



**SOUTH CAROLINA  
ASSOCIATION OF COUNTIES**

# **FY 2024 Wage and Salary Report**



**An In-Depth Study of  
over 2002 Positions in County Government**

**March 2024**

Local Leaders. Statewide Strength. ®

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# FY 2024 Wage and Salary Report

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## FOREWORD

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The South Carolina Association of Counties (SCAC) is pleased to provide our county officials with the *FY 2024 Wage and Salary Report*. This year's report presents the results of SCAC's biennial survey of 203 positions in county government. Thirty-eight counties (82%) responded to this year's survey. We hope that this report will provide useful information to counties when creating new positions, reclassifying positions, amending pay ranges, or planning budgets.

The report provides detailed wage and salary information by county and position. Wage data is provided for each of the 203 job descriptions and includes number of hours worked per week, the number of employees in the position, the pay range, the midpoint of the range or actual salary, and the percent spread of the salary range. For the purpose of presenting the wage and salary data, the counties are divided into five population groups. Job descriptions, job codes, and job titles are listed in the appendices, as well as a numeric index by job code to assist you in finding salaries for a specific position.

In addition to detailed wage and salary information, each of the five county population groups begins with a group summary page that includes the 2020 Decennial Census county population, current general fund budget, total payroll, and total staff for participating counties within the group. Further information is provided in a summary data section (page 200), which includes information for general fund budgets, payroll budgets, and county employment. Also included are holiday observances by county.

This publication would not have been possible without the assistance of staff from county human resource offices across the state who took the time to complete and submit survey responses. SCAC would like to thank the county human resource professionals whose contributions are the basis of this report. It is our hope that this biennial publication continues to serve as a valuable resource for county governments across the state.

South Carolina Association of Counties  
March, 2024

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## GROUP 1 POPULATION OVER 200,000

| County      | Census<br>Population<br>2020 | General Fund<br>Budget<br>FY 2024 | Payroll<br>FY 2024 | County<br>Employees |     |     |
|-------------|------------------------------|-----------------------------------|--------------------|---------------------|-----|-----|
|             |                              |                                   |                    | FT                  | PT  | Law |
| Anderson    | 203,718                      | 67,210,045                        | 30,564,800         | 871                 | 211 | 305 |
| Berkeley    | 229,861                      | \$ 124,906,001                    | \$ 48,433,248      | 1,415               | 132 | 312 |
| Charleston  | 408,235                      | \$ 324,747,197                    | \$ 170,250,526     | 2,699               | NR  | 297 |
| Greenville  | 525,534                      | \$ 213,676,673                    | \$ 145,979,954     | 2,402               | 76  | 494 |
| Horry       | 351,029                      | \$ 254,191,688                    | \$ 157,309,342     | 2,755               | 150 | 667 |
| Lexington   | 293,991                      | \$ 182,532,088                    | \$ 122,672,429     | 1,856               | 174 | 473 |
| Richland    | 416,147                      | \$ 218,996,057                    | \$ 98,482,968      | 2,225               | 295 | 563 |
| Spartanburg | 327,997                      | *                                 | *                  | *                   | *   | *   |
| York        | 282,090                      | \$ 148,125,141                    | \$ 101,198,297     | 1,198               | 139 | 208 |

\* County did not participate in the survey.

NR = Data not reported but county participated in other aspects of the survey.

Budgeted payroll does not include fringe benefits.

Population Source: U.S. Census 2020

FT = Full-time; PT = Part-time employment; Law = Full-time Commissioned Law Enforcement

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### COUNCIL CHAIRMAN

Job Code: 1101

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 40    | 1            | 8,930     | 8,930   | 8,930    | 8,930         | 0%             |
| Berkeley           | 37.5  | 1            | 194,670   | 194,670 | 194,670  | 194,670       | 0%             |
| Charleston         | 40    | 1            | 26,124    | 26,124  | 26,124   | 26,124        | 0%             |
| Greenville         | 37.5  | 1            | 38,760    | 38,760  | 38,760   | 38,760        | 0%             |
| Lexington          | 40    | 1            | 24,954    | 24,954  | 24,954   | 24,954        | 0%             |
| Richland           | 37.5  | 1            | 27,268    | 27,268  | 27,268   | 27,268        | 0%             |
| York               |       | 1            | 23,583    | 23,583  | 23,583   | 23,583        | 0%             |
| ARITHMETIC AVERAGE |       |              | 49,184    | 49,184  | 49,184   | 49,184        |                |

### COUNCIL MEMBER

Job Code: 1102

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 40    | 5            | 8,930     | 8,930   | 8,930    | 8,930         | 0%             |
| Berkeley           | 7     | 6            | 14,601    | 15,415  | 15,008   |               | 6%             |
| Charleston         | 40    | 7            | 20,737    | 20,737  | 20,737   | 20,737        | 0%             |
| Greenville         | 37.5  | 10           | 33,760    | 33,760  | 33,760   | 33,760        | 0%             |
| Horry              | 40    | 11           | 16,445    | 16,445  | 16,445   | 16,445        | 0%             |
| Lexington          | 40    | 7            | 21,685    | 21,685  | 21,685   | 21,685        | 0%             |
| Richland           | 37.5  | 9            | 25,768    | 25,768  | 25,768   | 25,768        | 0%             |
| York               |       | 5            | 20,538    | 20,538  | 20,538   | 20,538        | 0%             |
| ARITHMETIC AVERAGE |       |              | 20,308    | 20,410  | 20,359   | 21,123        |                |

### COUNCIL VICE CHAIRMAN

Job Code: 1103

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 40    | 1            | 8,930     | 8,930   | 8,930    | 8,930         | 0%             |
| Berkeley           | 37.5  | 1            | 14,530    | 14,530  | 14,530   | 14,530        | 0%             |
| Charleston         | 40    | 1            | 20,737    | 20,737  | 20,737   | 20,737        | 0%             |
| Greenville         | 37.5  | 1            | 36,260    | 36,260  | 36,260   | 36,260        | 0%             |
| Lexington          | 40    | 1            | 23,319    | 23,320  | 23,320   | 23,320        | 0%             |
| Richland           | 37.5  | 1            | 25,768    | 25,768  | 25,768   | 25,768        | 0%             |
| York               |       | 1            | 20,538    | 20,538  | 20,538   | 20,538        | 0%             |
| ARITHMETIC AVERAGE |       |              | 21,440    | 21,440  | 21,440   | 21,440        |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### CLERK TO COUNCIL

Job Code: 1104

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 41,406           | 51,757         | 46,582          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 57,768           | 92,428         | 75,098          |                      | 60%                   |
| Charleston         | 40           | 1                   | 65,936           | 113,422        | 89,679          |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 63,142           | 100,461        | 81,802          |                      | 59%                   |
| Horry              | 40           | 1                   | 66,130           | 99,195         | 82,663          |                      | 50%                   |
| Lexington          | 40           | 1                   | 78,800           | 78,801         | 78,801          | 78,801               | 0%                    |
| Richland           | 37.5         | 1                   | 90,854           | 90,854         | 90,854          | 90,854               | 0%                    |
| York               | 40           | 1                   | 85,848           | 85,848         | 85,848          | 85,848               | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 68,736           | 89,096         | 78,916          | 85,168               |                       |

### ADMINISTRATOR/MANAGER/SUPERVISOR

Job Code: 1201

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 118,135          | 147,669        | 132,902         |                      | 25%                   |
| Berkeley           | 37.5         | 2                   | 121,590          | 194,544        | 158,067         |                      | 60%                   |
| Charleston         | 40           | 1                   | 222,788          | 222,788        | 222,788         | 222,788              | 0%                    |
| Greenville         | 37.5         | 1                   | 306,386          | 306,386        | 306,386         | 306,386              | 0%                    |
| Horry              | 40           | 1                   | 143,159          | 214,740        | 178,950         |                      | 50%                   |
| Lexington          | 40           | 1                   | 248,340          | 248,340        | 248,340         | 248,340              | 0%                    |
| Richland           | 37.5         | 1                   | 243,360          | 243,360        | 243,360         | 243,360              | 0%                    |
| York               | 40           | 1                   | 244,778          | 244,778        | 244,778         | 244,778              | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 206,067          | 227,826        | 216,946         | 253,130              |                       |

### ASST ADMINISTRATOR/MANAGER

Job Code: 1202

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 107,396          | 134,244        | 120,820         |                      | 25%                   |
| Berkeley           | 37.5         | 4                   | 86,693           | 181,818        | 134,256         |                      | 110%                  |
| Charleston         | 40           | 4                   | 119,724          | 205,940        | 162,832         |                      | 72%                   |
| Greenville         | 37.5         | 4                   | 113,499          | 187,274        | 150,387         |                      | 65%                   |
| Lexington          | 40           | 2                   | 121,707          | 182,561        | 152,134         |                      | 50%                   |
| York               | 40           | 2                   | 194,964          | 194,964        | 194,964         | 194,964              | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 123,997          | 181,134        | 152,565         | 194,964              |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### ASST TO THE ADMINISTRATOR/MANAGER

Job Code: 1203

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 1            | 42,522    | 65,908  | 54,215   |               | 55%            |
| Charleston         | 40    | 1            | 48,361    | 80,766  | 64,564   |               | 67%            |
| Horry              | 40    | 1            | 48,697    | 73,046  | 60,872   |               | 50%            |
| Lexington          | 40    | 1            | 47,653    | 71,480  | 59,567   |               | 50%            |
| Richland           | 37.5  | 1            | 60,493    | 104,700 | 82,597   |               | 73%            |
| York               | 40    | 1            | 47,908    | 74,247  | 61,078   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 49,272    | 78,358  | 63,815   |               |                |

### SWITCHBOARD OPERATOR/RECEPTIONIST

Job Code: 1204

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 30,893    | 43,782  | 37,338   |               | 42%            |
| Berkeley           | 37.5  | 1            | 29,329    | 44,568  | 36,949   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 30,111    | 44,175  | 37,143   |               |                |

### CUSTOMER SERVICE REPRESENTATIVE

Job Code: 1205

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 32,107    | 40,134  | 36,121   |               | 25%            |
| Berkeley           | 37.5  | 26           | 32,343    | 52,137  | 42,240   |               | 61%            |
| Greenville         | 37.5  | 15           | 29,571    | 48,793  | 39,182   |               | 65%            |
| Horry              | 40    | 14           | 30,004    | 60,007  | 45,006   |               | 100%           |
| Richland           | 37.5  | 6            | 33,499    | 44,296  | 38,898   |               | 32%            |
| ARITHMETIC AVERAGE |       |              | 31,505    | 49,073  | 40,289   |               |                |

### CLERK I

Job Code: 1206

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 38,849    | 48,562  | 43,706   |               | 25%            |
| Berkeley           | 37.5  | 36           | 29,329    | 46,350  | 37,840   |               | 58%            |
| Charleston         | 40    | 48           | 27,684    | 47,632  | 37,658   |               | 72%            |
| Lexington          | 40    | 11           | 33,280    | 49,920  | 41,600   |               | 50%            |
| Richland           | 37.5  | 3            | 33,499    | 40,269  | 36,884   |               | 20%            |
| York               | 40    | 1            | 32,426    | 50,254  | 41,340   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 32,511    | 47,165  | 39,838   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### CLERK II

Job Code: 1207

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 60           | 31,100    | 52,137  | 41,619   |               | 68%            |
| Charleston         | 40    | 13           | 41,912    | 72,092  | 57,002   |               | 72%            |
| Lexington          | 40    | 13           | 33,280    | 49,920  | 41,600   |               | 50%            |
| York               | 40    | 3            | 32,426    | 50,254  | 41,340   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 34,680    | 56,101  | 45,390   |               |                |

### SECRETARY

Job Code: 1208

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Charleston         | 40    | 1            | 65,936    | 113,422 | 89,679   |               | 72%            |
| Greenville         | 37.5  | 78           | 33,301    | 54,948  | 44,125   |               | 65%            |
| Richland           | 37.5  | 6            | 33,499    | 40,269  | 36,884   |               | 20%            |
| ARITHMETIC AVERAGE |       |              | 44,245    | 69,546  | 56,896   |               |                |

### SENIOR SECRETARY

Job Code: 1209

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenville         | 37.5  | 19           | 40,762    | 67,257  | 54,010   |               | 65%            |
| ARITHMETIC AVERAGE |       |              | 40,762    | 67,257  | 54,010   |               |                |

### ADMINISTRATIVE OFFICER/ASST

Job Code: 1210

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 2            | 42,522    | 65,908  | 54,215   |               | 55%            |
| Charleston         | 40    | 42           | 31,200    | 68,765  | 49,983   |               | 120%           |
| Greenville         | 37.5  | 9            | 48,222    | 79,567  | 63,895   |               | 65%            |
| Horry              | 40    | 230          | 30,004    | 60,007  | 45,006   |               | 100%           |
| Richland           | 37.5  | 42           | 33,499    | 44,296  | 38,898   |               | 32%            |
| York               | 40    | 8            | 34,047    | 52,766  | 43,407   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 36,582    | 61,885  | 49,234   |               |                |

### GRANTS ADMINISTRATOR/MANAGER

Job Code: 1211

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 1            | 66,138    | 105,821 | 85,980   |               | 60%            |
| Horry              | 40    | 1            | 44,854    | 67,282  | 56,068   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 55,496    | 86,552  | 71,024   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### PUBLIC INFORMATION OFFICER

Job Code: 1212

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 37.5         | 1                   | 75,721           | 121,154        | 98,438          |                      | 60%                   |
| Charleston         | 37.5         | 2                   | 80,579           | 130,624        | 105,602         |                      | 62%                   |
| Greenville         | 37.5         | 1                   | 74,333           | 122,649        | 98,491          |                      | 65%                   |
| Horry              | 40           | 1                   | 69,589           | 104,384        | 86,987          |                      | 50%                   |
| Lexington          | 40           | 1                   | 56,756           | 85,134         | 70,945          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 75,883           | 131,336        | 103,610         |                      | 73%                   |
| York               | 40           | 1                   | 127,527          | 127,527        | 127,527         | 127,527              | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 80,055           | 117,544        | 98,800          | 127,527              |                       |

### PERSONNEL DIRECTOR

Job Code: 1301

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 80,688           | 100,860        | 90,774          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 75,721           | 121,154        | 98,438          |                      | 60%                   |
| Charleston         | 40           | 1                   | 92,643           | 159,348        | 125,996         |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 98,579           | 162,655        | 130,617         |                      | 65%                   |
| Horry              | 40           | 1                   | 86,998           | 130,497        | 108,748         |                      | 50%                   |
| Lexington          | 40           | 1                   | 97,518           | 146,277        | 121,898         |                      | 50%                   |
| Richland           | 37.5         | 1                   | 112,398          | 194,534        | 153,466         |                      | 73%                   |
| York               | 40           | 1                   | 121,061          | 187,620        | 154,341         |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 95,701           | 150,368        | 123,034         |                      |                       |

### PERSONNEL ANALYST

Job Code: 1302

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 47,007           | 70,511         | 58,759          |                      | 50%                   |
| Berkeley           | 37.5         | 5                   | 44,647           | 69,203         | 56,925          |                      | 55%                   |
| Charleston         | 40           | 5                   | 46,945           | 80,766         | 63,856          |                      | 72%                   |
| Greenville         | 37.5         | 4                   | 63,142           | 104,185        | 83,664          |                      | 65%                   |
| Horry              | 40           | 4                   | 56,413           | 84,620         | 70,517          |                      | 50%                   |
| Richland           | 37.5         | 4                   | 46,370           | 71,339         | 58,855          |                      | 54%                   |
| York               | 40           | 1                   | 90,337           | 140,005        | 115,171         |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 56,409           | 88,661         | 72,535          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### PERSONNEL ASST

Job Code: 1303

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 50,101    | 62,626  | 56,364   |               | 25%            |
| Berkeley           | 37.5  | 1            | 32,343    | 50,132  | 41,238   |               | 55%            |
| Charleston         | 37.5  | 2            | 34,694    | 59,675  | 47,185   |               | 72%            |
| Greenville         | 37.5  | 2            | 40,762    | 67,257  | 54,010   |               | 65%            |
| Horry              | 40    | 2            | 35,873    | 52,612  | 44,243   |               | 47%            |
| Richland           | 37.5  | 2            | 38,322    | 58,958  | 48,640   |               | 54%            |
| York               | 40    | 1            | 74,321    | 115,182 | 94,752   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 43,774    | 66,635  | 55,204   |               |                |

### BENEFITS COORDINATOR

Job Code: 1304

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 41,406    | 51,575  | 46,491   |               | 25%            |
| Berkeley           | 37.5  | 2            | 44,647    | 69,203  | 56,925   |               | 55%            |
| Charleston         | 40    | 2            | 46,945    | 80,766  | 63,856   |               | 72%            |
| Greenville         | 37.5  | 1            | 63,142    | 104,185 | 83,664   |               | 65%            |
| Horry              | 40    | 1            | 56,413    | 84,620  | 70,517   |               | 50%            |
| Richland           | 37.5  | 1            | 46,370    | 71,339  | 58,855   |               | 54%            |
| York               | 40    | 1            | 81,939    | 126,988 | 104,464  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 54,409    | 84,097  | 69,253   |               |                |

### ACCOUNT CLERK

Job Code: 1401

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 5            | 38,849    | 58,274  | 48,562   |               | 50%            |
| Berkeley           | 37.5  | 1            | 31,100    | 48,204  | 39,652   |               | 55%            |
| Charleston         | 37.5  | 2            | 27,684    | 47,632  | 37,658   |               | 72%            |
| Greenville         | 37.5  | 6            | 29,571    | 48,793  | 39,182   |               | 65%            |
| Richland           | 37.5  | 5            | 33,499    | 48,725  | 41,112   |               | 45%            |
| ARITHMETIC AVERAGE |       |              | 32,141    | 50,326  | 41,233   |               |                |

### SENIOR ACCOUNT CLERK

Job Code: 1402

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 51,708    | 77,562  | 64,635   |               | 50%            |
| Berkeley           | 37.5  | 2            | 33,637    | 52,137  | 42,887   |               | 55%            |
| Charleston         | 37.5  | 3            | 46,945    | 80,766  | 63,856   |               | 72%            |
| Greenville         | 37.5  | 10           | 33,301    | 54,948  | 44,125   |               | 65%            |
| Horry              | 40    | 15           | 35,873    | 53,810  | 44,842   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 40,293    | 63,845  | 52,069   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### PAYROLL CLERK

Job Code: 1403

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 2                   | 50,101           | 62,626         | 56,364          |                      | 25%                   |
| Berkeley           | 37.5         | 2                   | 40,497           | 62,770         | 51,634          |                      | 55%                   |
| Charleston         | 40           | 1                   | 46,945           | 80,766         | 63,856          |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 63,142           | 104,185        | 83,664          |                      | 65%                   |
| Lexington          | 40           | 2                   | 38,105           | 57,158         | 47,632          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 42,155           | 64,853         | 53,504          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 46,824           | 72,060         | 59,442          |                      |                       |

### FINANCE DIRECTOR

Job Code: 1404

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 107,396          | 134,244        | 120,820         |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 81,022           | 129,635        | 105,329         |                      | 60%                   |
| Greenville         | 37.5         | 1                   | 98,578           | 162,655        | 130,617         |                      | 65%                   |
| Horry              | 40           | 1                   | 86,998           | 130,497        | 108,748         |                      | 50%                   |
| Lexington          | 40           | 1                   | 110,605          | 165,907        | 138,256         |                      | 50%                   |
| Richland           | 37.5         | 1                   | 112,398          | 194,534        | 153,466         |                      | 73%                   |
| ARITHMETIC AVERAGE |              |                     | 99,500           | 152,912        | 126,206         |                      |                       |

### CONTROLLER

Job Code: 1406

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Charleston         | 40           | 1                   | 92,643           | 159,348        | 125,996         |                      | 72%                   |
| Richland           | 37.5         | 1                   | 67,753           | 117,264        | 92,509          |                      | 73%                   |
| York               | 40           | 1                   | 90,337           | 140,005        | 115,171         |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 83,578           | 138,872        | 111,225         |                      |                       |

### RISK MANAGER

Job Code: 1407

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 55,111           | 68,889         | 62,000          |                      | 25%                   |
| Charleston         | 40           | 1                   | 82,721           | 142,292        | 112,507         |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 70,602           | 116,494        | 93,548          |                      | 65%                   |
| Horry              | 40           | 1                   | 62,890           | 94,336         | 78,613          |                      | 50%                   |
| Lexington          | 40           | 1                   | 64,980           | 97,470         | 81,225          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 112,398          | 194,534        | 153,466         |                      | 73%                   |
| York               | 40           | 1                   | 81,939           | 126,988        | 104,464         |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 75,806           | 120,143        | 97,975          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### ACCOUNTANT

Job Code: 1408

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 3                   | 50,101           | 62,626         | 56,364          |                      | 25%                   |
| Berkeley           | 37.5         | 6                   | 57,768           | 105,821        | 81,795          |                      | 83%                   |
| Charleston         | 40           | 12                  | 51,168           | 82,930         | 67,049          |                      | 62%                   |
| Greenville         | 37.5         | 5                   | 51,952           | 85,721         | 68,837          |                      | 65%                   |
| Horry              | 40           | 11                  | 39,796           | 82,336         | 61,066          |                      | 107%                  |
| Lexington          | 40           | 1                   | 53,518           | 80,277         | 66,898          |                      | 50%                   |
| Richland           | 37.5         | 10                  | 46,370           | 71,339         | 58,855          |                      | 54%                   |
| York               | 40           | 5                   | 58,232           | 90,248         | 74,240          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 51,113           | 82,662         | 66,888          |                      |                       |

### BUDGET OFFICER/ANALYST

Job Code: 1409

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 55,111           | 68,889         | 62,000          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 61,811           | 98,898         | 80,355          |                      | 60%                   |
| Charleston         | 40           | 1                   | 92,643           | 159,348        | 125,996         |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 78,063           | 128,804        | 103,434         |                      | 65%                   |
| Horry              | 40           | 1                   | 62,890           | 94,336         | 78,613          |                      | 50%                   |
| Richland           | 37.5         | 2                   | 48,225           | 83,466         | 65,846          |                      | 73%                   |
| ARITHMETIC AVERAGE |              |                     | 66,457           | 105,624        | 86,040          |                      |                       |

### PURCHASING DIRECTOR

Job Code: 1410

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 107,696          | 134,244        | 120,970         |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 70,768           | 113,229        | 91,999          |                      | 60%                   |
| Charleston         | 40           | 1                   | 82,721           | 142,292        | 112,507         |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 83,658           | 138,036        | 110,847         |                      | 65%                   |
| Horry              | 40           | 1                   | 76,554           | 114,831        | 95,693          |                      | 50%                   |
| Lexington          | 40           | 1                   | 69,529           | 104,293        | 86,911          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 84,989           | 147,096        | 116,043         |                      | 73%                   |
| York               | 40           | 1                   | 104,577          | 162,037        | 133,307         |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 85,062           | 132,007        | 108,534         |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### BUYER/PURCHASING AGENT

Job Code: 1411

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 60,622           | 75,778         | 68,200          |                      | 25%                   |
| Berkeley           | 37.5         | 3                   | 42,522           | 65,908         | 54,215          |                      | 55%                   |
| Charleston         | 40           | 4                   | 43,513           | 74,859         | 59,186          |                      | 72%                   |
| Greenville         | 37.5         | 2                   | 44,111           | 72,783         | 58,447          |                      | 65%                   |
| Horry              | 40           | 1                   | 45,320           | 79,310         | 62,315          |                      | 75%                   |
| Lexington          | 40           | 2                   | 38,105           | 57,158         | 47,632          |                      | 50%                   |
| Richland           | 37.5         | 2                   | 42,155           | 64,853         | 53,504          |                      | 54%                   |
| York               | 40           | 2                   | 55,459           | 85,951         | 70,705          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 46,476           | 72,075         | 59,275          |                      |                       |

### PURCHASING ASST

Job Code: 1412

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 37.5         | 1                   | 33,637           | 52,137         | 42,887          |                      | 55%                   |
| Charleston         | 40           | 1                   | 27,684           | 47,632         | 37,658          |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 33,302           | 54,948         | 44,125          |                      | 65%                   |
| Horry              | 40           | 3                   | 33,872           | 74,801         | 54,337          |                      | 121%                  |
| York               | 40           | 1                   | 34,047           | 52,766         | 43,407          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 32,508           | 56,457         | 44,483          |                      |                       |

### INTERNAL AUDITOR

Job Code: 1413

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Charleston         | 40           | 1                   | 85,176           | 146,536        | 115,856         |                      | 72%                   |
| York               | 40           | 1                   | 90,337           | 140,005        | 115,171         |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 87,757           | 143,271        | 115,514         |                      |                       |

### COUNTY TREASURER

Job Code: 1414

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 88,756           | 110,946        | 99,851          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 97,766           | 97,766         | 97,766          | 97,766               | 0%                    |
| Charleston         | 40           | 1                   | 87,193           | 149,988        | 118,591         |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 131,704          | 131,704        | 131,704         | 131,704              | 0%                    |
| Horry              | 40           | 1                   | 122,534          | 122,534        | 122,534         | 122,534              | 0%                    |
| Lexington          | 40           | 1                   | 76,046           | 76,046         | 76,046          | 76,046               | 0%                    |
| Richland           | 37.5         | 1                   | 125,550          | 125,550        | 125,550         | 125,550              | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 104,221          | 116,362        | 110,292         | 110,720              |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### ASST/DEPUTY COUNTY TREASURER

Job Code: 1415

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 2            | 66,684    | 83,355  | 75,020   |               | 25%            |
| Berkeley           | 37.5  | 1            | 61,811    | 98,898  | 80,355   |               | 60%            |
| Charleston         | 40    | 1            | 73,860    | 127,046 | 100,453  |               | 72%            |
| Horry              | 40    | 1            | 62,890    | 94,336  | 78,613   |               | 50%            |
| Lexington          | 40    | 1            | 60,728    | 91,093  | 75,911   |               | 50%            |
| Richland           | 37.5  | 2            | 75,883    | 131,336 | 103,610  |               | 73%            |
| York               | 40    | 1            | 90,337    | 140,005 | 115,171  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 70,313    | 109,438 | 89,876   |               |                |

### SENIOR TAX CLERK

Job Code: 1416

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 50,101    | 62,626  | 56,364   |               | 25%            |
| Berkeley           | 37.5  | 1            | 33,637    | 52,137  | 42,887   |               | 55%            |
| Charleston         | 40    | 2            | 46,946    | 80,766  | 63,856   |               | 72%            |
| Greenville         | 37.5  | 6            | 48,222    | 79,566  | 63,894   |               | 65%            |
| York               | 40    | 1            | 39,414    | 61,084  | 50,249   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 43,664    | 67,236  | 55,450   |               |                |

### TAX CLERK

Job Code: 1417

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 8            | 31,109    | 38,886  | 34,998   |               | 25%            |
| Berkeley           | 37.5  | 6            | 31,100    | 48,204  | 39,652   |               | 55%            |
| Charleston         | 37.5  | 7            | 38,833    | 66,809  | 52,821   |               | 72%            |
| Greenville         | 37.5  | 21           | 37,032    | 61,103  | 49,068   |               | 65%            |
| Lexington          | 40    | 2            | 33,280    | 49,920  | 41,600   |               | 50%            |
| Richland           | 37.5  | 1            | 33,499    | 40,269  | 36,884   |               | 20%            |
| York               | 40    | 6            | 34,047    | 52,766  | 43,407   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 34,129    | 51,137  | 42,633   |               |                |

### COUNTY TAX COLLECTOR

Job Code: 1418

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 50,101    | 62,626  | 56,364   |               | 25%            |
| Berkeley           | 37.5  | 1            | 66,138    | 105,821 | 85,980   |               | 60%            |
| Charleston         | 40    | 1            | 65,936    | 113,422 | 89,679   |               | 72%            |
| Greenville         | 37.5  | 1            | 78,063    | 128,804 | 103,434  |               | 65%            |
| Horry              | 40    | 7            | 44,854    | 67,282  | 56,068   |               | 50%            |
| Lexington          | 40    | 1            | 53,543    | 80,314  | 66,929   |               | 50%            |
| Richland           | 37.5  | 1            | 48,225    | 83,466  | 65,846   |               | 73%            |
| York               | 40    | 2            | 74,321    | 115,182 | 94,752   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 60,148    | 94,615  | 77,381   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### COUNTY TAX FIELD AGENT

Job Code: 1419

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 50,100           | 62,626         | 56,363          |                      | 25%                   |
| Charleston         | 37.5         | 6                   | 34,694           | 59,675         | 47,185          |                      | 72%                   |
| Horry              | 40           | 1                   | 53,175           | 79,763         | 66,469          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 45,990           | 67,355         | 56,672          |                      |                       |

### COUNTY AUDITOR

Job Code: 1420

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 88,756           | 110,946        | 99,851          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 97,766           | 97,766         | 97,766          | 97,766               | 0%                    |
| Charleston         | 40           | 1                   | 87,193           | 149,988        | 118,591         |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 131,704          | 131,704        | 131,704         | 131,704              | 0%                    |
| Horry              | 40           | 1                   | 116,833          | 116,833        | 116,833         | 116,833              | 0%                    |
| Lexington          | 40           | 1                   | 66,202           | 66,202         | 66,202          | 66,202               | 0%                    |
| Richland           | 37.5         | 1                   | 122,566          | 122,566        | 122,566         | 122,566              | 0%                    |
| York               | 40           | 1                   | 104,577          | 162,037        | 133,307         |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 101,950          | 119,755        | 110,852         | 107,014              |                       |

### ASST/DEPUTY COUNTY AUDITOR

Job Code: 1421

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 55,111           | 68,889         | 62,000          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 61,811           | 98,898         | 80,355          |                      | 60%                   |
| Charleston         | 40           | 1                   | 73,860           | 127,046        | 100,453         |                      | 72%                   |
| Greenville         | 37.5         | 2                   | 78,063           | 128,804        | 103,434         |                      | 65%                   |
| Horry              | 40           | 1                   | 51,842           | 77,763         | 64,803          |                      | 50%                   |
| Lexington          | 40           | 1                   | 60,728           | 91,093         | 75,911          |                      | 50%                   |
| Richland           | 37.5         | 2                   | 60,493           | 104,700        | 82,597          |                      | 73%                   |
| York               | 40           | 1                   | 74,321           | 115,182        | 94,752          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 64,529           | 101,547        | 83,038          |                      |                       |

### COUNTY ASSESSOR

Job Code: 1422

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 88,756           | 110,945        | 99,851          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 81,022           | 129,635        | 105,329         |                      | 60%                   |
| Charleston         | 40           | 1                   | 82,721           | 142,292        | 112,507         |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 78,063           | 128,804        | 103,434         |                      | 65%                   |
| Horry              | 40           | 1                   | 75,427           | 113,142        | 94,285          |                      | 50%                   |
| Lexington          | 40           | 1                   | 91,138           | 136,708        | 113,923         |                      | 50%                   |
| Richland           | 37.5         | 1                   | 75,883           | 131,336        | 103,610         |                      | 73%                   |
| York               | 40           | 1                   | 109,805          | 170,176        | 139,991         |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 85,352           | 132,880        | 109,116         |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### ASST/DEPUTY COUNTY ASSESSOR

Job Code: 1423

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 80,687    | 100,859 | 90,773   |               | 25%            |
| Berkeley           | 37.5  | 1            | 61,811    | 98,898  | 80,355   |               | 60%            |
| Charleston         | 40    | 2            | 73,861    | 127,046 | 100,454  |               | 72%            |
| Greenville         | 37.5  | 2            | 74,333    | 122,650 | 98,492   |               | 65%            |
| Horry              | 40    | 1            | 62,849    | 94,273  | 78,561   |               | 50%            |
| Richland           | 37.5  | 1            | 60,493    | 104,700 | 82,597   |               | 73%            |
| York               | 40    | 2            | 86,035    | 133,338 | 109,687  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 71,438    | 111,681 | 91,560   |               |                |

### SENIOR FIELD APPRAISER

Job Code: 1424

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 2            | 66,684    | 83,355  | 75,020   |               | 25%            |
| Berkeley           | 37.5  | 4            | 49,224    | 84,118  | 66,671   |               | 71%            |
| Charleston         | 40    | 4            | 52,582    | 90,459  | 71,521   |               | 72%            |
| Greenville         | 37.5  | 1            | 40,762    | 67,257  | 54,010   |               | 65%            |
| Lexington          | 40    | 4            | 53,518    | 80,277  | 66,898   |               | 50%            |
| Richland           | 37.5  | 1            | 48,225    | 83,466  | 65,846   |               | 73%            |
| York               | 40    | 8            | 55,459    | 85,951  | 70,705   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 52,351    | 82,126  | 67,238   |               |                |

### APPRAISER

Job Code: 1425

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 10           | 56,879    | 85,319  | 71,099   |               | 50%            |
| Berkeley           | 37.5  | 6            | 33,637    | 76,297  | 54,967   |               | 127%           |
| Charleston         | 37.5  | 18           | 46,945    | 80,766  | 63,856   |               | 72%            |
| Horry              | 40    | 17           | 38,307    | 76,615  | 57,461   |               | 100%           |
| Lexington          | 40    | 7            | 43,659    | 65,488  | 54,574   |               | 50%            |
| Richland           | 37.5  | 1            | 34,839    | 53,598  | 44,219   |               | 54%            |
| York               | 40    | 1            | 47,908    | 74,247  | 61,078   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 43,168    | 73,190  | 58,179   |               |                |

### CHIEF MAPPER/DRAFTSMAN

Job Code: 1426

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Horry              | 40    | 1            | 43,056    | 64,584  | 53,820   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 43,056    | 64,584  | 53,820   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### DRAFTER II/MAPPER II (CADASTRAL)

Job Code: 1427

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Horry              | 40           | 1                   | 38,002           | 57,003         | 47,503          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 38,002           | 57,003         | 47,503          |                      |                       |

### DRAFTER I/MAPPER I (CADASTRAL)

Job Code: 1428

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 2                   | 60,622           | 75,777         | 68,200          |                      | 25%                   |
| Charleston         | 37.5         | 2                   | 34,694           | 59,675         | 47,185          |                      | 72%                   |
| Greenville         | 37.5         | 3                   | 37,032           | 61,103         | 49,068          |                      | 65%                   |
| Horry              | 40           | 2                   | 33,247           | 49,871         | 41,559          |                      | 50%                   |
| York               | 40           | 1                   | 47,908           | 74,247         | 61,078          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 42,701           | 64,135         | 53,418          |                      |                       |

### COMPUTER SERVICES/MIS DIRECTOR

Job Code: 1501

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 97,632           | 122,040        | 109,836         |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 86,693           | 138,709        | 112,701         |                      | 60%                   |
| Charleston         | 40           | 1                   | 82,721           | 142,292        | 112,507         |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 98,578           | 162,655        | 130,617         |                      | 65%                   |
| Horry              | 40           | 1                   | 83,517           | 125,276        | 104,397         |                      | 50%                   |
| Lexington          | 40           | 1                   | 104,343          | 156,515        | 130,429         |                      | 50%                   |
| Richland           | 37.5         | 1                   | 112,398          | 194,534        | 153,466         |                      | 73%                   |
| York               | 40           | 1                   | 133,469          | 206,851        | 170,160         |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 99,919           | 156,109        | 128,014         |                      |                       |

### SENIOR PROGRAMMER ANALYST

Job Code: 1502

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 2                   | 60,622           | 75,777         | 68,200          |                      | 25%                   |
| Berkeley           | 37.5         | 4                   | 70,768           | 113,229        | 91,999          |                      | 60%                   |
| Greenville         | 37.5         | 7                   | 63,142           | 104,186        | 83,664          |                      | 65%                   |
| Lexington          | 40           | 3                   | 69,529           | 104,293        | 86,911          |                      | 50%                   |
| Richland           | 37.5         | 4                   | 67,753           | 117,264        | 92,509          |                      | 73%                   |
| ARITHMETIC AVERAGE |              |                     | 66,363           | 102,950        | 84,656          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### PROGRAMMER ANALYST

Job Code: 1503

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 56,879    | 85,319  | 71,099   |               | 50%            |
| Berkeley           | 37.5  | 3            | 66,138    | 105,821 | 85,980   |               | 60%            |
| Charleston         | 40    | 1            | 41,912    | 72,092  | 57,002   |               | 72%            |
| Greenville         | 37.5  | 9            | 55,682    | 91,876  | 73,779   |               | 65%            |
| Horry              | 40    | 6            | 37,741    | 113,224 | 75,483   |               | 200%           |
| Lexington          | 40    | 2            | 64,980    | 97,470  | 81,225   |               | 50%            |
| Richland           | 37.5  | 2            | 48,225    | 83,466  | 65,846   |               | 73%            |
| York               | 40    | 1            | 78,037    | 120,941 | 99,489   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 56,199    | 96,276  | 76,238   |               |                |

### NETWORK ADMINISTRATOR

Job Code: 1504

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 55,110    | 68,888  | 61,999   |               | 25%            |
| Berkeley           | 37.5  | 1            | 81,022    | 129,635 | 105,329  |               | 60%            |
| Greenville         | 37.5  | 1            | 63,142    | 104,186 | 83,664   |               | 65%            |
| Horry              | 40    | 12           | 37,741    | 113,224 | 75,483   |               | 200%           |
| Lexington          | 40    | 2            | 53,543    | 80,314  | 66,929   |               | 50%            |
| Richland           | 37.5  | 1            | 84,989    | 147,096 | 116,043  |               | 73%            |
| York               | 40    | 1            | 78,037    | 120,941 | 99,489   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 64,798    | 109,183 | 86,991   |               |                |

### DATA PROCESSING MANAGER

Job Code: 1505

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 47,772    | 73,249  | 60,511   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 47,772    | 73,249  | 60,511   |               |                |

### DATA PROCESSING OPERATOR I

Job Code: 1506

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 4            | 35,892    | 55,033  | 45,463   |               | 53%            |
| Charleston         | 37.5  | 2            | 38,833    | 66,809  | 52,821   |               | 72%            |
| ARITHMETIC AVERAGE |       |              | 37,363    | 60,921  | 49,142   |               |                |

### GIS DIRECTOR/ADMINISTRATOR/GIO

Job Code: 1508

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 1            | 86,693    | 138,709 | 112,701  |               | 60%            |
| Lexington          | 40    | 1            | 91,138    | 136,708 | 113,923  |               | 50%            |
| Richland           | 37.5  | 1            | 84,989    | 147,096 | 116,043  |               | 73%            |
| York               | 40    | 1            | 90,337    | 140,005 | 115,171  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 88,289    | 140,630 | 114,459  |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### GIS DATABASE ADMINISTRATOR

Job Code: 1509

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 39,482           | 60,537         | 50,010          |                      | 53%                   |
| Berkeley           | 37.5         | 1                   | 66,138           | 105,821        | 85,980          |                      | 60%                   |
| Greenville         | 37.5         | 1                   | 55,682           | 91,876         | 73,779          |                      | 65%                   |
| ARITHMETIC AVERAGE |              |                     | 53,767           | 86,078         | 69,923          |                      |                       |

### GIS MANAGER

Job Code: 1510

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 66,684           | 83,355         | 75,020          |                      | 25%                   |
| Charleston         | 40           | 1                   | 80,579           | 130,624        | 105,602         |                      | 62%                   |
| Greenville         | 37.5         | 1                   | 74,333           | 122,649        | 98,491          |                      | 65%                   |
| Horry              | 40           | 6                   | 73,164           | 146,327        | 109,746         |                      | 100%                  |
| Lexington          | 40           | 1                   | 69,529           | 104,293        | 86,911          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 75,883           | 131,336        | 103,610         |                      | 73%                   |
| York               | 40           | 1                   | 61,144           | 94,761         | 77,953          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 71,617           | 116,192        | 93,904          |                      |                       |

### SENIOR GIS ANALYST/GIS ANALYST II

Job Code: 1511

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 45,546           | 56,932         | 51,239          |                      | 25%                   |
| Greenville         | 37.5         | 2                   | 55,682           | 91,876         | 73,779          |                      | 65%                   |
| Lexington          | 40           | 1                   | 60,728           | 91,093         | 75,911          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 67,753           | 117,264        | 92,509          |                      | 73%                   |
| ARITHMETIC AVERAGE |              |                     | 57,427           | 89,291         | 73,359          |                      |                       |

### GIS ANALYST/SPECIALIST

Job Code: 1512

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 41,406           | 51,757         | 46,582          |                      | 25%                   |
| Berkeley           | 37.5         | 2                   | 54,270           | 84,118         | 69,194          |                      | 55%                   |
| Charleston         | 37.5         | 1                   | 53,248           | 86,299         | 69,774          |                      | 62%                   |
| Greenville         | 37.5         | 2                   | 44,110           | 72,782         | 58,446          |                      | 65%                   |
| Horry              | 40           | 16                  | 22,298           | 89,190         | 55,744          |                      | 300%                  |
| Lexington          | 40           | 1                   | 53,518           | 80,277         | 66,898          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 54,012           | 93,482         | 73,747          |                      | 73%                   |
| ARITHMETIC AVERAGE |              |                     | 46,123           | 79,701         | 62,912          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### GIS TECHNICIAN II

Job Code: 1513

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 37.5         | 1                   | 38,568           | 59,781         | 49,175          |                      | 55%                   |
| Greenville         | 37.5         | 1                   | 40,762           | 67,257         | 54,010          |                      | 65%                   |
| Lexington          | 40           | 1                   | 46,716           | 70,075         | 58,396          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 42,015           | 65,704         | 53,860          |                      |                       |

### GIS TECHNICIAN I

Job Code: 1514

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 37.5         | 1                   | 33,637           | 52,137         | 42,887          |                      | 55%                   |
| Charleston         | 37.5         | 5                   | 42,432           | 68,765         | 55,599          |                      | 62%                   |
| Lexington          | 40           | 1                   | 40,788           | 61,183         | 50,986          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 38,952           | 60,695         | 49,824          |                      |                       |

### ANIMAL CONTROL DIRECTOR

Job Code: 1601

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 76,938           | 117,969        | 97,454          |                      | 53%                   |
| Greenville         | 37.5         | 1                   | 83,658           | 138,037        | 110,848         |                      | 65%                   |
| Horry              | 40           | 1                   | 82,049           | 98,846         | 90,448          |                      | 20%                   |
| Lexington          | 40           | 1                   | 64,980           | 97,470         | 81,225          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 75,883           | 131,336        | 103,610         |                      | 73%                   |
| York               | 40           | 1                   | 81,939           | 126,988        | 104,464         |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 77,575           | 118,441        | 98,008          |                      |                       |

### ANIMAL CONTROL SUPERVISOR

Job Code: 1602

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 2                   | 55,110           | 68,888         | 61,999          |                      | 25%                   |
| Charleston         | 40           | 1                   | 63,374           | 102,719        | 83,047          |                      | 62%                   |
| Greenville         | 37.5         | 1                   | 48,222           | 79,566         | 63,894          |                      | 65%                   |
| Horry              | 40           | 1                   | 59,819           | 105,257        | 82,538          |                      | 76%                   |
| Lexington          | 40           | 1                   | 50,003           | 75,004         | 62,504          |                      | 50%                   |
| Richland           | 37.5         | 2                   | 54,012           | 93,482         | 73,747          |                      | 73%                   |
| York               | 40           | 1                   | 50,303           | 77,960         | 64,132          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 54,406           | 86,125         | 70,266          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### ANIMAL CONTROL OFFICER

Job Code: 1603

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 43           | 5                   | 34,982           | 54,223         | 44,603          |                      | 55%                   |
| Charleston         | 40           | 3                   | 37,898           | 61,402         | 49,650          |                      | 62%                   |
| Greenville         | 37.5         | 6                   | 33,301           | 54,948         | 44,125          |                      | 65%                   |
| Horry              | 42.76        | 1                   | 42,164           | 61,855         | 52,010          |                      | 47%                   |
| Lexington          | 40           | 4                   | 38,105           | 57,158         | 47,632          |                      | 50%                   |
| Richland           | 37.5         | 6                   | 33,499           | 48,725         | 41,112          |                      | 45%                   |
| York               | 40           | 3                   | 39,414           | 61,084         | 50,249          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 37,052           | 57,056         | 47,054          |                      |                       |

### ANIMAL CONTROL ATTENDANT

Job Code: 1604

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 12                  | 37,641           | 47,051         | 42,346          |                      | 25%                   |
| Greenville         | 37.5         | 12                  | 33,302           | 54,948         | 44,125          |                      | 65%                   |
| Horry              | 40           | 11                  | 30,005           | 37,797         | 33,901          |                      | 26%                   |
| York               | 40           | 8                   | 37,537           | 58,175         | 47,856          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 34,621           | 49,493         | 42,057          |                      |                       |

### ANIMAL CONTROL/LITTER ENFORCE OFFICER

Job Code: 1606

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Richland           | 40           | 1                   | 23,059           | 34,587         | 28,823          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 23,059           | 34,587         | 28,823          |                      |                       |

### LITTER ENFORCEMENT OFFICER

Job Code: 1607

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 3                   | 37,641           | 47,051         | 42,346          |                      | 25%                   |
| ARITHMETIC AVERAGE |              |                     | 37,641           | 47,051         | 42,346          |                      |                       |

### CODES ENFORCEMENT OFFICER

Job Code: 1608

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 37.5         | 6                   | 33,637           | 62,770         | 48,204          |                      | 87%                   |
| Charleston         | 37.5         | 4                   | 34,694           | 59,675         | 47,185          |                      | 72%                   |
| Greenville         | 37.5         | 10                  | 40,762           | 67,257         | 54,010          |                      | 65%                   |
| Lexington          | 40           | 2                   | 50,175           | 75,263         | 62,719          |                      | 50%                   |
| York               | 40           | 2                   | 47,908           | 74,247         | 61,078          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 41,435           | 67,842         | 54,639          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### BUILDING CODES ADMINISTRATOR/DIRECTOR

Job Code: 1701

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 80,687    | 100,859 | 90,773   |               | 25%            |
| Berkeley           | 37.5  | 1            | 75,721    | 121,154 | 98,438   |               | 60%            |
| Charleston         | 40    | 1            | 82,721    | 142,292 | 112,507  |               | 72%            |
| Greenville         | 37.5  | 1            | 78,063    | 128,804 | 103,434  |               | 65%            |
| Horry              | 40    | 1            | 83,517    | 125,276 | 104,397  |               | 50%            |
| Richland           | 37.5  | 1            | 67,753    | 117,264 | 92,509   |               | 73%            |
| York               | 40    | 1            | 74,321    | 115,182 | 94,752   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 77,540    | 121,547 | 99,544   |               |                |

### BUILDING CODES ADMINISTRATOR/INSPECTOR

Job Code: 1702

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 50,100    | 62,626  | 56,363   |               | 25%            |
| Berkeley           | 37.5  | 1            | 54,270    | 84,118  | 69,194   |               | 55%            |
| Charleston         | 40    | 1            | 46,945    | 80,766  | 63,856   |               | 72%            |
| Greenville         | 37.5  | 4            | 51,952    | 85,722  | 68,837   |               | 65%            |
| ARITHMETIC AVERAGE |       |              | 50,817    | 78,308  | 64,562   |               |                |

### BUILDING INSPECTOR

Job Code: 1703

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 8            | 45,546    | 56,932  | 51,239   |               | 25%            |
| Berkeley           | 37.5  | 10           | 40,497    | 62,770  | 51,634   |               | 55%            |
| Charleston         | 37.5  | 10           | 39,353    | 67,704  | 53,529   |               | 72%            |
| Greenville         | 37.5  | 13           | 44,110    | 72,783  | 58,447   |               | 65%            |
| Horry              | 40    | 36           | 50,519    | 72,552  | 61,536   |               | 44%            |
| Lexington          | 40    | 10           | 43,659    | 65,488  | 54,574   |               | 50%            |
| Richland           | 37.5  | 7            | 38,322    | 58,958  | 48,640   |               | 54%            |
| York               | 40    | 5            | 52,818    | 85,951  | 69,385   |               | 63%            |
| ARITHMETIC AVERAGE |       |              | 44,353    | 67,892  | 56,123   |               |                |

### PLANNING AND DEVELOPMENT DIRECTOR

Job Code: 1704

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 91,605    | 137,407 | 114,506  |               | 50%            |
| Berkeley           | 37.5  | 1            | 92,761    | 148,418 | 120,590  |               | 60%            |
| Charleston         | 40    | 1            | 82,721    | 142,292 | 112,507  |               | 72%            |
| Greenville         | 37.5  | 1            | 78,063    | 128,805 | 103,434  |               | 65%            |
| Horry              | 40    | 1            | 118,000   | 118,000 | 118,000  | 118,000       | 0%             |
| Lexington          | 40    | 1            | 84,333    | 126,499 | 105,416  |               | 50%            |
| Richland           | 37.5  | 1            | 112,398   | 194,534 | 153,466  |               | 73%            |
| York               | 40    | 1            | 121,061   | 187,620 | 154,341  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 97,618    | 147,947 | 122,782  | 118,000       |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### PLANNING AND DEVELOPMENT ASST DIRECTOR

Job Code: 1705

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 68,824    | 103,236 | 86,030   |               | 50%            |
| Charleston         | 40    | 1            | 65,936    | 113,422 | 89,679   |               | 72%            |
| Horry              | 40    | 1            | 69,589    | 104,384 | 86,987   |               | 50%            |
| Richland           | 37.5  | 1            | 60,493    | 104,700 | 82,597   |               | 73%            |
| ARITHMETIC AVERAGE |       |              | 66,211    | 106,436 | 86,323   |               |                |

### SENIOR PLANNER

Job Code: 1706

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 2            | 42,734    | 64,101  | 53,418   |               | 50%            |
| Berkeley           | 37.5  | 2            | 61,811    | 98,898  | 80,355   |               | 60%            |
| Charleston         | 40    | 2            | 52,582    | 90,459  | 71,521   |               | 72%            |
| Greenville         | 37.5  | 7            | 55,682    | 91,876  | 73,779   |               | 65%            |
| Horry              | 40    | 4            | 58,033    | 87,049  | 72,541   |               | 50%            |
| Richland           | 37.5  | 1            | 48,225    | 83,466  | 65,846   |               | 73%            |
| York               | 40    | 1            | 70,782    | 109,697 | 90,240   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 55,693    | 89,364  | 72,528   |               |                |

### PLANNER

Job Code: 1707

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 4            | 54,270    | 84,118  | 69,194   |               | 55%            |
| Charleston         | 40    | 6            | 46,945    | 80,766  | 63,856   |               | 72%            |
| Greenville         | 37.5  | 4            | 51,952    | 85,721  | 68,837   |               | 65%            |
| Richland           | 37.5  | 2            | 42,155    | 64,853  | 53,504   |               | 54%            |
| York               | 40    | 1            | 86,035    | 133,338 | 109,687  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 56,271    | 89,759  | 73,015   |               |                |

### MASTER-IN-EQUITY

Job Code: 1801

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 191,509   | 191,509 | 191,509  |               | 0%             |
| Berkeley           | 37.5  | 1            | 180,869   | 180,869 | 180,869  | 180,869       | 0%             |
| Charleston         | 40    | 1            | 148,408   | 240,594 | 194,501  |               | 62%            |
| Greenville         | 37.5  | 1            | 228,211   | 228,211 | 228,211  | 228,211       | 0%             |
| Horry              | 40    | 1            | 141,547   | 212,321 | 176,934  |               | 50%            |
| Richland           | 37.5  | 1            | 191,509   | 191,509 | 191,509  | 191,509       | 0%             |
| York               | 40    | 1            | 209,420   | 209,420 | 209,420  | 209,420       | 0%             |
| ARITHMETIC AVERAGE |       |              | 184,496   | 207,776 | 196,136  | 202,502       |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### COUNTY ATTORNEY

Job Code: 1802

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 174,787          | 174,787        | 174,787         |                      | 0%                    |
| Berkeley           | 37.5         | 1                   | 113,636          | 181,818        | 147,727         |                      | 60%                   |
| Charleston         | 40           | 1                   | 281,154          | 281,154        | 281,154         | 281,154              | 0%                    |
| Greenville         | 37.5         | 1                   | 225,378          | 225,378        | 225,378         | 225,378              | 0%                    |
| Horry              | 40           | 1                   | 111,723          | 167,584        | 139,654         |                      | 50%                   |
| Richland           | 37.5         | 1                   | 129,257          | 223,715        | 176,486         |                      | 73%                   |
| York               | 40           | 1                   | 244,778          | 244,778        | 244,778         | 244,778              | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 182,959          | 214,173        | 198,566         | 250,437              |                       |

### ASST COUNTY ATTORNEY

Job Code: 1803

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 66,684           | 83,355         | 75,020          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 81,022           | 129,635        | 105,329         |                      | 60%                   |
| Charleston         | 40           | 1                   | 106,870          | 183,830        | 145,350         |                      | 72%                   |
| Greenville         | 37.5         | 3                   | 83,658           | 138,036        | 110,847         |                      | 65%                   |
| Horry              | 40           | 2                   | 83,517           | 125,276        | 104,397         |                      | 50%                   |
| Richland           | 37.5         | 1                   | 97,737           | 169,160        | 133,449         |                      | 73%                   |
| York               | 40           | 1                   | 150,806          | 150,806        | 150,806         | 150,806              | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 95,756           | 140,014        | 117,885         | 150,806              |                       |

### PUBLIC DEFENDER

Job Code: 1804

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Horry              | 40           | 2                   | 83,517           | 125,276        | 104,397         |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 83,517           | 125,276        | 104,397         |                      |                       |

### DEPUTY PUBLIC DEFENDER

Job Code: 1805

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Charleston         | 40           | 2                   | 73,860           | 127,046        | 100,453         |                      | 72%                   |
| Greenville         | 37.5         | 2                   | 106,039          | 174,964        | 140,502         |                      | 65%                   |
| Horry              | 40           | 1                   | 83,517           | 125,276        | 104,397         |                      | 50%                   |
| Lexington          | 40           | 5                   | 97,518           | 146,277        | 121,898         |                      | 50%                   |
| York               | 40           | 2                   | 115,296          | 178,685        | 146,991         |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 95,246           | 150,450        | 122,848         |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### ASST PUBLIC DEFENDER

