,196** **39.7%**

|                    |                         |  |                                 |                 |                 |              |  |  |  |
|--------------------|-------------------------|--|---------------------------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | MECHANIC SUPERVISOR-BUS |  | <b>\$43,627</b>                 | <b>\$57,151</b> | <b>\$70,675</b> | <b>62.0%</b> |  |  |  |
|                    |                         |  | <b>\$ Difference</b> (\$10,215) | (\$7,368)       | (\$4,521)       |              |  |  |  |
|                    |                         |  | <b>% Difference</b> -23.4%      | -12.9%          | -6.4%           |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## MUNICIPAL ARBORIST

**Descrip** The purpose of this position is to oversee the long term management of the Town's urban forest and short term care of individual trees while maintaining the standards of the Town and other related organizations.  
 Locates, assesses, identifies, prioritizes and records potential work; responds to citizen needs as well as employee and agency complaints; identifies ownership and potential tree hazards; conducts a tree inventory; enforces compliance with OSHA, ANSI, ISA, TCI, and Town standards and policies. Uses GIS/GPS and Town records to ascertain ROW and property lines; provides information and advice; follow up on complaints or concerns from citizens; meets citizens, community groups, businesses, and other agencies to interpret Town policies. Leads tree crew; assigns, trains and leads staff; purchases and inspects group equipment; tracks maintenance of equipment; coordinates with other work groups, divisions, and agencies to complete tasks; implements safety and training programs. Acts as a resource of knowledge for work group; assists and leads in complicated situations; acts as a historical resource.

**Quals** Bachelor's degree or equivalent and three years of related experience. NC Class B CDL License (Airbrakes and tanker); ISA certified Arborist; N.C. Public Operator License (ROW and ornamentals and turf); Electric Hazard Awareness Certification.

| Respondent | Matching Title                                    | Match   | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|------------|---|---------|----------|----------|----------|-------------|--------------------------|---------|------------|
| RALEIGH    | NATURAL RESOURCES AND PARKS OPERATIONS SUPERVISOR | Fair    | \$43,981 | \$62,673 | \$81,365 | 85.0%       | <input type="checkbox"/> |         |            |
| DURHAM     | ARBORIST  | Good    | \$44,159 | \$56,514 | \$68,868 | 56.0%       | <input type="checkbox"/> |         |            |
| CARY       | ARBORIST  | Identic | \$48,963 | \$62,431 | \$75,899 | 55.0%       | <input type="checkbox"/> |         |            |

**Average** **\$45,701** **\$60,539** **\$75,377**

|                    |                    |                      |                 |                 |                 |              |
|--------------------|--------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | MUNICIPAL ARBORIST |                      | <b>\$35,516</b> | <b>\$46,526</b> | <b>\$57,535</b> | <b>62.0%</b> |
|                    |                    | <b>\$ Difference</b> | (\$10,185)      | (\$14,014)      | (\$17,842)      |              |
|                    |                    | <b>% Difference</b>  | -28.7%          | -30.1%          | -31.0%          |              |

# Salary Survey Results for CHAPEL HILL, NC

## NETWORK ADMINISTRATOR

**Descrip** The purpose of this position is to design, implement, and manage computer network infrastructure. Maintains network security activities; reviews system logs and assesses vulnerabilities; tests and implements security patches; manages firewall policies and rules. Designs, implements, and manages networks; surveys sites; gathers data; establishes contracts; tests and verifies operation of installed components; configures and troubleshoots all network equipment. Insures the network hardware and software are fully functional and operating reliably; upgrades existing system networks; installs power distributions and survivable power systems; procures, installs, and configures new server-based systems; installs and configures systems-monitoring and service-interruption alerting devices.

**Quals** Bachelor's degree in information technology or a related field and three years of experience in working with networking infrastructure and WAN networks; possession of or the ability to obtain a valid driver's license issued by the state of North Carolina; Cisco CCNP/CCVP; Microsoft A+ and Net+; VM Ware; ISA/TMG implementation and configuration; or any equivalent combination of education and experience that provides the required knowledge, skills and abilities to perform the duties of the job.

| Respondent                 | Matching Title           | Match | Min      | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|----------------------------|--------------------------|-------|----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| DURHAM COUNTY              | NETWORK ADMINISTRATOR    | Good  | \$47,916 | \$67,082  | \$86,248  | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH                    | NETWORK ADMINISTRATOR    | Good  | \$60,331 | \$85,972  | \$111,612 | 85.0%       | <input checked="" type="checkbox"/> |         |            |
| APEX                       | NETWORK ADMINISTRATOR    | Good  | \$63,607 | \$84,186  | \$104,765 | 64.7%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM                     | SENIOR NETWORK ENGINEER  | Fair  | \$64,647 | \$84,042  | \$103,436 | 60.0%       | <input type="checkbox"/>            |         |            |
| GREENSBORO                 | NETWORK ADMINISTRATOR    | Good  | \$65,395 | \$87,194  | \$108,992 | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| WAKE COUNTY PUBLIC SCHOOLS | SYSTEMS ADMINSTRATOR I   | Good  | \$69,125 | \$86,407  | \$103,688 | 50.0%       | <input type="checkbox"/>            |         |            |
| CARY                       | SENIOR NETWORK ENGINEER  | Good  | \$70,803 | \$93,818  | \$116,834 | 65.0%       | <input type="checkbox"/>            |         |            |
| WAKE COUNTY                | NETWORK SERVICES MANAGER | Good  | \$81,090 | \$113,525 | \$145,960 | 80.0%       | <input type="checkbox"/>            |         |            |
| CHARLOTTE                  | NETWORK ADMINISTRATOR    | Good  | \$84,295 | \$108,003 | \$131,711 | 56.3%       | <input type="checkbox"/>            |         |            |

**Average** **\$67,468** **\$90,025** **\$112,583**

|                    |                       |                      |                 |                 |                 |              |
|--------------------|-----------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | NETWORK ADMINISTRATOR |                      | <b>\$50,886</b> | <b>\$66,661</b> | <b>\$82,436</b> | <b>62.0%</b> |
|                    |                       | <b>\$ Difference</b> | (\$16,582)      | (\$23,364)      | (\$30,147)      |              |
|                    |                       | <b>% Difference</b>  | -32.6%          | -35.0%          | -36.6%          |              |

# Salary Survey Results for CHAPEL HILL, NC

## OFFICE ASSISTANT

**Descrip** Answers phones and direct calls; types various documents and correspondences; copies, prints, faxes, and scans; schedules appointments; maintains department records and files; accepts, logs, and assigns applications; maintains inventory supplies; sorts and distributes mail; monitors web mail for complaints and or service requests; assists with annual reports; transcribes minutes from notes of meetings; orders postage supplies as needed. Processes invoices and oversees purchase orders; enters all invoice information into a database; scans, posts, and prints all invoices; prepares checks for distribution; monitors purchasing procedures; enters requisitions; verifies service contracts; assists with monitoring budgets. Provides accounts payable support; distributes invoices for approval; verifies information is correct; monitors expenditures for purchases; reviews data and making adjustments; works with vendors to resolve issues; sets up new vendors into a database. Maintains department files; sends correspondences; answers phones; faxes and responds to walk in customers; sets up and maintains yearly files; processes forms; updates records; verifies the general ledger has adequate budget available to pay invoices.

**Quals** High school diploma or its equivalent and completion of a clerical apprenticeship or internship program or one year of office clerical experience.

| Respondent                 | Matching Title       | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|----------------------------|----------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| WAKE COUNTY PUBLIC SCHOOLS | CLERICAL ASSISTANT   |       | \$24,541 | \$29,931 | \$35,322 | 43.9%       | <input type="checkbox"/> |         |            |
| ALAMANCE COUNTY            | OFFICE ASSISTANT III | Fair  | \$25,667 | \$25,667 | \$25,667 | 0.0%        | <input type="checkbox"/> |         |            |
| DURHAM COUNTY              | OFFICE ASSISTANT     | Good  | \$26,120 | \$34,840 | \$43,560 | 66.8%       | <input type="checkbox"/> |         |            |
| GUILFORD COUNTY            | OFFICE SPECIALIST    | Good  | \$28,833 | \$30,923 | \$33,013 | 14.5%       | <input type="checkbox"/> |         |            |
| APEX                       | LSE OFFICE ASSISTANT | Fair  | \$31,200 | \$33,800 | \$36,400 | 16.7%       | <input type="checkbox"/> |         |            |
| GREENSBORO                 | OFFICE ASSISTANT     | Good  | \$31,200 | \$36,131 | \$41,062 | 31.6%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY              | OFFICE ASSISTANT     | Good  | \$31,542 | \$43,194 | \$54,846 | 73.9%       | <input type="checkbox"/> |         |            |
| CHARLOTTE                  | OFFICE ASSISTANT     |       | \$32,864 | \$42,107 | \$51,350 | 56.3%       | <input type="checkbox"/> |         |            |
| DURHAM                     | OFFICE ASSISTANT     | Good  | \$33,073 | \$41,716 | \$50,358 | 52.3%       | <input type="checkbox"/> |         |            |
| RALEIGH                    | OFFICE ASSISTANT     | Good  | \$33,132 | \$40,809 | \$48,486 | 46.3%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY                | OFFICE ASSISTANT     | Good  | \$33,600 | \$44,520 | \$55,440 | 65.0%       | <input type="checkbox"/> |         |            |

|                |  |  |                 |                 |                 |       |  |  |  |
|----------------|--|--|-----------------|-----------------|-----------------|-------|--|--|--|
| <b>Average</b> |  |  | <b>\$30,161</b> | <b>\$36,694</b> | <b>\$43,228</b> | 43.3% |  |  |  |
|----------------|--|--|-----------------|-----------------|-----------------|-------|--|--|--|

|                    |                         |                      |                 |                 |                 |              |  |  |  |
|--------------------|-------------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | <b>OFFICE ASSISTANT</b> |                      | <b>\$27,827</b> | <b>\$36,454</b> | <b>\$45,080</b> | <b>62.0%</b> |  |  |  |
|                    |                         | <b>\$ Difference</b> | (\$2,334)       | (\$241)         | \$1,852         |              |  |  |  |
|                    |                         | <b>% Difference</b>  | -8.4%           | -0.7%           | 4.1%            |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## PARK MAINTENANCE SPLST

**Descrip** The purpose of this position is to maintain landscape and grounds of town facilities, right of ways, parks, playgrounds, trails, athletic fields, and cemeteries. Essential functions includes mowing, string trimming, removing debris, weeding, removing litter, installing plants, maintaining restrooms, emptying trash cans, fertilizing, and edging. Setup, monitor, adjust, and make minor repairs to irrigation systems. Maintains turf and plantings on all the Towns facilities; mows; string trims; edges; waters; fertilizes; aerates; prunes; blows leaves; and mulches.

