

Classification and Compensation Study



September 2022





# MANAGEMENT ADVISORY GROUP INTL., INC.

## MANAGEMENT CONSULTING SERVICES

September 20, 2022

Anison Kirkland  
Human Resources Director  
Nash County, NC  
120 W. Washington Street, Suite 3072  
Nashville, NC 27856

Dear Anison,


Management Advisory Group International, Inc. (MAG) is pleased to present this *Classification and Compensation Study Report* to Nash County. This report has been developed based on job analysis of included classifications (internal relationships) and market analysis (external competitiveness). The report is organized into the following sections:

- Section 1: Compensation Philosophy
- Section 2: Introduction and Approach
- Section 3: Selected Compensation Policies
- Section 4: Current/Original Pay Structure and Plans
- Section 5: Salary Survey Summary
- Section 6: Proposed Pay Structures and Plans
- Section 7: Alphabetical Class List
- Section 8: Class Comparison List

MAG would like to express our thanks to all employees and staff who have participated in this important project. We look forward to your questions and input concerning the proposed plan. Please feel free to contact us at (703) 590-7250 as needed.

Sincerely,

Donald C. Long, Ph.D.  
President, Management Advisory Group International, Inc.  
2992 Reidville Road  
Spartanburg, SC 29301  
Phone: (703) 590-7250  
Email: [don@maginc.org](mailto:don@maginc.org)



**Nash County, North Carolina**  
**Classification & Compensation Study**

**Table of Contents**

---

Transmittal Letter

Table of Contents

Section 1.0 – Proposed Compensation Philosophy.....Section 1

Section 2.0 – Introduction and Methodology .....Section 2

Section 3.0 – Selected Compensation Policy Recommendations .....Section 3

Section 4.0 – Current/Original Pay Structure and Plans.....Section 4

Section 5.0 – Salary Survey Summary .....Section 5

Section 6.0 – Proposed Pay Structures and Plans.....Section 6

Section 7.0 – Alphabetical Classification List.....Section 7

Section 8.0 – Classification Comparison List.....Section 8

***SECTION 1.0***  
***Proposed Compensation Philosophy***

---

## 1.0 Proposed Compensation Philosophy for Nash County

Nash County strives to provide exemplary service to the community by being a model for 21st Century government.

Recognizing the importance of our workforce of dedicated and talented professional staff, we are committed to promoting organizational and community values that include: **exceptional service to the public; consistent and excellent performance; innovation; good fiscal, social, and environmental stewardship; and ethical behavior.**

To achieve and maintain our high standards of service and performance, the County must continue to attract and retain well-qualified staff who exemplify the organization's values. A public service environment that is attractive to such individuals depends upon many factors, including pride, teamwork, a competitive compensation program, and non-monetary benefits such as recognition in the workplace for accomplishments, professional development and opportunities for promotion and a positive work environment.

The County is committed to being an "employer of choice" as part of an overall strategy of attracting and retaining talent that will uphold the County's organizational values.

The compensation program is committed to retaining and attracting high-skilled, high-performing staff capable of delivering the highest standards of public service to our community. The County expects all staff to consistently perform to those high standards in their work performance, customer service, ethics and passion for public service.

The County strives to administer pay and benefits in a way that is fair and transparent to all, that provides equal pay for equal work, and that does not take into consideration race, ethnicity, religion, sex, gender, sexual orientation, gender identity or expression, or other factors unrelated to work performance.

In order to provide competitive, sustainable, and responsible compensation, the County will consider the following:

Total compensation which consists of but is not limited to: direct compensation, e.g. salary; and indirect compensation such as health insurance, retirement, professional development and time-off benefits.

In evaluating competitive compensation, the County will consider:

- A. Financial sustainability as reflected by the County's financial forecasts and revenue projections, competing service priorities, long-term liabilities, capital improvement and other asset requirements, and fund reserve levels.
- B. The "relevant labor market" which may vary depending upon classification but is primarily defined by geographic region (predominately local and/or state-wide) and key markets (municipal and other government agencies) and if applicable, private sector when readily available and effectively comparable.
- C. "Internal Relationships" referring to the relative value of classifications to one another as determined by the County. The County will compare responsibilities, skill level, knowledge, ability and judgment to determine similarity, and evaluate the equity of pay differentials.
- D. Other relevant factors may include unforeseen economic, regulatory or service changes.
- E. We seek transparency with the community, recognizing that taxpayers and ratepayers ultimately fund all employee compensation and deserve commensurate value from all those who work for the County. This includes not only disclosure of the components of workforce compensation, but adequate advance notice of material policy changes in order to participate effectively in decision-making that affects the County's finances.

Ideally, every five years, the County will evaluate its compensation structure, programs and policies to assess market competitiveness, effectiveness and compliance with applicable State and federal law. This is with the understanding that more frequent adjustments to the compensation structure may be needed as a result of intermittent evaluations or other factors already cited. This will be accomplished by working with County human resources staff to fairly apportion compensation and benefits, utilizing all the resources and tools available to the County.

**SECTION 2.0**  
***Introduction and Methodology***

---

## ***2.0 Introduction & Methodology***

### **Introduction**

Nash County contracted with Management Advisory Group International, Inc. (MAG) to conduct a compensation review and assessment of jobs study for current County classifications. This report presents the findings and recommendations of the study. MAG's findings and recommendations are based on:

- market review;
- current organizational structure;
- discussions with human resources professionals and management;
- job analysis based on current class/job descriptions and completion of Job Analysis Questionnaires by incumbent employees;
- internal equity and external competitiveness considerations.

The goal of the County for this project was to provide the foundation for an appropriate classification and compensation system and pay plan based on current compensation levels for similar public sector employers, municipalities, and local market competitors. In response, MAG has developed a proposed pay plan and developed salary adjustment recommendations for current incumbents in included County classifications.

### **Project Focus**

The objectives of the study were to:

- Conduct a review of included County job titles;
- Review salary and compensation information from similar/competitor organizations;
- Develop a revised classification plan; and,
- Develop a revised compensation and pay plan;
- Provide options for the County's consideration to find a reasonable and cost-effective way to transition to the new plan(s).

A list of project tasks and activities is indicated below by Exhibit 2-1.



**EXHIBIT 2-1  
NASH COUNTY  
PROJECT TASKS**

**Project Initiation** – Developed project proposal, work plan and timeline. Discussed with County administration and revised project work plan.

**Initial Meetings** – Met with County Human Resources administration and County leadership to clearly define the scope, goal(s), and objective(s) for the proposed study.

**Developed Comprehensive Market Survey** – MAG developed a market survey document for target agencies. Reviewed/evaluated class/job descriptions for included classifications to gather job specific information on scope/level of duties/responsibilities and essential job attributes.

**Reviewed Job Analysis Questionnaires** – Reviewed/evaluated current job duties provided by nearly 500 employees in the online Job Analysis Questionnaire for included classifications. Questionnaires were completed for 191 of the 206 job titles.

**Reviewed market information** – Reviewed market data from target organizations for selected (52) County benchmark classifications.

**Conducted Job Analysis** – Analyzed jobs and created profiles based on information in current class/job descriptions and the data in the Job Analysis Questionnaires.

**Developed Revised Pay Plan** – Developed a preliminary proposed pay plan based on the results of the market information, job analysis profiles and internal/external equity considerations.

**Developed Salary Adjustment Recommendations** – Developed salary adjustment recommendations for all included County classifications based on the revised pay plan(s) and employee classification, longevity in current positions and current salary.

**Developed & Submitted Draft Report** – Developed and submitted a Draft Report for County review integrating the job analysis, proposed pay and classification plan, market information, and implementation recommendations.

**Revised Draft Report** – Incorporated the County’s technical review of materials.

**Develop & Submit Final Report** – Submit a Final Report upon final review at a date to be determined.

## **Approach Overview**

The study methodology included:

- collection of current personnel, human resources and organizational background information;
- review/analysis of current class/job descriptions;
- identification of classification benchmarks;
- conduct a market review of the County's market position;
- monitoring of Job Analysis Questionnaires completed by employees;
- review of the job data provided by employees; and,
- analysis with recommendations concerning the relative ranking of included County Government positions to develop a classification plan that will ensure internal equity.

## **Initial Meetings and Orientation**

Upon agreement to proceed, the project team met with Human Resources staff to discuss the study's objectives, along with the strengths and needs of the current organizational compensation management systems. County management provided input regarding the County's preferences and needs of the systems to be developed. MAG's representatives requested documentation about current compensation and classification programs, met with HR management to discuss these systems, and developed an understanding of concerns to be addressed.

The study results and outcomes are not the result of decisions made in isolation by the consultant but are the result of the consultants working to order responsibilities of the work into a compensation and classification plan that serves as a starting point for making current and future compensation and classification decisions.

## **Market Review**

The County employs a wide range of jobs that contain a mix of work responsibilities found in both the public and private sectors. The Market Review reflected the variety of duties and responsibilities in which County Government employees engage.

In establishing a competitive market for the employees of the County, and to enable the County to support growth, recruitment and retention in the exciting years ahead, MAG developed a list of target organizations to be reviewed.

Organizations typically included as competitors in a market review are those that are:

- competing with County Government for employees, for either lower level or higher-level positions;
- geographically situated in such a fashion as to almost automatically be considered a competitor;
- structured similarly to the County, or providing similar types of services;
- attractive to highly valued employees for one reason or another; and,
- within a reasonable commuting distance.

Organizations surveyed and reviewed included:

Harnett County  
Chatham County  
Craven County  
Rockingham County  
Pitt County  
Johnston County  
Cleveland County  
Franklin County  
Burke County  
Wilson County  
Sampson County  
Wayne County  
City of Wilson  
Rocky Mount

Onet Online, a source for private sector data, published by the US Department of Labor.

## **Proposed Pay Plans**

Specific details of the plans are provided in report tables starting in section 6.0. The proposed pay plans put employees into a Unified range plan for general employees, and into a Sworn plan for Sheriff positions. Employees performing the same duties were placed in the same class and pay grade, regardless of the number of hours (PT/FT).

## **Implementation Costs**

MAG's implementation options and recommendations consider the following:

- Current salary;
- Current job title; and
- Longevity within the current position.

If the employee's current salary exceeds the target salary, then the calculations did not provide any further adjustment. No employee is recommended for any decrease in salary, even if the current salary substantially exceeds the target salary.

MAG does recommend that any employee whose current salary exceeds the target salary should continue to advance through the ranges until they reach the range maximum.

No employee should receive any additional salary adjustments once their salary has reached the maximum of the range. The recommendation is to freeze the salary until market data supports an increase in pay range maximum. Progressive governments often coordinate with MAG on an annual basis to refresh their market competitive position to ensure that they do not "lose ground" from a compensation perspective.

## **Pay Plan Structure**

MAG has established two plans, First, a Unified pay plan structure for all included general positions within the scope of the study. It provides for ranges of approximately 60% from minimum to maximum, which reflects the market surveyed. There is 5% between each pay grade. The structure recommended is transparent, permits employees to have a perspective that provides some security, but it still wholly dependent on the County's ability to fund future structure adjustments.

The second plan is uniquely established for the Sheriff's Office positions. There is a variable amount between each grade of 8% to 20%, and the ranges are more limited and reflective of market midpoints for supervisory rank level positions. This Sworn plan will make the rank structure highly competitive in the market (which has been aggressive and fast moving in the last two years for public safety jobs).

## **Plan Implementation**

MAG recommends that the new compensation structure go into effect as soon as feasible along with the recommended salary adjustments. The initial calculations reflect the optimal implementation plan. The first suggested action is to provide an across the board amount to eligible employees, then to bring employees at least to the minimum of the recommended pay range. An additional action of providing "equity" adjustments, based on time in position, is also noted. If this level of funding is not practical, MAG can work with Administration to identify more affordable options for implementation. The total costs are noted in sections 9.0 (indicates costs per job title or classification) and 10.0.

## **Salary Compression**

Salary compression, also known as wage or pay compression, is pay differential that results from various causes, but that is often deemed as unfair or unequal by members of the workforce within the organization. It is an issue that many management and human resources professionals deal with on a regular basis. There are numerous reasons for these kinds of differentials that occur, and they often seem justified in the outset. However, over time, wage compression can lead to low morale and hurt feelings within the ranks of previously loyal employees.

### **Examples of Salary Compression**

Salary compression is not a new concept. For example, it is a common practice for an organization to offer a higher starting salary to sought after employees who may be seen as “rock stars” or as someone who has a great deal to offer the organization. Higher pay is used as an incentive to lure the candidate. It is also seen when viewing fixed salaried professionals like managers and supervisors versus hourly employees who are eligible for perks like shift differentials and overtime pay. Sometimes pay inequities occur after a consolidation of two or more functional areas that were run very differently from one another previously. Wage compression can also occur in an organization with a large percentage of low wage earners when the low wage rates are increased; as new hires come on, they are earning the same amount as those who may have been with the organization for years.

### **Impact of Wage Compression**

Impacts of wage compression can be seen on a one to one level or across entire organizations. Those whose pay is compressed, or who are receiving less money, are likely to be

affected by low morale. They may feel discouraged, naturally. It doesn't make sense to continue working just as hard when their efforts are not perceived as being compensated.

This can lead to a more noticeable problem of poor performance in employees, which hurts the bottom line and ultimately affects everyone. There may also be retention issues related to salary compression. Those who feel slighted are more likely to look for alternate employment. High turnover rates are costly to any organization.

It may also be harder to recruit from within for higher level positions if employees see no economic benefit in accepting the added responsibility and work of a promotion.

**Purpose of the Implementation Plan:**

The foundation of the implementation calculation is one that is forward looking and does not look back on how current salaries came about. Transition to a new plan is not meant to change every pay decision, promotion or other legal changes in salary that have occurred over the tenure of the employee; nor is it meant to pretend the new pay structure should be retroactive in concept to the day an employee was hired.

To the extent that any uniform formula may result in unintended consequences, there may be isolated instances where administrative adjustments would be needed in order to address an inequity that is not readily apparent. This is not intended to address internal inequities, perceived by employees, that might result from previous pay structures or previous pay decisions. MAG assumes that all previous salary changes were based on information that was considered valid and appropriate at the time the decision was made.

**SECTION 3.0**  
***Selected Compensation Policy Recommendations***

---



### ***3.0 – Selected Compensation Policies***

As part of the overall study, Management Advisory Group typically offers observations and recommendations regarding best practices in compensation policies. These observations are not meant to replace existing policies, but to provide a fresh look and compare the County’s compensation policies against “best practices”. An objective statement of compensation policies also includes the expressed outcome to attract, reward, and retain qualified employees who can help the County achieve its mission. In support of the vision statement, MAG observations may assist the County as it strives to provide a total compensation program that enables the County to:

- attract and retain a high-quality and diverse workforce;
- reward and retain qualified employees;
- provide a fair and consistent framework for assigning jobs;
- maintain salary structures at market competitive levels;
- ensure fair and consistent pay practices;
- comply with applicable laws and regulations; and,
- operate within the constraints of fiscal resources;
- be an employer that inspires excellence.

As an employer, the County embraces a fair and equitable compensation plan to support achievement of the following goals.

1. The County strives to provide a total compensation program that is fiscally sound, equitable and competitive in the defined marketplace.
2. Both benchmarking of select classifications and consideration of the job profile is used as a best practice for compensation of similar positions.
3. Competitive ranges are established for all positions to provide the flexibility needed to adapt to market changes, maintain internal equity and address needs of the County that will ensure a high level of service to the residents of the County.
4. Starting pay for new employees is based upon education and work experience related to positional requirements as well as market conditions.
5. Pay adjustments, other than allowances and supplements, are provided to employees when appropriate to address equity, market responsiveness, and consistency in the administration of the County’s compensation program.
6. Employees are eligible for pay increases resulting from true promotions and reclassifications.

### 3.0 Nash County, NC

7. Part-time/temporary employees may not be eligible for the same benefits as full-time employees.
8. Fair Labor Standards requirements will be applied fairly and consistently to applicable positions.
9. Benefit plans and other non-cash compensation plans are reviewed periodically for competitiveness, cost effectiveness, and their value to employees and the County.
10. Pay ranges for the County job groups are reviewed as needed or required by collective bargaining agreements, but not less than every five years.

#### **Compensation Policies:**

The following recommendations cover recommendations for both the implementation of the plan, as well as, the on-going administration of the plan.

Numerous opportunities exist for varied work experiences and career advancement within the County. The following outlines how associated pay changes can be administered based on the category of change. All final decisions on the administration of pay are subject to approval by the County Board of Commissioners. In all instances of employee/job reassignment, the employee would be placed in the range, not to exceed the maximum of the range unless specifically stated. Unless otherwise stated, any change in pay would be effective with the next full pay period.

#### **A. Reclassification**

1. When a job has been reclassified to a higher pay grade, the employee's salary shall increase at least 5% in the new pay grade that includes the new salary but is not more than the maximum salary of the new pay grade.

If the reclassification results in an upgrade of one pay grade, the employee's pay will be moved upward by 5%. An upgrade of two or more pay grades will increase the employee's pay by an additional 2.5% increase for each additional pay grade, up to a maximum of 15%. Any increase of more than 10% would require documentation by the department or agency and a supporting recommendation from Human Resources.

For general reclassifications done as a result of an internal or external compensation study, or as a result of a normal budget process review, if the employee has been in the position since on, or before, the first day of the fiscal year, the effective date of any approved change will be the first day of the fiscal year, or the effective date of implementation as approved by the County Board of Commissioners.

### 3.0 Nash County, NC

Otherwise, for an individual reclassification, done outside the normal budget cycle, the effective date of the pay increase will be consistent with the next full pay period.

Reclassification or changes in pay grade, whether resulting from an internal or external compensation study or individual change in pay grade, shall **not be** retroactive with respect to calculating the new salary.

Internal Equity Adjustments as a result of the implementation of a system-wide study shall not be subject to the same guidelines as the “Reclassification” guideline. Internal Equity Adjustments can be the result of the application of a formula, applied to all positions in the same pay plan, and are done to ensure that employees’ salaries are internally equitable and are not done to reflect an individual “job audit” of a single member incumbent.

