

Buncombe County Classification and Compensation Plan
July 1, 2025

Class Title	Min	Mid	Max	Grade	FLSA
Accountant	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Accounting and Reporting Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Accounting Specialist	\$51,052.83	\$66,279.33	\$81,505.84	3002	Exempt
Accounting Supervisor	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Accounting Technician I	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Accounting Technician II	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Accounting Technician III	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Administrative Assistant	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Administrative Coordinator I	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Administrative Coordinator II	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Administrative Coordinator III	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Administrative Coordinator IV	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Administrative Support Associate I	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Administrative Support Associate II	\$18.38	\$22.44	\$26.50	2002	Non-Exempt
Administrative Support Associate III	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Administrative Support Associate IV	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Advanced Practice Clinician	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Air Quality Coordinator	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Air Quality Director	\$100,428.64	\$130,381.48	\$160,334.32	3012	Exempt
Air Quality Field Services Program Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Air Quality Permitting Program Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Air Quality Specialist I	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Air Quality Specialist II	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Appraisal Supervisor	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Apprentice	#N/A	#N/A	\$113,247.77	NG	Non-Exempt
Apprentice - EMT	#N/A	#N/A	\$113,247.77	NG	Non-Exempt
Assistant County Manager	\$131,641.46	\$170,903.52	\$210,165.58	3016	Exempt
Assistant Department Director I	\$87,718.26	\$113,880.23	\$140,042.20	3010	Exempt
Assistant Department Director II	\$93,858.54	\$121,851.85	\$149,845.16	3011	Exempt
Assistant EMS Operations Supervisor	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Assistant Fire Marshal	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Assistant Register of Deeds	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt

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Assistant to the County Manager	\$51,052.83	\$66,279.33	\$81,505.84	3002	Exempt
Attorney I	\$87,718.26	\$113,880.23	\$140,042.20	3010	Exempt
Attorney II	\$93,858.54	\$121,851.85	\$149,845.16	3011	Exempt
Attorney Supervisor	\$107,458.64	\$139,508.18	\$171,557.72	3013	Exempt
BCSO Accounting Supervisor	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
BCSO Accounting Technician II	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
BCSO Accounting Technician III	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
BCSO Accreditation Manager	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
BCSO Administrative Assistant	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
BCSO Administrative Coordinator I	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
BCSO Administrative Coordinator II	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
BCSO Administrative Officer	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
BCSO Administrative Support Associate I	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
BCSO Administrative Support Associate II	\$18.38	\$22.44	\$26.50	2002	Non-Exempt
BCSO Administrative Support Associate III	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
BCSO Administrative Support Associate IV	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
BCSO Attorney	\$100,428.64	\$130,381.48	\$160,334.32	3012	Exempt
BCSO Business Administrator	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
BCSO Captain	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
BCSO Chief Deputy	\$93,858.54	\$121,851.85	\$149,845.16	3011	Exempt
BCSO Civil Process Administrator	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
BCSO Civil Process Supervisor	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
BCSO Communication and Outreach Coordinator	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
BCSO Control Room Operator	\$18.38	\$22.44	\$26.50	2002	Non-Exempt
BCSO Courthouse Security	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
BCSO Crime Prevention Supervisor	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
BCSO Crime Scene Investigator	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
BCSO Deputy	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
BCSO Detective	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
BCSO Detention Deputy	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
BCSO Detention Officer	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
BCSO Evidence & Property Manager	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
BCSO Evidence & Property Technician	\$21.04	\$25.69	\$30.34	2004	Non-Exempt