Job Code: 1806

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 55,111    | 68,888  | 62,000   |               | 25%            |
| Charleston         | 40    | 28           | 58,864    | 101,254 | 80,059   |               | 72%            |
| Greenville         | 37.5  | 16           | 66,872    | 110,340 | 88,606   |               | 65%            |
| York               | 40    | 15           | 64,201    | 99,499  | 81,850   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 61,262    | 94,995  | 78,129   |               |                |

### DEPUTY SOLICITOR

Job Code: 1807

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 88,756    | 110,945 | 99,851   |               | 25%            |
| Berkeley           | 37.5  | 1            | 99,254    | 158,806 | 129,030  |               | 60%            |
| Charleston         | 40    | 1            | 106,870   | 183,830 | 145,350  |               | 72%            |
| Greenville         | 37.5  | 2            | 91,119    | 150,346 | 120,733  |               | 65%            |
| Horry              | 40    | 2            | 83,517    | 125,276 | 104,397  |               | 50%            |
| Lexington          | 40    | 2            | 97,518    | 146,277 | 121,898  |               | 50%            |
| Richland           | 37.5  | 3            | 84,989    | 147,096 | 116,043  |               | 73%            |
| York               | 40    | 1            | 115,296   | 178,685 | 146,991  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 95,915    | 150,158 | 123,036  |               |                |

### ASST SOLICITOR

Job Code: 1808

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 80,687    | 100,859 | 90,773   |               | 25%            |
| Berkeley           | 37.5  | 14           | 70,768    | 121,154 | 95,961   |               | 71%            |
| Charleston         | 40    | 23           | 58,864    | 101,254 | 80,059   |               | 72%            |
| Greenville         | 37.5  | 22           | 63,142    | 104,185 | 83,664   |               | 65%            |
| York               | 40    | 17           | 64,201    | 99,499  | 81,850   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 67,532    | 105,390 | 86,461   |               |                |

### PARALEGAL

Job Code: 1809

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 45,546    | 56,932  | 51,239   |               | 25%            |
| Berkeley           | 37.5  | 3            | 42,522    | 65,908  | 54,215   |               | 55%            |
| Charleston         | 37.5  | 15           | 42,432    | 82,581  | 62,507   |               | 95%            |
| Greenville         | 37.5  | 30           | 44,110    | 72,783  | 58,447   |               | 65%            |
| Lexington          | 40    | 22           | 38,105    | 57,158  | 47,632   |               | 50%            |
| York               | 40    | 12           | 43,454    | 67,345  | 55,400   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 42,695    | 67,118  | 54,906   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### INVESTIGATOR (SOLICITOR/PUBLIC DEFENDER)

Job Code: 1810

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 55,110           | 68,888         | 61,999          |                      | 25%                   |
| Berkeley           | 37.5         | 4                   | 44,647           | 69,203         | 56,925          |                      | 55%                   |
| Charleston         | 40           | 9                   | 41,704           | 71,730         | 56,717          |                      | 72%                   |
| Greenville         | 37.5         | 6                   | 48,222           | 79,567         | 63,895          |                      | 65%                   |
| Horry              | 40           | 5                   | 58,565           | 79,861         | 69,213          |                      | 36%                   |
| Lexington          | 40           | 2                   | 50,003           | 75,004         | 62,504          |                      | 50%                   |
| Richland           | 37.5         | 7                   | 46,370           | 71,339         | 58,855          |                      | 54%                   |
| York               | 40           | 2                   | 52,787           | 81,757         | 67,272          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 49,676           | 74,669         | 62,172          |                      |                       |

### CHIEF MAGISTRATE

Job Code: 1811

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 107,395          | 134,244        | 120,820         |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 80,136           | 80,136         | 80,136          | 80,136               | 0%                    |
| Greenville         | 37.5         | 1                   | 101,433          | 101,433        | 101,433         | 101,433              | 0%                    |
| Lexington          | 40           | 1                   | 93,471           | 93,471         | 93,471          | 93,471               | 0%                    |
| Richland           | 37.5         | 1                   | 128,553          | 128,553        | 128,553         | 128,553              | 0%                    |
| York               | 40           | 1                   | 57,452           | 57,452         | 57,452          | 57,452               | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 94,740           | 99,215         | 96,977          | 92,209               |                       |

### MAGISTRATE

Job Code: 1812

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 97,632           | 122,040        | 109,836         |                      | 25%                   |
| Berkeley           | 37.5         | 9                   | 57,970           | 103,624        | 80,797          |                      | 79%                   |
| Charleston         | 40           | 17                  | 78,505           | 127,275        | 102,890         |                      | 62%                   |
| Greenville         | 37.5         | 15                  | 58,308           | 93,000         | 75,654          |                      | 59%                   |
| Horry              | 40           | 10                  | 76,554           | 114,831        | 95,693          |                      | 50%                   |
| Lexington          | 40           | 9                   | 93,471           | 93,471         | 93,471          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 77,073           | 109,040        | 93,057          |                      |                       |

### COURT ADMINISTRATOR

Job Code: 1814

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 3                   | 41,405           | 51,757         | 46,581          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 61,811           | 98,898         | 80,355          |                      | 60%                   |
| Charleston         | 40           | 1                   | 82,721           | 142,292        | 112,507         |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 44,110           | 72,783         | 58,447          |                      | 65%                   |
| Richland           | 37.5         | 1                   | 67,753           | 117,264        | 92,509          |                      | 73%                   |
| ARITHMETIC AVERAGE |              |                     | 59,560           | 96,599         | 78,079          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### CLERK OF COURT

Job Code: 1815

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 93,892           | 122,040        | 107,966         |                      | 30%                   |
| Berkeley           | 37.5         | 1                   | 121,077          | 121,077        | 121,077         |                      | 0%                    |
| Charleston         | 40           | 1                   | 102,897          | 176,987        | 139,942         |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 149,051          | 149,051        | 149,051         | 149,051              | 0%                    |
| Horry              | 40           | 1                   | 135,517          | 135,517        | 135,517         | 135,517              | 0%                    |
| Lexington          | 40           | 1                   | 92,436           | 92,436         | 92,436          | 92,436               | 0%                    |
| Richland           | 37.5         | 1                   | 150,770          | 150,770        | 150,770         | 150,770              | 0%                    |
| York               | 40           | 1                   | 123,128          | 123,128        | 123,128         | 123,128              | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 121,096          | 133,876        | 127,486         | 130,180              |                       |

### ASST/CHIEF DEPUTY CLERK OF COURT

Job Code: 1816

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 37.5         | 1                   | 61,811           | 98,898         | 80,355          |                      | 60%                   |
| Charleston         | 40           | 1                   | 82,721           | 142,292        | 112,507         |                      | 72%                   |
| Greenville         | 37.5         | 2                   | 78,063           | 128,803        | 103,433         |                      | 65%                   |
| Horry              | 40           | 1                   | 58,033           | 87,049         | 72,541          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 60,493           | 104,700        | 82,597          |                      | 73%                   |
| York               | 40           | 1                   | 61,144           | 94,761         | 77,953          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 67,044           | 109,417        | 88,231          |                      |                       |

### SENIOR DEPUTY CLERK OF COURT

Job Code: 1817

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 55,110           | 68,888         | 61,999          |                      | 25%                   |
| Berkeley           | 37.5         | 4                   | 42,522           | 65,908         | 54,215          |                      | 55%                   |
| Charleston         | 40           | 1                   | 65,936           | 113,422        | 89,679          |                      | 72%                   |
| Greenville         | 37.5         | 6                   | 48,222           | 79,567         | 63,895          |                      | 65%                   |
| ARITHMETIC AVERAGE |              |                     | 52,948           | 81,946         | 67,447          |                      |                       |

### DEPUTY CLERK OF COURT

Job Code: 1818

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 5                   | 50,100           | 62,626         | 56,363          |                      | 25%                   |
| Charleston         | 37.5         | 4                   | 30,971           | 53,289         | 42,130          |                      | 72%                   |
| Horry              | 40           | 1                   | 58,033           | 87,049         | 72,541          |                      | 50%                   |
| Lexington          | 40           | 1                   | 60,728           | 91,093         | 75,911          |                      | 50%                   |
| Richland           | 37.5         | 15                  | 38,322           | 58,958         | 48,640          |                      | 54%                   |
| York               | 40           | 4                   | 50,303           | 77,960         | 64,132          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 48,076           | 71,829         | 59,953          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### HEARING REPORTER

Job Code: 1819

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Charleston         | 37.5         | 1                   | 38,834           | 66,809         | 52,822          |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 40,762           | 67,257         | 54,010          |                      | 65%                   |
| ARITHMETIC AVERAGE |              |                     | 39,798           | 67,033         | 53,416          |                      |                       |

### SENIOR COURT CLERK

Job Code: 1820

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 37.5         | 14                  | 33,637           | 52,137         | 42,887          |                      | 55%                   |
| Charleston         | 37.5         | 4                   | 34,694           | 59,675         | 47,185          |                      | 72%                   |
| Greenville         | 37.5         | 13                  | 37,032           | 61,103         | 49,068          |                      | 65%                   |
| Richland           | 37.5         | 4                   | 38,322           | 58,958         | 48,640          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 35,921           | 57,968         | 46,945          |                      |                       |

### COURT CLERK

Job Code: 1821

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 5                   | 37,641           | 47,051         | 42,346          |                      | 25%                   |
| Berkeley           | 37.5         | 10                  | 29,904           | 46,350         | 38,127          |                      | 55%                   |
| Charleston         | 37.5         | 51                  | 33,821           | 58,770         | 46,296          |                      | 74%                   |
| Greenville         | 37.5         | 43                  | 29,571           | 48,793         | 39,182          |                      | 65%                   |
| Horry              | 40           | 35                  | 30,004           | 60,007         | 45,006          |                      | 100%                  |
| Richland           | 37.5         | 37                  | 34,839           | 53,598         | 44,219          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 32,630           | 52,428         | 42,529          |                      |                       |

### REGISTER OF DEEDS

Job Code: 1822

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 66,684           | 83,355         | 75,020          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 103,940          | 103,940        | 103,940         | 103,940              | 0%                    |
| Charleston         | 40           | 1                   | 87,193           | 149,988        | 118,591         |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 152,722          | 152,722        | 152,722         | 152,722              | 0%                    |
| Horry              | 40           | 1                   | 113,713          | 113,713        | 113,713         | 113,713              | 0%                    |
| Lexington          | 40           | 1                   | 93,436           | 93,436         | 93,436          | 93,436               | 0%                    |
| Richland           | 37.5         | 1                   | 60,493           | 104,700        | 82,597          |                      | 73%                   |
| ARITHMETIC AVERAGE |              |                     | 96,883           | 114,551        | 105,717         | 115,953              |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### DEPUTY/ASST REGISTER OF DEEDS

Job Code: 1823

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 2            | 50,100    | 62,626  | 56,363   |               | 25%            |
| Berkeley           | 37.5  | 1            | 54,270    | 84,118  | 69,194   |               | 55%            |
| Charleston         | 40    | 1            | 73,860    | 127,046 | 100,453  |               | 72%            |
| Greenville         | 37.5  | 1            | 78,063    | 128,804 | 103,434  |               | 65%            |
| Horry              | 40    | 1            | 59,653    | 92,637  | 76,145   |               | 55%            |
| Lexington          | 40    | 1            | 44,956    | 67,434  | 56,195   |               | 50%            |
| Richland           | 37.5  | 2            | 48,225    | 83,466  | 65,846   |               | 73%            |
| ARITHMETIC AVERAGE |       |              | 58,447    | 92,304  | 75,376   |               |                |

### ROD RECORDING CLERK

Job Code: 1824

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 5            | 31,109    | 38,885  | 34,997   |               | 25%            |
| Berkeley           | 37.5  | 8            | 31,100    | 59,781  | 45,441   |               | 92%            |
| Charleston         | 37.5  | 2            | 27,664    | 47,590  | 37,627   |               | 72%            |
| Greenville         | 37.5  | 3            | 37,032    | 61,103  | 49,068   |               | 65%            |
| Horry              | 40    | 18           | 30,004    | 60,007  | 45,006   |               | 100%           |
| Richland           | 37.5  | 1            | 33,499    | 40,269  | 36,884   |               | 20%            |
| York               | 40    | 3            | 34,047    | 52,766  | 43,407   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 32,065    | 51,486  | 41,775   |               |                |

### ROD RECORDING CLERK - SENIOR

Job Code: 1825

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 2            | 34,219    | 42,774  | 38,497   |               | 25%            |
| Berkeley           | 37.5  | 1            | 40,497    | 62,770  | 51,634   |               | 55%            |
| Charleston         | 37.5  | 10           | 34,694    | 59,675  | 47,185   |               | 72%            |
| Greenville         | 37.5  | 6            | 40,762    | 67,257  | 54,010   |               | 65%            |
| Richland           | 37.5  | 1            | 33,499    | 44,296  | 38,898   |               | 32%            |
| York               | 40    | 1            | 37,537    | 58,175  | 47,856   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 36,868    | 55,825  | 46,346   |               |                |

### PROBATE JUDGE

Job Code: 1826

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 1            | 116,544   | 116,544 | 116,544  | 116,544       | 0%             |
| Charleston         | 40    | 1            | 106,870   | 183,830 | 145,350  |               | 72%            |
| Greenville         | 37.5  | 1            | 222,100   | 222,100 | 222,100  | 222,100       | 0%             |
| Horry              | 40    | 1            | 146,157   | 146,157 | 146,157  |               | 0%             |
| Lexington          | 40    | 1            | 108,873   | 108,873 | 108,873  | 108,873       | 0%             |
| Richland           | 37.5  | 1            | 156,110   | 156,110 | 156,110  | 156,110       | 0%             |
| York               | 40    | 1            | 146,699   | 146,699 | 146,699  | 146,699       | 0%             |
| ARITHMETIC AVERAGE |       |              | 143,336   | 154,330 | 148,833  | 150,065       |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### DEPUTY/ASSOCIATE PROBATE JUDGE

Job Code: 1827

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 66,684    | 83,355  | 75,020   |               | 25%            |
| Berkeley           | 37.5  | 1            | 54,270    | 84,118  | 69,194   |               | 55%            |
| Charleston         | 40    | 2            | 90,376    | 155,459 | 122,918  |               | 72%            |
| Greenville         | 37.5  | 1            | 83,658    | 138,036 | 110,847  |               | 65%            |
| Horry              | 40    | 1            | 58,033    | 87,049  | 72,541   |               | 50%            |
| Lexington          | 40    | 1            | 74,396    | 111,594 | 92,995   |               | 50%            |
| Richland           | 37.5  | 2            | 75,883    | 131,336 | 103,610  |               | 73%            |
| York               | 40    | 2            | 58,232    | 90,248  | 74,240   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 70,192    | 110,149 | 90,170   |               |                |

### CLERK OF PROBATE COURT

Job Code: 1828

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 6            | 37,641    | 47,051  | 42,346   |               | 25%            |
| Berkeley           | 37.5  | 1            | 38,568    | 59,781  | 49,175   |               | 55%            |
| Charleston         | 40    | 2            | 65,936    | 113,422 | 89,679   |               | 72%            |
| Greenville         | 37.5  | 4            | 51,952    | 85,721  | 68,837   |               | 65%            |
| Horry              | 40    | 1            | 43,056    | 64,584  | 53,820   |               | 50%            |
| Lexington          | 40    | 1            | 47,653    | 71,480  | 59,567   |               | 50%            |
| Richland           | 37.5  | 1            | 46,370    | 71,339  | 58,855   |               | 54%            |
| ARITHMETIC AVERAGE |       |              | 47,311    | 73,340  | 60,325   |               |                |

### RECORDS CLERK (PROBATE)

Job Code: 1829

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 7            | 31,100    | 52,137  | 41,619   |               | 68%            |
| Charleston         | 37.5  | 2            | 27,664    | 47,590  | 37,627   |               | 72%            |
| ARITHMETIC AVERAGE |       |              | 29,382    | 49,864  | 39,623   |               |                |

### VICTIM/WITNESS COORDINATOR/MANAGER

Job Code: 1830

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 1            | 44,647    | 69,203  | 56,925   |               | 55%            |
| Charleston         | 40    | 1            | 57,325    | 92,914  | 75,120   |               | 62%            |
| Richland           | 37.5  | 1            | 46,370    | 71,339  | 58,855   |               | 54%            |
| York               | 40    | 1            | 47,879    | 74,156  | 61,018   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 49,055    | 76,903  | 62,979   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### VICTIM/WITNESS ADVOCATE

Job Code: 1831

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 2            | 55,110    | 68,888  | 61,999   |               | 25%            |
| Berkeley           | 37.5  | 2            | 33,637    | 59,781  | 46,709   |               | 78%            |
| Charleston         | 37.5  | 25           | 48,528    | 82,581  | 65,555   |               | 70%            |
| Greenville         | 37.5  | 10           | 44,110    | 72,723  | 58,417   |               | 65%            |
| Horry              | 40    | 33           | 37,669    | 56,503  | 47,086   |               | 50%            |
| Richland           | 37.5  | 2            | 34,839    | 53,598  | 44,219   |               | 54%            |
| York               | 40    | 8            | 43,428    | 67,261  | 55,345   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 42,474    | 65,905  | 54,190   |               |                |

### SHERIFF

Job Code: 1901

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 118,135   | 147,668 | 132,902  |               | 25%            |
| Berkeley           | 37.5  | 1            | 170,767   | 170,767 | 170,767  | 170,767       | 0%             |
| Charleston         | 40    | 1            | 148,408   | 240,594 | 194,501  |               | 62%            |
| Greenville         | 40    | 1            | 192,548   | 192,548 | 192,548  | 192,548       | 0%             |
| Horry              | 40    | 1            | 158,349   | 158,349 | 158,349  | 158,349       | 0%             |
| Lexington          | 40    | 1            | 145,621   | 145,621 | 145,621  | 145,621       | 0%             |
| Richland           | 40    | 1            | 215,079   | 215,079 | 215,079  | 215,079       | 0%             |
| York               | 40    | 1            | 194,261   | 194,261 | 194,261  | 194,261       | 0%             |
| ARITHMETIC AVERAGE |       |              | 167,896   | 183,111 | 175,503  | 179,438       |                |

### CHIEF DEPUTY SHERIFF

Job Code: 1902

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 107,395   | 134,244 | 120,820  |               | 25%            |
| Berkeley           | 37.5  | 1            | 81,022    | 129,635 | 105,329  |               | 60%            |
| Charleston         | 40    | 3            | 80,579    | 130,624 | 105,602  |               | 62%            |
| Greenville         | 40    | 1            | 99,094    | 162,974 | 131,034  |               | 64%            |
| Horry              | 40    | 1            | 75,913    | 112,621 | 94,267   |               | 48%            |
| Lexington          | 40    | 1            | 100,162   | 150,243 | 125,203  |               | 50%            |
| Richland           | 40    | 1            | 84,989    | 147,096 | 116,043  |               | 73%            |
| York               | 40    | 1            | 115,227   | 178,464 | 146,846  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 93,048    | 143,238 | 118,143  |               |                |

### ADMINISTRATIVE OFFICER (LAW ENFORCEMENT)

Job Code: 1903

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 1            | 57,768    | 92,428  | 75,098   |               | 60%            |
| Charleston         | 40    | 1            | 84,032    | 144,539 | 114,286  |               | 72%            |
| Greenville         | 40    | 1            | 63,308    | 107,158 | 85,233   |               | 69%            |
| ARITHMETIC AVERAGE |       |              | 68,369    | 114,708 | 91,539   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### RECORDS CLERK (SHERIFF)

Job Code: 1904

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 3            | 31,108    | 38,885  | 34,997   |               | 25%            |
| Berkeley           | 37.5  | 16           | 29,904    | 52,137  | 41,021   |               | 74%            |
| Lexington          | 40    | 2            | 33,280    | 49,920  | 41,600   |               | 50%            |
| Richland           | 37.5  | 1            | 38,322    | 58,958  | 48,640   |               | 54%            |
| York               | 40    | 18           | 35,750    | 55,405  | 45,578   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 33,673    | 51,061  | 42,367   |               |                |

### TRAINING OFFICER (LAW ENFORCEMENT)

Job Code: 1905

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 32,630    | 50,030  | 41,330   |               | 53%            |
| Horry              | 42.75 | 1            | 60,132    | 81,041  | 70,587   |               | 35%            |
| Richland           | 42.5  | 7            | 46,370    | 71,339  | 58,855   |               | 54%            |
| York               | 40    | 1            | 74,277    | 115,040 | 94,659   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 53,352    | 79,363  | 66,357   |               |                |

### UNIFORM PATROL COMMANDER/TRAINING OFFICER

Job Code: 1906

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Richland           | 37.5  | 2            | 67,753    | 117,264 | 92,509   |               | 73%            |
| ARITHMETIC AVERAGE |       |              | 67,753    | 117,264 | 92,509   |               |                |

### UNIFORM PATROL COMMANDER

Job Code: 1907

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Charleston         | 40    | 10           | 79,040    | 135,948 | 107,494  |               | 72%            |
| Greenville         | 40    | 11           | 67,352    | 111,131 | 89,242   |               | 65%            |
| Lexington          | 40    | 8            | 74,984    | 112,477 | 93,731   |               | 50%            |
| Richland           | 37.5  | 29           | 54,012    | 93,482  | 73,747   |               | 73%            |
| York               | 40    | 1            | 85,985    | 133,173 | 109,579  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 72,275    | 117,242 | 94,758   |               |                |

### UNIFORM PATROL SHIFT COMMANDER/SUPV

Job Code: 1908

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 16           | 66,684    | 83,355  | 75,020   |               | 25%            |
| Berkeley           | 37.5  | 4            | 70,768    | 113,229 | 91,999   |               | 60%            |
| Charleston         | 40    | 21           | 49,192    | 84,614  | 66,903   |               | 72%            |
| Greenville         | 40    | 20           | 59,394    | 98,001  | 78,698   |               | 65%            |
| Richland           | 42.5  | 50           | 48,225    | 83,466  | 65,846   |               | 73%            |
| York               | 40    | 5            | 74,277    | 115,040 | 94,659   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 61,423    | 96,284  | 78,854   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### UNIFORM PATROL ASST SHIFT COMMANDER/SUPV

Job Code: 1909

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 25           | 55,110    | 68,888  | 61,999   |               | 25%            |
| Berkeley           | 43    | 19           | 54,270    | 84,118  | 69,194   |               | 55%            |
| Charleston         | 40    | 31           | 47,091    | 77,126  | 62,109   |               | 64%            |
| Greenville         | 40    | 66           | 52,378    | 86,423  | 69,401   |               | 65%            |
| Richland           | 42.5  | 41           | 46,370    | 71,339  | 58,855   |               | 54%            |
| York               | 40    | 35           | 67,371    | 104,344 | 85,858   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 53,765    | 82,040  | 67,902   |               |                |

### UNIFORM PATROL OFFICER II

Job Code: 1910

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 110          | 45,546    | 56,932  | 51,239   |               | 25%            |
| Berkeley           | 43    | 81           | 44,647    | 76,297  | 60,472   |               | 71%            |
| Charleston         | 40    | 102          | 39,353    | 67,704  | 53,529   |               | 72%            |
| Greenville         | 40    | 139          | 47,069    | 77,664  | 62,367   |               | 65%            |
| Lexington          | 43    | 42           | 50,175    | 75,263  | 62,719   |               | 50%            |
| Richland           | 42.5  | 34           | 46,370    | 71,339  | 58,855   |               | 54%            |
| York               | 40    | 26           | 52,787    | 81,757  | 67,272   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 46,564    | 72,422  | 59,493   |               |                |

### UNIFORM PATROL OFFICER I

Job Code: 1911

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 22           | 37,641    | 47,051  | 42,346   |               | 25%            |
| Berkeley           | 43    | 62           | 46,571    | 65,908  | 56,240   |               | 42%            |
| Charleston         | 40    | 109          | 34,632    | 59,571  | 47,102   |               | 72%            |
| Greenville         | 40    | 352          | 45,749    | 75,486  | 60,618   |               | 65%            |
| Horry              | 42.75 | 197          | 49,094    | 68,743  | 58,919   |               | 40%            |
| Lexington          | 43    | 53           | 46,933    | 70,400  | 58,667   |               | 50%            |
| Richland           | 42.5  | 178          | 45,000    | 58,958  | 51,979   |               | 31%            |
| York               | 40    | 36           | 50,273    | 77,863  | 64,068   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 44,487    | 65,498  | 54,992   |               |                |

### CHIEF OF DETECTIVES

Job Code: 1912

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 50,100    | 62,626  | 56,363   |               | 25%            |
| Berkeley           | 37.5  | 1            | 70,768    | 113,229 | 91,999   |               | 60%            |
| Greenville         | 40    | 1            | 63,308    | 107,158 | 85,233   |               | 69%            |
| Richland           | 37.5  | 1            | 75,883    | 131,336 | 103,610  |               | 73%            |
| ARITHMETIC AVERAGE |       |              | 65,015    | 103,587 | 84,301   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### SENIOR DETECTIVE

Job Code: 1913

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Greenville         | 40           | 5                   | 52,378           | 86,423         | 69,401          |                      | 65%                   |
| Horry              | 42.75        | 1                   | 60,132           | 81,041         | 70,587          |                      | 35%                   |
| Richland           | 37.5         | 3                   | 54,012           | 93,482         | 73,747          |                      | 73%                   |
| ARITHMETIC AVERAGE |              |                     | 55,507           | 86,982         | 71,245          |                      |                       |

### DETECTIVE

Job Code: 1914

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 40                  | 41,405           | 51,757         | 46,581          |                      | 25%                   |
| Berkeley           | 43           | 14                  | 44,647           | 76,297         | 60,472          |                      | 71%                   |
| Charleston         | 40           | 10                  | 44,844           | 77,126         | 60,985          |                      | 72%                   |
| Greenville         | 40           | 16                  | 47,069           | 77,664         | 62,367          |                      | 65%                   |
| Horry              | 42.75        | 45                  | 52,070           | 76,726         | 64,398          |                      | 47%                   |
| Richland           | 42.5         | 58                  | 46,370           | 71,339         | 58,855          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 46,068           | 71,818         | 58,943          |                      |                       |

### NARCOTICS INVESTIGATOR

Job Code: 1915

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Charleston         | 40           | 3                   | 44,844           | 77,126         | 60,985          |                      | 72%                   |
| Greenville         | 40           | 4                   | 47,069           | 77,664         | 62,367          |                      | 65%                   |
| Lexington          | 43           | 12                  | 53,731           | 80,596         | 67,164          |                      | 50%                   |
| Richland           | 42.5         | 4                   | 46,370           | 71,339         | 58,855          |                      | 54%                   |
| York               | 40           | 1                   | 74,277           | 115,040        | 94,659          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 53,258           | 84,353         | 68,806          |                      |                       |

### IDENTIFICATION OFFICER

Job Code: 1916

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 43           | 1                   | 44,647           | 69,203         | 56,925          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 44,647           | 69,203         | 56,925          |                      |                       |

### DETENTION CENTER DIRECTOR

Job Code: 1917

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 80,687           | 100,859        | 90,773          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 81,022           | 129,635        | 105,329         |                      | 60%                   |
| Charleston         | 40           | 1                   | 106,870          | 183,830        | 145,350         |                      | 72%                   |
| Horry              | 40           | 1                   | 86,933           | 129,152        | 108,043         |                      | 49%                   |
| Richland           | 37.5         | 1                   | 97,737           | 169,160        | 133,449         |                      | 73%                   |
| York               | 40           | 1                   | 99,538           | 154,164        | 126,851         |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 92,131           | 144,467        | 118,299         |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### ASST DETENTION CENTER DIRECTOR

Job Code: 1918

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 1            | 75,721    | 121,154 | 98,438   |               | 60%            |
| Charleston         | 40    | 4            | 107,682   | 174,554 | 141,118  |               | 62%            |
| Greenville         | 40    | 1            | 78,063    | 128,804 | 103,434  |               | 65%            |
| Horry              | 40    | 1            | 67,453    | 99,929  | 83,691   |               | 48%            |
| Richland           | 37.5  | 1            | 67,753    | 117,264 | 92,509   |               | 73%            |
| York               | 40    | 1            | 90,284    | 139,831 | 115,058  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 81,159    | 130,256 | 105,708  |               |                |

### FOOD SERVICE SUPERVISOR (DETENTION CTR)

Job Code: 1919

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 32,630    | 50,030  | 41,330   |               | 53%            |
| Greenville         | 40    | 1            | 48,955    | 80,776  | 64,866   |               | 65%            |
| Horry              | 40    | 1            | 49,831    | 74,747  | 62,289   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 43,805    | 68,518  | 56,162   |               |                |

### REGISTERED NURSE (DETENTION CTR)

Job Code: 1920

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenville         | 40    | 11           | 59,394    | 98,001  | 78,698   |               | 65%            |
| York               | 40    | 3            | 61,144    | 94,761  | 77,953   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 60,269    | 96,381  | 78,325   |               |                |

### DETENTION CENTER SHIFT SUPERVISOR

Job Code: 1921

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 6            | 45,546    | 56,932  | 51,239   |               | 25%            |
| Berkeley           | 37.5  | 6            | 54,270    | 84,118  | 69,194   |               | 55%            |
| Charleston         | 40    | 7            | 96,470    | 156,354 | 126,412  |               | 62%            |
| Greenville         | 40    | 31           | 48,955    | 80,776  | 64,866   |               | 65%            |
| Richland           | 37.5  | 12           | 48,225    | 83,466  | 65,846   |               | 73%            |
| York               | 40    | 6            | 74,277    | 115,040 | 94,659   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 61,291    | 96,114  | 78,702   |               |                |

### DETENTION CENTER ASST SHIFT SUPERVISOR

Job Code: 1922

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 5            | 41,406    | 51,757  | 46,582   |               | 25%            |
| Berkeley           | 43    | 15           | 49,224    | 76,297  | 62,761   |               | 55%            |
| Charleston         | 42.88 | 18           | 56,680    | 97,323  | 77,002   |               | 72%            |
| Greenville         | 40    | 31           | 45,752    | 75,492  | 60,622   |               | 65%            |
| Richland           | 42.5  | 21           | 46,370    | 71,339  | 58,855   |               | 54%            |
| ARITHMETIC AVERAGE |       |              | 47,886    | 74,442  | 61,164   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### DETENTION OFFICER II

Job Code: 1923

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 53                  | 37,641           | 47,051         | 42,346          |                      | 25%                   |
| Berkeley           | 43           | 3                   | 44,647           | 69,203         | 56,925          |                      | 55%                   |
| Charleston         | 42.88        | 110                 | 45,326           | 73,440         | 59,383          |                      | 62%                   |
| Greenville         | 40           | 238                 | 42,759           | 70,533         | 56,646          |                      | 65%                   |
| Horry              | 42.75        | 31                  | 51,130           | 75,317         | 63,224          |                      | 47%                   |
| York               | 40           | 15                  | 47,879           | 74,156         | 61,018          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 44,897           | 68,283         | 56,590          |                      |                       |

### DETENTION OFFICER I

Job Code: 1924

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 43           | 63                  | 45,480           | 56,935         | 51,208          |                      | 25%                   |
| Charleston         | 42.88        | 116                 | 40,354           | 65,391         | 52,873          |                      | 62%                   |
| Horry              | 42.75        | 189                 | 49,094           | 67,339         | 58,217          |                      | 37%                   |
| Lexington          | 43           | 95                  | 46,933           | 70,400         | 58,667          |                      | 50%                   |
| Richland           | 42.5         | 86                  | 40,000           | 53,598         | 46,799          |                      | 34%                   |
| York               | 40           | 83                  | 45,599           | 70,624         | 58,112          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 44,577           | 64,048         | 54,312          |                      |                       |

### COUNTY CORONER

Job Code: 1925

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 84,872           | 110,945        | 97,909          |                      | 31%                   |
| Berkeley           | 37.5         | 1                   | 92,056           | 93,056         | 92,556          |                      | 1%                    |
| Charleston         | 40           | 1                   | 106,579          | 172,765        | 139,672         |                      | 62%                   |
| Greenville         | 40           | 1                   | 154,448          | 154,448        | 154,448         | 154,448              | 0%                    |
| Horry              | 40           | 1                   | 128,481          | 128,481        | 128,481         | 128,481              | 0%                    |
| Lexington          | 40           | 1                   | 106,365          | 106,365        | 106,365         | 106,365              | 0%                    |
| Richland           | 37.5         | 1                   | 146,715          | 146,715        | 146,715         | 146,715              | 0%                    |
| York               | 40           | 1                   | 102,979          | 102,979        | 102,979         | 102,979              | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 115,312          | 126,969        | 121,141         | 127,798              |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### ASST COUNTY CORONER

Job Code: 1926

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 2                   | 55,110           | 68,888         | 61,999          |                      | 25%                   |
| Berkeley           | 37.5         | 5                   | 42,522           | 76,297         | 59,410          |                      | 79%                   |
| Charleston         | 40           | 9                   | 73,860           | 127,046        | 100,453         |                      | 72%                   |
| Greenville         | 40           | 1                   | 66,873           | 110,340        | 88,607          |                      | 65%                   |
| Horry              | 40           | 1                   | 56,413           | 84,620         | 70,517          |                      | 50%                   |
| Lexington          | 40           | 1                   | 64,980           | 97,470         | 81,225          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 67,753           | 117,264        | 92,509          |                      | 73%                   |
| York               | 40           | 1                   | 55,459           | 85,951         | 70,705          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 60,371           | 95,985         | 78,178          |                      |                       |

### FIRE CHIEF

Job Code: 2001

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Charleston         | 58.33        | 1                   | 101,587          | 164,674        | 133,131         |                      | 62%                   |
| Horry              | 40           | 2                   | 77,667           | 94,066         | 85,867          |                      | 21%                   |
| Lexington          | 40           | 1                   | 95,397           | 143,096        | 119,247         |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 91,550           | 133,945        | 112,748         |                      |                       |

### ASST FIRE CHIEF

Job Code: 2002

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Charleston         | 58.33        | 3                   | 52,582           | 90,459         | 71,521          |                      | 72%                   |
| Horry              | 40           | 4                   | 77,667           | 94,066         | 85,867          |                      | 21%                   |
| Lexington          | 40           | 3                   | 63,566           | 95,349         | 79,458          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 64,605           | 93,291         | 78,948          |                      |                       |

### TRAINING OFFICER/ASST CHIEF

Job Code: 2003

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Horry              | 40           | 14                  | 57,796           | 78,812         | 68,304          |                      | 36%                   |
| ARITHMETIC AVERAGE |              |                     | 57,796           | 78,812         | 68,304          |                      |                       |

### FIRE LIEUTENANT/OFFICER

Job Code: 2004

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Charleston         | 58.33        | 3                   | 51,106           | 73,459         | 62,283          |                      | 44%                   |
| Horry              | 53           | 54                  | 51,636           | 74,144         | 62,890          |                      | 44%                   |
| ARITHMETIC AVERAGE |              |                     | 51,371           | 73,802         | 62,586          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### FIREFIGHTER

Job Code: 2005

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Charleston         | 58.33        | 23                  | 45,495           | 61,722         | 53,609          |                      | 36%                   |
| Horry              | 53           | 410                 | 42,498           | 63,748         | 53,123          |                      | 50%                   |
| Lexington          | 57.5         | 114                 | 42,642           | 63,963         | 53,303          |                      | 50%                   |
| York               | 40           | 6                   | 47,908           | 74,247         | 61,078          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 44,636           | 65,920         | 55,278          |                      |                       |

### EMERGENCY MEDICAL SERVICES DIRECTOR

Job Code: 2006

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 66,684           | 83,355         | 75,020          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 99,254           | 158,806        | 129,030         |                      | 60%                   |
| Charleston         | 40           | 1                   | 126,838          | 205,608        | 166,223         |                      | 62%                   |
| Greenville         | 40           | 1                   | 78,063           | 128,804        | 103,434         |                      | 65%                   |
| Lexington          | 40           | 1                   | 95,397           | 143,096        | 119,247         |                      | 50%                   |
| Richland           | 37.5         | 1                   | 112,398          | 194,534        | 153,466         |                      | 73%                   |
| ARITHMETIC AVERAGE |              |                     | 96,439           | 152,367        | 124,403         |                      |                       |

### EMT/PARAMEDIC CREW LEADER

Job Code: 2007

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 56           | 6                   | 61,811           | 98,898         | 80,355          |                      | 60%                   |
| Charleston         | 66           | 34                  | 44,210           | 76,048         | 60,129          |                      | 72%                   |
| Greenville         | 40           | 8                   | 47,051           | 77,635         | 62,343          |                      | 65%                   |
| Richland           | 37.5         | 34                  | 46,370           | 71,339         | 58,855          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 49,861           | 80,980         | 65,420          |                      |                       |

### EMERGENCY MEDICAL TECH-PARAMEDIC

Job Code: 2008

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 56           | 52                  | 68,466           | 84,118         | 76,292          |                      | 23%                   |
| Charleston         | 66           | 65                  | 42,286           | 73,440         | 57,863          |                      | 74%                   |
| Greenville         | 40           | 138                 | 47,970           | 79,150         | 63,560          |                      | 65%                   |
| Lexington          | 46           | 65                  | 52,143           | 78,214         | 65,179          |                      | 50%                   |
| Richland           | 37.5         | 19                  | 46,370           | 71,339         | 58,855          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 51,447           | 77,252         | 64,350          |                      |                       |

### EMERGENCY MEDICAL TECH-INTERMEDIATE

Job Code: 2009

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 56           | 8                   | 46,880           | 72,664         | 59,772          |                      | 55%                   |
| Greenville         | 40           | 14                  | 42,062           | 69,403         | 55,733          |                      | 65%                   |
| Richland           | 37.5         | 2                   | 38,322           | 58,958         | 48,640          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 42,421           | 67,008         | 54,715          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### EMERGENCY MEDICAL TECH-BASIC

Job Code: 2010

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 56    | 27           | 42,522    | 65,908  | 54,215   |               | 55%            |
| Charleston         | 66    | 86           | 35,506    | 61,668  | 48,587   |               | 74%            |
| Greenville         | 40    | 108          | 35,295    | 58,236  | 46,766   |               | 65%            |
| Lexington          | 48    | 67           | 45,523    | 68,284  | 56,904   |               | 50%            |
| Richland           | 37.5  | 58           | 34,839    | 53,598  | 44,219   |               | 54%            |
| ARITHMETIC AVERAGE |       |              | 38,737    | 61,539  | 50,138   |               |                |

### COMMUNICATIONS/DISPATCH CENTER DIRECTOR

Job Code: 2011

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 40    | 1            | 55,110    | 68,888  | 61,999   |               | 25%            |
| Berkeley           | 37.5  | 1            | 86,693    | 138,709 | 112,701  |               | 60%            |
| Charleston         | 40    | 1            | 92,643    | 159,348 | 125,996  |               | 72%            |
| Greenville         | 40    | 1            | 59,394    | 98,001  | 78,698   |               | 65%            |
| Horry              | 40    | 1            | 83,517    | 125,276 | 104,397  |               | 50%            |
| Lexington          | 40    | 1            | 97,101    | 145,651 | 121,376  |               | 50%            |
| York               | 40    | 1            | 94,854    | 147,005 | 120,930  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 81,330    | 126,125 | 103,728  |               |                |

### COMMUNICATIONS/DISPATCH SHIFT SUPERVISOR

Job Code: 2012

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 40    | 4            | 50,100    | 62,626  | 56,363   |               | 25%            |
| Berkeley           | 42    | 4            | 40,494    | 62,770  | 51,632   |               | 55%            |
| Charleston         | 42    | 7            | 49,762    | 85,612  | 67,687   |               | 72%            |
| Greenville         | 40    | 7            | 42,849    | 70,700  | 56,775   |               | 65%            |
| Horry              | 40    | 4            | 43,056    | 64,584  | 53,820   |               | 50%            |
| Lexington          | 46    | 4            | 52,071    | 78,106  | 65,089   |               | 50%            |
| York               | 40    | 4            | 55,459    | 85,951  | 70,705   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 47,684    | 72,907  | 60,296   |               |                |

### DISPATCHER

Job Code: 2013

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 40    | 38           | 37,641    | 47,051  | 42,346   |               | 25%            |
| Berkeley           | 42    | 34           | 43,974    | 56,935  | 50,455   |               | 29%            |
| Charleston         | 42    | 83           | 35,025    | 60,263  | 47,644   |               | 72%            |
| Greenville         | 40    | 39           | 35,363    | 58,350  | 46,857   |               | 65%            |
| Horry              | 40    | 70           | 37,669    | 56,503  | 47,086   |               | 50%            |
| Lexington          | 46    | 24           | 39,719    | 59,578  | 49,649   |               | 50%            |
| Richland           | 37.5  | 1            | 33,499    | 44,296  | 38,898   |               | 32%            |
| York               | 40    | 21           | 41,385    | 64,138  | 52,762   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 38,034    | 55,889  | 46,962   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### E 9-1-1 COORDINATOR

Job Code: 2014

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 40    | 1            | 45,546    | 56,932  | 51,239   |               | 25%            |
| Charleston         | 37.5  | 1            | 34,694    | 59,675  | 47,185   |               | 72%            |
| Greenville         | 37.5  | 1            | 74,333    | 122,649 | 98,491   |               | 65%            |
| Horry              | 40    | 1            | 46,267    | 69,402  | 57,835   |               | 50%            |
| Richland           | 37.5  | 1            | 75,883    | 131,336 | 103,610  |               | 73%            |
| ARITHMETIC AVERAGE |       |              | 55,345    | 87,999  | 71,672   |               |                |

### E 9-1-1 MAINTENANCE TECHNICIAN

Job Code: 2015

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 40    | 1            | 39,482    | 60,537  | 50,010   |               | 53%            |
| Charleston         | 37.5  | 1            | 34,694    | 59,675  | 47,185   |               | 72%            |
| Greenville         | 37.5  | 2            | 48,222    | 79,566  | 63,894   |               | 65%            |
| Horry              | 40    | 2            | 44,854    | 67,282  | 56,068   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 41,813    | 66,765  | 54,289   |               |                |

### EMERGENCY PREPAREDNESS DIRECTOR

Job Code: 2016

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 40    | 1            | 84,632    | 129,766 | 107,199  |               | 53%            |
| Berkeley           | 37.5  | 1            | 70,768    | 113,229 | 91,999   |               | 60%            |
| Charleston         | 40    | 1            | 78,540    | 135,096 | 106,818  |               | 72%            |
| Greenville         | 40    | 1            | 83,658    | 138,036 | 110,847  |               | 65%            |
| Horry              | 40    | 1            | 69,589    | 104,384 | 86,987   |               | 50%            |
| Lexington          | 40    | 1            | 64,980    | 97,470  | 81,225   |               | 50%            |
| York               | 40    | 1            | 104,577   | 162,037 | 133,307  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 79,535    | 125,717 | 102,626  |               |                |

### EMERGENCY PREPAREDNESS ASST DIRECTOR

Job Code: 2017

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 40    | 1            | 50,100    | 62,626  | 56,363   |               | 25%            |
| Charleston         | 40    | 1            | 59,072    | 101,608 | 80,340   |               | 72%            |
| Greenville         | 40    | 1            | 63,142    | 104,185 | 83,664   |               | 65%            |
| Horry              | 40    | 1            | 68,151    | 87,528  | 77,840   |               | 28%            |
| Lexington          | 40    | 1            | 47,653    | 71,480  | 59,567   |               | 50%            |
| York               | 40    | 1            | 81,939    | 126,988 | 104,464  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 61,676    | 92,403  | 77,039   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### EMER MGT/HOMELAND SECURITY SPECIALIST

Job Code: 2018

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 37.5         | 1                   | 44,647           | 69,203         | 56,925          |                      | 55%                   |
| Charleston         | 40           | 5                   | 41,246           | 70,948         | 56,097          |                      | 72%                   |
| Richland           | 42.5         | 1                   | 48,225           | 83,466         | 65,846          |                      | 73%                   |
| ARITHMETIC AVERAGE |              |                     | 44,706           | 74,539         | 59,623          |                      |                       |

### SOLID WASTE DIRECTOR

Job Code: 2101

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 80,687           | 100,859        | 90,773          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 81,022           | 129,635        | 105,329         |                      | 60%                   |
| Charleston         | 40           | 2                   | 103,750          | 178,464        | 141,107         |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 83,658           | 138,036        | 110,847         |                      | 65%                   |
| Lexington          | 40           | 1                   | 91,138           | 136,708        | 113,923         |                      | 50%                   |
| Richland           | 37.5         | 1                   | 60,493           | 104,700        | 82,597          |                      | 73%                   |
| York               | 40           | 1                   | 78,037           | 120,941        | 99,489          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 82,684           | 129,906        | 106,295         |                      |                       |

### ASST SOLID WASTE DIRECTOR

Job Code: 2102

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 37.5         | 1                   | 61,811           | 98,898         | 80,355          |                      | 60%                   |
| Charleston         | 40           | 1                   | 73,860           | 127,046        | 100,453         |                      | 72%                   |
| Lexington          | 40           | 1                   | 69,529           | 104,293        | 86,911          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 54,012           | 93,482         | 73,747          |                      | 73%                   |
| York               | 40           | 2                   | 58,232           | 90,248         | 74,240          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 63,489           | 102,793        | 83,141          |                      |                       |

### LANDFILL SUPERVISOR

Job Code: 2103

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 60,622           | 75,777         | 68,200          |                      | 25%                   |
| Berkeley           | 40           | 3                   | 52,505           | 81,383         | 66,944          |                      | 55%                   |
| Charleston         | 40           | 1                   | 58,864           | 101,254        | 80,059          |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 44,110           | 72,782         | 58,446          |                      | 65%                   |
| Lexington          | 40           | 1                   | 53,518           | 80,277         | 66,898          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 42,155           | 64,853         | 53,504          |                      | 54%                   |
| York               | 40           | 1                   | 78,037           | 120,941        | 99,489          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 55,687           | 85,324         | 70,506          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### CONTAINER SUPERVISOR (GREEN BOX)

Job Code: 2104

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Charleston         | 40           | 1                   | 58,864           | 101,254        | 80,059          |                      | 72%                   |
| ARITHMETIC AVERAGE |              |                     | 58,864           | 101,254        | 80,059          |                      |                       |

### RECYCLING COORDINATOR

Job Code: 2105

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 37,641           | 47,051         | 42,346          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 42,522           | 65,908         | 54,215          |                      | 55%                   |
| Charleston         | 40           | 1                   | 58,864           | 101,254        | 80,059          |                      | 72%                   |
| Lexington          | 40           | 1                   | 53,543           | 80,314         | 66,929          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 38,322           | 58,958         | 48,640          |                      | 54%                   |
| York               | 40           | 1                   | 41,385           | 64,138         | 52,762          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 45,380           | 69,604         | 57,492          |                      |                       |

### LANDFILL ATTENDANT

Job Code: 2106

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 40           | 14                  | 47,624           | 73,817         | 60,721          |                      | 55%                   |
| Charleston         | 37.5         | 24                  | 22,048           | 37,939         | 29,994          |                      | 72%                   |
| Richland           | 37.5         | 3                   | 34,839           | 53,598         | 44,219          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 34,837           | 55,118         | 44,978          |                      |                       |

### CONVENIENCE CENTER ATTENDANT

Job Code: 2107

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 9                   | 28,280           | 35,350         | 31,815          |                      | 25%                   |
| Berkeley           | 40           | 20                  | 31,284           | 47,539         | 39,412          |                      | 52%                   |
| Charleston         | 37.5         | 10                  | 22,048           | 37,939         | 29,994          |                      | 72%                   |
| Greenville         | 37.5         | 33                  | 29,571           | 48,783         | 39,177          |                      | 65%                   |
| Lexington          | 40           | 8                   | 33,280           | 49,920         | 41,600          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 33,499           | 44,296         | 38,898          |                      | 32%                   |
| York               | 19.5         | 80                  | 15,200           | 23,556         | 19,378          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 27,595           | 41,055         | 34,325          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### PUBLIC WORKS DIR/COUNTY ENGINEER

Job Code: 2201

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 88,756    | 110,945 | 99,851   |               | 25%            |
| Berkeley           | 37.5  | 1            | 81,022    | 129,635 | 105,329  |               | 60%            |
| Charleston         | 40    | 1            | 92,643    | 159,348 | 125,996  |               | 72%            |
| Greenville         | 37.5  | 1            | 113,499   | 187,273 | 150,386  |               | 65%            |
| Horry              | 40    | 1            | 86,998    | 130,497 | 108,748  |               | 50%            |
| Lexington          | 40    | 2            | 97,518    | 146,277 | 121,898  |               | 50%            |
| Richland           | 37.5  | 1            | 97,737    | 169,160 | 133,449  |               | 73%            |
| York               | 40    | 1            | 121,061   | 187,620 | 154,341  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 97,404    | 152,594 | 124,999  |               |                |

### PUBLIC WORKS ASST DIRECTOR

Job Code: 2202

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 1            | 61,811    | 98,898  | 80,355   |               | 60%            |
| Horry              | 40    | 1            | 73,072    | 109,608 | 91,340   |               | 50%            |
| Lexington          | 40    | 1            | 85,176    | 127,764 | 106,470  |               | 50%            |
| Richland           | 37.5  | 1            | 75,883    | 131,336 | 103,610  |               | 73%            |
| York               | 40    | 1            | 90,337    | 140,005 | 115,171  |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 77,256    | 121,522 | 99,389   |               |                |

### ROADS AND BRIDGES DIR/COUNTY ENGINEER

Job Code: 2203

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 3            | 73,352    | 91,690  | 82,521   |               | 25%            |
| Berkeley           | 37.5  | 1            | 75,721    | 121,154 | 98,438   |               | 60%            |
| Charleston         | 40    | 1            | 92,643    | 159,348 | 125,996  |               | 72%            |
| Greenville         | 37.5  | 1            | 91,118    | 150,345 | 120,732  |               | 65%            |
| Horry              | 40    | 1            | 86,998    | 130,497 | 108,748  |               | 50%            |
| Richland           | 37.5  | 1            | 67,753    | 117,264 | 92,509   |               | 73%            |
| ARITHMETIC AVERAGE |       |              | 81,264    | 128,383 | 104,824  |               |                |

### ROADS AND BRIDGES ASST DIRECTOR

Job Code: 2204

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 66,684    | 83,355  | 75,020   |               | 25%            |
| Berkeley           | 37.5  | 2            | 61,811    | 98,898  | 80,355   |               | 60%            |
| Charleston         | 40    | 2            | 82,721    | 142,292 | 112,507  |               | 72%            |
| Richland           | 37.5  | 1            | 54,012    | 93,482  | 73,747   |               | 73%            |
| ARITHMETIC AVERAGE |       |              | 66,307    | 104,507 | 85,407   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### ROAD MAINTENANCE GENERAL FOREMAN/SUPV

Job Code: 2205

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 8            | 55,110    | 68,888  | 61,999   |               | 25%            |
| Berkeley           | 37.5  | 3            | 49,224    | 84,118  | 66,671   |               | 71%            |
| Charleston         | 40    | 2            | 46,945    | 80,766  | 63,856   |               | 72%            |
| Greenville         | 37.5  | 4            | 48,222    | 79,566  | 63,894   |               | 65%            |
| Richland           | 37.5  | 1            | 48,225    | 83,466  | 65,846   |               | 73%            |
| York               | 40    | 1            | 78,037    | 120,941 | 99,489   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 54,294    | 86,291  | 70,292   |               |                |

### PUBLIC WORKS FOREMAN

Job Code: 2206

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 6            | 50,100    | 62,626  | 56,363   |               | 25%            |
| Berkeley           | 37.5  | 4            | 42,522    | 65,908  | 54,215   |               | 55%            |
| Charleston         | 37.5  | 17           | 46,945    | 80,766  | 63,856   |               | 72%            |
| Greenville         | 37.5  | 3            | 48,222    | 79,566  | 63,894   |               | 65%            |
| Richland           | 37.5  | 7            | 46,370    | 71,339  | 58,855   |               | 54%            |
| ARITHMETIC AVERAGE |       |              | 46,832    | 72,041  | 59,436   |               |                |

### LABORER

Job Code: 2207

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 9            | 25,709    | 32,137  | 28,923   |               | 25%            |
| Berkeley           | 37.5  | 28           | 36,732    | 56,935  | 46,834   |               | 55%            |
| Charleston         | 37.5  | 45           | 22,048    | 37,939  | 29,994   |               | 72%            |
| ARITHMETIC AVERAGE |       |              | 28,163    | 42,337  | 35,250   |               |                |

### LEAD LABORER

Job Code: 2208

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Charleston         | 37.5  | 8            | 24,710    | 42,515  | 33,613   |               | 72%            |
| Richland           | 37.5  | 5            | 42,155    | 64,853  | 53,504   |               | 54%            |
| ARITHMETIC AVERAGE |       |              | 33,433    | 53,684  | 43,558   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### LIGHT MOTOR EQUIPMENT OPERATOR

Job Code: 2209

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 22                  | 41,405           | 51,757         | 46,581          |                      | 25%                   |
| Berkeley           | 37.5         | 10                  | 38,568           | 59,781         | 49,175          |                      | 55%                   |
| Charleston         | 37.5         | 16                  | 30,971           | 53,289         | 42,130          |                      | 72%                   |
| Greenville         | 37.5         | 11                  | 33,301           | 54,948         | 44,125          |                      | 65%                   |
| Horry              | 40           | 10                  | 30,542           | 45,815         | 38,179          |                      | 50%                   |
| Lexington          | 40           | 19                  | 33,280           | 49,920         | 41,600          |                      | 50%                   |
| Richland           | 37.5         | 11                  | 33,499           | 48,725         | 41,112          |                      | 45%                   |
| York               | 40           | 12                  | 39,414           | 61,084         | 50,249          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 35,123           | 53,165         | 44,144          |                      |                       |

### MEDIUM MOTOR EQUIPMENT OPERATOR

Job Code: 2210

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 37.5         | 4                   | 42,522           | 69,203         | 55,863          |                      | 63%                   |
| Charleston         | 37.5         | 14                  | 34,694           | 59,675         | 47,185          |                      | 72%                   |
| Horry              | 40           | 71                  | 40,663           | 58,600         | 49,632          |                      | 44%                   |
| Lexington          | 40           | 12                  | 35,609           | 53,414         | 44,512          |                      | 50%                   |
| Richland           | 37.5         | 13                  | 34,839           | 53,598         | 44,219          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 37,665           | 58,898         | 48,282          |                      |                       |