Internal Equity Adjustments are also not tied to performance measures. ***The leadership may determine an Internal Equity Adjustment strategy that is separate and apart from the guidelines that cover reclassification.***

Internal Equity Adjustments, resulting from an internal or external comprehensive review, can be to a higher, or lower, pay grade and are not considered a reclassification, promotion or demotion.

2. When a job has been reclassified to a lower pay grade, the affected employee(s) shall have their pay grade adjusted accordingly. The effective date will be the day following the Board of Commissioners adoption date and the change will be reflected in the next full pay period.

If, after the pay grade adjustment, the employee(s) salary is greater than the maximum salary of the new pay range, the employee will continue to be paid at the higher rate of pay, the salary would be “frozen” and the employee is typically ineligible for any pay adjustment until the range “catches up” with the salary and allows for movement.

#### **B. Promotion**

1. When an employee is promoted, as a result of a job change or job progression, to a higher pay grade position, within the same, or to a different, salary schedule, the salary placement within the new pay grade shall be determined as follows: *apply 5% on the salary of the previous grade/schedule and salary for promotions of one pay grade, and an additional 2.5% for each additional pay grade up to a maximum of 15%.* The resulting pay will be no less than the minimum of the new pay grade and

### 3.0 Nash County, NC

no less than a 5% salary increase, but not more than the maximum salary of the assigned pay grade. The effective date will be the day of approval.

2. There may be times when the uniqueness of an individual job and level or necessary skills required by the County, and not just possessed by the incumbent, may require a higher salary schedule placement than stipulated in this section. Under such circumstances, the County Manager *may approve a higher salary placement within the assigned pay grade.*

#### **C. Lateral Transfer**

A lateral transfer occurs when an employee is transferred from one job class to another in the same pay grade. When there is no change in pay grade there shall be no adjustment in base salary. A lateral transfer is not considered a reclassification or a promotion.

#### **Temporary Assignment(s)**

1. “Acting” or temporary assignment(s) occurs when the County recognizes a critical job assignment need that must be met and cannot be met through the normal recruitment process. This can occur when an unexpected vacancy occurs; when a mission critical job cannot be filled in a timely fashion; or when a mission objective changes abruptly and requires an immediate action.
2. Temporary or “acting” assignment(s) would be anticipated to last more than 30 days, but less than 6 months. A temporary or “acting” assignment is to fill a vacancy and not to assume the duties of another employee who is on approved leave, i.e. vacation, holiday, medical, or other short-term absence(s).
3. If the position assigned is lower in pay grade (or substantially equivalent pay range) this would not result in a lower salary for the assigned employee even if the employee’s salary exceeded the maximum of the new pay range.
4. If the position assigned is higher in pay grade and extends beyond 30 days, but less than 6 months, there should be a 5% “temporary assignment” pay adjustment for the first pay grade and 2.5% for each additional pay grade to a maximum of 15% or the minimum of the grade, whichever is higher. The employee’s salary shall not exceed the maximum of the assigned range. Employees receiving temporary assignment pay shall sign an agreement acknowledging the understanding that they are receiving “Temporary Assignment Pay” and also acknowledging that when the temporary assignment ends, the “assignment pay” will also end.

### 3.0 Nash County, NC

#### **D. Hiring**

1. The hire rate for a new employee with no equivalent and/or relevant level experience is typically the minimum of the salary range to which the job classification is assigned.
2. New hiring rates (or re-hires) for employees may consider directly relevant experience and/or experience that can be verified by the Human Resources Department. *Employees who have left the County and have been officially terminated will be re-hired using this formula and will not be rehired at the previous salary.* Re-hires who have left the County's employ will be considered using the same formula as new hires.
3. Internal Equity is an equally important consideration in filling a vacant position. Before a salary offer is made, Human Resources will also consider the current salaries, level of education, relevant licenses/certifications and length of service in the same/similar job class or classes of current incumbents. It is the policy of the County to make every effort to avoid inverted salary relationships by bringing in newly hired employees at a salary that exceeds the current salaries of comparably placed existing employees in the same/similar job class.
4. The Human Resources department may additionally consider a higher salary offer if the open position is determined to be a "hard to fill" position.

"Hard to fill" positions will be determined by the Human Resources Department and will be based on the length of time the position has remained unfilled, the difficulty to recruit, the "mission critical" nature of the work and the market conditions of the position, at the time of a vacancy.

5. Hiring Range is typically considered that span in salary between the minimum of the range and the market point for most positions. For Directorships or Assistant Director level positions, the qualifications of the applicant and/or the needs of the County should include the discretion to hire anywhere within the range. However, consideration should still be given to existing salaries of other employees who are in directly comparable leadership positions.

#### **E. Maximum of the Range**

Ranges are established to reflect the market value of a given job profile and not an incumbent. Once an employee reaches the maximum of his/her assigned range, the salary is frozen, and the employee is not eligible for any additional compensation unless there is a range movement that would result in a higher maximum.

**G. Salary Adjustment for Department Directors**

There should be some flexibility for making salary adjustments for Departmental Directors beyond an annual increase, when it is based on exceptional performance. The salaries of other substantially equivalent employees should also be given consideration to not create undue inequity in the salary relationships between and among comparable levels of peers.

**Future Salary Adjustment Recommendations**

The cost to implement and maintain the compensation system should be driven by changes in the labor market and/or internal relationships and should be applied globally to the system, which, in turn, adjusts each salary range. Compensation systems that are well maintained address *two primary issues* on an annual basis:

- the cost to maintain competitiveness within the system; and
- the cost to adjust individual salaries.

From time to time, the County may determine the need to adjust pay grades/ranges based on some factor, such as the Employment Cost Index (ECI) to maintain competitiveness at salary range minimums and hiring rates, as well as accommodate current incumbent pay progression within the grades. Ideally, funding permitting, the County should conduct a salary/market review periodically to assess market conditions and ensure a competitive posture in personnel recruitment and retention. At this time, a more detailed comparison to the external market, as well as, to immediate competitors can be made using a comprehensive methodology such as that used in this review.

**Proposed Compensation Plan**

Regardless of an organization's philosophy concerning advancement opportunities afforded to employees, it is essential that movements in the economy, and more specifically, the labor market in which the County competes, be addressed at the system level. Accordingly, salary administration procedures should take their priority based on funding levels and the County's philosophies on pay.

### **Placement of Employees Within the New Proposed Ranges**

For employees whose current salary level is below the minimum level in the assigned range, the salary level would be the minimum in the range.

For employees with current salary levels exceeding the maximum level in the assigned range, the salary would be frozen at that level, and the employee would be ineligible for any merit or cost of living increases until the range is adjusted to allow movement.

The placement of employees within the newly proposed salary plan is based on a formula designed to address internal equity. *No salary for any employee is recommended for reduction.* Each employee has a calculated target salary and is then recommended for placement within the range.

### **Proposed Compensation Under the New Plan**

*The Classification Manager*<sup>®</sup> software has established a target salary for each employee by first calculating the cost to raise the incumbent to the minimum of the new range (if appropriate). A formula is then applied that calculates a target salary for the employee based on the total days of service in his/her proposed job class. This calculation is based on the number of days in the “Years to Maximum” and the difference between the range minimum and maximum, in dollars.

### **Plan Implementation**

MAG recognizes that implementation of the new or revised compensation and classification programs must consider the financial disposition, current salary levels, and other variables unique to the County. Only after all these factors are considered, can a feasible implementation program be designed. MAG has worked to provide an implementation plan that will address the current inequities and will provide a framework for external competitiveness.

It is especially important that during the current economic times that the County retain its highly qualified work force by providing a fair, and competitive, compensation program. Additionally, it is equally important, that the County does not overpay for positions. The proposed implementation plan carefully balances these two important considerations.

**SECTION 4.0**  
***Current or Original Pay Structures/Plans***

---



# Original Pay Plan - Nash County, NC

Annual Duty Days - 260      Annual Hours - 2080

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
<b>Grade 52</b>		<b>\$23,934</b>	<b>\$29,632</b>	<b>\$36,470</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
HUMAN RESOURCES AIDE	2812	\$23,934	\$29,632	\$36,470			
<b>Grade 56</b>		<b>\$28,379</b>	<b>\$35,137</b>	<b>\$43,245</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
COMMUNITY HEALTH TECHN	2707	\$28,379	\$35,137	\$43,245			
CUSTODIAN	1302	\$28,379	\$35,137	\$43,245			
<b>Grade 57</b>		<b>\$29,614</b>	<b>\$36,665</b>	<b>\$45,126</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
ACTIVITY SPECIALIST	1902	\$29,614	\$36,665	\$45,126			
OFFICE ASSISTANT III	2820	\$29,614	\$36,665	\$45,126			
PROCESSING ASSISTANT III	2728	\$29,614	\$36,665	\$45,126			
PROCESSING ASSISTANT III	3728	\$29,614	\$36,665	\$45,126			
<b>Grade 58</b>		<b>\$30,903</b>	<b>\$38,261</b>	<b>\$47,090</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
COMM SOC SERV TECHNICIAN	2745	\$30,903	\$38,261	\$47,090			
LEAD CUSTODIAN	1310	\$30,903	\$38,261	\$47,090			
<b>Grade 59</b>		<b>\$32,247</b>	<b>\$39,925</b>	<b>\$49,138</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
OFFICE ASSISTANT IV	2821	\$32,247	\$39,925	\$49,138			
PATIENT RELATIONS REP IV	2725	\$32,247	\$39,925	\$49,138			
PROCESSING ASST IV	2729	\$32,247	\$39,925	\$49,138			
PUBLIC INFORMATION ASST IV	2746	\$32,247	\$39,925	\$49,138			
UTIL SYSTEM OPERATOR	2405	\$32,247	\$39,925	\$49,138			
<b>Grade 60</b>		<b>\$33,649</b>	<b>\$41,661</b>	<b>\$51,275</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
ADMINISTRATIVE SUPPORT SPEC	2361	\$33,649	\$41,661	\$51,275			
CIVIL RECORDS SPECIALIST	1634	\$33,649	\$41,661	\$51,275			
FOREIGN LANGUAGE INTER I	2714	\$33,649	\$41,661	\$51,275			
PROGRAM SPEC II	1924	\$33,649	\$41,661	\$51,275			
RECORDS SPECIALIST	1601	\$33,649	\$41,661	\$51,275			
SR CTR SUPPORT SPEC	1923	\$33,649	\$41,661	\$51,275			
TAX CUSTOMER SRV REP	1202	\$33,649	\$41,661	\$51,275			
<b>Grade 62</b>		<b>\$36,641</b>	<b>\$45,365</b>	<b>\$55,834</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
APPRAISAL TECHNICIAN	1220	\$36,641	\$45,365	\$55,834			
COMMUNITY DEV SPECIALIST	1016	\$36,641	\$45,365	\$55,834			
CONV SERV COORD	2108	\$36,641	\$45,365	\$55,834			
CV EMT	2128	\$36,641	\$45,365	\$55,834			
CV EMT (WA) PARAMEDIC	2127	\$36,641	\$45,365	\$55,834			
CV EMT WA 69 PARAM FTO	2132	\$36,641	\$45,365	\$55,834			
CV EMT WA INTERM	2126	\$36,641	\$45,365	\$55,834			
CVVEMT WA 70 PARA AST SUPVR	2131	\$36,641	\$45,365	\$55,834			
DETENTION OFFICER	1704	\$36,641	\$45,365	\$55,834			
EMT	2107	\$36,641	\$45,365	\$55,834			
EMT (WA) INTERMEDIATE	2114	\$36,641	\$45,365	\$55,834			
EMT (WA) PARAMEDIC	2115	\$36,641	\$45,365	\$55,834			
SR ADM SUPP SPECIALIST	2005	\$36,641	\$45,365	\$55,834			
<b>Grade 63</b>		<b>\$38,235</b>	<b>\$47,338</b>	<b>\$58,262</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
ACCOUNTING TECH III	2747	\$38,235	\$47,338	\$58,262			
CHILD SUPPORT AGENT I	2852	\$38,235	\$47,338	\$58,262			
FOREIGN LANGUAGE INTER II	2751	\$38,235	\$47,338	\$58,262			
IMCW II (WA) 65 IMCW III	2853	\$38,235	\$47,338	\$58,262			
INCOME MAINT CASEWRKR II	2814	\$38,235	\$47,338	\$58,262			
LAND RECORD SPECIALIST	1218	\$38,235	\$47,338	\$58,262			

# Original Pay Plan - Nash County, NC

Annual Duty Days - 260      Annual Hours - 2080

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
<b>Grade 63</b>		<b>\$38,235</b>	<b>\$47,338</b>	<b>\$58,262</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
MOTOR VEHICLE SPECIALIST	1211	\$38,235	\$47,338	\$58,262			
NUTRITIONIST I	2720	\$38,235	\$47,338	\$58,262			
TAX COLLECTIONS SPECIALIST	1221	\$38,235	\$47,338	\$58,262			
TELECOMMUNICATOR	1803	\$38,235	\$47,338	\$58,262			
<b>Grade 64</b>		<b>\$39,898</b>	<b>\$49,398</b>	<b>\$60,797</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
AGING SERVICES COOR	1921	\$39,898	\$49,398	\$60,797			
ANIMAL CONTROL SUPERVISOR I	2203	\$39,898	\$49,398	\$60,797			
ASSISTANT REG OF DEEDS	1501	\$39,898	\$49,398	\$60,797			
CV INTERM WA PARAM	2125	\$39,898	\$49,398	\$60,797			
EMT- INTERMEDIATE	2104	\$39,898	\$49,398	\$60,797			
FACILITIES MAINT TECHNICIAN	1304	\$39,898	\$49,398	\$60,797			
FARM MKT & LOC FOOD COOR	2503	\$39,898	\$49,398	\$60,797			
FINANCE TECHNICIAN	1102	\$39,898	\$49,398	\$60,797			
INTERMEDIATE (WA) PARAMEDIC	2116	\$39,898	\$49,398	\$60,797			
MEDICAL LAB TECH II	2717	\$39,898	\$49,398	\$60,797			
SENIOR DETENTION OFFICER	1710	\$39,898	\$49,398	\$60,797			
SR ELECTIONS SPECIALIST	1404	\$39,898	\$49,398	\$60,797			
SR UTILITY SYSTEM OPERATOR	2403	\$39,898	\$49,398	\$60,797			
TELECOMMUNICATOR - QA	1810	\$39,898	\$49,398	\$60,797			
TELECOMMUNICATOR-TAC OFF	1805	\$39,898	\$49,398	\$60,797			
<b>Grade 65</b>		<b>\$41,634</b>	<b>\$51,547</b>	<b>\$63,442</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
ADMINISTRATIVE ASSISTANT II	1207	\$41,634	\$51,547	\$63,442			
ADMINISTRATIVE ASST II	2802	\$41,634	\$51,547	\$63,442			
BUS/PERS PROP APPRAISER	1212	\$41,634	\$51,547	\$63,442			
CHILD SUPPORT AGENT II	2805	\$41,634	\$51,547	\$63,442			
CIVILIAN EVIDENCE TECH	1640	\$41,634	\$51,547	\$63,442			
INCOME MAINT CSWK III	2815	\$41,634	\$51,547	\$63,442			
INCOME MAINT INVESTIGATR II	2816	\$41,634	\$51,547	\$63,442			
PLANNING TECHNICIAN	2301	\$41,634	\$51,547	\$63,442			
PUB HLTH EDUCATION SPEC	2733	\$41,634	\$51,547	\$63,442			
UTILITY ACCOUNTS SPEC	2402	\$41,634	\$51,547	\$63,442			
<b>Grade 66</b>		<b>\$43,445</b>	<b>\$53,789</b>	<b>\$66,202</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
COMM ASST SHIFT SUPRVR	1808	\$43,445	\$53,789	\$66,202			
DEPUTY SHER-CIVIL	1635	\$43,445	\$53,789	\$66,202			
DEPUTY SHERIFF	1608	\$43,445	\$53,789	\$66,202			
FINANCE SPECIALIST I	1109	\$43,445	\$53,789	\$66,202			
GIS TECHNICIAN	1206	\$43,445	\$53,789	\$66,202			
NATRL RESRC CONSRVTNST	2602	\$43,445	\$53,789	\$66,202			
NUTRITIONIST II	2721	\$43,445	\$53,789	\$66,202			
ONBOARDING & DEVELOP SPEC	1018	\$43,445	\$53,789	\$66,202			
PARKS MANAGER	3208	\$43,445	\$53,789	\$66,202			
<b>Grade 67</b>		<b>\$45,335</b>	<b>\$56,129</b>	<b>\$69,082</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
COMMUN SHFT SUPERVISOR	1801	\$45,335	\$56,129	\$69,082			
DS - SPECIAL ASSIGNMENT	1626	\$45,335	\$56,129	\$69,082			
ECON DEV ADM ASST/DEPUTY CLERK TO BOARD	1022	\$45,335	\$56,129	\$69,082			
EMT PARAMEDIC	2105	\$45,335	\$56,129	\$69,082			
FAC MAINT CREW LEADER	1309	\$45,335	\$56,129	\$69,082			

