Buncombe County Classification and Compensation Plan

July 1, 2026

Class Title	Min	Mid	Max	Grade	FLSA
Accountant	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Accounting and Reporting Manager	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Accounting Specialist	$51,052.83	$67,501.92	$83,951.01	3002	Exempt
Accounting Supervisor	$54,626.52	$72,227.05	$89,827.58	3003	Exempt
Accounting Technician I	$19.66	$24.43	$29.20	2003	Non-Exempt
Accounting Technician II	$21.04	$26.14	$31.25	2004	Non-Exempt
Accounting Technician III	$22.51	$27.97	$33.43	2005	Non-Exempt
Administrative Assistant	$22.51	$27.97	$33.43	2005	Non-Exempt
Administrative Coordinator I	$24.09	$29.93	$35.77	2006	Non-Exempt
Administrative Coordinator II	$25.77	$32.03	$38.28	2007	Non-Exempt
Administrative Coordinator III	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Administrative Coordinator IV	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Administrative Support Associate I	$17.17	$21.34	$25.51	2001	Non-Exempt
Administrative Support Associate II	$18.38	$22.83	$27.29	2002	Non-Exempt
Administrative Support Associate III	$19.66	$24.43	$29.20	2003	Non-Exempt
Administrative Support Associate IV	$21.04	$26.14	$31.25	2004	Non-Exempt
Advanced Practice Clinician	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Air Quality Coordinator	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Air Quality Director	$100,428.64	$132,786.49	$165,144.35	3012	Exempt
Air Quality Field Services Program Manager	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Air Quality Permitting Program Manager	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Air Quality Specialist I	$27.58	$34.27	$40.96	2008	Non-Exempt
Air Quality Specialist II	$29.51	$36.67	$43.83	2009	Non-Exempt
Appraisal Supervisor	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Apprentice	#N/A	#N/A	#N/A	NG	Non-Exempt
Apprentice - EMT	#N/A	#N/A	#N/A	NG	Non-Exempt
Assistant County Manager	$131,641.46	$174,056.00	$216,470.55	3016	Exempt
Assistant Department Director I	$87,718.26	$115,980.86	$144,243.47	3010	Exempt
Assistant Department Director II	$93,858.54	$124,099.53	$154,340.51	3011	Exempt
Assistant EMS Operations Supervisor	$27.58	$34.27	$40.96	2008	Non-Exempt
Assistant Fire Marshal	$27.58	$34.27	$40.96	2008	Non-Exempt
Assistant Register of Deeds	$62,541.91	$82,692.75	$102,843.60	3005	Exempt

Buncombe County Classification and Compensation Plan

July 1, 2026

Assistant to the County Manager	$51,052.83	$67,501.92	$83,951.01	3002	Exempt
Attorney I	$87,718.26	$115,980.86	$144,243.47	3010	Exempt
Attorney II	$93,858.54	$124,099.53	$154,340.51	3011	Exempt
Attorney Supervisor	$107,458.64	$142,081.55	$176,704.45	3013	Exempt
BCSO Accounting Supervisor	$54,626.52	$72,227.05	$89,827.58	3003	Exempt
BCSO Accounting Technician II	$21.04	$26.14	$31.25	2004	Non-Exempt
BCSO Accounting Technician III	$22.51	$27.97	$33.43	2005	Non-Exempt
BCSO Accreditation Manager	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
BCSO Administrative Assistant	$22.51	$27.97	$33.43	2005	Non-Exempt
BCSO Administrative Coordinator I	$24.09	$29.93	$35.77	2006	Non-Exempt
BCSO Administrative Coordinator II	$25.77	$32.03	$38.28	2007	Non-Exempt
BCSO Administrative Officer	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
BCSO Administrative Support Associate I	$17.17	$21.34	$25.51	2001	Non-Exempt
BCSO Administrative Support Associate II	$18.38	$22.83	$27.29	2002	Non-Exempt
BCSO Administrative Support Associate III	$19.66	$24.43	$29.20	2003	Non-Exempt
BCSO Administrative Support Associate IV	$21.04	$26.14	$31.25	2004	Non-Exempt
BCSO Attorney	$100,428.64	$132,786.49	$165,144.35	3012	Exempt
BCSO Business Administrator	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
BCSO Captain	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
BCSO Chief Deputy	$93,858.54	$124,099.53	$154,340.51	3011	Exempt
BCSO Civil Process Administrator	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
BCSO Civil Process Supervisor	$27.58	$34.27	$40.96	2008	Non-Exempt
BCSO Communication and Outreach Coordinator	$27.58	$34.27	$40.96	2008	Non-Exempt
BCSO Control Room Operator	$18.38	$22.83	$27.29	2002	Non-Exempt
BCSO Courthouse Security	$21.04	$26.14	$31.25	2004	Non-Exempt
BCSO Crime Prevention Supervisor	$24.09	$29.93	$35.77	2006	Non-Exempt
BCSO Crime Scene Investigator	$25.77	$32.03	$38.28	2007	Non-Exempt
BCSO Deputy	$22.51	$27.97	$33.43	2005	Non-Exempt
BCSO Detective	$27.58	$34.27	$40.96	2008	Non-Exempt
BCSO Detention Deputy	$22.51	$27.97	$33.43	2005	Non-Exempt
BCSO Detention Officer	$21.04	$26.14	$31.25	2004	Non-Exempt
BCSO Evidence & Property Manager	$25.77	$32.03	$38.28	2007	Non-Exempt
BCSO Evidence & Property Technician	$21.04	$26.14	$31.25	2004	Non-Exempt