### HEAVY MOTOR EQUIPMENT OPERATOR

Job Code: 2211

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 13                  | 45,546           | 56,932         | 51,239          |                      | 25%                   |
| Berkeley           | 37.5         | 8                   | 46,880           | 72,664         | 59,772          |                      | 55%                   |
| Charleston         | 37.5         | 11                  | 38,833           | 66,809         | 52,821          |                      | 72%                   |
| Greenville         | 37.5         | 21                  | 37,031           | 61,102         | 49,067          |                      | 65%                   |
| Horry              | 40           | 38                  | 44,253           | 63,986         | 54,120          |                      | 45%                   |
| Lexington          | 40           | 27                  | 38,105           | 57,158         | 47,632          |                      | 50%                   |
| Richland           | 37.5         | 9                   | 38,322           | 58,958         | 48,640          |                      | 54%                   |
| York               | 40           | 36                  | 41,385           | 64,138         | 52,762          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 41,294           | 62,718         | 52,006          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### BUILDING MAINTENANCE SUPERINTENDENT

Job Code: 2212

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 73,352    | 91,690  | 82,521   |               | 25%            |
| Charleston         | 37.5  | 1            | 56,492    | 83,824  | 70,158   |               | 48%            |
| Greenville         | 40    | 3            | 63,142    | 104,185 | 83,664   |               | 65%            |
| Horry              | 40    | 1            | 83,517    | 125,276 | 104,397  |               | 50%            |
| Lexington          | 40    | 1            | 74,396    | 111,594 | 92,995   |               | 50%            |
| Richland           | 37.5  | 1            | 84,989    | 147,096 | 116,043  |               | 73%            |
| York               | 40    | 2            | 55,459    | 85,951  | 70,705   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 70,192    | 107,088 | 88,640   |               |                |

### BLDG MAINTENANCE/CUSTODIAN SUPV

Job Code: 2213

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 60,622    | 75,777  | 68,200   |               | 25%            |
| Berkeley           | 37.5  | 1            | 31,100    | 48,204  | 39,652   |               | 55%            |
| Charleston         | 40    | 1            | 56,492    | 83,824  | 70,158   |               | 48%            |
| Horry              | 40    | 6            | 49,831    | 74,747  | 62,289   |               | 50%            |
| Lexington          | 40    | 1            | 40,788    | 61,183  | 50,986   |               | 50%            |
| Richland           | 37.5  | 1            | 54,012    | 93,482  | 73,747   |               | 73%            |
| ARITHMETIC AVERAGE |       |              | 48,808    | 72,870  | 60,839   |               |                |

### BUILDING MAINTENANCE WORKER II

Job Code: 2214

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 5            | 41,405    | 51,757  | 46,581   |               | 25%            |
| Berkeley           | 37.5  | 5            | 40,497    | 69,203  | 54,850   |               | 71%            |
| Charleston         | 37.5  | 18           | 38,833    | 66,809  | 52,821   |               | 72%            |
| Greenville         | 37.5  | 14           | 33,301    | 54,948  | 44,125   |               | 65%            |
| ARITHMETIC AVERAGE |       |              | 38,509    | 60,679  | 49,594   |               |                |

### BUILDING MAINTENANCE WORKER I

Job Code: 2215

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 2            | 28,280    | 35,350  | 31,815   |               | 25%            |
| Berkeley           | 37.5  | 6            | 38,568    | 59,781  | 49,175   |               | 55%            |
| Greenville         | 37.5  | 7            | 29,571    | 48,793  | 39,182   |               | 65%            |
| Horry              | 40    | 52           | 32,411    | 48,618  | 40,515   |               | 50%            |
| York               | 40    | 8            | 41,385    | 64,138  | 52,762   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 34,043    | 51,336  | 42,690   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### CUSTODIAN SUPERVISOR

Job Code: 2216

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 50,100           | 62,626         | 56,363          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 29,329           | 44,568         | 36,949          |                      | 52%                   |
| Charleston         | 37.5         | 2                   | 37,898           | 65,815         | 51,857          |                      | 74%                   |
| Lexington          | 40           | 1                   | 40,788           | 61,183         | 50,986          |                      | 50%                   |
| Richland           | 37.5         | 3                   | 33,499           | 48,725         | 41,112          |                      | 45%                   |
| York               | 40           | 1                   | 43,454           | 67,345         | 55,400          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 39,178           | 58,377         | 48,778          |                      |                       |

### CUSTODIAN

Job Code: 2217

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 8                   | 25,709           | 32,137         | 28,923          |                      | 25%                   |
| Berkeley           | 37.5         | 13                  | 29,306           | 42,854         | 36,080          |                      | 46%                   |
| Charleston         | 37.5         | 16                  | 31,200           | 43,618         | 37,409          |                      | 40%                   |
| Horry              | 40           | 37                  | 30,005           | 37,797         | 33,901          |                      | 26%                   |
| Lexington          | 40           | 12                  | 33,280           | 49,920         | 41,600          |                      | 50%                   |
| Richland           | 37.5         | 13                  | 33,499           | 40,269         | 36,884          |                      | 20%                   |
| York               | 40           | 26                  | 32,426           | 50,254         | 41,340          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 30,775           | 42,407         | 36,591          |                      |                       |

### VEHICLE MAINTENANCE SUPERINTENDENT/DIR

Job Code: 2301

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 80,687           | 100,859        | 90,773          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 70,768           | 113,229        | 91,999          |                      | 60%                   |
| Charleston         | 40           | 1                   | 82,721           | 142,292        | 112,507         |                      | 72%                   |
| Greenville         | 37.5         | 1                   | 83,658           | 138,036        | 110,847         |                      | 65%                   |
| Horry              | 40           | 1                   | 76,554           | 114,831        | 95,693          |                      | 50%                   |
| Lexington          | 40           | 1                   | 69,529           | 104,293        | 86,911          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 67,753           | 117,264        | 92,509          |                      | 73%                   |
| York               | 40           | 1                   | 78,037           | 120,941        | 99,489          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 76,213           | 118,968        | 97,591          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### VEHICLE MAINTENANCE FOREMAN/SUPERVISOR

Job Code: 2302

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 73,352    | 91,690  | 82,521   |               | 25%            |
| Berkeley           | 37.5  | 3            | 61,811    | 98,898  | 80,355   |               | 60%            |
| Charleston         | 40    | 1            | 52,582    | 90,459  | 71,521   |               | 72%            |
| Greenville         | 37.5  | 1            | 55,682    | 91,876  | 73,779   |               | 65%            |
| Horry              | 40    | 1            | 43,056    | 64,584  | 53,820   |               | 50%            |
| Lexington          | 40    | 1            | 53,518    | 80,277  | 66,898   |               | 50%            |
| York               | 40    | 1            | 55,459    | 85,951  | 70,705   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 56,494    | 86,248  | 71,371   |               |                |

### AUTOMOTIVE PARTS MANAGER

Job Code: 2303

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 38,849    | 58,274  | 48,562   |               | 50%            |
| Charleston         | 40    | 1            | 52,582    | 90,459  | 71,521   |               | 72%            |
| Horry              | 40    | 1            | 41,374    | 61,891  | 51,633   |               | 50%            |
| York               | 40    | 1            | 45,626    | 70,712  | 58,169   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 44,608    | 70,334  | 57,471   |               |                |

### AUTOMOTIVE/TRUCK MECHANIC I

Job Code: 2304

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 4            | 41,405    | 51,757  | 46,581   |               | 25%            |
| Berkeley           | 37.5  | 11           | 40,497    | 62,770  | 51,634   |               | 55%            |
| Charleston         | 37.5  | 4            | 34,694    | 59,675  | 47,185   |               | 72%            |
| Greenville         | 37.5  | 13           | 44,110    | 72,782  | 58,446   |               | 65%            |
| Horry              | 40    | 6            | 41,374    | 61,891  | 51,633   |               | 50%            |
| Lexington          | 40    | 11           | 46,716    | 70,075  | 58,396   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 41,466    | 63,158  | 52,312   |               |                |

### AUTOMOTIVE/TRUCK MECHANIC II

Job Code: 2305

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 2            | 45,546    | 56,932  | 51,239   |               | 25%            |
| Berkeley           | 37.5  | 2            | 44,647    | 69,203  | 56,925   |               | 55%            |
| Charleston         | 37.5  | 1            | 38,833    | 66,809  | 52,821   |               | 72%            |
| Greenville         | 37.5  | 2            | 48,222    | 79,566  | 63,894   |               | 65%            |
| York               | 40    | 8            | 50,303    | 77,960  | 64,132   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 45,510    | 70,094  | 57,802   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### DIESEL MECHANIC

Job Code: 2306

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 3                   | 45,546           | 56,932         | 51,239          |                      | 25%                   |
| Berkeley           | 37.5         | 2                   | 44,647           | 69,203         | 56,925          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 45,097           | 63,068         | 54,082          |                      |                       |

### AIRPORT DIRECTOR

Job Code: 2401

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 66,684           | 83,355         | 75,020          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 54,270           | 84,118         | 69,194          |                      | 55%                   |
| Horry              | 40           | 1                   | 182,617          | 182,617        | 182,617         | 182,617              | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 101,190          | 116,697        | 108,944         | 182,617              |                       |

### REGISTRATION/ELECTIONS DIRECTOR

Job Code: 2501

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 73,352           | 91,690         | 82,521          |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 61,811           | 98,898         | 80,355          |                      | 60%                   |
| Charleston         | 40           | 1                   | 92,664           | 150,238        | 121,451         |                      | 62%                   |
| Greenville         | 37.5         | 1                   | 78,063           | 128,804        | 103,434         |                      | 65%                   |
| Horry              | 40           | 1                   | 62,849           | 94,273         | 78,561          |                      | 50%                   |
| Lexington          | 40           | 1                   | 53,543           | 80,314         | 66,929          |                      | 50%                   |
| Richland           | 37.5         | 1                   | 96,200           | 96,200         | 96,200          | 96,200               | 0%                    |
| York               | 40           | 1                   | 78,037           | 120,941        | 99,489          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 74,565           | 107,670        | 91,117          | 96,200               |                       |

### REGISTRATION/ELECTIONS ASST DIRECTOR

Job Code: 2502

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 60,622           | 75,777         | 68,200          |                      | 25%                   |
| Charleston         | 40           | 1                   | 52,582           | 90,459         | 71,521          |                      | 72%                   |
| Richland           | 37.5         | 1                   | 60,493           | 104,700        | 82,597          |                      | 73%                   |
| York               | 40           | 1                   | 70,782           | 109,697        | 90,240          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 61,120           | 95,158         | 78,139          |                      |                       |

### REGISTRATION/ELECTIONS CLERK

Job Code: 2503

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 37.5         | 4                   | 29,329           | 48,204         | 38,767          |                      | 64%                   |
| Charleston         | 37.5         | 8                   | 29,494           | 50,710         | 40,102          |                      | 72%                   |
| Greenville         | 37.5         | 4                   | 29,571           | 48,793         | 39,182          |                      | 65%                   |
| Richland           | 37.5         | 5                   | 33,499           | 40,269         | 36,884          |                      | 20%                   |
| ARITHMETIC AVERAGE |              |                     | 30,473           | 46,994         | 38,734          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### REGISTRATION/ELECTIONS SENIOR CLERK

Job Code: 2504

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 2            | 45,546    | 56,932  | 51,239   |               | 25%            |
| Berkeley           | 37.5  | 1            | 42,522    | 65,908  | 54,215   |               | 55%            |
| Charleston         | 37.5  | 1            | 33,030    | 56,804  | 44,917   |               | 72%            |
| Greenville         | 37.5  | 4            | 33,301    | 54,948  | 44,125   |               | 65%            |
| Richland           | 37.5  | 1            | 42,155    | 64,853  | 53,504   |               | 54%            |
| ARITHMETIC AVERAGE |       |              | 39,311    | 59,889  | 49,600   |               |                |

### ELECTIONS DIRECTOR

Job Code: 2508

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Horry              | 40    | 1            | 69,589    | 104,384 | 86,987   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 69,589    | 104,384 | 86,987   |               |                |

### VETERANS AFFAIRS OFFICER/DIRECTOR

Job Code: 2601

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 66,684    | 83,355  | 75,020   |               | 25%            |
| Berkeley           | 37.5  | 1            | 57,768    | 92,428  | 75,098   |               | 60%            |
| Charleston         | 40    | 1            | 87,193    | 149,988 | 118,591  |               | 72%            |
| Greenville         | 37.5  | 1            | 59,412    | 98,030  | 78,721   |               | 65%            |
| Horry              | 40    | 1            | 69,589    | 104,384 | 86,987   |               | 50%            |
| Lexington          | 40    | 1            | 64,980    | 97,470  | 81,225   |               | 50%            |
| Richland           | 37.5  | 1            | 90,854    | 90,854  | 90,854   | 90,854        | 0%             |
| York               | 40    | 1            | 74,321    | 115,182 | 94,752   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 71,350    | 103,961 | 87,656   | 90,854        |                |

### VETERANS AFFAIRS ASST OFFICER/DIRECTOR

Job Code: 2602

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 1            | 41,405    | 51,757  | 46,581   |               | 25%            |
| Charleston         | 40    | 1            | 58,864    | 101,254 | 80,059   |               | 72%            |
| Greenville         | 37.5  | 1            | 48,222    | 79,566  | 63,894   |               | 65%            |
| Richland           | 37.5  | 1            | 48,225    | 83,466  | 65,846   |               | 73%            |
| ARITHMETIC AVERAGE |       |              | 49,179    | 79,011  | 64,095   |               |                |

### VETERANS AFFAIRS SERVICE REP II

Job Code: 2603

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 1            | 49,224    | 76,297  | 62,761   |               | 55%            |
| Greenville         | 37.5  | 2            | 33,301    | 54,948  | 44,125   |               | 65%            |
| Horry              | 40    | 5            | 43,056    | 64,584  | 53,820   |               | 50%            |
| York               | 40    | 1            | 52,818    | 81,858  | 67,338   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 44,600    | 69,422  | 57,011   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### VETERANS AFFAIRS SERVICE REP I

Job Code: 2604

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Anderson           | 37.5  | 2            | 34,219    | 42,774  | 38,497   |               | 25%            |
| Berkeley           | 37.5  | 3            | 38,568    | 59,781  | 49,175   |               | 55%            |
| Charleston         | 37.5  | 2            | 34,694    | 59,675  | 47,185   |               | 72%            |
| Greenville         | 37.5  | 1            | 29,571    | 48,793  | 39,182   |               | 65%            |
| Lexington          | 40    | 2            | 38,105    | 57,158  | 47,632   |               | 50%            |
| Richland           | 37.5  | 1            | 33,499    | 44,296  | 38,898   |               | 32%            |
| York               | 40    | 5            | 43,454    | 67,345  | 55,400   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 36,016    | 54,260  | 45,138   |               |                |

### LIBRARY DIRECTOR

Job Code: 2701

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 1            | 86,693    | 138,709 | 112,701  |               | 60%            |
| Horry              | 40    | 1            | 80,034    | 120,053 | 100,044  |               | 50%            |
| Lexington          | 40    | 1            | 85,176    | 127,764 | 106,470  |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 83,968    | 128,842 | 106,405  |               |                |

### ASST LIBRARY DIRECTOR

Job Code: 2702

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 1            | 70,768    | 113,229 | 91,999   |               | 60%            |
| Horry              | 40    | 1            | 67,562    | 101,343 | 84,453   |               | 50%            |
| Lexington          | 40    | 1            | 74,396    | 111,594 | 92,995   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 70,909    | 108,722 | 89,815   |               |                |

### LIBRARIAN

Job Code: 2703

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 10           | 49,224    | 84,118  | 66,671   |               | 71%            |
| Horry              | 40    | 5            | 49,831    | 74,747  | 62,289   |               | 50%            |
| Lexington          | 40    | 25           | 44,956    | 67,434  | 56,195   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 48,004    | 75,433  | 61,718   |               |                |

### LIBRARY ASST

Job Code: 2704

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Berkeley           | 37.5  | 34           | 29,329    | 52,137  | 40,733   |               | 78%            |
| Horry              | 40    | 28           | 28,804    | 43,206  | 36,005   |               | 50%            |
| Lexington          | 40    | 22           | 33,280    | 49,920  | 41,600   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 30,471    | 48,421  | 39,446   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 1  
(Greater than 200,000 Population)

### PARKS AND RECREATION DIRECTOR

Job Code: 2705

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Berkeley           | 37.5         | 1                   | 81,022           | 129,635        | 105,329         |                      | 60%                   |
| Greenville         | 37.5         | 1                   | 106,039          | 174,964        | 140,502         |                      | 65%                   |
| Horry              | 40           | 1                   | 76,554           | 125,000        | 100,777         |                      | 63%                   |
| York               | 40           | 1                   | 104,577          | 162,037        | 133,307         |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 92,048           | 147,909        | 119,979         |                      |                       |

### MUSEUM DIRECTOR

Job Code: 2706

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Horry              | 40           | 1                   | 69,589           | 104,384        | 86,987          |                      | 50%                   |
| Lexington          | 40           | 1                   | 50,513           | 75,769         | 63,141          |                      | 50%                   |
| York               | 40           | 1                   | 109,805          | 170,176        | 139,991         |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 76,636           | 116,776        | 96,706          |                      |                       |

### PARK ATTENDANT

Job Code: 2707

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| York               | 40           | 7                   | 41,385           | 64,138         | 52,762          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 41,385           | 64,138         | 52,762          |                      |                       |

### ECONOMIC DEVELOPMENT DIRECTOR

Job Code: 2801

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Anderson           | 37.5         | 1                   | 107,395          | 134,244        | 120,820         |                      | 25%                   |
| Berkeley           | 37.5         | 1                   | 99,254           | 158,806        | 129,030         |                      | 60%                   |
| Charleston         | 40           | 1                   | 103,750          | 178,464        | 141,107         |                      | 72%                   |
| Horry              | 40           | 1                   | 153,378          | 153,378        | 153,378         | 153,377              | 0%                    |
| Lexington          | 40           | 1                   | 85,176           | 127,164        | 106,170         |                      | 49%                   |
| Richland           | 37.5         | 1                   | 84,989           | 147,096        | 116,043         |                      | 73%                   |
| York               | 40           | 1                   | 188,597          | 188,597        | 188,597         | 188,597              | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 117,506          | 155,393        | 136,449         | 170,987              |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

## GROUP 2

### POPULATION 100,001 - 200,000

| County     | Census<br>Population<br>2020 | General Fund<br>Budget<br>FY 2024 | Payroll<br>FY 2024 | County<br>Employees |     |     |
|------------|------------------------------|-----------------------------------|--------------------|---------------------|-----|-----|
|            |                              |                                   |                    | FT                  | PT  | Law |
| Aiken      | 168,808                      | \$ 75,617,816                     | \$ 52,907,221      | 956                 | 71  | 222 |
| Beaufort   | 187,117                      | \$ 152,023,000                    | \$ 84,486,396      | 1,193               | 168 | 254 |
| Dorchester | 161,540                      | \$ 82,573,199                     | \$ 45,275,100      | 1,040               | 189 | 239 |
| Florence   | 137,059                      | *                                 | *                  | *                   | *   | *   |
| Pickens    | 131,404                      | \$ 55,610,333                     | \$ 25,763,875      | 609                 | 196 | 162 |
| Sumter     | 105,556                      | \$ 60,172,521                     | \$ 26,206,740      | 609                 | 71  | 214 |

\* County did not participate in the survey.

Budgeted payroll does not include fringe benefits.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### COUNCIL CHAIRMAN

Job Code: 1101

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 16,800    | 16,800  | 16,800   | 16,800        | 0%             |
| Beaufort           | 40    | 1            | 31,353    | 31,353  | 31,353   | 31,353        | 0%             |
| Dorchester         |       | 1            | 20,000    | 20,000  | 20,000   | 20,000        | 0%             |
| Florence           | 40    | 1            | 19,957    | 19,957  | 19,957   | 19,957        | 0%             |
| Sumter             |       | 1            | 18,341    | 18,341  | 18,341   | 18,341        | 0%             |
| ARITHMETIC AVERAGE |       |              | 21,290    | 21,290  | 21,290   | 21,290        |                |

### COUNCIL MEMBER

Job Code: 1102

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 7            | 13,440    | 13,440  | 13,440   | 13,440        | 0%             |
| Beaufort           | 40    | 9            | 29,188    | 29,188  | 29,188   | 29,188        | 0%             |
| Dorchester         |       | 5            | 20,000    | 20,000  | 20,000   | 20,000        | 0%             |
| Florence           | 40    | 7            | 17,274    | 17,274  | 17,274   | 17,274        | 0%             |
| Sumter             |       | 5            | 16,477    | 16,477  | 16,477   | 16,477        | 0%             |
| ARITHMETIC AVERAGE |       |              | 19,276    | 19,276  | 19,276   | 19,276        |                |

### COUNCIL VICE CHAIRMAN

Job Code: 1103

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 13,440    | 13,440  | 13,440   | 13,440        | 0%             |
| Beaufort           | 40    | 1            | 30,284    | 30,284  | 30,284   | 30,284        | 0%             |
| Dorchester         |       | 1            | 20,000    | 20,000  | 20,000   | 20,000        | 0%             |
| Florence           | 40    | 1            | 17,274    | 17,274  | 17,274   | 17,274        | 0%             |
| Sumter             |       | 1            | 17,672    | 17,672  | 17,672   | 17,672        | 0%             |
| ARITHMETIC AVERAGE |       |              | 19,734    | 19,734  | 19,734   | 19,734        |                |

### CLERK TO COUNCIL

Job Code: 1104

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 41,736    | 58,430  | 50,083   |               | 40%            |
| Beaufort           | 40    | 1            | 62,712    | 97,864  | 80,288   |               | 56%            |
| Dorchester         | 40    | 1            | 57,350    | 91,779  | 74,565   |               | 60%            |
| Florence           | 37.5  | 1            | 39,651    | 60,703  | 50,177   |               | 53%            |
| Sumter             | 37.5  | 1            | 44,284    | 84,665  | 64,475   |               | 91%            |
| ARITHMETIC AVERAGE |       |              | 49,147    | 78,688  | 63,917   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### ADMINISTRATOR/MANAGER/SUPERVISOR

Job Code: 1201

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 177,500   | 177,500 | 177,500  |               | 0%             |
| Beaufort           | 40    | 1            | 188,758   | 188,758 | 188,758  | 188,758       | 0%             |
| Dorchester         | 40    | 1            | 234,285   | 234,285 | 234,285  | 234,285       | 0%             |
| Florence           | 40    | 1            | 192,689   | 192,689 | 192,689  | 192,689       | 0%             |
| Sumter             | 37.5  | 1            | 141,805   | 247,280 | 194,543  |               | 74%            |
| ARITHMETIC AVERAGE |       |              | 187,007   | 208,102 | 197,555  | 205,244       |                |

### ASST ADMINISTRATOR/MANAGER

Job Code: 1202

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 2            | 89,708    | 125,592 | 107,650  |               | 40%            |
| Beaufort           | 40    | 7            | 112,590   | 175,635 | 144,113  |               | 56%            |
| Dorchester         | 40    | 2            | 163,656   | 261,856 | 212,756  |               | 60%            |
| Florence           | 40    | 1            | 125,805   | 125,805 | 125,805  | 125,805       | 0%             |
| Sumter             | 37.5  | 1            | 109,485   | 182,474 | 145,980  |               | 67%            |
| ARITHMETIC AVERAGE |       |              | 120,249   | 174,272 | 147,261  | 125,805       |                |

### ASST TO THE ADMINISTRATOR/MANAGER

Job Code: 1203

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 306,040   | 50,457  | 178,249  |               | -84%           |
| Beaufort           | 40    | 1            | 56,888    | 88,712  | 72,800   |               | 56%            |
| Dorchester         | 40    | 1            | 57,350    | 91,779  | 74,565   |               | 60%            |
| Florence           | 37.5  | 1            | 49,414    | 75,784  | 62,599   |               | 53%            |
| Sumter             | 37.5  | 1            | 34,950    | 54,841  | 44,896   |               | 57%            |
| ARITHMETIC AVERAGE |       |              | 100,928   | 72,315  | 86,622   |               |                |

### SWITCHBOARD OPERATOR/RECEPTIONIST

Job Code: 1204

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 14           | 22,411    | 31,376  | 26,894   |               | 40%            |
| Beaufort           | 40    | 16           | 27,352    | 42,682  | 35,017   |               | 56%            |
| Dorchester         | 40    | 2            | 33,584    | 50,376  | 41,980   |               | 50%            |
| Florence           | 37.5  | 2            | 20,128    | 30,538  | 25,333   |               | 52%            |
| Sumter             | 37.5  | 4            | 25,000    | 32,901  | 28,951   |               | 32%            |
| ARITHMETIC AVERAGE |       |              | 25,695    | 37,575  | 31,635   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### CUSTOMER SERVICE REPRESENTATIVE

Job Code: 1205

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 20           | 7                   | 28,448           | 39,828         | 34,138          |                      | 40%                   |
| Beaufort           | 40           | 10                  | 38,522           | 60,029         | 49,276          |                      | 56%                   |
| Dorchester         | 40           | 21                  | 37,505           | 56,258         | 46,882          |                      | 50%                   |
| Florence           | 37.5         | 8                   | 23,379           | 35,563         | 29,471          |                      | 52%                   |
| Sumter             | 37.5         | 4                   | 25,000           | 34,587         | 29,794          |                      | 38%                   |
| ARITHMETIC AVERAGE |              |                     | 30,571           | 45,253         | 37,912          |                      |                       |

### CLERK I

Job Code: 1206

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 14                  | 30,160           | 47,050         | 38,605          |                      | 56%                   |
| Dorchester         | 40           | 5                   | 34,843           | 50,376         | 42,610          |                      | 45%                   |
| Florence           | 37.5         | 3                   | 25,008           | 38,079         | 31,544          |                      | 52%                   |
| Sumter             | 37.5         | 5                   | 25,000           | 32,901         | 28,951          |                      | 32%                   |
| ARITHMETIC AVERAGE |              |                     | 28,753           | 42,102         | 35,427          |                      |                       |

### CLERK II

Job Code: 1207

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 7                   | 31,658           | 49,442         | 40,550          |                      | 56%                   |
| Dorchester         | 40           | 2                   | 36,150           | 54,255         | 45,203          |                      | 50%                   |
| Florence           | 37.5         | 10                  | 26,634           | 40,593         | 33,614          |                      | 52%                   |
| Sumter             | 37.5         | 2                   | 32,500           | 54,627         | 43,564          |                      | 68%                   |
| ARITHMETIC AVERAGE |              |                     | 31,736           | 49,729         | 40,732          |                      |                       |

### SECRETARY

Job Code: 1208

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 5                   | 40,456           | 63,128         | 51,792          |                      | 56%                   |
| Dorchester         | 40           | 1                   | 38,912           | 58,368         | 48,640          |                      | 50%                   |
| Sumter             | 37.5         | 2                   | 25,000           | 34,587         | 29,794          |                      | 38%                   |
| ARITHMETIC AVERAGE |              |                     | 34,789           | 52,028         | 43,409          |                      |                       |

### SENIOR SECRETARY

Job Code: 1209

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 1                   | 49,450           | 73,794         | 61,622          |                      | 49%                   |
| Dorchester         | 40           | 2                   | 49,662           | 76,978         | 63,320          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 49,556           | 75,386         | 62,471          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### ADMINISTRATIVE OFFICER/ASST

Job Code: 1210

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 1                   | 54,184           | 84,510         | 69,347          |                      | 56%                   |
| Sumter             | 37.5         | 1                   | 40,458           | 58,595         | 49,527          |                      | 45%                   |
| ARITHMETIC AVERAGE |              |                     | 47,321           | 71,553         | 59,437          |                      |                       |

### GRANTS ADMINISTRATOR/MANAGER

Job Code: 1211

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 1                   | 59,738           | 93,247         | 76,493          |                      | 56%                   |
| Dorchester         | 40           | 2                   | 47,297           | 73,312         | 60,305          |                      | 55%                   |
| Florence           | 37.5         | 2                   | 36,397           | 55,674         | 46,036          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 47,811           | 74,078         | 60,944          |                      |                       |

### PUBLIC INFORMATION OFFICER

Job Code: 1212

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 2                   | 28,448           | 39,828         | 34,138          |                      | 40%                   |
| Beaufort           | 40           | 1                   | 80,018           | 124,925        | 102,472         |                      | 56%                   |
| Dorchester         | 40           | 1                   | 76,346           | 122,158        | 99,252          |                      | 60%                   |
| Florence           | 37.5         | 1                   | 29,891           | 45,621         | 37,756          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 53,676           | 83,133         | 68,404          |                      |                       |

### PERSONNEL DIRECTOR

Job Code: 1301

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 83,495           | 116,893        | 100,194         |                      | 40%                   |
| Beaufort           | 40           | 1                   | 88,234           | 137,675        | 112,955         |                      | 56%                   |
| Dorchester         | 40           | 1                   | 111,779          | 178,851        | 145,315         |                      | 60%                   |
| Florence           | 40           | 1                   | 67,308           | 103,437        | 85,373          |                      | 54%                   |
| Sumter             | 37.5         | 1                   | 66,672           | 106,956        | 86,814          |                      | 60%                   |
| ARITHMETIC AVERAGE |              |                     | 83,498           | 128,762        | 106,130         |                      |                       |

### PERSONNEL ANALYST

Job Code: 1302

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 1                   | 72,592           | 113,298        | 92,945          |                      | 56%                   |
| Dorchester         | 40           | 1                   | 69,406           | 111,052        | 90,229          |                      | 60%                   |
| Florence           | 40           | 1                   | 47,785           | 73,271         | 60,528          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 63,261           | 99,207         | 81,234          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### PERSONNEL ASST

Job Code: 1303

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 41,736           | 58,430         | 50,083          |                      | 40%                   |
| Beaufort           | 40           | 3                   | 54,184           | 84,510         | 69,347          |                      | 56%                   |
| Dorchester         | 40           | 1                   | 52,146           | 80,827         | 66,487          |                      | 55%                   |
| Florence           | 37.5         | 2                   | 29,891           | 45,621         | 37,756          |                      | 53%                   |
| Sumter             | 37.5         | 1                   | 32,500           | 48,104         | 40,302          |                      | 48%                   |
| ARITHMETIC AVERAGE |              |                     | 42,091           | 63,498         | 52,795          |                      |                       |

### BENEFITS COORDINATOR

Job Code: 1304

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 45,532           | 63,745         | 54,639          |                      | 40%                   |
| Dorchester         | 40           | 2                   | 52,146           | 80,827         | 66,487          |                      | 55%                   |
| Florence           | 37.5         | 1                   | 38,025           | 58,190         | 48,108          |                      | 53%                   |
| Sumter             | 37.5         | 1                   | 41,929           | 66,765         | 54,347          |                      | 59%                   |
| ARITHMETIC AVERAGE |              |                     | 44,408           | 67,382         | 55,895          |                      |                       |

### ACCOUNT CLERK

Job Code: 1401

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 6                   | 42,453           | 66,227         | 54,340          |                      | 56%                   |
| Dorchester         | 40           | 4                   | 35,843           | 52,265         | 44,054          |                      | 46%                   |
| Florence           | 37.5         | 1                   | 26,634           | 32,696         | 29,665          |                      | 23%                   |
| Sumter             | 37.5         | 7                   | 28,311           | 42,715         | 35,513          |                      | 51%                   |
| ARITHMETIC AVERAGE |              |                     | 33,310           | 48,476         | 40,893          |                      |                       |

### SENIOR ACCOUNT CLERK

Job Code: 1402

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 15                  | 32,246           | 45,144         | 38,695          |                      | 40%                   |
| Beaufort           | 40           | 2                   | 55,211           | 86,216         | 70,714          |                      | 56%                   |
| Dorchester         | 40           | 4                   | 38,912           | 58,368         | 48,640          |                      | 50%                   |
| Florence           | 40           | 1                   | 49,414           | 60,851         | 55,133          |                      | 23%                   |
| Sumter             | 37.5         | 9                   | 34,950           | 54,841         | 44,896          |                      | 57%                   |
| ARITHMETIC AVERAGE |              |                     | 42,147           | 61,084         | 51,615          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### PAYROLL CLERK

Job Code: 1403

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 2            | 37,939    | 53,115  | 45,527   |               | 40%            |
| Beaufort           | 40    | 1            | 51,605    | 80,496  | 66,051   |               | 56%            |
| Dorchester         | 40    | 1            | 47,297    | 73,312  | 60,305   |               | 55%            |
| Florence           | 37.5  | 1            | 33,144    | 50,647  | 41,896   |               | 53%            |
| Sumter             | 37.5  | 1            | 41,929    | 66,765  | 54,347   |               | 59%            |
| ARITHMETIC AVERAGE |       |              | 42,383    | 64,867  | 53,625   |               |                |

### FINANCE DIRECTOR

Job Code: 1404

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Beaufort           | 40    | 1            | 88,234    | 137,675 | 112,955  |               | 56%            |
| Florence           | 40    | 1            | 77,070    | 118,516 | 97,793   |               | 54%            |
| Sumter             | 37.5  | 1            | 90,000    | 140,000 | 115,000  |               | 56%            |
| ARITHMETIC AVERAGE |       |              | 85,101    | 132,064 | 108,583  |               |                |

### FINANCE/PURCHASING DIRECTOR

Job Code: 1405

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Dorchester         | 40    | 1            | 111,779   | 178,851 | 145,315  |               | 60%            |
| ARITHMETIC AVERAGE |       |              | 111,779   | 178,851 | 145,315  |               |                |

### CONTROLLER

Job Code: 1406

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Beaufort           | 40    | 1            | 161,574   | 161,574 | 161,574  |               | 0%             |
| ARITHMETIC AVERAGE |       |              | 161,574   | 161,574 | 161,574  |               |                |

### RISK MANAGER

Job Code: 1407

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 53,124    | 74,375  | 63,750   |               | 40%            |
| Beaufort           | 40    | 1            | 72,592    | 113,298 | 92,945   |               | 56%            |
| Dorchester         | 40    | 1            | 83,981    | 134,373 | 109,177  |               | 60%            |
| Florence           | 40    | 1            | 42,905    | 65,729  | 54,317   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 63,151    | 96,944  | 80,047   |               |                |

### ACCOUNTANT

Job Code: 1408

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 2            | 41,736    | 58,430  | 50,083   |               | 40%            |
| Beaufort           | 40    | 2            | 49,150    | 76,794  | 62,972   |               | 56%            |
| Sumter             | 37.5  | 2            | 41,929    | 74,178  | 58,054   |               | 77%            |
| ARITHMETIC AVERAGE |       |              | 44,272    | 69,801  | 57,036   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### BUDGET OFFICER/ANALYST

Job Code: 1409

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 53,124           | 74,375         | 63,750          |                      | 40%                   |
| Dorchester         | 40           | 1                   | 69,406           | 111,052        | 90,229          |                      | 60%                   |
| ARITHMETIC AVERAGE |              |                     | 61,265           | 92,714         | 76,989          |                      |                       |

### PURCHASING DIRECTOR

Job Code: 1410

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 53,124           | 74,375         | 63,750          |                      | 40%                   |
| Beaufort           | 40           | 1                   | 76,211           | 118,955        | 97,583          |                      | 56%                   |
| Florence           | 40           | 1                   | 60,805           | 93,378         | 77,092          |                      | 54%                   |
| Sumter             | 37.5         | 1                   | 66,672           | 106,956        | 86,814          |                      | 60%                   |
| ARITHMETIC AVERAGE |              |                     | 64,203           | 98,416         | 81,310          |                      |                       |

### BUYER/PURCHASING AGENT

Job Code: 1411

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 39,837           | 55,771         | 47,804          |                      | 40%                   |
| Beaufort           | 40           | 1                   | 49,150           | 76,794         | 62,972          |                      | 56%                   |
| Dorchester         | 40           | 2                   | 45,045           | 69,821         | 57,433          |                      | 55%                   |
| Florence           | 37.5         | 1                   | 38,025           | 58,190         | 48,108          |                      | 53%                   |
| Sumter             | 37.5         | 1                   | 44,284           | 70,629         | 57,457          |                      | 59%                   |
| ARITHMETIC AVERAGE |              |                     | 43,268           | 66,241         | 54,755          |                      |                       |

### PURCHASING ASST

Job Code: 1412

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Florence           | 37.5         | 1                   | 29,891           | 45,621         | 37,756          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 29,891           | 45,621         | 37,756          |                      |                       |

### COUNTY TREASURER

Job Code: 1414

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 73,302           | 73,302         | 73,302          | 73,302               | 0%                    |
| Beaufort           | 40           | 1                   | 153,317          | 153,317        | 153,317         | 153,317              | 0%                    |
| Dorchester         | 40           | 1                   | 76,346           | 122,158        | 99,252          | 82,518               | 60%                   |
| Florence           | 40           | 1                   | 77,250           | 77,250         | 77,250          | 77,250               | 0%                    |
| Sumter             | 37.5         | 1                   | 67,168           | 84,665         | 75,917          |                      | 26%                   |
| ARITHMETIC AVERAGE |              |                     | 89,477           | 102,138        | 95,808          | 96,597               |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### ASST/DEPUTY COUNTY TREASURER

Job Code: 1415

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 79,276           | 79,276         | 79,276          | 79,276               | 0%                    |
| Beaufort           | 40           | 1                   | 65,832           | 102,731        | 84,282          |                      | 56%                   |
| Dorchester         | 40           | 1                   | 63,096           | 100,957        | 82,027          |                      | 60%                   |
| Florence           | 40           | 1                   | 49,414           | 75,784         | 62,599          |                      | 53%                   |
| Sumter             | 37.5         | 1                   | 41,929           | 66,765         | 54,347          |                      | 59%                   |
| ARITHMETIC AVERAGE |              |                     | 59,909           | 85,103         | 72,506          | 79,276               |                       |

### SENIOR TAX CLERK

Job Code: 1416

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 4                   | 49,150           | 76,794         | 62,972          |                      | 56%                   |
| Dorchester         | 40           | 2                   | 49,662           | 76,978         | 63,320          |                      | 55%                   |
| Sumter             | 37.5         | 1                   | 28,358           | 42,628         | 35,493          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 42,390           | 65,467         | 53,928          |                      |                       |

### TAX CLERK

Job Code: 1417

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 3                   | 30,346           | 42,485         | 36,416          |                      | 40%                   |
| Beaufort           | 40           | 8                   | 38,522           | 60,029         | 49,276          |                      | 56%                   |
| Dorchester         | 40           | 3                   | 34,843           | 52,265         | 43,554          |                      | 50%                   |
| Florence           | 37.5         | 9                   | 25,008           | 38,079         | 31,544          |                      | 52%                   |
| Sumter             | 37.5         | 5                   | 25,358           | 39,628         | 32,493          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 30,815           | 46,497         | 38,656          |                      |                       |

### COUNTY TAX COLLECTOR

Job Code: 1418

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 68,309           | 95,633         | 81,971          |                      | 40%                   |
| Beaufort           | 40           | 1                   | 80,018           | 124,925        | 102,472         |                      | 56%                   |
| Dorchester         | 40           | 1                   | 63,096           | 100,957        | 82,027          |                      | 60%                   |
| Sumter             | 37.5         | 1                   | 40,458           | 58,595         | 49,527          |                      | 45%                   |
| ARITHMETIC AVERAGE |              |                     | 62,970           | 95,028         | 78,999          |                      |                       |

### COUNTY TAX FIELD AGENT

Job Code: 1419

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 1                   | 65,832           | 102,731        | 84,282          |                      | 56%                   |
| Dorchester         | 40           | 1                   | 38,912           | 58,368         | 48,640          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 52,372           | 80,550         | 66,461          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### COUNTY AUDITOR

Job Code: 1420

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 75,208    | 75,208  | 75,208   | 75,208        | 0%             |
| Beaufort           | 40    | 1            | 78,716    | 78,716  | 78,716   |               | 0%             |
| Dorchester         | 40    | 1            | 76,346    | 122,158 | 99,252   | 95,780        | 60%            |
| Florence           | 40    | 1            | 63,664    | 63,664  | 63,664   | 63,664        | 0%             |
| Sumter             | 37.5  | 1            | 52,261    | 81,547  | 66,904   |               | 56%            |
| ARITHMETIC AVERAGE |       |              | 69,239    | 84,259  | 76,749   | 78,217        |                |

### ASST/DEPUTY COUNTY AUDITOR

Job Code: 1421

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 51,226    | 71,717  | 61,472   |               | 40%            |
| Beaufort           | 40    | 1            | 80,018    | 124,925 | 102,472  |               | 56%            |
| Dorchester         | 40    | 1            | 63,096    | 100,957 | 82,027   |               | 60%            |
| Florence           | 40    | 1            | 44,531    | 68,243  | 56,387   |               | 53%            |
| Sumter             | 37.5  | 1            | 37,137    | 51,104  | 44,121   |               | 38%            |
| ARITHMETIC AVERAGE |       |              | 55,202    | 83,389  | 69,295   |               |                |

### COUNTY ASSESSOR

Job Code: 1422

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 79,697    | 111,576 | 95,637   |               | 40%            |
| Beaufort           | 40    | 1            | 88,234    | 137,675 | 112,955  |               | 56%            |
| Dorchester         | 40    | 1            | 101,617   | 162,592 | 132,105  | 112,149       | 60%            |
| Florence           | 40    | 1            | 67,309    | 103,436 | 85,373   |               | 54%            |
| Sumter             | 37.5  | 1            | 61,290    | 96,124  | 78,707   |               | 57%            |
| ARITHMETIC AVERAGE |       |              | 79,629    | 122,281 | 100,955  | 112,149       |                |

### ASST/DEPUTY COUNTY ASSESSOR

Job Code: 1423

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 60,717    | 85,003  | 72,860   |               | 40%            |
| Beaufort           | 40    | 2            | 72,592    | 113,298 | 92,945   |               | 56%            |
| Dorchester         | 40    | 1            | 83,981    | 134,373 | 109,177  |               | 60%            |
| Florence           | 40    | 3            | 46,159    | 70,757  | 58,458   |               | 53%            |
| Sumter             | 37.5  | 1            | 53,012    | 82,843  | 67,928   |               | 56%            |
| ARITHMETIC AVERAGE |       |              | 63,292    | 97,255  | 80,274   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### SENIOR FIELD APPRAISER

Job Code: 1424

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 9                   | 45,532           | 63,745         | 54,639          |                      | 40%                   |
| Dorchester         | 40           | 1                   | 46,964           | 72,795         | 59,880          |                      | 55%                   |
| Sumter             | 37.5         | 1                   | 44,284           | 61,308         | 52,796          |                      | 38%                   |
| ARITHMETIC AVERAGE |              |                     | 45,593           | 65,949         | 55,771          |                      |                       |

### APPRAISER

Job Code: 1425

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 2                   | 37,939           | 53,115         | 45,527          |                      | 40%                   |
| Beaufort           | 40           | 6                   | 56,888           | 93,246         | 75,067          |                      | 64%                   |
| Dorchester         | 40           | 10                  | 36,150           | 100,957        | 68,554          |                      | 179%                  |
| Florence           | 37.5         | 7                   | 39,651           | 60,704         | 50,178          |                      | 53%                   |
| Sumter             | 37.5         | 4                   | 32,950           | 44,895         | 38,923          |                      | 36%                   |
| ARITHMETIC AVERAGE |              |                     | 40,716           | 70,583         | 55,650          |                      |                       |

### CHIEF MAPPER/DRAFTSMAN

Job Code: 1426

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dorchester         | 40           | 1                   | 52,145           | 80,827         | 66,486          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 52,145           | 80,827         | 66,486          |                      |                       |

### DRAFTER I/MAPPER I (CADASTRAL)

Job Code: 1428

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dorchester         | 40           | 2                   | 45,045           | 69,821         | 57,433          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 45,045           | 69,821         | 57,433          |                      |                       |

### COMPUTER SERVICES/MIS DIRECTOR

Job Code: 1501

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 83,495           | 116,893        | 100,194         |                      | 40%                   |
| Beaufort           | 40           | 1                   | 88,234           | 137,675        | 112,955         |                      | 56%                   |
| Dorchester         | 40           | 1                   | 111,779          | 178,851        | 145,315         |                      | 60%                   |
| Sumter             | 37.5         | 1                   | 77,473           | 118,487        | 97,980          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 90,245           | 137,977        | 114,111         |                      |                       |

### SENIOR PROGRAMMER ANALYST

Job Code: 1502

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 2                   | 62,712           | 97,864         | 80,288          |                      | 56%                   |
| Florence           | 37.5         | 2                   | 44,531           | 68,243         | 56,387          |                      | 53%                   |
| Sumter             | 37.5         | 1                   | 49,643           | 79,099         | 64,371          |                      | 59%                   |
| ARITHMETIC AVERAGE |              |                     | 52,295           | 81,735         | 67,015          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### PROGRAMMER ANALYST

Job Code: 1503

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 5                   | 49,150           | 76,794         | 62,972          |                      | 56%                   |
| Dorchester         | 40           | 2                   | 69,406           | 111,052        | 90,229          |                      | 60%                   |
| Florence           | 37.5         | 1                   | 42,905           | 65,729         | 54,317          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 53,820           | 84,525         | 69,173          |                      |                       |

### NETWORK ADMINISTRATOR

Job Code: 1504

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 5,620            | 79,689         | 42,655          |                      | 1318%                 |
| Beaufort           | 40           | 4                   | 69,139           | 107,890        | 88,515          |                      | 56%                   |
| Dorchester         | 40           | 3                   | 76,346           | 122,158        | 99,252          |                      | 60%                   |
| Sumter             | 37.5         | 1                   | 48,082           | 69,748         | 58,915          |                      | 45%                   |
| ARITHMETIC AVERAGE |              |                     | 49,797           | 94,871         | 72,334          |                      |                       |

### DATA PROCESSING MANAGER

Job Code: 1505

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Florence           | 40           | 1                   | 41,278           | 50,797         | 46,038          |                      | 23%                   |
| ARITHMETIC AVERAGE |              |                     | 41,278           | 50,797         | 46,038          |                      |                       |

### DATA PROCESSING OPERATOR II

Job Code: 1507

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 3                   | 32,246           | 45,144         | 38,695          |                      | 40%                   |
| ARITHMETIC AVERAGE |              |                     | 32,246           | 45,144         | 38,695          |                      |                       |

### GIS DIRECTOR/ADMINISTRATOR/GIO

Job Code: 1508

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 1                   | 80,018           | 124,925        | 102,472         |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 80,018           | 124,925        | 102,472         |                      |                       |

### GIS DATABASE ADMINISTRATOR

Job Code: 1509

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Florence           | 40           | 1                   | 49,414           | 75,784         | 62,599          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 49,414           | 75,784         | 62,599          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### GIS MANAGER

Job Code: 1510

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 68,309           | 95,633         | 81,971          |                      | 40%                   |
| Florence           | 40           | 1                   | 57,549           | 88,352         | 72,951          |                      | 54%                   |
| Sumter             | 37.5         | 1                   | 49,643           | 79,099         | 64,371          |                      | 59%                   |
| ARITHMETIC AVERAGE |              |                     | 58,500           | 87,695         | 73,098          |                      |                       |

### SENIOR GIS ANALYST/GIS ANALYST II

Job Code: 1511

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 47,430           | 66,402         | 56,916          |                      | 40%                   |
| Dorchester         | 40           | 2                   | 76,346           | 122,158        | 99,252          |                      | 60%                   |
| Florence           | 37.5         | 1                   | 44,531           | 68,243         | 56,387          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 56,102           | 85,601         | 70,852          |                      |                       |

### GIS ANALYST/SPECIALIST

Job Code: 1512

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 3                   | 43,634           | 61,088         | 52,361          |                      | 40%                   |
| Beaufort           | 40           | 4                   | 56,888           | 88,712         | 72,800          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 50,261           | 74,900         | 62,581          |                      |                       |

### GIS TECHNICIAN I

Job Code: 1514

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Florence           | 37.5         | 1                   | 34,771           | 53,161         | 43,966          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 34,771           | 53,161         | 43,966          |                      |                       |

### ANIMAL CONTROL DIRECTOR

Job Code: 1601

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 45,532           | 63,745         | 54,639          |                      | 40%                   |
| Beaufort           | 40           | 1                   | 80,018           | 124,925        | 102,472         |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 62,775           | 94,335         | 78,555          |                      |                       |

### ANIMAL CONTROL SUPERVISOR

Job Code: 1602

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 1                   | 49,150           | 76,794         | 62,972          |                      | 56%                   |
| Dorchester         | 40           | 1                   | 42,900           | 66,496         | 54,698          |                      | 55%                   |
| Florence           | 40           | 1                   | 39,117           | 57,653         | 48,385          |                      | 47%                   |
| ARITHMETIC AVERAGE |              |                     | 43,722           | 66,981         | 55,352          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### ANIMAL CONTROL OFFICER

Job Code: 1603

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 2            | 45,497    | 63,696  | 54,597   |               | 40%            |
| Beaufort           | 40    | 3            | 40,456    | 63,128  | 51,792   |               | 56%            |
| Dorchester         | 40    | 2            | 40,858    | 63,330  | 52,094   |               | 55%            |
| Florence           | 37.5  | 4            | 32,861    | 47,986  | 40,424   |               | 46%            |
| Sumter             | 37.5  | 2            | 34,528    | 59,740  | 47,134   |               | 73%            |
| ARITHMETIC AVERAGE |       |              | 38,840    | 59,576  | 49,208   |               |                |

### ANIMAL CONTROL ATTENDANT

Job Code: 1604

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 3            | 34,142    | 47,799  | 40,971   |               | 40%            |
| Beaufort           | 40    | 1            | 34,923    | 54,496  | 44,710   |               | 56%            |
| Florence           | 37.5  | 6            | 29,729    | 43,152  | 36,441   |               | 45%            |
| Sumter             | 37.5  | 1            | 25,000    | 34,951  | 29,976   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 30,949    | 45,100  | 38,024   |               |                |

### ANIMAL CONTROL AND LITTER ENFORCE DIR

Job Code: 1605

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 59,875    | 83,826  | 71,851   |               | 40%            |
| Dorchester         | 40    | 1            | 83,981    | 134,373 | 109,177  |               | 60%            |
| ARITHMETIC AVERAGE |       |              | 71,928    | 109,100 | 90,514   |               |                |

### ANIMAL CONTROL/LITTER ENFORCE OFFICER

Job Code: 1606

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Dorchester         | 40    | 3            | 40,858    | 63,330  | 52,094   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 40,858    | 63,330  | 52,094   |               |                |

### LITTER ENFORCEMENT OFFICER

Job Code: 1607

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 2            | 45,497    | 63,696  | 54,597   |               | 40%            |
| Beaufort           | 40    | 1            | 51,605    | 80,496  | 66,051   |               | 56%            |
| Sumter             | 37.5  | 2            | 42,000    | 59,740  | 50,870   |               | 42%            |
| ARITHMETIC AVERAGE |       |              | 46,367    | 67,977  | 57,172   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### CODES ENFORCEMENT OFFICER

Job Code: 1608

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 8            | 45,497    | 63,696  | 54,597   |               | 40%            |
| Beaufort           | 40    | 3            | 44,574    | 69,576  | 57,075   |               | 56%            |
| Dorchester         | 40    | 2            | 40,858    | 63,330  | 52,094   |               | 55%            |
| Florence           | 37.5  | 2            | 33,434    | 51,117  | 42,276   |               | 53%            |
| Sumter             | 37.5  | 2            | 42,000    | 59,740  | 50,870   |               | 42%            |
| ARITHMETIC AVERAGE |       |              | 41,273    | 61,492  | 51,382   |               |                |

### BUILDING CODES ADMINISTRATOR/DIRECTOR

Job Code: 1701

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 60,717    | 85,003  | 72,860   |               | 40%            |
| Beaufort           | 40    | 1            | 84,032    | 131,082 | 107,557  |               | 56%            |
| Dorchester         | 40    | 1            | 83,982    | 134,373 | 109,178  |               | 60%            |
| ARITHMETIC AVERAGE |       |              | 76,244    | 116,819 | 96,532   |               |                |

### BUILDING CODES ADMINISTRATOR/INSPECTOR

Job Code: 1702

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 2            | 45,532    | 63,745  | 54,639   |               | 40%            |
| Beaufort           | 40    | 1            | 69,139    | 107,890 | 88,515   |               | 56%            |
| Florence           | 40    | 1            | 44,531    | 68,243  | 56,387   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 53,067    | 79,959  | 66,513   |               |                |

### BUILDING INSPECTOR

Job Code: 1703

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 4            | 41,736    | 71,736  | 56,736   |               | 72%            |
| Beaufort           | 40    | 4            | 54,184    | 84,510  | 69,347   |               | 56%            |
| Dorchester         | 40    | 3            | 42,900    | 66,496  | 54,698   |               | 55%            |
| Florence           | 37.5  | 7            | 38,025    | 58,190  | 48,108   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 44,211    | 70,233  | 57,222   |               |                |

### PLANNING AND DEVELOPMENT DIRECTOR

Job Code: 1704

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 89,705    | 125,592 | 107,649  |               | 40%            |
| Beaufort           | 40    | 1            | 88,234    | 137,675 | 112,955  |               | 56%            |
| Dorchester         | 40    | 1            | 79,172    | 126,675 | 102,924  |               | 60%            |
| Florence           | 40    | 1            | 73,818    | 113,490 | 93,654   |               | 54%            |
| ARITHMETIC AVERAGE |       |              | 82,732    | 125,858 | 104,295  |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### PLANNING AND DEVELOPMENT ASST DIRECTOR

Job Code: 1705

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Beaufort           | 40    | 1            | 80,018    | 124,925 | 102,472  |               | 56%            |
| Dorchester         | 40    | 1            | 69,406    | 111,052 | 90,229   |               | 60%            |
| ARITHMETIC AVERAGE |       |              | 74,712    | 117,989 | 96,350   |               |                |

