

Craven County Pay and Classification Plan
FY 2021 – 2022 • Effective January 5, 2022

| <u>GRADE</u> | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>SPA</u> | <u>FLSA</u> | <u>CLASSIFICATION</u> |
|--------------|----------------|----------------|------------|-------------|--------------------------------------|
| 48 | \$20,853 | \$41,147 | s | NE | Vehicle Operator I (Senior Services) |
| 52 | \$25,156 | \$49,642 | | NE | Driver |
| 52 | \$25,156 | \$49,642 | s | NE | Human Resources Aide |
| 53 | \$26,361 | \$52,025 | | NE | Custodian |
| 53 | \$26,361 | \$52,025 | s | NE | Housekeeper |
| 54 | \$27,627 | \$54,518 | s | NE | Community Health Assistant |
| 54 | \$27,627 | \$54,518 | s | NE | Community Social Services Assistant |
| 54 | \$27,627 | \$54,518 | s | NE | Nutrition Project Site Supervisor |
| 54 | \$27,627 | \$54,518 | s | NE | Processing Assistant II |
| 56 | \$30,344 | \$59,876 | s | NE | Community Health Technician |
| 56 | \$30,344 | \$59,876 | | NE | Convenience Site Attendant |
| 56 | \$30,344 | \$59,876 | | NE | Event Services Representative |
| 56 | \$30,344 | \$59,876 | | NE | Office Assistant |
| 57 | \$31,808 | \$62,755 | | NE | Administrative Support Asst. I |
| 57 | \$31,808 | \$62,755 | s | NE | Dental Assistant |
| 57 | \$31,808 | \$62,755 | | NE | Deputy Register of Deeds I |
| 57 | \$31,808 | \$62,755 | | NE | Elections Specialist |
| 57 | \$31,808 | \$62,755 | | NE | Meter Reader I |
| 57 | \$31,808 | \$62,755 | s | NE | Office Assistant III |
| 57 | \$31,808 | \$62,755 | s | NE | Processing Assistant III |
| 57 | \$31,808 | \$62,755 | | NE | Tax Appraisal Assistant |
| 58 | \$33,333 | \$65,765 | s | NE | Animal Shelter Attendant |
| 58 | \$33,333 | \$65,765 | | NE | Grounds Worker |
| 58 | \$33,333 | \$65,765 | | NE | Maintenance Technician I |
| 58 | \$33,333 | \$65,765 | s | NE | Medical Lab Assistant III |
| 59 | \$34,927 | \$68,923 | s | NE | Accounting Clerk IV |
| 59 | \$34,927 | \$68,923 | s | NE | Accounting Technician I |
| 59 | \$34,927 | \$68,923 | | NE | Administrative Support Asst. II |
| 59 | \$34,927 | \$68,923 | | NE | Animal Control Officer I |
| 59 | \$34,927 | \$68,923 | | NE | Customer Service Clerk I |
| 59 | \$34,927 | \$68,923 | | NE | Deputy Collection Clerk I |
| 59 | \$34,927 | \$68,923 | | NE | Deputy Register of Deeds II |
| 59 | \$34,927 | \$68,923 | | NE | Finance Accounting Technician I |
| 59 | \$34,927 | \$68,923 | | NE | Mapping Assistant |
| 59 | \$34,927 | \$68,923 | | NE | Meter Reader II |
| 59 | \$34,927 | \$68,923 | s | NE | Office Assistant IV |
| 59 | \$34,927 | \$68,923 | s | NE | Patient Relations Representative IV |
| 59 | \$34,927 | \$68,923 | s | NE | Processing Assistant IV |
| 59 | \$34,927 | \$68,923 | s | NE | Processing Unit Supervisor IV |
| 59 | \$34,927 | \$68,923 | s | NE | Public Information Assistant IV |
| 59 | \$34,927 | \$68,923 | | NE | Roadside Litter Foreman |
| 59 | \$34,927 | \$68,923 | | NE | Secretary IV |
| 59 | \$34,927 | \$68,923 | | NE | Tax Assistant |