Buncombe County Classification and Compensation Plan

July 1, 2026

BCSO Executive Lieutenant	$31.57	$39.23	$46.89	2010	Non-Exempt
BCSO Field Investigator	$24.09	$29.93	$35.77	2006	Non-Exempt
BCSO Fleet Manager	$29.51	$36.67	$43.83	2009	Non-Exempt
BCSO Grants Administrator	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
BCSO Grants Manager	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
BCSO Grants Specialist	$51,052.83	$67,501.92	$83,951.01	3002	Exempt
BCSO Human Resources Technician	$24.09	$29.93	$35.77	2006	Non-Exempt
BCSO Investigations Administrator	$33.78	$41.98	$50.18	2011	Non-Exempt
BCSO Lieutenant	$29.51	$36.67	$43.83	2009	Non-Exempt
BCSO Logistics Manager	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
BCSO Major	$87,718.26	$115,980.86	$144,243.47	3010	Exempt
BCSO Operations Manager	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
BCSO Patrol Administrator	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
BCSO Payroll Technician	$24.09	$29.93	$35.77	2006	Non-Exempt
BCSO Personnel and Training Officer	$29.51	$36.67	$43.83	2009	Non-Exempt
BCSO Preservation Specialist	$19.66	$24.43	$29.20	2003	Non-Exempt
BCSO Project Manager	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
BCSO Public Information Coordinator	$27.58	$34.27	$40.96	2008	Non-Exempt
BCSO Public Information Officer	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
BCSO Reassurance Coordinator	$18.38	$22.83	$27.29	2002	Non-Exempt
BCSO Security Guard	$17.17	$21.34	$25.51	2001	Non-Exempt
BCSO Senior Citizens Affairs	$17.17	$21.34	$25.51	2001	Non-Exempt
BCSO Sergeant	$25.77	$32.03	$38.28	2007	Non-Exempt
BCSO Sergeant Detective	$29.51	$36.67	$43.83	2009	Non-Exempt
BCSO Sheriff's Data Technician	$22.51	$27.97	$33.43	2005	Non-Exempt
BCSO Warrant Officer	$17.17	$21.34	$25.51	2001	Non-Exempt
Benefits Administrator	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Benefits Specialist	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Budget Analyst I	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Budget Analyst II	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Building Maintenance Supervisor	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Business Administrator I	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Business Administrator II	$81,979.68	$108,393.33	$134,806.98	3009	Exempt