### SENIOR PLANNER

Job Code: 1706

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 53,124    | 74,375  | 63,750   |               | 40%            |
| Beaufort           | 40    | 1            | 56,888    | 88,712  | 72,800   |               | 56%            |
| Dorchester         | 40    | 1            | 63,096    | 100,957 | 82,027   |               | 60%            |
| Florence           | 40    | 2            | 42,905    | 65,729  | 54,317   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 54,003    | 82,443  | 68,223   |               |                |

### PLANNER

Job Code: 1707

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 3            | 43,634    | 61,088  | 52,361   |               | 40%            |
| Beaufort           | 40    | 2            | 62,712    | 97,864  | 80,288   |               | 56%            |
| Dorchester         | 40    | 2            | 46,965    | 72,796  | 59,881   |               | 55%            |
| Florence           | 37.5  | 2            | 34,771    | 53,161  | 43,966   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 47,021    | 71,227  | 59,124   |               |                |

### MASTER-IN-EQUITY

Job Code: 1801

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 170,229   | 170,229 | 170,229  | 170,229       | 0%             |
| Beaufort           | 40    | 1            | 191,506   | 191,506 | 191,506  | 191,506       | 0%             |
| Dorchester         | 40    | 1            | 170,229   | 170,229 | 170,229  | 170,229       | 0%             |
| Florence           | 40    | 1            | 148,285   | 148,285 | 148,285  | 148,285       | 0%             |
| Sumter             | 37.5  | 1            | 117,033   | 117,033 | 117,033  |               | 0%             |
| ARITHMETIC AVERAGE |       |              | 159,456   | 159,456 | 159,456  | 170,062       |                |

### COUNTY ATTORNEY

Job Code: 1802

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 155,952   | 155,952 | 155,952  | 155,952       | 0%             |
| Beaufort           | 40    | 2            | 118,227   | 184,475 | 151,351  |               | 56%            |
| Dorchester         | 40    | 1            | 186,259   | 186,259 | 186,259  | 186,259       | 0%             |
| Sumter             | 37.5  | 1            | 104,573   | 154,804 | 129,689  |               | 48%            |
| ARITHMETIC AVERAGE |       |              | 141,253   | 170,373 | 155,813  | 171,106       |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### ASST COUNTY ATTORNEY

Job Code: 1803

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 1                   | 97,261           | 151,778        | 124,520         |                      | 56%                   |
| Dorchester         | 40           | 1                   | 111,779          | 178,851        | 145,315         |                      | 60%                   |
| ARITHMETIC AVERAGE |              |                     | 104,520          | 165,315        | 134,917         |                      |                       |

### PUBLIC DEFENDER

Job Code: 1804

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 2                   | 87,560           | 110,000        | 98,780          |                      | 26%                   |
| ARITHMETIC AVERAGE |              |                     | 87,560           | 110,000        | 98,780          |                      |                       |

### DEPUTY PUBLIC DEFENDER

Job Code: 1805

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 68,309           | 95,633         | 81,971          |                      | 40%                   |
| Beaufort           | 40           | 1                   | 124,516          | 124,516        | 124,516         | 124,516              | 0%                    |
| Florence           | 40           | 1                   | 67,308           | 103,437        | 85,373          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 86,711           | 107,862        | 97,287          | 124,516              |                       |

### ASST PUBLIC DEFENDER

Job Code: 1806

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 7                   | 75,902           | 132,836        | 104,369         |                      | 75%                   |
| Beaufort           | 40           | 18                  | 56,881           | 110,000        | 83,441          |                      | 93%                   |
| Florence           | 40           | 9                   | 51,039           | 78,298         | 64,669          |                      | 53%                   |
| Sumter             | 37.5         | 11                  | 44,284           | 107,603        | 75,944          |                      | 143%                  |
| ARITHMETIC AVERAGE |              |                     | 57,027           | 107,184        | 82,105          |                      |                       |

### DEPUTY SOLICITOR

Job Code: 1807

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 106,273          | 148,781        | 127,527         |                      | 40%                   |
| Dorchester         | 40           | 1                   | 165,695          | 165,695        | 165,695         | 165,695              | 0%                    |
| Florence           | 40           | 2                   | 57,549           | 73,811         | 65,680          |                      | 28%                   |
| ARITHMETIC AVERAGE |              |                     | 109,839          | 129,429        | 119,634         | 165,695              |                       |

### ASST SOLICITOR

Job Code: 1808

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 14                  | 75,902           | 143,467        | 109,685         |                      | 89%                   |
| Dorchester         | 40           | 15                  | 50,000           | 105,000        | 77,500          |                      | 110%                  |
| Florence           | 40           | 4                   | 47,785           | 73,271         | 60,528          |                      | 53%                   |
| Sumter             | 37.5         | 15                  | 44,284           | 107,603        | 75,944          |                      | 143%                  |
| ARITHMETIC AVERAGE |              |                     | 54,493           | 107,335        | 80,914          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### PARALEGAL

Job Code: 1809

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 11                  | 41,736           | 58,430         | 50,083          |                      | 40%                   |
| Beaufort           | 40           | 1                   | 42,453           | 66,227         | 54,340          |                      | 56%                   |
| Florence           | 37.5         | 4                   | 34,771           | 42,750         | 38,761          |                      | 23%                   |
| ARITHMETIC AVERAGE |              |                     | 39,653           | 55,802         | 47,728          |                      |                       |

### INVESTIGATOR (SOLICITOR/PUBLIC DEFENDER)

Job Code: 1810

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 3                   | 62,270           | 87,177         | 74,724          |                      | 40%                   |
| Beaufort           | 40           | 7                   | 44,562           | 54,096         | 49,329          |                      | 21%                   |
| Dorchester         | 40           | 5                   | 30,000           | 68,000         | 49,000          |                      | 127%                  |
| Florence           | 40           | 2                   | 42,905           | 65,729         | 54,317          |                      | 53%                   |
| Sumter             | 37.5         | 4                   | 40,000           | 65,000         | 52,500          |                      | 63%                   |
| ARITHMETIC AVERAGE |              |                     | 43,947           | 68,000         | 55,974          |                      |                       |

### CHIEF MAGISTRATE

Job Code: 1811

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 84,076           | 84,076         | 84,076          | 84,076               | 0%                    |
| Beaufort           | 40           | 1                   | 86,596           | 86,596         | 86,596          | 86,596               | 0%                    |
| Dorchester         | 40           | 1                   | 108,222          | 108,222        | 108,222         | 108,222              | 0%                    |
| Florence           | 40           | 1                   | 51,039           | 78,298         | 64,669          |                      | 53%                   |
| Sumter             | 37.5         | 1                   | 57,068           | 101,756        | 79,412          |                      | 78%                   |
| ARITHMETIC AVERAGE |              |                     | 77,400           | 91,790         | 84,595          | 92,965               |                       |

### MAGISTRATE

Job Code: 1812

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 4                   | 80,077           | 92,796         | 86,437          |                      | 16%                   |
| Beaufort           | 29           | 12                  | 25,318           | 106,351        | 65,835          |                      | 320%                  |
| Dorchester         | 40           | 2                   | 86,140           | 108,222        | 97,181          |                      | 26%                   |
| Florence           | 40           | 9                   | 46,159           | 70,757         | 58,458          |                      | 53%                   |
| Sumter             | 37.5         | 5                   | 54,068           | 98,405         | 76,237          |                      | 82%                   |
| ARITHMETIC AVERAGE |              |                     | 58,352           | 95,306         | 76,829          |                      |                       |

### COURT ADMINISTRATOR

Job Code: 1814

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 13                  | 37,939           | 63,745         | 50,842          |                      | 68%                   |
| Beaufort           | 40           | 1                   | 40,456           | 63,128         | 51,792          |                      | 56%                   |
| Florence           | 40           | 1                   | 39,651           | 60,703         | 50,177          |                      | 53%                   |
| Sumter             | 37.5         | 1                   | 40,850           | 61,275         | 51,063          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 39,724           | 62,213         | 50,968          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### CLERK OF COURT

Job Code: 1815

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 98,086    | 98,096  | 98,091   |               | 0%             |
| Beaufort           | 40    | 1            | 108,150   | 108,150 | 108,150  |               | 0%             |
| Dorchester         | 40    | 1            | 105,358   | 105,358 | 105,358  | 105,358       | 0%             |
| Florence           | 40    | 1            | 99,558    | 99,558  | 99,558   | 99,558        | 0%             |
| Sumter             | 37.5  | 1            | 65,657    | 108,731 | 87,194   |               | 66%            |
| ARITHMETIC AVERAGE |       |              | 95,362    | 103,979 | 99,670   | 102,458       |                |

### ASST/CHIEF DEPUTY CLERK OF COURT

Job Code: 1816

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 2            | 44,843    | 62,779  | 53,811   |               | 40%            |
| Dorchester         | 40    | 3            | 57,360    | 91,779  | 74,570   |               | 60%            |
| Florence           | 40    | 1            | 47,785    | 73,271  | 60,528   |               | 53%            |
| Sumter             | 37.5  | 1            | 40,850    | 61,275  | 51,063   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 47,710    | 72,276  | 59,993   |               |                |

### SENIOR DEPUTY CLERK OF COURT

Job Code: 1817

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Beaufort           | 40    | 1            | 46,821    | 72,946  | 59,884   |               | 56%            |
| Florence           | 40    | 3            | 38,025    | 58,190  | 48,108   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 42,423    | 65,568  | 53,996   |               |                |

### DEPUTY CLERK OF COURT

Job Code: 1818

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 2            | 49,327    | 69,057  | 59,192   |               | 40%            |
| Beaufort           | 40    | 1            | 42,453    | 66,227  | 54,340   |               | 56%            |
| Dorchester         | 40    | 1            | 52,145    | 80,827  | 66,486   |               | 55%            |
| Florence           | 37.5  | 2            | 34,771    | 53,161  | 43,966   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 44,674    | 67,318  | 55,996   |               |                |

### SENIOR COURT CLERK

Job Code: 1820

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Beaufort           | 40    | 1            | 38,522    | 60,029  | 49,276   |               | 56%            |
| Dorchester         | 40    | 2            | 52,145    | 80,827  | 66,486   |               | 55%            |
| Florence           | 37.5  | 13           | 26,634    | 40,593  | 33,614   |               | 52%            |
| Sumter             | 37.5  | 1            | 37,127    | 51,104  | 44,116   |               | 38%            |
| ARITHMETIC AVERAGE |       |              | 38,607    | 58,138  | 48,373   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### COURT CLERK

Job Code: 1821

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 11                  | 34,923           | 54,496         | 44,710          |                      | 56%                   |
| Dorchester         | 40           | 1                   | 36,150           | 54,225         | 45,188          |                      | 50%                   |
| Florence           | 37.5         | 5                   | 23,379           | 35,563         | 29,471          |                      | 52%                   |
| Sumter             | 37.5         | 1                   | 32,546           | 44,985         | 38,766          |                      | 38%                   |
| ARITHMETIC AVERAGE |              |                     | 31,750           | 47,317         | 39,533          |                      |                       |

### REGISTER OF DEEDS

Job Code: 1822

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 85,878           | 85,878         | 85,878          | 85,878               | 0%                    |
| Beaufort           | 40           | 1                   | 76,211           | 118,955        | 97,583          |                      | 56%                   |
| Dorchester         | 40           | 1                   | 76,346           | 122,158        | 99,252          | 99,257               | 60%                   |
| Sumter             | 37.5         | 1                   | 52,261           | 81,547         | 66,904          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 72,674           | 102,135        | 87,404          | 92,568               |                       |

### DEPUTY/ASST REGISTER OF DEEDS

Job Code: 1823

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 49,327           | 69,057         | 59,192          |                      | 40%                   |
| Beaufort           | 40           | 1                   | 59,738           | 93,246         | 76,492          |                      | 56%                   |
| Dorchester         | 40           | 1                   | 63,096           | 100,957        | 82,027          |                      | 60%                   |
| Sumter             | 37.5         | 1                   | 41,929           | 66,765         | 54,347          |                      | 59%                   |
| ARITHMETIC AVERAGE |              |                     | 53,523           | 82,506         | 68,014          |                      |                       |

### ROD RECORDING CLERK

Job Code: 1824

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 3                   | 31,658           | 49,442         | 40,550          |                      | 56%                   |
| Dorchester         | 40           | 3                   | 34,843           | 52,265         | 43,554          |                      | 50%                   |
| Sumter             | 37.5         | 3                   | 25,000           | 34,587         | 29,794          |                      | 38%                   |
| ARITHMETIC AVERAGE |              |                     | 30,500           | 45,431         | 37,966          |                      |                       |

### ROD RECORDING CLERK - SENIOR

Job Code: 1825

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 2                   | 32,246           | 45,144         | 38,695          |                      | 40%                   |
| Beaufort           | 40           | 1                   | 36,670           | 57,200         | 46,935          |                      | 56%                   |
| Dorchester         | 40           | 2                   | 36,150           | 54,225         | 45,188          |                      | 50%                   |
| Sumter             | 37.5         | 1                   | 31,914           | 44,234         | 38,074          |                      | 39%                   |
| ARITHMETIC AVERAGE |              |                     | 34,245           | 50,201         | 42,223          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### PROBATE JUDGE

Job Code: 1826

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 112,509   | 112,509 | 112,509  | 112,509       | 0%             |
| Beaufort           | 40    | 1            | 125,174   | 125,174 | 125,174  | 125,174       | 0%             |
| Dorchester         | 40    | 1            | 132,601   | 132,601 | 132,601  | 132,601       | 0%             |
| Florence           | 40    | 1            | 101,570   | 101,570 | 101,570  | 101,570       | 0%             |
| Sumter             | 37.5  | 1            | 67,785    | 106,956 | 87,371   |               | 58%            |
| ARITHMETIC AVERAGE |       |              | 107,928   | 115,762 | 111,845  | 117,964       |                |

### DEPUTY/ASSOCIATE PROBATE JUDGE

Job Code: 1827

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 3            | 53,124    | 90,317  | 71,721   |               | 70%            |
| Beaufort           | 40    | 1            | 84,032    | 131,082 | 107,557  |               | 56%            |
| Dorchester         | 40    | 1            | 111,779   | 178,851 | 145,315  |               | 60%            |
| Florence           | 40    | 1            | 52,668    | 80,811  | 66,740   |               | 53%            |
| Sumter             | 37.5  | 1            | 34,220    | 58,595  | 46,408   |               | 71%            |
| ARITHMETIC AVERAGE |       |              | 67,165    | 107,931 | 87,548   |               |                |

### CLERK OF PROBATE COURT

Job Code: 1828

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 3            | 34,142    | 47,799  | 40,971   |               | 40%            |
| Beaufort           | 40    | 1            | 36,670    | 57,200  | 46,935   |               | 56%            |
| Dorchester         | 40    | 1            | 63,096    | 100,957 | 82,027   |               | 60%            |
| Florence           | 37.5  | 1            | 39,651    | 60,703  | 50,177   |               | 53%            |
| Sumter             | 37.5  | 1            | 25,358    | 39,628  | 32,493   |               | 56%            |
| ARITHMETIC AVERAGE |       |              | 39,783    | 61,257  | 50,520   |               |                |

### RECORDS CLERK (PROBATE)

Job Code: 1829

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Beaufort           | 40    | 6            | 34,923    | 54,496  | 44,710   |               | 56%            |
| Dorchester         | 40    | 3            | 42,900    | 66,496  | 54,698   |               | 55%            |
| Florence           | 37.5  | 4            | 28,263    | 43,108  | 35,686   |               | 53%            |
| Sumter             | 37.5  | 2            | 25,000    | 34,084  | 29,542   |               | 36%            |
| ARITHMETIC AVERAGE |       |              | 32,772    | 49,546  | 41,159   |               |                |

### VICTIM/WITNESS COORDINATOR/MANAGER

Job Code: 1830

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 53,124    | 74,375  | 63,750   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 53,124    | 74,375  | 63,750   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### VICTIM/WITNESS ADVOCATE

Job Code: 1831

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 8            | 41,736    | 58,430  | 50,083   |               | 40%            |
| Dorchester         | 40    | 2            | 45,045    | 60,821  | 52,933   |               | 35%            |
| Florence           | 37.5  | 5            | 34,771    | 42,750  | 38,761   |               | 23%            |
| Sumter             | 37.5  | 5            | 31,914    | 52,690  | 42,302   |               | 65%            |
| ARITHMETIC AVERAGE |       |              | 38,367    | 53,673  | 46,020   |               |                |

### SHERIFF

Job Code: 1901

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 135,539   | 135,539 | 135,539  |               | 0%             |
| Beaufort           | 40    | 1            | 183,019   | 183,019 | 183,019  | 183,019       | 0%             |
| Dorchester         | 40    | 1            | 135,253   | 216,410 | 175,832  | 169,680       | 60%            |
| Florence           | 40    | 1            | 106,735   | 106,735 | 106,735  | 106,735       | 0%             |
| Sumter             | 40    | 1            | 86,974    | 162,726 | 124,850  |               | 87%            |
| ARITHMETIC AVERAGE |       |              | 129,504   | 160,886 | 145,195  | 153,145       |                |

### CHIEF DEPUTY SHERIFF

Job Code: 1902

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 91,026    | 127,436 | 109,231  |               | 40%            |
| Beaufort           | 40    | 1            | 164,408   | 164,408 | 164,408  | 164,408       | 0%             |
| Dorchester         | 40    | 1            | 111,779   | 178,851 | 145,315  |               | 60%            |
| Florence           | 40    | 1            | 70,563    | 108,464 | 89,514   |               | 54%            |
| Sumter             | 40    | 1            | 63,012    | 92,843  | 77,928   |               | 47%            |
| ARITHMETIC AVERAGE |       |              | 100,158   | 134,400 | 117,279  | 164,408       |                |

### ADMINISTRATIVE OFFICER (LAW ENFORCEMENT)

Job Code: 1903

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 74,252    | 103,953 | 89,103   |               | 40%            |
| Dorchester         | 40    | 1            | 63,096    | 100,957 | 82,027   |               | 60%            |
| Florence           | 40    | 1            | 47,514    | 72,869  | 60,192   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 61,621    | 92,593  | 77,107   |               |                |

### RECORDS CLERK (SHERIFF)

Job Code: 1904

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 10           | 32,246    | 45,144  | 38,695   |               | 40%            |
| Dorchester         | 40    | 10           | 34,843    | 52,265  | 43,554   |               | 50%            |
| Florence           | 40    | 1            | 33,434    | 51,117  | 42,276   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 33,508    | 49,509  | 41,508   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### TRAINING OFFICER (LAW ENFORCEMENT)

Job Code: 1905

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 64,667    | 90,534  | 77,601   |               | 40%            |
| Dorchester         | 40    | 1            | 55,936    | 89,496  | 72,716   |               | 60%            |
| Florence           | 42    | 1            | 39,691    | 60,783  | 50,237   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 53,431    | 80,271  | 66,851   |               |                |

### UNIFORM PATROL COMMANDER/TRAINING OFFICER

Job Code: 1906

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Dorchester         | 40    | 1            | 69,406    | 111,052 | 90,229   |               | 60%            |
| Florence           | 42    | 1            | 45,947    | 70,453  | 58,200   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 57,677    | 90,753  | 74,215   |               |                |

### UNIFORM PATROL COMMANDER

Job Code: 1907

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 64,667    | 90,534  | 77,601   |               | 40%            |
| Dorchester         | 40    | 17           | 69,406    | 111,052 | 90,229   |               | 60%            |
| Florence           | 42    | 2            | 52,205    | 80,120  | 66,163   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 62,093    | 93,902  | 77,997   |               |                |

### UNIFORM PATROL SHIFT COMMANDER/SUPV

Job Code: 1908

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 8            | 64,667    | 90,534  | 77,601   |               | 40%            |
| Florence           | 42    | 8            | 45,947    | 70,453  | 58,200   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 55,307    | 80,494  | 67,900   |               |                |

### UNIFORM PATROL ASST SHIFT COMMANDER/SUPV

Job Code: 1909

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 14           | 59,875    | 87,177  | 73,526   |               | 46%            |
| Dorchester         | 42    | 36           | 52,145    | 80,827  | 66,486   |               | 55%            |
| Florence           | 42    | 5            | 39,691    | 60,783  | 50,237   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 50,570    | 76,262  | 63,416   |               |                |

### UNIFORM PATROL OFFICER II

Job Code: 1910

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 26           | 52,687    | 73,762  | 63,225   |               | 40%            |
| Dorchester         | 42    | 14           | 52,145    | 80,827  | 66,486   |               | 55%            |
| Florence           | 42    | 10           | 38,125    | 58,368  | 48,247   |               | 53%            |
| Sumter             | 48    | 15           | 47,055    | 48,467  | 47,761   |               | 3%             |
| ARITHMETIC AVERAGE |       |              | 47,503    | 65,356  | 56,430   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### UNIFORM PATROL OFFICER I

Job Code: 1911

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 20           | 50,289    | 70,405  | 60,347   |               | 40%            |
| Dorchester         | 42    | 51           | 47,297    | 76,978  | 62,138   |               | 63%            |
| Florence           | 42    | 50           | 36,562    | 55,952  | 46,257   |               | 53%            |
| Sumter             | 48    | 25           | 45,000    | 46,350  | 45,675   |               | 3%             |
| ARITHMETIC AVERAGE |       |              | 44,787    | 62,421  | 53,604   |               |                |

### CHIEF OF DETECTIVES

Job Code: 1912

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 74,252    | 103,953 | 89,103   |               | 40%            |
| Florence           | 42    | 1            | 54,292    | 83,324  | 68,808   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 64,272    | 93,639  | 78,955   |               |                |

### SENIOR DETECTIVE

Job Code: 1913

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 13           | 62,270    | 87,177  | 74,724   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 62,270    | 87,177  | 74,724   |               |                |

### DETECTIVE

Job Code: 1914

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 21           | 59,875    | 83,826  | 71,851   |               | 40%            |
| Florence           | 42    | 15           | 39,691    | 60,783  | 50,237   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 49,783    | 72,305  | 61,044   |               |                |

### NARCOTICS INVESTIGATOR

Job Code: 1915

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 6            | 59,875    | 83,826  | 71,851   |               | 40%            |
| Florence           | 42    | 7            | 39,691    | 60,783  | 50,237   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 49,783    | 72,305  | 61,044   |               |                |

### DETENTION CENTER DIRECTOR

Job Code: 1917

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 81,440    | 114,015 | 97,728   |               | 40%            |
| Beaufort           | 40    | 1            | 84,032    | 131,082 | 107,557  |               | 56%            |
| Dorchester         | 40    | 1            | 101,617   | 162,592 | 132,105  |               | 60%            |
| Florence           | 42    | 1            | 58,466    | 89,786  | 74,126   |               | 54%            |
| Sumter             | 40    | 1            | 63,855    | 93,910  | 78,883   |               | 47%            |
| ARITHMETIC AVERAGE |       |              | 77,882    | 118,277 | 98,080   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### ASST DETENTION CENTER DIRECTOR

Job Code: 1918

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 69,460    | 97,243  | 83,352   |               | 40%            |
| Beaufort           | 40    | 1            | 72,592    | 113,298 | 92,945   |               | 56%            |
| Dorchester         | 40    | 2            | 76,346    | 134,373 | 105,360  |               | 76%            |
| Florence           | 42    | 1            | 49,075    | 75,286  | 62,181   |               | 53%            |
| Sumter             | 40    | 1            | 51,325    | 73,269  | 62,297   |               | 43%            |
| ARITHMETIC AVERAGE |       |              | 63,760    | 98,694  | 81,227   |               |                |

### FOOD SERVICE SUPERVISOR (DETENTION CTR)

Job Code: 1919

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Dorchester         | 40    | 4            | 40,857    | 63,330  | 52,094   |               | 55%            |
| Florence           | 40    | 1            | 34,997    | 53,533  | 44,265   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 37,927    | 58,432  | 48,179   |               |                |

### REGISTERED NURSE (DETENTION CTR)

Job Code: 1920

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Florence           | 40    | 1            | 47,514    | 72,869  | 60,192   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 47,514    | 72,869  | 60,192   |               |                |

### DETENTION CENTER SHIFT SUPERVISOR

Job Code: 1921

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 6            | 52,687    | 73,762  | 63,225   |               | 40%            |
| Beaufort           | 40    | 4            | 54,392    | 84,885  | 69,639   |               | 56%            |
| Dorchester         | 40    | 5            | 57,360    | 91,779  | 74,570   |               | 60%            |
| Florence           | 42    | 4            | 36,562    | 55,952  | 46,257   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 50,250    | 76,595  | 63,422   |               |                |

### DETENTION CENTER ASST SHIFT SUPERVISOR

Job Code: 1922

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 5            | 50,289    | 70,405  | 60,347   |               | 40%            |
| Beaufort           | 40    | 11           | 50,357    | 78,562  | 64,460   |               | 56%            |
| Dorchester         | 40    | 22           | 47,297    | 73,312  | 60,305   |               | 55%            |
| Florence           | 42    | 4            | 31,869    | 48,699  | 40,284   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 44,953    | 67,745  | 56,349   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### DETENTION OFFICER II

Job Code: 1923

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 29           | 45,497    | 63,696  | 54,597   |               | 40%            |
| Beaufort           | 40    | 12           | 45,261    | 70,616  | 57,939   |               | 56%            |
| Dorchester         | 40    | 25           | 42,900    | 66,496  | 54,698   |               | 55%            |
| Florence           | 42    | 5            | 31,869    | 48,699  | 40,284   |               | 53%            |
| Sumter             | 48    | 15           | 42,000    | 44,100  | 43,050   |               | 5%             |
| ARITHMETIC AVERAGE |       |              | 41,505    | 58,721  | 50,113   |               |                |

### DETENTION OFFICER I

Job Code: 1924

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 18           | 43,101    | 60,341  | 51,721   |               | 40%            |
| Beaufort           | 40    | 18           | 41,226    | 65,770  | 53,498   |               | 60%            |
| Dorchester         | 40    | 21           | 40,857    | 63,330  | 52,094   |               | 55%            |
| Florence           | 42    | 54           | 31,869    | 48,699  | 40,284   |               | 53%            |
| Sumter             | 48    | 36           | 40,000    | 42,000  | 41,000   |               | 5%             |
| ARITHMETIC AVERAGE |       |              | 39,411    | 56,028  | 47,719   |               |                |

### COUNTY CORONER

Job Code: 1925

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 85,878    | 85,878  | 85,878   | 8,578         | 0%             |
| Beaufort           | 40    | 1            | 90,168    | 90,168  | 90,168   | 90,168        | 0%             |
| Dorchester         | 40    | 1            | 76,346    | 122,158 | 99,252   | 86,055        | 60%            |
| Florence           | 40    | 1            | 81,524    | 81,524  | 81,524   | 81,524        | 0%             |
| Sumter             | 40    | 1            | 51,325    | 82,843  | 67,084   |               | 61%            |
| ARITHMETIC AVERAGE |       |              | 77,048    | 92,514  | 84,781   | 66,581        |                |

### ASST COUNTY CORONER

Job Code: 1926

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 53,174    | 74,375  | 63,775   |               | 40%            |
| Beaufort           | 40    | 3            | 49,150    | 93,246  | 71,198   |               | 90%            |
| Dorchester         | 40    | 1            | 63,096    | 100,957 | 82,027   |               | 60%            |
| Florence           | 40    | 2            | 31,869    | 48,699  | 40,284   |               | 53%            |
| Sumter             | 40    | 1            | 37,458    | 58,595  | 48,027   |               | 56%            |
| ARITHMETIC AVERAGE |       |              | 46,949    | 75,174  | 61,062   |               |                |

### FIRE CHIEF

Job Code: 2001

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 39,837    | 55,771  | 47,804   |               | 40%            |
| Dorchester         | 40    | 1            | 101,617   | 162,592 | 132,105  |               | 60%            |
| ARITHMETIC AVERAGE |       |              | 70,727    | 109,182 | 89,954   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### ASST FIRE CHIEF

Job Code: 2002

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dorchester         | 40           | 1                   | 83,981           | 134,373        | 109,177         |                      | 60%                   |
| ARITHMETIC AVERAGE |              |                     | 83,981           | 134,373        | 109,177         |                      |                       |

### TRAINING OFFICER/ASST CHIEF

Job Code: 2003

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dorchester         | 40           | 1                   | 69,406           | 111,052        | 90,229          |                      | 60%                   |
| ARITHMETIC AVERAGE |              |                     | 69,406           | 111,052        | 90,229          |                      |                       |

### FIRE LIEUTENANT/OFFICER

Job Code: 2004

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dorchester         | 53           | 6                   | 49,406           | 111,052        | 80,229          |                      | 125%                  |
| ARITHMETIC AVERAGE |              |                     | 49,406           | 111,052        | 80,229          |                      |                       |

### FIREFIGHTER

Job Code: 2005

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 3                   | 36,040           | 50,457         | 43,249          |                      | 40%                   |
| Dorchester         | 53           | 24                  | 42,900           | 66,496         | 54,698          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 39,470           | 58,477         | 48,973          |                      |                       |

### EMERGENCY MEDICAL SERVICES DIRECTOR

Job Code: 2006

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 99,851           | 120,820        | 110,336         |                      | 21%                   |
| Beaufort           | 40           | 1                   | 84,032           | 131,082        | 107,557         |                      | 56%                   |
| Dorchester         | 40           | 1                   | 101,617          | 162,592        | 132,105         |                      | 60%                   |
| Florence           | 40           | 1                   | 70,563           | 108,465        | 89,514          |                      | 54%                   |
| Sumter             | 40           | 1                   | 70,000           | 90,000         | 80,000          |                      | 29%                   |
| ARITHMETIC AVERAGE |              |                     | 85,213           | 122,592        | 103,902         |                      |                       |

### EMT/PARAMEDIC CREW LEADER

Job Code: 2007

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 43                  | 62,000           | 82,522         | 72,261          |                      | 33%                   |
| Beaufort           | 63.75        | 6                   | 67,215           | 104,852        | 86,034          |                      | 56%                   |
| Dorchester         | 40           | 30                  | 57,360           | 91,779         | 74,570          |                      | 60%                   |
| Florence           | 56           | 30                  | 44,555           | 76,407         | 60,481          |                      | 71%                   |
| ARITHMETIC AVERAGE |              |                     | 57,783           | 88,890         | 73,336          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### EMERGENCY MEDICAL TECH-PARAMEDIC

Job Code: 2008

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 56    | 10           | 56,000    | 67,760  | 61,880   |               | 21%            |
| Beaufort           | 58    | 39           | 60,849    | 94,904  | 77,877   |               | 56%            |
| Dorchester         | 40    | 2            | 49,662    | 76,978  | 63,320   |               | 55%            |
| Florence           | 56    | 7            | 39,976    | 61,201  | 50,589   |               | 53%            |
| Sumter             | 40    | 13           | 54,948    | 70,541  | 62,745   |               | 28%            |
| ARITHMETIC AVERAGE |       |              | 52,287    | 74,277  | 63,282   |               |                |

### EMERGENCY MEDICAL TECH-INTERMEDIATE

Job Code: 2009

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 56    | 8            | 42,840    | 51,836  | 47,338   |               | 21%            |
| Beaufort           | 58    | 9            | 55,178    | 86,117  | 70,648   |               | 56%            |
| Dorchester         | 40    | 4            | 42,900    | 66,496  | 54,698   |               | 55%            |
| Florence           | 56    | 8            | 39,976    | 61,201  | 50,589   |               | 53%            |
| Sumter             | 40    | 13           | 47,718    | 55,410  | 51,564   |               | 16%            |
| ARITHMETIC AVERAGE |       |              | 45,722    | 64,212  | 54,967   |               |                |

### EMERGENCY MEDICAL TECH-BASIC

Job Code: 2010

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 56    | 40           | 39,000    | 47,190  | 43,095   |               | 21%            |
| Beaufort           | 58    | 21           | 52,559    | 82,005  | 67,282   |               | 56%            |
| Dorchester         | 40    | 22           | 40,857    | 63,330  | 52,094   |               | 55%            |
| Florence           | 56    | 23           | 39,976    | 61,201  | 50,589   |               | 53%            |
| Sumter             | 40    | 16           | 39,042    | 43,454  | 41,248   |               | 11%            |
| ARITHMETIC AVERAGE |       |              | 42,287    | 59,436  | 50,861   |               |                |

### COMMUNICATIONS/DISPATCH CENTER DIRECTOR

Job Code: 2011

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 59,875    | 83,826  | 71,851   |               | 40%            |
| Dorchester         | 40    | 1            | 92,379    | 147,811 | 120,095  |               | 60%            |
| Florence           | 40    | 1            | 49,075    | 75,286  | 62,181   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 67,110    | 102,308 | 84,709   |               |                |

### COMMUNICATIONS/DISPATCH SHIFT SUPERVISOR

Job Code: 2012

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 4            | 45,497    | 63,696  | 54,597   |               | 40%            |
| Dorchester         | 40    | 4            | 45,045    | 69,821  | 57,433   |               | 55%            |
| Florence           | 42    | 4            | 34,997    | 53,533  | 44,265   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 41,846    | 62,350  | 52,098   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### DISPATCHER

Job Code: 2013

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 22                  | 43,101           | 60,341         | 51,721          |                      | 40%                   |
| Dorchester         | 40           | 21                  | 40,857           | 63,330         | 52,094          |                      | 55%                   |
| Florence           | 42           | 27                  | 28,741           | 43,866         | 36,304          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 37,566           | 55,846         | 46,706          |                      |                       |

### E 9-1-1 COORDINATOR

Job Code: 2014

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Florence           | 40           | 1                   | 31,517           | 48,132         | 39,825          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 31,517           | 48,132         | 39,825          |                      |                       |

### E 9-1-1 MAINTENANCE TECHNICIAN

Job Code: 2015

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dorchester         | 40           | 1                   | 52,145           | 80,827         | 66,486          |                      | 55%                   |
| Florence           | 40           | 1                   | 34,997           | 53,533         | 44,265          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 43,571           | 67,180         | 55,376          |                      |                       |

### EMERGENCY PREPAREDNESS DIRECTOR

Job Code: 2016

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 72,106           | 100,949        | 86,528          |                      | 40%                   |
| Dorchester         | 40           | 1                   | 92,379           | 147,811        | 120,095         |                      | 60%                   |
| Florence           | 40           | 1                   | 61,592           | 94,623         | 78,108          |                      | 54%                   |
| Sumter             | 37.5         | 1                   | 53,012           | 88,978         | 70,995          |                      | 68%                   |
| ARITHMETIC AVERAGE |              |                     | 69,772           | 108,090        | 88,931          |                      |                       |

### EMERGENCY PREPAREDNESS ASST DIRECTOR

Job Code: 2017

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 49,327           | 69,057         | 59,192          |                      | 40%                   |
| Dorchester         | 40           | 1                   | 76,346           | 122,158        | 99,252          |                      | 60%                   |
| ARITHMETIC AVERAGE |              |                     | 62,837           | 95,608         | 79,222          |                      |                       |

### SOLID WASTE DIRECTOR

Job Code: 2101

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dorchester         | 40           | 1                   | 83,981           | 134,373        | 109,177         |                      | 60%                   |
| ARITHMETIC AVERAGE |              |                     | 83,981           | 134,373        | 109,177         |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### ASST SOLID WASTE DIRECTOR

Job Code: 2102

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dorchester         | 40           | 1                   | 63,096           | 100,957        | 82,027          |                      | 60%                   |
| ARITHMETIC AVERAGE |              |                     | 63,096           | 100,957        | 82,027          |                      |                       |

### LANDFILL SUPERVISOR

Job Code: 2103

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 45,532           | 63,745         | 54,639          |                      | 40%                   |
| Sumter             | 40           | 1                   | 38,768           | 61,334         | 50,051          |                      | 58%                   |
| ARITHMETIC AVERAGE |              |                     | 42,150           | 62,540         | 52,345          |                      |                       |

### RECYCLING COORDINATOR

Job Code: 2105

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 1                   | 36,670           | 57,200         | 46,935          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 36,670           | 57,200         | 46,935          |                      |                       |

### CONVENIENCE CENTER ATTENDANT

Job Code: 2107

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 24           | 38                  | 12,513           | 17,519         | 15,016          |                      | 40%                   |
| Beaufort           | 28           | 35                  | 27,352           | 42,682         | 35,017          |                      | 56%                   |
| Dorchester         | 20           | 39                  | 16,182           | 18,200         | 17,191          |                      | 12%                   |
| ARITHMETIC AVERAGE |              |                     | 18,682           | 26,134         | 22,408          |                      |                       |

### PUBLIC WORKS DIR/COUNTY ENGINEER

Job Code: 2201

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 83,495           | 116,893        | 100,194         |                      | 40%                   |
| Beaufort           | 40           | 1                   | 88,234           | 137,675        | 112,955         |                      | 56%                   |
| Dorchester         | 40           | 1                   | 135,253          | 216,410        | 175,832         |                      | 60%                   |
| Florence           | 40           | 1                   | 67,278           | 101,162        | 84,220          |                      | 50%                   |
| Sumter             | 40           | 1                   | 77,473           | 118,487        | 97,980          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 90,347           | 138,125        | 114,236         |                      |                       |

### PUBLIC WORKS ASST DIRECTOR

Job Code: 2202

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 1                   | 80,018           | 124,925        | 102,472         |                      | 56%                   |
| Sumter             | 40           | 1                   | 61,290           | 96,124         | 78,707          |                      | 57%                   |
| ARITHMETIC AVERAGE |              |                     | 70,654           | 110,525        | 90,589          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### ROADS AND BRIDGES ASST DIRECTOR

Job Code: 2204

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 66,411    | 92,975  | 79,693   |               | 40%            |
| Dorchester         | 40    | 1            | 83,981    | 134,373 | 109,177  |               | 60%            |
| ARITHMETIC AVERAGE |       |              | 75,196    | 113,674 | 94,435   |               |                |

### ROAD MAINTENANCE GENERAL FOREMAN/SUPV

Job Code: 2205

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Beaufort           | 40    | 1            | 65,832    | 102,731 | 84,282   |               | 56%            |
| Dorchester         | 40    | 1            | 63,096    | 100,957 | 82,027   |               | 60%            |
| ARITHMETIC AVERAGE |       |              | 64,464    | 101,844 | 83,154   |               |                |

### PUBLIC WORKS FOREMAN

Job Code: 2206

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 10           | 45,532    | 63,745  | 54,639   |               | 40%            |
| Beaufort           | 40    | 2            | 51,605    | 80,496  | 66,051   |               | 56%            |
| Dorchester         | 40    | 4            | 52,145    | 80,827  | 66,486   |               | 55%            |
| Florence           | 40    | 4            | 34,425    | 50,401  | 42,413   |               | 46%            |
| Sumter             | 40    | 1            | 42,000    | 61,334  | 51,667   |               | 46%            |
| ARITHMETIC AVERAGE |       |              | 45,141    | 67,361  | 56,251   |               |                |

### LABORER

Job Code: 2207

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Beaufort           | 40    | 32           | 30,160    | 51,854  | 41,007   |               | 72%            |
| Dorchester         | 40    | 17           | 33,584    | 50,376  | 41,980   |               | 50%            |
| Florence           | 37.5  | 12           | 21,907    | 31,067  | 26,487   |               | 42%            |
| ARITHMETIC AVERAGE |       |              | 28,550    | 44,432  | 36,491   |               |                |

### LEAD LABORER

Job Code: 2208

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Beaufort           | 40    | 10           | 42,453    | 66,227  | 54,340   |               | 56%            |
| ARITHMETIC AVERAGE |       |              | 42,453    | 66,227  | 54,340   |               |                |

### LIGHT MOTOR EQUIPMENT OPERATOR

Job Code: 2209

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 14           | 37,939    | 53,115  | 45,527   |               | 40%            |
| Beaufort           | 40    | 14           | 34,923    | 54,496  | 44,710   |               | 56%            |
| Dorchester         | 40    | 14           | 37,505    | 56,258  | 46,882   |               | 50%            |
| Florence           | 37.5  | 7            | 25,037    | 35,900  | 30,469   |               | 43%            |
| ARITHMETIC AVERAGE |       |              | 33,851    | 49,942  | 41,897   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### MEDIUM MOTOR EQUIPMENT OPERATOR

Job Code: 2210

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 23           | 34,142    | 55,771  | 44,957   |               | 63%            |
| Beaufort           | 40    | 8            | 40,456    | 64,128  | 52,292   |               | 59%            |
| Dorchester         | 40    | 9            | 38,912    | 58,368  | 48,640   |               | 50%            |
| Florence           | 37.5  | 3            | 26,600    | 38,315  | 32,458   |               | 44%            |
| ARITHMETIC AVERAGE |       |              | 35,028    | 54,146  | 44,587   |               |                |

### HEAVY MOTOR EQUIPMENT OPERATOR

Job Code: 2211

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 8            | 37,939    | 53,115  | 45,527   |               | 40%            |
| Beaufort           | 40    | 3            | 44,575    | 69,576  | 57,076   |               | 56%            |
| Dorchester         | 40    | 10           | 40,857    | 63,330  | 52,094   |               | 55%            |
| Florence           | 37.5  | 8            | 28,166    | 40,734  | 34,450   |               | 45%            |
| Sumter             | 40    | 21           | 30,000    | 45,628  | 37,814   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 36,307    | 54,477  | 45,392   |               |                |

### BUILDING MAINTENANCE SUPERINTENDENT

Job Code: 2212

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 45,532    | 63,745  | 54,639   |               | 40%            |
| Beaufort           | 40    | 1            | 62,712    | 97,864  | 80,288   |               | 56%            |
| Dorchester         | 40    | 1            | 101,617   | 162,592 | 132,105  |               | 60%            |
| Florence           | 40    | 1            | 41,278    | 63,215  | 52,247   |               | 53%            |
| Sumter             | 40    | 2            | 49,643    | 79,099  | 64,371   |               | 59%            |
| ARITHMETIC AVERAGE |       |              | 60,156    | 93,303  | 76,730   |               |                |

### BLDG MAINTENANCE/CUSTODIAN SUPV

Job Code: 2213

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Dorchester         | 40    | 1            | 63,096    | 100,957 | 82,027   |               | 60%            |
| Sumter             | 40    | 2            | 40,791    | 64,690  | 52,741   |               | 59%            |
| ARITHMETIC AVERAGE |       |              | 51,944    | 82,824  | 67,384   |               |                |

### BUILDING MAINTENANCE WORKER II

Job Code: 2214

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Beaufort           | 40    | 5            | 51,605    | 80,496  | 66,051   |               | 56%            |
| Dorchester         | 40    | 2            | 38,912    | 58,368  | 48,640   |               | 50%            |
| Florence           | 40    | 4            | 31,517    | 48,132  | 39,825   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 40,678    | 62,332  | 51,505   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### BUILDING MAINTENANCE WORKER I

Job Code: 2215

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 8            | 34,142    | 47,799  | 40,971   |               | 40%            |
| Beaufort           | 40    | 3            | 38,522    | 60,029  | 49,276   |               | 56%            |
| Dorchester         | 40    | 12           | 33,584    | 50,376  | 41,980   |               | 50%            |
| Florence           | 37.5  | 5            | 25,008    | 38,079  | 31,544   |               | 52%            |
| Sumter             | 40    | 3            | 25,000    | 38,047  | 31,524   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 31,251    | 46,866  | 39,059   |               |                |

### CUSTODIAN SUPERVISOR

Job Code: 2216

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 32,246    | 45,144  | 38,695   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 32,246    | 45,144  | 38,695   |               |                |

### CUSTODIAN

Job Code: 2217

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 13           | 26,550    | 37,170  | 31,860   |               | 40%            |
| Beaufort           | 40    | 1            | 27,352    | 42,682  | 35,017   |               | 56%            |
| Dorchester         | 40    | 14           | 31,200    | 46,800  | 39,000   |               | 50%            |
| Florence           | 37.5  | 2            | 16,871    | 25,509  | 21,190   |               | 51%            |
| Sumter             | 40    | 9            | 25,000    | 34,084  | 29,542   |               | 36%            |
| ARITHMETIC AVERAGE |       |              | 25,395    | 37,249  | 31,322   |               |                |

### VEHICLE MAINTENANCE SUPERINTENDENT/DIR

Job Code: 2301

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Beaufort           | 40    | 1            | 69,139    | 107,890 | 88,515   |               | 56%            |
| Dorchester         | 40    | 1            | 83,981    | 134,373 | 109,177  |               | 60%            |
| ARITHMETIC AVERAGE |       |              | 76,560    | 121,132 | 98,846   |               |                |

### VEHICLE MAINTENANCE FOREMAN/SUPERVISOR

Job Code: 2302

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 58,818    | 83,247  | 71,033   |               | 42%            |
| Beaufort           | 40    | 1            | 62,712    | 97,864  | 80,288   |               | 56%            |
| Dorchester         | 40    | 1            | 49,662    | 76,978  | 63,320   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 57,064    | 86,030  | 71,547   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### AUTOMOTIVE PARTS MANAGER

Job Code: 2303

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 36,040           | 50,457         | 43,249          |                      | 40%                   |
| Beaufort           | 40           | 1                   | 51,605           | 80,496         | 66,051          |                      | 56%                   |
| Dorchester         | 40           | 1                   | 45,045           | 69,821         | 57,433          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 44,230           | 66,925         | 55,577          |                      |                       |

### AUTOMOTIVE/TRUCK MECHANIC I

Job Code: 2304

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 7                   | 44,574           | 69,576         | 57,075          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 44,574           | 69,576         | 57,075          |                      |                       |

### AUTOMOTIVE/TRUCK MECHANIC II

Job Code: 2305

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 12                  | 41,736           | 58,430         | 50,083          |                      | 40%                   |
| Beaufort           | 40           | 2                   | 46,821           | 72,946         | 59,884          |                      | 56%                   |
| Dorchester         | 40           | 5                   | 45,045           | 69,821         | 57,433          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 44,534           | 67,066         | 55,800          |                      |                       |

### AIRPORT DIRECTOR

Job Code: 2401

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 1                   | 88,234           | 137,675        | 112,955         |                      | 56%                   |
| Dorchester         | 20           | 1                   | 31,548           | 50,478         | 41,013          |                      | 60%                   |
| ARITHMETIC AVERAGE |              |                     | 59,891           | 94,077         | 76,984          |                      |                       |

### REGISTRATION/ELECTIONS DIRECTOR

Job Code: 2501

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 64,513           | 90,317         | 77,415          |                      | 40%                   |
| Beaufort           | 40           | 1                   | 80,018           | 125,925        | 102,972         |                      | 57%                   |
| Dorchester         | 40           | 1                   | 92,379           | 147,811        | 120,095         |                      | 60%                   |
| Florence           | 40           | 1                   | 82,361           | 82,361         | 82,361          | 82,361               | 0%                    |
| Sumter             | 37.5         | 1                   | 61,290           | 98,124         | 79,707          |                      | 60%                   |
| ARITHMETIC AVERAGE |              |                     | 76,112           | 108,908        | 92,510          | 82,361               |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### REGISTRATION/ELECTIONS ASST DIRECTOR

Job Code: 2502

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 49,327    | 69,057  | 59,192   |               | 40%            |
| Beaufort           | 40    | 1            | 60,139    | 107,890 | 84,015   |               | 79%            |
| Dorchester         | 40    | 1            | 76,346    | 122,158 | 99,252   |               | 60%            |
| Florence           | 37.5  | 1            | 31,517    | 48,132  | 39,825   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 54,332    | 86,809  | 70,571   |               |                |

### REGISTRATION/ELECTIONS CLERK

Job Code: 2503

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 32,246    | 45,144  | 38,695   |               | 40%            |
| Beaufort           | 40    | 4            | 38,522    | 60,029  | 49,276   |               | 56%            |
| Dorchester         | 40    | 2            | 34,843    | 52,265  | 43,554   |               | 50%            |
| Sumter             | 37.5  | 2            | 25,000    | 38,047  | 31,524   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 32,653    | 48,871  | 40,762   |               |                |

### REGISTRATION/ELECTIONS SENIOR CLERK

Job Code: 2504

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Beaufort           | 40    | 1            | 46,821    | 72,946  | 59,884   |               | 56%            |
| Florence           | 37.5  | 1            | 28,226    | 43,108  | 35,667   |               | 53%            |
| Sumter             | 37.5  | 1            | 32,000    | 48,104  | 40,052   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 35,682    | 54,719  | 45,201   |               |                |

### VETERANS AFFAIRS OFFICER/DIRECTOR

Job Code: 2601

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 1            | 60,717    | 85,003  | 72,860   |               | 40%            |
| Beaufort           | 40    | 1            | 72,582    | 113,298 | 92,940   |               | 56%            |
| Dorchester         | 40    | 1            | 63,096    | 100,957 | 82,027   |               | 60%            |
| Florence           | 40    | 1            | 39,651    | 60,703  | 50,177   |               | 53%            |
| Sumter             | 37.5  | 1            | 51,325    | 82,843  | 67,084   |               | 61%            |
| ARITHMETIC AVERAGE |       |              | 57,474    | 88,561  | 73,018   |               |                |

### VETERANS AFFAIRS ASST OFFICER/DIRECTOR

Job Code: 2602

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Aiken              | 40    | 2            | 41,736    | 58,430  | 50,083   |               | 40%            |
| Dorchester         | 40    | 1            | 52,145    | 80,827  | 66,486   |               | 55%            |
| Florence           | 37.5  | 1            | 36,397    | 55,675  | 46,036   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 43,426    | 64,977  | 54,202   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### VETERANS AFFAIRS SERVICE REP II

Job Code: 2603

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 1                   | 40,456           | 63,128         | 51,792          |                      | 56%                   |
| Dorchester         | 40           | 1                   | 38,912           | 58,368         | 48,640          |                      | 50%                   |
| Florence           | 37.5         | 1                   | 29,891           | 45,621         | 37,756          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 36,420           | 55,706         | 46,063          |                      |                       |

### VETERANS AFFAIRS SERVICE REP I

Job Code: 2604

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Sumter             | 37.5         | 2                   | 25,000           | 38,047         | 31,524          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 25,000           | 38,047         | 31,524          |                      |                       |

### LIBRARY DIRECTOR

Job Code: 2701

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 72,106           | 100,949        | 86,528          |                      | 40%                   |
| Beaufort           | 40           | 1                   | 84,032           | 131,082        | 107,557         |                      | 56%                   |
| Florence           | 40           | 1                   | 70,563           | 108,465        | 89,514          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 75,567           | 113,499        | 94,533          |                      |                       |

### ASST LIBRARY DIRECTOR

Job Code: 2702

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 3                   | 49,327           | 69,057         | 59,192          |                      | 40%                   |
| Florence           | 40           | 1                   | 49,414           | 75,784         | 62,599          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 49,371           | 72,421         | 60,896          |                      |                       |

### LIBRARIAN

Job Code: 2703

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 7                   | 45,532           | 66,402         | 55,967          |                      | 46%                   |
| Beaufort           | 40           | 8                   | 56,888           | 88,712         | 72,800          |                      | 56%                   |
| Florence           | 40           | 10                  | 41,278           | 63,215         | 52,247          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 47,899           | 72,776         | 60,338          |                      |                       |

### LIBRARY ASST

Job Code: 2704

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Beaufort           | 40           | 17                  | 28,725           | 44,824         | 36,775          |                      | 56%                   |
| Florence           | 37.5         | 14                  | 28,263           | 43,108         | 35,686          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 28,494           | 43,966         | 36,230          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 2  
(100,001 - 200,000 Population)

### PARKS AND RECREATION DIRECTOR

Job Code: 2705

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 64,513           | 90,317         | 77,415          |                      | 40%                   |
| Beaufort           | 40           | 2                   | 80,018           | 131,083        | 105,551         |                      | 64%                   |
| Dorchester         | 40           | 1                   | 92,379           | 147,811        | 120,095         |                      | 60%                   |
| Florence           | 40           | 1                   | 52,668           | 80,811         | 66,740          |                      | 53%                   |
| Sumter             | 37.5         | 1                   | 61,290           | 98,124         | 79,707          |                      | 60%                   |
| ARITHMETIC AVERAGE |              |                     | 70,174           | 109,629        | 89,901          |                      |                       |

### MUSEUM DIRECTOR

Job Code: 2706

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 1                   | 60,717           | 85,003         | 72,860          |                      | 40%                   |
| Florence           | 40           | 1                   | 53,262           | 83,324         | 68,293          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 56,990           | 84,164         | 70,577          |                      |                       |

### PARK ATTENDANT

Job Code: 2707

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Aiken              | 40           | 9                   | 37,939           | 58,430         | 48,185          |                      | 54%                   |
| Beaufort           | 40           | 1                   | 40,456           | 63,128         | 51,792          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 39,198           | 60,779         | 49,988          |                      |                       |

### ECONOMIC DEVELOPMENT DIRECTOR

Job Code: 2801

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dorchester         | 40           | 1                   | 148,778          | 238,051        | 193,415         |                      | 60%                   |
| Florence           | 40           | 1                   | 164,009          | 164,009        | 164,009         | 164,009              | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 156,394          | 201,030        | 178,712         | 164,009              |                       |

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## GROUP 3

### POPULATION 50,001 - 100,000

| County     | Census<br>Population<br>2020 | General Fund<br>Budget<br>FY 2024 | Payroll<br>FY 2024 | County<br>Employees |     |     |
|------------|------------------------------|-----------------------------------|--------------------|---------------------|-----|-----|
|            |                              |                                   |                    | FT                  | PT  | Law |
| Cherokee   | 56,216                       | \$ 11,518,873                     | \$ 15,107,208      | 316                 | 27  | 106 |
| Darlington | 62,905                       | *                                 | *                  | *                   | *   | *   |
| Georgetown | 63,404                       | \$ 33,024,000                     | \$ 29,141,108      | 638                 | 100 | 120 |
| Greenwood  | 69,351                       | \$ 26,636,965                     | \$ 18,946,233      | 390                 | 113 | 76  |
| Kershaw    | 65,403                       | \$ 34,746,306                     | \$ 7,125,983       | 385                 | 125 | 83  |
| Lancaster  | 96,016                       | \$ 70,066,507                     | \$ 31,848,295      | 587                 | 250 | 135 |
| Laurens    | 67,539                       | \$ 34,163,867                     | \$ 16,225,823      | 399                 | 90  | 108 |
| Oconee     | 78,607                       | \$ 60,766,345                     | \$ 25,609,866      | 555                 | 25  | 126 |
| Orangeburg | 84,223                       | *                                 | *                  | *                   | *   | *   |

\* County did not participate in the survey.