| 59 | \$34,927 | \$68,923 | | NE | Transportation Dispatcher |
| 60 | \$36,608 | \$72,232 | s | NE | Community Employment Specialist I |
| 60 | \$36,608 | \$72,232 | | NE | Data Entry Specialist II |
| 60 | \$36,608 | \$72,232 | | NE | Jailer I |
| 60 | \$36,608 | \$72,232 | | NE | Maintenance Technician II |
| 60 | \$36,608 | \$72,232 | s | NE | Practical Nurse II |
| 60 | \$36,608 | \$72,232 | | NE | Recreation Maintenance Technician I |
| 60 | \$36,608 | \$72,232 | | NE | Telecommunicator I |
| 60 | \$36,608 | \$72,232 | | NE | Water Field Technician I |
| 61 | \$38,364 | \$75,703 | s | NE | Accounting Technician II |

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| | | | | | |
|----|----------|----------|---|----|--|
| 61 | \$38,364 | \$75,703 | s | NE | Administrative Services Assistant V |
| 61 | \$38,364 | \$75,703 | | NE | Administrative Support Asst. III |
| 61 | \$38,364 | \$75,703 | s | NE | Computing Support Technician I |
| 61 | \$38,364 | \$75,703 | | NE | Customer Service Clerk II |
| 61 | \$38,364 | \$75,703 | | NE | Elections Technician I |
| 61 | \$38,364 | \$75,703 | | NE | Finance Accounting Technician II |
| 61 | \$38,364 | \$75,703 | s | NE | Income Maintenance Caseworker I |
| 61 | \$38,364 | \$75,703 | | NE | Jailer I Administration |
| 61 | \$38,364 | \$75,703 | s | NE | Office Assistant V |
| 61 | \$38,364 | \$75,703 | | NE | Permitting Technician |
| 61 | \$38,364 | \$75,703 | s | NE | Processing Unit Supervisor V |
| 61 | \$38,364 | \$75,703 | | NE | Property Mapper |
| 61 | \$38,364 | \$75,703 | | NE | Recreation Maintenance Technician II |
| 61 | \$38,364 | \$75,703 | | NE | Sales and Marketing Assistant |
| 62 | \$40,210 | \$79,336 | | NE | Jailer II |
| 62 | \$40,210 | \$79,336 | | NE | Lead Groundskeeper/Custodian |
| 62 | \$40,210 | \$79,336 | s | NE | Medical Lab Technician I |
| 62 | \$40,210 | \$79,336 | s | NE | Social Worker I |
| 62 | \$40,210 | \$79,336 | | NE | Telecommunicator II |
| 62 | \$40,210 | \$79,336 | | NE | Vehicle Mechanic I |
| 63 | \$42,135 | \$83,140 | s | NE | Accounting Technician III |
| 63 | \$42,135 | \$83,140 | s | NE | Administrative Assistant I |
| 63 | \$42,135 | \$83,140 | | NE | Assistant Register of Deeds |
| 63 | \$42,135 | \$83,140 | | NE | Bailiff |
| 63 | \$42,135 | \$83,140 | s | NE | Computing Support Technician II |
| 63 | \$42,135 | \$83,140 | | NE | Deputy Collection Clerk III |
| 63 | \$42,135 | \$83,140 | | NE | Deputy Sheriff (Animal Control) |
| 63 | \$42,135 | \$83,140 | | NE | Deputy Sheriff (Civil) |
| 63 | \$42,135 | \$83,140 | | NE | Deputy Sheriff (Civil/Jail) |
| 63 | \$42,135 | \$83,140 | | NE | Deputy Sheriff (EOMP) |
| 63 | \$42,135 | \$83,140 | | NE | Deputy Sheriff (Patrol) |
| 63 | \$42,135 | \$83,140 | | NE | Deputy Sheriff (Transport) |
| 63 | \$42,135 | \$83,140 | | NE | Finance Accounting Technician III |
| 63 | \$42,135 | \$83,140 | s | NE | Foreign Language Interpreter II |
| 63 | \$42,135 | \$83,140 | | NE | Human Resources Technician II |