Buncombe County Classification and Compensation Plan

July 1, 2026

Business Administrator III	$87,718.26	$115,980.86	$144,243.47	3010	Exempt
Business Property Appraiser	$24.09	$29.93	$35.77	2006	Non-Exempt
Care Coordinator I	$25.77	$32.03	$38.28	2007	Non-Exempt
Care Coordinator II	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Care Coordinator Supervisor	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Case Manager	$22.51	$27.97	$33.43	2005	Non-Exempt
Cataloger	$19.66	$24.43	$29.20	2003	Non-Exempt
Centralized Data Entry Supervisor	$54,626.52	$72,227.05	$89,827.58	3003	Exempt
Chief Information Security Officer	$106,454.35	$140,753.68	$175,053.00	3110	Exempt
Chief Medical Officer	$140,856.36	$186,239.92	$231,623.49	3017	Exempt
Classification and Compensation Analyst	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Clerk to the Board	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Code Enforcement Officer I	$24.09	$29.93	$35.77	2006	Non-Exempt
Code Enforcement Officer II	$27.58	$34.27	$40.96	2008	Non-Exempt
Code Enforcement Officer III	$29.51	$36.67	$43.83	2009	Non-Exempt
Code Enforcement Officer Supervisor	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Commercial Appraiser	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Communication Supervisor	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Community Employment Case Manager	$24.09	$29.93	$35.77	2006	Non-Exempt
Community EMT	$22.51	$27.97	$33.43	2005	Non-Exempt
Community Engagement Manager	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Community Engagement Specialist	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Community Health Assistant	$17.17	$21.34	$25.51	2001	Non-Exempt
Community Paramedic	$24.09	$29.93	$35.77	2006	Non-Exempt
Community Paramedic Program Manager	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Community Resources Division Director	$100,428.64	$132,786.49	$165,144.35	3012	Exempt
Community Seervices Consultant	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Compensation and Benefits Manager	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Compliance Officer	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
County Attorney	#N/A	#N/A	#N/A	NG	Exempt
County Manager	#N/A	#N/A	#N/A	NG	Exempt
Customer Service Specialist	$19.66	$24.43	$29.20	2003	Non-Exempt
Deputy Clerk to the Board	$54,626.52	$72,227.05	$89,827.58	3003	Exempt

Buncombe County Classification and Compensation Plan

July 1, 2026

Deputy Fire Marshal	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Deputy Register of Deeds I	$24.09	$29.93	$35.77	2006	Non-Exempt
Deputy Register of Deeds II	$27.58	$34.27	$40.96	2008	Non-Exempt
Deputy Register of Deeds Supervisor	$29.51	$36.67	$43.83	2009	Non-Exempt
Director I	$100,428.64	$132,786.49	$165,144.35	3012	Exempt
Director II	$107,458.64	$142,081.55	$176,704.45	3013	Exempt
Director III	$114,980.75	$152,027.26	$189,073.76	3014	Exempt
Director IV	$123,029.40	$162,669.16	$202,308.93	3015	Exempt
Director of Elections	$107,458.64	$142,081.55	$176,704.45	3013	Exempt
Disbursements Manager	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Division Manager I	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Division Manager II	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Elections Coordinator	$29.51	$36.67	$43.83	2009	Non-Exempt
Elections Technical Specialist	$27.58	$34.27	$40.96	2008	Non-Exempt
Electrical Specialist	$24.09	$29.93	$35.77	2006	Non-Exempt
Emergency Management Specialist	$24.09	$29.93	$35.77	2006	Non-Exempt
Emergency Services Specialist	$24.09	$29.93	$35.77	2006	Non-Exempt
Employee Engagement Manager	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Employee Health Practice Manager	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Employee Relations Manager	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Employee Relations Specialist	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
EMS Medical Director	$140,856.36	$186,239.92	$231,623.49	3017	Exempt
EMS Operations Supervisor	$29.51	$36.67	$43.83	2009	Non-Exempt
EMT - Advanced	$22.51	$27.97	$33.43	2005	Non-Exempt
EMT - Basic	$17.17	$21.34	$25.51	2001	Non-Exempt
EMT - Paramedic	$24.09	$29.93	$35.77	2006	Non-Exempt
Environmental Educator	$27.58	$34.27	$40.96	2008	Non-Exempt
Environmental Enforcement Specialist	$27.58	$34.27	$40.96	2008	Non-Exempt
Environmental Enforcement Supervisor	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Environmental Health Administrator	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Environmental Health Specialist I	$27.58	$34.27	$40.96	2008	Non-Exempt
Environmental Health Specialist II	$29.51	$36.67	$43.83	2009	Non-Exempt
Environmental Health Specialist III	$31.57	$39.23	$46.89	2010	Non-Exempt