**Quals** High school diploma or its equivalent and one year of experience in landscape maintenance.

| Respondent      | MatchingTitle                   | Match | Min             | Mid             | Max             | Range Width  | Exempt                   | Avg Pay | Actual Pay |
|-----------------|---------------------------------|-------|-----------------|-----------------|-----------------|--------------|--------------------------|---------|------------|
| GUILFORD COUNTY | PARK ATTENDANT                  | Good  | \$18,907        | \$22,214        | \$25,522        | 35.0%        | <input type="checkbox"/> |         |            |
| CARY            | FACILITIES MAINTENANCE WORKER I | Good  | \$31,200        | \$38,407        | \$45,614        | 46.2%        | <input type="checkbox"/> |         |            |
| RALEIGH         | MAINTENANCE WORKER              | Good  | \$33,132        | \$40,809        | \$48,486        | 46.3%        | <input type="checkbox"/> |         |            |
| APEX            | PARK MAINTENANCE SPLST          | Good  | \$33,758        | \$44,720        | \$55,682        | 64.9%        | <input type="checkbox"/> |         |            |
| <b>Average</b>  |                                 |       | <b>\$29,249</b> | <b>\$36,538</b> | <b>\$43,826</b> | <b>49.8%</b> |                          |         |            |

|                    |                        |                      |                 |                 |                 |              |  |  |  |
|--------------------|------------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | PARK MAINTENANCE SPLST |                      | <b>\$26,757</b> | <b>\$35,052</b> | <b>\$43,347</b> | <b>62.0%</b> |  |  |  |
|                    |                        | <b>\$ Difference</b> | (\$2,492)       | (\$1,486)       | (\$479)         |              |  |  |  |
|                    |                        | <b>% Difference</b>  | -9.3%           | -4.2%           | -1.1%           |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## PARK MAINTENANCE SUPT

**Descrip** Prepares and administers Park Maintenance division's budget; gathers and prepares information for budget process; confers with department director regarding division budget; monitors budget expenditures during the budget period; adjusts budget to meet current fiscal needs. Participates in departmental senior staff decision process; prepares information for staff meetings; works with other department and town staff to address departmental issues. Schedules work and make assignments; selects, trains and evaluates staff. Directs department staff during inclement weather or other emergency events; works closely with Emergency Management and other town departments during emergency events; makes recommendations for changes to improve division emergency processes and procedures. Develops contracted landscaping services for the division- researches suitable areas for consideration, develops specifications for work that is required, secures funding, finalizes contracts. Plans master equipment purchases; researches division equipment needs and develops specification for equipment; secures funding and finalizes purchases.

**Quals** Bachelor's degree in horticulture, park management, landscape management or related field and four years of progressively responsible experience in landscape maintenance inclusive of two years in a supervisory capacity.

| Respondent | Matching Title           | Match | Min      | Mid      | Max      | Range Width | Exempt                              | Avg Pay | Actual Pay |
|------------|--------------------------|-------|----------|----------|----------|-------------|-------------------------------------|---------|------------|
| GREENSBORO | SUPV CREW                | Poor  | \$35,995 | \$47,993 | \$59,991 | 66.7%       | <input type="checkbox"/>            |         |            |
| APEX       | PARKS OPERATIONS MANAGER | Good  | \$57,768 | \$76,401 | \$95,034 | 64.5%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM     | PARK SUPERINTENDENT      | Good  | \$58,770 | \$76,402 | \$94,033 | 60.0%       | <input type="checkbox"/>            |         |            |

**Average** **\$50,844** **\$66,932** **\$83,019** 63.3%

|                    |                       |                      |                 |                 |                 |              |
|--------------------|-----------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | PARK MAINTENANCE SUPT |                      | <b>\$60,458</b> | <b>\$79,200</b> | <b>\$97,942</b> | <b>62.0%</b> |
|                    |                       | <b>\$ Difference</b> | \$9,614         | \$12,268        | \$14,923        |              |
|                    |                       | <b>% Difference</b>  | 15.9%           | 15.5%           | 15.2%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## PARK MAINTENANCE SUPV

**Descrip** Manage employees; organize tasks to be performed; procure supplies and materials; oversee work; identify field problems and solutions; inspect completed work; provide training; document work activities; evaluate employee job performance; produce reports; address concerns of citizens and other departments. Coordinate and direct a crew to ensure that the Right of Way Maintenance program is performed in a timely manner. Leads crew in the pruning of ornamental trees and shrubbery to maintain proper shape and design and to ensure adequate ventilation and light to the plants interior. Leads in the preparation of plant beds to ensure the soil mixture is of correct texture and density and contains appropriate amounts of soli nutrients; assists with the landscaped areas, flower beds, and specialized planting areas. Oversees the routine maintenance of specialty equipment; maintains the irrigation systems; operates landscape equipment including tractors and backhoes for loading and minor grading.

**Quals** Any combination of education and experience equivalent to graduation from a two year college or university with a degree in turf management or related field and five years of experience in turf management. A valid NC driver's License, class C or ability to obtain within one month of hire date; North Carolina Public Pesticide Operator's License or ability to obtain within six months of hire date or Certified Playground Safety Inspector Certification.

| Respondent     | Matching Title                                      | Match | Min             | Mid             | Max             | Range Width | Exempt                              | Avg Pay | Actual Pay |
|----------------|---|-------|-----------------|-----------------|-----------------|-------------|-------------------------------------|---------|------------|
| GREENSBORO     | SUPV CREW   | Good  | \$35,995        | \$47,993        | \$59,991        | 66.7%       | <input type="checkbox"/>            |         |            |
| APEX           | PARK OPERATIONS SUPERVISOR                          | Good  | \$47,507        | \$62,889        | \$78,270        | 64.8%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH        | NATURAL RESOURCES AND PARKS OPERATIONS SUPERVISOR 7 | Good  | \$47,902        | \$68,260        | \$88,618        | 85.0%       | <input type="checkbox"/>            |         |            |
| DURHAM         | FACILITIES MAINTENANCE SUPERVISOR                   | Good  | \$48,575        | \$62,165        | \$75,755        | 56.0%       | <input type="checkbox"/>            |         |            |
| <b>Average</b> |   |       | <b>\$44,995</b> | <b>\$60,327</b> | <b>\$75,659</b> | 68.1%       |                                     |         |            |

|                    |                       |                      |                 |                 |                 |              |  |  |  |
|--------------------|-----------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | PARK MAINTENANCE SUPV |                      | <b>\$41,114</b> | <b>\$53,859</b> | <b>\$66,604</b> | <b>62.0%</b> |  |  |  |
|                    |                       | <b>\$ Difference</b> | (\$3,881)       | (\$6,468)       | (\$9,055)       |              |  |  |  |
|                    |                       | <b>% Difference</b>  | -9.4%           | -12.0%          | -13.6%          |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## PAYROLL SPECIALIST

Descrip

Quals Missing job description

| Respondent                 | Matching Title        | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|----------------------------|-----------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| GREENSBORO                 | TECH PAYROLL          | Good  | \$31,077 | \$41,437 | \$51,796 | 66.7%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY PUBLIC SCHOOLS | PAYROLL TEAM LEADER   |       | \$38,570 | \$46,720 | \$54,871 | 42.3%       | <input type="checkbox"/> |         |            |
| CARY                       | PAYROLL TECHNICIAN    | Good  | \$39,437 | \$50,274 | \$61,110 | 55.0%       | <input type="checkbox"/> |         |            |
| RALEIGH                    | ACCOUNTANT/ AUDITOR I | Fair  | \$40,708 | \$55,822 | \$70,936 | 74.3%       | <input type="checkbox"/> |         |            |
| APEX                       | PAYROLL SPECIALIST    | Good  | \$41,018 | \$54,361 | \$67,704 | 65.1%       | <input type="checkbox"/> |         |            |
| DURHAM                     | PAYROLL COORDINATOR   | Good  | \$44,159 | \$56,514 | \$68,868 | 56.0%       | <input type="checkbox"/> |         |            |

|                |  |  |                 |                 |                 |   |  |  |  |
|----------------|--|--|-----------------|-----------------|-----------------|---|--|--|--|
| <b>Average</b> |  |  | <b>\$39,161</b> | <b>\$50,854</b> | <b>\$62,547</b> | <span style="border: 1px solid black; padding: 2px;">59.7%</span> |  |  |  |
|----------------|--|--|-----------------|-----------------|-----------------|---|--|--|--|

|                    |                           |                      |                 |                 |                 |              |  |  |  |
|--------------------|---------------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | <b>PAYROLL SPECIALIST</b> |                      | <b>\$37,291</b> | <b>\$48,852</b> | <b>\$60,412</b> | <b>62.0%</b> |  |  |  |
|                    |                           | <b>\$ Difference</b> | (\$1,870)       | (\$2,003)       | (\$2,135)       |              |  |  |  |
|                    |                           | <b>% Difference</b>  | -5.0%           | -4.1%           | -3.5%           |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## PERMIT TECHNICIAN

**Descrip** The purpose of this position involves complex public interaction and intensive clerical work in the preparation and issuance of various commercial and residential building permits issued by the Town. Essential duties include providing customer service, permit process administration, and completion of associated reports.

**Quals** High School degree or equivalent and some college courses and two (2) years of related experience.

| Respondent      | Matching Title                | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|-----------------|-------------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| GREENSBORO      | TECH PERMITS                  | Good  | \$31,200 | \$40,085 | \$48,970 | 57.0%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY     | PLANS AND PERMIT TECHNICIAN   | Good  | \$34,630 | \$46,750 | \$58,870 | 70.0%       | <input type="checkbox"/> |         |            |
| DURHAM          | PERMIT TECHNICIAN             | Good  | \$35,057 | \$44,218 | \$53,379 | 52.3%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY   | PROPERTY DEVELOP SPECIALIST I | Good  | \$38,051 | \$51,461 | \$64,870 | 70.5%       | <input type="checkbox"/> |         |            |
| ALAMANCE COUNTY | CENTRAL PERMITTING SPECIALIST | Good  | \$38,128 | \$49,567 | \$61,005 | 60.0%       | <input type="checkbox"/> |         |            |
| RALEIGH         | DEVELOPMENT SERVICES SPCT     | Good  | \$38,242 | \$50,035 | \$61,828 | 61.7%       | <input type="checkbox"/> |         |            |
| APEX            | PERMIT SPECIALIST             | Good  | \$39,125 | \$51,792 | \$64,459 | 64.8%       | <input type="checkbox"/> |         |            |
| GUILFORD COUNTY | COMMERCIAL PERMIT SPECIALIST  | Good  | \$39,327 | \$42,769 | \$46,210 | 17.5%       | <input type="checkbox"/> |         |            |
| CARY            | PERMIT TECHNICIAN             | Good  | \$41,413 | \$52,790 | \$64,168 | 54.9%       | <input type="checkbox"/> |         |            |

|                |  |  |                 |                 |                 |              |
|----------------|--|--|-----------------|-----------------|-----------------|--------------|
| <b>Average</b> |  |  | <b>\$37,241</b> | <b>\$47,718</b> | <b>\$58,195</b> | <b>56.3%</b> |
|----------------|--|--|-----------------|-----------------|-----------------|--------------|

|                    |                   |                      |                 |                 |                 |              |
|--------------------|-------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | PERMIT TECHNICIAN |                      | <b>\$30,680</b> | <b>\$40,191</b> | <b>\$49,701</b> | <b>62.0%</b> |
|                    |                   | <b>\$ Difference</b> | (\$6,561)       | (\$7,528)       | (\$8,494)       |              |
|                    |                   | <b>% Difference</b>  | -21.4%          | -18.7%          | -17.1%          |              |

# Salary Survey Results for CHAPEL HILL, NC

## PLANNER

**Descrip** This position performs professional work participating in a variety of assignments in the planning department that may include reviewing materials for compliance with Town ordinances, demographic analysis, ordinance drafting, implementation of activities and programs associated with federal and state grants, providing customer service, and performing clerical duties. Reviews development applications completeness, compliance with Land Use Management Ordinance and issues Zoning Compliance Permits. Gathers planning-related data and prepares analysis for staff review as directed by supervisor. Manages and oversees implementation of various planning-related projects according to work plan. Provides staff support to Town Advisory Boards, committees and internal and external customers. Evaluates data and prepares plans and reports for distribution to the Council, Advisory Boards, Town departments and the public as directed by supervisor.