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BCSO Executive Lieutenant	\$31.57	\$38.55	\$45.53	2010	Non-Exempt
BCSO Field Investigator	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
BCSO Fleet Manager	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
BCSO Grants Administrator	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
BCSO Grants Manager	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
BCSO Grants Specialist	\$51,052.83	\$66,279.33	\$81,505.84	3002	Exempt
BCSO Human Resources Technician	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
BCSO Investigations Administrator	\$33.78	\$41.25	\$48.71	2011	Non-Exempt
BCSO Lieutenant	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
BCSO Logistics Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
BCSO Major	\$87,718.26	\$113,880.23	\$140,042.20	3010	Exempt
BCSO Operations Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
BCSO Patrol Administrator	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
BCSO Payroll Technician	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
BCSO Personnel and Training Officer	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
BCSO Preservation Specialist	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
BCSO Project Manager	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
BCSO Public Information Coordinator	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
BCSO Public Information Officer	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
BCSO Reassurance Coordinator	\$18.38	\$22.44	\$26.50	2002	Non-Exempt
BCSO Security Guard	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
BCSO Senior Citizens Affairs	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
BCSO Sergeant	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
BCSO Sergeant Detective	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
BCSO Sheriff's Data Technician	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
BCSO Warrant Officer	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Benefits Administrator	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Benefits Specialist	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Budget Analyst I	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Budget Analyst II	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Building Maintenance Supervisor	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Business Administrator I	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Business Administrator II	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt

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Business Administrator III	\$87,718.26	\$113,880.23	\$140,042.20	3010	Exempt
Business Property Appraiser	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Care Coordinator I	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Care Coordinator II	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Care Coordinator Supervisor	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Case Manager	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Cataloger	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Centralized Data Entry Supervisor	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Chief Information Security Officer	\$106,454.35	\$138,204.36	\$169,954.37	3110	Exempt
Chief Medical Officer	\$140,856.36	\$182,866.77	\$224,877.18	3017	Exempt
Classification and Compensation Analyst	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Clerk to the Board	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Code Enforcement Officer I	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Code Enforcement Officer II	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Code Enforcement Officer III	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Code Enforcement Officer Supervisor	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Commercial Appraiser	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Communication Supervisor	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Community Employment Case Manager	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Community EMT	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Community Engagement Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Community Engagement Specialist	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Community Health Assistant	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Community Paramedic	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Community Paramedic Program Manager	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Community Resources Division Director	\$100,428.64	\$130,381.48	\$160,334.32	3012	Exempt
Community Services Consultant	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Compensation and Benefits Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Compliance Officer	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
County Attorney	#N/A	#N/A	\$113,247.77	NG	Exempt
County Manager	#N/A	#N/A	\$113,247.77	NG	Exempt
Customer Service Specialist	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Deputy Clerk to the Board	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt

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Deputy Fire Marshal	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Deputy Register of Deeds I	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Deputy Register of Deeds II	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Deputy Register of Deeds Supervisor	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Director I	\$100,428.64	\$130,381.48	\$160,334.32	3012	Exempt
Director II	\$107,458.64	\$139,508.18	\$171,557.72	3013	Exempt
Director III	\$114,980.75	\$149,273.75	\$183,566.76	3014	Exempt
Director IV	\$123,029.40	\$159,722.92	\$196,416.43	3015	Exempt
Director of Elections	\$107,458.64	\$139,508.18	\$171,557.72	3013	Exempt
Disbursements Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Division Manager I	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Division Manager II	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Elections Coordinator	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Elections Technical Specialist	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Electrical Specialist	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Emergency Management Specialist	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Emergency Services Specialist	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Employee Engagement Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Employee Health Practice Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Employee Relations Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Employee Relations Specialist	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
EMS Medical Director	\$140,856.36	\$182,866.77	\$224,877.18	3017	Exempt
EMS Operations Supervisor	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
EMT - Advanced	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
EMT - Basic	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
EMT - Paramedic	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Environmental Educator	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Environmental Enforcement Specialist	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Environmental Enforcement Supervisor	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Environmental Health Administrator	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Environmental Health Specialist I	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Environmental Health Specialist II	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Environmental Health Specialist III	\$31.57	\$38.55	\$45.53	2010	Non-Exempt