Buncombe County Classification and Compensation Plan

July 1, 2026

Environmental Health Supervisor	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Equity and Inclusion Specialist	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Erosion Control Officer	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Erosion Control Specialist	$27.58	$34.27	$40.96	2008	Non-Exempt
Fellow	#N/A	#N/A	#N/A	NG	Non-Exempt
Finance Director	$123,029.40	$162,669.16	$202,308.93	3015	Exempt
Financial Analyst	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Financial, Planning, and Analysis Manager	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Fire Marshal	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Fiscal Support Specialist	$25.77	$32.03	$38.28	2007	Non-Exempt
General Services Project Manager	$87,718.26	$115,980.86	$144,243.47	3010	Exempt
GIS and Land Records Manager	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
GIS Technician	$25.77	$32.03	$38.28	2007	Non-Exempt
Governance, Risk, and Compliance Manager	$81,213.52	$107,380.31	$133,547.10	3106	Exempt
Grants Administrator	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Grants Manager	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Grounds Maintenance Supervisor	$54,626.52	$72,227.05	$89,827.58	3003	Exempt
Grounds Technician I	$19.66	$24.43	$29.20	2003	Non-Exempt
Grounds Technician II	$21.04	$26.14	$31.25	2004	Non-Exempt
Grounds Technician III	$22.51	#REF!	$33.43	2005	Non-Exempt
Health and Human Services Finance Manager	$76,616.53	#REF!	$125,987.83	3008	Exempt
Health Promotions Manager	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Health Services Coordinator	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Heavy Equipment Mechanic Operator	$22.51	$27.97	$33.43	2005	Non-Exempt
Heavy Equipment Operator	$21.04	$26.14	$31.25	2004	Non-Exempt
Human Resources Coordinator	$27.58	$34.27	$40.96	2008	Non-Exempt
Human Resources Generalist	$25.77	$32.03	$38.28	2007	Non-Exempt
Human Resources Information System Analyst	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Human Resources Information System Manager	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Human Resources Operations Manager	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Human Resources Technician	$24.09	$29.93	$35.77	2006	Non-Exempt
HVAC Specialist	$24.09	$29.93	$35.77	2006	Non-Exempt
Identification Supervisor	$54,626.52	$72,227.05	$89,827.58	3003	Exempt

Buncombe County Classification and Compensation Plan

July 1, 2026

Identification Technician I	$17.17	$21.34	$25.51	2001	Non-Exempt
Identification Technician II	$18.38	$22.83	$27.29	2002	Non-Exempt
Identification Technician III	$19.66	$24.43	$29.20	2003	Non-Exempt
Income Maintenance Administrator	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Income Maintenance Caseworker I	$19.66	$24.43	$29.20	2003	Non-Exempt
Income Maintenance Caseworker II	$22.51	$27.97	$33.43	2005	Non-Exempt
Income Maintenance Caseworker III	$24.09	$29.93	$35.77	2006	Non-Exempt
Income Maintenance Investigator	$24.09	$29.93	$35.77	2006	Non-Exempt
Income Maintenance Resource Specialist	$25.77	$32.03	$38.28	2007	Non-Exempt
Income Maintenance Supervisor II	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Income Maintenance Supervisor III	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Information & Communication Manager	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Information and Communication Specialist I	$24.09	$29.93	$35.77	2006	Non-Exempt
Information and Communication Specialist II	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Information and Communication Specialist III	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Information Technology Administrator I	$66,294.42	$87,654.32	$109,014.21	3103	Exempt
Information Technology Administrator II	$70,935.03	$93,790.12	$116,645.21	3104	Exempt
Information Technology Administrator III	$75,900.48	$100,355.43	$124,810.37	3105	Exempt
Information Technology Analyst I	$61,957.40	$81,919.92	$101,882.44	3102	Exempt
Information Technology Analyst II	$66,294.42	$87,654.32	$109,014.21	3103	Exempt
Information Technology Developer I	$66,294.42	$87,654.32	$109,014.21	3103	Exempt
Information Technology Developer II	$70,935.03	$93,790.12	$116,645.21	3104	Exempt
Information Technology Developer III	$75,900.48	$100,355.43	$124,810.37	3105	Exempt
Information Technology Division Manager	$99,490.05	$131,545.49	$163,600.94	3109	Exempt
Information Technology Engineer I	$70,935.03	$93,790.12	$116,645.21	3104	Exempt
Information Technology Engineer II	$75,900.48	$100,355.43	$124,810.37	3105	Exempt
Information Technology Management Analyst	$75,900.48	$100,355.43	$124,810.37	3105	Exempt
Information Technology Manager I	$81,213.52	$107,380.31	$133,547.10	3106	Exempt
Information Technology Manager II	$86,898.46	$114,896.93	$142,895.39	3107	Exempt
Information Technology Project Manager	$75,900.48	$100,355.43	$124,810.37	3105	Exempt
Information Technology Security Analyst I	$70,935.03	$93,790.12	$116,645.21	3104	Exempt
Information Technology Security Analyst II	$75,900.48	$100,355.43	$124,810.37	3105	Exempt

