WORKING DRAFT –Gaston County, NC
Salary Survey Results Summary

Below are preliminary salary survey results for the County. As part of the study report, a market summary chapter will be provided when results are finalized.

Exhibit A provides the list of market peers from which data were collected for the benchmark classifications in the salary survey. All data collected were adjusted for cost of living using a national cost of living index factor which allowed salary dollars from organizations outside of the immediate recruiting area to be adjusted for the cost of living relative to the County.

The Average Exhibit (**Exhibit B**) compares the County's current salary range minimums, midpoints, and maximums to the average of the peers' salary range minimums, midpoints, and maximums. This exhibit contains the following information:

- **The market range minimum, midpoint, and maximum.** The survey range minimum indicates the average minimum salary for each classification provided by the peer organizations. Survey range midpoint provides the average midpoint of the peer respondents for each classification surveyed. Survey range maximum provides the average maximum of the survey participants for each classification surveyed. A negative number indicates that the County is behind market for that job classification and a positive number indicates the County is ahead of its market peers' average for that job classification.

- **The survey range width provides the range width for each classification surveyed.** This is the percentage difference between the average minimum and average maximum salaries of the respondents relative to the average minimum. The average range spread for all of the surveyed classifications is provided in the final row of the exhibit.

- **The number of survey responses for each classification is provided in the final column.** The average number of responses for all the classifications is provided in the final row of the exhibit. Please note that only classifications with 3 or more responses are included in the exhibit.

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EXHIBIT A
SALARY PEER DATA COLLECTED

Market Peers
Alamance County, NC
Buncombe County, NC
Cabarrus County, NC
Catawba County, NC
Cleveland County, NC
Davidson County, NC
Durham County, NC
Guilford County, NC
Iredell County, NC
Johnston County, NC
Lancaster County, SC
Lincoln County, NC
Mecklenburg County, NC
New Hanover, NC
Onslow County, NC
Orange County, NC
Pitt County, NC
Spartanburg County, SC
Union County, NC
Wake County, NC
York County, SC
City of Belmont, NC
City of Charlotte, NC
City of Concord, NC
City of Durham, NC
City of Gastonia, NC
City of Hickory, NC
City of Lincolnton, NC
City of Mount Holly, NC
City of Raleigh, NC
City of Rock Hill, SC
City of Shelby, NC

*Bold indicates salary range data obtained from peer

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EXHIBIT B
SALARY SURVEY RESULTS– AVERAGE

Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg	# of Data
	Average	% Diff	Average	% Diff	Average	% Diff	Range	Points
Accountant III	$47,770.35	12.9%	$62,445.56	12.3%	$77,120.77	12.0%	61.5%	16
Accounting Technician I	$32,913.14	-13.5%	$42,526.68	-14.8%	$52,140.21	-15.7%	58.5%	20
ACE Kennel Attendant	$28,116.40	-21.2%	$36,091.23	-21.9%	$44,066.07	-22.3%	56.8%	11
Administrative Assistant	$31,914.75	9.1%	$41,372.05	7.4%	$50,829.35	6.4%	59.4%	21
Administrative Support Specialist IV	$36,088.84	-22.6%	$46,870.39	-24.5%	$57,651.94	-25.6%	59.8%	16
Animal Care Specialist	$32,882.66	-8.5%	$42,083.00	-8.9%	$51,283.33	-9.2%	56.1%	13
Applications System Architect	$63,090.35	12.1%	$83,563.93	10.3%	$104,037.51	9.1%	65.1%	6
Assistant County Auditor	$56,260.74	-3.4%	$73,727.03	-4.2%	$91,193.33	-4.7%	62.1%	9
Assistant Director of Parks and Recreation	$61,059.44	-4.9%	$81,167.78	-7.1%	$101,276.13	-8.5%	66.0%	10
Assistant Director of Tax List Appraisals	$67,904.47	-2.0%	$92,530.77	-6.7%	$117,157.07	-9.5%	72.8%	7
Assistant Finance Director	$69,096.33	9.8%	$90,548.64	9.0%	$112,000.96	8.5%	62.3%	19
Assistant Fire Marshall II	$46,420.69	-8.9%	$60,461.36	-11.0%	$74,502.04	-12.3%	60.7%	20
Assistant Health Director	$77,226.31	5.5%	$103,366.47	2.6%	$129,506.63	0.8%	68.0%	7
Assistant Human Resources Director	$70,023.36	8.5%	$93,291.58	6.0%	$116,559.80	4.5%	66.9%	11
Assistant Library Director	$55,408.42	4.8%	$72,836.50	3.7%	$90,264.58	3.0%	63.2%	9
Assistant Police Chief	$72,886.36	4.5%	$98,506.02	0.6%	$124,125.69	-1.7%	70.5%	7
Automotive Technician I	$35,870.41	-12.4%	$46,525.81	-14.1%	$57,181.21	-15.1%	59.4%	13
Building Inspector I	$40,078.29	-8.8%	$51,861.86	-10.3%	$63,645.43	-11.2%	58.9%	19
Building Plans Examiner	$46,488.24	8.9%	$59,905.46	9.7%	$73,322.69	10.3%	57.8%	8
Communications Records Administrator	$44,927.98	-0.7%	$57,656.81	-1.4%	$70,385.64	-1.8%	56.5%	7
Criminal Court Advocate	$37,332.05	-6.6%	$47,619.06	-6.6%	$57,906.07	-6.7%	55.1%	7
Data Center Analyst II	$46,523.40	8.8%	$60,998.24	7.9%	$75,473.08	7.4%	62.6%	5
Deputy Clerk to the Board	$43,631.40	-12.4%	$57,203.74	-15.2%	$70,776.08	-16.9%	62.3%	10
Deputy County Senior Staff Attorney	$84,528.55	30.0%	$112,221.66	28.0%	$139,914.77	26.7%	65.6%	15
Deputy Director of Elections	$50,529.76	-41.2%	$66,061.95	-43.6%	$81,594.13	-45.1%	61.7%	12
Deputy Director of Emergency Management	$65,135.70	-11.3%	$87,638.00	-14.7%	$110,140.30	-16.8%	69.3%	8
Deputy Public Information Officer	$53,055.37	-4.3%	$69,349.76	-4.9%	$85,644.15	-5.2%	61.4%	13
Deputy Sheriff I	$37,862.08	1.7%	$48,707.15	0.9%	$59,552.21	0.3%	57.4%	18
Detention Officer	$35,772.92	-2.3%	$45,898.68	-3.0%	$56,024.45	-3.4%	56.6%	15
Economic Development Coordinator	$46,557.31	2.0%	$60,637.72	1.8%	$74,718.13	1.7%	60.5%	11
Economic Services Caseworker I	$30,721.15	-1.8%	$40,123.08	-4.2%	$49,525.01	-5.7%	61.3%	10
Economic Services Caseworker II	$33,902.43	-1.8%	$44,432.08	-4.6%	$54,961.74	-6.3%	62.3%	10
Economic Services Supervisor	$43,032.70	-6.2%	$55,959.26	-8.1%	$68,885.82	-9.4%	60.1%	10
Elections Specialist	$31,320.50	-3.7%	$40,909.70	-6.1%	$50,498.91	-7.6%	61.4%	10
Emergency Management Planner	$46,837.75	1.4%	$60,243.26	2.4%	$73,648.76	3.1%	57.2%	9
EMS Deputy Chief	$57,384.16	14.8%	$74,612.41	14.8%	$91,840.67	14.8%	60.0%	8
EMT Basic	$29,816.85	-7.6%	$38,254.80	-8.2%	$46,692.75	-8.6%	56.8%	11
Environmental Educator	$41,483.14	-12.3%	$55,332.69	-16.7%	$69,182.24	-19.5%	67.0%	5
Environmental Health Specialist III	$42,894.72	-	$55,644.25	-	$68,393.77	-	59.5%	7
Grounds Maintenance Supervisor I	$40,370.79	-9.5%	$52,000.20	-10.6%	$63,629.61	-11.2%	57.7%	14
Heavy Equipment Operator	$31,952.56	-5.7%	$41,229.57	-6.9%	$50,506.57	-7.6%	58.0%	16
Human Resources Benefits Manager	$57,851.58	0.5%	$77,158.23	-2.0%	$96,464.89	-3.6%	66.8%	12
Landfill Attendant	$27,423.34	-	$35,631.04	-	$43,838.74	-	60.0%	6
Librarian	$41,756.53	-3.2%	$53,940.26	-4.5%	$66,123.99	-5.3%	58.7%	12
Maintenance Aide	$28,373.10	-10.4%	$36,708.41	-11.9%	$45,043.73	-12.8%	58.8%	15
Marketing Manager	$48,204.49	5.2%	$61,889.15	6.5%	$75,573.82	7.3%	56.7%	8
Museum Collections Curator	$47,184.63	-25.0%	$61,776.30	-27.6%	$76,367.98	-29.3%	62.0%	5
Network Analyst I	$50,270.25	-5.7%	$64,718.36	-4.7%	$79,166.46	-4.1%	57.6%	10
Nutritionist I	$36,707.98	0.0%	$48,233.81	-3.1%	$59,759.63	-4.9%	63.1%	10
Paralegal	$40,722.60	-0.7%	$52,534.85	-1.8%	$64,347.10	-2.6%	58.0%	15
Paramedic I	$37,530.29	-12.0%	$48,485.20	-13.3%	$59,440.11	-14.1%	58.5%	10
PH Nursing Supervisor I	$55,419.46	-8.7%	$72,552.88	-9.4%	$89,686.29	-9.8%	62.0%	11
Physician Extender	$72,275.36	-21.6%	$96,069.88	-23.8%	$119,864.41	-25.2%	66.3%	7
Police Captain	$58,363.04	13.2%	$75,869.40	13.2%	$93,375.76	13.2%	60.1%	12