Budgeted payroll does not include fringe benefits.

Population Source: U.S. Census 2020

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### COUNCIL CHAIRMAN

Job Code: 1101

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           |       | 1            | 13,808    | 13,808  | 13,808   | 13,808        | 0%             |
| Georgetown         | 40    | 1            | 20,915    | 20,915  | 20,915   | 20,915        | 0%             |
| Lancaster          | 40    | 1            | 14,950    | 14,950  | 14,950   | 14,950        | 0%             |
| Laurens            | 40    | 1            | 10,495    | 10,495  | 10,495   | 10,495        | 0%             |
| Oconee             | 8     | 1            | 8,000     | 8,000   | 8,000    | 8,000         | 0%             |
| ARITHMETIC AVERAGE |       |              | 13,634    | 13,634  | 13,634   | 13,634        |                |

### COUNCIL MEMBER

Job Code: 1102

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           |       | 5            | 13,808    | 13,808  | 13,808   | 13,808        | 0%             |
| Georgetown         | 40    | 5            | 17,163    | 17,163  | 17,163   | 17,163        | 0%             |
| Lancaster          | 40    | 6            | 13,000    | 13,000  | 13,000   | 13,000        | 0%             |
| Laurens            | 40    | 5            | 9,788     | 9,788   | 9,788    | 9,788         | 0%             |
| Oconee             | 8     | 3            | 8,000     | 8,000   | 8,000    | 8,000         | 0%             |
| ARITHMETIC AVERAGE |       |              | 12,352    | 12,352  | 12,352   | 12,352        |                |

### COUNCIL VICE CHAIRMAN

Job Code: 1103

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           |       | 1            | 13,808    | 13,808  | 13,808   | 13,808        | 0%             |
| Georgetown         | 40    | 1            | 17,163    | 17,163  | 17,163   | 17,163        | 0%             |
| Laurens            | 40    | 1            | 10,154    | 10,154  | 10,154   | 10,154        | 0%             |
| Oconee             | 8     | 1            | 8,000     | 8,000   | 8,000    | 8,000         | 0%             |
| ARITHMETIC AVERAGE |       |              | 12,281    | 12,281  | 12,281   | 12,281        |                |

### CLERK TO COUNCIL

Job Code: 1104

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 29,663    | 45,482  | 37,573   |               | 53%            |
| Georgetown         | 40    | 1            | 49,918    | 74,878  | 62,398   |               | 50%            |
| Lancaster          | 37.5  | 1            | 65,929    | 77,563  | 71,746   |               | 18%            |
| Laurens            | 20    | 1            | 52,333    | 78,520  | 65,427   |               | 50%            |
| Oconee             | 37.5  | 1            | 46,435    | 74,006  | 60,221   |               | 59%            |
| ARITHMETIC AVERAGE |       |              | 48,856    | 70,090  | 59,473   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### ADMINISTRATOR/MANAGER/SUPERVISOR

Job Code: 1201

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 84,632    | 129,766 | 107,199  |               | 53%            |
| Georgetown         | 40    | 1            | 170,888   | 170,888 | 170,888  | 170,888       | 0%             |
| Greenwood          | 37.5  | 1            | 154,989   | 154,989 | 154,989  | 154,989       | 0%             |
| Lancaster          | 37.5  | 1            | 152,628   | 224,452 | 188,540  |               | 47%            |
| Laurens            | 40    | 1            | 119,246   | 178,800 | 149,023  |               | 50%            |
| Oconee             | 37.5  | 1            | 132,889   | 239,199 | 186,044  |               | 80%            |
| ARITHMETIC AVERAGE |       |              | 135,879   | 183,016 | 159,447  | 162,939       |                |

### ASST ADMINISTRATOR/MANAGER

Job Code: 1202

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 69,944    | 107,244 | 88,594   |               | 53%            |
| Lancaster          | 37.5  | 1            | 126,983   | 155,897 | 141,440  |               | 23%            |
| Laurens            | 40    | 1            | 94,266    | 141,378 | 117,822  |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 97,064    | 134,840 | 115,952  |               |                |

### ASST TO THE ADMINISTRATOR/MANAGER

Job Code: 1203

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 1            | 44,121    | 66,181  | 55,151   |               | 50%            |
| Greenwood          | 37.5  | 1            | 40,029    | 60,043  | 50,036   |               | 50%            |
| Oconee             | 37.5  | 1            | 46,435    | 74,006  | 60,221   |               | 59%            |
| ARITHMETIC AVERAGE |       |              | 43,528    | 66,743  | 55,136   |               |                |

### SWITCHBOARD OPERATOR/RECEPTIONIST

Job Code: 1204

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Lancaster          | 40    | 1            | 34,231    | 50,373  | 42,302   |               | 47%            |
| ARITHMETIC AVERAGE |       |              | 34,231    | 50,373  | 42,302   |               |                |

### CUSTOMER SERVICE REPRESENTATIVE

Job Code: 1205

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 2            | 28,289    | 42,433  | 35,361   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 28,289    | 42,433  | 35,361   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### CLERK I

Job Code: 1206

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 6                   | 29,721           | 44,581         | 37,151          |                      | 50%                   |
| Greenwood          | 37.5         | 4                   | 27,094           | 40,369         | 33,732          |                      | 49%                   |
| Lancaster          | 37.5         | 10                  | 32,547           | 47,896         | 40,222          |                      | 47%                   |
| Oconee             | 37.5         | 1                   | 28,272           | 42,560         | 35,416          |                      | 51%                   |
| ARITHMETIC AVERAGE |              |                     | 29,409           | 43,852         | 36,630          |                      |                       |

### CLERK II

Job Code: 1207

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 2                   | 31,225           | 46,838         | 39,032          |                      | 50%                   |
| Lancaster          | 37.5         | 4                   | 37,863           | 64,816         | 51,340          |                      | 71%                   |
| Oconee             | 37.5         | 2                   | 30,082           | 45,608         | 37,845          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 33,057           | 52,421         | 42,739          |                      |                       |

### SECRETARY

Job Code: 1208

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 2                   | 36,212           | 54,318         | 45,265          |                      | 50%                   |
| Greenwood          | 37.5         | 10                  | 32,304           | 48,456         | 40,380          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 41,880           | 61,629         | 51,755          |                      | 47%                   |
| Laurens            | 40           | 5                   | 39,770           | 59,654         | 49,712          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 37,542           | 56,014         | 46,778          |                      |                       |

### ADMINISTRATIVE OFFICER/ASST

Job Code: 1210

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 1                   | 43,044           | 64,567         | 53,806          |                      | 50%                   |
| Greenwood          | 37.5         | 4                   | 40,029           | 60,043         | 50,036          |                      | 50%                   |
| Laurens            | 40           | 5                   | 25,834           | 38,750         | 32,292          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 36,302           | 54,453         | 45,378          |                      |                       |

### GRANTS ADMINISTRATOR/MANAGER

Job Code: 1211

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Oconee             | 37.5         | 1                   | 38,555           | 60,146         | 49,351          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 38,555           | 60,146         | 49,351          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### PUBLIC INFORMATION OFFICER

Job Code: 1212

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 1                   | 52,445           | 78,668         | 65,557          |                      | 50%                   |
| Greenwood          | 37.5         | 1                   | 62,720           | 94,079         | 78,400          |                      | 50%                   |
| Lancaster          | 37.5         | 4                   | 48,718           | 107,240        | 77,979          |                      | 120%                  |
| Laurens            | 40           | 1                   | 48,402           | 72,592         | 60,497          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 53,071           | 88,145         | 70,608          |                      |                       |

### PERSONNEL DIRECTOR

Job Code: 1301

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 35,892           | 55,033         | 45,463          |                      | 53%                   |
| Georgetown         | 40           | 1                   | 97,814           | 97,814         | 97,814          | 97,814               | 0%                    |
| Greenwood          | 37.5         | 1                   | 72,810           | 107,560        | 90,185          |                      | 48%                   |
| Lancaster          | 37.5         | 1                   | 94,957           | 139,641        | 117,299         |                      | 47%                   |
| Laurens            | 40           | 1                   | 66,227           | 99,320         | 82,774          |                      | 50%                   |
| Oconee             | 37.5         | 1                   | 59,491           | 97,560         | 78,526          |                      | 64%                   |
| ARITHMETIC AVERAGE |              |                     | 71,199           | 99,488         | 85,343          | 97,814               |                       |

### PERSONNEL ANALYST

Job Code: 1302

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Greenwood          | 37.5         | 3                   | 45,235           | 67,852         | 56,544          |                      | 50%                   |
| Laurens            | 40           | 1                   | 41,350           | 62,046         | 51,698          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 43,293           | 64,949         | 54,121          |                      |                       |

### PERSONNEL ASST

Job Code: 1303

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 1                   | 43,044           | 64,567         | 53,806          |                      | 50%                   |
| Greenwood          | 25           | 1                   | 16,500           | 16,500         | 16,500          |                      | 0%                    |
| Lancaster          | 37.5         | 2                   | 48,718           | 87,714         | 68,216          |                      | 80%                   |
| Laurens            | 40           | 2                   | 54,434           | 81,640         | 68,037          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 40,674           | 62,605         | 51,640          |                      |                       |

### BENEFITS COORDINATOR

Job Code: 1304

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 26,966           | 41,347         | 34,157          |                      | 53%                   |
| Oconee             | 37.5         | 1                   | 43,645           | 69,064         | 56,355          |                      | 58%                   |
| ARITHMETIC AVERAGE |              |                     | 35,306           | 55,206         | 45,256          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### ACCOUNT CLERK

Job Code: 1401

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 24,515           | 38,025         | 31,270          |                      | 55%                   |
| Georgetown         | 40           | 3                   | 32,006           | 48,009         | 40,008          |                      | 50%                   |
| Greenwood          | 37.5         | 4                   | 29,302           | 43,951         | 36,627          |                      | 50%                   |
| Lancaster          | 37.5         | 4                   | 32,547           | 50,373         | 41,460          |                      | 55%                   |
| Laurens            | 40           | 1                   | 35,360           | 53,016         | 44,188          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 30,746           | 46,675         | 38,710          |                      |                       |

### SENIOR ACCOUNT CLERK

Job Code: 1402

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 29,663           | 45,482         | 37,573          |                      | 53%                   |
| Georgetown         | 40           | 2                   | 37,117           | 55,676         | 46,397          |                      | 50%                   |
| Greenwood          | 37.5         | 2                   | 34,579           | 51,868         | 43,224          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 59,604           | 87,714         | 73,659          |                      | 47%                   |
| Laurens            | 40           | 1                   | 54,434           | 81,640         | 68,037          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 43,079           | 64,476         | 53,778          |                      |                       |

### PAYROLL CLERK

Job Code: 1403

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 29,663           | 45,482         | 37,573          |                      | 53%                   |
| Georgetown         | 40           | 1                   | 43,044           | 64,567         | 53,806          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 48,718           | 71,692         | 60,205          |                      | 47%                   |
| Laurens            | 40           | 1                   | 41,350           | 62,046         | 51,698          |                      | 50%                   |
| Oconee             | 37.5         | 1                   | 49,404           | 79,301         | 64,353          |                      | 61%                   |
| ARITHMETIC AVERAGE |              |                     | 42,436           | 64,618         | 53,527          |                      |                       |

### FINANCE DIRECTOR

Job Code: 1404

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 57,805           | 88,632         | 73,219          |                      | 53%                   |
| Georgetown         | 40           | 1                   | 96,862           | 96,862         | 96,862          | 96,862               | 0%                    |
| Greenwood          | 37.5         | 2                   | 38,123           | 57,177         | 47,650          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 120,732          | 177,547        | 149,140         |                      | 47%                   |
| Laurens            | 40           | 1                   | 66,227           | 99,320         | 82,774          |                      | 50%                   |
| Oconee             | 37.5         | 1                   | 63,290           | 104,536        | 83,913          |                      | 65%                   |
| ARITHMETIC AVERAGE |              |                     | 73,840           | 104,012        | 88,926          | 96,862               |                       |

### FINANCE/PURCHASING DIRECTOR

Job Code: 1405

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lancaster          | 37.5         | 1                   | 69,240           | 101,824        | 85,532          |                      | 47%                   |
| ARITHMETIC AVERAGE |              |                     | 69,240           | 101,824        | 85,532          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### CONTROLLER

Job Code: 1406

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Greenwood          | 37.5         | 1                   | 79,056           | 118,584        | 98,820          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 79,056           | 118,584        | 98,820          |                      |                       |

### RISK MANAGER

Job Code: 1407

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 1                   | 56,478           | 84,717         | 70,598          |                      | 50%                   |
| Greenwood          | 37.5         | 1                   | 52,631           | 78,952         | 65,792          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 65,836           | 96,818         | 81,327          |                      | 47%                   |
| Laurens            | 40           | 1                   | 46,530           | 65,832         | 56,181          |                      | 41%                   |
| Oconee             | 37.5         | 1                   | 41,021           | 64,451         | 52,736          |                      | 57%                   |
| ARITHMETIC AVERAGE |              |                     | 52,499           | 78,154         | 65,327          |                      |                       |

### ACCOUNTANT

Job Code: 1408

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 26,966           | 41,347         | 34,157          |                      | 53%                   |
| Georgetown         | 40           | 2                   | 43,044           | 64,567         | 53,806          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 62,687           | 92,248         | 77,468          |                      | 47%                   |
| Laurens            | 40           | 1                   | 48,402           | 72,592         | 60,497          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 45,275           | 67,689         | 56,482          |                      |                       |

### BUDGET OFFICER/ANALYST

Job Code: 1409

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 1                   | 48,701           | 73,051         | 60,876          |                      | 50%                   |
| Lancaster          | 37.5         | 2                   | 62,687           | 139,641        | 101,164         |                      | 123%                  |
| Oconee             | 37.5         | 1                   | 41,021           | 64,451         | 52,736          |                      | 57%                   |
| ARITHMETIC AVERAGE |              |                     | 50,803           | 92,381         | 71,592          |                      |                       |

### PURCHASING DIRECTOR

Job Code: 1410

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 1                   | 62,341           | 93,512         | 77,927          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 81,627           | 120,040        | 100,834         |                      | 47%                   |
| Oconee             | 37.5         | 1                   | 55,919           | 91,050         | 73,485          |                      | 63%                   |
| ARITHMETIC AVERAGE |              |                     | 66,629           | 101,534        | 84,082          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### BUYER/PURCHASING AGENT

Job Code: 1411

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 2            | 24,515    | 45,482  | 34,999   |               | 86%            |
| Georgetown         | 40    | 1            | 43,044    | 64,567  | 53,806   |               | 50%            |
| Lancaster          | 37.5  | 1            | 34,183    | 50,269  | 42,226   |               | 47%            |
| Oconee             | 37.5  | 1            | 34,057    | 52,377  | 43,217   |               | 54%            |
| ARITHMETIC AVERAGE |       |              | 33,950    | 53,174  | 43,562   |               |                |

### PURCHASING ASST

Job Code: 1412

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 1            | 34,467    | 51,700  | 43,084   |               | 50%            |
| Lancaster          | 37.5  | 2            | 39,820    | 64,816  | 52,318   |               | 63%            |
| Laurens            | 40    | 1            | 33,129    | 49,694  | 41,412   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 35,805    | 55,403  | 45,604   |               |                |

### COUNTY TREASURER

Job Code: 1414

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 38,775    | 38,775  | 38,775   |               | 0%             |
| Georgetown         | 40    | 1            | 54,000    | 54,000  | 54,000   |               | 0%             |
| Lancaster          | 37.5  | 1            | 72,923    | 107,240 | 90,082   |               | 47%            |
| Laurens            | 40    | 1            | 66,227    | 99,320  | 82,774   |               | 50%            |
| Oconee             | 37.5  | 1            | 63,290    | 104,536 | 83,913   |               | 65%            |
| ARITHMETIC AVERAGE |       |              | 59,043    | 80,774  | 69,909   |               |                |

### ASST/DEPUTY COUNTY TREASURER

Job Code: 1415

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 29,663    | 45,482  | 37,573   |               | 53%            |
| Georgetown         | 40    | 1            | 44,121    | 66,181  | 55,151   |               | 50%            |
| Greenwood          | 37.5  | 1            | 54,716    | 82,073  | 68,395   |               | 50%            |
| Lancaster          | 37.5  | 1            | 59,604    | 87,714  | 73,659   |               | 47%            |
| Laurens            | 40    | 1            | 54,434    | 81,640  | 68,037   |               | 50%            |
| Oconee             | 37.5  | 1            | 41,021    | 64,451  | 52,736   |               | 57%            |
| ARITHMETIC AVERAGE |       |              | 47,260    | 71,257  | 59,258   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### SENIOR TAX CLERK

Job Code: 1416

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 3            | 26,966    | 42,510  | 34,738   |               | 58%            |
| Georgetown         | 40    | 1            | 38,045    | 57,068  | 47,557   |               | 50%            |
| Greenwood          | 37.5  | 1            | 51,089    | 76,538  | 63,814   |               | 50%            |
| Lancaster          | 37.5  | 5            | 36,001    | 52,978  | 44,490   |               | 47%            |
| Laurens            | 40    | 3            | 32,698    | 49,026  | 40,862   |               | 50%            |
| Oconee             | 37.5  | 9            | 34,057    | 52,377  | 43,217   |               | 54%            |
| ARITHMETIC AVERAGE |       |              | 36,476    | 55,083  | 45,779   |               |                |

### TAX CLERK

Job Code: 1417

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 8            | 24,515    | 37,589  | 31,052   |               | 53%            |
| Georgetown         | 40    | 1            | 28,289    | 42,433  | 35,361   |               | 50%            |
| Greenwood          | 37.5  | 2            | 27,094    | 40,639  | 33,867   |               | 50%            |
| Lancaster          | 37.5  | 8            | 29,384    | 43,212  | 36,298   |               | 47%            |
| Laurens            | 40    | 5            | 29,058    | 43,597  | 36,328   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 27,668    | 41,494  | 34,581   |               |                |

### COUNTY TAX COLLECTOR

Job Code: 1418

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 35,892    | 55,033  | 45,463   |               | 53%            |
| Greenwood          | 37.5  | 1            | 44,132    | 66,198  | 55,165   |               | 50%            |
| Lancaster          | 37.5  | 1            | 81,627    | 120,040 | 100,834  |               | 47%            |
| Laurens            | 40    | 1            | 41,350    | 62,046  | 51,698   |               | 50%            |
| Oconee             | 37.5  | 1            | 55,919    | 91,050  | 73,485   |               | 63%            |
| ARITHMETIC AVERAGE |       |              | 51,784    | 78,873  | 65,329   |               |                |

### COUNTY TAX FIELD AGENT

Job Code: 1419

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 3            | 33,626    | 50,439  | 42,033   |               | 50%            |
| Greenwood          | 37.5  | 1            | 36,308    | 54,461  | 45,385   |               | 50%            |
| Oconee             | 37.5  | 2            | 34,057    | 52,377  | 43,217   |               | 54%            |
| ARITHMETIC AVERAGE |       |              | 34,664    | 52,426  | 43,545   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### COUNTY AUDITOR

Job Code: 1420

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 46,874    | 46,874  | 46,874   | 46,874        | 0%             |
| Georgetown         | 40    | 1            | 54,000    | 54,000  | 54,000   | 54,000        | 0%             |
| Greenwood          | 37.5  | 1            | 50,961    | 76,440  | 63,701   |               | 50%            |
| Lancaster          | 37.5  | 1            | 72,923    | 107,240 | 90,082   |               | 47%            |
| Laurens            | 40    | 1            | 66,227    | 99,320  | 82,774   |               | 50%            |
| Oconee             | 37.5  | 1            | 63,290    | 104,536 | 83,913   |               | 65%            |
| ARITHMETIC AVERAGE |       |              | 59,046    | 81,402  | 70,224   | 50,437        |                |

### ASST/DEPUTY COUNTY AUDITOR

Job Code: 1421

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 29,663    | 45,482  | 37,573   |               | 53%            |
| Georgetown         | 40    | 1            | 39,971    | 59,957  | 49,964   |               | 50%            |
| Greenwood          | 37.5  | 1            | 35,962    | 54,461  | 45,212   |               | 51%            |
| Lancaster          | 37.5  | 1            | 62,687    | 92,248  | 77,468   |               | 47%            |
| Laurens            | 40    | 1            | 49,039    | 73,559  | 61,299   |               | 50%            |
| Oconee             | 37.5  | 1            | 38,555    | 60,146  | 49,351   |               | 56%            |
| ARITHMETIC AVERAGE |       |              | 42,646    | 64,309  | 53,478   |               |                |

### COUNTY ASSESSOR

Job Code: 1422

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 57,805    | 88,632  | 73,219   |               | 53%            |
| Georgetown         | 40    | 1            | 65,497    | 98,246  | 81,872   |               | 50%            |
| Greenwood          | 37.5  | 1            | 61,943    | 92,914  | 77,429   |               | 50%            |
| Lancaster          | 37.5  | 1            | 85,752    | 126,249 | 106,001  |               | 47%            |
| Laurens            | 40    | 1            | 66,227    | 99,320  | 82,774   |               | 50%            |
| Oconee             | 37.5  | 1            | 63,290    | 104,536 | 83,913   |               | 65%            |
| ARITHMETIC AVERAGE |       |              | 66,752    | 101,650 | 84,201   |               |                |

### ASST/DEPUTY COUNTY ASSESSOR

Job Code: 1423

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 43,430    | 66,590  | 55,010   |               | 53%            |
| Georgetown         | 40    | 1            | 52,445    | 78,668  | 65,557   |               | 50%            |
| Greenwood          | 37.5  | 1            | 51,089    | 76,632  | 63,861   |               | 50%            |
| Lancaster          | 37.5  | 1            | 65,929    | 97,019  | 81,474   |               | 47%            |
| Laurens            | 40    | 1            | 54,434    | 81,640  | 68,037   |               | 50%            |
| Oconee             | 37.5  | 1            | 41,021    | 64,451  | 52,736   |               | 57%            |
| ARITHMETIC AVERAGE |       |              | 51,391    | 77,500  | 64,446   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### SENIOR FIELD APPRAISER

Job Code: 1424

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 39,482           | 60,537         | 50,010          |                      | 53%                   |
| Georgetown         | 40           | 4                   | 43,044           | 64,657         | 53,851          |                      | 50%                   |
| Oconee             | 37.5         | 1                   | 38,555           | 60,146         | 49,351          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 40,360           | 61,780         | 51,070          |                      |                       |

### APPRAISER

Job Code: 1425

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 2                   | 29,663           | 45,482         | 37,573          |                      | 53%                   |
| Georgetown         | 40           | 2                   | 38,996           | 58,494         | 48,745          |                      | 50%                   |
| Greenwood          | 37.5         | 2                   | 36,308           | 54,461         | 45,385          |                      | 50%                   |
| Lancaster          | 37.5         | 5                   | 48,718           | 71,692         | 60,205          |                      | 47%                   |
| Laurens            | 40           | 1                   | 41,350           | 62,046         | 51,698          |                      | 50%                   |
| Oconee             | 37.5         | 2                   | 34,057           | 52,377         | 43,217          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 38,182           | 57,425         | 47,804          |                      |                       |

### CHIEF MAPPER/DRAFTSMAN

Job Code: 1426

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 35,892           | 55,033         | 45,463          |                      | 53%                   |
| Laurens            | 40           | 1                   | 46,530           | 65,832         | 56,181          |                      | 41%                   |
| ARITHMETIC AVERAGE |              |                     | 41,211           | 60,433         | 50,822          |                      |                       |

### DRAFTER II/MAPPER II (CADASTRAL)

Job Code: 1427

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lancaster          | 40           | 1                   | 53,887           | 79,299         | 66,593          |                      | 47%                   |
| Oconee             | 37.5         | 1                   | 38,555           | 60,146         | 49,351          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 46,221           | 69,723         | 57,972          |                      |                       |

### DRAFTER I/MAPPER I (CADASTRAL)

Job Code: 1428

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lancaster          | 37.5         | 1                   | 39,820           | 58,599         | 49,210          |                      | 47%                   |
| ARITHMETIC AVERAGE |              |                     | 39,820           | 58,599         | 49,210          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### COMPUTER SERVICES/MIS DIRECTOR

Job Code: 1501

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 47,772    | 73,249  | 60,511   |               | 53%            |
| Georgetown         | 40    | 1            | 91,481    | 91,481  | 91,481   | 91,481        | 0%             |
| Greenwood          | 37.5  | 1            | 79,056    | 118,584 | 98,820   |               | 50%            |
| Lancaster          | 37.5  | 1            | 85,752    | 126,249 | 106,001  |               | 47%            |
| Laurens            | 40    | 1            | 66,227    | 99,320  | 82,774   |               | 50%            |
| Oconee             | 37.5  | 1            | 71,629    | 120,013 | 95,821   |               | 68%            |
| ARITHMETIC AVERAGE |       |              | 73,653    | 104,816 | 89,234   | 91,481        |                |

### SENIOR PROGRAMMER ANALYST

Job Code: 1502

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenwood          | 37.5  | 1            | 65,203    | 97,803  | 81,503   |               | 50%            |
| Lancaster          | 37.5  | 1            | 85,752    | 126,249 | 106,001  |               | 47%            |
| ARITHMETIC AVERAGE |       |              | 75,478    | 112,026 | 93,752   |               |                |

### PROGRAMMER ANALYST

Job Code: 1503

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 1            | 57,890    | 86,835  | 72,363   |               | 50%            |
| Greenwood          | 37.5  | 1            | 52,631    | 78,952  | 65,792   |               | 50%            |
| Lancaster          | 37.5  | 5            | 48,650    | 71,544  | 60,097   |               | 47%            |
| ARITHMETIC AVERAGE |       |              | 53,057    | 79,110  | 66,084   |               |                |

### NETWORK ADMINISTRATOR

Job Code: 1504

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 39,482    | 60,537  | 50,010   |               | 53%            |
| Georgetown         | 40    | 2            | 67,135    | 100,702 | 83,919   |               | 50%            |
| Greenwood          | 37.5  | 2            | 62,720    | 94,079  | 78,400   |               | 50%            |
| Lancaster          | 37.5  | 1            | 80,660    | 118,619 | 99,640   |               | 47%            |
| Oconee             | 37.5  | 1            | 63,290    | 104,536 | 83,913   |               | 65%            |
| ARITHMETIC AVERAGE |       |              | 62,657    | 95,695  | 79,176   |               |                |

### DATA PROCESSING MANAGER

Job Code: 1505

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 1            | 49,918    | 74,878  | 62,398   |               | 50%            |
| Lancaster          | 37.5  | 2            | 80,660    | 118,619 | 99,640   |               | 47%            |
| ARITHMETIC AVERAGE |       |              | 65,289    | 96,749  | 81,019   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### DATA PROCESSING OPERATOR I

Job Code: 1506

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lancaster          | 37.5         | 5                   | 36,001           | 63,118         | 49,560          |                      | 75%                   |
| ARITHMETIC AVERAGE |              |                     | 36,001           | 63,118         | 49,560          |                      |                       |

### DATA PROCESSING OPERATOR II

Job Code: 1507

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lancaster          | 37.5         | 3                   | 56,673           | 87,714         | 72,194          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 56,673           | 87,714         | 72,194          |                      |                       |

### GIS DATABASE ADMINISTRATOR

Job Code: 1509

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 1                   | 45,224           | 67,835         | 56,530          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 45,224           | 67,835         | 56,530          |                      |                       |

### GIS MANAGER

Job Code: 1510

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 1                   | 68,813           | 103,219        | 86,016          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 62,687           | 92,248         | 77,468          |                      | 47%                   |
| Oconee             | 37.5         | 1                   | 59,491           | 97,560         | 78,526          |                      | 64%                   |
| ARITHMETIC AVERAGE |              |                     | 63,664           | 97,676         | 80,670          |                      |                       |

### SENIOR GIS ANALYST/GIS ANALYST II

Job Code: 1511

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Laurens            | 40           | 1                   | 49,919           | 62,878         | 56,399          |                      | 26%                   |
| ARITHMETIC AVERAGE |              |                     | 49,919           | 62,878         | 56,399          |                      |                       |

### GIS ANALYST/SPECIALIST

Job Code: 1512

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Greenwood          | 37.5         | 2                   | 45,235           | 67,852         | 56,544          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 45,235           | 67,852         | 56,544          |                      |                       |

### GIS TECHNICIAN II

Job Code: 1513

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Laurens            | 40           | 1                   | 43,014           | 64,522         | 53,768          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 43,014           | 64,522         | 53,768          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### ANIMAL CONTROL DIRECTOR

Job Code: 1601

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lancaster          | 40           | 1                   | 59,521           | 87,531         | 73,526          |                      | 47%                   |
| ARITHMETIC AVERAGE |              |                     | 59,521           | 87,531         | 73,526          |                      |                       |

### ANIMAL CONTROL SUPERVISOR

Job Code: 1602

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 24,515           | 40,352         | 32,434          |                      | 65%                   |
| Lancaster          | 40           | 1                   | 34,183           | 50,269         | 42,226          |                      | 47%                   |
| Oconee             | 42.75        | 1                   | 47,951           | 69,003         | 58,477          |                      | 44%                   |
| ARITHMETIC AVERAGE |              |                     | 35,550           | 53,208         | 44,379          |                      |                       |

### ANIMAL CONTROL OFFICER

Job Code: 1603

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 20,261           | 35,880         | 28,071          |                      | 77%                   |
| Georgetown         | 43           | 2                   | 41,995           | 52,992         | 47,494          |                      | 26%                   |
| Lancaster          | 40           | 2                   | 34,183           | 50,269         | 42,226          |                      | 47%                   |
| Oconee             | 42.75        | 2                   | 42,745           | 58,524         | 50,635          |                      | 37%                   |
| ARITHMETIC AVERAGE |              |                     | 34,796           | 49,416         | 42,106          |                      |                       |

### ANIMAL CONTROL ATTENDANT

Job Code: 1604

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 24,515           | 37,589         | 31,052          |                      | 53%                   |
| Lancaster          | 40           | 1                   | 25,259           | 37,146         | 31,203          |                      | 47%                   |
| Laurens            | 40           | 1                   | 39,000           | 51,688         | 45,344          |                      | 33%                   |
| Oconee             | 40           | 2                   | 35,086           | 42,559         | 38,823          |                      | 21%                   |
| ARITHMETIC AVERAGE |              |                     | 30,965           | 42,246         | 36,605          |                      |                       |

### ANIMAL CONTROL/LITTER ENFORCE OFFICER

Job Code: 1606

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Laurens            | 40           | 3                   | 49,820           | 66,012         | 57,916          |                      | 33%                   |
| ARITHMETIC AVERAGE |              |                     | 49,820           | 66,012         | 57,916          |                      |                       |

### LITTER ENFORCEMENT OFFICER

Job Code: 1607

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 43           | 1                   | 35,329           | 52,993         | 44,161          |                      | 50%                   |
| Greenwood          | 37.5         | 1                   | 36,308           | 54,461         | 45,385          |                      | 50%                   |
| Oconee             | 42.75        | 1                   | 45,027           | 65,494         | 55,261          |                      | 45%                   |
| ARITHMETIC AVERAGE |              |                     | 38,888           | 57,649         | 48,269          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### CODES ENFORCEMENT OFFICER

Job Code: 1608

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 24,515           | 40,352         | 32,434          |                      | 65%                   |
| Georgetown         | 40           | 1                   | 49,918           | 74,878         | 62,398          |                      | 50%                   |
| Laurens            | 40           | 1                   | 34,454           | 51,681         | 43,068          |                      | 50%                   |
| Oconee             | 37.5         | 2                   | 42,745           | 58,524         | 50,635          |                      | 37%                   |
| ARITHMETIC AVERAGE |              |                     | 37,908           | 56,359         | 47,133          |                      |                       |

### BUILDING CODES ADMINISTRATOR/DIRECTOR

Job Code: 1701

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 47,772           | 73,249         | 60,511          |                      | 53%                   |
| Georgetown         | 40           | 1                   | 57,890           | 86,835         | 72,363          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 72,923           | 107,240        | 90,082          |                      | 47%                   |
| Laurens            | 40           | 1                   | 66,227           | 99,320         | 82,774          |                      | 50%                   |
| Oconee             | 37.5         | 1                   | 67,331           | 112,007        | 89,669          |                      | 66%                   |
| ARITHMETIC AVERAGE |              |                     | 62,429           | 95,730         | 79,079          |                      |                       |

### BUILDING CODES ADMINISTRATOR/INSPECTOR

Job Code: 1702

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 2                   | 45,224           | 67,835         | 56,530          |                      | 50%                   |
| Lancaster          | 37.5         | 10                  | 51,237           | 92,248         | 71,743          |                      | 80%                   |
| Laurens            | 40           | 1                   | 54,434           | 81,640         | 68,037          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 50,298           | 80,574         | 65,436          |                      |                       |

### BUILDING INSPECTOR

Job Code: 1703

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 3                   | 29,663           | 45,718         | 37,691          |                      | 54%                   |
| Georgetown         | 40           | 1                   | 43,044           | 64,567         | 53,806          |                      | 50%                   |
| Lancaster          | 37.5         | 8                   | 43,983           | 71,544         | 57,764          |                      | 63%                   |
| Laurens            | 40           | 3                   | 46,530           | 65,830         | 56,180          |                      | 41%                   |
| Oconee             | 37.5         | 3                   | 38,555           | 60,146         | 49,351          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 40,355           | 61,561         | 50,958          |                      |                       |

### PLANNING AND DEVELOPMENT DIRECTOR

Job Code: 1704

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 1                   | 106,011          | 106,011        | 106,011         | 106,011              | 0%                    |
| Greenwood          | 37.5         | 1                   | 75,291           | 112,938        | 94,115          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 94,957           | 139,641        | 117,299         |                      | 47%                   |
| Oconee             | 37.5         | 1                   | 52,560           | 84,973         | 68,767          |                      | 62%                   |
| ARITHMETIC AVERAGE |              |                     | 82,205           | 110,891        | 96,548          | 106,011              |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### PLANNING AND DEVELOPMENT ASST DIRECTOR

Job Code: 1705

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 1            | 59,337    | 89,006  | 74,172   |               | 50%            |
| Lancaster          | 37.5  | 1            | 81,627    | 120,040 | 100,834  |               | 47%            |
| ARITHMETIC AVERAGE |       |              | 70,482    | 104,523 | 87,503   |               |                |

### SENIOR PLANNER

Job Code: 1706

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 2            | 49,918    | 74,878  | 62,398   |               | 50%            |
| Lancaster          | 37.5  | 1            | 62,687    | 92,248  | 77,468   |               | 47%            |
| Laurens            | 40    | 1            | 66,227    | 99,320  | 82,774   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 59,611    | 88,815  | 74,213   |               |                |

### PLANNER

Job Code: 1707

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenwood          | 37.5  | 2            | 51,089    | 76,632  | 63,861   |               | 50%            |
| Lancaster          | 37.5  | 3            | 46,323    | 102,036 | 74,180   |               | 120%           |
| Oconee             | 37.5  | 1            | 43,645    | 69,064  | 56,355   |               | 58%            |
| ARITHMETIC AVERAGE |       |              | 47,019    | 82,577  | 64,798   |               |                |

### MASTER-IN-EQUITY

Job Code: 1801

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 1            | 51,888    | 51,888  | 51,888   | 51,888        | 0%             |
| ARITHMETIC AVERAGE |       |              | 51,888    | 51,888  | 51,888   | 51,888        |                |

### COUNTY ATTORNEY

Job Code: 1802

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 1            | 52,550    | 80,574  | 66,562   |               | 53%            |
| Georgetown         | 40    | 1            | 113,006   | 113,006 | 113,006  | 113,006       | 0%             |
| Greenwood          | 1     | 1            | 83,217    | 124,826 | 104,022  |               | 50%            |
| Lancaster          | 37.5  | 1            | 126,983   | 155,897 | 141,440  |               | 23%            |
| Laurens            | 40    | 1            | 98,030    | 147,035 | 122,533  |               | 50%            |
| Oconee             | 37.5  | 1            | 76,201    | 128,589 | 102,395  |               | 69%            |
| ARITHMETIC AVERAGE |       |              | 91,665    | 124,988 | 108,326  | 113,006       |                |

### ASST COUNTY ATTORNEY

Job Code: 1803

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Oconee             | 37.5  | 1            | 41,021    | 64,451  | 52,736   |               | 57%            |
| ARITHMETIC AVERAGE |       |              | 41,021    | 64,451  | 52,736   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### DEPUTY SOLICITOR

Job Code: 1807

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Oconee             | 37.5         | 1                   | 81,063           | 137,806        | 109,435         |                      | 70%                   |
| ARITHMETIC AVERAGE |              |                     | 81,063           | 137,806        | 109,435         |                      |                       |

### ASST SOLICITOR

Job Code: 1808

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Oconee             | 37.5         | 1                   | 59,491           | 97,560         | 78,526          |                      | 64%                   |
| ARITHMETIC AVERAGE |              |                     | 59,491           | 97,560         | 78,526          |                      |                       |

### PARALEGAL

Job Code: 1809

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Laurens            | 25           | 1                   | 36,774           | 55,162         | 45,968          |                      | 50%                   |
| Oconee             | 37.5         | 3                   | 36,236           | 56,127         | 46,182          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 36,505           | 55,645         | 46,075          |                      |                       |

### INVESTIGATOR (SOLICITOR/PUBLIC DEFENDER)

Job Code: 1810

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 39,482           | 60,537         | 50,010          |                      | 53%                   |
| Oconee             | 37.5         | 2                   | 46,435           | 74,006         | 60,221          |                      | 59%                   |
| ARITHMETIC AVERAGE |              |                     | 42,959           | 67,272         | 55,115          |                      |                       |

### CHIEF MAGISTRATE

Job Code: 1811

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 67,483           | 67,483         | 67,483          | 67,483               | 0%                    |
| Georgetown         | 40           | 1                   | 81,525           | 81,525         | 81,525          | 81,525               | 0%                    |
| Greenwood          | 37.5         | 1                   | 67,059           | 67,059         | 67,059          | 67,059               | 0%                    |
| Lancaster          | 37.5         | 1                   | 81,627           | 120,040        | 100,834         |                      | 47%                   |
| Laurens            | 40           | 1                   | 78,181           | 78,181         | 78,181          | 78,181               | 0%                    |
| Oconee             | 37.5         | 1                   | 59,491           | 97,560         | 78,526          |                      | 64%                   |
| ARITHMETIC AVERAGE |              |                     | 72,561           | 85,308         | 78,935          | 73,562               |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### MAGISTRATE

Job Code: 1812

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 2            | 53,983    | 83,323  | 68,653   |               | 54%            |
| Georgetown         | 40    | 5            | 78,038    | 78,038  | 78,038   | 78,038        | 0%             |
| Greenwood          | 37.5  | 2            | 62,944    | 62,944  | 62,944   | 62,944        | 0%             |
| Lancaster          | 37.5  | 3            | 65,929    | 102,036 | 83,983   |               | 55%            |
| Laurens            | 40    | 3            | 67,426    | 67,426  | 67,426   | 67,426        | 0%             |
| Oconee             | 37.5  | 2            | 59,491    | 97,560  | 78,526   |               | 64%            |
| ARITHMETIC AVERAGE |       |              | 64,635    | 81,888  | 73,262   | 69,469        |                |

### MINISTERIAL MAGISTRATE

Job Code: 1813

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Lancaster          | 37.5  | 1            | 41,880    | 61,629  | 51,755   |               | 47%            |
| ARITHMETIC AVERAGE |       |              | 41,880    | 61,629  | 51,755   |               |                |

### COURT ADMINISTRATOR

Job Code: 1814

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 4            | 45,224    | 67,835  | 56,530   |               | 50%            |
| Greenwood          | 37.5  | 2            | 42,030    | 63,046  | 52,538   |               | 50%            |
| Lancaster          | 37.5  | 6            | 32,547    | 52,978  | 42,763   |               | 63%            |
| ARITHMETIC AVERAGE |       |              | 39,934    | 61,286  | 50,610   |               |                |

### CLERK OF COURT

Job Code: 1815

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 1            | 43,430    | 66,590  | 55,010   |               | 53%            |
| Georgetown         | 40    | 1            | 117,424   | 117,424 | 117,424  | 117,424       | 0%             |
| Greenwood          | 37.5  | 1            | 72,930    | 72,930  | 72,930   | 72,930        | 0%             |
| Lancaster          | 37.5  | 1            | 94,957    | 139,641 | 117,299  |               | 47%            |
| Laurens            | 40    | 1            | 66,227    | 99,320  | 82,774   |               | 50%            |
| Oconee             | 37.5  | 1            | 63,290    | 104,536 | 83,913   |               | 65%            |
| ARITHMETIC AVERAGE |       |              | 76,376    | 100,074 | 88,225   | 95,177        |                |

### ASST/CHIEF DEPUTY CLERK OF COURT

Job Code: 1816

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 32,630    | 50,030  | 41,330   |               | 53%            |
| Greenwood          | 37.5  | 1            | 42,030    | 63,046  | 52,538   |               | 50%            |
| Lancaster          | 37.5  | 1            | 56,673    | 83,399  | 70,036   |               | 47%            |
| Laurens            | 40    | 1            | 54,434    | 81,640  | 68,037   |               | 50%            |
| Oconee             | 37.5  | 4            | 43,645    | 69,064  | 56,355   |               | 58%            |
| ARITHMETIC AVERAGE |       |              | 45,882    | 69,436  | 57,659   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### SENIOR DEPUTY CLERK OF COURT

Job Code: 1817

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Greenwood          | 37.5         | 2                   | 36,308           | 54,461         | 45,385          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 36,308           | 54,461         | 45,385          |                      |                       |

### DEPUTY CLERK OF COURT

Job Code: 1818

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 26,966           | 41,347         | 34,157          |                      | 53%                   |
| Lancaster          | 37.5         | 1                   | 41,880           | 61,629         | 51,755          |                      | 47%                   |
| Laurens            | 40           | 2                   | 38,230           | 57,366         | 47,798          |                      | 50%                   |
| Oconee             | 37.5         | 2                   | 38,555           | 60,146         | 49,351          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 36,408           | 55,122         | 45,765          |                      |                       |

### SENIOR COURT CLERK

Job Code: 1820

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 8                   | 26,966           | 41,347         | 34,157          |                      | 53%                   |
| Georgetown         | 40           | 3                   | 36,212           | 54,318         | 45,265          |                      | 50%                   |
| Lancaster          | 37.5         | 2                   | 34,231           | 50,373         | 42,302          |                      | 47%                   |
| ARITHMETIC AVERAGE |              |                     | 32,470           | 48,679         | 40,575          |                      |                       |

### COURT CLERK

Job Code: 1821

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 6                   | 24,515           | 37,589         | 31,052          |                      | 53%                   |
| Georgetown         | 40           | 16                  | 29,721           | 44,581         | 37,151          |                      | 50%                   |
| Greenwood          | 37.5         | 10                  | 30,170           | 45,253         | 37,712          |                      | 50%                   |
| Lancaster          | 37.5         | 4                   | 32,547           | 50,373         | 41,460          |                      | 55%                   |
| Oconee             | 37.5         | 5                   | 32,008           | 48,969         | 40,489          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 29,792           | 45,353         | 37,573          |                      |                       |

### REGISTER OF DEEDS

Job Code: 1822

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 35,892           | 56,950         | 46,421          |                      | 59%                   |
| Georgetown         | 40           | 1                   | 49,918           | 74,878         | 62,398          |                      | 50%                   |
| Greenwood          | 37.5         | 2                   | 30,170           | 45,253         | 37,712          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 72,923           | 107,240        | 90,082          |                      | 47%                   |
| Oconee             | 37.5         | 1                   | 55,919           | 91,050         | 73,485          |                      | 63%                   |
| ARITHMETIC AVERAGE |              |                     | 48,964           | 75,074         | 62,019          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### DEPUTY/ASST REGISTER OF DEEDS

Job Code: 1823

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Oconee             | 37.5         | 1                   | 38,555           | 60,146         | 49,351          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 38,555           | 60,146         | 49,351          |                      |                       |

### ROD RECORDING CLERK

Job Code: 1824

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 26,966           | 41,347         | 34,157          |                      | 53%                   |
| Lancaster          | 37.5         | 3                   | 37,863           | 58,599         | 48,231          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 32,415           | 49,973         | 41,194          |                      |                       |

### ROD RECORDING CLERK - SENIOR

Job Code: 1825

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 29,663           | 45,482         | 37,573          |                      | 53%                   |
| Georgetown         | 40           | 3                   | 29,721           | 44,581         | 37,151          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 41,880           | 61,629         | 51,755          |                      | 47%                   |
| ARITHMETIC AVERAGE |              |                     | 33,755           | 50,564         | 42,159          |                      |                       |

### PROBATE JUDGE

Job Code: 1826

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 78,210           | 78,210         | 78,210          | 78,210               | 0%                    |
| Georgetown         | 40           | 1                   | 87,125           | 87,125         | 87,125          | 87,125               | 0%                    |
| Greenwood          | 37.5         | 1                   | 86,287           | 86,287         | 86,287          | 86,287               | 0%                    |
| Lancaster          | 37.5         | 1                   | 94,957           | 139,641        | 117,299         |                      | 47%                   |
| Laurens            | 40           | 1                   | 100,427          | 100,427        | 100,427         | 100,427              | 0%                    |
| Oconee             | 37.5         | 1                   | 67,331           | 112,007        | 89,669          |                      | 66%                   |
| ARITHMETIC AVERAGE |              |                     | 85,723           | 100,616        | 93,170          | 88,012               |                       |

### DEPUTY/ASSOCIATE PROBATE JUDGE

Job Code: 1827

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Laurens            | 20           | 1                   | 21,001           | 21,001         | 21,001          | 21,001               | 0%                    |
| Oconee             | 37.5         | 1                   | 47,951           | 69,003         | 58,477          |                      | 44%                   |
| ARITHMETIC AVERAGE |              |                     | 34,476           | 45,002         | 39,739          | 21,001               |                       |

### CLERK OF PROBATE COURT

Job Code: 1828

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 1                   | 39,971           | 59,957         | 49,964          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 48,718           | 71,692         | 60,205          |                      | 47%                   |
| Laurens            | 40           | 1                   | 46,530           | 65,832         | 56,181          |                      | 41%                   |
| ARITHMETIC AVERAGE |              |                     | 45,073           | 65,827         | 55,450          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### RECORDS CLERK (PROBATE)

Job Code: 1829

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 4                   | 24,515           | 37,589         | 31,052          |                      | 53%                   |
| Georgetown         | 40           | 2                   | 29,721           | 44,581         | 37,151          |                      | 50%                   |
| Lancaster          | 37.5         | 3                   | 32,547           | 50,373         | 41,460          |                      | 55%                   |
| Laurens            | 40           | 7                   | 36,774           | 55,162         | 45,968          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 30,889           | 46,926         | 38,908          |                      |                       |

### VICTIM/WITNESS ADVOCATE

Job Code: 1831

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 2                   | 26,966           | 43,222         | 35,094          |                      | 60%                   |
| Georgetown         | 43           | 5                   | 36,212           | 54,318         | 45,265          |                      | 50%                   |
| Lancaster          | 45           | 4                   | 44,046           | 71,692         | 57,869          |                      | 63%                   |
| Laurens            | 40           | 2                   | 42,000           | 55,640         | 48,820          |                      | 32%                   |
| Oconee             | 37.5         | 1                   | 43,645           | 69,064         | 56,355          |                      | 58%                   |
| ARITHMETIC AVERAGE |              |                     | 38,574           | 58,787         | 48,681          |                      |                       |

### SHERIFF

Job Code: 1901

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 63,585           | 97,495         | 80,540          |                      | 53%                   |
| Georgetown         | 40           | 1                   | 120,976          | 120,976        | 120,976         | 120,976              | 0%                    |
| Greenwood          | 40           | 1                   | 96,525           | 96,525         | 96,525          | 96,525               | 0%                    |
| Lancaster          | 45           | 1                   | 120,732          | 177,547        | 149,140         |                      | 47%                   |
| Laurens            | 40           | 1                   | 97,000           | 145,500        | 121,250         |                      | 50%                   |
| Oconee             | 42.75        | 1                   | 81,868           | 122,801        | 102,335         |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 96,781           | 126,807        | 111,794         | 108,751              |                       |

### CHIEF DEPUTY SHERIFF

Job Code: 1902

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 47,772           | 73,249         | 60,511          |                      | 53%                   |
| Georgetown         | 40           | 1                   | 68,813           | 103,219        | 86,016          |                      | 50%                   |
| Lancaster          | 45           | 1                   | 99,867           | 146,862        | 123,365         |                      | 47%                   |
| Laurens            | 40           | 1                   | 85,000           | 127,500        | 106,250         |                      | 50%                   |
| Oconee             | 42.75        | 1                   | 71,926           | 87,715         | 79,821          |                      | 22%                   |
| ARITHMETIC AVERAGE |              |                     | 74,676           | 107,709        | 91,192          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### ADMINISTRATIVE OFFICER (LAW ENFORCEMENT)

Job Code: 1903

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 39,482           | 60,537         | 50,010          |                      | 53%                   |
| Georgetown         | 40           | 1                   | 56,478           | 84,717         | 70,598          |                      | 50%                   |
| Lancaster          | 40           | 1                   | 56,673           | 83,399         | 70,036          |                      | 47%                   |
| Laurens            | 40           | 1                   | 68,000           | 102,000        | 85,000          |                      | 50%                   |
| Oconee             | 37.5         | 1                   | 41,519           | 58,477         | 49,998          |                      | 41%                   |
| ARITHMETIC AVERAGE |              |                     | 52,430           | 77,826         | 65,128          |                      |                       |

### RECORDS CLERK (SHERIFF)

Job Code: 1904

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 3                   | 22,286           | 38,521         | 30,404          |                      | 73%                   |
| Greenwood          | 37.5         | 4                   | 27,094           | 40,639         | 33,867          |                      | 50%                   |
| Lancaster          | 37.5         | 18                  | 32,547           | 58,599         | 45,573          |                      | 80%                   |
| Oconee             | 37.5         | 3                   | 30,083           | 45,608         | 37,846          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 28,003           | 45,842         | 36,922          |                      |                       |

### TRAINING OFFICER (LAW ENFORCEMENT)

Job Code: 1905

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 32,630           | 56,833         | 44,732          |                      | 74%                   |
| Laurens            | 40           | 1                   | 58,300           | 77,248         | 67,774          |                      | 33%                   |
| Oconee             | 42.75        | 1                   | 50,290           | 72,511         | 61,401          |                      | 44%                   |
| ARITHMETIC AVERAGE |              |                     | 47,073           | 68,864         | 57,969          |                      |                       |

### UNIFORM PATROL COMMANDER/TRAINING OFFICER

Job Code: 1906

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 32,630           | 50,030         | 41,330          |                      | 53%                   |
| Greenwood          | 40           | 2                   | 62,720           | 94,079         | 78,400          |                      | 50%                   |
| Oconee             | 42.75        | 1                   | 50,290           | 72,511         | 61,401          |                      | 44%                   |
| ARITHMETIC AVERAGE |              |                     | 48,547           | 72,207         | 60,377          |                      |                       |

### UNIFORM PATROL COMMANDER

Job Code: 1907

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 35,892           | 58,762         | 47,327          |                      | 64%                   |
| Georgetown         | 40           | 1                   | 62,341           | 93,512         | 77,927          |                      | 50%                   |
| Greenwood          | 40           | 1                   | 65,203           | 97,803         | 81,503          |                      | 50%                   |
| Lancaster          | 45           | 6                   | 69,338           | 102,036        | 85,687          |                      | 47%                   |
| ARITHMETIC AVERAGE |              |                     | 58,194           | 88,028         | 73,111          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### UNIFORM PATROL SHIFT COMMANDER/SUPV

Job Code: 1908

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 4            | 32,630    | 55,989  | 44,310   |               | 72%            |
| Georgetown         | 43    | 4            | 56,478    | 84,717  | 70,598   |               | 50%            |
| Greenwood          | 42    | 14           | 45,235    | 84,488  | 64,862   |               | 87%            |
| Lancaster          | 45    | 16           | 48,718    | 92,248  | 70,483   |               | 89%            |
| Laurens            | 43    | 7            | 62,540    | 82,867  | 72,704   |               | 33%            |
| ARITHMETIC AVERAGE |       |              | 49,120    | 80,062  | 64,591   |               |                |

### UNIFORM PATROL ASST SHIFT COMMANDER/SUPV

Job Code: 1909

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 4            | 29,663    | 52,188  | 40,926   |               | 76%            |
| Georgetown         | 43    | 5            | 51,166    | 76,749  | 63,958   |               | 50%            |
| Greenwood          | 42    | 41           | 38,123    | 66,198  | 52,161   |               | 74%            |
| Lancaster          | 45    | 10           | 48,718    | 92,248  | 70,483   |               | 89%            |
| Laurens            | 43    | 5            | 58,300    | 77,248  | 67,774   |               | 33%            |
| ARITHMETIC AVERAGE |       |              | 45,194    | 72,926  | 59,060   |               |                |

### UNIFORM PATROL OFFICER II

Job Code: 1910

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 27           | 26,966    | 41,347  | 34,157   |               | 53%            |
| Georgetown         | 43    | 25           | 45,224    | 67,835  | 56,530   |               | 50%            |
| Greenwood          | 42    | 8            | 51,089    | 76,632  | 63,861   |               | 50%            |
| Lancaster          | 45    | 35           | 48,718    | 97,019  | 72,869   |               | 99%            |
| Laurens            | 43    | 14           | 54,060    | 71,630  | 62,845   |               | 33%            |
| Oconee             | 42.75 | 23           | 42,745    | 58,524  | 50,635   |               | 37%            |
| ARITHMETIC AVERAGE |       |              | 44,800    | 68,831  | 56,816   |               |                |