# Original Pay Plan - Nash County, NC

Annual Duty Days - 260      Annual Hours - 2080

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
<b>Grade 67</b>		<b>\$45,335</b>	<b>\$56,129</b>	<b>\$69,082</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
INCOME MAINT SUPERVISOR II	2856	\$45,335	\$56,129	\$69,082			
INCOME MAINT SUPERVSR II	2817	\$45,335	\$56,129	\$69,082			
PARALEGAL I	2822	\$45,335	\$56,129	\$69,082			
SOC WKR II WA 70 SW I A&T	2850	\$45,335	\$56,129	\$69,082			
SOCIAL WORKER II	2832	\$45,335	\$56,129	\$69,082			
STAFF DEV SPEC I	2845	\$45,335	\$56,129	\$69,082			
<b>Grade 68</b>		<b>\$47,307</b>	<b>\$58,570</b>	<b>\$72,086</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
CAD/GIS COORDIN	1860	\$47,307	\$58,570	\$72,086			
CHILD SUPPORT SUPERVISOR II	2806	\$47,307	\$58,570	\$72,086			
CLERK TO BOARD COMM	2702	\$47,307	\$58,570	\$72,086			
CODE ENFRMNT OFFCR I	2303	\$47,307	\$58,570	\$72,086			
COMMUNICATION SPECIALIST	1024	\$47,307	\$58,570	\$72,086			
DAY CARE SERVICES COOR I	2810	\$47,307	\$58,570	\$72,086			
DETENTION SHIFT SUPERVISOR	1703	\$47,307	\$58,570	\$72,086			
FAMLY CAREGVR PROG SUPERVIS	1919	\$47,307	\$58,570	\$72,086			
FINANCE SPEC II	1105	\$47,307	\$58,570	\$72,086			
PARAM STATION OFFICER	2117	\$47,307	\$58,570	\$72,086			
RECREATION PROG SUPERVISOR	3204	\$47,307	\$58,570	\$72,086			
SR CTR COORDINATOR	1922	\$47,307	\$58,570	\$72,086			
VETERENS SERVICE OFFICER	1950	\$47,307	\$58,570	\$72,086			
<b>Grade 69</b>		<b>\$49,422</b>	<b>\$61,190</b>	<b>\$75,310</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
CLINICAL SUPP SUPERVISOR	2758	\$49,422	\$61,190	\$75,310			
DEPUTY SHERIFF-DETECTIVE	1606	\$49,422	\$61,190	\$75,310			
DS - DISPATCH SERGEANT	1639	\$49,422	\$61,190	\$75,310			
DS - SERGEANT	1621	\$49,422	\$61,190	\$75,310			
EMT-P FIELD TRNG OFFICER	2110	\$49,422	\$61,190	\$75,310			
ENVIRON HEALTH SPECIALIST	2710	\$49,422	\$61,190	\$75,310			
HUMAN RESOURCES SPECIALIST	1009	\$49,422	\$61,190	\$75,310			
INCOME MAINT SUPERVSR III	2846	\$49,422	\$61,190	\$75,310			
REAL PROPERTY APPRAISER	1214	\$49,422	\$61,190	\$75,310			
SOC WKR III WA 70 SW I A&T	2851	\$49,422	\$61,190	\$75,310			
SOCIAL WORKER III	2834	\$49,422	\$61,190	\$75,310			
<b>Grade CCS</b>		<b>\$62,046</b>	<b>\$62,046</b>	<b>\$62,046</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>
Convenience Center Supervisor	5001	\$62,046	\$62,046	\$62,046			
<b>Grade 70</b>		<b>\$51,794</b>	<b>\$64,127</b>	<b>\$78,925</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
MEDCL LAB TECHNOLOGIST II	2719	\$51,794	\$64,127	\$78,925			
NUTRITION PROG DIR I	5236	\$51,794	\$64,127	\$78,925			
PARAM ASST SHIFT SUPRVSR	2109	\$51,794	\$64,127	\$78,925			
PLANNER	2307	\$51,794	\$64,127	\$78,925			
PUB HLTH NURS I (WA) PHN2	2735	\$51,794	\$64,127	\$78,925			
PUBLIC HEALTH NURSE I	2734	\$51,794	\$64,127	\$78,925			
REC PROGRAM SUPERINTENDENT	3207	\$51,794	\$64,127	\$78,925			
SOCIAL WORKER I A&T	2833	\$51,794	\$64,127	\$78,925			
SOCIAL WORKER SUPV II	2828	\$51,794	\$64,127	\$78,925			
SRG INT AFF/RESEARCH & PLAN	1641	\$51,794	\$64,127	\$78,925			
VETERAN SERVICES DIRECTOR	1952	\$51,794	\$64,127	\$78,925			
<b>Grade 71</b>		<b>\$54,281</b>	<b>\$67,205</b>	<b>\$82,714</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>

# Original Pay Plan - Nash County, NC

Annual Duty Days - 260      Annual Hours - 2080

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
<b>Grade 71</b>		<b>\$54,281</b>	<b>\$67,205</b>	<b>\$82,714</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
ASST DETN ADMINISTRATOR	1711	\$54,281	\$67,205	\$82,714			
BUSINESS DEV RECRUITER	1014	\$54,281	\$67,205	\$82,714			
CODE ENFORCEMNT OFFCR II	2304	\$54,281	\$67,205	\$82,714			
DEPUTY FIRE MARSHAL	2002	\$54,281	\$67,205	\$82,714			
ELECTIONS DIRECTOR	1402	\$54,281	\$67,205	\$82,714			
ENVIRON HLTH PROG SPEC	2709	\$54,281	\$67,205	\$82,714			
INFORMATION TECHNOLOGY SPECIALIST	1007	\$54,281	\$67,205	\$82,714			
PROG SUPRV/TRAIN OFF	1812	\$54,281	\$67,205	\$82,714			
RESOURCE CONSERV DIRECTOR	2601	\$54,281	\$67,205	\$82,714			
TAX COLLECTIONS SUPERVISOR	1205	\$54,281	\$67,205	\$82,714			
TAX LISTING SUPERVISOR	1201	\$54,281	\$67,205	\$82,714			
TOURISM DIRECTOR	2360	\$54,281	\$67,205	\$82,714			
UTIL FIELD OPER SUPRVSR	2400	\$54,281	\$67,205	\$82,714			
<b>Grade 72</b>		<b>\$56,886</b>	<b>\$70,430</b>	<b>\$86,683</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
ACCOUNTANT	1107	\$56,886	\$70,430	\$86,683			
CONV EMT PARAM/SUPRV	2112	\$56,886	\$70,430	\$86,683			
DS - LIEUTENANT	1616	\$56,886	\$70,430	\$86,683			
EMT PARAMEDIC/SHFT SUPRVSR	2102	\$56,886	\$70,430	\$86,683			
GIS ANALYST	1209	\$56,886	\$70,430	\$86,683			
INCOM MNT ADMINISTRATOR I	2819	\$56,886	\$70,430	\$86,683			
PUBLIC HEALTH NURSE II	2737	\$56,886	\$70,430	\$86,683			
SENIOR PLANNER	2309	\$56,886	\$70,430	\$86,683			
<b>Grade 73</b>		<b>\$59,616</b>	<b>\$73,810</b>	<b>\$90,843</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
COMMUNITY DEV PROJECT MGR	1111	\$59,616	\$73,810	\$90,843			
GRANT MANAGER	1110	\$59,616	\$73,810	\$90,843			
LEAD INFO TECH SPEC	1015	\$59,616	\$73,810	\$90,843			
PARKS & RECREATION DIRECTOR	3200	\$59,616	\$73,810	\$90,843			
PUBLIC HEALTH NURSE III	2738	\$59,616	\$73,810	\$90,843			
RPO TRANSP PLANNER	2320	\$59,616	\$73,810	\$90,843			
SOCIAL WORKER SUPV III	2829	\$59,616	\$73,810	\$90,843			
<b>Grade 74</b>		<b>\$62,477</b>	<b>\$77,353</b>	<b>\$95,203</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
AGING SERVICES DIRECTOR	1900	\$62,477	\$77,353	\$95,203			
AST EM SER DIR-F & R SER/EM	2001	\$62,477	\$77,353	\$95,203			
CHIEF CODE ENF OFFICER	2314	\$62,477	\$77,353	\$95,203			
EMT PROGRAM SUP/TRN OFF	2101	\$62,477	\$77,353	\$95,203			
NETWORK SERVER ADMIN	1013	\$62,477	\$77,353	\$95,203			
PUB HLTH NURS SUPERVISOR I	2739	\$62,477	\$77,353	\$95,203			
SYSTEMS SECURITY SPECIALIST	1025	\$62,477	\$77,353	\$95,203			
<b>Grade 75</b>		<b>\$65,476</b>	<b>\$81,066</b>	<b>\$99,773</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
ASSISTANT FINANCE DIRECTOR	1103	\$65,476	\$81,066	\$99,773			
ASST EMER SER DIR-COMM	1802	\$65,476	\$81,066	\$99,773			
BUSINESS OFFICER II	2749	\$65,476	\$81,066	\$99,773			
GIS ADMINISTRATOR	1208	\$65,476	\$81,066	\$99,773			
REGISTER OF DEEDS	1503	\$65,476	\$81,066	\$99,773			
<b>Grade 76</b>		<b>\$68,619</b>	<b>\$84,957</b>	<b>\$104,562</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
DET CTR ADMIN-CAPTAIN	1702	\$68,619	\$84,957	\$104,562			
DS - CAPTAIN	1611	\$68,619	\$84,957	\$104,562			

# Original Pay Plan - Nash County, NC

Annual Duty Days - 260    Annual Hours - 2080

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
<b>Grade 76</b>		<b>\$68,619</b>	<b>\$84,957</b>	<b>\$104,562</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
DS - CAPTAIN (GRANT)	1638	\$68,619	\$84,957	\$104,562			
INFO SYSTEMS MANAGER	1008	\$68,619	\$84,957	\$104,562			
NETWORK ENGINEER	1020	\$68,619	\$84,957	\$104,562			
PUB HLTH NURS SUPERVISOR II	2757	\$68,619	\$84,957	\$104,562			
PUBLIC COMM DIRECTOR	1023	\$68,619	\$84,957	\$104,562			
REAL PROPERTY APPRAIS MGR	1213	\$68,619	\$84,957	\$104,562			
<b>Grade 77</b>		<b>\$71,912</b>	<b>\$89,035</b>	<b>\$109,581</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
ASST ES DIRECTOR - EMS	2103	\$71,912	\$89,035	\$109,581			
DS - MAJOR	1637	\$71,912	\$89,035	\$109,581			
SOCIAL WORK PROG ADMIN II	2827	\$71,912	\$89,035	\$109,581			
<b>Grade 78</b>		<b>\$75,364</b>	<b>\$93,308</b>	<b>\$114,840</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
ATTORNEY I	2804	\$75,364	\$93,308	\$114,840			
CHIEF DEP COLONEL	1619	\$75,364	\$93,308	\$114,840			
PUB UTIL & FAC ASST DIR	2408	\$75,364	\$93,308	\$114,840			
<b>Grade 79</b>		<b>\$78,981</b>	<b>\$97,786</b>	<b>\$120,352</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
ASST TO CO MGR	2401	\$78,981	\$97,786	\$120,352			
PHYSICIAN EXTENDER I	2726	\$78,981	\$97,786	\$120,352			
PUBLIC HLTH NURSE DIR II	2748	\$78,981	\$97,786	\$120,352			
<b>Grade 80</b>		<b>\$82,773</b>	<b>\$102,481</b>	<b>\$126,130</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
HUMAN SERVICES DEPUTY DIR	2825	\$82,773	\$102,481	\$126,130			
<b>Grade 81</b>		<b>\$86,746</b>	<b>\$107,400</b>	<b>\$132,184</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
ATTORNEY II	2840	\$86,746	\$107,400	\$132,184			
HUMAN RESOURCE DIRECTOR	1005	\$86,746	\$107,400	\$132,184			
PLANNING DIRECTOR	2306	\$86,746	\$107,400	\$132,184			
TAX ADMINISTRATOR	1216	\$86,746	\$107,400	\$132,184			
<b>Grade 82</b>		<b>\$90,910</b>	<b>\$112,556</b>	<b>\$138,530</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
EMER SERVICES DIRECTOR	2004	\$90,910	\$112,556	\$138,530			
INFRM TCHNLGY DIRECTOR	1003	\$90,910	\$112,556	\$138,530			
<b>Grade 83</b>		<b>\$95,274</b>	<b>\$117,958</b>	<b>\$145,179</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
CO ENGINEER/PUB FAC DIR	2404	\$95,274	\$117,958	\$145,179			
DSS DIRECTOR	2808	\$95,274	\$117,958	\$145,179			
ECON DEV DIRECTOR	1019	\$95,274	\$117,958	\$145,179			
FINANCE DIRECTOR	1104	\$95,274	\$117,958	\$145,179			
SHERIFF	1617	\$95,274	\$117,958	\$145,179			
<b>Grade 85</b>		<b>\$104,639</b>	<b>\$129,553</b>	<b>\$159,450</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
HEALTH DIRECTOR	2716	\$104,639	\$129,553	\$159,450			
<b>Grade 87</b>		<b>\$114,925</b>	<b>\$142,288</b>	<b>\$175,123</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
ASSIST COUNTY MANAGER	1001	\$114,925	\$142,288	\$175,123			

196 Unique Class Titles

# Original Pay Plan - Nash County, NC

Annual Duty Days - 260

Annual Hours - 2080

Pay Plan

Original Class		Min	Mid	Max	%Range	%Below	%Above
<b>Grade</b>					0.00%	0.00%	0.00%
COUNTY MANAGER	1002						
<b>Grade 61</b>		<b>\$35,113</b>	<b>\$43,474</b>	<b>\$53,506</b>	<b>52.38%</b>	<b>23.81%</b>	<b>23.08%</b>
ACCOUNTING CLERK V	2831	\$35,113	\$43,474	\$53,506			
ACCOUNTING TECH II	2801	\$35,113	\$43,474	\$53,506			
ANIMAL CONTROL OFFCR II	2202	\$35,113	\$43,474	\$53,506			
DEPUTY REG OF DEEDS	1502	\$35,113	\$43,474	\$53,506			
ELECTIONS SPECIALIST	1403	\$35,113	\$43,474	\$53,506			
HUMAN RES ASSISTANT	1021	\$35,113	\$43,474	\$53,506			
IMCW I	2848	\$35,113	\$43,474	\$53,506			
IMCW I (WA) IMCW II	2841	\$35,113	\$43,474	\$53,506			
MACHINE OPERATOR III	2905	\$35,113	\$43,474	\$53,506			
PARKS MAINTENANCE	3206	\$35,113	\$43,474	\$53,506			
PERSONNEL ASSISTANT V	2835	\$35,113	\$43,474	\$53,506			
PROCESS ASST V	2842	\$35,113	\$43,474	\$53,506			
UTILITY CUSTOMER SRV REP	2407	\$35,113	\$43,474	\$53,506			
VETERAN SRV TECHNICIAN	1951	\$35,113	\$43,474	\$53,506			

15 Unique Class Titles

**SECTION 5.0**  
**Salary Survey Data**

---

---

# **Salary Survey Results Summary**



# Salary Survey Results for NASH COUNTY, NC

Job Class Title	Averages For Each Job Class						NASH COUNTY							
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
CUSTODIAN	\$24,547	\$32,746	\$40,945				66.8%	\$28,379	13.5%	\$35,137	6.8%	\$43,245	5.3%	52.4%
RECORDS SPECIALIST	\$29,853	\$40,724	\$51,595				72.8%	\$33,649	11.3%	\$41,661	2.2%	\$51,275	-0.6%	52.4%
PROCESSING ASST IV	\$31,489	\$40,782	\$50,076				59.0%	\$32,247	2.4%	\$39,925	-2.1%	\$49,138	-1.9%	52.4%
TAX CUSTOMER SRV REP	\$31,835	\$41,381	\$51,356				61.3%	\$33,649	5.4%	\$41,661	0.7%	\$51,275	-0.2%	52.4%
EMT - BASIC	\$32,630	\$42,414	\$52,197			\$15	60.0%	\$36,641	10.9%	\$45,365	6.5%	\$55,834	6.5%	52.4%
MACHINE OPERATOR III	\$33,456	\$43,267	\$53,632				60.3%	\$35,113	4.7%	\$43,474	0.5%	\$53,506	-0.2%	52.4%
ANIMAL CONTROL OFFCR II	\$33,500	\$44,048	\$54,596				63.0%	\$35,113	4.6%	\$43,474	-1.3%	\$53,506	-2.0%	52.4%
IMCW I	\$34,294	\$44,927	\$56,236			\$17	64.0%	\$35,113	2.3%	\$43,474	-3.3%	\$53,506	-5.1%	52.4%
TELECOMMUNICATOR	\$35,009	\$46,085	\$57,161				63.3%	\$38,235	8.4%	\$47,338	2.6%	\$58,262	1.9%	52.4%
FACILITIES MAINT TECHNICIAN	\$36,915	\$48,604	\$60,294				63.3%	\$39,898	7.5%	\$49,398	1.6%	\$60,797	0.8%	52.4%
DETENTION OFFICER	\$37,581	\$49,574	\$61,568				63.8%	\$36,641	-2.6%	\$45,365	-9.3%	\$55,834	-10.3%	52.4%
INCOME MAINT CASEWRKR II	\$37,812	\$49,906	\$62,000			\$18	64.0%	\$38,235	1.1%	\$47,338	-5.4%	\$58,262	-6.4%	52.4%
FINANCE TECHNICIAN	\$38,541	\$50,583	\$62,625				62.5%	\$39,898	3.4%	\$49,398	-2.4%	\$60,797	-3.0%	52.4%
CHILD SUPPORT AGENT II	\$40,058	\$51,886	\$63,714				59.1%	\$41,634	3.8%	\$51,547	-0.7%	\$63,442	-0.4%	52.4%
PLANNING TECHNICIAN	\$39,297	\$52,551	\$65,805				67.5%	\$41,634	5.6%	\$51,547	-1.9%	\$63,442	-3.7%	52.4%
EMT PARAMEDIC	\$41,651	\$54,026	\$66,401				59.4%	\$45,335	8.1%	\$56,129	3.7%	\$69,082	3.9%	52.4%
DEPUTY SHERIFF	\$42,199	\$56,067	\$69,936				65.7%	\$43,445	2.9%	\$53,789	-4.2%	\$66,202	-5.6%	52.4%
FAC MAINT CREW LEADER	\$43,434	\$57,788	\$72,142			\$18	66.1%	\$45,335	4.2%	\$56,129	-3.0%	\$69,082	-4.4%	52.4%
VETERANS SERVICE OFFICER	\$43,532	\$57,950	\$72,369			\$16	66.2%	\$47,307	8.0%	\$58,570	1.1%	\$72,086	-0.4%	52.4%
RECREATION PROG SUPERVISOR	\$43,902	\$58,363	\$72,824				65.9%	\$47,307	7.2%	\$58,570	0.4%	\$72,086	-1.0%	52.4%
SOCIAL WORKER II	\$44,610	\$58,510	\$72,409				62.3%	\$45,335	1.6%	\$56,129	-4.2%	\$69,082	-4.8%	52.4%
CODE ENFRMNT OFFCR I	\$46,154	\$60,975	\$75,796				64.2%	\$47,307	2.4%	\$58,570	-4.1%	\$72,086	-5.1%	52.4%
HUMAN RESOURCES SPECIALIST	\$47,502	\$62,721	\$77,939				64.1%	\$49,422	3.9%	\$61,190	-2.5%	\$75,310	-3.5%	52.4%
ENVIRON HEALTH SPECIALIST	\$47,875	\$63,494	\$79,113			\$23	65.2%	\$49,422	3.1%	\$61,190	-3.8%	\$75,310	-5.0%	52.4%
PLANNER	\$48,331	\$63,559	\$78,788				63.0%	\$51,794	6.7%	\$64,127	0.9%	\$78,925	0.2%	52.4%
DS - SERGEANT	\$48,754	\$64,846	\$80,937				66.0%	\$49,422	1.4%	\$61,190	-6.0%	\$75,310	-7.5%	52.4%
UTIL FIELD OPER SUPRVSR	\$51,895	\$69,108	\$86,321				66.3%	\$54,281	4.4%	\$67,205	-2.8%	\$82,714	-4.4%	52.4%
ACCOUNTANT	\$51,327	\$69,226	\$87,125				69.7%	\$56,886	9.8%	\$70,430	1.7%	\$86,683	-0.5%	52.4%
PUBLIC HEALTH NURSE I	\$52,356	\$69,284	\$86,212				64.7%	\$51,794	-1.1%	\$64,127	-8.0%	\$78,925	-9.2%	52.4%
GIS ANALYST	\$52,184	\$70,126	\$88,069				68.8%	\$56,886	8.3%	\$70,430	0.4%	\$86,683	-1.6%	52.4%
INFO TECH SPECIALIST	\$52,927	\$70,409	\$87,892				66.1%	\$54,281	2.5%	\$67,205	-4.8%	\$82,714	-6.3%	52.4%
PARKS MANAGER	\$51,957	\$71,815	\$91,672				76.4%	\$43,445	-19.6%	\$53,789	-33.5%	\$66,202	-38.5%	52.4%
DS - LIEUTENANT	\$55,256	\$73,034	\$90,812				64.3%	\$56,886	2.9%	\$70,430	-3.7%	\$86,683	-4.8%	52.4%
AGING SERVICES DIRECTOR	\$59,593	\$76,043	\$92,494				55.2%	\$62,477	4.6%	\$77,353	1.7%	\$95,203	2.8%	52.4%
ELECTIONS DIRECTOR	\$58,446	\$77,205	\$95,963				64.2%	\$54,281	-7.7%	\$67,205	-14.9%	\$82,714	-16.0%	52.4%
NETWORK SERVER ADMIN	\$60,810	\$80,546	\$100,282				64.9%	\$62,477	2.7%	\$77,353	-4.1%	\$95,203	-5.3%	52.4%