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Environmental Health Supervisor	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Equity and Inclusion Specialist	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Erosion Control Officer	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Erosion Control Specialist	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Fellow	#N/A	#N/A	\$113,247.77	NG	Non-Exempt
Finance Director	\$123,029.40	\$159,722.92	\$196,416.43	3015	Exempt
Financial Analyst	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Financial, Planning, and Analysis Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Fire Marshal	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Fiscal Support Specialist	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
General Services Project Manager	\$87,718.26	\$113,880.23	\$140,042.20	3010	Exempt
GIS and Land Records Manager	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
GIS Technician	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Governance, Risk, and Compliance Manager	\$81,213.52	\$105,435.45	\$129,657.38	3106	Exempt
Grants Administrator	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Grants Manager	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Grounds Maintenance Supervisor	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Grounds Technician I	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Grounds Technician II	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Grounds Technician III	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Health and Human Services Finance Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Health Promotions Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Health Services Coordinator	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Heavy Equipment Mechanic Operator	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Heavy Equipment Operator	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Human Resources Coordinator	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Human Resources Generalist	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Human Resources Information System Analyst	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Human Resources Information System Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Human Resources Operations Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Human Resources Technician	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
HVAC Specialist	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Identification Supervisor	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt

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Identification Technician I	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Identification Technician II	\$18.38	\$22.44	\$26.50	2002	Non-Exempt
Identification Technician III	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Income Maintenance Administrator	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Income Maintenance Caseworker I	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Income Maintenance Caseworker II	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Income Maintenance Caseworker III	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Income Maintenance Investigator	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Income Maintenance Resource Specialist	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Income Maintenance Supervisor II	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Income Maintenance Supervisor III	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Information & Communication Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Information and Communication Specialist I	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Information and Communication Specialist II	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Information and Communication Specialist III	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Information Technology Administrator I	\$66,294.42	\$86,066.73	\$105,839.04	3103	Exempt
Information Technology Administrator II	\$70,935.03	\$92,091.40	\$113,247.77	3104	Exempt
Information Technology Administrator III	\$75,900.48	\$98,537.80	\$121,175.12	3105	Exempt
Information Technology Analyst I	\$61,957.40	\$80,436.20	\$98,914.99	3102	Exempt
Information Technology Analyst II	\$66,294.42	\$86,066.73	\$105,839.04	3103	Exempt
Information Technology Developer I	\$66,294.42	\$86,066.73	\$105,839.04	3103	Exempt
Information Technology Developer II	\$70,935.03	\$92,091.40	\$113,247.77	3104	Exempt
Information Technology Developer III	\$75,900.48	\$98,537.80	\$121,175.12	3105	Exempt
Information Technology Division Manager	\$99,490.05	\$129,162.96	\$158,835.86	3109	Exempt
Information Technology Engineer I	\$70,935.03	\$92,091.40	\$113,247.77	3104	Exempt
Information Technology Engineer II	\$75,900.48	\$98,537.80	\$121,175.12	3105	Exempt
Information Technology Management Analyst	\$75,900.48	\$98,537.80	\$121,175.12	3105	Exempt
Information Technology Manager I	\$81,213.52	\$105,435.45	\$129,657.38	3106	Exempt
Information Technology Manager II	\$86,898.46	\$112,815.93	\$138,733.39	3107	Exempt
Information Technology Project Manager	\$75,900.48	\$98,537.80	\$121,175.12	3105	Exempt
Information Technology Security Analyst I	\$70,935.03	\$92,091.40	\$113,247.77	3104	Exempt
Information Technology Security Analyst II	\$75,900.48	\$98,537.80	\$121,175.12	3105	Exempt

