

| TABLE 11. GIS ADMINISTRATOR AND TECHNICIAN |                   |             |          |          |        |             |          |          |     |                |          |          |  |
|--|-------------------|-------------|----------|----------|--------|-------------|----------|----------|-----|----------------|----------|----------|--|
| January 1, 2012                            |                   |             |          |          |        |             |          |          |     |                |          |          |  |
| County                                     | GIS Administrator |             |          |          | No.    | GIS Analyst |          |          | No. | GIS Technician |          |          |  |
|  | No.               | Min.        | Max.     | Actual   |        | Min.        | Max.     | Avg.     |     | Min.           | Max.     | Avg.     |  |
| Alamance                                   | 1                 | \$45,560    | \$72,899 | \$67,765 |        | n/a         |          |          | 2   | \$34,986       | \$55,979 | \$38,058 |  |
| Alexander                                  | 1                 | 37,483      | 51,671   | 51,671   |        | n/a         |          |          | 1   | 26,529         | 36,570   | 32,323   |  |
| Alleghany                                  |                   | n/a         |          |          |        | n/a         |          |          |     | n/a            |          |          |  |
| Anson                                      |                   | n/a         |          |          | vacant | \$40,774    | \$60,190 |          |     | n/a            |          |          |  |
| Ashe                                       |                   | n/a         |          |          |        | n/a         |          |          |     | n/a            |          |          |  |
| Avery                                      | 1                 | 36,790      | 51,304   | 42,773   |        | n/a         |          |          | 1   | 27,957         | 38,985   | 29,371   |  |
| Beaufort                                   |                   | n/a         |          |          |        | n/a         |          |          |     | n/a            |          |          |  |
| Bertie                                     | 1                 | 42,763      | 63,126   | 48,022   |        | n/a         |          |          | 1   | 34,644         | 51,142   | 34,644   |  |
| Bladen                                     |                   | n/a         |          |          | 1      | 24,655      | 31,229   | \$25,750 | 1   | 23,402         | 29,642   | 24,962   |  |
| Brunswick                                  | 1                 | 62,832      | 100,532  | 88,881   | 1      | 46,707      | 74,731   | 70,002   | 3   | 32,373         | 57,529   | 38,853   |  |
| Buncombe                                   |                   | n/a         |          |          |        | n/a         |          |          |     | n/a            |          |          |  |
| Burke                                      | 1                 | 39,709      | 61,548   | 45,932   |        | n/a         |          |          | 1   | 31,110         | 48,224   | 34,660   |  |
| Cabarrus                                   | 1                 | 55,317      | 85,418   | 55,317   |        | n/a         |          |          | 1   | 35,668         | 55,044   | 36,896   |  |
| Caldwell                                   | 1                 | 34,236      | 57,061   | 43,701   |        | n/a         |          |          | 1   | 26,290         | 43,817   | 34,907   |  |
| Camden                                     |                   |             |          |          |        |             |          |          |     |                |          |          |  |
| Carteret                                   |                   | n/a         |          |          |        | n/a         |          |          | 2   | 32,164         | 51,463   | 35,919   |  |
| Caswell                                    |                   |             |          |          |        |             |          |          |     |                |          |          |  |
| Catawba                                    | 1                 | 50,815      | 78,845   | 68,049   | 2      | 43,894      | 68,103   | 46,189   |     | n/a            |          |          |  |
| Chatham                                    | 1                 | 39,447      | 58,282   | 47,088   |        | n/a         |          |          |     | n/a            |          |          |  |
| Cherokee                                   | 1                 | 35,776      | 57,883   | 46,830   | 1      | 33,039      | 52,903   | 42,971   | 1   | 29,454         | 46,292   | 36,194   |  |
| Chowan                                     | 1                 | 26,160      | 46,981   | 36,814   |        | n/a         |          |          |     | n/a            |          |          |  |
| Clay                                       |                   | n/a         |          |          |        | n/a         |          |          |     | n/a            |          |          |  |
| Cleveland                                  | 1                 | 38,994      | 60,834   | 55,380   |        | n/a         |          |          | 1   | 28,092         | 43,842   | 38,088   |  |
| Columbus                                   | 1                 | 28,618      | 58,030   | 46,613   |        | n/a         |          |          | 1   | 24,762         | 49,727   | 33,430   |  |
| Craven                                     | 1                 | 52,159      | 105,376  | 67,525   |        | n/a         |          |          |     | n/a            |          |          |  |
