

COUNTY OF WAYNE, NORTH CAROLINA
POSITION CLASSIFICATION AND PAY PLAN

Amended: October 21, 2025

by Adoption of the Budget Ordinance

EFFECTIVE: October 21, 2025

GRADE	MINIMUM	MIDPOINT	MAXIMUM
61	\$32,159	\$43,414	\$58,609
OFFICE ASSISTANT CONVENTION CENTER CUSTODIAN DENTAL ASSISTANT DEPUTY REGISTER OF DEEDS I LIBRARY ASSISTANT LINE TECHNICIAN PRODUCTION TECHNICIAN SITE MAINTENANCE/ATTENDANT WEIGHMASTER			
62	\$33,767	\$45,585	\$61,540
4-H SITE DIRECTOR ANIMAL SHELTER ATTENDANT FARMERS MARKET COORDINATOR MAPPER			
63	\$35,455	\$47,864	\$64,617
4-H PROGRAM ASSISTANT CH PERMIT ANALYST CHILD SUPPORT AGENT I DENTAL ASSISTANT SUPERVISOR HOUSEKEEPING ASSISTANT INCOME MAINTENANCE INVESTIGATOR I LITERACY PROGRAM COORDINATOR			
64	\$37,228	\$50,257	\$67,847
ADMINISTRATIVE ASSISTANT ANIMAL SHELTER ATTENDANT/RESCUE COORDINATOR DETENTION OFFICER I DETENTION OFFICER II DETENTION OFFICER II/COURT SPEC DETENTION OFFICER II/INMATE CONTROL			

	DETENTION OFFICER II/INMATE SERVICES DETENTION OFFICER II/INTERPRETER DETENTION OFFICER-ENTRY DETENTION OFFICER - MASTER GIS SPECIALIST GROUNDSKEEPER GROUNDSKEEPER/EQUIPMENT OPERATOR NON-CERTIFIED SPECIAL DEPUTY PROCESSING ASSISTANT III SOIL CONSERVATION ADMIN & PROGRAM ASST STAFF ASSISTANT/RECEPTIONIST VENUE SERVICES TEAM MEMBER		
65	\$39,089	\$52,770	\$71,240
E/E	CHILD SUPPORT AGENT II CRIMINAL ANALYST DEPUTY REGISTER OF DEEDS II ELECTIONS ADMINISTRATOR LIBRARY BRANCH MANAGER-NORTHERN WAYNE MAIL DEPOSIT SERVICES COORDINATOR MEDICAL RECORDS ASSISTANT PROCESSING ASSISTANT IV RECYCLING COORDINATOR TAX ASSISTANT I TRANSPORTATION COORDINATOR		
66	\$41,044	\$55,409	\$74,802
	ASSISTANT CIRCULATION DEPT HEAD CALL TAKER COMMUNITY HEALTHCARE WORKER FOREIGN LANGUAGE INTERPRETER GROUNDKEEPER LEAD INCOME MAINTENANCE CASEWORKER I INCOME MAINTENANCE TECHNICIAN LEAD CHILD SUPPORT AGENT II PATIENT RELATIONS REPRESENTATIVE PROCESSING ASSISTANT V REFERENCE ASSISTANT SENIOR CENTER PROGRAM MANAGER		
67	\$43,096	\$58,179	\$78,542
	ACCOUNTING TECHNICIAN		