**Quals** Bachelor's Degree in Planning or a related field and one year of experience working in Planning or a related field.

| Respondent      | Matching Title                   | Match | Min      | Mid      | Max      | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-----------------|----------------------------------|-------|----------|----------|----------|-------------|-------------------------------------|---------|------------|
| DURHAM COUNTY   | PLANNER/ EVALUATOR               | Good  | \$36,000 | \$50,400 | \$64,800 | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| ORANGE COUNTY   | PLANNER I                        | Good  | \$42,002 | \$56,802 | \$71,602 | 70.5%       | <input type="checkbox"/>            |         |            |
| DURHAM          | PLANNER                          | Good  | \$43,417 | \$56,267 | \$69,117 | 59.2%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH         | PLANNER                          | Good  | \$43,981 | \$62,673 | \$81,365 | 85.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO      | PLANNER                          | Good  | \$44,507 | \$59,343 | \$74,178 | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| GUILFORD COUNTY | PLANNER I                        | Good  | \$44,774 | \$48,692 | \$52,609 | 17.5%       | <input checked="" type="checkbox"/> |         |            |
| ALAMANCE COUNTY | PLANNER II                       | Good  | \$45,470 | \$59,109 | \$72,747 | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| APEX            | PLANNER I                        | Good  | \$49,899 | \$66,061 | \$82,222 | 64.8%       | <input type="checkbox"/>            |         |            |
| CARY            | PLANNER I & II                   |       | \$50,315 | \$66,674 | \$83,034 | 65.0%       | <input type="checkbox"/>            |         |            |
| HOLLY SPRINGS   | PLANNER                          | Good  | \$50,794 | \$67,508 | \$84,222 | 65.8%       | <input type="checkbox"/>            |         |            |
| WAKE COUNTY     | SENIOR PLAN COMPLIANCE INSPECTOR | Good  | \$50,810 | \$68,595 | \$86,380 | 70.0%       | <input type="checkbox"/>            |         |            |
| CHARLOTTE       | PLANNER                          | Good  | \$59,907 | \$70,383 | \$80,859 | 35.0%       | <input type="checkbox"/>            |         |            |

|                |  |  |                 |                 |                 |                                    |
|----------------|--|--|-----------------|-----------------|-----------------|------------------------------------|
| <b>Average</b> |  |  | <b>\$46,823</b> | <b>\$61,042</b> | <b>\$75,261</b> | <input type="text" value="60.7%"/> |
|----------------|--|--|-----------------|-----------------|-----------------|------------------------------------|

|                    |         |                      |                 |                 |                 |              |
|--------------------|---------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | PLANNER |                      | <b>\$40,395</b> | <b>\$52,918</b> | <b>\$65,440</b> | <b>62.0%</b> |
|                    |         | <b>\$ Difference</b> | (\$6,428)       | (\$8,125)       | (\$9,821)       |              |
|                    |         | <b>% Difference</b>  | -15.9%          | -15.4%          | -15.0%          |              |

# Salary Survey Results for CHAPEL HILL, NC

## PLANNING MANAGER

**Descrip** Gathers complex planning-related data and prepares analysis for staff review as directed by supervisor. Manages and oversees implementation of various planning related projects according to work plan and with limited supervision. Provides staff support to Town Advisory Boards, committees and internal and external customers. Evaluates data and prepares plans and reports for distribution to the Council, Advisory Boards, Town departments and the public.

**Quals** Bachelor's Degree in a related field such as Design, Geography, or Planning and five years of experience in design, landscape design, planning or any related field.

| Respondent      | Matching Title                  | Match | Min      | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-----------------|---------------------------------|-------|----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| GREENSBORO      | SENIOR PLANNER                  | Fair  | \$56,066 | \$74,755  | \$93,443  | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| ORANGE COUNTY   | PLANNER III                     | Good  | \$59,347 | \$80,260  | \$101,173 | 70.5%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH         | PLANNING MANAGER                | Good  | \$67,529 | \$96,229  | \$124,929 | 85.0%       | <input checked="" type="checkbox"/> |         |            |
| APEX            | PLANNING MANAGER                | Good  | \$70,242 | \$92,878  | \$115,514 | 64.5%       | <input type="checkbox"/>            |         |            |
| CARY            | PLANNING MANAGER                | Good  | \$75,962 | \$100,651 | \$125,341 | 65.0%       | <input checked="" type="checkbox"/> |         |            |
| GUILFORD COUNTY | PLANNING & DEVELOPMENT DIRECTOR | Fair  | \$91,590 | \$102,352 | \$113,114 | 23.5%       | <input checked="" type="checkbox"/> |         |            |

**Average** **\$70,123** **\$91,187** **\$112,252** **60.1%**

**CHAPEL HILL** PLANNING MANAGER

**\$ Difference** (\$9,665) (\$11,987) (\$14,310)

**% Difference** -16.0% -15.1% -14.6%

## Salary Survey Results for CHAPEL HILL, NC

### POLICE CHIEF\EXE DIR COMM SAFE

Descrip

Quals Missing job description

| Respondent      | Matching Title | Match | Min       | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-----------------|----------------|-------|-----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| CARY            | POLICE CHIEF   | Good  |           |           |           |             | <input checked="" type="checkbox"/> |         | \$147,992  |
| ORANGE COUNTY   | SHERIFF        | Good  | \$83,853  | \$114,833 | \$145,813 | 73.9%       | <input checked="" type="checkbox"/> |         |            |
| HOLLY SPRINGS   | POLICE CHIEF   | Good  | \$91,224  | \$121,240 | \$151,256 | 65.8%       | <input checked="" type="checkbox"/> |         |            |
| APEX            |                | Good  | \$94,061  | \$124,449 | \$154,837 | 64.6%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH         | POLICE CHIEF   | Good  | \$105,433 | \$150,242 | \$195,051 | 85.0%       | <input checked="" type="checkbox"/> |         |            |
| GUILFORD COUNTY | SHERIFF        | Good  | \$107,028 | \$119,604 | \$132,180 | 23.5%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM          | POLICE CHIEF   | Good  | \$110,223 | \$143,290 | \$176,357 | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO      | POLICE CHIEF   | Good  | \$111,197 | \$148,263 | \$185,328 | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| CHARLOTTE       | POLICE CHIEF   | Good  | \$181,928 | \$233,096 | \$284,263 | 56.3%       | <input checked="" type="checkbox"/> |         |            |

|                |  |  |                  |                  |                  |       |  |                  |
|----------------|--|--|------------------|------------------|------------------|-------|--|------------------|
| <b>Average</b> |  |  | <b>\$110,618</b> | <b>\$144,377</b> | <b>\$178,136</b> | 61.0% |  | <b>\$147,992</b> |
|----------------|--|--|------------------|------------------|------------------|-------|--|------------------|

|                    |                                |  |                      |                  |                  |              |  |
|--------------------|--------------------------------|--|----------------------|------------------|------------------|--------------|--|
| <b>CHAPEL HILL</b> | POLICE CHIEF\EXE DIR COMM SAFE |  | <b>\$99,069</b>      | <b>\$129,781</b> | <b>\$160,492</b> | <b>62.0%</b> |  |
|                    |                                |  | <b>\$ Difference</b> | (\$11,549)       | (\$14,597)       | (\$17,644)   |  |
|                    |                                |  | <b>% Difference</b>  | -11.7%           | -11.2%           | -11.0%       |  |

# Salary Survey Results for CHAPEL HILL, NC

## POLICE CHIEF-ASSISTANT

**Descrip** Oversees the operation of the division; reads and prepares reports, meets with staff and the public; conducts investigations; and develops and manages systems and programs that support the department including budgeting, grant preparation and management; prepares recommendations to the Chief on a variety of issues. Provides citizen support; reviews and responds to the public's concerns; attends community meetings; coordinates community outreach and programs; and serves as liaison to various committees. Coordinates with other departments and outside agencies; provides oversight for joint operations; serves as department representative on various commands and at community raised issues. Other duties may include conducting investigations; coordinating with external agencies; and serving on various committees as assigned.