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Information Technology Security Analyst III	\$81,213.52	\$105,435.45	\$129,657.38	3106	Exempt
Information Technology Technician I	\$24.71	\$30.18	\$35.64	2101	Non-Exempt
Information Technology Technician II	\$26.44	\$32.29	\$38.13	2102	Non-Exempt
Information Technology Technician III	\$28.30	\$34.55	\$40.80	2103	Non-Exempt
Intern	#N/A	#N/A	\$113,247.77	NG	Non-Exempt
Internal Audit Director	\$100,428.64	\$130,381.48	\$160,334.32	3012	Exempt
Internal Audit Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Internal Auditor	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Laboratory Technician	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Laborer	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Land Records Technician I	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Land Records Technician II	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Landfill Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Landfill Operations Assistant Manager	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Language Access Coordinator	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Language Access Specialist I	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Language Access Specialist II	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Lead Electrical Specialist	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Lead Mechanic	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Lead Plumbing Specialist	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Lead Recruiter	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Librarian	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Library Assistant	\$18.38	\$22.44	\$26.50	2002	Non-Exempt
Library Branch Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Library Branch Services Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Library Safety Associate	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Library Services Coordinator	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Library Services Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Library Services Program Coordinator	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Library Special Collections Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Library Substitute	#N/A	#N/A	\$113,247.77	NG	Non-Exempt
Library Technical Services Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Library Youth Services Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt

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Licensed Clinical Therapist	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Maintenance Coordinator	\$51,052.83	\$66,279.33	\$81,505.84	3002	Exempt
Maintenance Technician I	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Maintenance Technician II	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Maintenance Technician III	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Management Analyst I	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Management Analyst II	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Mechanic I	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Mechanic II	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Mechanic III	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Medical Billing and Coding Specialist	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Medical Lab Technologist	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Medical Office Assistant	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Mitigation, Preparedness, and Recovery Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Nutrition Program Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Nutritionist I	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Nutritionist II	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Nutritionist Supervisor	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Operations and Facilities Coordinator	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Operations and Facilities Supervisor	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Organizational Development Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Organizational Development Trainer	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Paralegal	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Paralegal Supervisor	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Park Ranger I	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Park Ranger II	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Park Ranger Supervisor	\$51,052.83	\$66,279.33	\$81,505.84	3002	Exempt
Parks Landscape Supervisor	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Payroll Specialist	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Pharmacist	\$93,858.54	\$121,851.85	\$149,845.16	3011	Exempt
Physician	\$131,641.46	\$170,903.52	\$210,165.58	3016	Exempt
Planner I	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Planner II	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt

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Planner III	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Planning Technician	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Plans Reviewer	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Plumbing Specialist	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Power Plant Operator	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Preparedness Officer	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Pre-Trial Services Coordinator	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Pre-Trial Services Screener	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Pre-Trial Services Supervisor	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Principal Planner	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Procurement Agent	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Procurement Coordinator	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Procurement Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Procurement Specialist	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Program Coordinator	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Program Manager I	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Program Manager II	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Program Supervisor	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Property Appraiser I	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Property Appraiser II	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Property Appraiser III	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Public Health Division Director	\$107,458.64	\$139,508.18	\$171,557.72	3013	Exempt
Public Health Nurse Administrator	\$93,858.54	\$121,851.85	\$149,845.16	3011	Exempt
Public Health Nurse I	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Public Health Nurse II	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Public Health Nurse III	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Public Health Nurse Supervisor I	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Public Health Nurse Supervisor II	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Public Relations Coordinator	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Public Safety Communications Assistant Supervisor	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Public Safety Communications Call Taker	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Public Safety Communications Operations Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Public Safety Communications QA and Training Manager	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt

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Public Safety Communications Supervisor	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Public Safety Communications Training Support Specialist	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Public Safety Communicator	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Public Safety Telecommunicator	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Public Safety Training and Security Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Public Safety Training Facility Assistant Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Public Safety Training Facility Technician	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Quality Assurance Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Quality Assurance Specialist I	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Quality Assurance Specialist II	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Recreation Planner	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Recreation Services Facility Assistant	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Recreation Services Program Coordinator	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Recreation Services Program Manager	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Recreation Services Project Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Recruiter	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Recruiting Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Register of Deeds	#N/A	#N/A	\$113,247.77	NG	Exempt
Risk Manager	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Safety Officer	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Scale House Supervisor	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Senior Attorney I	\$107,458.64	\$139,508.18	\$171,557.72	3013	Exempt
Senior Attorney II	\$114,980.75	\$149,273.75	\$183,566.76	3014	Exempt
Senior Attorney III	\$123,029.40	\$159,722.92	\$196,416.43	3015	Exempt
Sheriff	#N/A	#N/A	\$113,247.77	NG	Exempt
Social Services Program Coordinator	\$71,604.23	\$92,960.19	\$114,316.15	3007	Exempt
Social Work Assistant	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Social Work Division Director	\$100,428.64	\$130,381.48	\$160,334.32	3012	Exempt
Social Work Practice Supervisor	\$31.57	\$38.55	\$45.53	2010	Non-Exempt
Social Work Program Manager	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Social Work Supervisor II	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Social Work Supervisor III	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Social Worker I	\$24.09	\$29.41	\$34.73	2006	Non-Exempt