	ANIMAL CONTROL OFFICER		
	ASSISTANT REGISTER OF DEEDS I		
	BASIC EMT		
	CHILD SUPPORT SUPERVISOR I		
	COMMERCIAL PAINTER		
	DEPUTY SHERIFF - ENTRY		
	DEPUTY SHERIFF I		
	DEPUTY SHERIFF II		
	DEPUTY SHERIFF - MASTER DEPUTY		
	DEPUTY SHERIFF - ENTRY/SRO		
	DEPUTY SHERIFF I/SRO		
	DEPUTY SHERIFF II/SRO		
	DEPUTY SHERIFF - MASTER DEPUTY/SRO		
	DETENTION OFFICER-CORPORAL		
	ENVIRONMENTAL TECHNICIAN-SOLID WASTE		
	EQUIPMENT OPERATOR/TRUCKS		
	FLEET MAINTENANCE MECHANIC		
E/P/L	INFORMATION & OPTIONS COUNSELOR		
	MAINTENANCE SUPERVISOR		
	MAINTENANCE TECHNICIAN		
	MAINTENANCE TECHNICIAN - SEWER FUND		
	MEDICAL LABORATORY TECHNICIAN I		
	PAYROLL TECHNICIAN		
	PROCESSING UNIT SUPERVISOR		
	SOCIAL WORKER TRAINEE		
	SOIL CONSERVATION TECHNICIAN I		
	TAX ASSISTANT II		
68	\$45,250	\$61,088	\$82,469
	AEMT		
	AUDIO VISUAL & MEDIA SPECIALIST		
	CHILD SUPPORT SUPERVISOR II		
	DEPUTY OPERATIONS MANAGER		
	DETENTION OFFICER - SERGEANT		
	HEAVY EQUIPMENT OPERATOR		
	HOUSEKEEPING SUPERVISOR		
	HUMAN SERVICES COORDINATOR III		
	INCOME MAINTENANCE CASEWORKER II		
	LICENSED PRACTICAL NURSE		
	MAPPER/PROPERTY TRANSFER OFFICER		
	MEDICAL LABORATORY TECHNICIAN II		
	OFFICE MANAGER		

		PRE-TRIAL RELEASE COORDINATOR SOIL CONSERVATION TECHNICIAN II TAX ASSISTANT III/LISTING SUPERVISOR	
69		\$47,513 \$64,143	\$86,592
		ASSISTANT REGISTER OF DEEDS II DEPUTY SHERIFF-CORPORAL/DETECTIVE EH SPEC / FOOD & LODGING COORDINATOR FLEET MAINTENANCE SUPERVISOR HEAVY EQUIPMENT MECHANIC IN-HOME AIDE PROGRAM SUPERVISOR LIBRARY CHILDRENS DEPT HEAD LIBRARY REFERENCE LIBRARIAN LITERACY PROGRAM MANAGER MAXWELL CENTER VENUE SERVICES MANAGER PUBLIC HEALTH EDUCATION SPECIALIST RESEARCH/MARKETING SPECIALIST SOCIAL WORKER I STATE COST SHARE TECHNICIAN	
70		\$49,889 \$67,350	\$90,922
		APPRAISER BUILDING CODE INSPECTOR I BUS/PERSONAL PROPERTY ADMINISTRATOR CHIEF PROPERTY TRANSFER OFFICER DEPUTY SHERIFF - SERGEANT/DETECTIVE SERGEANT DEPUTY SHERIFF-SERGEANT/SRO DEPUTY TAX COLLECTOR ELECTRICIAN FIELD SUPERVISOR GROUNDS SUPERVISOR -ORC HVAC TECHNICIAN INCOME MAINTENANCE CASEWORKER III INCOME MAINTENANCE CASEWORKER III - LEAD INCOME MAINTENANCE INVESTIGATOR II IT SUPPORT TECHNICIAN - DSS IT SUPPORT TECHNICIAN LIBRARY BRANCH MANAGER-STEELE FULL SERVICE LOCAL HISTORY LIBRARIAN NUTRITIONIST II PARALEGAL PLUMBER	

	PUBLIC HEALTH NURSE I TELECOMMUNICATOR	
71	\$52,383 \$70,717	\$95,468
E/A	ANIMAL CONTROL SUPERVISOR ANIMAL SHELTER SUPERVISOR BUSINESS MANAGER CODE ENFORCEMENT OFFICER DENTAL HYGIENIST DETENTION OFFICER - LIEUTENANT ELECTIONS TECHNICIAN	
E/E	EMPLOYEE RELATIONS ADMINISTRATOR ENVIRONMENTAL HEALTH SPECIALIST	
E/A	IT SUPPORT SPECIALIST	
E/A	LIBRARY CHILDREN'S DEPT HEAD	
E/A	LIBRARY EXPERIENCES MANAGER	
E/A	LIBRARY REFERENCE DEPT HEAD	
E/A	LIBRARY TECHNICAL SERVICES SUPERVISOR	
E/A	LITERACY CONNECTIONS DIRECTOR MAPPING SUPERVISOR MAXWELL CENTER EVENT MANAGER PLANNER PUBLIC INFORMATION ASSITANT- PA SOCIAL WORKER II	
E/E	SOIL CONSERVATION COORDINATOR TELECOMMUNICATOR - LEAD	
72	\$55,002 \$74,253	\$100,242
E/A	ASSISTANT PAYROLL ADMINISTRATOR ASSISTANT FIRE MARSHAL BUILDING CODE INSPECTOR II GRANT COORDINATOR/ADMINISTRATOR HR ADMINISTRATOR INCOME MAINTENANCE SUPERVISOR II IT SENIOR SUPPORT TECHNICIAN JAIL NAVIGATOR	
E/A	MEDICAL RECORDS MANAGER NUTRITIONIST III OFFICE MANAGER/DEPUTY CLERK PARAMEDIC PUBLIC AFFAIRS SPECIALIST TAX PROGRAMMER	