### UNIFORM PATROL OFFICER I

Job Code: 1911

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 6            | 24,515    | 37,589  | 31,052   |               | 53%            |
| Georgetown         | 43    | 37           | 41,995    | 62,992  | 52,494   |               | 50%            |
| Greenwood          | 42    | 8            | 36,308    | 54,461  | 45,385   |               | 50%            |
| Lancaster          | 45    | 23           | 44,046    | 71,692  | 57,869   |               | 63%            |
| Laurens            | 43    | 38           | 46,110    | 61,096  | 53,603   |               | 33%            |
| Oconee             | 42.75 | 8            | 41,200    | 54,119  | 47,660   |               | 31%            |
| ARITHMETIC AVERAGE |       |              | 39,029    | 56,992  | 48,010   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### CHIEF OF DETECTIVES

Job Code: 1912

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 2                   | 35,892           | 55,033         | 45,463          |                      | 53%                   |
| Georgetown         | 40           | 1                   | 56,478           | 84,717         | 70,598          |                      | 50%                   |
| Lancaster          | 45           | 1                   | 59,521           | 87,531         | 73,526          |                      | 47%                   |
| Laurens            | 40           | 1                   | 72,800           | 96,460         | 84,630          |                      | 33%                   |
| ARITHMETIC AVERAGE |              |                     | 56,173           | 80,935         | 68,554          |                      |                       |

### SENIOR DETECTIVE

Job Code: 1913

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 2                   | 32,630           | 50,030         | 41,330          |                      | 53%                   |
| Georgetown         | 43           | 9                   | 51,666           | 76,749         | 64,208          |                      | 49%                   |
| Lancaster          | 45           | 1                   | 56,895           | 83,228         | 70,062          |                      | 46%                   |
| ARITHMETIC AVERAGE |              |                     | 47,064           | 70,002         | 58,533          |                      |                       |

### DETECTIVE

Job Code: 1914

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 4                   | 29,663           | 45,482         | 37,573          |                      | 53%                   |
| Georgetown         | 43           | 10                  | 47,513           | 71,269         | 59,391          |                      | 50%                   |
| Greenwood          | 40           | 10                  | 45,235           | 67,852         | 56,544          |                      | 50%                   |
| Lancaster          | 45           | 17                  | 48,718           | 97,019         | 72,869          |                      | 99%                   |
| Laurens            | 43           | 8                   | 56,180           | 74,439         | 65,310          |                      | 33%                   |
| ARITHMETIC AVERAGE |              |                     | 45,462           | 71,212         | 58,337          |                      |                       |

### NARCOTICS INVESTIGATOR

Job Code: 1915

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 3                   | 29,663           | 45,482         | 37,573          |                      | 53%                   |
| Lancaster          | 45           | 2                   | 48,718           | 71,692         | 60,205          |                      | 47%                   |
| Oconee             | 42.75        | 5                   | 45,027           | 65,494         | 55,261          |                      | 45%                   |
| ARITHMETIC AVERAGE |              |                     | 41,136           | 60,889         | 51,013          |                      |                       |

### IDENTIFICATION OFFICER

Job Code: 1916

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 29,663           | 45,482         | 37,573          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 29,663           | 45,482         | 37,573          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### DETENTION CENTER DIRECTOR

Job Code: 1917

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 1            | 39,482    | 60,537  | 50,010   |               | 53%            |
| Georgetown         | 40    | 1            | 62,341    | 93,512  | 77,927   |               | 50%            |
| Greenwood          | 40    | 1            | 65,203    | 97,803  | 81,503   |               | 50%            |
| Lancaster          | 45    | 1            | 69,338    | 102,036 | 85,687   |               | 47%            |
| Laurens            | 40    | 1            | 66,227    | 99,320  | 82,774   |               | 50%            |
| Oconee             | 40    | 1            | 52,629    | 79,528  | 66,079   |               | 51%            |
| ARITHMETIC AVERAGE |       |              | 59,203    | 88,789  | 73,996   |               |                |

### ASST DETENTION CENTER DIRECTOR

Job Code: 1918

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 2            | 32,630    | 50,030  | 41,330   |               | 53%            |
| Georgetown         | 40    | 1            | 57,890    | 86,835  | 72,363   |               | 50%            |
| Greenwood          | 40    | 3            | 53,508    | 80,236  | 66,872   |               | 50%            |
| Laurens            | 40    | 1            | 61,235    | 91,832  | 76,534   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 51,316    | 77,233  | 64,275   |               |                |

### DETENTION CENTER SHIFT SUPERVISOR

Job Code: 1921

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 5            | 29,663    | 45,482  | 37,573   |               | 53%            |
| Georgetown         | 43    | 4            | 46,354    | 69,531  | 57,943   |               | 50%            |
| Greenwood          | 42    | 7            | 42,030    | 63,046  | 52,538   |               | 50%            |
| Lancaster          | 40    | 1            | 56,673    | 83,399  | 70,036   |               | 47%            |
| Laurens            | 43    | 3            | 52,333    | 78,520  | 65,427   |               | 50%            |
| Oconee             | 42.75 | 4            | 47,951    | 69,003  | 58,477   |               | 44%            |
| ARITHMETIC AVERAGE |       |              | 45,834    | 68,164  | 56,999   |               |                |

### DETENTION CENTER ASST SHIFT SUPERVISOR

Job Code: 1922

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 6            | 26,966    | 43,602  | 35,284   |               | 62%            |
| Georgetown         | 43    | 4            | 41,995    | 52,992  | 47,494   |               | 26%            |
| Greenwood          | 42    | 5            | 40,029    | 60,043  | 50,036   |               | 50%            |
| Lancaster          | 40    | 3            | 56,673    | 83,399  | 70,036   |               | 47%            |
| Laurens            | 43    | 7            | 50,315    | 75,483  | 62,899   |               | 50%            |
| Oconee             | 42.75 | 4            | 45,027    | 65,494  | 55,261   |               | 45%            |
| ARITHMETIC AVERAGE |       |              | 43,501    | 63,502  | 53,502   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### DETENTION OFFICER II

Job Code: 1923

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 26           | 24,515    | 37,589  | 31,052   |               | 53%            |
| Georgetown         | 43    | 4            | 39,971    | 59,957  | 49,964   |               | 50%            |
| Greenwood          | 42    | 4            | 34,492    | 51,738  | 43,115   |               | 50%            |
| Lancaster          | 40    | 9            | 48,718    | 71,692  | 60,205   |               | 47%            |
| Laurens            | 43    | 25           | 43,014    | 53,726  | 48,370   |               | 25%            |
| Oconee             | 42.75 | 27           | 42,745    | 58,524  | 50,635   |               | 37%            |
| ARITHMETIC AVERAGE |       |              | 38,909    | 55,538  | 47,223   |               |                |

### DETENTION OFFICER I

Job Code: 1924

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 43    | 30           | 38,045    | 57,068  | 47,557   |               | 50%            |
| Greenwood          | 42    | 10           | 32,849    | 49,274  | 41,062   |               | 50%            |
| Lancaster          | 40    | 16           | 39,820    | 58,599  | 49,210   |               | 47%            |
| Laurens            | 43    | 20           | 39,770    | 59,654  | 49,712   |               | 50%            |
| Oconee             | 42.75 | 1            | 41,200    | 54,119  | 47,660   |               | 31%            |
| ARITHMETIC AVERAGE |       |              | 38,337    | 55,743  | 47,040   |               |                |

### COUNTY CORONER

Job Code: 1925

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 20    | 1            | 35,892    | 55,033  | 45,463   |               | 53%            |
| Georgetown         | 40    | 1            | 54,000    | 54,000  | 54,000   |               | 0%             |
| Greenwood          | 40    | 1            | 59,953    | 59,953  | 59,953   | 59,953        | 0%             |
| Lancaster          | 40    | 1            | 85,752    | 126,249 | 106,001  |               | 47%            |
| Laurens            | 40    | 1            | 59,663    | 89,495  | 74,579   |               | 50%            |
| Oconee             | 37.5  | 1            | 46,435    | 74,006  | 60,221   |               | 59%            |
| ARITHMETIC AVERAGE |       |              | 56,949    | 76,456  | 66,703   | 59,953        |                |

### ASST COUNTY CORONER

Job Code: 1926

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenwood          | 40    | 3            | 39,302    | 67,852  | 53,577   |               | 73%            |
| Lancaster          | 40    | 5            | 51,237    | 79,299  | 65,268   |               | 55%            |
| Laurens            | 40    | 4            | 54,433    | 81,640  | 68,037   |               | 50%            |
| Oconee             | 37.5  | 1            | 43,645    | 69,064  | 56,355   |               | 58%            |
| ARITHMETIC AVERAGE |       |              | 47,154    | 74,464  | 60,809   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### FIRE CHIEF

Job Code: 2001

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 2            | 67,135    | 100,702 | 83,919   |               | 50%            |
| Greenwood          | 37.5  | 1            | 59,141    | 88,711  | 73,926   |               | 50%            |
| Lancaster          | 40    | 1            | 94,957    | 139,641 | 117,299  |               | 47%            |
| Laurens            | 40    | 1            | 66,227    | 99,320  | 82,774   |               | 50%            |
| Oconee             | 37.5  | 1            | 63,290    | 104,536 | 83,913   |               | 65%            |
| ARITHMETIC AVERAGE |       |              | 70,150    | 106,582 | 88,366   |               |                |

### ASST FIRE CHIEF

Job Code: 2002

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 2            | 62,341    | 93,512  | 77,927   |               | 50%            |
| Lancaster          | 40    | 1            | 81,627    | 120,040 | 100,834  |               | 47%            |
| Laurens            | 40    | 1            | 54,433    | 81,640  | 68,037   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 66,134    | 98,397  | 82,266   |               |                |

### TRAINING OFFICER/ASST CHIEF

Job Code: 2003

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 2            | 55,101    | 82,651  | 68,876   |               | 50%            |
| Lancaster          | 40    | 6            | 69,338    | 118,617 | 93,978   |               | 71%            |
| Laurens            | 40    | 3            | 53,075    | 79,613  | 66,344   |               | 50%            |
| Oconee             | 37.5  | 1            | 59,491    | 97,560  | 78,526   |               | 64%            |
| ARITHMETIC AVERAGE |       |              | 59,251    | 94,610  | 76,931   |               |                |

### FIRE LIEUTENANT/OFFICER

Job Code: 2004

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 43    | 12           | 51,166    | 76,749  | 63,958   |               | 50%            |
| Lancaster          | 40    | 12           | 48,718    | 97,019  | 72,869   |               | 99%            |
| ARITHMETIC AVERAGE |       |              | 49,942    | 86,884  | 68,413   |               |                |

### FIREFIGHTER

Job Code: 2005

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 43    | 4            | 34,467    | 51,700  | 43,084   |               | 50%            |
| Greenwood          | 42    | 18           | 38,123    | 60,043  | 49,083   |               | 57%            |
| Lancaster          | 40    | 22           | 44,046    | 75,399  | 59,723   |               | 71%            |
| Laurens            | 53    | 30           | 43,619    | 65,414  | 54,517   |               | 50%            |
| Oconee             | 40    | 26           | 36,236    | 56,127  | 46,182   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 39,298    | 61,737  | 50,517   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### EMERGENCY MEDICAL SERVICES DIRECTOR

Job Code: 2006

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenwood          | 37.5  | 1            | 80,529    | 118,035 | 99,282   |               | 47%            |
| Lancaster          | 40    | 1            | 94,957    | 139,641 | 117,299  |               | 47%            |
| Laurens            | 40    | 1            | 80,558    | 120,848 | 100,703  |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 85,348    | 126,175 | 105,761  |               |                |

### EMT/PARAMEDIC CREW LEADER

Job Code: 2007

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenwood          | 42    | 6            | 66,188    | 79,425  | 72,807   |               | 20%            |
| Lancaster          | 40    | 10           | 53,887    | 120,040 | 86,964   |               | 123%           |
| Laurens            | 40    | 4            | 69,071    | 106,640 | 87,856   |               | 54%            |
| ARITHMETIC AVERAGE |       |              | 63,049    | 102,035 | 82,542   |               |                |

### EMERGENCY MEDICAL TECH-PARAMEDIC

Job Code: 2008

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 43    | 14           | 44,121    | 66,181  | 55,151   |               | 50%            |
| Greenwood          | 42    | 18           | 49,641    | 64,202  | 56,922   |               | 29%            |
| Lancaster          | 64    | 28           | 39,820    | 75,399  | 57,610   |               | 89%            |
| Laurens            | 61    | 30           | 56,780    | 85,137  | 70,959   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 47,591    | 72,730  | 60,160   |               |                |

### EMERGENCY MEDICAL TECH-INTERMEDIATE

Job Code: 2009

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenwood          | 42    | 2            | 40,904    | 45,317  | 43,111   |               | 11%            |
| Lancaster          | 64    | 5            | 34,231    | 58,599  | 46,415   |               | 71%            |
| Laurens            | 61    | 8            | 50,501    | 75,684  | 63,093   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 41,879    | 59,867  | 50,873   |               |                |

### EMERGENCY MEDICAL TECH-BASIC

Job Code: 2010

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 43    | 48           | 32,806    | 49,209  | 41,008   |               | 50%            |
| Greenwood          | 42    | 20           | 35,300    | 39,713  | 37,507   |               | 13%            |
| Lancaster          | 18    | 18           | 34,231    | 50,373  | 42,302   |               | 47%            |
| Laurens            | 61    | 32           | 44,856    | 67,301  | 56,079   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 36,798    | 51,649  | 44,224   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### COMMUNICATIONS/DISPATCH CENTER DIRECTOR

Job Code: 2011

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 35,892    | 55,033  | 45,463   |               | 53%            |
| Georgetown         | 40    | 1            | 60,821    | 91,231  | 76,026   |               | 50%            |
| Greenwood          | 37.5  | 1            | 45,235    | 67,852  | 56,544   |               | 50%            |
| Lancaster          | 40    | 2            | 80,660    | 126,249 | 103,455  |               | 57%            |
| Laurens            | 40    | 1            | 66,227    | 99,320  | 82,774   |               | 50%            |
| Oconee             | 40    | 1            | 52,629    | 79,528  | 66,079   |               | 51%            |
| ARITHMETIC AVERAGE |       |              | 56,911    | 86,536  | 71,723   |               |                |

### COMMUNICATIONS/DISPATCH SHIFT SUPERVISOR

Job Code: 2012

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 6            | 29,663    | 50,030  | 39,847   |               | 69%            |
| Georgetown         | 40    | 4            | 36,212    | 54,318  | 45,265   |               | 50%            |
| Greenwood          | 42    | 4            | 42,030    | 63,046  | 52,538   |               | 50%            |
| Lancaster          | 40    | 4            | 51,237    | 75,399  | 63,318   |               | 47%            |
| Laurens            | 42    | 8            | 46,530    | 65,832  | 56,181   |               | 41%            |
| Oconee             | 40    | 1            | 48,648    | 69,063  | 58,856   |               | 42%            |
| ARITHMETIC AVERAGE |       |              | 42,387    | 62,948  | 52,667   |               |                |

### DISPATCHER

Job Code: 2013

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 21           | 24,515    | 37,589  | 31,052   |               | 53%            |
| Georgetown         | 40    | 16           | 34,467    | 51,700  | 43,084   |               | 50%            |
| Greenwood          | 42    | 13           | 27,094    | 40,639  | 33,867   |               | 50%            |
| Lancaster          | 40    | 21           | 41,880    | 79,299  | 60,590   |               | 89%            |
| Laurens            | 42    | 14           | 31,450    | 45,320  | 38,385   |               | 44%            |
| Oconee             | 40    | 15           | 37,011    | 48,876  | 42,944   |               | 32%            |
| ARITHMETIC AVERAGE |       |              | 32,736    | 50,571  | 41,653   |               |                |

### E 9-1-1 COORDINATOR

Job Code: 2014

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 32,630    | 50,030  | 41,330   |               | 53%            |
| Georgetown         | 40    | 1            | 46,354    | 69,531  | 57,943   |               | 50%            |
| Lancaster          | 37.5  | 1            | 44,046    | 64,816  | 54,431   |               | 47%            |
| ARITHMETIC AVERAGE |       |              | 41,010    | 61,459  | 51,235   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### E 9-1-1 MAINTENANCE TECHNICIAN

Job Code: 2015

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 1                   | 39,971           | 59,957         | 49,964          |                      | 50%                   |
| Lancaster          | 37.5         | 2                   | 53,887           | 79,299         | 66,593          |                      | 47%                   |
| Oconee             | 40           | 1                   | 49,404           | 79,300         | 64,352          |                      | 61%                   |
| ARITHMETIC AVERAGE |              |                     | 47,754           | 72,852         | 60,303          |                      |                       |

### EMERGENCY PREPAREDNESS DIRECTOR

Job Code: 2016

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 39,482           | 60,537         | 50,010          |                      | 53%                   |
| Georgetown         | 40           | 1                   | 62,341           | 93,512         | 77,927          |                      | 50%                   |
| Greenwood          | 37.5         | 1                   | 51,089           | 76,632         | 63,861          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 80,546           | 118,450        | 99,498          |                      | 47%                   |
| Laurens            | 40           | 1                   | 46,530           | 65,832         | 56,181          |                      | 41%                   |
| Oconee             | 37.5         | 1                   | 67,331           | 112,007        | 89,669          |                      | 66%                   |
| ARITHMETIC AVERAGE |              |                     | 57,887           | 87,828         | 72,857          |                      |                       |

### EMERGENCY PREPAREDNESS ASST DIRECTOR

Job Code: 2017

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 1                   | 46,354           | 69,531         | 57,943          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 69,240           | 101,824        | 85,532          |                      | 47%                   |
| ARITHMETIC AVERAGE |              |                     | 57,797           | 85,678         | 71,737          |                      |                       |

### SOLID WASTE DIRECTOR

Job Code: 2101

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 35,892           | 60,168         | 48,030          |                      | 68%                   |
| Georgetown         | 40           | 1                   | 65,497           | 98,246         | 81,872          |                      | 50%                   |
| Laurens            | 40           | 1                   | 46,530           | 65,832         | 56,181          |                      | 41%                   |
| Oconee             | 40           | 1                   | 52,560           | 84,973         | 68,767          |                      | 62%                   |
| ARITHMETIC AVERAGE |              |                     | 50,120           | 77,305         | 63,712          |                      |                       |

### ASST SOLID WASTE DIRECTOR

Job Code: 2102

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 29,663           | 45,482         | 37,573          |                      | 53%                   |
| Lancaster          | 40           | 1                   | 65,929           | 92,248         | 79,089          |                      | 40%                   |
| Oconee             | 40           | 1                   | 49,404           | 79,301         | 64,353          |                      | 61%                   |
| ARITHMETIC AVERAGE |              |                     | 48,332           | 72,344         | 60,338          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### LANDFILL SUPERVISOR

Job Code: 2103

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 1            | 35,892    | 55,033  | 45,463   |               | 53%            |
| Georgetown         | 40    | 1            | 53,757    | 80,635  | 67,196   |               | 50%            |
| Greenwood          | 40    | 1            | 46,339    | 69,507  | 57,923   |               | 50%            |
| Laurens            | 40    | 1            | 43,014    | 64,522  | 53,768   |               | 50%            |
| Oconee             | 40    | 1            | 36,236    | 56,127  | 46,182   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 43,048    | 65,165  | 54,106   |               |                |

### CONTAINER SUPERVISOR (GREEN BOX)

Job Code: 2104

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenwood          | 40    | 3            | 32,304    | 48,456  | 40,380   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 32,304    | 48,456  | 40,380   |               |                |

### RECYCLING COORDINATOR

Job Code: 2105

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 1            | 35,892    | 55,033  | 45,463   |               | 53%            |
| Georgetown         | 40    | 1            | 38,045    | 57,068  | 47,557   |               | 50%            |
| Greenwood          | 40    | 1            | 45,235    | 67,852  | 56,544   |               | 50%            |
| Oconee             | 40    | 1            | 34,057    | 52,377  | 43,217   |               | 54%            |
| ARITHMETIC AVERAGE |       |              | 38,307    | 58,083  | 48,195   |               |                |

### LANDFILL ATTENDANT

Job Code: 2106

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 1            | 22,286    | 34,171  | 28,229   |               | 53%            |
| Greenwood          | 37.5  | 2            | 29,302    | 43,951  | 36,627   |               | 50%            |
| Lancaster          | 30    | 1            | 23,400    | 23,400  | 23,400   | 23,400        | 0%             |
| ARITHMETIC AVERAGE |       |              | 24,996    | 33,841  | 29,418   | 23,400        |                |

### CONVENIENCE CENTER ATTENDANT

Job Code: 2107

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 4            | 27,040    | 33,977  | 30,509   |               | 26%            |
| Greenwood          | 25    | 28           | 24,575    | 36,860  | 30,718   |               | 50%            |
| Lancaster          | 30    | 4            | 23,400    | 41,173  | 32,287   |               | 76%            |
| Laurens            | 28    | 37           | 15,080    | 15,080  | 15,080   | 15,080        | 0%             |
| Oconee             | 40    | 19           | 24,970    | 37,056  | 31,013   |               | 48%            |
| ARITHMETIC AVERAGE |       |              | 23,013    | 32,829  | 27,921   | 15,080        |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### PUBLIC WORKS DIR/COUNTY ENGINEER

Job Code: 2201

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 1            | 52,550    | 80,574  | 66,562   |               | 53%            |
| Georgetown         | 40    | 1            | 68,813    | 103,219 | 86,016   |               | 50%            |
| Greenwood          | 37.5  | 2            | 83,009    | 153,170 | 118,090  |               | 85%            |
| Lancaster          | 40    | 1            | 120,732   | 177,547 | 149,140  |               | 47%            |
| Laurens            | 40    | 1            | 66,227    | 99,320  | 82,774   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 78,266    | 122,766 | 100,516  |               |                |

### PUBLIC WORKS ASST DIRECTOR

Job Code: 2202

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenwood          | 37.5  | 1            | 79,254    | 118,881 | 99,068   |               | 50%            |
| Lancaster          | 40    | 2            | 53,887    | 79,299  | 66,593   |               | 47%            |
| ARITHMETIC AVERAGE |       |              | 66,571    | 99,090  | 82,830   |               |                |

### ROADS AND BRIDGES DIR/COUNTY ENGINEER

Job Code: 2203

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenwood          | 40    | 1            | 62,720    | 94,079  | 78,400   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 62,720    | 94,079  | 78,400   |               |                |

### ROADS AND BRIDGES ASST DIRECTOR

Job Code: 2204

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Oconee             | 40    | 1            | 63,290    | 104,536 | 83,913   |               | 65%            |
| ARITHMETIC AVERAGE |       |              | 63,290    | 104,536 | 83,913   |               |                |

### ROAD MAINTENANCE GENERAL FOREMAN/SUPV

Job Code: 2205

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 4            | 47,513    | 71,269  | 59,391   |               | 50%            |
| Lancaster          | 40    | 1            | 48,718    | 71,692  | 60,205   |               | 47%            |
| Laurens            | 40    | 1            | 46,530    | 65,832  | 56,181   |               | 41%            |
| Oconee             | 40    | 1            | 52,560    | 84,973  | 68,767   |               | 62%            |
| ARITHMETIC AVERAGE |       |              | 48,830    | 73,442  | 61,136   |               |                |

### PUBLIC WORKS FOREMAN

Job Code: 2206

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenwood          | 37.5  | 2            | 34,579    | 51,868  | 43,224   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 34,579    | 51,868  | 43,224   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### LABORER

Job Code: 2207

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Greenwood          | 37.5         | 1                   | 29,302           | 43,951         | 36,627          |                      | 50%                   |
| Lancaster          | 40           | 4                   | 27,979           | 47,896         | 37,938          |                      | 71%                   |
| Laurens            | 40           | 7                   | 25,834           | 38,750         | 32,292          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 27,705           | 43,532         | 35,619          |                      |                       |

### LEAD LABORER

Job Code: 2208

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 3                   | 39,971           | 59,957         | 49,964          |                      | 50%                   |
| Lancaster          | 40           | 8                   | 32,547           | 58,599         | 45,573          |                      | 80%                   |
| ARITHMETIC AVERAGE |              |                     | 36,259           | 59,278         | 47,769          |                      |                       |

### LIGHT MOTOR EQUIPMENT OPERATOR

Job Code: 2209

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 3                   | 22,286           | 34,171         | 28,229          |                      | 53%                   |
| Georgetown         | 40           | 3                   | 30,464           | 45,696         | 38,080          |                      | 50%                   |
| Greenwood          | 40           | 4                   | 29,302           | 48,456         | 38,879          |                      | 65%                   |
| Lancaster          | 40           | 10                  | 30,904           | 45,448         | 38,176          |                      | 47%                   |
| Laurens            | 40           | 6                   | 31,450           | 47,133         | 39,292          |                      | 50%                   |
| Oconee             | 40           | 6                   | 32,008           | 48,877         | 40,443          |                      | 53%                   |
| ARITHMETIC AVERAGE |              |                     | 29,402           | 44,964         | 37,183          |                      |                       |

### MEDIUM MOTOR EQUIPMENT OPERATOR

Job Code: 2210

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 5                   | 24,515           | 37,589         | 31,052          |                      | 53%                   |
| Georgetown         | 40           | 18                  | 35,329           | 52,993         | 44,161          |                      | 50%                   |
| Greenwood          | 40           | 4                   | 32,304           | 51,868         | 42,086          |                      | 61%                   |
| Lancaster          | 40           | 9                   | 36,001           | 61,629         | 48,815          |                      | 71%                   |
| Laurens            | 40           | 5                   | 34,008           | 51,002         | 42,505          |                      | 50%                   |
| Oconee             | 40           | 8                   | 34,057           | 52,377         | 43,217          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 32,702           | 51,243         | 41,973          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### HEAVY MOTOR EQUIPMENT OPERATOR

Job Code: 2211

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 6            | 26,966    | 45,760  | 36,363   |               | 70%            |
| Georgetown         | 40    | 9            | 38,996    | 58,494  | 48,745   |               | 50%            |
| Greenwood          | 40    | 1            | 36,308    | 54,461  | 45,385   |               | 50%            |
| Lancaster          | 40    | 13           | 36,001    | 71,692  | 53,847   |               | 99%            |
| Laurens            | 40    | 5            | 38,230    | 57,336  | 47,783   |               | 50%            |
| Oconee             | 40    | 8            | 38,555    | 60,146  | 49,351   |               | 56%            |
| ARITHMETIC AVERAGE |       |              | 35,843    | 57,982  | 46,912   |               |                |

### BUILDING MAINTENANCE SUPERINTENDENT

Job Code: 2212

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 1            | 56,478    | 84,717  | 70,598   |               | 50%            |
| Greenwood          | 37.5  | 1            | 65,039    | 97,560  | 81,300   |               | 50%            |
| Oconee             | 40    | 1            | 52,560    | 84,973  | 68,767   |               | 62%            |
| ARITHMETIC AVERAGE |       |              | 58,026    | 89,083  | 73,555   |               |                |

### BLDG MAINTENANCE/CUSTODIAN SUPV

Job Code: 2213

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenwood          | 37.5  | 1            | 52,631    | 78,952  | 65,792   |               | 50%            |
| Lancaster          | 40    | 1            | 59,604    | 87,714  | 73,659   |               | 47%            |
| Laurens            | 40    | 1            | 44,741    | 67,122  | 55,932   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 52,325    | 77,929  | 65,127   |               |                |

### BUILDING MAINTENANCE WORKER II

Job Code: 2214

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 2            | 29,663    | 45,482  | 37,573   |               | 53%            |
| Georgetown         | 40    | 4            | 37,117    | 55,676  | 46,397   |               | 50%            |
| Greenwood          | 37.5  | 5            | 36,308    | 66,198  | 51,253   |               | 82%            |
| Lancaster          | 40    | 3            | 39,820    | 50,269  | 45,045   |               | 26%            |
| Laurens            | 40    | 3            | 27,934    | 41,912  | 34,923   |               | 50%            |
| Oconee             | 40    | 6            | 34,057    | 52,377  | 43,217   |               | 54%            |
| ARITHMETIC AVERAGE |       |              | 34,150    | 51,986  | 43,068   |               |                |

### BUILDING MAINTENANCE WORKER I

Job Code: 2215

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 2            | 35,329    | 52,993  | 44,161   |               | 50%            |
| Greenwood          | 37.5  | 2            | 24,575    | 36,860  | 30,718   |               | 50%            |
| Laurens            | 40    | 6            | 25,834    | 38,750  | 32,292   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 28,579    | 42,868  | 35,724   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### CUSTODIAN SUPERVISOR

Job Code: 2216

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Lancaster          | 40    | 1            | 44,046    | 64,816  | 54,431   |               | 47%            |
| Laurens            | 40    | 1            | 38,756    | 58,135  | 48,446   |               | 50%            |
| Oconee             | 40    | 1            | 28,272    | 42,500  | 35,386   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 37,025    | 55,150  | 46,088   |               |                |

### CUSTODIAN

Job Code: 2217

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Georgetown         | 40    | 3            | 27,040    | 33,977  | 30,509   |               | 26%            |
| Greenwood          | 37.5  | 3            | 24,575    | 36,860  | 30,718   |               | 50%            |
| Lancaster          | 40    | 3            | 27,979    | 41,173  | 34,576   |               | 47%            |
| Laurens            | 40    | 7            | 27,935    | 41,913  | 34,924   |               | 50%            |
| Oconee             | 40    | 5            | 24,970    | 37,056  | 31,013   |               | 48%            |
| ARITHMETIC AVERAGE |       |              | 26,500    | 38,196  | 32,348   |               |                |

### VEHICLE MAINTENANCE SUPERINTENDENT/DIR

Job Code: 2301

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenwood          | 40    | 1            | 65,203    | 97,803  | 81,503   |               | 50%            |
| Oconee             | 40    | 1            | 52,560    | 84,973  | 68,767   |               | 62%            |
| ARITHMETIC AVERAGE |       |              | 58,882    | 91,388  | 75,135   |               |                |

### VEHICLE MAINTENANCE FOREMAN/SUPERVISOR

Job Code: 2302

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 40    | 0            | 32,630    | 60,079  | 46,355   | 60,079        | 84%            |
| Lancaster          | 40    | 1            | 62,687    | 92,248  | 77,468   |               | 47%            |
| Oconee             | 40    | 1            | 43,645    | 69,064  | 56,355   |               | 58%            |
| ARITHMETIC AVERAGE |       |              | 46,321    | 73,797  | 60,059   | 60,079        |                |

### AUTOMOTIVE PARTS MANAGER

Job Code: 2303

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Lancaster          | 40    | 1            | 32,502    | 47,798  | 40,150   |               | 47%            |
| Oconee             | 40    | 1            | 34,057    | 52,377  | 43,217   |               | 54%            |
| ARITHMETIC AVERAGE |       |              | 33,280    | 50,088  | 41,684   |               |                |

### AUTOMOTIVE/TRUCK MECHANIC I

Job Code: 2304

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenwood          | 40    | 2            | 29,302    | 63,046  | 46,174   |               | 115%           |
| Lancaster          | 40    | 3            | 37,863    | 71,692  | 54,778   |               | 89%            |
| ARITHMETIC AVERAGE |       |              | 33,583    | 67,369  | 50,476   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### AUTOMOTIVE/TRUCK MECHANIC II

Job Code: 2305

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Greenwood          | 40           | 4                   | 42,030           | 67,852         | 54,941          |                      | 61%                   |
| ARITHMETIC AVERAGE |              |                     | 42,030           | 67,852         | 54,941          |                      |                       |

### DIESEL MECHANIC

Job Code: 2306

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 40           | 1                   | 43,430           | 66,590         | 55,010          |                      | 53%                   |
| Greenwood          | 40           | 2                   | 46,339           | 69,507         | 57,923          |                      | 50%                   |
| Laurens            | 40           | 1                   | 52,333           | 78,520         | 65,427          |                      | 50%                   |
| Oconee             | 40           | 9                   | 38,555           | 60,146         | 49,351          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 45,164           | 68,691         | 56,928          |                      |                       |

### AIRPORT DIRECTOR

Job Code: 2401

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 10           | 1                   | 67,135           | 100,702        | 83,919          |                      | 50%                   |
| Lancaster          | 40           | 1                   | 69,338           | 102,036        | 85,687          |                      | 47%                   |
| Laurens            | 40           | 1                   | 38,230           | 57,366         | 47,798          |                      | 50%                   |
| Oconee             | 40           | 1                   | 59,491           | 97,560         | 78,526          |                      | 64%                   |
| ARITHMETIC AVERAGE |              |                     | 58,549           | 89,416         | 73,982          |                      |                       |

### REGISTRATION/ELECTIONS DIRECTOR

Job Code: 2501

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 35,892           | 57,826         | 46,859          |                      | 61%                   |
| Georgetown         | 40           | 1                   | 47,513           | 71,269         | 59,391          |                      | 50%                   |
| Greenwood          | 37.5         | 1                   | 51,089           | 76,632         | 63,861          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 80,660           | 118,617        | 99,639          |                      | 47%                   |
| Laurens            | 40           | 1                   | 79,270           | 79,270         | 79,270          | 79,270               | 0%                    |
| Oconee             | 37.5         | 1                   | 49,404           | 79,301         | 64,353          |                      | 61%                   |
| ARITHMETIC AVERAGE |              |                     | 57,305           | 80,486         | 68,895          | 79,270               |                       |

### REGISTRATION/ELECTIONS ASST DIRECTOR

Job Code: 2502

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 24,515           | 39,877         | 32,196          | 39,877               | 63%                   |
| Greenwood          | 37.5         | 1                   | 38,123           | 57,177         | 47,650          |                      | 50%                   |
| Laurens            | 40           | 1                   | 54,434           | 81,640         | 68,037          |                      | 50%                   |
| Oconee             | 37.5         | 1                   | 43,645           | 69,064         | 56,355          |                      | 58%                   |
| ARITHMETIC AVERAGE |              |                     | 40,179           | 61,940         | 51,059          | 39,877               |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### REGISTRATION/ELECTIONS CLERK

Job Code: 2503

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 58    | 1            | 22,286    | 34,171  | 28,229   |               | 53%            |
| Georgetown         | 40    | 1            | 27,040    | 40,388  | 33,714   |               | 49%            |
| Lancaster          | 37.5  | 2            | 34,231    | 50,373  | 42,302   |               | 47%            |
| ARITHMETIC AVERAGE |       |              | 27,852    | 41,644  | 34,748   |               |                |

### REGISTRATION/ELECTIONS SENIOR CLERK

Job Code: 2504

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 20    | 1            | 24,515    | 37,589  | 31,052   |               | 53%            |
| ARITHMETIC AVERAGE |       |              | 24,515    | 37,589  | 31,052   |               |                |

### REGISTRATION CLERK

Job Code: 2506

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Greenwood          | 25    | 6            | 16,500    | 16,500  | 16,500   |               | 0%             |
| ARITHMETIC AVERAGE |       |              | 16,500    | 16,500  | 16,500   |               |                |

### VETERANS AFFAIRS OFFICER/DIRECTOR

Job Code: 2601

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 32,630    | 50,030  | 41,330   |               | 53%            |
| Georgetown         | 40    | 1            | 47,513    | 71,269  | 59,391   |               | 50%            |
| Greenwood          | 40    | 1            | 67,291    | 67,291  | 67,291   | 67,291        | 0%             |
| Lancaster          | 37.5  | 1            | 69,338    | 102,036 | 85,687   |               | 47%            |
| Laurens            | 40    | 1            | 84,433    | 84,433  | 84,433   | 84,433        | 0%             |
| Oconee             | 37.5  | 1            | 46,435    | 74,006  | 60,221   |               | 59%            |
| ARITHMETIC AVERAGE |       |              | 57,940    | 74,844  | 66,392   | 75,862        |                |

### VETERANS AFFAIRS ASST OFFICER/DIRECTOR

Job Code: 2602

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Lancaster          | 37.5  | 1            | 53,887    | 79,299  | 66,593   |               | 47%            |
| Oconee             | 37.5  | 1            | 36,236    | 56,127  | 46,182   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 45,062    | 67,713  | 56,387   |               |                |

### VETERANS AFFAIRS SERVICE REP II

Job Code: 2603

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Cherokee           | 37.5  | 1            | 26,966    | 41,347  | 34,157   |               | 53%            |
| Laurens            | 40    | 1            | 32,698    | 49,026  | 40,862   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 29,832    | 45,187  | 37,509   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### VETERANS AFFAIRS SERVICE REP I

Job Code: 2604

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Cherokee           | 37.5         | 1                   | 24,515           | 37,589         | 31,052          |                      | 53%                   |
| Georgetown         | 40           | 1                   | 26,925           | 40,388         | 33,657          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 34,231           | 50,373         | 42,302          |                      | 47%                   |
| Laurens            | 40           | 1                   | 29,058           | 43,597         | 36,328          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 28,682           | 42,987         | 35,835          |                      |                       |

### LIBRARY DIRECTOR

Job Code: 2701

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 1                   | 104,321          | 104,321        | 104,321         | 104,321              | 0%                    |
| Lancaster          | 37.5         | 1                   | 81,627           | 120,040        | 100,834         |                      | 47%                   |
| Laurens            | 40           | 1                   | 82,205           | 82,205         | 82,205          | 82,205               | 0%                    |
| Oconee             | 37.5         | 1                   | 55,919           | 91,050         | 73,485          |                      | 63%                   |
| ARITHMETIC AVERAGE |              |                     | 81,018           | 99,404         | 90,211          | 93,263               |                       |

### ASST LIBRARY DIRECTOR

Job Code: 2702

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 1                   | 53,757           | 80,635         | 67,196          |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 72,923           | 107,240        | 90,082          |                      | 47%                   |
| Laurens            | 40           | 1                   | 54,434           | 81,640         | 68,037          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 60,371           | 89,838         | 75,105          |                      |                       |

### LIBRARIAN

Job Code: 2703

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 4                   | 44,121           | 66,181         | 55,151          |                      | 50%                   |
| Lancaster          | 37.5         | 4                   | 44,046           | 87,714         | 65,880          |                      | 99%                   |
| Oconee             | 37.5         | 3                   | 43,645           | 69,064         | 56,355          |                      | 58%                   |
| ARITHMETIC AVERAGE |              |                     | 43,937           | 74,320         | 59,129          |                      |                       |

### LIBRARY ASST

Job Code: 2704

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Georgetown         | 40           | 4                   | 28,996           | 43,494         | 36,245          |                      | 50%                   |
| Lancaster          | 37.5         | 9                   | 34,231           | 50,373         | 42,302          |                      | 47%                   |
| Laurens            | 40           | 10                  | 36,774           | 55,162         | 45,968          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 33,334           | 49,676         | 41,505          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 3  
(50,001 - 100,000 Population)

### PARKS AND RECREATION DIRECTOR

Job Code: 2705

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Greenwood          | 37.5         | 1                   | 72,810           | 107,560        | 90,185          |                      | 48%                   |
| Lancaster          | 40           | 1                   | 81,627           | 120,040        | 100,834         |                      | 47%                   |
| Laurens            | 40           | 1                   | 66,227           | 99,320         | 82,774          |                      | 50%                   |
| Oconee             | 37.5         | 1                   | 59,491           | 97,560         | 78,526          |                      | 64%                   |
| ARITHMETIC AVERAGE |              |                     | 70,039           | 106,120        | 88,079          |                      |                       |

### MUSEUM DIRECTOR

Job Code: 2706

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Oconee             | 37.5         | 1                   | 53,945           | 69,064         | 61,505          |                      | 28%                   |
| ARITHMETIC AVERAGE |              |                     | 53,945           | 69,064         | 61,505          |                      |                       |

### PARK ATTENDANT

Job Code: 2707

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Laurens            | 40           | 5                   | 25,834           | 38,750         | 32,292          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 25,834           | 38,750         | 32,292          |                      |                       |

### ECONOMIC DEVELOPMENT DIRECTOR

Job Code: 2801

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Greenwood          | 37.5         | 1                   | 91,518           | 137,275        | 114,397         |                      | 50%                   |
| Lancaster          | 37.5         | 1                   | 105,028          | 154,457        | 129,743         |                      | 47%                   |
| Oconee             | 37.5         | 1                   | 81,063           | 137,806        | 109,435         |                      | 70%                   |
| ARITHMETIC AVERAGE |              |                     | 92,536           | 143,179        | 117,858         |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

## GROUP 4

### POPULATION 25,001 - 50,000

| County       | Census<br>Population<br>2020 | General Fund<br>Budget<br>FY 2024 | Payroll<br>FY 2024 | County<br>Employees |    |     |
|--------------|------------------------------|-----------------------------------|--------------------|---------------------|----|-----|
|              |                              |                                   |                    | FT                  | PT | Law |
| Chester      | 32,294                       | *                                 | *                  | *                   | *  | *   |
| Chesterfield | 43,273                       | \$ 22,353,007                     | \$ 10,434,569      | 261                 | 26 | 53  |
| Clarendon    | 31,144                       | \$ 27,222,880                     | \$ 11,592,710      | 373                 | 66 | 63  |
| Colleton     | 38,604                       | \$ 33,692,377                     | \$ 25,744,323      | 420                 | 79 | 59  |
| Dillon       | 28,292                       | \$ 22,636,378                     | \$ 9,065,983       | 191                 | 66 | 44  |
| Edgefield    | 25,657                       | \$ 14,462,632                     | \$ 9,375,868       | 189                 | 25 | 42  |
| Jasper       | 28,791                       | *                                 | *                  | *                   | *  | *   |
| Marion       | 29,183                       | \$ 23,640,261                     | NR                 | 231                 | 32 | 75  |
| Marlboro     | 26,667                       | \$ 14,233,618                     | \$ 7,632,380       | 189                 | 42 | 30  |
| Newberry     | 37,719                       | \$ 32,907,171                     | \$ 10,545,275      | 195                 | 16 | 79  |
| Union        | 27,244                       | \$ 20,192,036                     | \$ 9,613,965       | 193                 | 63 | 35  |
| Williamsburg | 31,026                       | \$ 20,534,327                     | \$ 9,621,124       | 283                 | 86 | 47  |

\* County did not participate in the survey.

NR = Data not reported but county participated in other aspects of the survey.

Budgeted payroll does not include fringe benefits.

Population Source: U.S. Census 2020

FT = Full-time; PT = Part-time employment; Law = Full-time Commissioned Law Enforcement

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### COUNCIL CHAIRMAN

Job Code: 1101

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       |       | 1            | 9,203     | 9,203   | 9,203    | 9,203         | 0%             |
| Clarendon          | 40    | 1            | 16,000    | 16,000  | 16,000   | 16,000        | 0%             |
| Colleton           | 40    | 1            | 16,334    | 16,334  | 16,334   | 16,334        | 0%             |
| Dillon             | 40    | 1            | 12,000    | 16,000  | 14,000   |               | 33%            |
| Edgefield          | 40    | 1            | 16,200    | 16,200  | 16,200   | 16,200        | 0%             |
| Jasper             | 20    | 1            | 17,299    | 17,299  | 17,299   | 17,299        | 0%             |
| Marion             |       | 1            | 12,741    | 12,741  | 12,741   | 12,741        | 0%             |
| Marlboro           | 40    | 1            | 13,021    | 13,021  | 13,021   | 13,021        | 0%             |
| Newberry           | 40    | 1            | 17,700    | 17,700  | 17,700   | 17,700        | 0%             |
| Williamsburg       | 40    | 1            | 14,797    | 16,797  | 15,797   | 16,797        | 14%            |
| ARITHMETIC AVERAGE |       |              | 14,530    | 15,130  | 14,830   | 15,033        |                |

### COUNCIL MEMBER

Job Code: 1102

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       |       | 7            | 9,203     | 9,203   | 9,203    | 9,203         | 0%             |
| Clarendon          | 40    | 3            | 15,000    | 15,000  | 15,000   | 15,000        | 0%             |
| Colleton           | 40    | 3            | 15,184    | 15,184  | 15,184   | 15,184        | 0%             |
| Dillon             | 40    | 5            | 12,000    | 16,000  | 14,000   |               | 33%            |
| Edgefield          | 35    | 3            | 12,600    | 12,600  | 12,600   | 12,600        | 0%             |
| Jasper             | 20    | 4            | 6,299     | 16,299  | 11,299   |               | 159%           |
| Marion             |       | 5            | 11,453    | 11,453  | 11,453   | 12,741        | 0%             |
| Marlboro           | 40    | 6            | 11,065    | 11,065  | 11,065   | 11,065        | 0%             |
| Newberry           | 40    | 5            | 15,000    | 15,000  | 15,000   | 15,000        | 0%             |
| Union              | 40    | 5            | 10,267    | 10,267  | 10,267   | 10,267        | 0%             |
| Williamsburg       | 40    | 5            | 14,797    | 16,797  | 15,797   | 16,797        | 14%            |
| ARITHMETIC AVERAGE |       |              | 12,079    | 13,533  | 12,806   | 13,095        |                |

### COUNCIL VICE CHAIRMAN

Job Code: 1103

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       |       | 1            | 9,203     | 9,203   | 9,203    | 9,203         | 0%             |
| Clarendon          | 40    | 1            | 15,000    | 15,000  | 15,000   | 15,000        | 0%             |
| Colleton           | 40    | 1            | 15,184    | 15,184  | 15,184   | 15,184        | 0%             |
| Dillon             | 40    | 1            | 12,000    | 16,000  | 14,000   |               | 33%            |
| Edgefield          | 35    | 1            | 14,400    | 14,400  | 14,400   | 14,400        | 0%             |
| Jasper             | 20    | 1            | 16,299    | 16,299  | 16,299   | 16,299        | 0%             |
| Marion             |       | 1            | 11,453    | 11,453  | 11,453   | 12,741        | 0%             |
| Marlboro           |       | 1            | 11,065    | 11,065  | 11,065   | 11,065        | 0%             |
| Newberry           | 40    | 1            | 15,000    | 15,000  | 15,000   | 15,000        | 0%             |
| Union              | 40    | 1            | 11,133    | 11,133  | 11,133   | 10,267        | 0%             |
| Williamsburg       | 40    | 1            | 14,797    | 16,797  | 15,797   | 16,797        | 14%            |
| ARITHMETIC AVERAGE |       |              | 13,230    | 13,776  | 13,503   | 13,596        |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### CLERK TO COUNCIL

Job Code: 1104

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 40,000    | 59,300  | 49,650   |               | 48%            |
| Clarendon          | 37.5  | 1            | 36,031    | 55,840  | 45,936   |               | 55%            |
| Colleton           | 40    | 1            | 48,700    | 49,272  | 48,986   |               | 1%             |
| Dillon             | 37.5  | 1            | 35,000    | 44,000  | 39,500   |               | 26%            |
| Edgefield          | 35    | 1            | 35,946    | 50,325  | 43,136   |               | 40%            |
| Jasper             | 40    | 1            | 42,504    | 65,856  | 54,180   |               | 55%            |
| Marion             | 37.5  | 1            | 42,342    | 43,799  | 43,071   |               | 3%             |
| Marlboro           | 30    | 1            | 39,000    | 39,000  | 39,000   | 39,000        | 0%             |
| Newberry           | 37.5  | 1            | 43,533    | 67,817  | 55,675   |               | 56%            |
| Williamsburg       | 40    | 1            | 27,901    | 45,573  | 36,737   |               | 63%            |
| ARITHMETIC AVERAGE |       |              | 39,096    | 52,078  | 45,587   | 39,000        |                |

### ADMINISTRATOR/MANAGER/SUPERVISOR

Job Code: 1201

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 80,000    | 125,000 | 102,500  |               | 56%            |
| Colleton           | 40    | 1            | 194,522   | 194,522 | 194,522  | 194,522       | 0%             |
| Dillon             | 37.5  | 1            | 98,000    | 118,000 | 108,000  |               | 20%            |
| Edgefield          | 35    | 1            | 99,843    | 139,780 | 119,812  |               | 40%            |
| Jasper             | 40    | 1            | 125,000   | 175,000 | 150,000  |               | 40%            |
| Marion             | 40    | 1            | 115,184   | 117,000 | 116,092  |               | 2%             |
| Marlboro           | 40    | 1            | 120,000   | 150,000 | 135,000  |               | 25%            |
| Newberry           | 37.5  | 1            | 155,000   | 155,000 | 155,000  | 155,000       | 0%             |
| Union              | 40    | 1            | 82,213    | 116,843 | 99,528   |               | 42%            |
| ARITHMETIC AVERAGE |       |              | 118,862   | 143,461 | 131,162  | 174,761       |                |

### ASST ADMINISTRATOR/MANAGER

Job Code: 1202

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 100,380   | 155,569 | 127,975  |               | 55%            |
| Colleton           | 40    | 1            | 109,150   | 109,150 | 109,150  | 109,150       | 0%             |
| Jasper             | 40    | 1            | 92,782    | 143,756 | 118,269  |               | 55%            |
| Marion             | 40    | 1            | 67,584    | 70,963  | 69,274   |               | 5%             |
| Newberry           | 37.5  | 1            | 63,786    | 98,551  | 81,169   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 86,736    | 115,598 | 101,167  | 109,150       |                |

### ASST TO THE ADMINISTRATOR/MANAGER

Job Code: 1203

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 39,724    | 50,644  | 45,184   |               | 27%            |
| Marion             | 37.5  | 1            | 23,660    | 24,836  | 24,248   |               | 5%             |
| Newberry           | 37.5  | 1            | 33,791    | 55,992  | 44,892   |               | 66%            |
| ARITHMETIC AVERAGE |       |              | 32,392    | 43,824  | 38,108   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### SWITCHBOARD OPERATOR/RECEPTIONIST

Job Code: 1204

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 24,387    | 37,795  | 31,091   |               | 55%            |
| Colleton           | 40    | 4            | 33,696    | 47,029  | 40,363   |               | 40%            |
| Dillon             | 37.5  | 14           | 20,000    | 28,000  | 24,000   |               | 40%            |
| Jasper             | 40    | 1            | 30,207    | 46,803  | 38,505   |               | 55%            |
| Marion             | 37.5  | 1            | 22,335    | 23,443  | 22,889   |               | 5%             |
| Newberry           | 37.5  | 1            | 28,920    | 46,538  | 37,729   |               | 61%            |
| ARITHMETIC AVERAGE |       |              | 26,591    | 38,268  | 32,429   |               |                |

### CUSTOMER SERVICE REPRESENTATIVE

Job Code: 1205

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 37.5  | 3            | 23,337    | 36,405  | 29,871   |               | 56%            |
| Clarendon          | 37.5  | 20           | 25,606    | 39,685  | 32,646   |               | 55%            |
| Dillon             | 37.5  | 2            | 21,000    | 32,000  | 26,500   |               | 52%            |
| Jasper             | 40    | 7            | 28,769    | 44,574  | 36,672   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 24,678    | 38,166  | 31,422   |               |                |

### CLERK I

Job Code: 1206

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 37.5  | 2            | 21,216    | 33,096  | 27,156   |               | 56%            |
| Colleton           | 40    | 3            | 33,696    | 41,891  | 37,794   |               | 24%            |
| Dillon             | 37.5  | 3            | 28,000    | 40,000  | 34,000   |               | 43%            |
| Jasper             | 40    | 5            | 28,769    | 44,574  | 36,672   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 27,920    | 39,890  | 33,905   |               |                |

### CLERK II

Job Code: 1207

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 37.5  | 1            | 23,337    | 36,405  | 29,871   |               | 56%            |
| Clarendon          | 37.5  | 1            | 28,231    | 43,752  | 35,992   |               | 55%            |
| Colleton           | 40    | 1            | 33,696    | 41,891  | 37,794   |               | 24%            |
| Edgefield          | 40    | 2            | 29,004    | 40,205  | 34,605   |               | 39%            |
| Jasper             | 40    | 5            | 30,207    | 46,803  | 38,505   |               | 55%            |
| Marion             | 37.5  | 9            | 22,335    | 27,280  | 24,808   |               | 22%            |
| ARITHMETIC AVERAGE |       |              | 27,802    | 39,389  | 33,596   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### SECRETARY

Job Code: 1208

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Colleton           | 40           | 1                   | 33,696           | 47,029         | 40,363          |                      | 40%                   |
| Jasper             | 40           | 2                   | 30,207           | 46,803         | 38,505          |                      | 55%                   |
| Marlboro           | 40           | 1                   | 32,152           | 40,672         | 36,412          |                      | 26%                   |
| Newberry           | 37.5         | 2                   | 28,920           | 46,538         | 37,729          |                      | 61%                   |
| ARITHMETIC AVERAGE |              |                     | 31,244           | 45,261         | 38,252          |                      |                       |

### SENIOR SECRETARY

Job Code: 1209

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 1                   | 22,880           | 35,692         | 29,286          |                      | 56%                   |
| Clarendon          | 37.5         | 2                   | 34,315           | 53,181         | 43,748          |                      | 55%                   |
| Colleton           | 40           | 5                   | 33,696           | 54,322         | 44,009          |                      | 61%                   |
| Jasper             | 40           | 8                   | 31,717           | 49,143         | 40,430          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 30,652           | 48,085         | 39,368          |                      |                       |

### ADMINISTRATIVE OFFICER/ASST

Job Code: 1210

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 2                   | 28,231           | 43,752         | 35,992          |                      | 55%                   |
| Colleton           | 40           | 7                   | 33,696           | 54,322         | 44,009          |                      | 61%                   |
| Edgefield          | 40           | 2                   | 37,336           | 52,270         | 44,803          |                      | 40%                   |
| Marion             | 37.5         | 4                   | 29,907           | 35,002         | 32,455          |                      | 17%                   |
| Marlboro           | 40           | 2                   | 26,229           | 36,975         | 31,602          |                      | 41%                   |
| Union              | 35           | 3                   | 21,509           | 38,539         | 30,024          |                      | 79%                   |
| ARITHMETIC AVERAGE |              |                     | 29,485           | 43,477         | 36,481          |                      |                       |