| Cumberland                                 | 1                 | 50,808      | 85,510   | 73,817   | 1      | 46,394      | 78,081   | 66,158   | 6   | 30,805         | 56,806   | 37,382   |  |
| Currituck                                  |                   | n/a         |          |          |        | n/a         |          |          | 1   | 39,858         | 55,160   | 44,715   |  |
| Dare                                       |                   | n/a         |          |          | 1      | 47,412      | 75,859   | 54,600   | 1   | 32,336         | 51,739   | 42,051   |  |
| Davidson                                   |                   | n/a         |          |          | 1      | 42,784      | 64,177   | 51,841   | 1   | 33,566         | 50,349   | 38,265   |  |
| Davie                                      | 1                 | 44,490      | 68,993   | 65,747   |        | n/a         |          |          | 1   | 28,677         | 44,473   | 34,233   |  |
| Duplin                                     | 1                 | 37,520      | 66,631   | 48,537   |        | n/a         |          |          | 1   | 26,270         | 46,653   | 27,878   |  |
| Durham                                     |                   | n/a         |          |          |        | n/a         |          |          |     | n/a            |          |          |  |
| Edgecombe                                  |                   | n/a         |          |          | 1      | 29,416      | 50,976   | 32,271   | 1   | 25,411         | 44,035   | 25,411   |  |
| Forsyth                                    | 1                 | 46,850      | 76,131   | 68,203   | 1      | 39,058      | 63,470   | 57,345   | 5   | 30,287         | 49,217   | 38,263   |  |
| Franklin                                   | 1                 | 41,594      | 59,421   | 45,408   |        | n/a         |          |          | 2   | 33,061         | 47,230   | 34,897   |  |
| Gaston                                     |                   | n/a         |          |          | 1      | 42,876      | 66,466   | 56,809   | 1   | 42,876         | 66,466   | 51,450   |  |
| Gates                                      |                   | n/a         |          |          |        | n/a         |          |          |     | n/a            |          |          |  |
| Graham                                     |                   |             |          |          |        |             |          |          |     |                |          |          |  |
| Granville                                  |                   | n/a         |          |          | 1      | 29,963      | 52,854   | 47,044   |     | n/a            |          |          |  |
| Greene                                     |                   | n/a         |          |          |        | n/a         |          |          | 1   | 37,258         | 51,994   | 42,657   |  |
| Guilford                                   | 1                 | 58,088      | 98,749   | 84,296   | 3      | 50,178      | 85,303   | 64,088   | 2   | 35,661         | 60,623   | 50,337   |  |
| Halifax                                    | 1                 | 32,726      | 53,125   | 51,182   |        | n/a         |          |          | 1   | 24,289         | 39,429   | 27,502   |  |
| Harnett                                    | 1                 | 51,671      | 80,090   | 62,700   | 1      | 45,539      | 70,585   | 55,261   | 3   | 35,374         | 54,830   | 42,736   |  |
| Haywood                                    |                   | IT director |          |          | 1      | 40,959      | 61,437   | 48,963   | 1   | 29,823         | 44,734   | 33,155   |  |
| Henderson                                  |                   | n/a         |          |          | 1      | 34,671      | 53,742   | 48,887   | 3   | 29,640         | 45,962   | 36,338   |  |
| Hertford                                   | 1                 | 31,377      | 48,635   | 35,505   |        | n/a         |          |          | 1   | 24,585         | 38,107   | 28,577   |  |
| Hoke                                       |                   | n/a         |          |          |        | n/a         |          |          | 1   | 47,521         | 67,146   | 51,175   |  |
| Hyde                                       |                   |             |          |          |        |             |          |          |     |                |          |          |  |
| Iredell                                    | 1                 | 53,415      | 82,846   | 62,971   | 1      | 42,658      | 66,163   | 60,181   | 1   | 29,768         | 46,170   | 43,301   |  |
| Jackson                                    |                   |             |          |          |        |             |          |          |     |                |          |          |  |
| Johnston                                   | 1                 | 53,176      | 90,266   | 55,043   | 1      | 48,696      | 82,659   | 48,696   | 1   | 32,767         | 48,366   | 38,896   |  |
| Jones                                      |                   | n/a         |          |          |        | n/a         |          |          | 1   | 37,630         | 47,446   | 37,630   |  |
| Lee  | 1                 | 56,908      | 79,672   | 61,982   | 3      | 43,450      | 60,825   | 48,377   | 1   | 28,988         | 40,582   | 34,042   |  |
| Lenoir                                     | 1                 | 37,814      | 66,728   | 53,431   |        | n/a         |          |          |     | n/a            |          |          |  |