**Quals** High school diploma or its equivalent and five years of Supervisory experience in a Law Enforcement setting.  
Basic Law Enforcement Officer Certification; possession of or the ability to obtain a valid driver's license issued by the state of North Carolina.

| Respondent    | Matching Title                     | Match | Min       | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|---------------|------------------------------------|-------|-----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| ORANGE COUNTY | DEPUTY SHERIFF CHIEF OF OPERATIONS | Good  | \$75,967  | \$104,033 | \$132,099 | 73.9%       | <input checked="" type="checkbox"/> |         |            |
| APEX          | DEPUTY POLICE CHIEF                | Good  | \$77,314  | \$102,336 | \$127,358 | 64.7%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH       | POLICE CHIEF-ASSISTANT             | Good  | \$80,280  | \$114,399 | \$148,518 | 85.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO    | ASSISTANT POLICE CHIEF             | Good  | \$85,536  | \$114,048 | \$142,560 | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| CARY          | POLICE CHIEF-ASSISTANT             | Good  | \$86,070  | \$106,943 | \$127,816 | 48.5%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM        | DEPUTY POLICE CHIEF                | Good  | \$89,460  | \$116,297 | \$143,134 | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| CHARLOTTE     | ASSISTANT POLICE CHIEF             | Good  | \$136,686 | \$175,129 | \$213,571 | 56.2%       | <input checked="" type="checkbox"/> |         |            |

|                |                 |                  |                  |                                    |
|----------------|-----------------|------------------|------------------|------------------------------------|
| <b>Average</b> | <b>\$90,188</b> | <b>\$119,026</b> | <b>\$147,865</b> | <input type="text" value="64.0%"/> |
|----------------|-----------------|------------------|------------------|------------------------------------|

|                    |                        |                      |                  |                  |              |
|--------------------|------------------------|----------------------|------------------|------------------|--------------|
| <b>CHAPEL HILL</b> | POLICE CHIEF-ASSISTANT | <b>\$77,641</b>      | <b>\$101,710</b> | <b>\$125,778</b> | <b>62.0%</b> |
|                    |                        | <b>\$ Difference</b> | (\$12,547)       | (\$17,317)       | (\$22,087)   |
|                    |                        | <b>% Difference</b>  | -16.2%           | -17.0%           | -17.6%       |

# Salary Survey Results for CHAPEL HILL, NC

## POLICE OFFICER I

**Descrip** The purpose of this position is to protect the life and property of the citizens of Chapel Hill. May perform a variety of law enforcement duties such as responding to calls for service, enforcing traffic and criminal laws; and conducting high visibility patrols. May perform investigations; conduct interviews; process crime scenes; and collect evidence. May perform community policing activities. May perform specialized assignments such as quartermaster, career progression, community services, forensics and evidence, special events coordination and school resources.

**Quals** High school diploma or its equivalent. Maintain NC BLET certification. Possession of or the ability to obtain a valid driver's license issued by the state of North Carolina.

| Respondent      | Matching Title                | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|-----------------|-------------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| GUILFORD COUNTY | DEPUTY SHERIFF                | Fair  | \$37,200 | \$41,850 | \$46,500 | 25.0%       | <input type="checkbox"/> |         |            |
| DURHAM          | POLICE OFFICER                | Good  | \$38,790 | \$49,483 | \$60,176 | 55.1%       | <input type="checkbox"/> |         |            |
| RALEIGH         | POLICE OFFICER                | Good  | \$42,300 | \$55,345 | \$68,389 | 61.7%       | <input type="checkbox"/> |         |            |
| APEX            | POLICE OFFICER                | Good  | \$43,193 | \$60,730 | \$78,266 | 81.2%       | <input type="checkbox"/> |         |            |
| CHARLOTTE       | POLICE OFFICER                | Good  | \$45,081 | \$61,116 | \$77,150 | 71.1%       | <input type="checkbox"/> |         |            |
| CARY            | POLICE OFFICER                | Good  | \$45,656 | \$58,209 | \$70,762 | 55.0%       | <input type="checkbox"/> |         |            |
| HOLLY SPRINGS   | POLICE OFFICER                | Good  | \$46,072 | \$61,232 | \$76,391 | 65.8%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY   | DEPUTY SHERIFF INVESTIGATOR I | Good  | \$46,362 | \$63,490 | \$80,618 | 73.9%       | <input type="checkbox"/> |         |            |
| GREENSBORO      | POLICE OFFICER                | Good  | \$62,014 | \$75,953 | \$89,892 | 45.0%       | <input type="checkbox"/> |         |            |

|                |  |  |                 |                 |                 |       |  |  |  |
|----------------|--|--|-----------------|-----------------|-----------------|-------|--|--|--|
| <b>Average</b> |  |  | <b>\$45,185</b> | <b>\$58,601</b> | <b>\$72,016</b> | 59.4% |  |  |  |
|----------------|--|--|-----------------|-----------------|-----------------|-------|--|--|--|

|                    |                         |                      |                 |                 |                 |              |  |  |  |
|--------------------|-------------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | <b>POLICE OFFICER I</b> |                      | <b>\$42,000</b> | <b>\$44,100</b> | <b>\$46,200</b> | <b>10.0%</b> |  |  |  |
|                    |                         | <b>\$ Difference</b> | (\$3,185)       | (\$14,501)      | (\$25,816)      |              |  |  |  |
|                    |                         | <b>% Difference</b>  | -7.6%           | -32.9%          | -55.9%          |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## POLICE SERGEANT

**Descrip** Assists in the supervision of a unit of the Police Department; may act as watch commander; responds to critical incidents and coordinates with multiple agencies. Prepares briefings; checks employee work product for accuracy; coaches and mentors employees; may complete initial paperwork for on-duty injuries. Reviews policies with employees; communicates necessary information to employees; monitors employees' career progression. Assists in maintaining timesheets and work calendars for the unit; schedules meetings with police personnel and other agencies; maintains documentation; prepares employee performance evaluations, conducts personnel and equipment inspections; corresponds via email and the telephone. May act as a media liaison; may receive and investigate complaints

**Quals** High school diploma or its equivalent and five years experience as a police officer.

| Respondent      | Matching Title             | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|-----------------|----------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| ORANGE COUNTY   | DEPUTY SHERIFF SERGEANT II | Good  | \$48,709 | \$66,704 | \$84,698 | 73.9%       | <input type="checkbox"/> |         |            |
| GUILFORD COUNTY | DEPUTY SHERIFF/ SERGEANT   | Fair  | \$51,473 | \$58,550 | \$65,627 | 27.5%       | <input type="checkbox"/> |         |            |
| APEX            | POLICE SERGEANT            | Good  | \$55,016 | \$72,769 | \$90,522 | 64.5%       | <input type="checkbox"/> |         |            |
| DURHAM          | POLICE SERGEANT            | Good  | \$55,378 | \$75,047 | \$94,715 | 71.0%       | <input type="checkbox"/> |         |            |
| RALEIGH         | POLICE SERGEANT            | Good  | \$55,742 | \$72,932 | \$90,121 | 61.7%       | <input type="checkbox"/> |         |            |
| GREENSBORO      | POLICE SERGEANT            | Good  | \$57,531 | \$73,712 | \$89,892 | 56.2%       | <input type="checkbox"/> |         |            |
| CARY            | POLICE SERGEANT            | Good  | \$61,173 | \$77,990 | \$94,806 | 55.0%       | <input type="checkbox"/> |         |            |

**Average** **\$55,003** **\$71,100** **\$87,197** **58.5%**

|                    |                 |                      |                 |                 |                 |              |
|--------------------|-----------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | POLICE SERGEANT |                      | <b>\$53,604</b> | <b>\$67,982</b> | <b>\$82,359</b> | <b>53.6%</b> |
|                    |                 | <b>\$ Difference</b> | (\$1,399)       | (\$3,119)       | (\$4,838)       |              |
|                    |                 | <b>% Difference</b>  | -2.6%           | -4.6%           | -5.9%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## PURCHASING & CONTRACTS MANAGER

**Descrip** The purpose of this position is to manage all purchasing and contract activity for the Town and to manage property and liability risk management for the Town.

**Quals** Bachelor's degree accounting, finance, business or public administration or a related field and three years of experience working in procurement, contracts or purchasing.

| Respondent      | Matching Title                 | Match | Min      | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-----------------|--------------------------------|-------|----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| ORANGE COUNTY   | PURCHASING AGENT               | Fair  | \$53,764 | \$73,628  | \$93,491  | 73.9%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM COUNTY   | PROCUREMENT MANAGER            | Good  | \$54,000 | \$75,600  | \$97,200  | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO      | PURCHASING AGENT               | Good  | \$56,066 | \$74,755  | \$93,443  | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| APEX            | PURCHASING & CONTRACTS MANAGER | Good  | \$57,768 | \$76,401  | \$95,034  | 64.5%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM          | PURCHASING MANAGER             | Good  | \$64,647 | \$84,042  | \$103,436 | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH         | PURCHASING & CONTRACTS MANAGER | Good  | \$67,529 | \$96,229  | \$124,929 | 85.0%       | <input checked="" type="checkbox"/> |         |            |
| CARY            | PURCHASING & CONTRACTS MANAGER |       | \$70,803 | \$93,818  | \$116,834 | 65.0%       | <input type="checkbox"/>            |         |            |
| GUILFORD COUNTY | PURCHASING DIRECTOR            | Good  | \$78,378 | \$87,588  | \$96,797  | 23.5%       | <input checked="" type="checkbox"/> |         |            |
| WAKE COUNTY     | PURCHASING MANAGER             | Good  | \$78,410 | \$109,770 | \$141,130 | 80.0%       | <input checked="" type="checkbox"/> |         |            |

**Average** **\$64,596**   **\$85,759**   **\$106,922**   65.5%

|                    |                                |                      |                 |                 |                 |              |
|--------------------|--------------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | PURCHASING & CONTRACTS MANAGER |                      | <b>\$50,886</b> | <b>\$66,661</b> | <b>\$82,436</b> | <b>62.0%</b> |
|                    |                                | <b>\$ Difference</b> | (\$13,710)      | (\$19,098)      | (\$24,486)      |              |
|                    |                                | <b>% Difference</b>  | -26.9%          | -28.6%          | -29.7%          |              |

# Salary Survey Results for CHAPEL HILL, NC

## PURCHASING SPECIALIST

**Descrip** This position is responsible for providing support and assistance in the procurement of cost effective services, equipment, and supplies as required by Town departments.