	TELECOMMUNICATOR - ASST SUPERVISOR TRAINING/QA COORDINATOR	
73	\$57,752 \$77,966	\$105,254
E/A	ACCOUNTING SPECIALIST AIRPORT OPERATIONS MANAGER DEPUTY SHERIFF-LIEUTENANT DEPUTY SHERIFF - LIEUTENANT/SRO ENVIRONMENTAL HEALTH SUPERVISOR	
E/A	HR GENERALIST IT SENIOR SUPPORT SPECIALIST MAXWELL CENTER SALES & MARKETING DIRECTOR PUBLIC HEALTH EDUCATION SUPERVISOR	
E/E	PUBLIC INFORMATION OFFICER PROCUREMENT SPECIALIST	
E/P/L	RN SUPERVISOR SOCIAL WORKER III ULTRASOUND TECHNICIAN I	
74	\$60,640 \$81,864	\$110,516
E/A	ANIMAL SERVICES MANAGER APPRASIER SUPERVISOR BUILDING CODE INSPECTOR III COLLECTIONS DIVISION MANAGER CREW CHIEF INCOME MAINTENANCE SUPERVISOR III IT ASSOCIATE SYSTEMS ADMIN	
E/A	PAYROLL ADMINISTRATOR TELECOMMUNICATOR- SHIFT SUPERVISOR TRAINING OFFICER	
75	\$63,672 \$85,957	\$116,042
E/E	ASSISTANT DIRECTOR OF SOLID WASTE	
E/A	DEPUTY DIRECTOR-BOARD OF ELECTIONS DEPUTY SWAT/MEDIC/PILOT	
E/E	ENVIRONMENTAL HEALTH SUPERVISOR II FIELD TRAINING OFFICER	
E/A	HR GENERALIST - LEAD	
E/A	IT SYSTEMS ADMINISTRATOR	
E/E	MEDICAL LABORATORY SUPERVISOR	
E/A	NUTRITION PROGRAM DIRECTOR	
E/A	OPERATIONS OFFICER	

	PUBLIC HEALTH NURSE II SERVICES ON AGING ASSISTANT DIRECTOR SOCIAL WORKER IAT E/A SOCIAL WORKER SUPERVISOR II TRAINING/QA MANAGER VETERAN SERVICES OFFICER	
76	\$66,856 \$90,255	\$121,844
E/A	ASSISTANT DIRECTOR OF NURSING	
E/E	ASSISTANT TO COUNTY MANAGER/CLERK TO BOARD	
E/A	BUILDING CODE SUPERVISOR	
E/A	BUSINESS OFFICER	
E/E	DEPUTY SHERIFF - CAPTAIN	
E/E	DEPUTY SHERIFF - CAPTAIN/SRO	
	DEPUTY TAX ADMINISTRATOR	
E/E	DETENTION OFFICER-CAPTAIN	
	GIS ADMINISTRATOR	
E/P/C	IT SENIOR SYSTEMS ADMINISTRATOR	
	PUBLIC HEALTH NURSE III	
	PUBLIC HEALTH NURSE III - ERRN	
	PUBLIC HEALTH NURSE - QUALITY ASSURANCE	
	SUPERVISOR-EMS	
77	\$70,198 \$94,768	\$127,936
E/A	ACCOUNTING & BUDGET MANAGER	
E/A	EMERGENCY MANAGEMENT COORDINATOR	
E/A	ENVIRONMENTAL HEALTH MANAGER	
E/E	FIRE MARSHAL	
E/P/C	IT SYSTEMS ENGINEER	
E/A	OCCUPATIONAL HEALTH NURSE	
E/E	PUBLIC HEALTH NURSE SUPERVISOR	
E/A	SAFETY AND RISK MANAGER	
	SOCIAL WORKER SUPERVISOR IAT	
E/A	SOCIAL WORKER SUPERVISOR III	
78	\$73,708 \$99,506	\$134,333
E/A	ANIMAL SERVICES DIRECTOR	
E/E	DAY REPORTING CENTER DIRECTOR	
E/E	EXECUTIVE DIRECTOR BOARD OF ELECTIONS	
E/E	INCOME MAINTENANCE ADMIN II	
E/E	INSPECTIONS DIRECTOR	
E/P/C	IT SENIOR SYSTEMS ENGINEER	