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Social Worker II	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Social Worker III	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Social Worker IV	\$31.57	\$38.55	\$45.53	2010	Non-Exempt
Soil Conservationist I	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Soil Conservationist II	\$29.51	\$36.03	\$42.55	2009	Non-Exempt
Soil Scientist	\$31.57	\$38.55	\$45.53	2010	Non-Exempt
Solid Waste Coordinator	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Solid Waste Environmental Specialist	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Solid Waste Inspector	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Solid Waste Manager	\$81,979.68	\$106,430.12	\$130,880.56	3009	Exempt
Solid Waste Scale Operator	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Staff Development Manager	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Staff Development Specialist	\$54,626.52	\$70,918.89	\$87,211.25	3003	Exempt
Stormwater Engineer/Hydrogeologist	\$76,616.53	\$99,467.40	\$122,318.28	3008	Exempt
Stormwater Technician	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Strategic Policy and Analysis Manager	\$87,718.26	\$113,880.23	\$140,042.20	3010	Exempt
Systems Specialist	\$19.66	\$24.01	\$28.35	2003	Non-Exempt
Tax Assessor	\$107,458.64	\$139,508.18	\$171,557.72	3013	Exempt
Tax Collections Clerk	\$18.38	\$22.44	\$26.50	2002	Non-Exempt
Tax Collections Supervisor	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Tax Collector	\$107,458.64	\$139,508.18	\$171,557.72	3013	Exempt
Tax Revenue Collector I	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Tax Revenue Collector II	\$24.09	\$29.41	\$34.73	2006	Non-Exempt
Tax Systems Analyst	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Tax Systems Technician	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Training Officer	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Transfer Station Assistant Manager	\$25.77	\$31.47	\$37.16	2007	Non-Exempt
Transfer Station Manager	\$66,919.84	\$86,878.68	\$106,837.53	3006	Exempt
Transfer Station Operator	\$17.17	\$20.97	\$24.76	2001	Non-Exempt
Transfer Truck Driver I	\$21.04	\$25.69	\$30.34	2004	Non-Exempt
Transfer Truck Driver II	\$22.51	\$27.49	\$32.46	2005	Non-Exempt
Vehicle Maintenance Supervisor	\$58,450.38	\$75,883.21	\$93,316.03	3004	Exempt
Veterans Service Officer I	\$25.77	\$31.47	\$37.16	2007	Non-Exempt

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Veterans Service Officer II	\$27.58	\$33.67	\$39.77	2008	Non-Exempt
Veterans Service Officer Supervisor	\$62,541.91	\$81,195.03	\$99,848.16	3005	Exempt
Website Administrator	\$70,935.03	\$92,091.40	\$113,247.77	3104	Exempt
Zoning and Code Compliance Officer	\$25.77	\$31.47	\$37.16	2007	Non-Exempt