**Quals** Graduation from high school, supplemented by an associate's degree in purchasing, business administration accounting, or related field and three years of procurement related experience preferably in the public sector.

| Respondent                 | Matching Title         | Match | Min      | Mid      | Max      | Range Width | Exempt                              | Avg Pay | Actual Pay |
|----------------------------|------------------------|-------|----------|----------|----------|-------------|-------------------------------------|---------|------------|
| DURHAM COUNTY              | PROCUREMENT SPECIALIST | Good  | \$36,000 | \$50,400 | \$64,800 | 80.0%       | <input type="checkbox"/>            |         |            |
| WAKE COUNTY PUBLIC SCHOOLS | BUYER I                | Good  | \$38,570 | \$46,720 | \$54,871 | 42.3%       | <input type="checkbox"/>            |         |            |
| GREENSBORO                 | BUYER                  | Good  | \$39,609 | \$52,813 | \$66,016 | 66.7%       | <input type="checkbox"/>            |         |            |
| APEX                       | BUYER                  | Good  | \$41,018 | \$54,361 | \$67,704 | 65.1%       | <input type="checkbox"/>            |         |            |
| GUILFORD COUNTY            | BUYER                  | Good  | \$41,962 | \$45,634 | \$49,306 | 17.5%       | <input checked="" type="checkbox"/> |         |            |
| WAKE COUNTY                | BUYER                  | Good  | \$41,990 | \$56,690 | \$71,390 | 70.0%       | <input type="checkbox"/>            |         |            |
| CARY                       | BUYER                  | Good  | \$46,634 | \$59,457 | \$72,280 | 55.0%       | <input type="checkbox"/>            |         |            |

|                |                 |                 |                 |              |
|----------------|-----------------|-----------------|-----------------|--------------|
| <b>Average</b> | <b>\$40,826</b> | <b>\$52,296</b> | <b>\$63,767</b> | <b>56.2%</b> |
|----------------|-----------------|-----------------|-----------------|--------------|

|                    |                       |                      |                 |                 |              |
|--------------------|-----------------------|----------------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | PURCHASING SPECIALIST | <b>\$35,516</b>      | <b>\$46,526</b> | <b>\$57,535</b> | <b>62.0%</b> |
|                    |                       | <b>\$ Difference</b> | (\$5,310)       | (\$5,771)       | (\$6,232)    |
|                    |                       | <b>% Difference</b>  | -15.0%          | -12.4%          | -10.8%       |

# Salary Survey Results for CHAPEL HILL, NC

## RECREATION ASSISTANT

**Descrip** Provides customer service and clerical support; posts schedules; answers citizen requests; operates standard office equipment; schedules meetings; maintains filing systems. Performs minor janitorial duties as needed; inspects all areas of the building for cleaning/safety issues and reports them to supervisor; maintains cash drawer; provides petty cash for change. Abides by all town cash handling procedures; assists with training of program support staff; restocks all publications; creates office supply orders; reviews certifications; requests maintenance where needed; prepares daily reports, questionnaires, and evaluations; participates in town trainings as needed. Monitors daily programs/activities opening/closing inspecting the facility, posting schedules, operating the alarm systems, inventory supplies and administering first aid. Other duties may include assisting with department activities, preparing daily reports and occasionally operating department vehicles.

**Quals** High school diploma or its equivalent and one year of experience working in Customer Service.

| Respondent    | Matching Title                                | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|---------------|---|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| CARY          | SEASONAL SPEC RECREATION PROGRAM ASSISTANT II | Good  | \$20,280 | \$28,080 | \$35,880 | 76.9%       | <input type="checkbox"/> |         |            |
| DURHAM        | RECREATION SERVICE AIDE                       | Good  | \$20,800 | \$22,110 | \$23,421 | 12.6%       | <input type="checkbox"/> |         |            |
| RALEIGH       | RECREATION PROGRAMS ASST 7                    | Good  | \$28,621 | \$37,447 | \$46,273 | 61.7%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY | RECREATION PROGRAM ASSISTANT                  | Good  | \$32,176 | \$44,063 | \$55,949 | 73.9%       | <input type="checkbox"/> |         |            |

**Average** **\$25,469** **\$32,925** **\$40,381**

|                    |                      |                      |                 |                 |                 |              |  |
|--------------------|----------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|
| <b>CHAPEL HILL</b> | RECREATION ASSISTANT |                      | <b>\$29,219</b> | <b>\$38,277</b> | <b>\$47,334</b> | <b>62.0%</b> |  |
|                    |                      | <b>\$ Difference</b> | \$3,750         | \$5,352         | \$6,953         |              |  |
|                    |                      | <b>% Difference</b>  | 12.8%           | 14.0%           | 14.7%           |              |  |

# Salary Survey Results for CHAPEL HILL, NC

## RECREATION MANAGER-P&R

**Descrip** The purpose of this position is to provide leadership to the Recreation Division including Athletics, Aquatics, Community Centers, Teens and Adapted Recreation. Supervises section supervisors; meets with supervisors on a regular basis to discuss issues; sets up individual meetings to establish goals and objectives; oversees training, ensures staff is on track and efficient; Oversees the Performance Evaluation process; reviews job duties with supervisors; and prepares all necessary evaluation paperwork for various steps throughout the process. Manages division budget; Manages Division projects.

**Quals** Bachelor's degree or equivalent in Parks and Recreation or a related field such as Physical Education or Public Administration and five years of experience working in Parks and Recreations, that includes two years of experience in supervision, budgeting and personnel functions.

| Respondent  | Matching Title                             | Match | Min      | Mid      | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-------------|--|-------|----------|----------|-----------|-------------|-------------------------------------|---------|------------|
| GREENSBORO  | SUPV RECREATION CENTER                     | Fair  | \$38,514 | \$51,352 | \$64,190  | 66.7%       | <input type="checkbox"/>            |         |            |
| WAKE COUNTY | PARK MANAGER                               | Good  | \$55,890 | \$75,455 | \$95,020  | 70.0%       | <input type="checkbox"/>            |         |            |
| RALEIGH     | NATURAL RESOURCES AND PARKS SUPERINTENDENT | Good  | \$56,732 | \$80,843 | \$104,954 | 85.0%       | <input type="checkbox"/>            |         |            |
| DURHAM      | RECREATION MANAGER                         | Good  | \$58,770 | \$76,402 | \$94,033  | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| APEX        | RECREATION PROGRAM MANAGER                 | Good  | \$60,621 | \$80,205 | \$99,789  | 64.6%       | <input checked="" type="checkbox"/> |         |            |
| CARY        | SENIOR RECREATION MANAGER                  | Good  | \$61,173 | \$81,047 | \$100,922 | 65.0%       | <input checked="" type="checkbox"/> |         |            |

|                |                 |                 |                 |              |
|----------------|-----------------|-----------------|-----------------|--------------|
| <b>Average</b> | <b>\$55,283</b> | <b>\$74,217</b> | <b>\$93,151</b> | <b>68.5%</b> |
|----------------|-----------------|-----------------|-----------------|--------------|

|                    |                        |                      |                 |                 |                 |              |
|--------------------|------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | RECREATION MANAGER-P&R |                      | <b>\$55,466</b> | <b>\$72,661</b> | <b>\$89,855</b> | <b>62.0%</b> |
|                    |                        | <b>\$ Difference</b> | \$183           | (\$1,557)       | (\$3,296)       |              |
|                    |                        | <b>% Difference</b>  | 0.3%            | -2.1%           | -3.7%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## RECREATION SPECIALIST

**Descrip** This position is responsible for assisting in the management of programming in the Athletics Unit. This includes the developing, organizing, planning and coordination of recreational and community activities and/or program and supervising staff responsible for recreational facilities and program activities for youth and adult participants. Plans, develops, coordinates, promotes, and supervises athletic programs, leagues, and tournaments which includes: securing and scheduling coaches, officials, and scorers; conducting skills assessments; training volunteers; scheduling practices, games, and facilities; and securing equipment and awards.

**Quals** Must be 18 years of age at the time of employment. High school diploma or equivalent and three years of supervisor experience and one year of experience in a lead or senior capacity in Recreation setting.

| Respondent | Matching Title                          | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|------------|---|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| DURHAM     | RECREATION SPECIALIST                   | Good  | \$35,057 | \$44,218 | \$53,379 | 52.3%       | <input type="checkbox"/> |         |            |
| APEX       | RECREATION PROGRAM SPECIALIST           | Good  | \$45,198 | \$59,873 | \$74,547 | 64.9%       | <input type="checkbox"/> |         |            |
| CARY       | PROGRAM SPECIALIST - OUTDOOR RECREATION |       | \$45,656 | \$58,209 | \$70,762 | 55.0%       | <input type="checkbox"/> |         |            |

**Average** **\$41,970** **\$54,100** **\$66,229** **57.8%**

**CHAPEL HILL** RECREATION SPECIALIST **\$33,824** **\$44,310** **\$54,796** **62.0%**

**\$ Difference** (\$8,146) (\$9,790) (\$11,433)

**% Difference** -24.1% -22.1% -20.9%

# Salary Survey Results for CHAPEL HILL, NC

## RECREATION SUPERVISOR

**Descrip** This position is responsible for organizing, planning and coordinating recreational and community activities and/or program and supervising staff responsible for recreational activities. Selects, trains evaluates, disciplines, assigns and monitors the work of assigned staff; establish schedules and methods for providing recreation services; identifies resource needs; reviews needs with appropriate management staff. Participates in the development and implementation of program goals and objectives as well as policies and procedures; makes recommendations for changes and improvements to existing standards, policies, and procedures; monitors work activities to ensure compliance with established policies and procedures. Prepares community events and recreation publicity; coordinate referral systems and the publication of seasonal brochures; coordinate the dissemination of recreation and community service publicity. Develops and implements event marketing plans; negotiates contracts with vendors; develops and coordinates the distribution of marketing brochures and materials. Identifies community needs and recommends appropriate programs related to area of assignment.

**Quals** Bachelor's degree in parks administration or a related field and three years of experience in a field related to the assigned program. Certifications in First Aid and Cardiopulmonary resuscitation ( CPR). Possession or the ability to obtain a valid driver's license issued by the state of North Carolina.

| Respondent    | Matching Title                      | Match | Min      | Mid      | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|---------------|-------------------------------------|-------|----------|----------|-----------|-------------|-------------------------------------|---------|------------|
| ORANGE COUNTY | RECREATION PROGRAM SUPERVISOR       | Good  | \$39,978 | \$54,748 | \$69,517  | 73.9%       | <input type="checkbox"/>            |         |            |
| HOLLY SPRINGS | RECREATION PROGRAM SUPERVISOR       | Good  | \$46,072 | \$61,232 | \$76,391  | 65.8%       | <input type="checkbox"/>            |         |            |
| DURHAM        | RECREATION SUPERVISOR (AQUATICS)    | Good  | \$48,575 | \$62,165 | \$75,755  | 56.0%       | <input type="checkbox"/>            |         |            |
| APEX          | RECREATION PROGRAM SUPERVISOR       | Good  | \$49,899 | \$66,061 | \$82,222  | 64.8%       | <input checked="" type="checkbox"/> |         |            |
| GREENSBORO    | RECREATION SUPERVISOR FOR ATHLETICS | Good  | \$51,913 | \$69,217 | \$86,521  | 66.7%       | <input type="checkbox"/>            |         |            |
| CARY          | OPERATIONS AND PROGRAM SUPERVISOR   | Good  | \$55,474 | \$73,507 | \$91,541  | 65.0%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH       | RECREATION PROGRAMS SUPERVISOR      | Good  | \$56,732 | \$80,843 | \$104,954 | 85.0%       | <input type="checkbox"/>            |         |            |

|                |  |  |                 |                 |                 |                                    |  |  |  |
|----------------|--|--|-----------------|-----------------|-----------------|------------------------------------|--|--|--|
| <b>Average</b> |  |  | <b>\$49,806</b> | <b>\$66,825</b> | <b>\$83,843</b> | <input type="text" value="68.3%"/> |  |  |  |
|----------------|--|--|-----------------|-----------------|-----------------|------------------------------------|--|--|--|

|                    |                       |                      |                 |                 |                 |              |  |  |  |
|--------------------|-----------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | RECREATION SUPERVISOR |                      | <b>\$40,395</b> | <b>\$52,918</b> | <b>\$65,440</b> | <b>62.0%</b> |  |  |  |
|                    |                       | <b>\$ Difference</b> | (\$9,411)       | (\$13,907)      | (\$18,403)      |              |  |  |  |
|                    |                       | <b>% Difference</b>  | -23.3%          | -26.3%          | -28.1%          |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## SENIOR HEAVY EQUIPMENT OPER

**Descrip** The purpose of this position is to perform construction and maintenance work in support of the goals and mission of the Construction, Storm water, or Streets Programs. Performs streets, construction, and storm water maintenance and improvement activities. Operates and maintains equipment and hand tools. Assists with inclement weather and special event response. This position may serve as lead worker, performing essentially the same work as those directed, and may oversee work quality, train, instruct, and schedule work.