E/P/C	IT TECH SERVICES SUPERVISOR OPERATIONS MANAGER -911		
E/E	SERVICES ON AGING DIRECTOR		
E/E	SOIL AND WATER DIRECTOR		
E/E	SOLID WASTE DIRECTOR		
E/E	VETERANS SERVICES DIRECTOR		
79	\$77,394	\$104,481	\$141,050
E/P	DIRECTOR OF NURSING IT SENIOR SYSTEMS SUPERVISOR		
E/E	SOCIAL WORKER PROGRAM MANAGER		
80	\$81,263	\$109,705	\$148,102
E/E	DEPUTY DIRECTOR - EMS		
E/E	DEPUTY SHERIFF - MAJOR		
E/E	DETENTION OFFICER - MAJOR		
E/A	EXISTING BUSINESS & INDUSTRY SPEC.		
	FACILITY MAINTENANCE ASSISTANT DIRECTOR		
	FACILITY SERVICES ASSISTANT DIRECTOR		
E/P/C	IT OPERATIONS MANAGER/APP ANALYST		
E/E	JAIL ADMINISTRATOR - MAJOR		
E/E	REGISTER OF DEEDS		
81	\$85,326	\$115,191	\$155,508
E/E	911 CENTER DIRECTOR		
E/E	ADVANCED PRACTICE PROVIDER II		
E/E	ADVANCED PRACTICE PROVIDER II/PHN SUPERVISOR		
E/E	MAXWELL CENTER GENERAL MANAGER		
E/E	LIBRARY ASSISTANT DIRECTOR		
E/E	OFFICE OF EMERGENCY SERVICES DIRECTOR		
E/E	PUBLIC AFFAIRS DIRECTOR		
82	\$89,593	\$120,950	\$163,283
E/A	ASSISTANT DIRECTOR OF HUMAN RESOURCES		
E/A	ASSISTANT FINANCE DIRECTOR		
E/E	FACILITIES DIRECTOR		
E/E	HUMAN SERVICES DEPUTY DIRECTOR		
E/E	LIBRARY DIRECTOR		
E/E	PLANNING DIRECTOR		
E/E	PUBLIC HEALTH DEPUTY DIRECTOR		
84	\$94,072	\$126,998	\$171,447

E/E	DENTIST		
E/E	EMS DIRECTOR		
85	\$103,480	\$139,698	\$188,592
E/E	SHERIFF		
E/E	TAX ADMINISTRATOR		
86	\$113,828	\$153,667	\$207,451
E/E	FINANCE DIRECTOR		
E/E	HUMAN RESOURCES DIRECTOR		
E/E	IT DIRECTOR		
E/E	PUBLIC HEALTH DIRECTOR		
E/E	SOCIAL SERVICES DIRECTOR		
87	\$125,210	\$169,034	\$228,196
88	\$137,731	\$185,938	\$251,016
NG*	Not on Grade		
E/P	ASSISTANT COUNTY ATTORNEY - DSS		
E/E	ASSISTANT COUNTY MANAGER		
E/P	COUNTY ATTORNEY		
E/E	COUNTY MANAGER		
E/E	GWTA DIRECTOR		
E/P	STAFF ATTORNEY		
Titles with these designations may be qualified as FLSA exempt :			
E/E designates Exempt Status/Executive			
E/A designates Exempt Status/Administrative			
E/P designates Exempt Status/Professional			
E/P/C designates Exempt Status/Professional/Computers			
E/P/L designates Exempt Status/Professional/Learned			