| Lincoln                                    |                   | n/a         |          |          | 1      | 41,362      | 63,100   | 41,362   | 1   | 33,947         | 51,789   | 33,947   |  |

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|--|-------------------|-----------------------|----------|-----------|-------------|----------|----------|----------|----------------|------|--------------------------|----------|----------|
| January 1, 2012                            |                   |                       |          |           |             |          |          |          |                |      |                          |          |          |
| County                                     | GIS Administrator |                       |          |           | GIS Analyst |          |          |          | GIS Technician |      |                          |          |          |
|  | No.               | Min.                  | Max.     | Actual    | No.         | Min.     | Max.     | Avg.     | No.            | Min. | Max.                     | Avg.     |          |
| McDowell                                   |                   | n/a                   |          |           |             | n/a      |          |          |                | 1    | \$27,258                 | \$40,071 | \$27,600 |
| Macon                                      | 1                 | \$36,063              | \$54,095 | vacant    | 1           | \$32,710 | \$49,065 | \$35,376 |                | 1    | 25,629                   | 38,445   | 36,139   |
| Madison                                    |                   | n/a                   |          |           | 1           |          |          | 44,391   |                |      | n/a                      |          |          |
| Martin                                     |                   | n/a                   |          |           |             | n/a      |          |          |                |      | n/a                      |          |          |
| Mecklenburg                                | 1                 | 73,183                | 133,266  | \$103,026 | 5           | 52,155   | 93,404   | 62,209   |                | 15   | 39,124                   | 56,848   | 40,131   |
| Mitchell                                   |                   | n/a                   |          |           |             | n/a      |          |          |                |      | n/a                      |          |          |
| Montgomery                                 |                   |                       |          |           |             |          |          |          |                |      |                          |          |          |
| Moore                                      | 1                 | 57,634                | 90,485   | 82,985    | 3           | 40,959   | 64,306   | 45,785   |                |      | n/a                      |          |          |
| Nash                                       | 1                 | 49,137                | 78,619   | 55,539    |             | n/a      |          |          |                |      | n/a                      |          |          |
| New Hanover                                |                   | n/a                   |          |           |             | n/a      |          |          |                |      | n/a                      |          |          |
| Northampton                                | 1                 | 30,820                | 54,385   | 46,897    |             | n/a      |          |          |                | 2    | 24,148                   | 42,612   | 30,168   |
| Onslow                                     | 1                 | 49,319                | 78,910   | 73,465    |             | n/a      |          |          |                | 3    | 30,804                   | 49,287   | 41,427   |
| Orange                                     | 1                 | 57,323                | 91,637   | 79,332    | 2           | 44,781   | 71,588   | 62,012   |                | 2    | 40,570                   | 64,854   | 49,724   |
| Pamlico                                    | 1                 | 27,148                | 48,209   | 42,810    |             | n/a      |          |          |                | 1    | 22,826                   | 40,145   | 24,823   |
| Pasquotank                                 | 1                 | 40,090                | 56,126   | 51,522    |             | n/a      |          |          |                | 1    | 26,163                   | 36,628   | 29,155   |
| Pender                                     | 1                 | 44,522                | 71,236   | 48,517    |             | n/a      |          |          |                |      | n/a                      |          |          |
| Perquimans                                 |                   | n/a                   |          |           |             | n/a      |          |          |                |      | n/a                      |          |          |
| Person                                     |                   | n/a                   |          |           | 1           | 44,601   | 69,132   | 52,126   |                | 1    | 31,066                   | 48,152   | 42,664   |
| Pitt                                       | 1                 | 60,807                | 96,102   | 80,559    | 1           | 50,408   | 79,669   | 62,276   |                |      | n/a                      |          |          |
| Polk                                       |                   | n/a                   |          |           |             | n/a      |          |          |                | 1    | 30,925                   | 50,674   | 34,989   |