**Quals** High school diploma and five years of job related experience.

| Respondent    | MatchingTitle               | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|---------------|-----------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| RALEIGH       | EQUIPMENT OPERATOR III      | Good  | \$30,377 | \$40,395 | \$50,413 | 66.0%       | <input type="checkbox"/> |         |            |
| GREENSBORO    | OPERATOR HEAVY EQUIPMENT    | Good  | \$32,980 | \$43,974 | \$54,967 | 66.7%       | <input type="checkbox"/> |         |            |
| CARY          | EQUIPMENT OPERATOR          | Fair  | \$37,544 | \$47,871 | \$58,198 | 55.0%       | <input type="checkbox"/> |         |            |
| CHARLOTTE     | EQUIPMENT OPERATOR          | Good  | \$38,045 | \$48,745 | \$59,445 | 56.2%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY | SENIOR HEAVY EQUIPMENT OPER | Good  | \$38,051 | \$52,109 | \$66,167 | 73.9%       | <input type="checkbox"/> |         |            |
| APEX          | HEAVY EQUIPMENT OPER        | Good  | \$39,125 | \$51,792 | \$64,459 | 64.8%       | <input type="checkbox"/> |         |            |
| DURHAM        | HEAVY EQUIPMENT OPER II     | Good  | \$42,453 | \$53,893 | \$65,333 | 53.9%       | <input type="checkbox"/> |         |            |

**Average** **\$36,939**   **\$48,397**   **\$59,855**   62.0%

|                    |                             |                      |                 |                 |                 |              |
|--------------------|-----------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | SENIOR HEAVY EQUIPMENT OPER |                      | <b>\$33,824</b> | <b>\$44,310</b> | <b>\$54,796</b> | <b>62.0%</b> |
|                    |                             | <b>\$ Difference</b> | (\$3,115)       | (\$4,087)       | (\$5,059)       |              |
|                    |                             | <b>% Difference</b>  | -9.2%           | -9.2%           | -9.2%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## SOLID WASTE COLLECTOR

**Descrip** The purpose of this position is to perform regularly scheduled manual collections of trash, yard waste, bulky items, deceased animals, and other special wastes from residential properties and small businesses, and to dispose of the wastes appropriately.

**Quals** Minimum one year experience performing repetitive manual labor.

| Respondent    | Matching Title               | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|---------------|------------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| RALEIGH       | PU EQUIPMENT OPERATOR I      | Good  | \$28,621 | \$37,173 | \$45,726 | 59.8%       | <input type="checkbox"/> |         |            |
| APEX          | GENERAL MAINTENANCE WORKER I | Good  | \$29,141 | \$38,646 | \$48,152 | 65.2%       | <input type="checkbox"/> |         |            |
| DURHAM COUNTY | SOLID WASTE DRIVER           | Fair  | \$29,282 | \$40,995 | \$52,707 | 80.0%       | <input type="checkbox"/> |         |            |
| CARY          | SOLID WASTE COLLECTOR        | Good  | \$31,200 | \$38,407 | \$45,614 | 46.2%       | <input type="checkbox"/> |         |            |
| CHARLOTTE     | SANITATION WORKER            | Good  | \$31,200 | \$35,718 | \$40,235 | 29.0%       | <input type="checkbox"/> |         |            |
| DURHAM        | SOLID WASTE ATTENDANT        | Fair  | \$31,201 | \$39,355 | \$47,508 | 52.3%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY | SOLID WASTE COLLECTOR        | Good  | \$32,176 | \$44,063 | \$55,949 | 73.9%       | <input type="checkbox"/> |         |            |

**Average** **\$30,403** **\$39,194** **\$47,984** **57.8%**

|                    |                       |                      |                 |                 |                 |              |
|--------------------|-----------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | SOLID WASTE COLLECTOR |                      | <b>\$27,827</b> | <b>\$36,454</b> | <b>\$45,080</b> | <b>62.0%</b> |
|                    |                       | <b>\$ Difference</b> | (\$2,576)       | (\$2,740)       | (\$2,904)       |              |
|                    |                       | <b>% Difference</b>  | -9.3%           | -7.5%           | -6.4%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## SOLID WASTE EQUIP OP I

**Descrip** The purpose of this position is to operate a refuse truck to collect trash, yard waste, bulky items, deceased animals, and other special wastes along residential collection routes and per service requests.

**Quals** A high school diploma or its equivalent and one year of experience driving a truck and performing repetitive manual labor.

| Respondent    | Matching Title                  | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|---------------|---------------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| RALEIGH       | PU EQUIPMENT OPERATOR II        | Good  | \$28,930 | \$38,471 | \$48,012 | 66.0%       | <input type="checkbox"/> |         |            |
| DURHAM COUNTY | SOLID WASTE DRIVER              | Fair  | \$29,282 | \$40,995 | \$52,707 | 80.0%       | <input type="checkbox"/> |         |            |
| APEX          | GENERAL MAINTENANCE WORKER II   | Good  | \$30,618 | \$40,591 | \$50,565 | 65.1%       | <input type="checkbox"/> |         |            |
| GREENSBORO    | OPERATOR SOLID WASTER           | Good  | \$31,200 | \$40,085 | \$48,970 | 57.0%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY | SOLID WASTE EQUIP OP I          | Good  | \$32,176 | \$44,063 | \$55,949 | 73.9%       | <input type="checkbox"/> |         |            |
| CHARLOTTE     | SANITATION EQUIPMENT OPERATOR I | Good  | \$36,233 | \$46,424 | \$56,614 | 56.2%       | <input type="checkbox"/> |         |            |
| DURHAM        | SOLID WASTE EQUIP OP            | Good  | \$37,511 | \$47,554 | \$57,597 | 53.5%       | <input type="checkbox"/> |         |            |
| CARY          | SOLID WASTE EQUIP OP I          | Good  | \$37,544 | \$47,871 | \$58,198 | 55.0%       | <input type="checkbox"/> |         |            |

**Average** **\$32,937** **\$43,257** **\$53,577** 62.7%

|                    |                        |                      |                 |                 |                 |              |
|--------------------|------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | SOLID WASTE EQUIP OP I |                      | <b>\$29,219</b> | <b>\$38,277</b> | <b>\$47,334</b> | <b>62.0%</b> |
|                    |                        | <b>\$ Difference</b> | (\$3,718)       | (\$4,980)       | (\$6,243)       |              |
|                    |                        | <b>% Difference</b>  | -12.7%          | -13.0%          | -13.2%          |              |

## Salary Survey Results for CHAPEL HILL, NC

### SOLID WASTE SERV SUPERVISOR

**Descrip** The purpose of this position is to plan, coordinate, and supervise the daily activities of solid waste collection personnel by performing supervisory and administrative work. Designs commercial solid waste routes and assigns solid waste work crews. Ensures crews properly maintain and operate solid waste collection equipment. Serves as a liaison between the solid waste services division and public. Monitors employee performance, investigates accidents, and coordinates crews to ensure beautification activities.

**Quals** A high school diploma or equivalent with some technical/vocational experience in related field required and three years of experience working in solid waste operations one of which must have been in a supervisory or lead capacity.

| Respondent    | Matching Title                    | Match | Min      | Mid      | Max      | Range Width | Exempt                              | Avg Pay | Actual Pay |
|---------------|-----------------------------------|-------|----------|----------|----------|-------------|-------------------------------------|---------|------------|
| GREENSBORO    | SUPV SOLID WASTE ROUTE            | Good  | \$38,514 | \$51,352 | \$64,190 | 66.7%       | <input type="checkbox"/>            |         |            |
| DURHAM COUNTY | SOLID WASTE OPERATIONS SUPERVISOR | Fair  | \$39,600 | \$55,440 | \$71,280 | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| APEX          | SOLID WASTE FIELD CREW SUPERVISOR | Good  | \$41,018 | \$54,361 | \$67,704 | 65.1%       | <input type="checkbox"/>            |         |            |
| CARY          | SOLID WASTE SUPERVISOR            | Good  | \$47,923 | \$61,110 | \$74,298 | 55.0%       | <input type="checkbox"/>            |         |            |
| DURHAM        | SOLID WASTE SUPERVISOR            |       | \$48,575 | \$62,165 | \$75,755 | 56.0%       | <input type="checkbox"/>            |         |            |
| ORANGE COUNTY | SOLID WASTE PROGRAMS SUPERVISOR   | Good  | \$48,709 | \$65,873 | \$83,037 | 70.5%       | <input checked="" type="checkbox"/> |         |            |
| CHARLOTTE     | SANITATION SUPERVISOR             | Good  | \$57,054 | \$73,101 | \$89,147 | 56.3%       | <input type="checkbox"/>            |         |            |

| <b>Average</b>     |                                    |  | <b>\$45,913</b> | <b>\$60,486</b> | <b>\$75,059</b> | <b>63.5%</b> |
|--------------------|------------------------------------|--|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | <b>SOLID WASTE SERV SUPERVISOR</b> |  | <b>\$43,581</b> | <b>\$57,091</b> | <b>\$70,601</b> | <b>62.0%</b> |
|                    | <b>\$ Difference</b>               |  | (\$2,332)       | (\$3,395)       | (\$4,458)       |              |
|                    | <b>% Difference</b>                |  | -5.4%           | -5.9%           | -6.3%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## SOLID WASTE SERVICES MANAGER