Buncombe County Classification and Compensation Plan

July 1, 2026

Information Technology Security Analyst III	$81,213.52	$107,380.31	$133,547.10	3106	Exempt
Information Technology Technician I	$24.71	$30.71	$36.71	2101	Non-Exempt
Information Technology Technician II	$26.44	$32.86	$39.28	2102	Non-Exempt
Information Technology Technician III	$28.30	$35.16	$42.03	2103	Non-Exempt
Intern	#N/A	#N/A	#N/A	NG	Non-Exempt
Internal Audit Director	$100,428.64	$132,786.49	$165,144.35	3012	Exempt
Internal Audit Manager	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Internal Auditor	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Laboratory Technician	$25.77	$32.03	$38.28	2007	Non-Exempt
Laborer	$17.17	$21.34	$25.51	2001	Non-Exempt
Land Records Technician I	$21.04	$26.14	$31.25	2004	Non-Exempt
Land Records Technician II	$22.51	$27.97	$33.43	2005	Non-Exempt
Landfill Manager	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Landfill Operations Assistant Manager	$25.77	$32.03	$38.28	2007	Non-Exempt
Language Access Coordinator	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Language Access Specialist I	$22.51	$27.97	$33.43	2005	Non-Exempt
Language Access Specialist II	$24.09	$29.93	$35.77	2006	Non-Exempt
Lead Electrical Specialist	$27.58	$34.27	$40.96	2008	Non-Exempt
Lead HVAC Specialist	$28.58	$34.77	$40.96	2008	Non-Exempt
Lead Mechanic	$25.77	$32.03	$38.28	2007	Non-Exempt
Lead Plumbing Specialist	$27.58	$34.27	$40.96	2008	Non-Exempt
Lead Recruiter	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Librarian	$22.51	$27.97	$33.43	2005	Non-Exempt
Library Assistant	$18.38	$22.83	$27.29	2002	Non-Exempt
Library Branch Manager	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Library Branch Services Manager	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Library Safety Associate	$19.66	$24.43	$29.20	2003	Non-Exempt
Library Services Coordinator	$25.77	$32.03	$38.28	2007	Non-Exempt
Library Services Manager	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Library Services Program Coordinator	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Library Social Worker	$25.77	$32.03	$38.28	2007	Non-Exempt
Library Special Collections Manager	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Library Substitute	#N/A	#N/A	#N/A	NG	Non-Exempt

Buncombe County Classification and Compensation Plan

July 1, 2026

Library Technical Services Manager	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Library Youth Services Manager	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Licensed Clinical Therapist	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Maintenance Coordinator	$51,052.83	$67,501.92	$83,951.01	3002	Exempt
Maintenance Technician I	$21.04	$26.14	$31.25	2004	Non-Exempt
Maintenance Technician II	$22.51	$27.97	$33.43	2005	Non-Exempt
Maintenance Technician III	$24.09	$29.93	$35.77	2006	Non-Exempt
Management Analyst I	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Management Analyst II	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Mechanic I	$19.66	$24.43	$29.20	2003	Non-Exempt
Mechanic II	$21.04	$26.14	$31.25	2004	Non-Exempt
Mechanic III	$24.09	$29.93	$35.77	2006	Non-Exempt
Medical Billing and Coding Specialist	$24.09	$29.93	$35.77	2006	Non-Exempt
Medical Lab Technologist	$27.58	$34.27	$40.96	2008	Non-Exempt
Medical Office Assistant	$21.04	$26.14	$31.25	2004	Non-Exempt
Mitigation, Preparedness, and Recovery Manager	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Nutrition Program Manager	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Nutritionist I	$25.77	$32.03	$38.28	2007	Non-Exempt
Nutritionist II	$27.58	$34.27	$40.96	2008	Non-Exempt
Nutritionist Supervisor	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Operations and Facilities Coordinator	$19.66	$24.43	$29.20	2003	Non-Exempt
Operations and Facilities Supervisor	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Organizational Development Manager	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Organizational Development Trainer	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Paralegal	$25.77	$32.03	$38.28	2007	Non-Exempt
Paralegal Supervisor	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Park Ranger I	$21.04	$26.14	$31.25	2004	Non-Exempt
Park Ranger II	$22.51	$27.97	$33.43	2005	Non-Exempt
Park Ranger Supervisor	$51,052.83	$67,501.92	$83,951.01	3002	Exempt
Parks Landscape Supervisor	$58,450.38	$77,282.95	$96,115.51	3003	Exempt
Payroll Specialist	$25.77	$32.03	$38.28	2007	Non-Exempt
Pharmacist	$93,858.54	$124,099.53	$154,340.51	3011	Exempt
Physician	$131,641.46	$174,056.00	$216,470.55	3016	Exempt

