

Craven County Pay and Classification Plan
FY 2025– 2026 • Effective December 31, 2025

| GRADE | MINIMUM | MAXIMUM | HRA | FLSA | CLASSIFICATION |
|-------|----------|----------|-----|------|--------------------------------------|
| 54 | \$31,696 | \$62,547 | | NE | Custodian |
| 54 | \$31,696 | \$62,547 | s | NE | Housekeeper |
| 54 | \$31,696 | \$62,547 | s | NE | Community Health Assistant |
| 54 | \$31,696 | \$62,547 | s | NE | Community Social Services Assistant |
| 54 | \$31,696 | \$62,547 | s | NE | Processing Assistant II |
| 55 | \$33,223 | \$65,548 | | NE | Driver |
| 56 | \$34,813 | \$68,695 | s | NE | Community Health Technician |
| 56 | \$34,813 | \$68,695 | | NE | Event Services Representative |
| 56 | \$34,813 | \$68,695 | | NE | Office Assistant |
| 57 | \$36,493 | \$71,997 | | NE | Administrative Support Assistant I |
| 57 | \$36,493 | \$71,997 | | NE | Convenience Center Attendant |
| 57 | \$36,493 | \$71,997 | | NE | Deputy Register of Deeds I |
| 57 | \$36,493 | \$71,997 | | NE | Meter Reader I |
| 57 | \$36,493 | \$71,997 | s | NE | Office Assistant III |
| 57 | \$36,493 | \$71,997 | s | NE | Processing Assistant III |
| 58 | \$38,243 | \$75,451 | s | NE | Animal Shelter Attendant |
| 58 | \$38,243 | \$75,451 | | NE | Grounds Worker |
| 58 | \$38,243 | \$75,451 | s | NE | Medical Lab Assistant III |
| 59 | \$40,071 | \$79,074 | s | NE | Accounting Clerk IV |
| 59 | \$40,071 | \$79,074 | | NE | Administrative Support Assistant II |
| 59 | \$40,071 | \$79,074 | | NE | Customer Service Clerk I |
| 59 | \$40,071 | \$79,074 | | NE | Deputy Collection Clerk I |
| 59 | \$40,071 | \$79,074 | | NE | Deputy Register of Deeds II |
| 59 | \$40,071 | \$79,074 | | NE | Maintenance Technician I |
| 59 | \$40,071 | \$79,074 | | NE | Meter Data Support Specialist |
| 59 | \$40,071 | \$79,074 | s | NE | Office Assistant IV |
| 59 | \$40,071 | \$79,074 | s | NE | Patient Relations Representative IV |
| 59 | \$40,071 | \$79,074 | s | NE | Pharmacy Technician |
| 59 | \$40,071 | \$79,074 | s | NE | Processing Assistant IV |
| 59 | \$40,071 | \$79,074 | s | NE | Program Assistant IV |
| 59 | \$40,071 | \$79,074 | s | NE | Public Information Assistant IV |
| 59 | \$40,071 | \$79,074 | | NE | Tax Assistant |
| 59 | \$40,071 | \$79,074 | | NE | Transportation Dispatcher |
| 60 | \$41,999 | \$82,871 | | NE | Animal Control Officer I |
| 60 | \$41,999 | \$82,871 | s | NE | Community Employment Specialist I |
| 60 | \$41,999 | \$82,871 | | NE | Data Entry Specialist II |
| 60 | \$41,999 | \$82,871 | | NE | Elections Specialist |
| 60 | \$41,999 | \$82,871 | | NE | Facility Operations Coordinator |
| 60 | \$41,999 | \$82,871 | | NE | Maintenance Technician II |
| 60 | \$41,999 | \$82,871 | | NE | Recreation Maintenance Technician I |
| 60 | \$41,999 | \$82,871 | | NE | Telecommunicator I |
| 60 | \$41,999 | \$82,871 | | NE | Water Field Technician I |
| 61 | \$44,014 | \$86,853 | s | NE | Accounting Technician II |
| 61 | \$44,014 | \$86,853 | s | NE | Administrative Services Assistant V |
| 61 | \$44,014 | \$86,853 | | NE | Administrative Support Assistant III |
| 61 | \$44,014 | \$86,853 | s | NE | Computing Support Technician I |
| 61 | \$44,014 | \$86,853 | | NE | Detention Officer I Administration |
| 61 | \$44,014 | \$86,853 | s | NE | Income Maintenance Caseworker I |
| 61 | \$44,014 | \$86,853 | s | NE | Office Assistant V |
| 61 | \$44,014 | \$86,853 | | NE | Permitting Technician |
| 61 | \$44,014 | \$86,853 | s | NE | Processing Unit Supervisor V |
| 61 | \$44,014 | \$86,853 | | NE | Sales and Marketing Assistant |