Descrip

Quals Missing job description

| Respondent    | Matching Title                                    | Match | Min      | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|---------------|---|-------|----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| DURHAM COUNTY | SOLID WASTE PROGRAM MANAGER                       | Good  | \$43,560 | \$60,984  | \$78,408  | 80.0%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH       | SWS OPERATIONS SUPERINTENDENT (YARD WASTE CENTER) | Good  | \$49,481 | \$70,007  | \$90,534  | 83.0%       | <input type="checkbox"/>            |         |            |
| APEX          | SOLID WASTE SUPERVISOR                            | Fair  | \$49,899 | \$66,061  | \$82,222  | 64.8%       | <input type="checkbox"/>            |         |            |
| ORANGE COUNTY | SOLID WASTE FLEET MANAGER                         | Good  | \$59,347 | \$81,272  | \$103,196 | 73.9%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM        | SOLID WASTE MANAGER                               | Good  | \$64,647 | \$84,042  | \$103,436 | 60.0%       | <input checked="" type="checkbox"/> |         |            |
| CHARLOTTE     | SANITATION SUPERINTENDENT                         | Good  | \$69,350 | \$88,855  | \$108,359 | 56.2%       | <input type="checkbox"/>            |         |            |
| CARY          | SOLID WASTE DIVISION MANAGER                      | Good  | \$75,962 | \$100,651 | \$125,341 | 65.0%       | <input type="checkbox"/>            |         |            |
| GREENSBORO    | MGR SOLID WASTE COLLECTIONS                       | Good  | \$76,983 | \$102,645 | \$128,306 | 66.7%       | <input checked="" type="checkbox"/> |         |            |

|                |                 |                 |                  |       |
|----------------|-----------------|-----------------|------------------|-------|
| <b>Average</b> | <b>\$61,154</b> | <b>\$81,814</b> | <b>\$102,475</b> | 67.6% |
|----------------|-----------------|-----------------|------------------|-------|

|                    |                                     |                 |                 |                 |              |
|--------------------|-------------------------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | <b>SOLID WASTE SERVICES MANAGER</b> | <b>\$60,458</b> | <b>\$79,200</b> | <b>\$97,942</b> | <b>62.0%</b> |
|                    | <b>\$ Difference</b>                | (\$696)         | (\$2,614)       | (\$4,533)       |              |
|                    | <b>% Difference</b>                 | -1.2%           | -3.3%           | -4.6%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## SPECIAL OLYMPICS COORDINATOR

**Descrip** This position is responsible for managing the Special Olympics Program. This includes planning, implementing, directing, and participating in athletic events for children and adults with developmental disabilities, as well developing fundraising opportunities for the program.

**Quals** High School Diploma and one year experience or service; or any equivalent combination of education and experience that provides the required knowledge, skills and abilities to perform the duties of the job.

| Respondent | Matching Title  | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|------------|---|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| APEX       | RECREATION PROGRAM SPECIALIST FOR SENIOR AND SPECIAL PO | Fair  | \$45,198 | \$59,873 | \$74,547 | 64.9%       | <input type="checkbox"/> |         |            |
| CARY       | PROGRAM SPECIALIST SPECIALIZED RECREATION AND INCLUSION | Fair  | \$45,656 | \$58,209 | \$70,762 | 55.0%       | <input type="checkbox"/> |         |            |

**Average** **\$45,427** **\$59,041** **\$72,654** **59.9%**

|                    |                              |                      |                 |                 |                 |              |  |  |  |
|--------------------|------------------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | SPECIAL OLYMPICS COORDINATOR |                      | <b>\$39,156</b> | <b>\$51,295</b> | <b>\$63,433</b> | <b>62.0%</b> |  |  |  |
|                    |                              | <b>\$ Difference</b> | (\$6,271)       | (\$7,746)       | (\$9,221)       |              |  |  |  |
|                    |                              | <b>% Difference</b>  | -16.0%          | -15.1%          | -14.5%          |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## STREET CREW SUPERVISOR

**Descrip** The purpose of this position is to manage and supervise the Streets Program in the Streets and Construction Services Division. This is accomplished by hiring, supervising, and evaluating street personnel; performing administrative duties; writing contracts for services to be performed; and collecting and organizing data. Other duties may include scheduling on call personnel and supervising during emergency and special events. Designs programs and projects for the Streets Program; Develops program's annual budget recommendations; Manages daily operations and provides customer service.

**Quals** High school education and five years of related experience including supervisory responsibilities, or an equivalent combination of education and experience that provides the required knowledge, skills and abilities to perform the duties.

| Respondent | Matching Title                       | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|------------|--------------------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| CHARLOTTE  | STREET CREW LEADFER                  | Good  | \$31,200 | \$36,723 | \$42,246 | 35.4%       | <input type="checkbox"/> |         |            |
| RALEIGH    | CREW SUPERVISOR                      | Good  | \$33,490 | \$44,535 | \$55,580 | 66.0%       | <input type="checkbox"/> |         |            |
| GREENSBORO | STREET CREW LEADER                   | Good  | \$33,640 | \$44,853 | \$56,066 | 66.7%       | <input type="checkbox"/> |         |            |
| APEX       | STREET MAINTENANCE FIELD CREW LEADER | Good  | \$41,026 | \$54,365 | \$67,703 | 65.0%       | <input type="checkbox"/> |         |            |
| CARY       | CONCRETE CREW COORDINATOR            | Good  | \$44,408 | \$56,628 | \$68,848 | 55.0%       | <input type="checkbox"/> |         |            |

**Average** **\$36,753** **\$47,421** **\$58,089** 58.1%

|                    |                        |                      |                 |                 |                 |              |
|--------------------|------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | STREET CREW SUPERVISOR |                      | <b>\$37,291</b> | <b>\$48,852</b> | <b>\$60,412</b> | <b>62.0%</b> |
|                    |                        | <b>\$ Difference</b> | \$538           | \$1,431         | \$2,323         |              |
|                    |                        | <b>% Difference</b>  | 1.4%            | 2.9%            | 3.8%            |              |

# Salary Survey Results for CHAPEL HILL, NC

## SUPERVISOR-TRANSIT

**Descrip** The purpose of this position is to insure the efficient operation of daily transit services and personnel assigned. Performs operations supervisor functions. Provides supervision and assistance to ensure compliance with operating standards and to assist operators with problems. Evaluates schedules and recommends service modifications. Manages schedule for operator deployment to minimize unscheduled overtime. Investigates accidents and incidents. Assigns work; prepares assignment sheets; and provides daily records for events, absences, and updates.

**Quals** High school diploma and one year of supervisory experience preferred; or an equivalent combination of education and experience that provides the required knowledge, skills and abilities to perform the duties of the job.

| Respondent      | Matching Title                | Match | Min      | Mid      | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|-----------------|-------------------------------|-------|----------|----------|-----------|-------------|-------------------------------------|---------|------------|
| GREENSBORO      |                               |       |          |          |           |             | <input type="checkbox"/>            |         |            |
| GUILFORD COUNTY | TRANSIT SERV SUPERVISOR       | Good  | \$32,805 | \$35,676 | \$38,546  | 17.5%       | <input type="checkbox"/>            |         |            |
| ORANGE COUNTY   | TRANSIT OPERATIONS SUPERVISOR | Good  | \$39,978 | \$54,066 | \$68,153  | 70.5%       | <input checked="" type="checkbox"/> |         |            |
| DURHAM          | TRANSIT ADMINISTRATOR         | Poor  | \$71,758 | \$93,286 | \$114,814 | 60.0%       | <input type="checkbox"/>            |         |            |

**Average** **\$48,180** **\$61,009** **\$73,838**

**CHAPEL HILL** SUPERVISOR-TRANSIT **\$37,291** **\$48,852** **\$60,412** **62.0%**

**\$ Difference** (\$10,889) (\$12,158) (\$13,426)

**% Difference** -29.2% -24.9% -22.2%

# Salary Survey Results for CHAPEL HILL, NC

## SURVEY/PROJECT COORD

**Descrip** This position is responsible for performing a variety of surveying and civil engineering design services for the Engineering Department and acquiring property for town improvement and construction projects. Prepares surveys of existing or proposed town properties for title transfers and/or capital improvement projects; prepares final plats, legal descriptions, and/or deed documents. Prepares site development surveys for other departments; Conducts pre-construction surveys; Conducts on-site inspections; Prepares and administers contracts and approves payments for assigned projects. Consults with contractors, developers, property owners, and other town departments to ensure town's infrastructure is built properly and complies with specific grade requirements. Assists with reviewing plats and plans submitted by developers.  
Prepares requests for proposals for surveying and/or construction projects when outside consultants are necessary; recommends contractor selection. Supervises and evaluates assigned personnel.

**Quals** Knowledge and level of competency commonly associated with completion of specialized training in the field of work, in addition to basic skills typically associated with a high school education. Three (3) years of experience in surveying and one year within Civil Engineering. Possession of or ability to readily obtain State of North Carolina certification as a Registered Land Surveyor.

| Respondent     | Matching Title           | Match | Min             | Mid             | Max             | Range Width | Exempt                              | Avg Pay | Actual Pay |
|----------------|--------------------------|-------|-----------------|-----------------|-----------------|-------------|-------------------------------------|---------|------------|
| CARY           | SENIOR SURVEY CREW CHIEF | Good  | \$50,315        | \$64,158        | \$78,000        | 55.0%       | <input type="checkbox"/>            |         |            |
| GREENSBORO     | SURVEYOR                 | Fair  | \$51,913        | \$69,217        | \$86,521        | 66.7%       | <input checked="" type="checkbox"/> |         |            |
| CHARLOTTE      | SURVEYOR                 | Good  | \$66,047        | \$84,623        | \$103,199       | 56.3%       | <input type="checkbox"/>            |         |            |
| <b>Average</b> |                          |       | <b>\$56,092</b> | <b>\$72,666</b> | <b>\$89,240</b> | 59.1%       |                                     |         |            |

|                    |                      |                      |                 |                 |                 |              |  |  |  |
|--------------------|----------------------|----------------------|-----------------|-----------------|-----------------|--------------|--|--|--|
| <b>CHAPEL HILL</b> | SURVEY/PROJECT COORD |                      | <b>\$47,117</b> | <b>\$61,723</b> | <b>\$76,329</b> | <b>62.0%</b> |  |  |  |
|                    |                      | <b>\$ Difference</b> | (\$8,975)       | (\$10,943)      | (\$12,911)      |              |  |  |  |
|                    |                      | <b>% Difference</b>  | -19.0%          | -17.7%          | -16.9%          |              |  |  |  |

# Salary Survey Results for CHAPEL HILL, NC

## SYSTEMS & SUPPORT MANAGER

**Descrip** This positions leads a team of analysts responsible for network servers, network storage and enterprise application support for all Town employees and Public Safety. This support is delivered through analysis, design, implementation, and configuration of network servers, storage and systems in a physical and virtualized environment.