### GRANTS ADMINISTRATOR/MANAGER

Job Code: 1211

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 2                   | 61,625           | 95,506         | 78,566          |                      | 55%                   |
| Colleton           | 40           | 1                   | 33,696           | 54,322         | 44,009          |                      | 61%                   |
| Jasper             | 40           | 2                   | 28,769           | 44,574         | 36,672          |                      | 55%                   |
| Marion             | 37.5         | 1                   | 35,685           | 37,469         | 36,577          |                      | 5%                    |
| Newberry           | 37.5         | 2                   | 24,049           | 39,444         | 31,747          |                      | 64%                   |
| Williamsburg       | 40           | 1                   | 45,500           | 65,000         | 55,250          |                      | 43%                   |
| ARITHMETIC AVERAGE |              |                     | 38,221           | 56,053         | 47,137          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### PERSONNEL DIRECTOR

Job Code: 1301

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 1                   | 36,400           | 56,784         | 46,592          |                      | 56%                   |
| Clarendon          | 37.5         | 1                   | 82,583           | 127,987        | 105,285         |                      | 55%                   |
| Colleton           | 40           | 1                   | 62,034           | 87,484         | 74,759          |                      | 41%                   |
| Edgefield          | 35           | 1                   | 55,607           | 77,848         | 66,728          |                      | 40%                   |
| Jasper             | 40           | 1                   | 69,235           | 107,273        | 88,254          |                      | 55%                   |
| Marion             | 40           | 1                   | 77,454           | 81,326         | 79,390          |                      | 5%                    |
| Marlboro           | 40           | 1                   | 88,800           | 98,800         | 93,800          |                      | 11%                   |
| Newberry           | 37.5         | 1                   | 63,786           | 98,551         | 81,169          |                      | 55%                   |
| Union              | 40           | 1                   | 48,657           | 68,318         | 58,488          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 53,900           | 65,000         | 59,450          |                      | 21%                   |
| ARITHMETIC AVERAGE |              |                     | 63,846           | 86,937         | 75,391          |                      |                       |

### PERSONNEL ANALYST

Job Code: 1302

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Jasper             | 40           | 1                   | 49,204           | 76,237         | 62,721          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 49,204           | 76,237         | 62,721          |                      |                       |

### PERSONNEL ASST

Job Code: 1303

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Colleton           | 40           | 1                   | 33,696           | 41,348         | 37,522          |                      | 23%                   |
| Jasper             | 40           | 1                   | 33,303           | 51,600         | 42,452          |                      | 55%                   |
| Marion             | 40           | 1                   | 38,617           | 40,540         | 39,579          |                      | 5%                    |
| ARITHMETIC AVERAGE |              |                     | 35,205           | 44,496         | 39,851          |                      |                       |

### BENEFITS COORDINATOR

Job Code: 1304

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 1                   | 29,120           | 45,427         | 37,274          |                      | 56%                   |
| Clarendon          | 37.5         | 1                   | 55,895           | 86,627         | 71,261          |                      | 55%                   |
| Colleton           | 40           | 1                   | 42,866           | 59,758         | 51,312          |                      | 39%                   |
| Dillon             | 37.5         | 1                   | 30,000           | 40,000         | 35,000          |                      | 33%                   |
| Jasper             | 40           | 1                   | 42,504           | 65,856         | 54,180          |                      | 55%                   |
| Marlboro           | 40           | 1                   | 38,000           | 48,000         | 43,000          |                      | 26%                   |
| ARITHMETIC AVERAGE |              |                     | 39,731           | 57,611         | 48,671          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### ACCOUNT CLERK

Job Code: 1401

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 1                   | 23,220           | 36,406         | 29,813          |                      | 57%                   |
| Clarendon          | 37.5         | 1                   | 28,231           | 43,752         | 35,992          |                      | 55%                   |
| Colleton           | 40           | 5                   | 33,696           | 41,348         | 37,522          |                      | 23%                   |
| Edgefield          | 35           | 1                   | 29,392           | 41,149         | 35,271          |                      | 40%                   |
| Jasper             | 40           | 1                   | 30,207           | 46,803         | 38,505          |                      | 55%                   |
| Marlboro           | 40           | 1                   | 38,904           | 49,213         | 44,059          |                      | 26%                   |
| Union              | 35           | 5                   | 21,509           | 31,704         | 26,607          |                      | 47%                   |
| Williamsburg       | 40           | 1                   | 32,073           | 55,000         | 43,537          |                      | 71%                   |
| ARITHMETIC AVERAGE |              |                     | 29,654           | 43,172         | 36,413          |                      |                       |

### SENIOR ACCOUNT CLERK

Job Code: 1402

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 6                   | 28,231           | 43,752         | 35,992          |                      | 55%                   |
| Jasper             | 40           | 1                   | 36,717           | 56,889         | 46,803          |                      | 55%                   |
| Marlboro           | 40           | 3                   | 26,847           | 34,946         | 30,897          |                      | 30%                   |
| Newberry           | 37.5         | 1                   | 40,285           | 60,724         | 50,505          |                      | 51%                   |
| ARITHMETIC AVERAGE |              |                     | 33,020           | 49,078         | 41,049          |                      |                       |

### PAYROLL CLERK

Job Code: 1403

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 1                   | 36,031           | 55,840         | 45,936          |                      | 55%                   |
| Colleton           | 40           | 1                   | 39,210           | 54,335         | 46,773          |                      | 39%                   |
| Dillon             | 37.5         | 1                   | 26,000           | 34,000         | 30,000          |                      | 31%                   |
| Edgefield          | 35           | 1                   | 35,946           | 50,325         | 43,136          |                      | 40%                   |
| Jasper             | 40           | 1                   | 42,504           | 65,856         | 54,180          |                      | 55%                   |
| Williamsburg       | 40           | 1                   | 32,073           | 43,700         | 37,887          |                      | 36%                   |
| ARITHMETIC AVERAGE |              |                     | 35,294           | 50,676         | 42,985          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### FINANCE DIRECTOR

Job Code: 1404

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 40           | 1                   | 52,000           | 90,000         | 71,000          |                      | 73%                   |
| Colleton           | 40           | 1                   | 82,657           | 132,829        | 107,743         |                      | 61%                   |
| Dillon             | 37.5         | 1                   | 48,000           | 68,000         | 58,000          |                      | 42%                   |
| Edgefield          | 35           | 1                   | 60,522           | 84,730         | 72,626          |                      | 40%                   |
| Jasper             | 40           | 1                   | 84,156           | 130,391        | 107,274         |                      | 55%                   |
| Marion             | 37.5         | 1                   | 47,550           | 51,354         | 49,452          |                      | 8%                    |
| Marlboro           | 40           | 1                   | 85,000           | 95,000         | 90,000          |                      | 12%                   |
| Newberry           | 37.5         | 1                   | 63,786           | 98,551         | 81,169          |                      | 55%                   |
| Union              | 40           | 1                   | 71,872           | 100,933        | 86,403          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 65,700           | 88,500         | 77,100          |                      | 35%                   |
| ARITHMETIC AVERAGE |              |                     | 66,124           | 94,029         | 80,077          |                      |                       |

### FINANCE/PURCHASING DIRECTOR

Job Code: 1405

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Marion             | 37.5         | 1                   | 45,989           | 48,280         | 47,135          |                      | 5%                    |
| ARITHMETIC AVERAGE |              |                     | 45,989           | 48,280         | 47,135          |                      |                       |

### CONTROLLER

Job Code: 1406

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 1                   | 91,048           | 141,106        | 116,077         |                      | 55%                   |
| Colleton           | 40           | 1                   | 51,296           | 72,298         | 61,797          |                      | 41%                   |
| ARITHMETIC AVERAGE |              |                     | 71,172           | 106,702        | 88,937          |                      |                       |

### RISK MANAGER

Job Code: 1407

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Colleton           | 40           | 1                   | 46,917           | 65,718         | 56,318          |                      | 40%                   |
| Dillon             | 37.5         | 1                   | 32,000           | 39,975         | 35,988          |                      | 25%                   |
| Jasper             | 40           | 1                   | 69,235           | 107,273        | 88,254          |                      | 55%                   |
| Williamsburg       | 40           | 1                   | 25,000           | 37,000         | 31,000          |                      | 48%                   |
| ARITHMETIC AVERAGE |              |                     | 43,288           | 62,492         | 52,890          |                      |                       |

### ACCOUNTANT

Job Code: 1408

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 1                   | 53,234           | 82,502         | 67,868          |                      | 55%                   |
| Colleton           | 40           | 1                   | 51,296           | 72,298         | 61,797          |                      | 41%                   |
| Jasper             | 40           | 1                   | 49,204           | 76,237         | 62,721          |                      | 55%                   |
| Marlboro           | 40           | 1                   | 40,000           | 57,000         | 48,500          |                      | 43%                   |
| Union              | 35           | 1                   | 36,782           | 51,630         | 44,206          |                      | 40%                   |
| ARITHMETIC AVERAGE |              |                     | 46,103           | 67,933         | 57,018          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### BUDGET OFFICER/ANALYST

Job Code: 1409

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 1                   | 50,699           | 78,573         | 64,636          |                      | 55%                   |
| Williamsburg       | 40           | 1                   | 28,500           | 44,500         | 36,500          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 39,600           | 61,537         | 50,568          |                      |                       |

### PURCHASING DIRECTOR

Job Code: 1410

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 1                   | 82,583           | 127,987        | 105,285         |                      | 55%                   |
| Colleton           | 40           | 1                   | 75,141           | 105,881        | 90,511          |                      | 41%                   |
| Newberry           | 37.5         | 1                   | 63,786           | 98,551         | 81,169          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 73,837           | 110,806        | 92,322          |                      |                       |

### BUYER/PURCHASING AGENT

Job Code: 1411

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 1                   | 28,231           | 43,752         | 35,992          |                      | 55%                   |
| Colleton           | 40           | 1                   | 46,931           | 65,717         | 56,324          |                      | 40%                   |
| Dillon             | 37.5         | 1                   | 26,000           | 34,000         | 30,000          |                      | 31%                   |
| Edgefield          | 25           | 1                   | 24,505           | 34,307         | 29,406          |                      | 40%                   |
| Marlboro           | 40           | 1                   | 35,367           | 44,739         | 40,053          |                      | 26%                   |
| Williamsburg       | 40           | 1                   | 28,500           | 44,500         | 36,500          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 31,589           | 44,503         | 38,046          |                      |                       |

### PURCHASING ASST

Job Code: 1412

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 1                   | 29,643           | 45,940         | 37,792          |                      | 55%                   |
| Dillon             | 37.5         | 1                   | 28,000           | 32,000         | 30,000          |                      | 14%                   |
| ARITHMETIC AVERAGE |              |                     | 28,822           | 38,970         | 33,896          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### COUNTY TREASURER

Job Code: 1414

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 1                   | 46,900           | 46,900         | 46,900          | 46,900               | 0%                    |
| Clarendon          | 37.5         | 1                   | 78,650           | 121,893        | 100,272         |                      | 55%                   |
| Colleton           | 40           | 1                   | 67,287           | 67,287         | 67,287          | 67,287               | 0%                    |
| Dillon             | 37.5         | 1                   | 45,000           | 55,000         | 50,000          |                      | 22%                   |
| Edgefield          | 35           | 1                   | 32,670           | 45,737         | 39,204          | 32,670               | 40%                   |
| Jasper             | 40           | 1                   | 46,861           | 72,607         | 59,734          |                      | 55%                   |
| Marion             | 37.5         | 1                   | 50,423           | 52,943         | 51,683          |                      | 5%                    |
| Marlboro           | 40           | 1                   | 60,463           | 65,000         | 62,732          |                      | 8%                    |
| Newberry           | 37.5         | 1                   | 71,472           | 71,472         | 71,472          | 71,472               | 0%                    |
| Union              | 40           | 1                   | 39,624           | 55,619         | 47,622          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 32,500           | 55,200         | 43,850          |                      | 70%                   |
| ARITHMETIC AVERAGE |              |                     | 51,986           | 64,514         | 58,250          | 54,582               |                       |

### ASST/DEPUTY COUNTY TREASURER

Job Code: 1415

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 1                   | 39,724           | 61,564         | 50,644          |                      | 55%                   |
| Colleton           | 40           | 1                   | 42,877           | 59,770         | 51,324          |                      | 39%                   |
| Dillon             | 37.5         | 1                   | 35,000           | 40,000         | 37,500          |                      | 14%                   |
| Edgefield          | 35           | 1                   | 37,584           | 52,618         | 45,101          |                      | 40%                   |
| Jasper             | 40           | 1                   | 40,480           | 62,720         | 51,600          |                      | 55%                   |
| Marion             | 37.5         | 1                   | 33,602           | 35,278         | 34,440          |                      | 5%                    |
| Marlboro           | 40           | 1                   | 35,367           | 44,739         | 40,053          |                      | 26%                   |
| Newberry           | 37.5         | 1                   | 40,285           | 60,724         | 50,505          |                      | 51%                   |
| Union              | 35           | 1                   | 25,862           | 36,327         | 31,095          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 25,365           | 38,047         | 31,706          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 35,615           | 49,179         | 42,397          |                      |                       |

### SENIOR TAX CLERK

Job Code: 1416

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 1                   | 27,000           | 43,000         | 35,000          |                      | 59%                   |
| Clarendon          | 37.5         | 1                   | 37,832           | 58,632         | 48,232          |                      | 55%                   |
| Colleton           | 40           | 5                   | 33,696           | 37,839         | 35,768          |                      | 12%                   |
| Edgefield          | 35           | 1                   | 29,392           | 41,149         | 35,271          |                      | 40%                   |
| Jasper             | 40           | 1                   | 40,480           | 62,720         | 51,600          |                      | 55%                   |
| Newberry           | 37.5         | 5                   | 28,920           | 46,538         | 37,729          |                      | 61%                   |
| ARITHMETIC AVERAGE |              |                     | 32,887           | 48,313         | 40,600          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### TAX CLERK

Job Code: 1417

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 6                   | 22,260           | 35,000         | 28,630          |                      | 57%                   |
| Clarendon          | 37.5         | 1                   | 24,387           | 37,795         | 31,091          |                      | 55%                   |
| Colleton           | 40           | 3                   | 33,696           | 34,655         | 34,176          |                      | 3%                    |
| Dillon             | 37.5         | 2                   | 22,000           | 28,000         | 25,000          |                      | 27%                   |
| Edgefield          | 35           | 3                   | 27,754           | 38,856         | 33,305          |                      | 40%                   |
| Jasper             | 40           | 1                   | 28,769           | 44,574         | 36,672          |                      | 55%                   |
| Marion             | 37.5         | 2                   | 24,999           | 28,002         | 26,501          |                      | 12%                   |
| Marlboro           | 40           | 3                   | 26,229           | 40,672         | 33,451          |                      | 55%                   |
| Newberry           | 37.5         | 1                   | 28,920           | 46,538         | 37,729          |                      | 61%                   |
| Williamsburg       | 40           | 2                   | 28,586           | 42,000         | 35,293          |                      | 47%                   |
| ARITHMETIC AVERAGE |              |                     | 26,760           | 37,609         | 32,185          |                      |                       |

### COUNTY TAX COLLECTOR

Job Code: 1418

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 1                   | 32,200           | 43,000         | 37,600          |                      | 34%                   |
| Clarendon          | 37.5         | 1                   | 41,710           | 64,462         | 53,086          |                      | 55%                   |
| Colleton           | 40           | 1                   | 51,296           | 72,298         | 61,797          |                      | 41%                   |
| Edgefield          | 35           | 1                   | 37,584           | 52,618         | 45,101          |                      | 40%                   |
| Jasper             | 40           | 1                   | 46,861           | 72,607         | 59,734          |                      | 55%                   |
| Marion             | 37.5         | 1                   | 48,023           | 50,429         | 49,226          |                      | 5%                    |
| Marlboro           | 40           | 1                   | 42,794           | 54,135         | 48,465          |                      | 27%                   |
| Newberry           | 37.5         | 1                   | 33,791           | 55,992         | 44,892          |                      | 66%                   |
| Union              | 35           | 1                   | 35,025           | 49,178         | 42,102          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 27,901           | 41,853         | 34,877          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 39,719           | 55,657         | 47,688          |                      |                       |

### COUNTY TAX FIELD AGENT

Job Code: 1419

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 3                   | 27,000           | 41,560         | 34,280          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 27,000           | 41,560         | 34,280          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### COUNTY AUDITOR

Job Code: 1420

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 43,754    | 43,754  | 43,754   | 43,754        | 0%             |
| Clarendon          | 37.5  | 1            | 58,690    | 90,958  | 74,824   |               | 55%            |
| Colleton           | 40    | 1            | 67,287    | 67,287  | 67,287   | 67,287        | 0%             |
| Dillon             | 37.5  | 1            | 28,000    | 35,000  | 31,500   |               | 25%            |
| Edgefield          | 35    | 1            | 31,031    | 43,443  | 37,237   | 41,513        | 40%            |
| Jasper             | 40    | 1            | 59,808    | 92,666  | 76,237   |               | 55%            |
| Marion             | 37.5  | 1            | 37,976    | 39,875  | 38,926   |               | 5%             |
| Marlboro           | 40    | 1            | 50,000    | 58,583  | 54,292   |               | 17%            |
| Newberry           | 37.5  | 1            | 73,029    | 73,029  | 73,029   | 73,029        | 0%             |
| Union              | 40    | 1            | 42,037    | 59,006  | 50,522   |               | 40%            |
| Williamsburg       | 40    | 1            | 26,000    | 54,500  | 40,250   |               | 110%           |
| ARITHMETIC AVERAGE |       |              | 47,056    | 59,827  | 53,442   | 56,396        |                |

### ASST/DEPUTY COUNTY AUDITOR

Job Code: 1421

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 37.5  | 1            | 26,860    | 41,371  | 34,116   |               | 54%            |
| Clarendon          | 37.5  | 1            | 39,724    | 61,564  | 50,644   |               | 55%            |
| Colleton           | 40    | 1            | 42,866    | 59,758  | 51,312   |               | 39%            |
| Dillon             | 37.5  | 1            | 23,000    | 28,000  | 25,500   |               | 22%            |
| Edgefield          | 35    | 1            | 37,584    | 52,618  | 45,101   |               | 40%            |
| Jasper             | 40    | 1            | 40,480    | 62,720  | 51,600   |               | 55%            |
| Marion             | 37.5  | 1            | 30,971    | 32,514  | 31,743   |               | 5%             |
| Marlboro           | 40    | 1            | 35,367    | 44,739  | 40,053   |               | 26%            |
| Newberry           | 37.5  | 1            | 40,285    | 60,724  | 50,505   |               | 51%            |
| Union              | 35    | 1            | 28,808    | 40,451  | 34,630   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 34,595    | 48,446  | 41,520   |               |                |

### COUNTY ASSESSOR

Job Code: 1422

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 37,200    | 57,100  | 47,150   |               | 53%            |
| Clarendon          | 37.5  | 1            | 78,650    | 121,893 | 100,272  |               | 55%            |
| Colleton           | 40    | 1            | 56,429    | 79,516  | 67,973   |               | 41%            |
| Dillon             | 37.5  | 1            | 48,000    | 58,000  | 53,000   |               | 21%            |
| Edgefield          | 35    | 1            | 62,160    | 87,024  | 74,592   |               | 40%            |
| Jasper             | 40    | 1            | 62,798    | 97,300  | 80,049   |               | 55%            |
| Marion             | 37.5  | 1            | 65,648    | 68,930  | 67,289   |               | 5%             |
| Marlboro           | 40    | 1            | 62,655    | 87,184  | 74,920   |               | 39%            |
| Newberry           | 37.5  | 1            | 63,786    | 98,551  | 81,169   |               | 55%            |
| Union              | 40    | 1            | 46,340    | 65,052  | 55,696   |               | 40%            |
| Williamsburg       | 40    | 1            | 37,137    | 63,000  | 50,069   |               | 70%            |
| ARITHMETIC AVERAGE |       |              | 56,437    | 80,323  | 68,380   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### ASST/DEPUTY COUNTY ASSESSOR

Job Code: 1423

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 55,895    | 86,627  | 71,261   |               | 55%            |
| Colleton           | 40    | 1            | 46,917    | 65,718  | 56,318   |               | 40%            |
| Dillon             | 37.5  | 1            | 30,000    | 38,000  | 34,000   |               | 27%            |
| Newberry           | 37.5  | 1            | 40,285    | 60,724  | 50,505   |               | 51%            |
| ARITHMETIC AVERAGE |       |              | 43,274    | 62,767  | 53,021   |               |                |

### SENIOR FIELD APPRAISER

Job Code: 1424

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 41,710    | 64,642  | 53,176   |               | 55%            |
| Colleton           | 40    | 1            | 42,159    | 58,397  | 50,278   |               | 39%            |
| Edgefield          | 35    | 1            | 37,584    | 52,618  | 45,101   |               | 40%            |
| Jasper             | 40    | 1            | 44,630    | 69,149  | 56,890   |               | 55%            |
| Marlboro           | 40    | 1            | 35,367    | 44,739  | 40,053   |               | 26%            |
| ARITHMETIC AVERAGE |       |              | 40,290    | 57,909  | 49,100   |               |                |

### APPRAISER

Job Code: 1425

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 4            | 37,832    | 58,632  | 48,232   |               | 55%            |
| Colleton           | 40    | 3            | 35,874    | 49,565  | 42,720   |               | 38%            |
| Dillon             | 37.5  | 2            | 25,000    | 30,000  | 27,500   |               | 20%            |
| Edgefield          | 35    | 2            | 32,669    | 45,737  | 39,203   |               | 40%            |
| Jasper             | 40    | 1            | 34,968    | 54,180  | 44,574   |               | 55%            |
| Marion             | 37.5  | 1            | 29,191    | 33,501  | 31,346   |               | 15%            |
| Marlboro           | 40    | 2            | 26,229    | 36,975  | 31,602   |               | 41%            |
| Newberry           | 37.5  | 3            | 33,791    | 55,992  | 44,892   |               | 66%            |
| Union              | 40    | 1            | 34,578    | 48,546  | 41,562   |               | 40%            |
| Williamsburg       | 40    | 2            | 23,520    | 35,279  | 29,400   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 31,365    | 44,841  | 38,103   |               |                |

### CHIEF MAPPER/DRAFTSMAN

Job Code: 1426

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 48,285    | 74,831  | 61,558   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 48,285    | 74,831  | 61,558   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### DRAFTER II/MAPPER II (CADASTRAL)

Job Code: 1427

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 31,125    | 48,237  | 39,681   |               | 55%            |
| Colleton           | 40    | 1            | 35,874    | 49,565  | 42,720   |               | 38%            |
| Jasper             | 40    | 1            | 36,717    | 56,889  | 46,803   |               | 55%            |
| Newberry           | 37.5  | 1            | 33,791    | 55,992  | 44,892   |               | 66%            |
| ARITHMETIC AVERAGE |       |              | 34,377    | 52,671  | 43,524   |               |                |

### DRAFTER I/MAPPER I (CADASTRAL)

Job Code: 1428

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Jasper             | 40    | 1            | 34,968    | 54,180  | 44,574   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 34,968    | 54,180  | 44,574   |               |                |

### COMPUTER SERVICES/MIS DIRECTOR

Job Code: 1501

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 47,000    | 74,000  | 60,500   |               | 57%            |
| Colleton           | 40    | 1            | 75,141    | 105,881 | 90,511   |               | 41%            |
| Jasper             | 40    | 1            | 69,235    | 107,273 | 88,254   |               | 55%            |
| Marlboro           | 40    | 1            | 68,921    | 87,184  | 78,053   |               | 26%            |
| ARITHMETIC AVERAGE |       |              | 65,074    | 93,585  | 79,329   |               |                |

### SENIOR PROGRAMMER ANALYST

Job Code: 1502

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Colleton           | 40    | 1            | 62,034    | 87,484  | 74,759   |               | 41%            |
| Edgefield          | 40    | 1            | 63,551    | 88,971  | 76,261   |               | 40%            |
| Jasper             | 40    | 1            | 56,960    | 88,254  | 72,607   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 60,848    | 88,236  | 74,542   |               |                |

### PROGRAMMER ANALYST

Job Code: 1503

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 20    | 1            | 28,000    | 45,000  | 36,500   |               | 61%            |
| Union              | 40    | 1            | 42,037    | 59,006  | 50,522   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 35,019    | 52,003  | 43,511   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### NETWORK ADMINISTRATOR

Job Code: 1504

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 64,706    | 100,281 | 82,494   |               | 55%            |
| Colleton           | 40    | 2            | 62,034    | 87,484  | 74,759   |               | 41%            |
| Dillon             | 37.5  | 1            | 46,000    | 50,000  | 48,000   |               | 9%             |
| Jasper             | 40    | 1            | 56,960    | 88,254  | 72,607   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 57,425    | 81,505  | 69,465   |               |                |

### DATA PROCESSING MANAGER

Job Code: 1505

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Colleton           | 40    | 1            | 42,877    | 59,770  | 51,324   |               | 39%            |
| ARITHMETIC AVERAGE |       |              | 42,877    | 59,770  | 51,324   |               |                |

### DATA PROCESSING OPERATOR II

Job Code: 1507

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 37,832    | 58,632  | 48,232   |               | 55%            |
| Colleton           | 40    | 5            | 33,696    | 37,839  | 35,768   |               | 12%            |
| ARITHMETIC AVERAGE |       |              | 35,764    | 48,236  | 42,000   |               |                |

### GIS DIRECTOR/ADMINISTRATOR/GIO

Job Code: 1508

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 61,625    | 95,506  | 78,566   |               | 55%            |
| Jasper             | 40    | 1            | 54,248    | 84,051  | 69,150   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 57,937    | 89,779  | 73,858   |               |                |

### GIS MANAGER

Job Code: 1510

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Dillon             | 37.5  | 1            | 34,000    | 45,000  | 39,500   |               | 32%            |
| Edgefield          | 35    | 1            | 62,161    | 87,025  | 74,593   |               | 40%            |
| Jasper             | 40    | 1            | 59,808    | 92,666  | 76,237   |               | 55%            |
| Marion             | 37.5  | 1            | 45,396    | 47,665  | 46,531   |               | 5%             |
| ARITHMETIC AVERAGE |       |              | 50,341    | 68,089  | 59,215   |               |                |

### GIS ANALYST/SPECIALIST

Job Code: 1512

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 48,285    | 74,831  | 61,558   |               | 55%            |
| Colleton           | 40    | 1            | 62,034    | 87,484  | 74,759   |               | 41%            |
| ARITHMETIC AVERAGE |       |              | 55,160    | 81,158  | 68,159   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### GIS TECHNICIAN II

Job Code: 1513

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Colleton           | 40    | 1            | 42,877    | 59,770  | 51,324   |               | 39%            |
| Marlboro           | 40    | 1            | 38,904    | 49,213  | 44,059   |               | 26%            |
| Newberry           | 37.5  | 1            | 40,285    | 60,724  | 50,505   |               | 51%            |
| ARITHMETIC AVERAGE |       |              | 40,689    | 56,569  | 48,629   |               |                |

### GIS TECHNICIAN I

Job Code: 1514

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 31,125    | 48,237  | 39,681   |               | 55%            |
| Jasper             | 40    | 1            | 52,499    | 52,499  | 52,499   |               | 0%             |
| ARITHMETIC AVERAGE |       |              | 41,812    | 50,368  | 46,090   |               |                |

### ANIMAL CONTROL DIRECTOR

Job Code: 1601

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 38,000    | 58,000  | 48,000   |               | 53%            |
| Colleton           | 40    | 1            | 46,917    | 65,718  | 56,318   |               | 40%            |
| Dillon             | 40    | 1            | 45,000    | 50,000  | 47,500   |               | 11%            |
| Newberry           | 40    | 1            | 40,285    | 60,724  | 50,505   |               | 51%            |
| ARITHMETIC AVERAGE |       |              | 42,551    | 58,611  | 50,581   |               |                |

### ANIMAL CONTROL SUPERVISOR

Job Code: 1602

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Edgefield          | 40    | 1            | 38,110    | 38,110  | 38,110   | 38,110        | 0%             |
| ARITHMETIC AVERAGE |       |              | 38,110    | 38,110  | 38,110   | 38,110        |                |

### ANIMAL CONTROL OFFICER

Job Code: 1603

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 1            | 37,832    | 58,632  | 48,232   |               | 55%            |
| Colleton           | 40    | 4            | 33,696    | 41,358  | 37,527   |               | 23%            |
| Edgefield          | 40    | 1            | 35,464    | 49,649  | 42,557   |               | 40%            |
| Jasper             | 43    | 1            | 46,861    | 72,607  | 59,734   |               | 55%            |
| Marion             | 40    | 1            | 31,429    | 33,000  | 32,215   |               | 5%             |
| Newberry           | 40    | 3            | 28,920    | 46,538  | 37,729   |               | 61%            |
| Union              | 40    | 40           | 32,923    | 46,229  | 39,576   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 35,304    | 49,716  | 42,510   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### ANIMAL CONTROL ATTENDANT

Job Code: 1604

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 5            | 24,000    | 35,060  | 29,530   |               | 46%            |
| Colleton           | 40    | 2            | 33,696    | 37,839  | 35,768   |               | 12%            |
| Edgefield          | 25    | 2            | 12        | 13      | 13       |               | 8%             |
| ARITHMETIC AVERAGE |       |              | 19,236    | 24,304  | 21,770   |               |                |

### ANIMAL CONTROL AND LITTER ENFORCE DIR

Job Code: 1605

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Edgefield          | 25    | 0            | 15,000    | 16,250  | 15,625   |               | 8%             |
| Union              | 42    | 1            | 46,340    | 65,052  | 55,696   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 30,670    | 40,651  | 35,661   |               |                |

### ANIMAL CONTROL/LITTER ENFORCE OFFICER

Job Code: 1606

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 2            | 31,000    | 37,000  | 34,000   |               | 19%            |
| Dillon             | 40    | 1            | 25,000    | 30,000  | 27,500   |               | 20%            |
| Edgefield          | 35    | 1            | 27,754    | 38,856  | 33,305   |               | 40%            |
| Union              | 40    | 2            | 32,923    | 46,229  | 39,576   |               | 40%            |
| Williamsburg       | 40    | 1            | 23,059    | 34,587  | 28,823   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 27,947    | 37,334  | 32,641   |               |                |

### LITTER ENFORCEMENT OFFICER

Job Code: 1607

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Colleton           | 40    | 1            | 35,883    | 49,569  | 42,726   |               | 38%            |
| Edgefield          | 40    | 1            | 41,082    | 57,513  | 49,298   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 38,483    | 53,541  | 46,012   |               |                |

### CODES ENFORCEMENT OFFICER

Job Code: 1608

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 2            | 36,031    | 55,840  | 45,936   |               | 55%            |
| Colleton           | 40    | 1            | 51,296    | 72,298  | 61,797   |               | 41%            |
| Jasper             | 40    | 1            | 46,861    | 72,607  | 59,734   |               | 55%            |
| Marion             | 40    | 1            | 31,429    | 33,000  | 32,215   |               | 5%             |
| Marlboro           | 40    | 1            | 33,000    | 36,000  | 34,500   |               | 9%             |
| ARITHMETIC AVERAGE |       |              | 39,723    | 53,949  | 46,836   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### BUILDING CODES ADMINISTRATOR/DIRECTOR

Job Code: 1701

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 34,200    | 56,000  | 45,100   |               | 64%            |
| Clarendon          | 37.5  | 1            | 55,895    | 86,627  | 71,261   |               | 55%            |
| Dillon             | 37.5  | 1            | 48,000    | 52,000  | 50,000   |               | 8%             |
| Edgefield          | 40    | 1            | 67,296    | 94,214  | 80,755   |               | 40%            |
| Jasper             | 40    | 1            | 56,960    | 88,254  | 72,607   |               | 55%            |
| Newberry           | 37.5  | 1            | 63,786    | 98,551  | 81,169   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 54,356    | 79,274  | 66,815   |               |                |

### BUILDING CODES ADMINISTRATOR/INSPECTOR

Job Code: 1702

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Colleton           | 40    | 1            | 56,429    | 79,516  | 67,973   |               | 41%            |
| Williamsburg       | 40    | 1            | 37,137    | 60,000  | 48,569   |               | 62%            |
| ARITHMETIC AVERAGE |       |              | 46,783    | 69,758  | 58,271   |               |                |

### BUILDING INSPECTOR

Job Code: 1703

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 37.5  | 2            | 26,000    | 45,000  | 35,500   |               | 73%            |
| Clarendon          | 37.5  | 2            | 41,710    | 64,642  | 53,176   |               | 55%            |
| Colleton           | 40    | 1            | 46,917    | 65,718  | 56,318   |               | 40%            |
| Edgefield          | 35    | 1            | 35,946    | 50,325  | 43,136   |               | 40%            |
| Jasper             | 40    | 2            | 44,630    | 69,149  | 56,890   |               | 55%            |
| Marlboro           | 40    | 1            | 40,000    | 45,000  | 42,500   |               | 13%            |
| Newberry           | 37.5  | 1            | 43,533    | 67,817  | 55,675   |               | 56%            |
| Williamsburg       | 40    | 1            | 27,901    | 41,853  | 34,877   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 38,330    | 56,188  | 47,259   |               |                |

### PLANNING AND DEVELOPMENT DIRECTOR

Job Code: 1704

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 82,583    | 127,987 | 105,285  |               | 55%            |
| Colleton           | 40    | 1            | 82,668    | 132,829 | 107,749  |               | 61%            |
| Jasper             | 40    | 1            | 69,235    | 107,273 | 88,254   |               | 55%            |
| Marion             | 40    | 1            | 48,545    | 50,972  | 49,759   |               | 5%             |
| Marlboro           | 40    | 1            | 50,000    | 55,000  | 52,500   |               | 10%            |
| ARITHMETIC AVERAGE |       |              | 66,606    | 94,812  | 80,709   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### PLANNING AND DEVELOPMENT ASST DIRECTOR

Job Code: 1705

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 67,941    | 105,295 | 86,618   |               | 55%            |
| Edgefield          | 40    | 1            | 39,208    | 54,892  | 47,050   |               | 40%            |
| Williamsburg       | 40    | 1            | 23,059    | 34,587  | 28,823   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 43,403    | 64,925  | 54,164   |               |                |

### SENIOR PLANNER

Job Code: 1706

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Newberry           | 37.5  | 1            | 43,533    | 67,817  | 55,675   |               | 56%            |
| ARITHMETIC AVERAGE |       |              | 43,533    | 67,817  | 55,675   |               |                |

### PLANNER

Job Code: 1707

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Edgefield          | 40    | 1            | 42,953    | 60,134  | 51,544   |               | 40%            |
| Jasper             | 40    | 1            | 46,861    | 72,607  | 59,734   |               | 55%            |
| Newberry           | 37.5  | 2            | 33,791    | 55,992  | 44,892   |               | 66%            |
| ARITHMETIC AVERAGE |       |              | 41,202    | 62,911  | 52,056   |               |                |

### MASTER-IN-EQUITY

Job Code: 1801

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 1            | 21,279    | 21,279  | 21,279   | 21,279        | 0%             |
| ARITHMETIC AVERAGE |       |              | 21,279    | 21,279  | 21,279   | 21,279        |                |

### COUNTY ATTORNEY

Job Code: 1802

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 88,666    | 88,666  | 88,666   | 88,666        | 0%             |
| Clarendon          | 37.5  | 1            | 100,380   | 155,569 | 127,975  |               | 55%            |
| Colleton           | 20    | 1            | 59,789    | 59,789  | 59,789   | 59,789        | 0%             |
| Dillon             | 6     | 1            | 41,000    | 51,000  | 46,000   |               | 24%            |
| Jasper             | 40    | 1            | 92,782    | 143,756 | 118,269  |               | 55%            |
| Marion             | 40    | 1            | 55,486    | 55,486  | 55,486   | 55,486        | 0%             |
| Marlboro           | 40    | 1            | 25,000    | 25,000  | 25,000   | 25,000        | 0%             |
| Union              | 20    | 1            | 29,554    | 29,554  | 29,554   | 29,554        | 0%             |
| ARITHMETIC AVERAGE |       |              | 61,582    | 76,103  | 68,842   | 51,699        |                |

### DEPUTY SOLICITOR

Job Code: 1807

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Edgefield          | 35    | 1            | 35,000    | 40,000  | 37,500   |               | 14%            |
| ARITHMETIC AVERAGE |       |              | 35,000    | 40,000  | 37,500   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### ASST SOLICITOR

Job Code: 1808

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Edgefield          | 40           | 3                   | 80,000           | 115,000        | 97,500          |                      | 44%                   |
| ARITHMETIC AVERAGE |              |                     | 80,000           | 115,000        | 97,500          |                      |                       |

### INVESTIGATOR (SOLICITOR/PUBLIC DEFENDER)

Job Code: 1810

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Edgefield          | 40           | 1                   | 59,000           | 61,000         | 60,000          |                      | 3%                    |
| ARITHMETIC AVERAGE |              |                     | 59,000           | 61,000         | 60,000          |                      |                       |

### CHIEF MAGISTRATE

Job Code: 1811

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 1                   | 35,233           | 49,474         | 42,354          |                      | 40%                   |
| Clarendon          | 37.5         | 1                   | 59,474           | 59,474         | 59,474          |                      | 0%                    |
| Colleton           | 40           | 1                   | 77,070           | 77,070         | 77,070          | 77,070               | 0%                    |
| Edgefield          | 35           | 1                   | 59,680           | 59,680         | 59,680          | 59,680               | 0%                    |
| Jasper             | 40           | 1                   | 40,910           | 56,889         | 48,900          |                      | 39%                   |
| Marlboro           | 40           | 1                   | 47,000           | 65,829         | 56,415          |                      | 40%                   |
| Newberry           | 30           | 1                   | 75,327           | 75,327         | 75,327          | 75,327               | 0%                    |
| Union              | 40           | 1                   | 42,037           | 59,006         | 50,522          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 57,880           | 98,000         | 77,940          |                      | 69%                   |
| ARITHMETIC AVERAGE |              |                     | 54,957           | 66,750         | 60,853          | 70,692               |                       |

### MAGISTRATE

Job Code: 1812

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 40           | 3                   | 35,233           | 35,233         | 35,233          | 35,233               | 0%                    |
| Clarendon          | 40           | 8                   | 14,869           | 14,869         | 14,869          | 14,869               | 0%                    |
| Colleton           | 40           | 3                   | 74,070           | 74,070         | 74,070          | 74,070               | 0%                    |
| Dillon             | 37.5         | 4                   | 24,000           | 43,000         | 33,500          |                      | 79%                   |
| Edgefield          | 35           | 1                   | 68,674           | 68,674         | 68,674          | 68,674               | 0%                    |
| Jasper             | 40           | 3                   | 33,394           | 51,600         | 42,497          |                      | 55%                   |
| Marion             | 37.5         | 3                   | 42,432           | 62,710         | 52,571          |                      | 48%                   |
| Marlboro           | 31           | 2                   | 23,000           | 29,597         | 26,299          |                      | 29%                   |
| Newberry           | 37.5         | 2                   | 72,327           | 72,327         | 72,327          | 72,327               | 0%                    |
| Union              | 35           | 1                   | 36,782           | 51,630         | 44,206          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 23,059           | 34,587         | 28,823          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 40,713           | 48,936         | 44,824          | 53,035               |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### MINISTERIAL MAGISTRATE

Job Code: 1813

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Colleton           | 30    | 1            | 74,070    | 74,070  | 74,070   | 74,070        | 0%             |
| Union              | 15    | 3            | 15,763    | 22,127  | 18,945   |               | 40%            |
| Williamsburg       | 20    | 3            | 20,962    | 31,445  | 26,204   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 36,932    | 42,547  | 39,740   | 74,070        |                |

### COURT ADMINISTRATOR

Job Code: 1814

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Colleton           | 40    | 1            | 39,217    | 54,322  | 46,770   |               | 39%            |
| Newberry           | 37.5  | 1            | 40,285    | 60,724  | 50,505   |               | 51%            |
| Williamsburg       | 40    | 1            | 23,059    | 34,587  | 28,823   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 34,187    | 49,878  | 42,032   |               |                |

### CLERK OF COURT

Job Code: 1815

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 37.5  | 1            | 63,116    | 63,116  | 63,116   | 63,116        | 0%             |
| Clarendon          | 37.5  | 1            | 86,712    | 134,387 | 110,550  |               | 55%            |
| Colleton           | 40    | 1            | 87,757    | 87,757  | 87,757   | 87,757        | 0%             |
| Edgefield          | 35    | 1            | 55,607    | 77,849  | 66,728   | 63,191        | 40%            |
| Jasper             | 40    | 1            | 71,373    | 97,300  | 84,337   |               | 36%            |
| Marion             | 37.5  | 1            | 60,400    | 63,420  | 61,910   |               | 5%             |
| Marlboro           | 40    | 1            | 50,000    | 61,302  | 55,651   |               | 23%            |
| Newberry           | 37.5  | 1            | 88,794    | 88,794  | 88,794   | 88,794        | 0%             |
| Union              | 40    | 1            | 56,314    | 79,087  | 67,701   |               | 40%            |
| Williamsburg       | 40    | 1            | 40,850    | 61,275  | 51,063   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 66,092    | 81,429  | 73,761   | 75,715        |                |

### ASST/CHIEF DEPUTY CLERK OF COURT

Job Code: 1816

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Marion             | 37.5  | 1            | 30,069    | 31,527  | 30,798   |               | 5%             |
| Marlboro           | 40    | 1            | 35,367    | 44,739  | 40,053   |               | 26%            |
| Newberry           | 37.5  | 2            | 40,285    | 60,724  | 50,505   |               | 51%            |
| ARITHMETIC AVERAGE |       |              | 35,240    | 45,663  | 40,452   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### SENIOR DEPUTY CLERK OF COURT

Job Code: 1817

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 1                   | 27,000           | 41,371         | 34,186          |                      | 53%                   |
| Clarendon          | 37.5         | 2                   | 37,832           | 58,632         | 48,232          |                      | 55%                   |
| Marlboro           | 40           | 2                   | 35,367           | 44,739         | 40,053          |                      | 26%                   |
| Newberry           | 37.5         | 1                   | 33,791           | 55,992         | 44,892          |                      | 66%                   |
| Union              | 35           | 1                   | 27,437           | 38,539         | 32,988          |                      | 40%                   |
| ARITHMETIC AVERAGE |              |                     | 32,285           | 47,855         | 40,070          |                      |                       |

### DEPUTY CLERK OF COURT

Job Code: 1818

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 2                   | 22,276           | 34,751         | 28,514          |                      | 56%                   |
| Clarendon          | 37.5         | 1                   | 31,125           | 48,237         | 39,681          |                      | 55%                   |
| Colleton           | 40           | 2                   | 42,877           | 59,770         | 51,324          |                      | 39%                   |
| Edgefield          | 35           | 2                   | 37,584           | 52,618         | 45,101          |                      | 40%                   |
| Jasper             | 40           | 1                   | 33,303           | 51,600         | 42,452          |                      | 55%                   |
| Marion             | 37.5         | 1                   | 28,645           | 30,077         | 29,361          |                      | 5%                    |
| Newberry           | 37.5         | 3                   | 28,920           | 46,538         | 37,729          |                      | 61%                   |
| Union              | 35           | 2                   | 24,888           | 34,948         | 29,918          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 25,873           | 38,808         | 32,341          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 30,610           | 44,150         | 37,380          |                      |                       |

### SENIOR COURT CLERK

Job Code: 1820

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Colleton           | 40           | 6                   | 33,696           | 37,839         | 35,768          |                      | 12%                   |
| Edgefield          | 35           | 4                   | 32,669           | 57,206         | 44,938          |                      | 75%                   |
| Jasper             | 40           | 3                   | 30,207           | 46,803         | 38,505          |                      | 55%                   |
| Marion             | 37.5         | 1                   | 22,464           | 23,587         | 23,026          |                      | 5%                    |
| Marlboro           | 40           | 4                   | 26,229           | 36,975         | 31,602          |                      | 41%                   |
| ARITHMETIC AVERAGE |              |                     | 29,053           | 40,482         | 34,768          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### COURT CLERK

Job Code: 1821

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 4                   | 23,460           | 35,700         | 29,580          |                      | 52%                   |
| Clarendon          | 37.5         | 1                   | 25,606           | 39,685         | 32,646          |                      | 55%                   |
| Colleton           | 40           | 7                   | 33,696           | 34,655         | 34,176          |                      | 3%                    |
| Dillon             | 37.5         | 1                   | 45,000           | 52,000         | 48,500          |                      | 16%                   |
| Edgefield          | 35           | 4                   | 29,392           | 41,149         | 35,271          |                      | 40%                   |
| Jasper             | 40           | 10                  | 34,445           | 44,574         | 39,510          |                      | 29%                   |
| Marion             | 37.5         | 7                   | 22,016           | 23,116         | 22,566          |                      | 5%                    |
| Marlboro           | 40           | 2                   | 24,076           | 31,640         | 27,858          |                      | 31%                   |
| Newberry           | 37.5         | 2                   | 28,920           | 46,538         | 37,729          |                      | 61%                   |
| Union              | 35           | 8                   | 21,509           | 30,198         | 25,854          |                      | 40%                   |
| Williamsburg       | 40           | 3                   | 23,520           | 35,279         | 29,400          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 28,331           | 37,685         | 33,008          |                      |                       |

### REGISTER OF DEEDS

Job Code: 1822

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 1                   | 26,520           | 46,920         | 36,720          |                      | 77%                   |
| Clarendon          | 37.5         | 1                   | 43,796           | 67,874         | 55,835          |                      | 55%                   |
| Colleton           | 40           | 1                   | 46,917           | 65,718         | 56,318          |                      | 40%                   |
| Edgefield          | 35           | 1                   | 29,392           | 41,149         | 35,271          |                      | 40%                   |
| Jasper             | 40           | 1                   | 46,861           | 72,607         | 59,734          |                      | 55%                   |
| Marlboro           | 40           | 1                   | 28,000           | 35,000         | 31,500          |                      | 25%                   |
| Williamsburg       | 40           | 1                   | 20,962           | 31,445         | 26,204          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 34,635           | 51,530         | 43,083          |                      |                       |

### DEPUTY/ASST REGISTER OF DEEDS

Job Code: 1823

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 1                   | 24,637           | 38,061         | 31,349          |                      | 54%                   |
| Clarendon          | 37.5         | 1                   | 37,832           | 58,632         | 48,232          |                      | 55%                   |
| Edgefield          | 35           | 1                   | 37,584           | 52,618         | 45,101          |                      | 40%                   |
| Jasper             | 40           | 1                   | 36,717           | 56,889         | 46,803          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 34,193           | 51,550         | 42,871          |                      |                       |

### ROD RECORDING CLERK

Job Code: 1824

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 1                   | 25,606           | 39,685         | 32,646          |                      | 55%                   |
| Colleton           | 40           | 3                   | 33,696           | 37,839         | 35,768          |                      | 12%                   |
| Dillon             | 37.5         | 4                   | 20,000           | 25,000         | 22,500          |                      | 25%                   |
| Jasper             | 40           | 1                   | 28,769           | 44,574         | 36,672          |                      | 55%                   |
| Marlboro           | 40           | 1                   | 26,229           | 36,975         | 31,602          |                      | 41%                   |
| ARITHMETIC AVERAGE |              |                     | 26,860           | 36,815         | 31,837          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### ROD RECORDING CLERK - SENIOR

Job Code: 1825

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 2                   | 25,606           | 39,685         | 32,646          |                      | 55%                   |
| Marlboro           | 40           | 1                   | 35,367           | 44,739         | 40,053          |                      | 26%                   |
| ARITHMETIC AVERAGE |              |                     | 30,487           | 42,212         | 36,349          |                      |                       |

### PROBATE JUDGE

Job Code: 1826

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 40           | 1                   | 56,433           | 56,433         | 56,433          | 56,433               | 0%                    |
| Clarendon          | 37.5         | 1                   | 74,905           | 101,955        | 88,430          |                      | 36%                   |
| Colleton           | 40           | 1                   | 109,037          | 109,037        | 109,037         | 109,037              | 0%                    |
| Dillon             | 37.5         | 1                   | 48,000           | 53,500         | 50,750          |                      | 11%                   |
| Edgefield          | 35           | 1                   | 55,607           | 77,849         | 66,728          | 66,728               | 40%                   |
| Jasper             | 40           | 1                   | 48,647           | 65,856         | 57,252          |                      | 35%                   |
| Marion             | 37.5         | 1                   | 62,418           | 65,538         | 63,978          |                      | 5%                    |
| Marlboro           | 40           | 1                   | 50,000           | 67,396         | 58,698          |                      | 35%                   |
| Newberry           | 37.5         | 1                   | 91,399           | 91,399         | 91,399          | 91,399               | 0%                    |
| Union              | 40           | 1                   | 56,314           | 79,087         | 67,701          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 44,935           | 67,403         | 56,169          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 63,427           | 75,950         | 69,689          | 80,899               |                       |

### DEPUTY/ASSOCIATE PROBATE JUDGE

Job Code: 1827

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 1                   | 32,200           | 48,672         | 40,436          |                      | 51%                   |
| Clarendon          | 37.5         | 1                   | 37,832           | 58,632         | 48,232          |                      | 55%                   |
| Dillon             | 37.5         | 1                   | 23,000           | 28,000         | 25,500          |                      | 22%                   |
| Edgefield          | 35           | 1                   | 37,584           | 52,618         | 45,101          |                      | 40%                   |
| Jasper             | 40           | 1                   | 36,717           | 56,889         | 46,803          |                      | 55%                   |
| Marlboro           | 40           | 1                   | 38,904           | 54,621         | 46,763          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 23,059           | 34,587         | 28,823          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 32,757           | 47,717         | 40,237          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### CLERK OF PROBATE COURT

Job Code: 1828

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 37.5  | 1            | 24,200    | 38,061  | 31,131   |               | 57%            |
| Clarendon          | 37.5  | 1            | 25,606    | 39,685  | 32,646   |               | 55%            |
| Colleton           | 40    | 1            | 33,696    | 37,839  | 35,768   |               | 12%            |
| Edgefield          | 35    | 1            | 31,031    | 43,443  | 37,237   |               | 40%            |
| Jasper             | 40    | 1            | 28,769    | 44,574  | 36,672   |               | 55%            |
| Marion             | 37.5  | 2            | 27,802    | 30,630  | 29,216   |               | 10%            |
| Marlboro           | 40    | 1            | 32,152    | 45,162  | 38,657   |               | 40%            |
| Newberry           | 37.5  | 1            | 28,920    | 46,538  | 37,729   |               | 61%            |
| Williamsburg       | 40    | 1            | 20,962    | 31,445  | 26,204   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 28,126    | 39,709  | 33,918   |               |                |

### RECORDS CLERK (PROBATE)

Job Code: 1829

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 37.5  | 1            | 24,000    | 37,500  | 30,750   |               | 56%            |
| Clarendon          | 37.5  | 1            | 25,606    | 39,685  | 32,646   |               | 55%            |
| Colleton           | 40    | 3            | 33,696    | 34,655  | 34,176   |               | 3%             |
| Edgefield          | 35    | 1            | 29,392    | 41,149  | 35,271   |               | 40%            |
| Newberry           | 37.5  | 1            | 28,920    | 46,538  | 37,729   |               | 61%            |
| Union              | 35    | 2            | 21,509    | 30,198  | 25,854   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 27,187    | 38,288  | 32,737   |               |                |

### VICTIM/WITNESS COORDINATOR/MANAGER

Job Code: 1830

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 1            | 48,285    | 74,831  | 61,558   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 48,285    | 74,831  | 61,558   |               |                |

### VICTIM/WITNESS ADVOCATE

Job Code: 1831

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 43    | 1            | 26,944    | 45,000  | 35,972   |               | 67%            |
| Clarendon          | 40    | 2            | 43,796    | 67,874  | 55,835   |               | 55%            |
| Colleton           | 40    | 1            | 47,736    | 62,285  | 55,011   |               | 30%            |
| Dillon             | 37.5  | 2            | 25,000    | 29,000  | 27,000   |               | 16%            |
| Edgefield          | 40    | 4            | 40,000    | 60,134  | 50,067   |               | 50%            |
| Jasper             | 40    | 1            | 36,717    | 56,889  | 46,803   |               | 55%            |
| Marion             | 43    | 2            | 41,008    | 46,016  | 43,512   |               | 12%            |
| Marlboro           | 40    | 1            | 30,000    | 35,000  | 32,500   |               | 17%            |
| Newberry           | 40    | 1            | 28,920    | 46,538  | 37,729   |               | 61%            |
| Union              | 40    | 1            | 40,029    | 56,203  | 48,116   |               | 40%            |
| Williamsburg       | 40    | 1            | 25,365    | 38,047  | 31,706   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 35,047    | 49,362  | 42,205   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### SHERIFF

Job Code: 1901

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 89,988    | 89,988  | 89,988   | 89,988        | 0%             |
| Clarendon          | 40    | 1            | 91,048    | 141,106 | 116,077  |               | 55%            |
| Colleton           | 40    | 1            | 112,041   | 112,041 | 112,041  | 112,041       | 0%             |
| Dillon             | 40    | 1            | 64,000    | 68,000  | 66,000   |               | 6%             |
| Edgefield          | 40    | 1            | 86,019    | 120,429 | 103,224  | 93,188        | 40%            |
| Jasper             | 40    | 1            | 80,829    | 122,990 | 101,910  |               | 52%            |
| Marion             | 40    | 1            | 73,988    | 77,687  | 75,838   |               | 5%             |
| Marlboro           | 40    | 1            | 75,000    | 89,465  | 82,233   |               | 19%            |
| Newberry           | 40    | 1            | 124,116   | 124,116 | 124,116  | 124,116       | 0%             |
| Union              | 40    | 1            | 68,450    | 96,122  | 82,286   |               | 40%            |
| Williamsburg       | 40    | 1            | 54,371    | 90,000  | 72,186   |               | 66%            |
| ARITHMETIC AVERAGE |       |              | 83,623    | 102,904 | 93,263   | 104,833       |                |