# Salary Survey Results for NASH COUNTY, NC

Job Class Title	Averages For Each Job Class					NASH COUNTY										
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width					
DS - CAPTAIN	\$61,651	\$81,582	\$101,514				64.7%	\$68,619	10.2%	\$84,957	4.0%	\$104,562	2.9%	52.4%		
REGISTER OF DEEDS	\$64,210	\$83,656	\$103,103				60.6%	\$65,476	1.9%	\$81,066	-3.2%	\$99,773	-3.3%	52.4%		
PARKS & RECREATION DIRECTOR	\$68,792	\$90,892	\$112,993				64.3%	\$59,616	-15.4%	\$73,810	-23.1%	\$90,843	-24.4%	52.4%		
ATTORNEY I	\$72,423	\$96,345	\$120,267				66.1%	\$75,364	3.9%	\$93,308	-3.3%	\$114,840	-4.7%	52.4%		
EMER SERVICES DIRECTOR	\$75,400	\$99,919	\$124,439				65.0%	\$90,910	17.1%	\$112,556	11.2%	\$138,530	10.2%	52.4%		
TAX ADMINISTRATOR	\$79,987	\$105,659	\$131,330				64.2%	\$86,746	7.8%	\$107,400	1.6%	\$132,184	0.6%	52.4%		
PLANNING DIRECTOR	\$80,993	\$108,409	\$135,825				67.7%	\$86,746	6.6%	\$107,400	-0.9%	\$132,184	-2.8%	52.4%		
HUMAN RESOURCE DIRECTOR	\$85,178	\$112,232	\$139,286			\$69,551	63.5%	\$86,746	1.8%	\$107,400	-4.5%	\$132,184	-5.4%	52.4%		
CO ENGINEER/PUB FAC DIR	\$84,464	\$112,829	\$141,195				67.2%	\$95,274	11.3%	\$117,958	4.3%	\$145,179	2.7%	52.4%		
ECON DEV DIRECTOR	\$86,619	\$114,706	\$142,793				64.9%	\$95,274	9.1%	\$117,958	2.8%	\$145,179	1.6%	52.4%		
SHERIFF	\$88,911	\$117,003	\$145,096				63.2%	\$95,274	6.7%	\$117,958	0.8%	\$145,179	0.1%	52.4%		
DSS DIRECTOR	\$91,572	\$120,988	\$150,404				64.2%	\$95,274	3.9%	\$117,958	-2.6%	\$145,179	-3.6%	52.4%		
INFRM TCHNLGY DIRECTOR	\$92,464	\$121,129	\$149,794				62.0%	\$90,910	-1.7%	\$112,556	-7.6%	\$138,530	-8.1%	52.4%		
FINANCE DIRECTOR	\$95,972	\$126,743	\$157,515				64.1%	\$95,274	-0.7%	\$117,958	-7.4%	\$145,179	-8.5%	52.4%		
HEALTH DIRECTOR	\$98,688	\$131,998	\$165,308				67.5%	\$104,639	5.7%	\$129,553	-1.9%	\$159,450	-3.7%	52.4%		
ASSIST COUNTY MANAGER	\$100,233	\$132,836	\$165,439				65.1%	\$114,925	12.8%	\$142,288	6.6%	\$175,123	5.5%	52.4%		
<b>Survey Averages</b>	<b>\$55,559</b>	<b>\$73,490</b>	<b>\$91,454</b>					<b>\$9,951</b>	<b>64.49%</b>	\$58,236		\$72,102		\$88,740		52.38%
										4.60%		-1.93%		-3.06%		

**SECTION 6.0**  
***Proposed Pay Structure/Plan***

---

## Proposed Pay Grades - Nash County, NC

Pay Plan	Public Safety			F/T Annual Days 260			
				F/T Annual Hours 2080			
Grade	Min	Annual Mkt	Max	Width	%Below	%Above	Midpoint
201	\$40,168	<b>\$41,172</b>	\$42,176	5.00%	2.50%	2.44%	\$41,172
202	\$43,738	<b>\$44,831</b>	\$45,925	5.00%	2.50%	2.44%	\$44,832
203	\$45,698	<b>\$46,831</b>	\$47,983	5.00%	2.48%	2.46%	\$46,841
204	\$50,191	<b>\$51,448</b>	\$52,701	5.00%	2.50%	2.43%	\$51,446
205	\$57,771	<b>\$59,217</b>	\$60,660	5.00%	2.50%	2.44%	\$59,216
206	\$63,452	<b>\$65,038</b>	\$66,623	5.00%	2.50%	2.44%	\$65,037
207	\$69,685	<b>\$71,431</b>	\$73,172	5.00%	2.51%	2.44%	\$71,429
208	\$76,539	<b>\$78,453</b>	\$80,366	5.00%	2.50%	2.44%	\$78,453
209	\$84,063	<b>\$86,165</b>	\$88,266	5.00%	2.50%	2.44%	\$86,165
210	\$92,325	<b>\$94,635</b>	\$96,941	5.00%	2.50%	2.44%	\$94,633
211	\$101,403	<b>\$103,938</b>	\$106,474	5.00%	2.50%	2.44%	\$103,938

## Proposed Pay Grades - Nash County, NC

Pay Plan	Unified			F/T Annual Days 260			
				F/T Annual Hours 2080			
Grade	Min	Annual Mkt	Max	Width	%Below	%Above	Midpoint
101	\$26,172	<b>\$31,930</b>	\$42,148	61.04%	22.00%	32.00%	\$34,160
102	\$27,481	<b>\$33,527</b>	\$44,255	61.04%	22.00%	32.00%	\$35,868
103	\$28,855	<b>\$35,203</b>	\$46,468	61.04%	22.00%	32.00%	\$37,661
104	\$30,298	<b>\$36,963</b>	\$48,791	61.04%	22.00%	32.00%	\$39,544
105	\$31,812	<b>\$38,811</b>	\$51,231	61.04%	22.00%	32.00%	\$41,522
106	\$33,403	<b>\$40,752</b>	\$53,792	61.04%	22.00%	32.00%	\$43,598
107	\$35,073	<b>\$42,789</b>	\$56,482	61.04%	22.00%	32.00%	\$45,777
108	\$36,827	<b>\$44,929</b>	\$59,306	61.04%	22.00%	32.00%	\$48,066
109	\$38,668	<b>\$47,175</b>	\$62,271	61.04%	22.00%	32.00%	\$50,470
110	\$40,602	<b>\$49,534</b>	\$65,385	61.04%	22.00%	32.00%	\$52,993
111	\$42,632	<b>\$52,011</b>	\$68,654	61.04%	22.00%	32.00%	\$55,643
112	\$44,763	<b>\$54,611</b>	\$72,087	61.04%	22.00%	32.00%	\$58,425
113	\$47,001	<b>\$57,342</b>	\$75,691	61.04%	22.00%	32.00%	\$61,346
114	\$49,351	<b>\$60,209</b>	\$79,476	61.04%	22.00%	32.00%	\$64,414
115	\$51,819	<b>\$63,219</b>	\$83,449	61.04%	22.00%	32.00%	\$67,634
116	\$54,410	<b>\$66,380</b>	\$87,622	61.04%	22.00%	32.00%	\$71,016
117	\$57,130	<b>\$69,699</b>	\$92,003	61.04%	22.00%	32.00%	\$74,567
118	\$59,987	<b>\$73,184</b>	\$96,603	61.04%	22.00%	32.00%	\$78,295
119	\$62,986	<b>\$76,843</b>	\$101,433	61.04%	22.00%	32.00%	\$82,210
120	\$66,136	<b>\$80,686</b>	\$106,505	61.04%	22.00%	32.00%	\$86,320
121	\$69,442	<b>\$84,720</b>	\$111,830	61.04%	22.00%	32.00%	\$90,636
122	\$72,915	<b>\$88,956</b>	\$117,422	61.04%	22.00%	32.00%	\$95,168
123	\$76,560	<b>\$93,404</b>	\$123,293	61.04%	22.00%	32.00%	\$99,927
124	\$80,388	<b>\$98,074</b>	\$129,457	61.04%	22.00%	32.00%	\$104,923

## Proposed Pay Grades - Nash County, NC

Pay Plan Unified

F/T Annual Days 260

F/T Annual Hours 2080

Grade	Annual			Width	%Below	%Above	Midpoint
	Min	Mkt	Max				
125	\$84,408	<b>\$102,977</b>	\$135,930	61.04%	22.00%	32.00%	\$110,169
126	\$88,628	<b>\$108,126</b>	\$142,727	61.04%	22.00%	32.00%	\$115,677
127	\$93,060	<b>\$113,533</b>	\$149,863	61.04%	22.00%	32.00%	\$121,461
128	\$97,713	<b>\$119,209</b>	\$157,356	61.04%	22.00%	32.00%	\$127,534
129	\$102,598	<b>\$125,170</b>	\$165,224	61.04%	22.00%	32.00%	\$133,911
130	\$107,728	<b>\$131,428</b>	\$173,485	61.04%	22.00%	32.00%	\$140,607
131	\$113,114	<b>\$138,000</b>	\$182,159	61.04%	22.00%	32.00%	\$147,637
132	\$118,770	<b>\$144,900</b>	\$191,267	61.04%	22.00%	32.00%	\$155,019
133	\$124,709	<b>\$152,145</b>	\$200,831	61.04%	22.00%	32.00%	\$162,770
134	\$130,944	<b>\$159,752</b>	\$210,872	61.04%	22.00%	32.00%	\$170,908
135	\$137,491	<b>\$167,739</b>	\$221,416	61.04%	22.00%	32.00%	\$179,454
136	\$144,366	<b>\$176,126</b>	\$232,487	61.04%	22.00%	32.00%	\$188,426

**Proposed Pay Plans  
Nash County, NC**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
<b>Public Safety</b>				
<b>201</b>		<b>\$40,168</b>	<b>\$41,172</b>	<b>\$42,176</b>
1704	DETENTION OFFICER			
<b>202</b>		<b>\$43,738</b>	<b>\$44,831</b>	<b>\$45,925</b>
1635	DEPUTY SHER-CIVIL			
1608	DEPUTY SHERIFF			
<b>203</b>		<b>\$45,698</b>	<b>\$46,831</b>	<b>\$47,983</b>
1710	DETENTION OFFICER SENIOR			
<b>204</b>		<b>\$50,191</b>	<b>\$51,448</b>	<b>\$52,701</b>
1609	DEPUTY SHERIFF SENIOR			
1712	DETENTION OFFICER MASTER			
<b>205</b>		<b>\$57,771</b>	<b>\$59,217</b>	<b>\$60,660</b>
1610	DEPUTY SHERIFF MASTER			
1705	DETENTION CORPORAL (SUPV)			
1626	DS - SPECIAL ASSIGNMENT			
<b>206</b>		<b>\$63,452</b>	<b>\$65,038</b>	<b>\$66,623</b>
1606	DEPUTY SHERIFF-INVESTIGATOR			
1703	DETENTION SHIFT SUPERVISOR			
1639	DS - DISPATCH SERGEANT			
1621	DS - SERGEANT			
1641	SRG INT AFF/RESEARCH & PLAN			
<b>207</b>		<b>\$69,685</b>	<b>\$71,431</b>	<b>\$73,172</b>
1711	ASST DETN ADMINISTRATOR			
1616	DS - LIEUTENANT			
<b>208</b>		<b>\$76,539</b>	<b>\$78,453</b>	<b>\$80,366</b>
1702	DET CTR ADMIN-CAPTAIN			
1611	DS - CAPTAIN			
1638	DS - CAPTAIN (GRANT)			
<b>210</b>		<b>\$92,325</b>	<b>\$94,635</b>	<b>\$96,941</b>
1637	DS - MAJOR			
<b>211</b>		<b>\$101,403</b>	<b>\$103,938</b>	<b>\$106,474</b>
1619	CHIEF DEP COLONEL			

21 Active Proposed Classes in the Public Safety Pay Plan

**Proposed Pay Plans  
Nash County, NC**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
<b>Unified</b>				
<b>102</b>		<b>\$27,481</b>	<b>\$33,527</b>	<b>\$44,255</b>
2708	COMMUNITY HEALTH ASSISTANT			
2707	COMMUNITY HEALTH TECH			
1302	CUSTODIAN			
<b>103</b>		<b>\$28,855</b>	<b>\$35,203</b>	<b>\$46,468</b>
1902	ACTIVITY SPECIALIST			
2812	HUMAN RESOURCES AIDE			
2820	OFFICE ASSISTANT III			
2728	PROCESSING ASSISTANT III			
<b>104</b>		<b>\$30,298</b>	<b>\$36,963</b>	<b>\$48,791</b>
2745	COMM SOC SERV TECHNICIAN			
1310	LEAD CUSTODIAN			
<b>105</b>		<b>\$31,812</b>	<b>\$38,811</b>	<b>\$51,231</b>
2821	OFFICE ASSISTANT IV			
2725	PATIENT RELATIONS REP IV			
2729	PROCESSING ASST IV			
2746	PUBLIC INFORMATION ASST IV			
2405	UTILITY SYSTEM OPERATOR I			
<b>106</b>		<b>\$33,403</b>	<b>\$40,752</b>	<b>\$53,792</b>
1634	CIVIL RECORDS SPECIALIST			
2714	FOREIGN LANGUAGE INTER I			
1924	PROGRAM SPEC II			
1601	RECORDS SPECIALIST			
1923	SR CTR SUPPORT SPEC			
1202	TAX CUSTOMER SRV REP			
<b>107</b>		<b>\$35,073</b>	<b>\$42,789</b>	<b>\$56,482</b>
2801	ACCOUNTING TECH II			
2202	ANIMAL CONTROL OFFCR II			
1502	DEPUTY REG OF DEEDS			
1403	ELECTIONS SPECIALIST			
1021	HUMAN RES ASSISTANT			
2848	IMCW I			
2841	IMCW I (WA) IMCW II			
2905	MACHINE OPERATOR III			
3206	PARKS MAINTENANCE WORKER			
2835	PERSONNEL ASSISTANT V			
2842	PROCESS ASST V			
2409	UTILITY SYSTEM OPERATOR II			
1951	VETERAN SRV TECHNICIAN			
<b>108</b>		<b>\$36,827</b>	<b>\$44,929</b>	<b>\$59,306</b>
2361	ADMINISTRATIVE SUPPORT SPEC			
1220	APPRAISAL TECHNICIAN			
1016	COMMUNITY DEV SPECIALIST			
2108	CONV SERV COORD			
2128	CV EMT			