EXHIBIT B (CONTINUED)
SALARY SURVEY RESULTS– AVERAGE

Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# of Data Points
	Average	% Diff	Average	% Diff	Average	% Diff		
Police Officer II	$40,980.38	-1.3%	$53,096.97	-2.9%	$65,213.55	-3.9%	59.3%	12
Police Records Specialist	$31,577.44	-17.2%	$40,589.29	-18.0%	$49,601.14	-18.5%	57.0%	15
Police Sergeant	$49,386.99	-3.9%	$62,605.86	-1.4%	$75,824.74	0.2%	53.2%	12
Property Appraiser I--Business and Personal	$37,827.60	11.6%	$48,629.14	10.8%	$59,430.67	10.2%	57.2%	13
Property Appraiser I--Real	$40,818.85	4.0%	$52,801.67	2.5%	$64,784.50	1.6%	58.7%	12
Public Health Nurse I	$48,051.64	-12.3%	$63,379.29	-15.7%	$78,706.94	-17.8%	64.1%	11
Purchasing Contracts Manager	$54,803.43	19.4%	$72,604.89	17.5%	$90,406.35	16.4%	65.1%	9
Senior Assistant Register of Deeds	$41,516.47	7.2%	$54,175.65	4.8%	$66,834.83	3.4%	61.3%	9
Senior Systems Developer I	$59,910.17	-9.7%	$79,180.59	-11.4%	$98,451.00	-12.4%	64.6%	7
Sheriff Business Services Administrator	$49,175.29	30.1%	$65,038.55	28.4%	$80,901.80	27.4%	64.7%	6
Sheriff Captain	$61,082.87	-4.9%	$78,378.75	-3.6%	$95,674.63	-2.8%	56.6%	16
Sheriff Chief Deputy	$77,554.01	-1.7%	$101,970.09	-2.8%	$126,386.16	-3.6%	63.1%	15
Sheriff Major	$70,823.18	-6.2%	$92,100.22	-6.2%	$113,377.26	-6.2%	60.1%	8
Sheriff Sergeant	$48,107.17	-7.6%	$61,785.56	-8.3%	$75,463.95	-8.8%	56.9%	16
Social Work Supervisor II	$48,178.69	-1.5%	$63,123.26	-2.2%	$78,067.83	-2.7%	62.2%	10
Social Worker I A&T	$43,554.39	2.4%	$57,321.13	-0.8%	$71,087.88	-2.8%	63.5%	10
Social Worker II	$39,861.28	-3.4%	$51,705.90	-5.1%	$63,550.52	-6.2%	59.6%	9
Social Worker III	$44,328.85	-4.3%	$57,847.26	-6.6%	$71,365.66	-8.1%	61.2%	10
Stormwater Administrator	$54,822.14	-14.4%	$71,329.24	-14.4%	$87,836.33	-14.5%	60.3%	9
Systems Developer I	$51,756.27	-14.9%	$67,506.15	-17.1%	$83,256.03	-18.5%	61.0%	8
Telecommunications Supervisor	$40,441.34	4.9%	$52,045.86	4.0%	$63,650.38	3.4%	57.5%	14
Telecommunicator	$32,346.75	-2.0%	$41,575.80	-2.8%	$50,804.86	-3.4%	57.1%	19
Transporter	$27,418.26	-14.8%	$35,987.49	-17.7%	$44,556.71	-19.5%	62.8%	6
Veteran's Service Officer	$41,604.79	-12.5%	$54,334.57	-14.9%	$67,064.36	-16.4%	61.3%	13
Web Master	$48,869.04	-2.9%	$63,947.16	-3.5%	$79,025.28	-4.0%	62.0%	7
Overall Average		**-2.9%**		**-4.3%**		**-5.2%**	**60.9%**	**11.2**

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