| 63 | \$42,135 | \$83,140 | s | NE | HR Placement Specialist |
| 63 | \$42,135 | \$83,140 | s | NE | Income Maintenance Caseworker II |
| 63 | \$42,135 | \$83,140 | s | NE | Nutritionist I |
| 63 | \$42,135 | \$83,140 | | NE | Payroll Technician III |
| 63 | \$42,135 | \$83,140 | | NE | Senior Permitting Technician |
| 63 | \$42,135 | \$83,140 | | NE | Veteran Services Officer |
| 63 | \$42,135 | \$83,140 | s | NE | Volunteer Services Coordinator |
| 64 | \$44,160 | \$87,134 | | E | Animal Control Supervisor |
| 64 | \$44,160 | \$87,134 | | E | Customer Service Supervisor |
| 64 | \$44,160 | \$87,134 | | NE | Deputy Sheriff (School Resource Officer) |
| 64 | \$44,160 | \$87,134 | | NE | Deputy Sheriff (Zone) |
| 64 | \$44,160 | \$87,134 | | NE | E911 Geo. Info. Sys./Global Pos. Sys. |
| 64 | \$44,160 | \$87,134 | | E | Jail Supervisor |
| 64 | \$44,160 | \$87,134 | | NE | Maintenance Technician III |
| 64 | \$44,160 | \$87,134 | s | NE | Medical Lab Technician II |
| 64 | \$44,160 | \$87,134 | | NE | Natural Resources Conservationist |
| 64 | \$44,160 | \$87,134 | | NE | Tax Collection Specialist |
| 64 | \$44,160 | \$87,134 | | NE | Water Field Technician II |
| 64 | \$44,160 | \$87,134 | | NE | Water Plant Operator |

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| | | | | | |
|----|----------|-----------|---|----|--|
| 65 | \$46,280 | \$91,315 | s | NE | Administrative Assistant II |
| 65 | \$46,280 | \$91,315 | | NE | Administrative Assistant/EMS |
| 65 | \$46,280 | \$91,315 | | NE | Animal Cruelty Investigator |
| 65 | \$46,280 | \$91,315 | | NE | Deputy Clerk to the Board |
| 65 | \$46,280 | \$91,315 | | NE | Deputy Sheriff (Admin-Sgt.) |
| 65 | \$46,280 | \$91,315 | | NE | Deputy Sheriff (Investigator Narcotics) |
| 65 | \$46,280 | \$91,315 | | NE | Deputy Sheriff (Investigator) |
| 65 | \$46,280 | \$91,315 | | NE | Deputy Sheriff (Sgt.- Bailiff) |
| 65 | \$46,280 | \$91,315 | | NE | Deputy Sheriff (Sgt.- Civil) |
| 65 | \$46,280 | \$91,315 | | NE | Deputy Sheriff (Sgt.- EOMP) |
| 65 | \$46,280 | \$91,315 | | NE | Deputy Sheriff (Sgt.- K-9) |
| 65 | \$46,280 | \$91,315 | | NE | Deputy Sheriff (Sgt.- Patrol) |
| 65 | \$46,280 | \$91,315 | | NE | Deputy Sheriff (Sgt.- School Resource Officer) |
| 65 | \$46,280 | \$91,315 | | NE | Deputy Sheriff (Sgt.- Zone) |
| 65 | \$46,280 | \$91,315 | | NE | Finance Accounting Technician IV |
| 65 | \$46,280 | \$91,315 | s | NE | Income Maintenance Caseworker III |
| 65 | \$46,280 | \$91,315 | s | NE | Income Maintenance Investigator II |
| 65 | \$46,280 | \$91,315 | s | E | Income Maintenance Supervisor I |
| 65 | \$46,280 | \$91,315 | | NE | Jail Administrative Coordinator |
| 65 | \$46,280 | \$91,315 | | NE | Planning Technician |
| 65 | \$46,280 | \$91,315 | s | NE | Public Health Education Specialist |
| 65 | \$46,280 | \$91,315 | | NE | Vehicle Mechanic II |
| 66 | \$48,508 | \$95,695 | | E | Assistant Chief Jailer |
| 66 | \$48,508 | \$95,695 | | NE | Communications Supervisor |