Buncombe County Classification and Compensation Plan

July 1, 2026

Planner I	$54,626.52	$72,227.05	$89,827.58	3003	Exempt
Planner II	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Planner III	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Planning Technician	$22.51	$27.97	$33.43	2005	Non-Exempt
Plans Reviewer	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Plumbing Specialist	$24.09	$29.93	$35.77	2006	Non-Exempt
Power Plant Operator	$54,626.52	$72,227.05	$89,827.58	3003	Exempt
Preparedness Officer	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Pre-Trial Services Coordinator	$25.77	$32.03	$38.28	2007	Non-Exempt
Pre-Trial Services Screener	$22.51	$27.97	$33.43	2005	Non-Exempt
Pre-Trial Services Supervisor	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Principal Planner	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Procurement Agent	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Procurement Coordinator	$21.04	$26.14	$31.25	2004	Non-Exempt
Procurement Manager	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Procurement Specialist	$21.04	$26.14	$31.25	2004	Non-Exempt
Program Coordinator	$27.58	$34.27	$40.96	2008	Non-Exempt
Program Manager I	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Program Manager II	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Program Supervisor	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Property Appraiser I	$24.09	$29.93	$35.77	2006	Non-Exempt
Property Appraiser II	$25.77	$32.03	$38.28	2007	Non-Exempt
Property Appraiser III	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Public Health Division Director	$107,458.64	$142,081.55	$176,704.45	3013	Exempt
Public Health Nurse Administrator	$93,858.54	$124,099.53	$154,340.51	3011	Exempt
Public Health Nurse I	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Public Health Nurse II	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Public Health Nurse III	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Public Health Nurse Supervisor I	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Public Health Nurse Supervisor II	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Public Relations Coordinator	$29.51	$36.67	$43.83	2009	Non-Exempt
Public Safety Communications Asssistant Supervisor	$22.51	$27.97	$33.43	2005	Non-Exempt
Public Safety Communications Call Taker	$19.66	$24.43	$29.20	2003	Non-Exempt

Buncombe County Classification and Compensation Plan

July 1, 2026

Public Safety Communications Operations Manager	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Public Safety Communications QA and Training Manager	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Public Safety Communications Supervisor	$25.77	$32.03	$38.28	2007	Non-Exempt
Public Safety Communications Training Support Specialist	$22.51	$27.97	$33.43	2005	Non-Exempt
Public Safety Communicator	$19.66	$24.43	$29.20	2003	Non-Exempt
Public Safety Telecommunicator	$21.04	$26.14	$31.25	2004	Non-Exempt
Public Safety Training and Security Manager	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Public Safety Training Facility Assistant Manager	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Public Safety Training Facility Technician	$22.51	$27.97	$33.43	2005	Non-Exempt
Quality Assurance Manager	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Quality Assurance Specialist I	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Quality Assurance Specialist II	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Recreation Planner	$29.51	$36.67	$43.83	2009	Non-Exempt
Recreation Services Facility Assistant	$17.17	$21.34	$25.51	2001	Non-Exempt
Recreation Services Program Coordinator	$25.77	$32.03	$38.28	2007	Non-Exempt
Recreation Services Program Manager	$27.58	$34.27	$40.96	2008	Non-Exempt
Recreation Services Project Manager	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Recruiter	$27.58	$34.27	$40.96	2008	Non-Exempt
Recruiting Manager	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Register of Deeds	#N/A	#N/A	#N/A	NG	Exempt
Risk Analyst	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Risk Manager	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Safety Officer	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Scale House Supervisor	$24.09	$29.93	$35.77	2006	Non-Exempt
Senior Attorney I	$107,458.64	$142,081.55	$176,704.45	3013	Exempt
Senior Attorney II	$114,980.75	$152,027.26	$189,073.76	3014	Exempt
Senior Attorney III	$123,029.40	$162,669.16	$202,308.93	3015	Exempt
Senior Budget Analyst	$87,718.26	$115,980.86	$144,243.47	3010	Exempt
Senior General Services Project Manager	$93,858.54	$124,099.53	$154,340.51	3011	Exempt
Sheriff	#N/A	#N/A	#N/A	NG	Exempt
Social Services Program Coordinator	$71,604.23	$94,674.93	$117,745.64	3007	Exempt
Social Work Assistant	$22.51	$27.97	$33.43	2005	Non-Exempt
Social Work Division Director	$100,428.64	$132,786.49	$165,144.35	3012	Exempt