**Quals** Bachelor's degree or equivalent; Five years of progressively responsible IT experience, and two years experience managing employees.

| Respondent                 | MatchingTitle                         | Match | Min      | Mid      | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|----------------------------|---------------------------------------|-------|----------|----------|-----------|-------------|-------------------------------------|---------|------------|
| ORANGE COUNTY              | IT OPERATIONS MANAGER                 | Good  | \$59,347 | \$81,272 | \$103,196 | 73.9%       | <input checked="" type="checkbox"/> |         |            |
| RALEIGH                    | IT ENTERPRISE MANAGER                 | Good  | \$63,152 | \$89,349 | \$115,547 | 83.0%       | <input type="checkbox"/>            |         |            |
| APEX                       | SENIOR INFORMATION TECHNOLOGY ANALYST | Good  | \$63,607 | \$84,186 | \$104,765 | 64.7%       | <input type="checkbox"/>            |         |            |
| WAKE COUNTY PUBLIC SCHOOLS | SYSTEMS ADMINISTRATOR II              |       | \$69,125 | \$86,407 | \$103,688 | 50.0%       | <input type="checkbox"/>            |         |            |

**Average** **\$63,808**   **\$85,303**   **\$106,799**   67.4%

|                    |                           |                      |                 |                 |                 |              |
|--------------------|---------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | SYSTEMS & SUPPORT MANAGER |                      | <b>\$60,458</b> | <b>\$79,200</b> | <b>\$97,942</b> | <b>62.0%</b> |
|                    |                           | <b>\$ Difference</b> | (\$3,350)       | (\$6,103)       | (\$8,857)       |              |
|                    |                           | <b>% Difference</b>  | -5.5%           | -7.7%           | -9.0%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## TECHNICAL SERVICES MANAGER

**Descrip** This position leads a team of analysts responsible for the Town's computer network infrastructure, telecommunication systems, and desktop support. Plans and directs activities in relevant areas, including:  
 hardware configuration and maintenance; network monitoring and security; infrastructure expansion;  
 VoIP telephone system administration; Wi-Fi network installation and management; configuration and maintenance of videoconferencing, phone and video surveillance systems; management of the Town's cell phones; scheduled replacement of user workstations; after hours support for network and IP telephone outages and other IT-related emergencies, general technical support to users.

**Quals** Bachelor's degree or equivalent; Five years of progressively responsible IT experience, and two years experience managing employees.

| Respondent                 | Matching Title                             | Match | Min      | Mid       | Max       | Range Width | Exempt                   | Avg Pay | Actual Pay |
|----------------------------|--|-------|----------|-----------|-----------|-------------|--------------------------|---------|------------|
| DURHAM COUNTY              | SYSTEMS SUPPOT TECHNICIAN                  | Fair  | \$39,600 | \$55,440  | \$71,280  | 80.0%       | <input type="checkbox"/> |         |            |
| APEX                       | SENIOR INFORMATION TECHNOLOGY ANALYST      | Good  | \$63,607 | \$84,186  | \$104,765 | 64.7%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY PUBLIC SCHOOLS | APPLICATIONS DEVELOP,ENT & SUPPORT MANAGER | Good  | \$69,125 | \$86,407  | \$103,688 | 50.0%       | <input type="checkbox"/> |         |            |
| GREENSBORO                 | MGR TECHNICAL SVCS                         | Fair  | \$76,983 | \$102,645 | \$128,306 | 66.7%       | <input type="checkbox"/> |         |            |

**Average** **\$62,329**   **\$82,169**   **\$102,010**   63.7%

|                    |                            |                      |                 |                 |                 |              |
|--------------------|----------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | TECHNICAL SERVICES MANAGER |                      | <b>\$60,458</b> | <b>\$79,200</b> | <b>\$97,942</b> | <b>62.0%</b> |
|                    |                            | <b>\$ Difference</b> | (\$1,871)       | (\$2,969)       | (\$4,068)       |              |
|                    |                            | <b>% Difference</b>  | -3.1%           | -3.7%           | -4.2%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## TRAFFIC SIGNAL SYSTEM ENGINEER

**Descrip** Manages and coordinates the operation, adjustment and maintenance of the computerized traffic signal system serving Chapel Hill, Carrboro, the University of North Carolina and certain adjacent intersections in Durham. Prepares, implements, inspects, evaluates and modifies traffic signal timing plans and progression programs. Supervises staff assigned to the division; assesses training needs; develops and implements training; monitors the work of employees to ensure compliance with standards and safety regulations. Reviews traffic signal plans for intersection geometrics, signal and sign placements, and pavement markings. Inspects and approves new signal installations and pavement markings.  
Provides investigative, engineering, and analytical assistance to the department. Prepares and presents technical reports. Assists in budget development; makes recommendations for budget changes; monitors expenditures; creates reports.

**Quals** Bachelor's Degree in Civil Engineering with emphasis in Transportation Engineering or related field and four years of experience in Traffic Signal Systems or related field.

| Respondent | Matching Title                   | Match | Min      | Mid       | Max       | Range Width | Exempt                              | Avg Pay | Actual Pay |
|------------|----------------------------------|-------|----------|-----------|-----------|-------------|-------------------------------------|---------|------------|
| DURHAM     | SENIOR TRAFFIC SYSTEM TECHNICIAN | Good  | \$48,575 | \$62,165  | \$75,755  | 56.0%       | <input type="checkbox"/>            |         |            |
| CARY       | TRAFFIC SIGNAL SYSTEM SPECIALIST | Good  | \$59,509 | \$75,878  | \$92,248  | 55.0%       | <input checked="" type="checkbox"/> |         |            |
| CHARLOTTE  | TRAFFIC ENGINEER                 | Good  | \$66,047 | \$84,623  | \$103,199 | 56.3%       | <input type="checkbox"/>            |         |            |
| GREENSBORO | TRAFFIC ENGINEER                 | Good  | \$76,983 | \$102,645 | \$128,306 | 66.7%       | <input checked="" type="checkbox"/> |         |            |

**Average** **\$62,778** **\$81,328** **\$99,877** 59.1%

|                    |                                |                      |                 |                 |                 |              |
|--------------------|--------------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | TRAFFIC SIGNAL SYSTEM ENGINEER |                      | <b>\$55,466</b> | <b>\$72,661</b> | <b>\$89,855</b> | <b>62.0%</b> |
|                    |                                | <b>\$ Difference</b> | (\$7,312)       | (\$8,667)       | (\$10,022)      |              |
|                    |                                | <b>% Difference</b>  | -13.2%          | -11.9%          | -11.2%          |              |

# Salary Survey Results for CHAPEL HILL, NC

## TRAFFIC SIGNAL TECH II

**Descrip** The purpose of this position is to troubleshoot the traffic signals to prevent and solve problems. This is accomplished by maintaining a repair schedule and keeping updated records in the computer. Other duties may include using heavy machinery to make necessary repairs, being on call for emergencies and other town activities. Maintains traffic signals; performs regular maintenance; responds to citizen complaints and emergency calls. Locates utility sites; plants flags or paints lines in the appropriate locations; operates diagnostic tools to find underground utilities. Performs inspections and manages the traffic center; provides accurate documentation and meets contractors on job site; reports all signal outages; maintains the call center and traffic signal cameras.

**Quals** A high school diploma or equivalent and three years of experience in traffic signal installation, maintenance, programming, and repair, or an equivalent combination of education and work experience.

| Respondent | Matching Title                | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|------------|-------------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| RALEIGH    | TRANSPORTATION WORKER         | Good  | \$33,132 | \$40,859 | \$48,586 | 46.6%       | <input type="checkbox"/> |         |            |
| CHARLOTTE  | TRAFFIC TECHNICIAN            | Good  | \$34,507 | \$44,213 | \$53,918 | 56.3%       | <input type="checkbox"/> |         |            |
| GREENSBORO | TRAFFIC TECHNICIAN            | Good  | \$38,514 | \$51,352 | \$64,190 | 66.7%       | <input type="checkbox"/> |         |            |
| CARY       | TRAFFIC SIGNAL SYSTEM TECH II | Good  | \$40,290 | \$51,366 | \$62,442 | 55.0%       | <input type="checkbox"/> |         |            |
| DURHAM     | SENIOR TRAFFIC SIGNAL TECH    | Good  | \$42,452 | \$53,892 | \$65,332 | 53.9%       | <input type="checkbox"/> |         |            |

**Average** **\$37,779** **\$48,336** **\$58,894**

|                    |                        |                      |                 |                 |                 |              |
|--------------------|------------------------|----------------------|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | TRAFFIC SIGNAL TECH II |                      | <b>\$35,516</b> | <b>\$46,526</b> | <b>\$57,535</b> | <b>62.0%</b> |
|                    |                        | <b>\$ Difference</b> | (\$2,263)       | (\$1,811)       | (\$1,359)       |              |
|                    |                        | <b>% Difference</b>  | -6.4%           | -3.9%           | -2.4%           |              |

# Salary Survey Results for CHAPEL HILL, NC

## TRANSIT OPERATOR-FIXED ROUTE

**Descrip** This position is responsible for operating a bus or other transit vehicle for passengers along an assigned route. Conducts a safety inspection of the bus prior to leaving the garage; checks the brakes, tires, lights, wipers, and wheelchair lift; conducts a walk-around inspection for body damage; completes defect cards as necessary. Provides information regarding routes, schedules, and services. Assists elderly and handicapped riders as necessary; secures wheelchairs. Maintains contact with supervisors and other drivers by two-way radio. Assists with training of new drivers. Conducts pre-trip inspections. Picks up litter on bus; sorts items for recycling. Changes destination sign as needed. May perform duties as Transit Operator I and II on occasion. Places advertisements on bus.

**Quals** Ability to pass DOT physical exam (includes pre-employment drug testing) & obtain an NC CDL Class B driving permit with P endorsement by end of first week of training required. Must have no more than two moving violations and/or vehicle accidents in the last two years & able to undergo 4-6 weeks of paid training.

| Respondent                 | Matching Title                 | Match | Min      | Mid      | Max      | Range Width | Exempt                   | Avg Pay | Actual Pay |
|----------------------------|--------------------------------|-------|----------|----------|----------|-------------|--------------------------|---------|------------|
| GUILFORD COUNTY            | TRANSIT LIGHT VEHICLE OPERATOR | Poor  | \$27,381 | \$29,367 | \$31,352 | 14.5%       | <input type="checkbox"/> |         |            |
| WAKE COUNTY PUBLIC SCHOOLS | DRIVER II                      |       | \$27,452 | \$33,407 | \$39,362 | 43.4%       | <input type="checkbox"/> |         |            |
| ORANGE COUNTY              | PUBLIC TRANSPORTATION DRIVER   | Good  | \$31,542 | \$43,194 | \$54,846 | 73.9%       | <input type="checkbox"/> |         |            |

**Average** **\$28,792** **\$35,322** **\$41,853** 45.4%

|                    |                              |  |                 |                 |                 |              |
|--------------------|------------------------------|--|-----------------|-----------------|-----------------|--------------|
| <b>CHAPEL HILL</b> | TRANSIT OPERATOR-FIXED ROUTE |  | <b>\$27,827</b> | <b>\$36,454</b> | <b>\$45,080</b> | <b>62.0%</b> |
|                    | <b>\$ Difference</b>         |  | (\$965)         | \$1,131         | \$3,227         |              |
|                    | <b>% Difference</b>          |  | -3.5%           | 3.1%            | 7.2%            |              |