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|-------|----------|-----------|-----|------|---|
| 62 | \$46,133 | \$91,021 | | NE | Deputy Sheriff Cadet |
| 62 | \$46,133 | \$91,021 | | NE | Detention Officer I |
| 62 | \$46,133 | \$91,021 | | NE | Elections Technician I |
| 62 | \$46,133 | \$91,021 | | NE | Finance Accounting Technician II |
| 62 | \$46,133 | \$91,021 | | NE | Lead Groundskeeper/Custodian |
| 62 | \$46,133 | \$91,021 | s | NE | Practical Nurse II |
| 62 | \$46,133 | \$91,021 | | NE | Property Mapper |
| 62 | \$46,133 | \$91,021 | s | NE | Social Worker I |
| 62 | \$46,133 | \$91,021 | | NE | Telecommunicator II |
| 63 | \$48,341 | \$95,385 | s | NE | Accounting Technician III |
| 63 | \$48,341 | \$95,385 | s | NE | Administrative Assistant I |
| 63 | \$48,341 | \$95,385 | s | NE | Computing Support Technician II |
| 63 | \$48,341 | \$95,385 | | NE | Detention Officer II |
| 63 | \$48,341 | \$95,385 | s | NE | Foreign Language Interpreter II |
| 63 | \$48,341 | \$95,385 | | NE | Human Resources Technician II |
| 63 | \$48,341 | \$95,385 | s | NE | HR Placement Specialist |
| 63 | \$48,341 | \$95,385 | s | NE | Income Maintenance Caseworker II |
| 63 | \$48,341 | \$95,385 | s | NE | Nutritionist I |
| 63 | \$48,341 | \$95,385 | | NE | Senior Permitting Technician |
| 63 | \$48,341 | \$95,385 | | NE | Veterans Services Officer |
| 63 | \$48,341 | \$95,385 | s | NE | Volunteer Services Coordinator |
| 64 | \$50,664 | \$99,967 | s | NE | Animal Shelter Supervisor |
| 64 | \$50,664 | \$99,967 | | NE | Assistant Register of Deeds |
| 64 | \$50,664 | \$99,967 | | NE | Bailiff |
| 64 | \$50,664 | \$99,967 | | NE | Deputy Sheriff (Civil) |
| 64 | \$50,664 | \$99,967 | | NE | Deputy Sheriff (Environmental Enforcement) |
| 64 | \$50,664 | \$99,967 | | NE | Deputy Sheriff (EOMP) |
| 64 | \$50,664 | \$99,967 | | NE | Deputy Sheriff (Patrol) |
| 64 | \$50,664 | \$99,967 | | NE | Deputy Sheriff (Transport) |
| 64 | \$50,664 | \$99,967 | | NE | E911 Geo. Info. Sys./Global Pos. Sys. |
| 64 | \$50,664 | \$99,967 | | NE | Maintenance Technician III |
| 64 | \$50,664 | \$99,967 | s | NE | Medical Lab Technician II |
| 64 | \$50,664 | \$99,967 | | NE | Natural Resources Conservationist |
| 64 | \$50,664 | \$99,967 | | NE | Personal Property Specialist |
| 64 | \$50,664 | \$99,967 | | NE | Tax Collection Specialist |
| 64 | \$50,664 | \$99,967 | | NE | Telecommunicator III |
| 64 | \$50,664 | \$99,967 | | NE | Water Field Technician II |
| 64 | \$50,664 | \$99,967 | | NE | Water Plant Operator |
| 65 | \$53,097 | \$104,763 | s | NE | Administrative Assistant II |
| 65 | \$53,097 | \$104,763 | | E | Animal Control Officer Supervisor |
| 65 | \$53,097 | \$104,763 | | E | Customer Service Supervisor |
| 65 | \$53,097 | \$104,763 | | NE | Deputy Sheriff Corporal (School Resource Officer) |
| 65 | \$53,097 | \$104,763 | | NE | Deputy Sheriff Corporal (Zone) |
| 65 | \$53,097 | \$104,763 | | NE | Detention Officer III |
| 65 | \$53,097 | \$104,763 | | NE | Finance Accounting Technician III |
| 65 | \$53,097 | \$104,763 | | NE | Human Resources Technician III |
| 65 | \$53,097 | \$104,763 | s | NE | Income Maintenance Caseworker III |
| 65 | \$53,097 | \$104,763 | s | NE | Income Maintenance Investigator II |
| 65 | \$53,097 | \$104,763 | s | E | Income Maintenance Supervisor I |
| 65 | \$53,097 | \$104,763 | | NE | Payroll Technician III |
| 65 | \$53,097 | \$104,763 | s | NE | Public Health Education Specialist |
| 65 | \$53,097 | \$104,763 | | NE | Vehicle Mechanic II |
| 66 | \$55,653 | \$109,789 | | NE | Building Codes Inspector I |