Buncombe County Salary Schedule with Quartiles

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SALARY GRADE	1ST QUARTILE		2ND QUARTILE		3RD QUARTILE		4TH QUARTILE	
	minimum	maximum	minimum	maximum	minimum	maximum	minimum	maximum
2001	\$ 17.17	\$ 19.07	\$ 19.08	\$ 20.97	\$ 20.98	\$ 22.87	\$ 22.88	\$ 24.76
2002	\$ 18.38	\$ 20.41	\$ 20.42	\$ 22.44	\$ 22.45	\$ 24.47	\$ 24.48	\$ 26.50
2003	\$ 19.66	\$ 21.83	\$ 21.84	\$ 24.01	\$ 24.02	\$ 26.18	\$ 26.19	\$ 28.35
2004	\$ 21.04	\$ 23.36	\$ 23.37	\$ 25.69	\$ 25.70	\$ 28.01	\$ 28.02	\$ 30.34
2005	\$ 22.51	\$ 25.00	\$ 25.01	\$ 27.49	\$ 27.50	\$ 29.97	\$ 29.98	\$ 32.46
2006	\$ 24.09	\$ 26.75	\$ 26.76	\$ 29.41	\$ 29.42	\$ 32.07	\$ 32.08	\$ 34.73
2007	\$ 25.77	\$ 28.62	\$ 28.63	\$ 31.47	\$ 31.48	\$ 34.32	\$ 34.33	\$ 37.16
2008	\$ 27.58	\$ 30.62	\$ 30.63	\$ 33.67	\$ 33.68	\$ 36.72	\$ 36.73	\$ 39.77
2009	\$ 29.51	\$ 32.77	\$ 32.78	\$ 36.03	\$ 36.04	\$ 39.29	\$ 39.30	\$ 42.55
2010	\$ 31.57	\$ 35.06	\$ 35.07	\$ 38.55	\$ 38.56	\$ 42.04	\$ 42.05	\$ 45.53
2011	\$ 33.78	\$ 37.52	\$ 37.53	\$ 41.25	\$ 41.26	\$ 44.98	\$ 44.99	\$ 48.71
2101	\$ 24.71	\$ 27.45	\$ 27.46	\$ 30.18	\$ 30.19	\$ 32.91	\$ 32.92	\$ 35.64
2102	\$ 26.44	\$ 29.37	\$ 29.38	\$ 32.29	\$ 32.30	\$ 35.21	\$ 35.22	\$ 38.13
2103	\$ 28.30	\$ 31.42	\$ 31.43	\$ 34.55	\$ 34.56	\$ 37.68	\$ 37.69	\$ 40.80
3001	\$ 47,712.92	\$ 54,828.11	\$ 54,828.12	\$ 61,943.30	\$ 61,943.31	\$ 69,058.49	\$ 69,058.50	\$ 76,173.68
3002	\$ 51,052.83	\$ 58,666.08	\$ 58,666.09	\$ 66,279.33	\$ 66,279.34	\$ 73,892.58	\$ 73,892.59	\$ 81,505.84
3003	\$ 54,626.52	\$ 62,772.70	\$ 62,772.71	\$ 70,918.89	\$ 70,918.90	\$ 79,065.07	\$ 79,065.08	\$ 87,211.25
3004	\$ 58,450.38	\$ 67,166.79	\$ 67,166.80	\$ 75,883.21	\$ 75,883.22	\$ 84,599.62	\$ 84,599.63	\$ 93,316.03
3005	\$ 62,541.91	\$ 71,868.47	\$ 71,868.48	\$ 81,195.03	\$ 81,195.04	\$ 90,521.59	\$ 90,521.60	\$ 99,848.16
3006	\$ 66,919.84	\$ 76,899.26	\$ 76,899.27	\$ 86,878.68	\$ 86,878.69	\$ 96,858.10	\$ 96,858.11	\$ 106,837.53
3007	\$ 71,604.23	\$ 82,282.21	\$ 82,282.22	\$ 92,960.19	\$ 92,960.20	\$ 103,638.17	\$ 103,638.18	\$ 114,316.15
3008	\$ 76,616.53	\$ 88,041.97	\$ 88,041.98	\$ 99,467.40	\$ 99,467.41	\$ 110,892.84	\$ 110,892.85	\$ 122,318.28