**Proposed Pay Plans  
Nash County, NC**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
<b>Unified</b>				
<b>108</b>		<b>\$36,827</b>	<b>\$44,929</b>	<b>\$59,306</b>
2127	CV EMT (WA) PARAMEDIC			
2132	CV EMT WA 69 PARAM FTO			
2126	CV EMT WA INTERM			
2125	CV INTERM WA PARAM			
2131	CVV EMT WA 70 PARA AST SUPVR			
2107	EMT			
2114	EMT (WA) INTERMEDIATE			
2115	EMT (WA) PARAMEDIC			
2119	EMT WA 69 PARAM FTO			
2751	FOREIGN LANGUAGE INTER II			
1218	LAND RECORD SPECIALIST			
1211	MOTOR VEHICLE SPECIALIST			
2720	NUTRITIONIST I			
2005	SR ADM SUPP SPECIALIST			
1221	TAX COLLECTIONS SPECIALIST			
1803	TELECOMMUNICATOR			
<b>109</b>		<b>\$38,668</b>	<b>\$47,175</b>	<b>\$62,271</b>
2747	ACCOUNTING TECH III			
1921	AGING SERVICES COOR			
2203	ANIMAL CONTROL SUPERVISOR I			
1501	ASSISTANT REG OF DEEDS			
2852	CHILD SUPPORT AGENT I			
2104	EMT- INTERMEDIATE			
1304	FACILITIES MAINT TECHNICIAN I			
2503	FARM MKT & LOC FOOD COOR			
2853	IMCW II (WA) 65 IMCW III			
2814	INCOME MAINT CASEWRKR II			
2116	INTERMEDIATE (WA) PARAMEDIC			
2717	MEDICAL LAB TECH II			
2858	SOC WKR I WA SOC WKR II			
1404	SR ELECTIONS SPECIALIST			
2403	SR UTILITY SYSTEM OPERATOR			
1810	TELECOMMUNICATOR - QA			
1805	TELECOMMUNICATOR-TAC OFF			
2407	UTILITY CUSTOMER SRV REP			
<b>110</b>		<b>\$40,602</b>	<b>\$49,534</b>	<b>\$65,385</b>
1207	ADMINISTRATIVE ASSISTANT II			
1212	BUS/PERS PROP APPRAISER			
1640	CIVILIAN EVIDENCE TECH			
5001	CONVENIENCE CENTER SUPERVISOR			
3209	P & R ADMIN ASST			
2857	PERSONNEL TECHNICIAN I			
2301	PLANNING TECHNICIAN			
2855	STAFF DEV TECH II			
2402	UTILITY ACCOUNTS SPEC			
<b>111</b>		<b>\$42,632</b>	<b>\$52,011</b>	<b>\$68,654</b>

**Proposed Pay Plans  
Nash County, NC**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
<b>Unified</b>				
<b>111</b>		<b>\$42,632</b>	<b>\$52,011</b>	<b>\$68,654</b>
2805	CHILD SUPPORT AGENT II			
1808	COMM ASST SHIFT SUPRVSR			
1311	FACILITIES MAINT TECHNICIAN II			
1102	FINANCE ACCOUNTING TECH I			
1142	FINANCE TECHNICIAN I			
1206	GIS TECHNICIAN			
2815	INCOME MAINT CSWK III			
2816	INCOME MAINT INVESTIGATR II			
2602	NATRL RESRC CONSRVTNST			
2721	NUTRITIONIST II			
3208	PARKS MANAGER			
2733	PUBLIC HEALTH EDUCATION SPEC			
<b>112</b>		<b>\$44,763</b>	<b>\$54,611</b>	<b>\$72,087</b>
1801	COMMUN SHFT SUPERVISOR			
1022	ECON DEV ADMIN ASST			
2105	EMT PARAMEDIC			
1112	FINANCE ACCOUNTING TECH II			
1109	FINANCE SPECIALIST I			
1113	FINANCE TECHNICIAN II			
<b>113</b>		<b>\$47,001</b>	<b>\$57,342</b>	<b>\$75,691</b>
1860	CAD/GIS COORDIN			
2702	CLERK TO BOARD COMM			
2303	CODE ENFRMNT OFFCR I			
1024	COMMUNICATION SPECIALIST			
2810	DAY CARE SERVICES COOR I			
1309	FAC MAINT CREW LEADER			
2759	HEALTH EDUCATOR II			
2856	IM SUPERVSR II WA IMS III			
2817	INCOME MAINT SUPERVSR II			
1018	ONBOARDING & DEVELOP SPEC			
2822	PARALEGAL I			
3204	RECREATION PROG SUPERVISOR			
2832	SOCIAL WORKER II			
2850	SOCIAL WORKER II WA 70 SW I A&T			
1922	SR CTR SUPERVISOR			
2845	STAFF DEV SPEC I			
1950	VETERANS SERVICE OFFICER			
<b>114</b>		<b>\$49,351</b>	<b>\$60,209</b>	<b>\$79,476</b>
2710	ENVIRON HEALTH SPECIALIST			
1105	FINANCE SPECIALIST II			
1009	HUMAN RESOURCES SPECIALIST			
2117	PARAM STATION OFFICER			
1214	REAL PROPERTY APPRAISER			
1919	SENIOR SERVICES SUPERVISOR			
<b>115</b>		<b>\$51,819</b>	<b>\$63,219</b>	<b>\$83,449</b>
2806	CHILD SUPPORT SUPERVISOR II			

**Proposed Pay Plans  
Nash County, NC**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
<b>Unified</b>				
<b>115</b>		<b>\$51,819</b>	<b>\$63,219</b>	<b>\$83,449</b>
2758	CLINICAL SUPP SUPERVISOR			
2110	EMT-P FIELD TRNG OFFICER			
2846	INCOME MAINT SUPERVSR III			
2719	MEDCL LAB TECHNOLOGIST II			
5236	NUTRITION PROG DIR I			
2307	PLANNER			
3207	REC PROGRAM SUPERINTENDENT			
2834	SOCIAL WORKER III			
2851	SOCIAL WORKER III WA 70 SW I A&T			
1952	VETERAN SERVICES DIRECTOR			
<b>116</b>		<b>\$54,410</b>	<b>\$66,380</b>	<b>\$87,622</b>
2304	CODE ENFORCEMNT OFFCR II			
2002	DEPUTY FIRE MARSHAL			
2109	PARAMEDIC ASST SHIFT SUPV			
1812	PROG SUPRV/TRAIN OFF			
2734	PUBLIC HEALTH NURSE I			
2735	PUBLIC HEALTH NURSE I (WA) PHN2			
2601	RESOURCE CONSERV DIRECTOR			
2833	SOCIAL WORKER I A&T			
1205	TAX COLLECTIONS SUPERVISOR			
1201	TAX LISTING SUPERVISOR			
2360	TOURISM DIRECTOR			
2400	UTIL FIELD OPER SUPRVSR			
<b>117</b>		<b>\$57,130</b>	<b>\$69,699</b>	<b>\$92,003</b>
1107	ACCOUNTANT			
2709	ENVIRON HLTH PROG SPEC			
1209	GIS ANALYST			
1007	INFO TECH SPECIALIST			
2309	SENIOR PLANNER			
2836	SOCIAL WORKER I A&T - INVESTIGATION			
2828	SOCIAL WORKER SUPV II			
<b>118</b>		<b>\$59,987</b>	<b>\$73,184</b>	<b>\$96,603</b>
1111	COMMUNITY DEV PROJECT MGR			
2112	CONV EMT PARAM/SUPRV			
2102	EMT PARAMEDIC/SHFT SUPRVSR			
1110	GRANT MANAGER			
2819	INCOME MNT ADMINISTRATOR I			
1015	LEAD INFO TECH SPEC			
2737	PUBLIC HEALTH NURSE II			
2320	RPO TRANSP PLANNER			
<b>119</b>		<b>\$62,986</b>	<b>\$76,843</b>	<b>\$101,433</b>
2314	CHIEF CODE ENF OFFICER			
2101	EMT PROGRAM SUP/TRN OFF			
1013	NETWORK SERVER ADMIN			
2738	PUBLIC HEALTH NURSE III			
2829	SOCIAL WORKER SUPV III			

**Proposed Pay Plans  
Nash County, NC**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
<b>Unified</b>				
<b>119</b>		<b>\$62,986</b>	<b>\$76,843</b>	<b>\$101,433</b>
1025	SYSTEMS SECURITY SPECIALIST			
<b>120</b>		<b>\$66,136</b>	<b>\$80,686</b>	<b>\$106,505</b>
2001	ASST EM SER DIR-F & R SER/EM			
1802	ASST EMER SER DIR-COMM			
2749	BUSINESS OFFICER II			
1402	ELECTIONS DIRECTOR			
1208	GIS ADMINISTRATOR			
2739	PUBLIC HEALTH NURSE SUPV I			
1503	REGISTER OF DEEDS			
2859	SOCIAL WORKER SUPV III - INVESTIGATION			
<b>121</b>		<b>\$69,442</b>	<b>\$84,720</b>	<b>\$111,830</b>
1900	AGING SERVICES DIRECTOR			
1008	INFO SYSTEMS MANAGER			
1020	NETWORK ENGINEER			
3200	PARKS & RECREATION DIRECTOR			
1023	PUBLIC COMM DIRECTOR			
2757	PUBLIC HEALTH NURSE SUPV II			
1213	REAL PROPERTY APPRAISER MGR			
<b>122</b>		<b>\$72,915</b>	<b>\$88,956</b>	<b>\$117,422</b>
2103	ASST ES DIRECTOR - EMS			
1014	ECONOMIC DEVELOPMENT MANAGER			
2827	SOCIAL WORK PROG ADMIN II			
<b>123</b>		<b>\$76,560</b>	<b>\$93,404</b>	<b>\$123,293</b>
1103	ASSISTANT FINANCE DIRECTOR			
2408	PUBLIC UTIL & FAC ASST DIR			
<b>124</b>		<b>\$80,388</b>	<b>\$98,074</b>	<b>\$129,457</b>
2804	ATTORNEY I			
2726	PHYSICIAN EXTENDER I			
2748	PUBLIC HEALTH NURSE DIR II			
<b>125</b>		<b>\$84,408</b>	<b>\$102,977</b>	<b>\$135,930</b>
2401	ASST TO COUNTY MGR			
2825	HUMAN SERVICES DEPUTY DIR			
<b>126</b>		<b>\$88,628</b>	<b>\$108,126</b>	<b>\$142,727</b>
2840	ATTORNEY II			
1005	HUMAN RESOURCES DIRECTOR			
2306	PLANNING DIRECTOR			
1216	TAX ADMINISTRATOR			
<b>127</b>		<b>\$93,060</b>	<b>\$113,533</b>	<b>\$149,863</b>
2004	EMER SERVICES DIRECTOR			
1003	INFO TECHNOLOGY DIRECTOR			
1617	SHERIFF			
<b>128</b>		<b>\$97,713</b>	<b>\$119,209</b>	<b>\$157,356</b>

**Proposed Pay Plans  
Nash County, NC**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
<b>Unified</b>				
<b>128</b>		<b>\$97,713</b>	<b>\$119,209</b>	<b>\$157,356</b>
2808	DSS DIRECTOR			
1019	ECONOMIC DEV DIRECTOR			
<b>129</b>		<b>\$102,598</b>	<b>\$125,170</b>	<b>\$165,224</b>
2404	CO ENGINEER/PUB FAC DIR			
1104	FINANCE DIRECTOR			
<b>130</b>		<b>\$107,728</b>	<b>\$131,428</b>	<b>\$173,485</b>
2716	HEALTH DIRECTOR			
<b>132</b>		<b>\$118,770</b>	<b>\$144,900</b>	<b>\$191,267</b>
1001	ASSISTANT COUNTY MANAGER			

204 Active Proposed Classes in the Unified Pay Plan

**Proposed Pay Plans  
Nash County, NC**

*Code      Proposed Class Title      Ann Min      Mkt      Ann Max*

225 Active Proposed Classes in Nash County, NC

**SECTION 7.0**  
***Alphabetical Listing of Job Classes***

---

**Proposed Class List By Title**

**Nash County, NC**

<b>Proposed Class Title</b>	<b>Code</b>	<b>Pay Plan</b>	<b>Grade</b>	<b>Min</b>	<b>Mkt</b>	<b>Max</b>	<b>#</b>
<b>A</b>							
ACCOUNTANT	1107	Unified	117	\$57,130	\$69,699	\$92,003	<u>1</u>
ACCOUNTING TECH II	2801	Unified	107	\$35,073	\$42,789	\$56,482	<u>4</u>
ACCOUNTING TECH III	2747	Unified	109	\$38,668	\$47,175	\$62,271	<u>1</u>
ACTIVITY SPECIALIST	1902	Unified	103	\$28,855	\$35,203	\$46,468	<u>1</u>
ADMINISTRATIVE ASSISTANT II	1207	Unified	110	\$40,602	\$49,534	\$65,385	<u>3</u>
ADMINISTRATIVE SUPPORT SPEC	2361	Unified	108	\$36,827	\$44,929	\$59,306	<u>2</u>
AGING SERVICES COOR	1921	Unified	109	\$38,668	\$47,175	\$62,271	<u>1</u>
AGING SERVICES DIRECTOR	1900	Unified	121	\$69,442	\$84,720	\$111,830	<u>1</u>
ANIMAL CONTROL OFFCR II	2202	Unified	107	\$35,073	\$42,789	\$56,482	<u>3</u>
ANIMAL CONTROL SUPERVISOR I	2203	Unified	109	\$38,668	\$47,175	\$62,271	<u>1</u>
APPRAISAL TECHNICIAN	1220	Unified	108	\$36,827	\$44,929	\$59,306	<u>1</u>
ASSISTANT COUNTY MANAGER	1001	Unified	132	\$118,770	\$144,900	\$191,267	<u>1</u>
ASSISTANT FINANCE DIRECTOR	1103	Unified	123	\$76,560	\$93,404	\$123,293	<u>1</u>
ASSISTANT REG OF DEEDS	1501	Unified	109	\$38,668	\$47,175	\$62,271	<u>1</u>
ASST DETN ADMINISTRATOR	1711	Public Safety	207	\$69,685	\$71,431	\$73,172	<u>1</u>
ASST EM SER DIR-F & R SER/EM	2001	Unified	120	\$66,136	\$80,686	\$106,505	<u>1</u>
ASST EMER SER DIR-COMM	1802	Unified	120	\$66,136	\$80,686	\$106,505	<u>1</u>
ASST ES DIRECTOR - EMS	2103	Unified	122	\$72,915	\$88,956	\$117,422	<u>1</u>
ASST TO COUNTY MGR	2401	Unified	125	\$84,408	\$102,977	\$135,930	<u>1</u>
ATTORNEY I	2804	Unified	124	\$80,388	\$98,074	\$129,457	<u>1</u>
ATTORNEY II	2840	Unified	126	\$88,628	\$108,126	\$142,727	<u>1</u>
<b>B</b>							
BUS/PERS PROP APPRAISER	1212	Unified	110	\$40,602	\$49,534	\$65,385	<u>1</u>
BUSINESS OFFICER II	2749	Unified	120	\$66,136	\$80,686	\$106,505	<u>2</u>
<b>C</b>							
CAD/GIS COORDIN	1860	Unified	113	\$47,001	\$57,342	\$75,691	<u>1</u>
CHIEF CODE ENF OFFICER	2314	Unified	119	\$62,986	\$76,843	\$101,433	<u>1</u>
CHIEF DEP COLONEL	1619	Public Safety	211	\$101,403	\$103,938	\$106,474	<u>1</u>
CHILD SUPPORT AGENT I	2852	Unified	109	\$38,668	\$47,175	\$62,271	<u>1</u>
CHILD SUPPORT AGENT II	2805	Unified	111	\$42,632	\$52,011	\$68,654	<u>13</u>
CHILD SUPPORT SUPERVISOR II	2806	Unified	115	\$51,819	\$63,219	\$83,449	<u>2</u>
CIVIL RECORDS SPECIALIST	1634	Unified	106	\$33,403	\$40,752	\$53,792	<u>3</u>
CIVILIAN EVIDENCE TECH	1640	Unified	110	\$40,602	\$49,534	\$65,385	<u>1</u>



**Proposed Class List By Title**

**Nash County, NC**

<b>Proposed Class Title</b>	<b>Code</b>	<b>Pay Plan</b>	<b>Grade</b>	<b>Min</b>	<b>Mkt</b>	<b>Max</b>	<b>#</b>
CLERK TO BOARD COMM	2702	Unified	113	\$47,001	\$57,342	\$75,691	<u>1</u>
CLINICAL SUPP SUPERVISOR	2758	Unified	115	\$51,819	\$63,219	\$83,449	<u>1</u>
CO ENGINEER/PUB FAC DIR	2404	Unified	129	\$102,598	\$125,170	\$165,224	<u>1</u>
CODE ENFORCMENT OFFCR II	2304	Unified	116	\$54,410	\$66,380	\$87,622	<u>1</u>
CODE ENFRMNT OFFCR I	2303	Unified	113	\$47,001	\$57,342	\$75,691	<u>2</u>
COMM ASST SHIFT SUPRVSR	1808	Unified	111	\$42,632	\$52,011	\$68,654	<u>4</u>
COMM SOC SERV TECHNICIAN	2745	Unified	104	\$30,298	\$36,963	\$48,791	<u>1</u>
COMMUN SHFT SUPERVISOR	1801	Unified	112	\$44,763	\$54,611	\$72,087	<u>4</u>
COMMUNICATION SPECIALIST	1024	Unified	113	\$47,001	\$57,342	\$75,691	<u>1</u>
COMMUNITY DEV PROJECT MGR	1111	Unified	118	\$59,987	\$73,184	\$96,603	<u>1</u>
COMMUNITY DEV SPECIALIST	1016	Unified	108	\$36,827	\$44,929	\$59,306	<u>1</u>
COMMUNITY HEALTH ASSISTANT	2708	Unified	102	\$27,481	\$33,527	\$44,255	<u>0</u>
COMMUNITY HEALTH TECH	2707	Unified	102	\$27,481	\$33,527	\$44,255	<u>1</u>
CONV EMT PARAM/SUPRV	2112	Unified	118	\$59,987	\$73,184	\$96,603	<u>1</u>
CONV SERV COORD	2108	Unified	108	\$36,827	\$44,929	\$59,306	<u>1</u>
CONVENIENCE CENTER SUPERVISOR	5001	Unified	110	\$40,602	\$49,534	\$65,385	<u>1</u>
CUSTODIAN	1302	Unified	102	\$27,481	\$33,527	\$44,255	<u>3</u>
CV EMT	2128	Unified	108	\$36,827	\$44,929	\$59,306	<u>2</u>
CV EMT (WA) PARAMEDIC	2127	Unified	108	\$36,827	\$44,929	\$59,306	<u>1</u>
CV EMT WA 69 PARAM FTO	2132	Unified	108	\$36,827	\$44,929	\$59,306	<u>1</u>
CV EMT WA INTERM	2126	Unified	108	\$36,827	\$44,929	\$59,306	<u>1</u>
CV INTERM WA PARAM	2125	Unified	108	\$36,827	\$44,929	\$59,306	<u>2</u>
CVV EMT WA 70 PARA AST SUPVR	2131	Unified	108	\$36,827	\$44,929	\$59,306	<u>1</u>