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|-------|----------|-----------|-----|------|---|
| 66 | \$55,653 | \$109,789 | s | NE | Computing Support Technician III |
| 66 | \$55,653 | \$109,789 | | NE | Detention Center Administrative Coordinator |
| 66 | \$55,653 | \$109,789 | | NE | Detention Center Navigator |
| 66 | \$55,653 | \$109,789 | | NE | Detention Center Supervisor |
| 66 | \$55,653 | \$109,789 | | NE | HVAC/Refrigeration Technician I |
| 66 | \$55,653 | \$109,789 | | NE | Information Technology Support Technician |
| 66 | \$55,653 | \$109,789 | | NE | Maintenance Technician IV |
| 66 | \$55,653 | \$109,789 | | NE | Natural Resource Conservationist II |
| 66 | \$55,653 | \$109,789 | s | NE | Nutritionist II |
| 66 | \$55,653 | \$109,789 | | E | Recreation Program Manager |
| 66 | \$55,653 | \$109,789 | s | NE | Social Worker II |
| 66 | \$55,653 | \$109,789 | | NE | Water Plant Operator II |
| 67 | \$58,321 | \$115,058 | s | E | Administrative Officer I |
| 67 | \$58,321 | \$115,058 | | NE | Animal Cruelty Investigator |
| 67 | \$58,321 | \$115,058 | | NE | Appraiser I (Real Estate) |
| 67 | \$58,321 | \$115,058 | | E | Assistant Chief Detention Officer |
| 67 | \$58,321 | \$115,058 | | NE | Building Codes Inspector II |
| 67 | \$58,321 | \$115,058 | | NE | Deputy Sheriff Investigator |
| 67 | \$58,321 | \$115,058 | | NE | Deputy Sheriff Investigator (Narcotics) |
| 67 | \$58,321 | \$115,058 | | NE | Deputy Sheriff Sergeant (Civil) |
| 67 | \$58,321 | \$115,058 | | NE | Deputy Sheriff Sergeant (EOMP) |
| 67 | \$58,321 | \$115,058 | | NE | Deputy Sheriff Sergeant (K-9) |
| 67 | \$58,321 | \$115,058 | | NE | Deputy Sheriff Sergeant (Patrol) |
| 67 | \$58,321 | \$115,058 | | NE | Deputy Sheriff Sergeant (School Resource Officer) |
| 67 | \$58,321 | \$115,058 | | NE | Deputy Sheriff Sergeant (Training) |
| 67 | \$58,321 | \$115,058 | | NE | Deputy Sheriff Sergeant (Transport) |
| 67 | \$58,321 | \$115,058 | s | NE | Environmental Health Specialist |
| 67 | \$58,321 | \$115,058 | | NE | Finance Accounting Technician IV |
| 67 | \$58,321 | \$115,058 | s | E | Human Services Coordinator III |
| 67 | \$58,321 | \$115,058 | s | E | Income Maintenance Supervisor II |
| 67 | \$58,321 | \$115,058 | | NE | Planner I |
| 68 | \$61,119 | \$120,585 | | E | Assistant Transportation Director |
| 68 | \$61,119 | \$120,585 | | NE | Building Codes Inspector III |
| 68 | \$61,119 | \$120,585 | s | NE | Chemistry Technician III |
| 68 | \$61,119 | \$120,585 | s | E | Clinical Chaplain I |
| 68 | \$61,119 | \$120,585 | s | NE | Computer Systems Administrator I |
| 68 | \$61,119 | \$120,585 | s | NE | Day Care Services Coordinator I |
| 68 | \$61,119 | \$120,585 | | NE | Deputy Sheriff Sergeant (Investigations) |
| 68 | \$61,119 | \$120,585 | | E | Elections Deputy Director |
| 68 | \$61,119 | \$120,585 | | E | Facilities Systems Operations Specialist |
| 68 | \$61,119 | \$120,585 | | NE | Fire Inspector III |
| 68 | \$61,119 | \$120,585 | | NE | Geo. Info. Systems Application Developer |
| 68 | \$61,119 | \$120,585 | | NE | HVAC/Refrigeration Technician II |
| 68 | \$61,119 | \$120,585 | s | E | Opioid Program Outreach Coordinator |
| 68 | \$61,119 | \$120,585 | | NE | Information Technology Database Analyst |
| 68 | \$61,119 | \$120,585 | s | NE | Medical Lab Technologist I |
| 68 | \$61,119 | \$120,585 | | NE | Payroll Administrator |
| 68 | \$61,119 | \$120,585 | s | E | Public Health Nurse I |
| 68 | \$61,119 | \$120,585 | s | NE | Social Worker III |
| 69 | \$64,048 | \$126,369 | | E | Assistant Recreation and Parks Director |
| 69 | \$64,048 | \$126,369 | | E | Assistant Solid Waste Director |
| 69 | \$64,048 | \$126,369 | | NE | Building Codes Inspector IV |
| 69 | \$64,048 | \$126,369 | | E | Chief Detention Officer |