| 66 | \$48,508 | \$95,695 | | NE | Deputy Sheriff (Sgt. Invest.) |
| 66 | \$48,508 | \$95,695 | | NE | Fire Inspector I |
| 66 | \$48,508 | \$95,695 | | NE | HVAC/Refrigeration Technician I |
| 66 | \$48,508 | \$95,695 | | NE | Information Technology Support Technician |
| 66 | \$48,508 | \$95,695 | | NE | Mobility Manager |
| 66 | \$48,508 | \$95,695 | | NE | Natural Resource Conservationist II |
| 66 | \$48,508 | \$95,695 | s | NE | Nutritionist II |
| 66 | \$48,508 | \$95,695 | | NE | Payroll Technician IV |
| 66 | \$48,508 | \$95,695 | | NE | Personal Computer Technician |
| 66 | \$48,508 | \$95,695 | | E | Recreation Program Manager |
| 66 | \$48,508 | \$95,695 | s | NE | Social Worker II |
| 66 | \$48,508 | \$95,695 | | NE | Water Plant Operator II |
| 67 | \$50,834 | \$100,288 | s | E | Administrative Officer I |
| 67 | \$50,834 | \$100,288 | | NE | Appraiser I (Real Estate) |
| 67 | \$50,834 | \$100,288 | | NE | Building Codes Inspector II |
| 67 | \$50,834 | \$100,288 | s | NE | Community Support Services Manager |
| 67 | \$50,834 | \$100,288 | | E | Deputy Sheriff (LT.-Civil) |
| 67 | \$50,834 | \$100,288 | | E | Deputy Sheriff (LT.-Comm.) |
| 67 | \$50,834 | \$100,288 | | E | Deputy Sheriff (LT.-Crime Lab) |
| 67 | \$50,834 | \$100,288 | | E | Deputy Sheriff (LT.-Patrol) |
| 67 | \$50,834 | \$100,288 | | E | Deputy Sheriff (LT.-School Resource Officer) |
| 67 | \$50,834 | \$100,288 | s | NE | Environmental Health Specialist |
| 67 | \$50,834 | \$100,288 | s | E | Human Services Coordinator III |
| 67 | \$50,834 | \$100,288 | s | E | Income Maintenance Supervisor II |
| 67 | \$50,834 | \$100,288 | | NE | Payroll Administrator |
| 67 | \$50,834 | \$100,288 | | NE | Planner I |
| 68 | \$53,274 | \$105,106 | | E | Assistant Solid Waste Director |
| 68 | \$53,274 | \$105,106 | | E | Assistant Transportation Director |
| 68 | \$53,274 | \$105,106 | | NE | Building Codes Inspector III |
| 68 | \$53,274 | \$105,106 | s | NE | Chemistry Technician III |

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| 68 | \$53,274 | \$105,106 | | E | Chief Jailer |
| 68 | \$53,274 | \$105,106 | s | E | Clinical Chaplain I |
| 68 | \$53,274 | \$105,106 | s | NE | Computer Systems Administrator I |
| 68 | \$53,274 | \$105,106 | s | NE | Day Care Services Coordinator I |
| 68 | \$53,274 | \$105,106 | | E | Deputy Sheriff (LT. -Admin. Officer) |
| 68 | \$53,274 | \$105,106 | | E | Deputy Sheriff (LT. Bailiff/Transport Admin.) |
| 68 | \$53,274 | \$105,106 | | E | Deputy Sheriff (LT.-Investig.) |
| 68 | \$53,274 | \$105,106 | | NE | Geo. Info. Systems Application Developer |
| 68 | \$53,274 | \$105,106 | | NE | HVAC/Refrigeration Maintenance Technician II |
| 68 | \$53,274 | \$105,106 | | E | Information and Communication Specialist II |
| 68 | \$53,274 | \$105,106 | | NE | Information Technology Database Analyst |
| 68 | \$53,274 | \$105,106 | | NE | Information Technology PC/Web Technician |
| 68 | \$53,274 | \$105,106 | s | NE | Medical Lab Technologist I |