**D**

DAY CARE SERVICES COOR I	2810	Unified	113	\$47,001	\$57,342	\$75,691	<u>1</u>
DEPUTY FIRE MARSHAL	2002	Unified	116	\$54,410	\$66,380	\$87,622	<u>2</u>
DEPUTY REG OF DEEDS	1502	Unified	107	\$35,073	\$42,789	\$56,482	<u>3</u>
DEPUTY SHER-CIVIL	1635	Public Safety	202	\$43,738	\$44,831	\$45,925	<u>4</u>
DEPUTY SHERIFF	1608	Public Safety	202	\$43,738	\$44,831	\$45,925	<u>17</u>
DEPUTY SHERIFF MASTER	1610	Public Safety	205	\$57,771	\$59,217	\$60,660	<u>9</u>
DEPUTY SHERIFF SENIOR	1609	Public Safety	204	\$50,191	\$51,448	\$52,701	<u>9</u>
DEPUTY SHERIFF-INVESIGATOR	1606	Public Safety	206	\$63,452	\$65,038	\$66,623	<u>15</u>
DET CTR ADMIN-CAPTAIN	1702	Public Safety	208	\$76,539	\$78,453	\$80,366	<u>1</u>
DETENTION CORPORAL (SUPV)	1705	Public Safety	205	\$57,771	\$59,217	\$60,660	<u>5</u>

## Proposed Class List By Title

### Nash County, NC

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
DETENTION OFFICER	1704	Public Safety	201	\$40,168	\$41,172	\$42,176	<u>21</u>
DETENTION OFFICER MASTER	1712	Public Safety	204	\$50,191	\$51,448	\$52,701	<u>6</u>
DETENTION OFFICER SENIOR	1710	Public Safety	203	\$45,698	\$46,831	\$47,983	<u>8</u>
DETENTION SHIFT SUPERVISOR	1703	Public Safety	206	\$63,452	\$65,038	\$66,623	<u>4</u>
DS - CAPTAIN	1611	Public Safety	208	\$76,539	\$78,453	\$80,366	<u>5</u>
DS - CAPTAIN (GRANT)	1638	Public Safety	208	\$76,539	\$78,453	\$80,366	<u>1</u>
DS - DISPATCH SERGEANT	1639	Public Safety	206	\$63,452	\$65,038	\$66,623	<u>1</u>
DS - LIEUTENANT	1616	Public Safety	207	\$69,685	\$71,431	\$73,172	<u>11</u>
DS - MAJOR	1637	Public Safety	210	\$92,325	\$94,635	\$96,941	<u>3</u>
DS - SERGEANT	1621	Public Safety	206	\$63,452	\$65,038	\$66,623	<u>8</u>
DS - SPECIAL ASSIGNMENT	1626	Public Safety	205	\$57,771	\$59,217	\$60,660	<u>5</u>
DSS DIRECTOR	2808	Unified	128	\$97,713	\$119,209	\$157,356	<u>1</u>
<b>E</b>							
ECON DEV ADMIN ASST	1022	Unified	112	\$44,763	\$54,611	\$72,087	<u>1</u>
ECONOMIC DEV DIRECTOR	1019	Unified	128	\$97,713	\$119,209	\$157,356	<u>1</u>
ECONOMIC DEVELOPMENT MANAGER	1014	Unified	122	\$72,915	\$88,956	\$117,422	<u>1</u>
ELECTIONS DIRECTOR	1402	Unified	120	\$66,136	\$80,686	\$106,505	<u>1</u>
ELECTIONS SPECIALIST	1403	Unified	107	\$35,073	\$42,789	\$56,482	<u>1</u>
EMER SERVICES DIRECTOR	2004	Unified	127	\$93,060	\$113,533	\$149,863	<u>1</u>
EMT	2107	Unified	108	\$36,827	\$44,929	\$59,306	<u>16</u>
EMT (WA) INTERMEDIATE	2114	Unified	108	\$36,827	\$44,929	\$59,306	<u>1</u>
EMT (WA) PARAMEDIC	2115	Unified	108	\$36,827	\$44,929	\$59,306	<u>6</u>
EMT- INTERMEDIATE	2104	Unified	109	\$38,668	\$47,175	\$62,271	<u>8</u>
EMT PARAMEDIC	2105	Unified	112	\$44,763	\$54,611	\$72,087	<u>13</u>
EMT PARAMEDIC/SHFT SUPRVSR	2102	Unified	118	\$59,987	\$73,184	\$96,603	<u>3</u>
EMT PROGRAM SUP/TRN OFF	2101	Unified	119	\$62,986	\$76,843	\$101,433	<u>1</u>
EMT WA 69 PARAM FTO	2119	Unified	108	\$36,827	\$44,929	\$59,306	<u>1</u>
EMT-P FIELD TRNG OFFICER	2110	Unified	115	\$51,819	\$63,219	\$83,449	<u>6</u>
ENVIRON HEALTH SPECIALIST	2710	Unified	114	\$49,351	\$60,209	\$79,476	<u>8</u>
ENVIRON HLTH PROG SPEC	2709	Unified	117	\$57,130	\$69,699	\$92,003	<u>2</u>
<b>F</b>							
FAC MAINT CREW LEADER	1309	Unified	113	\$47,001	\$57,342	\$75,691	<u>1</u>
FACILITIES MAINT TECHNICIAN I	1304	Unified	109	\$38,668	\$47,175	\$62,271	<u>3</u>
FACILITIES MAINT TECHNICIAN II	1311	Unified	111	\$42,632	\$52,011	\$68,654	<u>0</u>

**Proposed Class List By Title**

**Nash County, NC**

<b>Proposed Class Title</b>	<b>Code</b>	<b>Pay Plan</b>	<b>Grade</b>	<b>Min</b>	<b>Mkt</b>	<b>Max</b>	<b>#</b>
FARM MKT & LOC FOOD COOR	2503	Unified	109	\$38,668	\$47,175	\$62,271	<u>1</u>
FINANCE ACCOUNTING TECH I	1102	Unified	111	\$42,632	\$52,011	\$68,654	<u>2</u>
FINANCE ACCOUNTING TECH II	1112	Unified	112	\$44,763	\$54,611	\$72,087	<u>1</u>
FINANCE DIRECTOR	1104	Unified	129	\$102,598	\$125,170	\$165,224	<u>1</u>
FINANCE SPECIALIST I	1109	Unified	112	\$44,763	\$54,611	\$72,087	<u>1</u>
FINANCE SPECIALIST II	1105	Unified	114	\$49,351	\$60,209	\$79,476	<u>1</u>
FINANCE TECHNICIAN I	1142	Unified	111	\$42,632	\$52,011	\$68,654	<u>0</u>
FINANCE TECHNICIAN II	1113	Unified	112	\$44,763	\$54,611	\$72,087	<u>1</u>
FOREIGN LANGUAGE INTER I	2714	Unified	106	\$33,403	\$40,752	\$53,792	<u>3</u>
FOREIGN LANGUAGE INTER II	2751	Unified	108	\$36,827	\$44,929	\$59,306	<u>1</u>
<b>G</b>							
GIS ADMINISTRATOR	1208	Unified	120	\$66,136	\$80,686	\$106,505	<u>1</u>
GIS ANALYST	1209	Unified	117	\$57,130	\$69,699	\$92,003	<u>1</u>
GIS TECHNICIAN	1206	Unified	111	\$42,632	\$52,011	\$68,654	<u>1</u>
GRANT MANAGER	1110	Unified	118	\$59,987	\$73,184	\$96,603	<u>1</u>
<b>H</b>							
HEALTH DIRECTOR	2716	Unified	130	\$107,728	\$131,428	\$173,485	<u>1</u>
HEALTH EDUCATOR II	2759	Unified	113	\$47,001	\$57,342	\$75,691	<u>1</u>
HUMAN RES ASSISTANT	1021	Unified	107	\$35,073	\$42,789	\$56,482	<u>1</u>
HUMAN RESOURCES AIDE	2812	Unified	103	\$28,855	\$35,203	\$46,468	<u>1</u>
HUMAN RESOURCES DIRECTOR	1005	Unified	126	\$88,628	\$108,126	\$142,727	<u>1</u>
HUMAN RESOURCES SPECIALIST	1009	Unified	114	\$49,351	\$60,209	\$79,476	<u>1</u>
HUMAN SERVICES DEPUTY DIR	2825	Unified	125	\$84,408	\$102,977	\$135,930	<u>1</u>
<b>I</b>							
IM SUPERVSR II WA IMS III	2856	Unified	113	\$47,001	\$57,342	\$75,691	<u>1</u>
IMCW I	2848	Unified	107	\$35,073	\$42,789	\$56,482	<u>13</u>
IMCW I (WA) IMCW II	2841	Unified	107	\$35,073	\$42,789	\$56,482	<u>12</u>
IMCW II (WA) 65 IMCW III	2853	Unified	109	\$38,668	\$47,175	\$62,271	<u>1</u>
INCOME MAINT CASEWRKR II	2814	Unified	109	\$38,668	\$47,175	\$62,271	<u>35</u>
INCOME MAINT CSWK III	2815	Unified	111	\$42,632	\$52,011	\$68,654	<u>7</u>
INCOME MAINT INVESTIGATR II	2816	Unified	111	\$42,632	\$52,011	\$68,654	<u>3</u>
INCOME MAINT SUPERVSR II	2817	Unified	113	\$47,001	\$57,342	\$75,691	<u>3</u>
INCOME MAINT SUPERVSR III	2846	Unified	115	\$51,819	\$63,219	\$83,449	<u>1</u>
INCOME MNT ADMINISTRATOR I	2819	Unified	118	\$59,987	\$73,184	\$96,603	<u>2</u>

## Proposed Class List By Title

### Nash County, NC

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
INFO SYSTEMS MANAGER	1008	Unified	121	\$69,442	\$84,720	\$111,830	<u>1</u>
INFO TECH SPECIALIST	1007	Unified	117	\$57,130	\$69,699	\$92,003	<u>2</u>
INFO TECHNOLOGY DIRECTOR	1003	Unified	127	\$93,060	\$113,533	\$149,863	<u>1</u>
INTERMEDIATE (WA) PARAMEDIC	2116	Unified	109	\$38,668	\$47,175	\$62,271	<u>6</u>
<b>L</b>							
LAND RECORD SPECIALIST	1218	Unified	108	\$36,827	\$44,929	\$59,306	<u>2</u>
LEAD CUSTODIAN	1310	Unified	104	\$30,298	\$36,963	\$48,791	<u>1</u>
LEAD INFO TECH SPEC	1015	Unified	118	\$59,987	\$73,184	\$96,603	<u>1</u>
<b>M</b>							
MACHINE OPERATOR III	2905	Unified	107	\$35,073	\$42,789	\$56,482	<u>2</u>
MEDCL LAB TECHNOLOGIST II	2719	Unified	115	\$51,819	\$63,219	\$83,449	<u>1</u>
MEDICAL LAB TECH II	2717	Unified	109	\$38,668	\$47,175	\$62,271	<u>3</u>
MOTOR VEHICLE SPECIALIST	1211	Unified	108	\$36,827	\$44,929	\$59,306	<u>1</u>
<b>N</b>							
NATRL RESRC CONSRVTNST	2602	Unified	111	\$42,632	\$52,011	\$68,654	<u>3</u>
NETWORK ENGINEER	1020	Unified	121	\$69,442	\$84,720	\$111,830	<u>1</u>
NETWORK SERVER ADMIN	1013	Unified	119	\$62,986	\$76,843	\$101,433	<u>1</u>
NUTRITION PROG DIR I	5236	Unified	115	\$51,819	\$63,219	\$83,449	<u>1</u>
NUTRITIONIST I	2720	Unified	108	\$36,827	\$44,929	\$59,306	<u>1</u>
NUTRITIONIST II	2721	Unified	111	\$42,632	\$52,011	\$68,654	<u>1</u>
<b>O</b>							
OFFICE ASSISTANT III	2820	Unified	103	\$28,855	\$35,203	\$46,468	<u>3</u>
OFFICE ASSISTANT IV	2821	Unified	105	\$31,812	\$38,811	\$51,231	<u>2</u>
ONBOARDING & DEVELOP SPEC	1018	Unified	113	\$47,001	\$57,342	\$75,691	<u>1</u>
<b>P</b>							
P & R ADMIN ASST	3209	Unified	110	\$40,602	\$49,534	\$65,385	<u>1</u>
PARALEGAL I	2822	Unified	113	\$47,001	\$57,342	\$75,691	<u>1</u>
PARAM STATION OFFICER	2117	Unified	114	\$49,351	\$60,209	\$79,476	<u>14</u>
PARAMEDIC ASST SHIFT SUPV	2109	Unified	116	\$54,410	\$66,380	\$87,622	<u>3</u>
PARKS & RECREATION DIRECTOR	3200	Unified	121	\$69,442	\$84,720	\$111,830	<u>1</u>
PARKS MAINTENANCE WORKER	3206	Unified	107	\$35,073	\$42,789	\$56,482	<u>2</u>
PARKS MANAGER	3208	Unified	111	\$42,632	\$52,011	\$68,654	<u>1</u>
PATIENT RELATIONS REP IV	2725	Unified	105	\$31,812	\$38,811	\$51,231	<u>3</u>
PERSONNEL ASSISTANT V	2835	Unified	107	\$35,073	\$42,789	\$56,482	<u>1</u>

**Proposed Class List By Title**

**Nash County, NC**

<b>Proposed Class Title</b>	<b>Code</b>	<b>Pay Plan</b>	<b>Grade</b>	<b>Min</b>	<b>Mkt</b>	<b>Max</b>	<b>#</b>
PERSONNEL TECHNICIAN I	2857	Unified	110	\$40,602	\$49,534	\$65,385	<u>1</u>
PHYSICIAN EXTENDER I	2726	Unified	124	\$80,388	\$98,074	\$129,457	<u>2</u>
PLANNER	2307	Unified	115	\$51,819	\$63,219	\$83,449	<u>1</u>
PLANNING DIRECTOR	2306	Unified	126	\$88,628	\$108,126	\$142,727	<u>1</u>
PLANNING TECHNICIAN	2301	Unified	110	\$40,602	\$49,534	\$65,385	<u>2</u>
PROCESS ASST V	2842	Unified	107	\$35,073	\$42,789	\$56,482	<u>1</u>
PROCESSING ASSISTANT III	2728	Unified	103	\$28,855	\$35,203	\$46,468	<u>3</u>
PROCESSING ASST IV	2729	Unified	105	\$31,812	\$38,811	\$51,231	<u>12</u>
PROG SUPRV/TRAIN OFF	1812	Unified	116	\$54,410	\$66,380	\$87,622	<u>1</u>
PROGRAM SPEC II	1924	Unified	106	\$33,403	\$40,752	\$53,792	<u>1</u>
PUBLIC COMM DIRECTOR	1023	Unified	121	\$69,442	\$84,720	\$111,830	<u>1</u>
PUBLIC HEALTH EDUCATION SPEC	2733	Unified	111	\$42,632	\$52,011	\$68,654	<u>2</u>
PUBLIC HEALTH NURSE DIR II	2748	Unified	124	\$80,388	\$98,074	\$129,457	<u>1</u>
PUBLIC HEALTH NURSE I	2734	Unified	116	\$54,410	\$66,380	\$87,622	<u>2</u>
PUBLIC HEALTH NURSE I (WA) PHN2	2735	Unified	116	\$54,410	\$66,380	\$87,622	<u>2</u>
PUBLIC HEALTH NURSE II	2737	Unified	118	\$59,987	\$73,184	\$96,603	<u>7</u>
PUBLIC HEALTH NURSE III	2738	Unified	119	\$62,986	\$76,843	\$101,433	<u>4</u>
PUBLIC HEALTH NURSE SUPV I	2739	Unified	120	\$66,136	\$80,686	\$106,505	<u>2</u>
PUBLIC HEALTH NURSE SUPV II	2757	Unified	121	\$69,442	\$84,720	\$111,830	<u>2</u>
PUBLIC INFORMATION ASST IV	2746	Unified	105	\$31,812	\$38,811	\$51,231	<u>8</u>
PUBLIC UTIL & FAC ASST DIR	2408	Unified	123	\$76,560	\$93,404	\$123,293	<u>1</u>

**R**

REAL PROPERTY APPRAISER	1214	Unified	114	\$49,351	\$60,209	\$79,476	<u>3</u>
REAL PROPERTY APPRAISER MGR	1213	Unified	121	\$69,442	\$84,720	\$111,830	<u>1</u>
REC PROGRAM SUPERINTENDENT	3207	Unified	115	\$51,819	\$63,219	\$83,449	<u>1</u>
RECORDS SPECIALIST	1601	Unified	106	\$33,403	\$40,752	\$53,792	<u>2</u>
RECREATION PROG SUPERVISOR	3204	Unified	113	\$47,001	\$57,342	\$75,691	<u>3</u>
REGISTER OF DEEDS	1503	Unified	120	\$66,136	\$80,686	\$106,505	<u>1</u>
RESOURCE CONSERV DIRECTOR	2601	Unified	116	\$54,410	\$66,380	\$87,622	<u>1</u>
RPO TRANSP PLANNER	2320	Unified	118	\$59,987	\$73,184	\$96,603	<u>1</u>

**S**

SENIOR PLANNER	2309	Unified	117	\$57,130	\$69,699	\$92,003	<u>1</u>
SENIOR SERVICES SUPERVISOR	1919	Unified	114	\$49,351	\$60,209	\$79,476	<u>1</u>
SHERIFF	1617	Unified	127	\$93,060	\$113,533	\$149,863	<u>1</u>