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|-------|----------|-----------|-----|------|---|
| 69 | \$64,048 | \$126,369 | s | NE | Environmental Health Program Specialist |
| 69 | \$64,048 | \$126,369 | s | E | Income Maintenance Supervisor III |
| 69 | \$64,048 | \$126,369 | | NE | Planner II |
| 69 | \$64,048 | \$126,369 | s | E | Social Work Supervisor II |
| 70 | \$67,121 | \$132,438 | | NE | Appraiser II (Real Estate) |
| 70 | \$67,121 | \$132,438 | | E | Assistant to the County Manager |
| 70 | \$67,121 | \$132,438 | | E | Assistant Facilities Director |
| 70 | \$67,121 | \$132,438 | | E | Budget Analyst |
| 70 | \$67,121 | \$132,438 | | E | Deputy Sheriff Lieutenant (Civil) |
| 70 | \$67,121 | \$132,438 | | E | Deputy Sheriff Lieutenant (Crime Lab) |
| 70 | \$67,121 | \$132,438 | | E | Deputy Sheriff Lieutenant (Patrol) |
| 70 | \$67,121 | \$132,438 | | E | Deputy Sheriff Lieutenant (School Resource Officer) |
| 70 | \$67,121 | \$132,438 | s | E | Environmental Health Supervisor I |
| 70 | \$67,121 | \$132,438 | | NE | Information Technology Network Analyst |
| 70 | \$67,121 | \$132,438 | s | E | Nutrition Program Director I |
| 70 | \$67,121 | \$132,438 | | E | Personal Property Manager |
| 70 | \$67,121 | \$132,438 | s | E | Public Health Nurse II |
| 70 | \$67,121 | \$132,438 | s | NE | Quality Assurance Specialist II |
| 70 | \$67,121 | \$132,438 | s | NE | Social Worker IA&T |
| 70 | \$67,121 | \$132,438 | s | NE | Soil Scientist I |
| 70 | \$67,121 | \$132,438 | | E | Tax Collection Manager |
| 71 | \$70,344 | \$138,797 | | E | Clerk to the Board/Administrative Officer |
| 71 | \$70,344 | \$138,797 | | E | Deputy Sheriff Lieutenant (Investigations) |
| 71 | \$70,344 | \$138,797 | | E | Fiscal Grants Specialist |
| 71 | \$70,344 | \$138,797 | s | E | Public Health Nurse III |
| 71 | \$70,344 | \$138,797 | | E | Purchasing Agent |
| 71 | \$70,344 | \$138,797 | s | E | Staff Development Specialist III |
| 71 | \$70,344 | \$138,797 | | E | Training and Development Coordinator |
| 72 | \$73,724 | \$145,454 | s | E | Clinical Social Worker |
| 72 | \$73,724 | \$145,454 | s | E | County Social Services Business Officer I |
| 72 | \$73,724 | \$145,454 | | E | Financial Systems Specialist |
| 72 | \$73,724 | \$145,454 | s | E | Public Health Nursing Supervisor I |
| 72 | \$73,724 | \$145,454 | s | E | Social Work Supervisor III |
| 72 | \$73,724 | \$145,454 | | E | Systems Administrator |
| 73 | \$77,262 | \$152,438 | | E | Assistant County Engineer |
| 73 | \$77,262 | \$152,438 | | E | Assistant Planning and Inspections Director |
| 73 | \$77,262 | \$152,438 | | NE | Chief Building Codes Inspector |
| 73 | \$77,262 | \$152,438 | | E | Deputy Sheriff Captain (Bailiff/Transport) |
| 73 | \$77,262 | \$152,438 | | E | Deputy Sheriff Captain (Civil) |
| 73 | \$77,262 | \$152,438 | | E | Deputy Sheriff Captain (Criminal) |
| 73 | \$77,262 | \$152,438 | | E | Deputy Sheriff Captain (Detention Center) |
| 73 | \$77,262 | \$152,438 | | E | Deputy Sheriff Captain (Investigations) |
| 73 | \$77,262 | \$152,438 | | E | Deputy Sheriff Captain (Special Operations) |
| 73 | \$77,262 | \$152,438 | | E | Environmental Health Supervisor II |
| 73 | \$77,262 | \$152,438 | s | E | Medical Lab Supervisor I |
| 73 | \$77,262 | \$152,438 | s | E | Opioid Program Manager |
| 73 | \$77,262 | \$152,438 | | E | Risk Management/Safety Coordinator |
| 73 | \$77,262 | \$152,438 | | E | Sales and Events Manager |
| 73 | \$77,262 | \$152,438 | s | E | Social Work Program Manager |
| 73 | \$77,262 | \$152,438 | | E | Veterans Services Director |
| 73 | \$77,262 | \$152,438 | | E | Water Superintendent |