3009	\$ 81,979.68	\$ 94,204.90	\$ 94,204.91	\$ 106,430.12	\$ 106,430.13	\$ 118,655.34	\$ 118,655.35	\$ 130,880.56
3010	\$ 87,718.26	\$ 100,799.25	\$ 100,799.26	\$ 113,880.23	\$ 113,880.24	\$ 126,961.22	\$ 126,961.23	\$ 140,042.20
3011	\$ 93,858.54	\$ 107,855.19	\$ 107,855.20	\$ 121,851.85	\$ 121,851.86	\$ 135,848.50	\$ 135,848.51	\$ 149,845.16
3012	\$ 100,428.64	\$ 115,405.06	\$ 115,405.07	\$ 130,381.48	\$ 130,381.49	\$ 145,357.90	\$ 145,357.91	\$ 160,334.32
3013	\$ 107,458.64	\$ 123,483.41	\$ 123,483.42	\$ 139,508.18	\$ 139,508.19	\$ 155,532.95	\$ 155,532.96	\$ 171,557.72
3014	\$ 114,980.75	\$ 132,127.25	\$ 132,127.26	\$ 149,273.75	\$ 149,273.76	\$ 166,420.26	\$ 166,420.27	\$ 183,566.76
3015	\$ 123,029.40	\$ 141,376.16	\$ 141,376.17	\$ 159,722.92	\$ 159,722.93	\$ 178,069.68	\$ 178,069.69	\$ 196,416.43
3016	\$ 131,641.46	\$ 151,272.49	\$ 151,272.50	\$ 170,903.52	\$ 170,903.53	\$ 190,534.55	\$ 190,534.56	\$ 210,165.58
3017	\$ 140,856.36	\$ 161,861.56	\$ 161,861.57	\$ 182,866.77	\$ 182,866.78	\$ 203,871.97	\$ 203,871.98	\$ 224,877.18
3101	\$ 57,904.12	\$ 66,539.07	\$ 66,539.08	\$ 75,174.02	\$ 75,174.03	\$ 83,808.97	\$ 83,808.98	\$ 92,443.92
3102	\$ 61,957.40	\$ 71,196.80	\$ 71,196.81	\$ 80,436.20	\$ 80,436.21	\$ 89,675.59	\$ 89,675.60	\$ 98,914.99
3103	\$ 66,294.42	\$ 76,180.58	\$ 76,180.59	\$ 86,066.73	\$ 86,066.74	\$ 95,952.89	\$ 95,952.90	\$ 105,839.04
3104	\$ 70,935.03	\$ 81,513.22	\$ 81,513.23	\$ 92,091.40	\$ 92,091.41	\$ 102,669.59	\$ 102,669.60	\$ 113,247.77
3105	\$ 75,900.48	\$ 87,219.14	\$ 87,219.15	\$ 98,537.80	\$ 98,537.81	\$ 109,856.46	\$ 109,856.47	\$ 121,175.12
3106	\$ 81,213.52	\$ 93,324.48	\$ 93,324.49	\$ 105,435.45	\$ 105,435.46	\$ 117,546.41	\$ 117,546.42	\$ 129,657.38
3107	\$ 86,898.46	\$ 99,857.20	\$ 99,857.21	\$ 112,815.93	\$ 112,815.94	\$ 125,774.66	\$ 125,774.67	\$ 138,733.39
3108	\$ 92,981.36	\$ 106,847.20	\$ 106,847.21	\$ 120,713.04	\$ 120,713.05	\$ 134,578.89	\$ 134,578.90	\$ 148,444.73
3109	\$ 99,490.05	\$ 114,326.50	\$ 114,326.51	\$ 129,162.96	\$ 129,162.97	\$ 143,999.41	\$ 143,999.42	\$ 158,835.86
3110	\$ 106,454.35	\$ 122,329.36	\$ 122,329.37	\$ 138,204.36	\$ 138,204.37	\$ 154,079.37	\$ 154,079.38	\$ 169,954.37
3111	\$ 113,906.16	\$ 130,892.41	\$ 130,892.42	\$ 147,878.67	\$ 147,878.68	\$ 164,864.92	\$ 164,864.93	\$ 181,851.18