| Randolph                                   | 1                 | 45,490                | 70,304   | 52,603    | 1           | 41,371   | 63,794   | 45,490   |                | 1    | 32,802                   | 50,149   | 35,984   |
| Richmond                                   |                   | n/a                   |          |           |             | n/a      |          |          |                | 1    | 27,678                   | 40,276   | 31,857   |
| Robeson                                    | 1                 | 44,348                | 54,990   | 51,443    |             | n/a      |          |          |                | 1    | 35,206                   | 43,655   | 42,247   |
| Rockingham                                 | 1                 | 43,947                | 65,921   | 48,733    |             | n/a      |          |          |                | 2    | 33,783                   | 50,675   | 40,013   |
| Rowan                                      | 1                 | 43,848                | 69,606   | 51,821    | 1           | 39,740   | 63,091   | 41,742   |                |      | n/a                      |          |          |
| Rutherford                                 | 1                 | 47,378                | 61,576   | 42,418    | 1           | 50,476   | 51,107   | 37,001   |                |      | n/a                      |          |          |
| Sampson                                    |                   |                       |          |           |             |          |          |          |                |      |                          |          |          |
| Scotland                                   |                   | n/a                   |          |           |             | n/a      |          |          |                |      | n/a                      |          |          |
| Stanly                                     | 1                 | 44,264                | 66,397   | 46,468    |             | n/a      |          |          |                | 1    | 32,310                   | 48,465   | 33,910   |
| Stokes                                     |                   | see tax administrator |          |           | 1           | 28,143   | 45,826   | 33,662   |                |      | n/a                      |          |          |
| Surry                                      | 1                 | 35,532                | 59,520   | 43,188    | 1           | 32,616   | 54,300   | 37,872   |                | 1    | 30,012                   | 49,572   | vacant   |
| Swain                                      | 1                 | 32,088                | 49,416   | 47,361    |             | n/a      |          |          |                | 1    | 26,909                   | 39,655   | 34,739   |
| Transylvania                               |                   | n/a                   |          |           |             | n/a      |          |          |                |      | n/a                      |          |          |
| Tyrrell                                    |                   | n/a                   |          |           |             | n/a      |          |          |                | 1    | also asst. tax collector |          | 5,628    |
| Union                                      | 2                 | 43,921                | 65,882   | 53,360    | 2           | 40,176   | 60,264   | 46,045   |                | 1    | 36,762                   | 55,142   | vacant   |
| Vance                                      | 1                 | 36,972                | 59,148   | 38,820    |             | n/a      |          |          |                |      | n/a                      |          |          |
| Wake                                       | 1                 | 79,400                | 135,100  | 111,656   | 6           | 52,900   | 90,100   | 67,772   |                | 7    | 28,900                   | 49,000   | 42,720   |
| Warren                                     | see IT director   |                       |          |           |             | n/a      |          |          |                |      | n/a                      |          |          |
| Washington                                 |                   | n/a                   |          |           |             | n/a      |          |          |                |      | n/a                      |          |          |
| Watauga                                    |                   | n/a                   |          |           |             | n/a      |          |          |                | 1    | 31,979                   | 49,568   | 40,211   |
| Wayne                                      | 1                 | 43,044                | 67,133   | 52,444    |             | n/a      |          |          |                |      | n/a                      |          |          |
| Wilkes                                     | 1                 | 38,690                | 59,970   | 43,374    |             | n/a      |          |          |                | 1    | 28,054                   | 52,215   | 30,272   |
| Wilson                                     | 1                 | 34,356                | 58,092   | 36,000    | 1           | 31,260   | 52,872   | 35,000   |                |      | n/a                      |          |          |
| Yadkin                                     | 1                 | 37,285                | 55,928   | 42,080    |             | n/a      |          |          |                |      | n/a                      |          |          |
| Yancey                                     |                   | n/a                   |          |           |             | n/a      |          |          |                | 1    | 27,336                   | 40,867   | 30,855   |