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|-------|-----------|-----------|-----|------|---|
| 74 | \$80,972 | \$159,751 | | E | Assistant Emergency Services Director |
| 74 | \$80,972 | \$159,751 | | E | Assistant Finance Director |
| 74 | \$80,972 | \$159,751 | | E | Assistant Human Resources Director |
| 74 | \$80,972 | \$159,751 | | E | Assistant Information Technology Director |
| 74 | \$80,972 | \$159,751 | | E | Director of Elections |
| 74 | \$80,972 | \$159,751 | | E | Geographic Info. Systems Administrator |
| 74 | \$80,972 | \$159,751 | s | E | Income Maintenance Administrator II |
| 74 | \$80,972 | \$159,751 | s | E | Public Health Nursing Supervisor II |
| 74 | \$80,972 | \$159,751 | s | E | Social Work Program Administrator I |
| 75 | \$84,859 | \$167,423 | s | E | Business Officer II |
| 75 | \$84,859 | \$167,423 | | E | Chief Appraiser |
| 75 | \$84,859 | \$167,423 | | E | Recreation and Parks Director |
| 75 | \$84,859 | \$167,423 | | E | Solid Waste Director |
| 76 | \$88,934 | \$175,462 | | E | Deputy Sheriff Major |
| 76 | \$88,934 | \$175,462 | | E | Facilities Director |
| 77 | \$93,205 | \$183,876 | s | E | Environmental Health Director I |
| 77 | \$93,205 | \$183,876 | | E | Water Services Director |
| 78 | \$97,675 | \$192,706 | s | E | Attorney I |
| 78 | \$97,675 | \$192,706 | | E | Chief Deputy Sheriff |
| 78 | \$97,675 | \$192,706 | | E | Emergency Services Director |
| 78 | \$97,675 | \$192,706 | | E | Transportation Director |
| 79 | \$102,368 | \$201,957 | | E | Convention Center Director |
| 79 | \$102,368 | \$201,957 | | E | Engineer |
| 79 | \$102,368 | \$201,957 | s | E | Advanced Practice Provider II |
| 80 | \$107,280 | \$211,652 | s | E | Human Services Deputy Director |
| 80 | \$107,280 | \$211,652 | | E | Planning and Inspections Director |
| 80 | \$107,280 | \$211,652 | | E | Tax Administrator |
| 81 | \$112,423 | \$221,815 | s | E | Advanced Practice Provider III |
| 81 | \$112,423 | \$221,815 | s | E | Clinical Pharmacist |
| 81 | \$112,423 | \$221,815 | s | E | Veterinarian |
| 82 | \$117,821 | \$232,585 | | E | Economic Development Director |
| 82 | \$117,821 | \$232,585 | | E | Finance Director |
| 82 | \$117,821 | \$232,585 | | E | Human Resources Director |
| 82 | \$117,821 | \$232,585 | | E | Information Technology Director |
| 84 | \$129,401 | \$255,452 | s | E | County Social Services Director |
| 84 | \$129,401 | \$255,452 | s | E | Local Health Director |
| 86 | \$142,128 | \$280,431 | | E | Assistant County Manager |

UNCLASSIFIED POSITIONS:

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

LEGEND:

s - Position may be subject to NC Human Resources Act.
E - Exempt from FLSA overtime provisions
NE- Non-exempt from FLSA overtime provisions