**Proposed Class List By Title**

**Nash County, NC**

<b>Proposed Class Title</b>	<b>Code</b>	<b>Pay Plan</b>	<b>Grade</b>	<b>Min</b>	<b>Mkt</b>	<b>Max</b>	<b>#</b>
SOC WKR I WA SOC WKR II	2858	Unified	109	\$38,668	\$47,175	\$62,271	<u>1</u>
SOCIAL WORK PROG ADMIN II	2827	Unified	122	\$72,915	\$88,956	\$117,422	<u>1</u>
SOCIAL WORKER I A&T	2833	Unified	116	\$54,410	\$66,380	\$87,622	<u>5</u>
SOCIAL WORKER I A&T - INVESTIGATION	2836	Unified	117	\$57,130	\$69,699	\$92,003	<u>8</u>
SOCIAL WORKER II	2832	Unified	113	\$47,001	\$57,342	\$75,691	<u>15</u>
SOCIAL WORKER II WA 70 SW I A&T	2850	Unified	113	\$47,001	\$57,342	\$75,691	<u>1</u>
SOCIAL WORKER III	2834	Unified	115	\$51,819	\$63,219	\$83,449	<u>19</u>
SOCIAL WORKER III WA 70 SW I A&T	2851	Unified	115	\$51,819	\$63,219	\$83,449	<u>3</u>
SOCIAL WORKER SUPV II	2828	Unified	117	\$57,130	\$69,699	\$92,003	<u>3</u>
SOCIAL WORKER SUPV III	2829	Unified	119	\$62,986	\$76,843	\$101,433	<u>4</u>
SOCIAL WORKER SUPV III - INVESTIGATION	2859	Unified	120	\$66,136	\$80,686	\$106,505	<u>2</u>
SR ADM SUPP SPECIALIST	2005	Unified	108	\$36,827	\$44,929	\$59,306	<u>2</u>
SR CTR SUPERVISOR	1922	Unified	113	\$47,001	\$57,342	\$75,691	<u>2</u>
SR CTR SUPPORT SPEC	1923	Unified	106	\$33,403	\$40,752	\$53,792	<u>2</u>
SR ELECTIONS SPECIALIST	1404	Unified	109	\$38,668	\$47,175	\$62,271	<u>1</u>
SR UTILITY SYSTEM OPERATOR	2403	Unified	109	\$38,668	\$47,175	\$62,271	<u>1</u>
SRG INT AFF/RESEARCH & PLAN	1641	Public Safety	206	\$63,452	\$65,038	\$66,623	<u>1</u>
STAFF DEV SPEC I	2845	Unified	113	\$47,001	\$57,342	\$75,691	<u>3</u>
STAFF DEV TECH II	2855	Unified	110	\$40,602	\$49,534	\$65,385	<u>1</u>
SYSTEMS SECURITY SPECIALIST	1025	Unified	119	\$62,986	\$76,843	\$101,433	<u>1</u>
<b>T</b>							
TAX ADMINISTRATOR	1216	Unified	126	\$88,628	\$108,126	\$142,727	<u>1</u>
TAX COLLECTIONS SPECIALIST	1221	Unified	108	\$36,827	\$44,929	\$59,306	<u>1</u>
TAX COLLECTIONS SUPERVISOR	1205	Unified	116	\$54,410	\$66,380	\$87,622	<u>1</u>
TAX CUSTOMER SRV REP	1202	Unified	106	\$33,403	\$40,752	\$53,792	<u>5</u>
TAX LISTING SUPERVISOR	1201	Unified	116	\$54,410	\$66,380	\$87,622	<u>1</u>
TELECOMMUNICATOR	1803	Unified	108	\$36,827	\$44,929	\$59,306	<u>13</u>
TELECOMMUNICATOR - QA	1810	Unified	109	\$38,668	\$47,175	\$62,271	<u>1</u>
TELECOMMUNICATOR-TAC OFF	1805	Unified	109	\$38,668	\$47,175	\$62,271	<u>1</u>
TOURISM DIRECTOR	2360	Unified	116	\$54,410	\$66,380	\$87,622	<u>1</u>
<b>U</b>							
UTIL FIELD OPER SUPRVSR	2400	Unified	116	\$54,410	\$66,380	\$87,622	<u>1</u>
UTILITY ACCOUNTS SPEC	2402	Unified	110	\$40,602	\$49,534	\$65,385	<u>1</u>
UTILITY CUSTOMER SRV REP	2407	Unified	109	\$38,668	\$47,175	\$62,271	<u>2</u>

---

---

Proposed Class List By Title

Nash County, NC

---

---

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
UTILITY SYSTEM OPERATOR I	2405	Unified	105	\$31,812	\$38,811	\$51,231	<u>2</u>
UTILITY SYSTEM OPERATOR II	2409	Unified	107	\$35,073	\$42,789	\$56,482	<u>0</u>
<b>V</b>							
VETERAN SERVICES DIRECTOR	1952	Unified	115	\$51,819	\$63,219	\$83,449	<u>1</u>
VETERAN SRV TECHNICIAN	1951	Unified	107	\$35,073	\$42,789	\$56,482	<u>1</u>
VETERANS SERVICE OFFICER	1950	Unified	113	\$47,001	\$57,342	\$75,691	<u>2</u>

---

---

225 Job Classes

**SECTION 8.0**

***Class Comparison List of Positions***

(Compares current to proposed titles and ranges)

---





## Class Comparison List By Pay Plan Nash County, NC

**Proposed Pay Plan: Public Safety**

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<b>201</b>				<b>\$40,168</b>	<b>\$41,172</b>	<b>\$42,176</b>
	DETENTION OFFICER	DETENTION OFFICER		36,641	45,365	55,834
<b>202</b>				<b>\$43,738</b>	<b>\$44,831</b>	<b>\$45,925</b>
	DEPUTY SHER-CIVIL	DEPUTY SHER-CIVIL		43,445	53,789	66,202
	DEPUTY SHERIFF	DEPUTY SHERIFF		43,445	53,789	66,202
<b>203</b>				<b>\$45,698</b>	<b>\$46,831</b>	<b>\$47,983</b>
	DETENTION OFFICER SENIOR	DETENTION OFFICER		36,641	45,365	55,834
<b>204</b>				<b>\$50,191</b>	<b>\$51,448</b>	<b>\$52,701</b>
	DEPUTY SHERIFF SENIOR	DEPUTY SHER-CIVIL		43,445	53,789	66,202
	DEPUTY SHERIFF SENIOR	DEPUTY SHERIFF		43,445	53,789	66,202
	DETENTION OFFICER MASTER	DETENTION OFFICER		36,641	45,365	55,834
<b>205</b>				<b>\$57,771</b>	<b>\$59,217</b>	<b>\$60,660</b>
	DEPUTY SHERIFF MASTER	DEPUTY SHER-CIVIL		43,445	53,789	66,202
	DEPUTY SHERIFF MASTER	DEPUTY SHERIFF		43,445	53,789	66,202
	DETENTION CORPORAL (SUPV)	SENIOR DETENTION OFFICER CPL		39,898	49,398	60,797
	DS - SPECIAL ASSIGNMENT	DS - SPECIAL ASSIGNMENT		45,335	56,129	69,082
<b>206</b>				<b>\$63,452</b>	<b>\$65,038</b>	<b>\$66,623</b>
	DEPUTY SHERIFF-INVESTIGATOR	DEPUTY SHERIFF		43,445	53,789	66,202
	DEPUTY SHERIFF-INVESTIGATOR	DEPUTY SHERIFF-DETECTIVE		49,422	61,190	75,310
	DEPUTY SHERIFF-INVESTIGATOR	DS - SPECIAL ASSIGNMENT		45,335	56,129	69,082
	DETENTION SHIFT SUPERVISOR	DETENTION SHIFT SUPERVISOR		47,307	58,570	72,086
	DS - DISPATCH SERGEANT	DS - DISPATCH SERGEANT		49,422	61,190	75,310
	DS - SERGEANT	DS - SERGEANT		49,422	61,190	75,310
	SRG INT AFF/RESEARCH & PLAN	SRG INT AFF/RESEARCH & PLAN		51,794	64,127	78,925
<b>207</b>				<b>\$69,685</b>	<b>\$71,431</b>	<b>\$73,172</b>
	ASST DETN ADMINISTRATOR	ASST DETN ADMINISTRATOR		54,281	67,205	82,714
	DS - LIEUTENANT	DS - LIEUTENANT		56,886	70,430	86,683
<b>208</b>				<b>\$76,539</b>	<b>\$78,453</b>	<b>\$80,366</b>
	DET CTR ADMIN-CAPTAIN	DET CTR ADMIN-CAPTAIN		68,619	84,957	104,562
	DS - CAPTAIN	DS - CAPTAIN		68,619	84,957	104,562
	DS - CAPTAIN (GRANT)	DS - CAPTAIN (GRANT)		68,619	84,957	104,562

#####

## Class Comparison List By Pay Plan Nash County, NC

Proposed Pay Plan: Public Safety
----------------------------------

<i>Grade</i>	<i>Annual Range</i>				
<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<b>210</b>			<b>\$92,325</b>	<b>\$94,635</b>	<b>\$96,941</b>
DS - MAJOR	DS - MAJOR		71,912	89,035	109,581
<b>211</b>			<b>\$101,403</b>	<b>\$103,938</b>	<b>\$106,474</b>
CHIEF DEP COLONEL	CHIEF DEP COLONEL		75,364	93,308	114,840

#####

## Class Comparison List By Pay Plan Nash County, NC

**Proposed Pay Plan: Unified**

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<b>102</b>				<b>\$27,481</b>	<b>\$33,527</b>	<b>\$44,255</b>
	COMMUNITY HEALTH ASSISTANT			0	0	0
	COMMUNITY HEALTH TECH	COMMUNITY HEALTH TECHN		28,379	35,137	43,245
	CUSTODIAN	CUSTODIAN		28,379	35,137	43,245
<b>103</b>				<b>\$28,855</b>	<b>\$35,203</b>	<b>\$46,468</b>
	ACTIVITY SPECIALIST	ACTIVITY SPECIALIST		29,614	36,665	45,126
	HUMAN RESOURCES AIDE	HUMAN RESOURCES AIDE		23,934	29,632	36,470
	OFFICE ASSISTANT III	OFFICE ASSISTANT III		29,614	36,665	45,126
	PROCESSING ASSISTANT III	PROCESSING ASSISTANT III		29,614	36,665	45,126
<b>104</b>				<b>\$30,298</b>	<b>\$36,963</b>	<b>\$48,791</b>
	COMM SOC SERV TECHNICIAN	COMM SOC SERV TECHNICIAN		30,903	38,261	47,090
	LEAD CUSTODIAN	LEAD CUSTODIAN		30,903	38,261	47,090
<b>105</b>				<b>\$31,812</b>	<b>\$38,811</b>	<b>\$51,231</b>
	OFFICE ASSISTANT IV	OFFICE ASSISTANT IV		32,247	39,925	49,138
	PATIENT RELATIONS REP IV	PATIENT RELATIONS REP IV		32,247	39,925	49,138
	PROCESSING ASST IV	PROCESSING ASST IV		32,247	39,925	49,138
	PUBLIC INFORMATION ASST IV	PUBLIC INFORMATION ASST IV		32,247	39,925	49,138
	UTILITY SYSTEM OPERATOR I	UTIL SYSTEM OPERATOR		32,247	39,925	49,138
<b>106</b>				<b>\$33,403</b>	<b>\$40,752</b>	<b>\$53,792</b>
	CIVIL RECORDS SPECIALIST	CIVIL RECORDS SPECIALIST		33,649	41,661	51,275
	FOREIGN LANGUAGE INTER I	FOREIGN LANGUAGE INTER I		33,649	41,661	51,275
	PROGRAM SPEC II	PROGRAM SPEC II		33,649	41,661	51,275
	RECORDS SPECIALIST	RECORDS SPECIALIST		33,649	41,661	51,275
	SR CTR SUPPORT SPEC	SR CTR SUPPORT SPEC		33,649	41,661	51,275
	TAX CUSTOMER SRV REP	TAX CUSTOMER SRV REP		33,649	41,661	51,275
<b>107</b>				<b>\$35,073</b>	<b>\$42,789</b>	<b>\$56,482</b>
	ACCOUNTING TECH II	ACCOUNTING CLERK V		35,113	43,474	53,506
	ACCOUNTING TECH II	ACCOUNTING TECH II		35,113	43,474	53,506
	ANIMAL CONTROL OFFCR II	ANIMAL CONTROL OFFCR II		35,113	43,474	53,506
	DEPUTY REG OF DEEDS	DEPUTY REG OF DEEDS		35,113	43,474	53,506
	ELECTIONS SPECIALIST	ELECTIONS SPECIALIST		35,113	43,474	53,506
	HUMAN RES ASSISTANT	HUMAN RES ASSISTANT		35,113	43,474	53,506
	IMCW I	IMCW I		35,113	43,474	53,506
	IMCW I (WA) IMCW II	IMCW I (WA) IMCW II		35,113	43,474	53,506
	MACHINE OPERATOR III	MACHINE OPERATOR III		35,113	43,474	53,506

#####

## Class Comparison List By Pay Plan Nash County, NC

**Proposed Pay Plan: Unified**

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<b>107</b>				<b>\$35,073</b>	<b>\$42,789</b>	<b>\$56,482</b>
	PARKS MAINTENANCE WORKER	PARKS MAINTENANCE		35,113	43,474	53,506
	PERSONNEL ASSISTANT V	PERSONNEL ASSISTANT V		35,113	43,474	53,506
	PROCESS ASST V	PROCESS ASST V		35,113	43,474	53,506
	UTILITY SYSTEM OPERATOR II			0	0	0
	VETERAN SRV TECHNICIAN	VETERAN SRV TECHNICIAN		35,113	43,474	53,506
<b>108</b>				<b>\$36,827</b>	<b>\$44,929</b>	<b>\$59,306</b>
	ADMINISTRATIVE SUPPORT SPEC	ADMINISTRATIVE SUPPORT SPEC		33,649	41,661	51,275
	APPRAISAL TECHNICIAN	APPRAISAL TECHNICIAN		36,641	45,365	55,834
	COMMUNITY DEV SPECIALIST	COMMUNITY DEV SPECIALIST		36,641	45,365	55,834
	CONV SERV COORD	CONV SERV COORD		36,641	45,365	55,834
	CV EMT	CV EMT		36,641	45,365	55,834
	CV EMT (WA) PARAMEDIC	CV EMT (WA) PARAMEDIC		36,641	45,365	55,834
	CV EMT WA 69 PARAM FTO	CV EMT WA 69 PARAM FTO		36,641	45,365	55,834
	CV EMT WA INTERM	CV EMT WA INTERM		36,641	45,365	55,834
	CV INTERM WA PARAM	CV INTERM WA PARAM		39,898	49,398	60,797
	CVV EMT WA 70 PARA AST SUPVR	CVVEMT WA 70 PARA AST SUPVR		36,641	45,365	55,834
	EMT	EMT		36,641	45,365	55,834
	EMT (WA) INTERMEDIATE	EMT (WA) INTERMEDIATE		36,641	45,365	55,834
	EMT (WA) PARAMEDIC	EMT (WA) PARAMEDIC		36,641	45,365	55,834
	EMT (WA) PARAMEDIC	EMT PARAMEDIC		45,335	56,129	69,082
	EMT WA 69 PARAM FTO	EMT WA 69 PARAM FTO		36,641	45,365	55,834
	FOREIGN LANGUAGE INTER II	FOREIGN LANGUAGE INTER II		38,235	47,338	58,262
	LAND RECORD SPECIALIST	LAND RECORD SPECIALIST		38,235	47,338	58,262
	MOTOR VEHICLE SPECIALIST	MOTOR VEHICLE SPECIALIST		38,235	47,338	58,262
	NUTRITIONIST I	NUTRITIONIST I		38,235	47,338	58,262
	SR ADM SUPP SPECIALIST	SR ADM SUPP SPECIALIST		36,641	45,365	55,834
	TAX COLLECTIONS SPECIALIST	TAX COLLECTIONS SPECIALIST		38,235	47,338	58,262
	TELECOMMUNICATOR	TELECOMMUNICATOR		38,235	47,338	58,262
<b>109</b>				<b>\$38,668</b>	<b>\$47,175</b>	<b>\$62,271</b>
	ACCOUNTING TECH III	ACCOUNTING TECH III		38,235	47,338	58,262
	AGING SERVICES COOR	AGING SERVICES COOR		39,898	49,398	60,797
	ANIMAL CONTROL SUPERVISOR I	ANIMAL CONTROL SUPERVISOR I		39,898	49,398	60,797
	ASSISTANT REG OF DEEDS	ASSISTANT REG OF DEEDS		39,898	49,398	60,797
	CHILD SUPPORT AGENT I	CHILD SUPPORT AGENT I		38,235	47,338	58,262