| 68 | \$53,274 | \$105,106 | | E | Recreation and Parks Assistant Director |
| 68 | \$53,274 | \$105,106 | s | E | Public Health Nurse I |
| 68 | \$53,274 | \$105,106 | s | NE | Social Worker III |
| 69 | \$55,826 | \$110,146 | | NE | Building Codes Inspector IV |
| 69 | \$55,826 | \$110,146 | s | NE | Environmental Health Program Specialist |
| 69 | \$55,826 | \$110,146 | s | E | Income Maintenance Supervisor III |
| 69 | \$55,826 | \$110,146 | | NE | Information Technology Computing Specialist |
| 69 | \$55,826 | \$110,146 | | NE | Planner II |
| 69 | \$55,826 | \$110,146 | s | E | Social Work Supervisor II |
| 70 | \$58,505 | \$115,436 | s | E | Administrative Officer II |
| 70 | \$58,505 | \$115,436 | | NE | Appraiser II (Real Estate) |
| 70 | \$58,505 | \$115,436 | | E | Assistant to the County Manager |
| 70 | \$58,505 | \$115,436 | | E | Assistant Facilities Director |
| 70 | \$58,505 | \$115,436 | | E | Assistant Water Superintendent |
| 70 | \$58,505 | \$115,436 | | E | Budget Analyst |
| 70 | \$58,505 | \$115,436 | | E | Director of Elections |
| 70 | \$58,505 | \$115,436 | | E | Environment Health Supervisor I |
| 70 | \$58,505 | \$115,436 | | NE | Information Technology Network Analyst |
| 70 | \$58,505 | \$115,436 | s | E | Nutrition Program Director I |
| 70 | \$58,505 | \$115,436 | | E | Personal Property Manager |
| 70 | \$58,505 | \$115,436 | s | E | Public Health Nurse II |
| 70 | \$58,505 | \$115,436 | s | NE | Quality Assurance Specialist II |
| 70 | \$58,505 | \$115,436 | s | NE | Social Worker IA&T |
| 70 | \$58,505 | \$115,436 | s | NE | Soil Scientist I |
| 70 | \$58,505 | \$115,436 | | E | Tax Collection Manager |
| 71 | \$61,314 | \$120,978 | | E | Captain of Jail Administration |
| 71 | \$61,314 | \$120,978 | | E | Clerk to the Board/Administrative Officer |
| 71 | \$61,314 | \$120,978 | | E | Deputy Sheriff (Capt. Special Operations) |
| 71 | \$61,314 | \$120,978 | | E | Deputy Sheriff (Capt. Civil) |
| 71 | \$61,314 | \$120,978 | | E | Deputy Sheriff (Capt. Criminal) |
| 71 | \$61,314 | \$120,978 | | E | Drug Task Force Capt. |
| 71 | \$61,314 | \$120,978 | s | E | Public Health Nurse III |
| 71 | \$61,314 | \$120,978 | | E | Purchasing Agent |
| 71 | \$61,314 | \$120,978 | | E | Senior Planner |
| 72 | \$64,260 | \$126,781 | | E | Accountant |
| 72 | \$64,260 | \$126,781 | s | E | Administrative Officer III |
| 72 | \$64,260 | \$126,781 | | E | Emergency Services Assistant Director |
| 72 | \$64,260 | \$126,781 | | E | Clinical Social Worker |
| 72 | \$64,260 | \$126,781 | s | E | County Social Services Business Officer I |
| 72 | \$64,260 | \$126,781 | s | E | Nutrition Program Director II |
| 72 | \$64,260 | \$126,781 | s | E | Public Health Nursing Supervisor I |

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| 72 | \$64,260 | \$126,781 | s | E | Social Work Supervisor III |
| 72 | \$64,260 | \$126,781 | | E | Systems Administrator |
| 73 | \$67,344 | \$132,869 | | E | Assistant Convention Center Director |