Buncombe County Classification and Compensation Plan

July 1, 2026

Social Work Practice Supervisor	$31.57	$39.23	$46.89	2010	Non-Exempt
Social Work Program Manager	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Social Work Supervisor II	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Social Work Supervisor III	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Social Worker I	$24.09	$29.93	$35.77	2006	Non-Exempt
Social Worker II	$25.77	$32.03	$38.28	2007	Non-Exempt
Social Worker III	$29.51	$36.67	$43.83	2009	Non-Exempt
Social Worker IV	$31.57	$39.23	$46.89	2010	Non-Exempt
Soil Conservationist I	$27.58	$34.27	$40.96	2008	Non-Exempt
Soil Conservationist II	$29.51	$36.67	$43.83	2009	Non-Exempt
Soil Scientist	$31.57	$39.23	$46.89	2010	Non-Exempt
Solid Waste Coordinator	$54,626.52	$72,227.05	$89,827.58	3003	Exempt
Solid Waste Environmental Specialist	$24.09	$29.93	$35.77	2006	Non-Exempt
Solid Waste Inspector	$25.77	$32.03	$38.28	2007	Non-Exempt
Solid Waste Manager	$81,979.68	$108,393.33	$134,806.98	3009	Exempt
Solid Waste Scale Operator	$17.17	$21.34	$25.51	2001	Non-Exempt
Staff Development Manager	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Staff Development Specialist	$54,626.52	$72,227.05	$89,827.58	3003	Exempt
Stormwater Engineer/Hydrogeologist	$76,616.53	$101,302.18	$125,987.83	3008	Exempt
Stormwater Technician	$27.58	$34.27	$40.96	2008	Non-Exempt
Strategic Policy and Analysis Manager	$87,718.26	$115,980.86	$144,243.47	3010	Exempt
Systems Specialist	$19.66	$24.43	$29.20	2003	Non-Exempt
Tax Assessor	$107,458.64	$142,081.55	$176,704.45	3013	Exempt
Tax Collections Clerk	$18.38	$22.83	$27.29	2002	Non-Exempt
Tax Collections Supervisor	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Tax Collector	$107,458.64	$142,081.55	$176,704.45	3013	Exempt
Tax Revenue Collector I	$22.51	$27.97	$33.43	2005	Non-Exempt
Tax Revenue Collector II	$24.09	$29.93	$35.77	2006	Non-Exempt
Tax Systems Analyst	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Tax Systems Technician	$25.77	$32.03	$38.28	2007	Non-Exempt
Training Officer	$66,919.84	$88,481.25	$110,042.65	3006	Exempt
Transfer Station Assistant Manager	$25.77	$32.03	$38.28	2007	Non-Exempt
Transfer Station Manager	$66,919.84	$88,481.25	$110,042.65	3006	Exempt

Buncombe County Classification and Compensation Plan

July 1, 2026

Transfer Station Operator	$17.17	$21.34	$25.51	2001	Non-Exempt
Transfer Truck Driver I	$21.04	$26.14	$31.25	2004	Non-Exempt
Transfer Truck Driver II	$22.51	$27.97	$33.43	2005	Non-Exempt
Vehicle Maintenance Supervisor	$58,450.38	$77,282.95	$96,115.51	3004	Exempt
Veterans Service Officer I	$25.77	$32.03	$38.28	2007	Non-Exempt
Veterans Service Officer II	$27.58	$34.27	$40.96	2008	Non-Exempt
Veterans Service Officer Supervisor	$62,541.91	$82,692.75	$102,843.60	3005	Exempt
Website Administrator	$70,935.03	$93,790.12	$116,645.21	3104	Exempt
Zoning and Code Compliance Officer	$25.77	$32.03	$38.28	2007	Non-Exempt