#####

## Class Comparison List By Pay Plan Nash County, NC

**Proposed Pay Plan: Unified**

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<b>109</b>				<b>\$38,668</b>	<b>\$47,175</b>	<b>\$62,271</b>
	EMT- INTERMEDIATE	EMT- INTERMEDIATE		39,898	49,398	60,797
	FACILITIES MAINT TECHNICIAN I	FACILITIES MAINT TECHNICIAN		39,898	49,398	60,797
	FARM MKT & LOC FOOD COOR	FARM MKT & LOC FOOD COOR		39,898	49,398	60,797
	IMCW II (WA) 65 IMCW III	IMCW II (WA) 65 IMCW III		38,235	47,338	58,262
	INCOME MAINT CASEWRKR II	INCOME MAINT CASEWRKR II		38,235	47,338	58,262
	INTERMEDIATE (WA) PARAMEDIC	INTERMEDIATE (WA) PARAMEDIC		39,898	49,398	60,797
	MEDICAL LAB TECH II	MEDICAL LAB TECH II		39,898	49,398	60,797
	SOC WKR I WA SOC WKR II	SOC WKR I WA SOC WKR II		38,235	47,338	58,262
	SR ELECTIONS SPECIALIST	SR ELECTIONS SPECIALIST		39,898	49,398	60,797
	SR UTILITY SYSTEM OPERATOR	SR UTILITY SYSTEM OPERATOR		39,898	49,398	60,797
	TELECOMMUNICATOR - QA	TELECOMMUNICATOR - QA		39,898	49,398	60,797
	TELECOMMUNICATOR-TAC OFF	TELECOMMUNICATOR-TAC OFF		39,898	49,398	60,797
	UTILITY CUSTOMER SRV REP	UTILITY CUSTOMER SRV REP		35,113	43,474	53,506
<b>110</b>				<b>\$40,602</b>	<b>\$49,534</b>	<b>\$65,385</b>
	ADMINISTRATIVE ASSISTANT II	ADMINISTRATIVE ASSISTANT II		41,634	51,547	63,442
	ADMINISTRATIVE ASSISTANT II	ADMINISTRATIVE ASST II		41,634	51,547	63,442
	BUS/PERS PROP APPRAISER	BUS/PERS PROP APPRAISER		41,634	51,547	63,442
	CIVILIAN EVIDENCE TECH	CIVILIAN EVIDENCE TECH		41,634	51,547	63,442
	CONVENIENCE CENTER SUPERVISOR	CONVENIENCE CENTER SUPERVISOR		62,046	62,046	62,046
	P & R ADMIN ASST	P & R ADMIN ASST		36,641	45,365	55,834
	PERSONNEL TECHNICIAN I	PERSONNEL TECHNICIAN I		38,235	47,338	58,262
	PLANNING TECHNICIAN	PLANNING TECHNICIAN		41,634	51,547	63,442
	STAFF DEV TECH II	STAFF DEV TECH II		39,898	49,398	60,797
	UTILITY ACCOUNTS SPEC	UTILITY ACCOUNTS SPEC		45,335	56,129	69,082
<b>111</b>				<b>\$42,632</b>	<b>\$52,011</b>	<b>\$68,654</b>
	CHILD SUPPORT AGENT II	CHILD SUPPORT AGENT II		41,634	51,547	63,442
	COMM ASST SHIFT SUPRVSR	COMM ASST SHIFT SUPRVSR		43,445	53,789	66,202
	FACILITIES MAINT TECHNICIAN II			0	0	0
	FINANCE ACCOUNTING TECH I	FINANCE TECHNICIAN		39,898	49,398	60,797
	FINANCE ACCOUNTING TECH I	FINANCE TECHNICIAN I		41,634	51,547	63,442
	FINANCE TECHNICIAN I			0	0	0
	GIS TECHNICIAN	GIS TECHNICIAN		43,445	53,789	66,202
	INCOME MAINT CSWK III	INCOME MAINT CSWK III		41,634	51,547	63,442
	INCOME MAINT INVESTIGATR II	INCOME MAINT INVESTIGATR II		41,634	51,547	63,442
	NATRL RESRC CONSRVTNST	NATRL RESRC CONSRVTNST		43,445	53,789	66,202

#####

## Class Comparison List By Pay Plan Nash County, NC

**Proposed Pay Plan: Unified**

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<b>111</b>				<b>\$42,632</b>	<b>\$52,011</b>	<b>\$68,654</b>
	NUTRITIONIST II	NUTRITIONIST II		43,445	53,789	66,202
	PARKS MANAGER	PARKS MANAGER		43,445	53,789	66,202
	PUBLIC HEALTH EDUCATION SPEC	PUB HLTH EDUCATION SPEC		41,634	51,547	63,442
<b>112</b>				<b>\$44,763</b>	<b>\$54,611</b>	<b>\$72,087</b>
	COMMUN SHFT SUPERVISOR	COMMUN SHFT SUPERVISOR		45,335	56,129	69,082
	ECON DEV ADMIN ASST	ECON DEV ADMIN ASST		45,335	56,129	69,082
	EMT PARAMEDIC	EMT PARAMEDIC		45,335	56,129	69,082
	FINANCE ACCOUNTING TECH II	FINANCE TECHNICIAN		39,898	49,398	60,797
	FINANCE SPECIALIST I	FINANCE SPECIALIST I		43,445	53,789	66,202
	FINANCE TECHNICIAN II	FINANCE TECHNICIAN II		43,445	53,789	66,202
<b>113</b>				<b>\$47,001</b>	<b>\$57,342</b>	<b>\$75,691</b>
	CAD/GIS COORDIN	CAD/GIS COORDIN		47,307	58,570	72,086
	CLERK TO BOARD COMM	CLERK TO BOARD COMM		47,307	58,570	72,086
	CODE ENFRMNT OFFCR I	CODE ENFRMNT OFFCR I		47,307	58,570	72,086
	COMMUNICATION SPECIALIST	COMMUNICATION SPECIALIST		47,307	58,570	72,086
	DAY CARE SERVICES COOR I	DAY CARE SERVICES COOR I		47,307	58,570	72,086
	FAC MAINT CREW LEADER	FAC MAINT CREW LEADER		47,307	58,570	72,086
	HEALTH EDUCATOR II	HEALTH EDUCATOR II		45,335	56,129	69,082
	IM SUPERVSR II WA IMS III	IM SUPERVSR II WA IMS III		45,335	56,129	69,082
	INCOME MAINT SUPERVSR II	INCOME MAINT SUPERVSR II		45,335	56,129	69,082
	ONBOARDING & DEVELOP SPEC	ONBOARDING & DEVELOP SPEC		43,445	53,789	66,202
	PARALEGAL I	PARALEGAL I		45,335	56,129	69,082
	RECREATION PROG SUPERVISOR	RECREATION PROG SUPERVISOR		47,307	58,570	72,086
	SOCIAL WORKER II	SOCIAL WORKER II		45,335	56,129	69,082
	SOCIAL WORKER II WA 70 SW I A&T	SOC WKR II WA 70 SW I A&T		45,335	56,129	69,082
	SR CTR SUPERVISOR	SR CTR COORDINATOR		47,307	58,570	72,086
	STAFF DEV SPEC I	STAFF DEV SPEC I		45,335	56,129	69,082
	VETERANS SERVICE OFFICER	VETERANS SERVICE OFFICER		47,307	58,570	72,086
<b>114</b>				<b>\$49,351</b>	<b>\$60,209</b>	<b>\$79,476</b>
	ENVIRON HEALTH SPECIALIST	ENVIRON HEALTH SPECIALIST		49,422	61,190	75,310
	FINANCE SPECIALIST II	FINANCE SPEC II		47,307	58,570	72,086
	HUMAN RESOURCES SPECIALIST	HUMAN RESOURCES SPECIALIST		49,422	61,190	75,310
	PARAM STATION OFFICER	PARAM STATION OFFICER		47,307	58,570	72,086
	REAL PROPERTY APPRAISER	REAL PROPERTY APPRAISER		49,422	61,190	75,310

#####

## Class Comparison List By Pay Plan Nash County, NC

**Proposed Pay Plan: Unified**

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<b>114</b>				<b>\$49,351</b>	<b>\$60,209</b>	<b>\$79,476</b>
	SENIOR SERVICES SUPERVISOR	FAMLY CAREGVR PROG SUPERVIS		47,307	58,570	72,086
<b>115</b>				<b>\$51,819</b>	<b>\$63,219</b>	<b>\$83,449</b>
	CHILD SUPPORT SUPERVISOR II	CHILD SUPPORT SUPERVISOR II		47,307	58,570	72,086
	CLINICAL SUPP SUPERVISOR	CLINICAL SUPP SUPERVISOR		49,422	61,190	75,310
	EMT-P FIELD TRNG OFFICER	EMT-P FIELD TRNG OFFICER		49,422	61,190	75,310
	INCOME MAINT SUPERVSR III	INCOME MAINT SUPERVSR III		49,422	61,190	75,310
	MEDCL LAB TECHNOLOGIST II	MEDCL LAB TECHNOLOGIST II		51,794	64,127	78,925
	NUTRITION PROG DIR I	NUTRITION PROG DIR I		51,794	64,127	78,925
	PLANNER	PLANNER		51,794	64,127	78,925
	REC PROGRAM SUPERINTENDENT	REC PROGRAM SUPERINTENDENT		51,794	64,127	78,925
	SOCIAL WORKER III	SOCIAL WORKER III		49,422	61,190	75,310
	SOCIAL WORKER III WA 70 SW I A&T	SOC WKR II WA 70 SW I A&T		45,335	56,129	69,082
	SOCIAL WORKER III WA 70 SW I A&T	SOC WKR III WA 70 SW I A&T		49,422	61,190	75,310
	VETERAN SERVICES DIRECTOR	VETERANS SERVICES DIRECTOR		51,794	64,127	78,925
<b>116</b>				<b>\$54,410</b>	<b>\$66,380</b>	<b>\$87,622</b>
	CODE ENFORCEMNT OFFCR II	CODE ENFORCEMNT OFFCR II		54,281	67,205	82,714
	DEPUTY FIRE MARSHAL	DEPUTY FIRE MARSHAL		54,281	67,205	82,714
	PARAMEDIC ASST SHIFT SUPV	PARAM ASST SHIFT SUPRVSR		51,794	64,127	78,925
	PROG SUPRV/TRAIN OFF	PROG SUPRV/TRAIN OFF		54,281	67,205	82,714
	PUBLIC HEALTH NURSE I	PUBLIC HEALTH NURSE I		51,794	64,127	78,925
	PUBLIC HEALTH NURSE I (WA) PHN2	PUB HLTH NURS I (WA) PHN2		51,794	64,127	78,925
	RESOURCE CONSERV DIRECTOR	RESOURCE CONSERV DIRECTOR		54,281	67,205	82,714
	SOCIAL WORKER I A&T	OFFICE ASSISTANT IV		32,247	39,925	49,138
	SOCIAL WORKER I A&T	SOCIAL WORKER I A&T		51,794	64,127	78,925
	TAX COLLECTIONS SUPERVISOR	TAX COLLECTIONS SUPERVISOR		54,281	67,205	82,714
	TAX LISTING SUPERVISOR	TAX LISTING SUPERVISOR		54,281	67,205	82,714
	TOURISM DIRECTOR	TOURISM DIRECTOR		54,281	67,205	82,714
	UTIL FIELD OPER SUPRVSR	UTIL FIELD OPER SUPRVSR		54,281	67,205	82,714
<b>117</b>				<b>\$57,130</b>	<b>\$69,699</b>	<b>\$92,003</b>
	ACCOUNTANT	ACCOUNTANT		56,886	70,430	86,683
	ENVIRON HLTH PROG SPEC	ENVIRON HLTH PROG SPEC		54,281	67,205	82,714
	GIS ANALYST	GIS ANALYST		56,886	70,430	86,683
	INFO TECH SPECIALIST	INFO TECH SPECIALIST		54,281	67,205	82,714

#####

## Class Comparison List By Pay Plan Nash County, NC

**Proposed Pay Plan: Unified**

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<b>117</b>				<b>\$57,130</b>	<b>\$69,699</b>	<b>\$92,003</b>
	SENIOR PLANNER	SENIOR PLANNER		56,886	70,430	86,683
	SOCIAL WORKER I A&T - INVESTIGATION	SOCIAL WORKER I A&T		51,794	64,127	78,925
	SOCIAL WORKER SUPV II	SOCIAL WORKER SUPV II		51,794	64,127	78,925
<b>118</b>				<b>\$59,987</b>	<b>\$73,184</b>	<b>\$96,603</b>
	COMMUNITY DEV PROJECT MGR	COMM DEV PROJECT MANAGER		59,616	73,810	90,843
	CONV EMT PARAM/SUPRV	CONV EMT PARAM/SUPRV		56,886	70,430	86,683
	EMT PARAMEDIC/SHFT SUPRVSR	EMT PARAMEDIC/SHFT SUPRVSR		56,886	70,430	86,683
	GRANT MANAGER	GRANT MANAGER		59,616	73,810	90,843
	INCOME MNT ADMINISTRATOR I	INCOM MNT ADMINISTRATOR I		56,886	70,430	86,683
	LEAD INFO TECH SPEC	LEAD INFO TECH SPEC		59,616	73,810	90,843
	PUBLIC HEALTH NURSE II	PUBLIC HEALTH NURSE II		56,886	70,430	86,683
	RPO TRANSP PLANNER	RPO TRANSP PLANNER		59,616	73,810	90,843
<b>119</b>				<b>\$62,986</b>	<b>\$76,843</b>	<b>\$101,433</b>
	CHIEF CODE ENF OFFICER	CHIEF CODE ENF OFFICER		62,477	77,353	95,203
	EMT PROGRAM SUP/TRN OFF	EMT PROGRAM SUP/TRN OFF		62,477	77,353	95,203
	NETWORK SERVER ADMIN	NETWORK SERVER ADMIN		62,477	77,353	95,203
	PUBLIC HEALTH NURSE III	PUBLIC HEALTH NURSE III		59,616	73,810	90,843
	SOCIAL WORKER SUPV III	SOCIAL WORKER SUPV III		59,616	73,810	90,843
	SYSTEMS SECURITY SPECIALIST	SYSTEM SECURITY SPECIALIST		62,477	77,353	95,203
<b>120</b>				<b>\$66,136</b>	<b>\$80,686</b>	<b>\$106,505</b>
	ASST EM SER DIR-F & R SER/EM	AST EM SER DIR-F & R SER/EM		62,477	77,353	95,203
	ASST EMER SER DIR-COMM	ASST EMER SER DIR-COMM		65,476	81,066	99,773
	BUSINESS OFFICER II	BUSINESS OFFICER II		65,476	81,066	99,773
	ELECTIONS DIRECTOR	ELECTIONS DIRECTOR		54,281	67,205	82,714
	GIS ADMINISTRATOR	GIS ADMINISTRATOR		65,476	81,066	99,773
	PUBLIC HEALTH NURSE SUPV I	PUB HLTH NURS SUPERVISOR I		62,477	77,353	95,203
	REGISTER OF DEEDS	REGISTER OF DEEDS		65,476	81,066	99,773
	SOCIAL WORKER SUPV III - INVESTIGATION	SOCIAL WORKER SUPV III		59,616	73,810	90,843
<b>121</b>				<b>\$69,442</b>	<b>\$84,720</b>	<b>\$111,830</b>
	AGING SERVICES DIRECTOR	AGING SERVICES DIRECTOR		62,477	77,353	95,203
	INFO SYSTEMS MANAGER	INFO SYSTEMS MANAGER		68,619	84,957	104,562
	NETWORK ENGINEER	NETWORK ENGINEER		68,619	84,957	104,562
	PARKS & RECREATION DIRECTOR	PARKS & RECREATION DIRECTOR		59,616	73,810	90,843

#####



## Class Comparison List By Pay Plan Nash County, NC

**Proposed Pay Plan: Unified**

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<b>121</b>				<b>\$69,442</b>	<b>\$84,720</b>	<b>\$111,830</b>
	PUBLIC COMM DIRECTOR	PUBLIC COMM DIRECTOR		68,619	84,957	104,562
	PUBLIC HEALTH NURSE SUPV II	PUB HLTH NURS SUPERVISOR II		68,619	84,957	104,562
	REAL PROPERTY APPRAISER MGR	REAL PROPERTY APPRAIS MGR		68,619	84,957	104,562
<b>122</b>				<b>\$72,915</b>	<b>\$88,956</b>	<b>\$117,422</b>
	ASST ES DIRECTOR - EMS	ASST ES DIRECTOR - EMS		71,912	89,035	109,581
	ECONOMIC DEVELOPMENT MANAGER	ECONOMIC DEVELOPMENT MANAGER		75,364	93,308	114,840
	SOCIAL WORK PROG ADMIN II	SOCIAL WORK PROG ADMIN II		71,912	89,035	109,581
<b>123</b>				<b>\$76,560</b>	<b>\$93,404</b>	<b>\$123,293</b>
	ASSISTANT FINANCE DIRECTOR	ASSISTANT FINANCE DIRECTOR		65,476	81,066	99,773
	PUBLIC UTIL & FAC ASST DIR	PUB UTIL & FAC ASST DIR		75,364	93,308	114,840
<b>124</b>				<b>\$80,388</b>	<b>\$98,074</b>	<b>\$129,457</b>
	ATTORNEY I	ATTORNEY I		75,364	93,308	114,840
	PHYSICIAN EXTENDER I	PHYSICIAN EXTENDER I		78,981	97,786	120,352
	PUBLIC HEALTH NURSE DIR II	PUBLIC HLTH NURSE DIR II		78,981	97,786	120,352
<b>125</b>				<b>\$84,408</b>	<b>\$102,977</b>	<b>\$135,930</b>
	ASST TO COUNTY MGR	ASST TO CO MGR		78,981	97,786	120,352
	HUMAN SERVICES DEPUTY DIR	HUMAN SERVICES DEPUTY DIR		82,773	102,481	126,130
<b>126</b>				<b>\$88,628</b>	<b>\$108,126</b>	<b>\$142,727</b>
	ATTORNEY II	ATTORNEY II		86,746	107,400	132,184
	HUMAN RESOURCES DIRECTOR	HUMAN RESOURCE DIRECTOR		86,746	107,400	132,184
	PLANNING DIRECTOR	PLANNING DIRECTOR		86,746	107,400	132,184
	TAX ADMINISTRATOR	TAX ADMINISTRATOR		86,746	107,400	132,184
<b>127</b>				<b>\$93,060</b>	<b>\$113,533</b>	<b>\$149,863</b>
	EMER SERVICES DIRECTOR	EMER SERVICES DIRECTOR		90,910	112,556	138,530
	INFO TECHNOLOGY DIRECTOR	INFRM TCHNLGY DIRECTOR		90,910	112,556	138,530
	SHERIFF	SHERIFF		95,274	117,958	145,179
<b>128</b>				<b>\$97,713</b>	<b>\$119,209</b>	<b>\$157,356</b>
	DSS DIRECTOR	DSS DIRECTOR		95,274	117,958	145,179
	ECONOMIC DEV DIRECTOR	ECON DEV DIRECTOR		95,274	117,958	145,179
<b>129</b>				<b>\$102,598</b>	<b>\$125,170</b>	<b>\$165,224</b>

#####

## Class Comparison List By Pay Plan Nash County, NC

<b>Proposed Pay Plan: Unified</b>
-----------------------------------

<i>Grade</i>	<i>Annual Range</i>				
<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<b>129</b>			<b>\$102,598</b>	<b>\$125,170</b>	<b>\$165,224</b>
CO ENGINEER/PUB FAC DIR	CO ENGINEER/PUB FAC DIR		95,274	117,958	145,179
FINANCE DIRECTOR	FINANCE DIRECTOR		95,274	117,958	145,179
<b>130</b>			<b>\$107,728</b>	<b>\$131,428</b>	<b>\$173,485</b>
HEALTH DIRECTOR	HEALTH DIRECTOR		104,639	129,553	159,450
<b>132</b>			<b>\$118,770</b>	<b>\$144,900</b>	<b>\$191,267</b>
ASSISTANT COUNTY MANAGER	ASSIST COUNTY MANAGER		114,925	142,288	175,123

#####