| 73 | \$67,344 | \$132,869 | | E | Assistant Director Planning & Comm. Dev/Inspections |
| 73 | \$67,344 | \$132,869 | | E | Assistant Finance Director |
| 73 | \$67,344 | \$132,869 | | E | Assistant Human Resources Director |
| 73 | \$67,344 | \$132,869 | | NE | Chief Building Codes Inspector |
| 73 | \$67,344 | \$132,869 | s | E | Environmental Health Supervisor II |
| 73 | \$67,344 | \$132,869 | s | E | Medical Lab Supervisor I |
| 73 | \$67,344 | \$132,869 | | E | Recreation Director |
| 73 | \$67,344 | \$132,869 | | E | Risk Management/Safety Coordinator |
| 73 | \$67,344 | \$132,869 | | E | Social Work Program Manager |
| 73 | \$67,344 | \$132,869 | | E | Veteran Services Director |
| 74 | \$70,577 | \$139,243 | | E | Geographic Info. Systems Administrator |
| 74 | \$70,577 | \$139,243 | | E | Income Maintenance Administrator II |
| 74 | \$70,577 | \$139,243 | | E | Assistant Information Technology Director |
| 74 | \$70,577 | \$139,243 | s | E | Public Health Nursing Supervisor II |
| 74 | \$70,577 | \$139,243 | s | E | Social Work Program Administrator I |
| 74 | \$70,577 | \$139,243 | | E | Solid Waste Director |
| 74 | \$70,577 | \$139,243 | | E | Transportation Director |
| 75 | \$73,965 | \$145,930 | s | E | Business Officer II |
| 75 | \$73,965 | \$145,930 | | E | Chief Appraiser |
| 75 | \$73,965 | \$145,930 | | E | Director of Administrative Support Services |
| 76 | \$77,518 | \$152,936 | | E | Emergency Services Director |
| 76 | \$77,518 | \$152,936 | | E | Facilities Director |
| 77 | \$81,239 | \$160,272 | | E | Chief Deputy Sheriff |
| 77 | \$81,239 | \$160,272 | s | E | Environmental Health Director I |
| 77 | \$81,239 | \$160,272 | | E | Water Superintendent |
| 78 | \$85,135 | \$167,967 | s | E | Attorney I |
| 79 | \$89,226 | \$176,031 | | E | Convention Center Director |
| 79 | \$89,226 | \$176,031 | s | E | Physician Extender II |
| 80 | \$93,508 | \$184,480 | | E | Human Services Deputy Director |
| 80 | \$93,508 | \$184,480 | | E | Planning & Comm. Development/Inspections Director |
| 80 | \$93,508 | \$184,480 | | E | Tax Administrator |
| 81 | \$97,991 | \$193,339 | s | E | Clinical Pharmacist |
| 81 | \$97,991 | \$193,339 | s | E | Physician Extender III |
| 82 | \$102,695 | \$202,727 | | E | Economic Development Director |
| 82 | \$102,695 | \$202,727 | | E | Finance Director |
| 82 | \$102,695 | \$202,727 | | E | Human Resources Director |
| 82 | \$102,695 | \$202,727 | | E | Information Technology Director |
| 84 | \$112,789 | \$222,659 | s | E | County Social Services Director |
| 84 | \$112,789 | \$222,659 | s | E | Local Health Director |
| 86 | \$123,882 | \$244,431 | | E | Assistant County Manager |

UNCLASSIFIED:

County Manager (E)
Register of Deeds (E)
Sheriff (E)

- s -** Indicates class may be used for positions subject to the State Human Resources Act.
- E -** Exempt from Fair Labor Standards Act overtime provisions
- NE-** Non-exempt from Fair Labor Standards Act overtime provisions