### CHIEF DEPUTY SHERIFF

Job Code: 1902

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 2            | 56,100    | 71,400  | 63,750   |               | 27%            |
| Clarendon          | 40    | 1            | 78,650    | 121,893 | 100,272  |               | 55%            |
| Colleton           | 40    | 1            | 73,199    | 101,130 | 87,165   |               | 38%            |
| Dillon             | 40    | 1            | 52,000    | 59,000  | 55,500   |               | 13%            |
| Edgefield          | 40    | 1            | 57,933    | 81,106  | 69,520   |               | 40%            |
| Jasper             | 40    | 1            | 62,798    | 97,300  | 80,049   |               | 55%            |
| Marion             | 40    | 1            | 57,520    | 60,396  | 58,958   |               | 5%             |
| Marlboro           | 40    | 1            | 65,000    | 70,000  | 67,500   |               | 8%             |
| Newberry           | 40    | 1            | 63,786    | 98,551  | 81,169   |               | 55%            |
| Union              | 42    | 1            | 62,095    | 87,188  | 74,642   |               | 40%            |
| Williamsburg       | 40    | 1            | 40,850    | 61,275  | 51,063   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 60,903    | 82,658  | 71,780   |               |                |

### ADMINISTRATIVE OFFICER (LAW ENFORCEMENT)

Job Code: 1903

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 37,128    | 53,974  | 45,551   |               | 45%            |
| Colleton           | 40    | 1            | 73,569    | 100,932 | 87,251   |               | 37%            |
| Marion             | 37.5  | 1            | 25,643    | 37,587  | 31,615   |               | 47%            |
| Marlboro           | 40    | 1            | 45,000    | 60,000  | 52,500   |               | 33%            |
| Newberry           | 40    | 1            | 63,786    | 98,551  | 81,169   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 49,025    | 70,209  | 59,617   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### RECORDS CLERK (SHERIFF)

Job Code: 1904

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 40           | 1                   | 26,944           | 42,032         | 34,488          |                      | 56%                   |
| Clarendon          | 37.5         | 1                   | 25,606           | 39,685         | 32,646          |                      | 55%                   |
| Dillon             | 40           | 4                   | 33,000           | 38,000         | 35,500          |                      | 15%                   |
| Edgefield          | 35           | 3                   | 29,392           | 41,149         | 35,271          |                      | 40%                   |
| Jasper             | 40           | 1                   | 28,769           | 44,574         | 36,672          |                      | 55%                   |
| Marlboro           | 40           | 2                   | 30,000           | 35,000         | 32,500          |                      | 17%                   |
| Union              | 35           | 1                   | 27,437           | 38,539         | 32,988          |                      | 40%                   |
| ARITHMETIC AVERAGE |              |                     | 28,735           | 39,854         | 34,295          |                      |                       |

### TRAINING OFFICER (LAW ENFORCEMENT)

Job Code: 1905

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dillon             | 40           | 1                   | 32,000           | 38,000         | 35,000          |                      | 19%                   |
| Edgefield          | 43           | 1                   | 36,172           | 55,040         | 45,606          |                      | 52%                   |
| Newberry           | 40           | 1                   | 43,533           | 67,817         | 55,675          |                      | 56%                   |
| Union              | 42           | 1                   | 48,657           | 68,305         | 58,481          |                      | 40%                   |
| ARITHMETIC AVERAGE |              |                     | 40,091           | 57,291         | 48,691          |                      |                       |

### UNIFORM PATROL COMMANDER/TRAINING OFFICER

Job Code: 1906

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 43           | 1                   | 40,800           | 51,000         | 45,900          |                      | 25%                   |
| ARITHMETIC AVERAGE |              |                     | 40,800           | 51,000         | 45,900          |                      |                       |

### UNIFORM PATROL COMMANDER

Job Code: 1907

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 43           | 1                   | 40,800           | 51,000         | 45,900          |                      | 25%                   |
| Clarendon          | 42.75        | 4                   | 55,895           | 86,627         | 71,261          |                      | 55%                   |
| Colleton           | 43           | 2                   | 68,984           | 94,400         | 81,692          |                      | 37%                   |
| Edgefield          | 43           | 2                   | 44,826           | 62,756         | 53,791          |                      | 40%                   |
| Jasper             | 40           | 1                   | 51,664           | 80,049         | 65,857          |                      | 55%                   |
| Marlboro           | 40           | 2                   | 45,000           | 50,000         | 47,500          |                      | 11%                   |
| Newberry           | 40           | 1                   | 43,533           | 67,817         | 55,675          |                      | 56%                   |
| Union              | 42           | 1                   | 53,638           | 75,325         | 64,482          |                      | 40%                   |
| ARITHMETIC AVERAGE |              |                     | 50,543           | 70,997         | 60,770          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### UNIFORM PATROL SHIFT COMMANDER/SUPV

Job Code: 1908

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 43    | 3            | 40,800    | 56,429  | 48,615   |               | 38%            |
| Clarendon          | 42.75 | 6            | 53,234    | 82,505  | 67,870   |               | 55%            |
| Colleton           | 43    | 7            | 58,235    | 79,214  | 68,725   |               | 36%            |
| Dillon             | 40    | 3            | 32,000    | 38,000  | 35,000   |               | 19%            |
| Edgefield          | 43    | 1            | 42,953    | 60,134  | 51,544   |               | 40%            |
| Jasper             | 43    | 3            | 44,630    | 69,149  | 56,890   |               | 55%            |
| Marlboro           | 43    | 5            | 42,840    | 47,840  | 45,340   |               | 12%            |
| Newberry           | 42.75 | 7            | 43,533    | 67,817  | 55,675   |               | 56%            |
| Union              | 42    | 4            | 47,291    | 66,382  | 56,837   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 45,057    | 63,052  | 54,055   |               |                |

### UNIFORM PATROL ASST SHIFT COMMANDER/SUPV

Job Code: 1909

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 43    | 7            | 32,640    | 50,335  | 41,488   |               | 54%            |
| Clarendon          | 42.75 | 6            | 48,285    | 74,831  | 61,558   |               | 55%            |
| Colleton           | 43    | 16           | 54,759    | 73,865  | 64,312   |               | 35%            |
| Dillon             | 40    | 4            | 32,000    | 35,000  | 33,500   |               | 9%             |
| Edgefield          | 43    | 5            | 39,208    | 54,892  | 47,050   |               | 40%            |
| Marlboro           | 43    | 3            | 36,400    | 41,400  | 38,900   |               | 14%            |
| Union              | 42    | 4            | 42,872    | 60,225  | 51,549   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 40,881    | 55,793  | 48,337   |               |                |

### UNIFORM PATROL OFFICER II

Job Code: 1910

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 43    | 10           | 32,220    | 44,208  | 38,214   |               | 37%            |
| Clarendon          | 42.75 | 16           | 45,985    | 71,268  | 58,627   |               | 55%            |
| Colleton           | 43    | 10           | 57,151    | 67,480  | 62,316   |               | 18%            |
| Dillon             | 40    | 10           | 28,000    | 38,000  | 33,000   |               | 36%            |
| Edgefield          | 43    | 1            | 41,573    | 56,507  | 49,040   |               | 36%            |
| Marlboro           | 43    | 16           | 34,400    | 39,400  | 36,900   |               | 15%            |
| Newberry           | 42.75 | 7            | 33,791    | 55,992  | 44,892   |               | 66%            |
| Williamsburg       | 42    | 20           | 25,365    | 46,038  | 35,702   |               | 82%            |
| ARITHMETIC AVERAGE |       |              | 37,311    | 52,362  | 44,836   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### UNIFORM PATROL OFFICER I

Job Code: 1911

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 43    | 54           | 32,640    | 47,220  | 39,930   |               | 45%            |
| Clarendon          | 42.75 | 4            | 41,710    | 64,642  | 53,176   |               | 55%            |
| Colleton           | 43    | 19           | 47,736    | 62,285  | 55,011   |               | 30%            |
| Dillon             | 40    | 1            | 26,000    | 32,000  | 29,000   |               | 23%            |
| Edgefield          | 43    | 21           | 41,573    | 60,134  | 50,854   |               | 45%            |
| Jasper             | 43    | 40           | 46,868    | 72,596  | 59,732   |               | 55%            |
| Marion             | 43    | 40           | 35,334    | 51,025  | 43,180   |               | 44%            |
| Newberry           | 42.75 | 25           | 33,791    | 55,992  | 44,892   |               | 66%            |
| Union              | 42    | 11           | 34,223    | 48,048  | 41,136   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 37,764    | 54,882  | 46,323   |               |                |

### CHIEF OF DETECTIVES

Job Code: 1912

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 42.75 | 1            | 64,706    | 100,281 | 82,494   |               | 55%            |
| Dillon             | 40    | 1            | 40,000    | 45,000  | 42,500   |               | 13%            |
| Edgefield          | 40    | 1            | 48,571    | 67,999  | 58,285   |               | 40%            |
| Jasper             | 40    | 1            | 56,960    | 88,254  | 72,607   |               | 55%            |
| Union              | 42    | 1            | 53,638    | 75,325  | 64,482   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 52,775    | 75,372  | 64,073   |               |                |

### SENIOR DETECTIVE

Job Code: 1913

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 43    | 1            | 37,128    | 57,920  | 47,524   |               | 56%            |
| Clarendon          | 43    | 5            | 50,699    | 78,573  | 64,636   |               | 55%            |
| Edgefield          | 43    | 1            | 44,826    | 62,756  | 53,791   |               | 40%            |
| Jasper             | 43    | 1            | 54,247    | 84,051  | 69,149   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 46,725    | 70,825  | 58,775   |               |                |

### DETECTIVE

Job Code: 1914

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 43    | 6            | 32,640    | 48,335  | 40,488   |               | 48%            |
| Dillon             | 40    | 4            | 32,000    | 40,000  | 36,000   |               | 25%            |
| Edgefield          | 43    | 2            | 44,826    | 62,756  | 53,791   |               | 40%            |
| Jasper             | 43    | 7            | 46,868    | 72,896  | 59,882   |               | 56%            |
| Marion             | 40    | 4            | 35,334    | 41,008  | 38,171   |               | 16%            |
| Marlboro           | 40    | 5            | 40,000    | 45,000  | 42,500   |               | 13%            |
| Union              | 42    | 5            | 46,340    | 65,061  | 55,701   |               | 40%            |
| Williamsburg       | 40    | 2            | 27,901    | 41,853  | 34,877   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 38,239    | 52,114  | 45,176   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### NARCOTICS INVESTIGATOR

Job Code: 1915

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 43    | 1            | 50,699    | 78,573  | 64,636   |               | 55%            |
| Dillon             | 40    | 2            | 32,000    | 38,000  | 35,000   |               | 19%            |
| Edgefield          | 43    | 1            | 48,571    | 67,999  | 58,285   |               | 40%            |
| Jasper             | 40    | 1            | 54,247    | 84,051  | 69,149   |               | 55%            |
| Union              | 42    | 2            | 42,014    | 58,471  | 50,243   |               | 39%            |
| Williamsburg       | 40    | 2            | 25,365    | 38,047  | 31,706   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 42,149    | 60,857  | 51,503   |               |                |

### IDENTIFICATION OFFICER

Job Code: 1916

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 43    | 1            | 26,943    | 37,128  | 32,036   |               | 38%            |
| Dillon             | 40    | 1            | 35,000    | 40,000  | 37,500   |               | 14%            |
| ARITHMETIC AVERAGE |       |              | 30,972    | 38,564  | 34,768   |               |                |

### DETENTION CENTER DIRECTOR

Job Code: 1917

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 45,900    | 66,193  | 56,047   |               | 44%            |
| Clarendon          | 37.5  | 1            | 71,338    | 110,560 | 90,949   |               | 55%            |
| Colleton           | 40    | 1            | 68,984    | 94,400  | 81,692   |               | 37%            |
| Dillon             | 40    | 1            | 38,000    | 42,000  | 40,000   |               | 11%            |
| Edgefield          | 40    | 1            | 42,953    | 60,134  | 51,544   |               | 40%            |
| Jasper             | 40    | 1            | 62,798    | 97,300  | 80,049   |               | 55%            |
| Marion             | 40    | 1            | 54,060    | 60,396  | 57,228   |               | 12%            |
| Marlboro           | 40    | 1            | 61,200    | 66,200  | 63,700   |               | 8%             |
| Newberry           | 40    | 1            | 43,533    | 67,817  | 55,675   |               | 56%            |
| Union              | 40    | 1            | 59,138    | 83,037  | 71,088   |               | 40%            |
| Williamsburg       | 40    | 1            | 59,500    | 78,000  | 68,750   |               | 31%            |
| ARITHMETIC AVERAGE |       |              | 55,219    | 75,094  | 65,156   |               |                |

### ASST DETENTION CENTER DIRECTOR

Job Code: 1918

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 32,884    | 55,692  | 44,288   |               | 69%            |
| Clarendon          | 40    | 2            | 61,625    | 95,506  | 78,566   |               | 55%            |
| Dillon             | 40    | 1            | 28,000    | 34,000  | 31,000   |               | 21%            |
| Jasper             | 40    | 1            | 46,861    | 72,607  | 59,734   |               | 55%            |
| Marlboro           | 40    | 1            | 42,000    | 50,000  | 46,000   |               | 19%            |
| Union              | 42    | 1            | 48,657    | 68,305  | 58,481   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 43,338    | 62,685  | 53,011   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### FOOD SERVICE SUPERVISOR (DETENTION CTR)

Job Code: 1919

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dillon             | 40           | 1                   | 26,000           | 31,000         | 28,500          |                      | 19%                   |
| Williamsburg       | 40           | 1                   | 23,059           | 34,587         | 28,823          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 24,530           | 32,794         | 28,662          |                      |                       |

### DETENTION CENTER SHIFT SUPERVISOR

Job Code: 1921

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 43           | 5                   | 31,620           | 47,900         | 39,760          |                      | 51%                   |
| Clarendon          | 42.75        | 4                   | 53,234           | 82,505         | 67,870          |                      | 55%                   |
| Colleton           | 43           | 1                   | 58,371           | 69,901         | 64,136          |                      | 20%                   |
| Edgefield          | 40           | 2                   | 37,336           | 52,270         | 44,803          |                      | 40%                   |
| Jasper             | 43           | 4                   | 36,717           | 56,889         | 46,803          |                      | 55%                   |
| Marion             | 43           | 4                   | 36,961           | 43,534         | 40,248          |                      | 18%                   |
| Marlboro           | 43           | 4                   | 36,000           | 41,000         | 38,500          |                      | 14%                   |
| Newberry           | 42.75        | 4                   | 33,791           | 55,992         | 44,892          |                      | 66%                   |
| Union              | 42           | 4                   | 42,872           | 60,225         | 51,549          |                      | 40%                   |
| ARITHMETIC AVERAGE |              |                     | 40,767           | 56,691         | 48,729          |                      |                       |

### DETENTION CENTER ASST SHIFT SUPERVISOR

Job Code: 1922

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 42.75        | 4                   | 48,285           | 74,831         | 61,558          |                      | 55%                   |
| Colleton           | 43           | 5                   | 48,540           | 65,439         | 56,990          |                      | 35%                   |
| Dillon             | 40           | 4                   | 26,000           | 30,000         | 28,000          |                      | 15%                   |
| Edgefield          | 40           | 4                   | 33,591           | 47,027         | 40,309          |                      | 40%                   |
| Jasper             | 43           | 4                   | 34,968           | 54,180         | 44,574          |                      | 55%                   |
| Marlboro           | 43           | 2                   | 33,000           | 38,000         | 35,500          |                      | 15%                   |
| Union              | 42           | 4                   | 40,837           | 57,345         | 49,091          |                      | 40%                   |
| ARITHMETIC AVERAGE |              |                     | 37,889           | 52,403         | 45,146          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### DETENTION OFFICER II

Job Code: 1923

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 43    | 13           | 28,560    | 42,840  | 35,700   |               | 50%            |
| Clarendon          | 42.75 | 5            | 34,315    | 53,181  | 43,748   |               | 55%            |
| Colleton           | 43    | 5            | 43,204    | 58,311  | 50,758   |               | 35%            |
| Dillon             | 40    | 21           | 24,000    | 30,000  | 27,000   |               | 25%            |
| Edgefield          | 40    | 6            | 29,846    | 41,784  | 35,815   |               | 40%            |
| Jasper             | 43    | 17           | 33,303    | 51,600  | 42,452   |               | 55%            |
| Marion             | 43    | 26           | 27,838    | 36,021  | 31,930   |               | 29%            |
| Marlboro           | 40    | 12           | 28,250    | 33,500  | 30,875   |               | 19%            |
| Newberry           | 42.75 | 24           | 28,920    | 46,538  | 37,729   |               | 61%            |
| Williamsburg       | 40    | 22           | 20,962    | 41,853  | 31,408   |               | 100%           |
| ARITHMETIC AVERAGE |       |              | 29,920    | 43,563  | 36,741   |               |                |

### DETENTION OFFICER I

Job Code: 1924

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 42.75 | 15           | 37,832    | 58,632  | 48,232   |               | 55%            |
| Colleton           | 43    | 15           | 41,366    | 54,765  | 48,066   |               | 32%            |
| Edgefield          | 40    | 8            | 31,108    | 43,795  | 37,452   |               | 41%            |
| Jasper             | 43    | 4            | 31,717    | 49,143  | 40,430   |               | 55%            |
| Union              | 42    | 19           | 37,038    | 52,008  | 44,523   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 35,812    | 51,669  | 43,740   |               |                |

### COUNTY CORONER

Job Code: 1925

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 33,997    | 33,997  | 33,997   | 33,997        | 0%             |
| Clarendon          | 40    | 1            | 50,699    | 78,573  | 64,636   |               | 55%            |
| Colleton           | 40    | 1            | 70,729    | 70,729  | 70,729   | 70,729        | 0%             |
| Dillon             | 40    | 1            | 25,000    | 30,000  | 27,500   |               | 20%            |
| Edgefield          | 35    | 1            | 35,236    | 35,236  | 35,236   | 35,236        | 0%             |
| Jasper             | 40    | 1            | 15,298    | 15,298  | 15,298   | 15,298        | 0%             |
| Marion             | 40    | 1            | 39,171    | 41,129  | 40,150   |               | 5%             |
| Marlboro           | 30    | 1            | 36,120    | 36,120  | 36,120   |               | 0%             |
| Newberry           | 40    | 1            | 50,790    | 50,790  | 50,790   |               | 0%             |
| Union              | 40    | 1            | 34,578    | 48,546  | 41,562   |               | 40%            |
| Williamsburg       | 20    | 1            | 19,439    | 53,893  | 36,666   |               | 177%           |
| ARITHMETIC AVERAGE |       |              | 37,369    | 44,937  | 41,153   | 38,815        |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### ASST COUNTY CORONER

Job Code: 1926

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 32,640    | 41,200  | 36,920   |               | 26%            |
| Clarendon          | 37.5  | 1            | 37,832    | 58,632  | 48,232   |               | 55%            |
| Colleton           | 40    | 1            | 45,638    | 45,638  | 45,638   | 45,638        | 0%             |
| Edgefield          | 25    | 2            | 15,592    | 23,544  | 19,568   |               | 51%            |
| Jasper             | 20    | 1            | 24,570    | 24,570  | 24,570   | 24,570        | 0%             |
| Marion             | 20    | 1            | 4,893     | 7,490   | 6,192    |               | 53%            |
| Marlboro           | 8     | 1            | 6,240     | 6,240   | 6,240    |               | 0%             |
| Union              | 20    | 1            | 17,289    | 24,273  | 20,781   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 23,087    | 28,948  | 26,018   | 35,104        |                |

### FIRE CHIEF

Job Code: 2001

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 1            | 82,747    | 141,106 | 111,927  |               | 71%            |
| Colleton           | 40    | 1            | 80,056    | 118,394 | 99,225   |               | 48%            |
| Jasper             | 40    | 1            | 76,332    | 118,268 | 97,300   |               | 55%            |
| Williamsburg       | 40    | 1            | 37,137    | 72,000  | 54,569   |               | 94%            |
| ARITHMETIC AVERAGE |       |              | 69,068    | 112,442 | 90,755   |               |                |

### ASST FIRE CHIEF

Job Code: 2002

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 2            | 78,650    | 121,893 | 100,272  |               | 55%            |
| Colleton           | 40    | 2            | 66,939    | 101,730 | 84,335   |               | 52%            |
| Jasper             | 40    | 1            | 62,798    | 97,300  | 80,049   |               | 55%            |
| Williamsburg       | 40    | 1            | 25,365    | 38,047  | 31,706   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 58,438    | 89,743  | 74,090   |               |                |

### TRAINING OFFICER/ASST CHIEF

Job Code: 2003

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 2            | 71,338    | 110,560 | 90,949   |               | 55%            |
| Colleton           | 40    | 2            | 66,939    | 100,006 | 83,473   |               | 49%            |
| Jasper             | 40    | 1            | 62,798    | 97,299  | 80,049   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 67,025    | 102,622 | 84,823   |               |                |

### FIRE LIEUTENANT/OFFICER

Job Code: 2004

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 4            | 48,285    | 74,831  | 61,558   |               | 55%            |
| Colleton           | 40    | 2            | 46,917    | 90,813  | 68,865   |               | 94%            |
| Jasper             | 40    | 9            | 62,491    | 97,300  | 79,896   |               | 56%            |
| ARITHMETIC AVERAGE |       |              | 52,564    | 87,648  | 70,106   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### FIREFIGHTER

Job Code: 2005

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 40           | 25                  | 37,832           | 58,632         | 48,232          |                      | 55%                   |
| Dillon             | 40           | 10                  | 24,500           | 30,000         | 27,250          |                      | 22%                   |
| Jasper             | 40           | 53                  | 48,950           | 72,607         | 60,779          |                      | 48%                   |
| ARITHMETIC AVERAGE |              |                     | 37,094           | 53,746         | 45,420          |                      |                       |

### EMERGENCY MEDICAL SERVICES DIRECTOR

Job Code: 2006

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 40           | 1                   | 78,650           | 121,893        | 100,272         |                      | 55%                   |
| Dillon             | 40           | 1                   | 50,000           | 65,000         | 57,500          |                      | 30%                   |
| Edgefield          | 40           | 1                   | 80,403           | 112,564        | 96,484          |                      | 40%                   |
| Marion             | 40           | 1                   | 60,335           | 70,200         | 65,268          |                      | 16%                   |
| Marlboro           | 40           | 1                   | 68,921           | 87,184         | 78,053          |                      | 26%                   |
| Union              | 40           | 1                   | 59,138           | 83,037         | 71,088          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 49,500           | 60,000         | 54,750          |                      | 21%                   |
| ARITHMETIC AVERAGE |              |                     | 63,850           | 85,697         | 74,773          |                      |                       |

### EMT/PARAMEDIC CREW LEADER

Job Code: 2007

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 40           | 5                   | 43,796           | 67,874         | 55,835          |                      | 55%                   |
| Colleton           | 40           | 3                   | 66,939           | 109,429        | 88,184          |                      | 63%                   |
| Dillon             | 40           | 4                   | 30,000           | 38,000         | 34,000          |                      | 27%                   |
| Edgefield          | 42           | 4                   | 47,068           | 65,894         | 56,481          |                      | 40%                   |
| Marion             | 40           | 3                   | 34,419           | 59,100         | 46,760          |                      | 72%                   |
| Marlboro           | 40           | 8                   | 54,908           | 65,000         | 59,954          |                      | 18%                   |
| Union              | 64           | 3                   | 48,512           | 68,095         | 58,304          |                      | 40%                   |
| ARITHMETIC AVERAGE |              |                     | 46,520           | 67,627         | 57,074          |                      |                       |

### EMERGENCY MEDICAL TECH-PARAMEDIC

Job Code: 2008

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 40           | 5                   | 43,796           | 67,874         | 55,835          |                      | 55%                   |
| Colleton           | 40           | 40                  | 49,748           | 59,233         | 54,491          |                      | 19%                   |
| Dillon             | 40           | 8                   | 32,000           | 46,000         | 39,000          |                      | 44%                   |
| Edgefield          | 42           | 9                   | 43,134           | 60,389         | 51,762          |                      | 40%                   |
| Jasper             | 53           | 17                  | 56,667           | 87,796         | 72,232          |                      | 55%                   |
| Marion             | 40           | 14                  | 29,120           | 52,493         | 40,807          |                      | 80%                   |
| Marlboro           | 40           | 8                   | 50,123           | 57,642         | 53,883          |                      | 15%                   |
| Union              | 64           | 6                   | 43,987           | 61,753         | 52,870          |                      | 40%                   |
| Williamsburg       | 40           | 33                  | 23,059           | 50,642         | 36,851          |                      | 120%                  |
| ARITHMETIC AVERAGE |              |                     | 41,293           | 60,425         | 50,859          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### EMERGENCY MEDICAL TECH-INTERMEDIATE

Job Code: 2009

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 5            | 36,031    | 55,840  | 45,936   |               | 55%            |
| Edgefield          | 42    | 8            | 37,237    | 52,131  | 44,684   |               | 40%            |
| Marion             | 40    | 16           | 24,024    | 41,247  | 32,636   |               | 72%            |
| Marlboro           | 40    | 1            | 46,438    | 47,682  | 47,060   |               | 3%             |
| ARITHMETIC AVERAGE |       |              | 35,933    | 49,225  | 42,579   |               |                |

### EMERGENCY MEDICAL TECH-BASIC

Job Code: 2010

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 3            | 34,315    | 53,181  | 43,748   |               | 55%            |
| Colleton           | 40    | 27           | 37,565    | 54,326  | 45,946   |               | 45%            |
| Dillon             | 40    | 2            | 30,000    | 38,000  | 34,000   |               | 27%            |
| Edgefield          | 42    | 6            | 35,270    | 49,379  | 42,325   |               | 40%            |
| Jasper             | 53    | 38           | 48,950    | 75,857  | 62,404   |               | 55%            |
| Marion             | 40    | 4            | 21,840    | 37,495  | 29,668   |               | 72%            |
| Marlboro           | 40    | 12           | 37,173    | 43,277  | 40,225   |               | 16%            |
| Union              | 64    | 9            | 36,198    | 50,812  | 43,505   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 35,164    | 50,291  | 42,727   |               |                |

### COMMUNICATIONS/DISPATCH CENTER DIRECTOR

Job Code: 2011

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 1            | 43,796    | 67,874  | 55,835   |               | 55%            |
| Colleton           | 40    | 1            | 58,371    | 69,901  | 64,136   |               | 20%            |
| Edgefield          | 40    | 1            | 46,698    | 65,377  | 56,038   |               | 40%            |
| Marion             | 40    | 1            | 35,313    | 45,500  | 40,407   |               | 29%            |
| Marlboro           | 40    | 1            | 51,781    | 65,503  | 58,642   |               | 27%            |
| Union              | 40    | 1            | 46,340    | 65,052  | 55,696   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 47,050    | 63,201  | 55,126   |               |                |

### COMMUNICATIONS/DISPATCH SHIFT SUPERVISOR

Job Code: 2012

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 4            | 28,000    | 41,200  | 34,600   |               | 47%            |
| Clarendon          | 40    | 4            | 34,315    | 53,181  | 43,748   |               | 55%            |
| Colleton           | 40    | 5            | 48,540    | 65,439  | 56,990   |               | 35%            |
| Edgefield          | 40    | 1            | 37,710    | 47,028  | 42,369   |               | 25%            |
| Jasper             | 42    | 3            | 34,968    | 54,180  | 44,574   |               | 55%            |
| Marlboro           | 40    | 1            | 29,229    | 36,975  | 33,102   |               | 27%            |
| Newberry           | 40    | 2            | 33,791    | 55,992  | 44,892   |               | 66%            |
| Union              | 42    | 3            | 39,826    | 58,280  | 49,053   |               | 46%            |
| ARITHMETIC AVERAGE |       |              | 35,797    | 51,534  | 43,666   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### DISPATCHER

Job Code: 2013

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 40           | 13                  | 27,000           | 38,046         | 32,523          |                      | 41%                   |
| Clarendon          | 40           | 14                  | 32,681           | 50,649         | 41,665          |                      | 55%                   |
| Colleton           | 40           | 11                  | 38,605           | 51,160         | 44,883          |                      | 33%                   |
| Dillon             | 40           | 7                   | 22,000           | 35,000         | 28,500          |                      | 59%                   |
| Edgefield          | 40           | 9                   | 33,747           | 46,434         | 40,091          |                      | 38%                   |
| Jasper             | 42           | 11                  | 31,717           | 49,143         | 40,430          |                      | 55%                   |
| Marion             | 40           | 14                  | 27,040           | 32,104         | 29,572          |                      | 19%                   |
| Marlboro           | 40           | 10                  | 24,500           | 30,000         | 27,250          |                      | 22%                   |
| Newberry           | 40           | 12                  | 28,920           | 46,538         | 37,729          |                      | 61%                   |
| Union              | 42           | 8                   | 31,191           | 52,874         | 42,033          |                      | 70%                   |
| Williamsburg       | 40           | 10                  | 20,962           | 46,038         | 33,500          |                      | 120%                  |
| ARITHMETIC AVERAGE |              |                     | 28,942           | 43,453         | 36,198          |                      |                       |

### E 9-1-1 COORDINATOR

Job Code: 2014

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 40           | 2                   | 32,000           | 46,000         | 39,000          |                      | 44%                   |
| Clarendon          | 37.5         | 1                   | 43,796           | 67,874         | 55,835          |                      | 55%                   |
| Colleton           | 40           | 1                   | 37,906           | 51,917         | 44,912          |                      | 37%                   |
| Dillon             | 37.5         | 1                   | 43,000           | 47,000         | 45,000          |                      | 9%                    |
| Edgefield          | 35           | 1                   | 39,222           | 54,911         | 47,067          |                      | 40%                   |
| Newberry           | 40           | 1                   | 43,533           | 67,817         | 55,675          |                      | 56%                   |
| Williamsburg       | 40           | 1                   | 30,691           | 46,038         | 38,365          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 38,593           | 54,508         | 46,550          |                      |                       |

### E 9-1-1 MAINTENANCE TECHNICIAN

Job Code: 2015

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 1                   | 32,681           | 50,649         | 41,665          |                      | 55%                   |
| Colleton           | 40           | 3                   | 33,696           | 42,723         | 38,210          |                      | 27%                   |
| ARITHMETIC AVERAGE |              |                     | 33,189           | 46,686         | 39,937          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### EMERGENCY PREPAREDNESS DIRECTOR

Job Code: 2016

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 40           | 1                   | 38,400           | 61,500         | 49,950          |                      | 60%                   |
| Clarendon          | 37.5         | 1                   | 61,625           | 95,506         | 78,566          |                      | 55%                   |
| Dillon             | 37.5         | 1                   | 44,000           | 48,000         | 46,000          |                      | 9%                    |
| Edgefield          | 35           | 1                   | 47,415           | 66,380         | 56,898          |                      | 40%                   |
| Marion             | 37.5         | 1                   | 42,299           | 44,413         | 43,356          |                      | 5%                    |
| Newberry           | 37.5         | 1                   | 63,786           | 98,551         | 81,169          |                      | 55%                   |
| Union              | 40           | 1                   | 40,029           | 56,203         | 48,116          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 44,935           | 67,403         | 56,169          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 47,811           | 67,245         | 57,528          |                      |                       |

### EMERGENCY PREPAREDNESS ASST DIRECTOR

Job Code: 2017

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 40           | 1                   | 35,000           | 47,000         | 41,000          |                      | 34%                   |
| Clarendon          | 37.5         | 1                   | 34,315           | 53,181         | 43,748          |                      | 55%                   |
| Williamsburg       | 40           | 1                   | 25,365           | 38,047         | 31,706          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 31,560           | 46,076         | 38,818          |                      |                       |

### SOLID WASTE DIRECTOR

Job Code: 2101

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 40           | 1                   | 50,699           | 78,573         | 64,636          |                      | 55%                   |
| Colleton           | 40           | 1                   | 62,034           | 87,484         | 74,759          |                      | 41%                   |
| Marion             | 37.5         | 1                   | 48,023           | 50,424         | 49,224          |                      | 5%                    |
| ARITHMETIC AVERAGE |              |                     | 53,585           | 72,160         | 62,873          |                      |                       |

### ASST SOLID WASTE DIRECTOR

Job Code: 2102

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Colleton           | 40           | 1                   | 42,877           | 59,770         | 51,324          |                      | 39%                   |
| Marion             | 37.5         | 1                   | 26,351           | 27,661         | 27,006          |                      | 5%                    |
| ARITHMETIC AVERAGE |              |                     | 34,614           | 43,716         | 39,165          |                      |                       |

### LANDFILL SUPERVISOR

Job Code: 2103

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dillon             | 40           | 1                   | 45,000           | 55,000         | 50,000          |                      | 22%                   |
| ARITHMETIC AVERAGE |              |                     | 45,000           | 55,000         | 50,000          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### RECYCLING COORDINATOR

Job Code: 2105

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 27,000    | 41,371  | 34,186   |               | 53%            |
| Colleton           | 40    | 1            | 39,217    | 54,322  | 46,770   |               | 39%            |
| Marion             | 40    | 1            | 21,993    | 23,095  | 22,544   |               | 5%             |
| Newberry           | 40    | 1            | 33,791    | 55,992  | 44,892   |               | 66%            |
| Union              | 40    | 40           | 29,878    | 41,948  | 35,913   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 30,376    | 43,346  | 36,861   |               |                |

### LANDFILL ATTENDANT

Job Code: 2106

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 5            | 25,606    | 39,685  | 32,646   |               | 55%            |
| Colleton           | 40    | 1            | 24,336    | 29,037  | 26,687   |               | 19%            |
| Dillon             | 40    | 1            | 20,000    | 25,000  | 22,500   |               | 25%            |
| Jasper             | 40    | 18           | 24,851    | 38,505  | 31,678   |               | 55%            |
| Marion             | 12    | 5            | 7,288     | 7,652   | 7,470    |               | 5%             |
| Marlboro           | 40    | 1            | 24,156    | 30,558  | 27,357   |               | 27%            |
| ARITHMETIC AVERAGE |       |              | 21,040    | 28,406  | 24,723   |               |                |

### CONVENIENCE CENTER ATTENDANT

Job Code: 2107

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 30    | 13           | 16,848    | 16,848  | 16,848   | 16,848        | 0%             |
| Colleton           | 20    | 33           | 12,168    | 12,168  | 12,168   |               | 0%             |
| Dillon             | 20    | 28           | 5,000     | 10,000  | 7,500    |               | 100%           |
| Jasper             | 40    | 18           | 24,851    | 38,505  | 31,678   |               | 55%            |
| Union              | 20    | 21           | 7,540     | 8,320   | 7,930    |               | 10%            |
| ARITHMETIC AVERAGE |       |              | 13,281    | 17,168  | 15,225   | 16,848        |                |

### PUBLIC WORKS DIR/COUNTY ENGINEER

Job Code: 2201

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 40,000    | 76,000  | 58,000   |               | 90%            |
| Jasper             | 40    | 1            | 76,332    | 118,268 | 97,300   |               | 55%            |
| Marion             | 40    | 1            | 63,493    | 66,668  | 65,081   |               | 5%             |
| Marlboro           | 40    | 1            | 85,000    | 95,000  | 90,000   |               | 12%            |
| Newberry           | 40    | 1            | 63,786    | 98,551  | 81,169   |               | 55%            |
| Williamsburg       | 40    | 1            | 44,935    | 67,403  | 56,169   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 62,258    | 86,982  | 74,620   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### PUBLIC WORKS ASST DIRECTOR

Job Code: 2202

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 40           | 1                   | 32,200           | 55,000         | 43,600          |                      | 71%                   |
| Clarendon          | 40           | 1                   | 43,796           | 67,874         | 55,835          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 37,998           | 61,437         | 49,718          |                      |                       |

### ROADS AND BRIDGES DIR/COUNTY ENGINEER

Job Code: 2203

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 40           | 1                   | 75,403           | 102,405        | 88,904          |                      | 36%                   |
| Colleton           | 40           | 2                   | 62,034           | 132,829        | 97,432          |                      | 114%                  |
| Dillon             | 40           | 1                   | 50,000           | 55,000         | 52,500          |                      | 10%                   |
| ARITHMETIC AVERAGE |              |                     | 62,479           | 96,745         | 79,612          |                      |                       |

### ROADS AND BRIDGES ASST DIRECTOR

Job Code: 2204

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dillon             | 40           | 1                   | 35,000           | 40,000         | 37,500          |                      | 14%                   |
| ARITHMETIC AVERAGE |              |                     | 35,000           | 40,000         | 37,500          |                      |                       |

### ROAD MAINTENANCE GENERAL FOREMAN/SUPV

Job Code: 2205

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Colleton           | 40           | 2                   | 39,217           | 54,322         | 46,770          |                      | 39%                   |
| Edgefield          | 40           | 1                   | 57,933           | 81,106         | 69,520          |                      | 40%                   |
| Marion             | 40           | 2                   | 37,677           | 39,650         | 38,664          |                      | 5%                    |
| Marlboro           | 40           | 1                   | 42,794           | 54,135         | 48,465          |                      | 27%                   |
| Newberry           | 40           | 2                   | 33,791           | 55,992         | 44,892          |                      | 66%                   |
| Union              | 40           | 1                   | 40,029           | 56,203         | 48,116          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 23,059           | 34,587         | 28,823          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 39,214           | 53,714         | 46,464          |                      |                       |

### PUBLIC WORKS FOREMAN

Job Code: 2206

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 40           | 1                   | 45,991           | 64,387         | 55,189          |                      | 40%                   |
| Edgefield          | 40           | 1                   | 44,826           | 62,756         | 53,791          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 27,901           | 41,853         | 34,877          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 39,573           | 56,332         | 47,952          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### LABORER

Job Code: 2207

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 6            | 24,387    | 37,795  | 31,091   |               | 55%            |
| Colleton           | 40    | 9            | 33,696    | 33,696  | 33,696   | 33,696        | 0%             |
| Edgefield          | 40    | 1            | 31,719    | 44,406  | 38,063   |               | 40%            |
| Jasper             | 40    | 2            | 28,769    | 44,574  | 36,672   |               | 55%            |
| Union              | 40    | 1            | 17,324    | 31,445  | 24,385   |               | 82%            |
| Williamsburg       | 40    | 3            | 17,324    | 31,445  | 24,385   |               | 82%            |
| ARITHMETIC AVERAGE |       |              | 25,537    | 37,227  | 31,382   | 33,696        |                |

### LEAD LABORER

Job Code: 2208

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 2            | 30,600    | 35,700  | 33,150   |               | 17%            |
| ARITHMETIC AVERAGE |       |              | 30,600    | 35,700  | 33,150   |               |                |

### LIGHT MOTOR EQUIPMENT OPERATOR

Job Code: 2209

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Marion             | 40    | 1            | 32,178    | 33,779  | 32,979   |               | 5%             |
| Newberry           | 40    | 1            | 28,920    | 46,538  | 37,729   |               | 61%            |
| ARITHMETIC AVERAGE |       |              | 30,549    | 40,159  | 35,354   |               |                |

### MEDIUM MOTOR EQUIPMENT OPERATOR

Job Code: 2210

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Colleton           | 40    | 8            | 33,696    | 45,261  | 39,479   |               | 34%            |
| Dillon             | 40    | 8            | 25,000    | 35,000  | 30,000   |               | 40%            |
| Jasper             | 40    | 3            | 31,717    | 49,142  | 40,430   |               | 55%            |
| Marion             | 40    | 2            | 32,593    | 38,831  | 35,712   |               | 19%            |
| Marlboro           | 40    | 3            | 26,572    | 33,613  | 30,093   |               | 26%            |
| ARITHMETIC AVERAGE |       |              | 29,916    | 40,369  | 35,143   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### HEAVY MOTOR EQUIPMENT OPERATOR

Job Code: 2211

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 15           | 30,090    | 45,800  | 37,945   |               | 52%            |
| Clarendon          | 40    | 10           | 28,231    | 43,752  | 35,992   |               | 55%            |
| Colleton           | 40    | 12           | 35,883    | 49,569  | 42,726   |               | 38%            |
| Dillon             | 40    | 8            | 25,000    | 32,000  | 28,500   |               | 28%            |
| Edgefield          | 40    | 5            | 37,335    | 52,270  | 44,803   |               | 40%            |
| Jasper             | 40    | 4            | 33,303    | 51,600  | 42,452   |               | 55%            |
| Marion             | 40    | 5            | 32,593    | 38,831  | 35,712   |               | 19%            |
| Marlboro           | 40    | 4            | 32,152    | 40,672  | 36,412   |               | 26%            |
| Newberry           | 40    | 12           | 28,920    | 46,538  | 37,729   |               | 61%            |
| Union              | 40    | 7            | 31,356    | 44,045  | 37,701   |               | 40%            |
| Williamsburg       | 40    | 7            | 17,324    | 34,587  | 25,956   |               | 100%           |
| ARITHMETIC AVERAGE |       |              | 30,199    | 43,606  | 36,902   |               |                |

### BUILDING MAINTENANCE SUPERINTENDENT

Job Code: 2212

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 37,128    | 57,919  | 47,524   |               | 56%            |
| Clarendon          | 40    | 1            | 61,625    | 95,506  | 78,566   |               | 55%            |
| Colleton           | 40    | 1            | 68,298    | 96,222  | 82,260   |               | 41%            |
| Dillon             | 40    | 1            | 45,000    | 55,000  | 50,000   |               | 22%            |
| Jasper             | 40    | 1            | 44,630    | 69,149  | 56,890   |               | 55%            |
| Marion             | 40    | 1            | 50,100    | 52,605  | 51,353   |               | 5%             |
| Marlboro           | 40    | 1            | 51,781    | 65,503  | 58,642   |               | 27%            |
| Union              | 40    | 1            | 42,037    | 59,006  | 50,522   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 50,075    | 68,864  | 59,469   |               |                |

### BLDG MAINTENANCE/CUSTODIAN SUPV

Job Code: 2213

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 1            | 67,941    | 105,295 | 86,618   |               | 55%            |
| Marion             | 40    | 1            | 31,429    | 34,548  | 32,989   |               | 10%            |
| Marlboro           | 40    | 1            | 35,367    | 44,739  | 40,053   |               | 26%            |
| Williamsburg       | 40    | 1            | 37,137    | 55,705  | 46,421   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 42,969    | 60,072  | 51,520   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### BUILDING MAINTENANCE WORKER II

Job Code: 2214

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 4            | 29,702    | 46,335  | 38,019   |               | 56%            |
| Colleton           | 40    | 1            | 35,883    | 49,569  | 42,726   |               | 38%            |
| Marion             | 40    | 1            | 24,273    | 25,487  | 24,880   |               | 5%             |
| Marlboro           | 40    | 1            | 29,229    | 36,975  | 33,102   |               | 27%            |
| Newberry           | 40    | 2            | 33,791    | 55,992  | 44,892   |               | 66%            |
| ARITHMETIC AVERAGE |       |              | 30,576    | 42,872  | 36,724   |               |                |

### BUILDING MAINTENANCE WORKER I

Job Code: 2215

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 28,041    | 39,258  | 33,650   |               | 40%            |
| Colleton           | 40    | 2            | 33,696    | 45,258  | 39,477   |               | 34%            |
| Dillon             | 40    | 3            | 25,000    | 30,000  | 27,500   |               | 20%            |
| Edgefield          | 40    | 1            | 41,082    | 57,513  | 49,298   |               | 40%            |
| Williamsburg       | 37.5  | 1            | 20,962    | 31,445  | 26,204   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 29,756    | 40,695  | 35,226   |               |                |

### CUSTODIAN SUPERVISOR

Job Code: 2216

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 2            | 24,960    | 39,715  | 32,338   |               | 59%            |
| Marion             | 40    | 1            | 24,830    | 26,076  | 25,453   |               | 5%             |
| Newberry           | 40    | 1            | 33,791    | 55,992  | 44,892   |               | 66%            |
| ARITHMETIC AVERAGE |       |              | 27,860    | 40,594  | 34,227   |               |                |

### CUSTODIAN

Job Code: 2217

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 2            | 19,800    | 30,600  | 25,200   |               | 55%            |
| Clarendon          | 37.5  | 12           | 25,606    | 39,685  | 32,646   |               | 55%            |
| Jasper             | 40    | 3            | 23,668    | 36,671  | 30,170   |               | 55%            |
| Marion             | 40    | 2            | 21,278    | 22,342  | 21,810   |               | 5%             |
| Marlboro           | 40    | 3            | 26,572    | 33,613  | 30,093   |               | 26%            |
| Newberry           | 40    | 1            | 28,920    | 46,538  | 37,729   |               | 61%            |
| Union              | 35    | 1            | 20,486    | 28,750  | 24,618   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 23,761    | 34,028  | 28,895   |               |                |

### VEHICLE MAINTENANCE SUPERINTENDENT/DIR

Job Code: 2301

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 1            | 61,625    | 95,506  | 78,566   |               | 55%            |
| Colleton           | 40    | 1            | 62,034    | 87,484  | 74,759   |               | 41%            |
| ARITHMETIC AVERAGE |       |              | 61,830    | 91,495  | 76,662   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### VEHICLE MAINTENANCE FOREMAN/SUPERVISOR

Job Code: 2302

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 29,702    | 48,240  | 38,971   |               | 62%            |
| Clarendon          | 40    | 1            | 43,796    | 67,874  | 55,835   |               | 55%            |
| Jasper             | 40    | 1            | 44,630    | 69,149  | 56,890   |               | 55%            |
| Union              | 40    | 1            | 40,029    | 56,203  | 48,116   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 39,539    | 60,367  | 49,953   |               |                |

### AUTOMOTIVE PARTS MANAGER

Job Code: 2303

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 25,000    | 42,000  | 33,500   |               | 68%            |
| Colleton           | 40    | 1            | 35,874    | 49,565  | 42,720   |               | 38%            |
| ARITHMETIC AVERAGE |       |              | 30,437    | 45,783  | 38,110   |               |                |

### AUTOMOTIVE/TRUCK MECHANIC I

Job Code: 2304

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 1            | 30,052    | 42,073  | 36,063   |               | 40%            |
| Colleton           | 40    | 4            | 33,696    | 45,258  | 39,477   |               | 34%            |
| Jasper             | 40    | 1            | 44,629    | 69,149  | 56,889   |               | 55%            |
| Union              | 40    | 1            | 34,578    | 48,546  | 41,562   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 35,739    | 51,257  | 43,498   |               |                |

### AUTOMOTIVE/TRUCK MECHANIC II

Job Code: 2305

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 26,520    | 41,371  | 33,946   |               | 56%            |
| Clarendon          | 40    | 1            | 36,031    | 55,840  | 45,936   |               | 55%            |
| Colleton           | 40    | 3            | 35,833    | 54,322  | 45,078   |               | 52%            |
| Edgefield          | 40    | 1            | 33,590    | 47,028  | 40,309   |               | 40%            |
| Marion             | 40    | 1            | 34,049    | 34,944  | 34,497   |               | 3%             |
| Marlboro           | 40    | 1            | 35,367    | 44,739  | 40,053   |               | 26%            |
| ARITHMETIC AVERAGE |       |              | 33,565    | 46,374  | 39,970   |               |                |

### DIESEL MECHANIC

Job Code: 2306

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 27,580    | 43,025  | 35,303   |               | 56%            |
| Colleton           | 40    | 1            | 42,877    | 59,770  | 51,324   |               | 39%            |
| Dillon             | 40    | 1            | 40,000    | 45,000  | 42,500   |               | 13%            |
| Jasper             | 40    | 1            | 44,629    | 69,149  | 56,889   |               | 55%            |
| ARITHMETIC AVERAGE |       |              | 38,772    | 54,236  | 46,504   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### AIRPORT DIRECTOR

Job Code: 2401

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Jasper             | 40           | 1                   | 36,717           | 56,889         | 46,803          |                      | 55%                   |
| Marion             | 50           | 1                   | 43,094           | 45,249         | 44,172          |                      | 5%                    |
| Union              | 40           | 1                   | 42,037           | 59,006         | 50,522          |                      | 40%                   |
| ARITHMETIC AVERAGE |              |                     | 40,616           | 53,715         | 47,165          |                      |                       |

### REGISTRATION/ELECTIONS DIRECTOR

Job Code: 2501

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 40           | 1                   | 57,969           | 57,969         | 57,969          |                      | 0%                    |
| Clarendon          | 37.5         | 1                   | 52,000           | 52,000         | 52,000          | 52,000               | 0%                    |
| Colleton           | 40           | 1                   | 64,246           | 64,246         | 64,246          | 64,246               | 0%                    |
| Jasper             | 40           | 1                   | 56,203           | 72,607         | 64,405          |                      | 29%                   |
| Marion             | 37.5         | 1                   | 39,079           | 41,032         | 40,056          |                      | 5%                    |
| Marlboro           | 40           | 1                   | 42,377           | 52,377         | 47,377          |                      | 24%                   |
| Newberry           | 37.5         | 1                   | 50,999           | 50,999         | 50,999          | 50,999               | 0%                    |
| Union              | 40           | 1                   | 40,029           | 56,203         | 48,116          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 27,901           | 41,853         | 34,877          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 47,867           | 54,365         | 51,116          | 55,748               |                       |

### REGISTRATION/ELECTIONS ASST DIRECTOR

Job Code: 2502

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 1                   | 37,832           | 58,632         | 48,232          |                      | 55%                   |
| Marlboro           | 40           | 1                   | 26,229           | 36,975         | 31,602          |                      | 41%                   |
| Newberry           | 37.5         | 1                   | 28,920           | 46,538         | 37,729          |                      | 61%                   |
| ARITHMETIC AVERAGE |              |                     | 30,994           | 47,382         | 39,188          |                      |                       |

### REGISTRATION/ELECTIONS CLERK

Job Code: 2503

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 2                   | 23,920           | 37,315         | 30,618          |                      | 56%                   |
| Clarendon          | 37.5         | 1                   | 24,387           | 37,795         | 31,091          |                      | 55%                   |
| Colleton           | 40           | 1                   | 35,883           | 49,569         | 42,726          |                      | 38%                   |
| Jasper             | 40           | 1                   | 28,769           | 44,574         | 36,672          |                      | 55%                   |
| Williamsburg       | 20           | 1                   | 17,324           | 25,987         | 21,656          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 26,057           | 39,048         | 32,552          |                      |                       |

### REGISTRATION/ELECTIONS SENIOR CLERK

Job Code: 2504

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Clarendon          | 37.5         | 1                   | 34,315           | 53,181         | 43,748          |                      | 55%                   |
| ARITHMETIC AVERAGE |              |                     | 34,315           | 53,181         | 43,748          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### REGISTRATION DIRECTOR

Job Code: 2505

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dillon             | 37.5         | 1                   | 36,000           | 40,000         | 38,000          |                      | 11%                   |
| Edgefield          | 35           | 1                   | 40,861           | 57,206         | 49,034          |                      | 40%                   |
| ARITHMETIC AVERAGE |              |                     | 38,431           | 48,603         | 43,517          |                      |                       |

### REGISTRATION CLERK

Job Code: 2506

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Dillon             | 37.5         | 22                  | 18,000           | 22,000         | 20,000          |                      | 22%                   |
| Edgefield          | 35           | 1                   | 26,115           | 36,562         | 31,339          |                      | 40%                   |
| Marion             | 37.5         | 1                   | 29,485           | 30,958         | 30,222          |                      | 5%                    |
| ARITHMETIC AVERAGE |              |                     | 24,533           | 29,840         | 27,187          |                      |                       |

### VETERANS AFFAIRS OFFICER/DIRECTOR

Job Code: 2601

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 40           | 1                   | 38,300           | 40,000         | 39,150          |                      | 4%                    |
| Clarendon          | 37.5         | 1                   | 48,586           | 48,586         | 48,586          | 48,586               | 0%                    |
| Colleton           | 40           | 1                   | 66,774           | 66,774         | 66,774          | 66,774               | 0%                    |
| Dillon             | 37.5         | 1                   | 28,000           | 32,000         | 30,000          |                      | 14%                   |
| Edgefield          | 35           | 1                   | 40,861           | 57,206         | 49,034          |                      | 40%                   |
| Jasper             | 40           | 1                   | 44,733           | 72,607         | 58,670          |                      | 62%                   |
| Marion             | 40           | 1                   | 40,000           | 41,600         | 40,800          |                      | 4%                    |
| Marlboro           | 40           | 1                   | 41,050           | 46,918         | 43,984          |                      | 14%                   |
| Newberry           | 37.5         | 1                   | 51,000           | 51,000         | 51,000          | 51,000               | 0%                    |
| Union              | 40           | 1                   | 40,029           | 56,203         | 48,116          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 25,365           | 60,000         | 42,683          |                      | 137%                  |
| ARITHMETIC AVERAGE |              |                     | 42,245           | 52,081         | 47,163          | 55,453               |                       |

### VETERANS AFFAIRS ASST OFFICER/DIRECTOR

Job Code: 2602

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 37.5         | 1                   | 22,000           | 30,000         | 26,000          |                      | 36%                   |
| Newberry           | 37.5         | 1                   | 28,920           | 46,538         | 37,729          |                      | 61%                   |
| Williamsburg       | 40           | 1                   | 20,962           | 31,445         | 26,204          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 23,961           | 35,994         | 29,978          |                      |                       |

### VETERANS AFFAIRS SERVICE REP II

Job Code: 2603

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Marlboro           | 40           | 1                   | 26,229           | 36,975         | 31,602          |                      | 41%                   |
| ARITHMETIC AVERAGE |              |                     | 26,229           | 36,975         | 31,602          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### VETERANS AFFAIRS SERVICE REP I

Job Code: 2604

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Colleton           | 40    | 1            | 33,700    | 33,700  | 33,700   | 33,700        | 0%             |
| Edgefield          | 35    | 1            | 26,115    | 36,562  | 31,339   |               | 40%            |
| Jasper             | 40    | 1            | 28,769    | 44,574  | 36,672   |               | 55%            |
| Marion             | 37.5  | 1            | 28,099    | 30,225  | 29,162   |               | 8%             |
| Newberry           | 37.5  | 1            | 28,920    | 46,538  | 37,729   |               | 61%            |
| ARITHMETIC AVERAGE |       |              | 29,121    | 38,320  | 33,720   | 33,700        |                |

### LIBRARY DIRECTOR

Job Code: 2701

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 40    | 1            | 54,000    | 58,305  | 56,153   |               | 8%             |
| Clarendon          | 37.5  | 1            | 67,941    | 105,295 | 86,618   |               | 55%            |
| Colleton           | 40    | 1            | 70,676    | 70,676  | 70,676   | 70,676        | 0%             |
| Dillon             | 37.5  | 1            | 40,000    | 45,000  | 42,500   |               | 13%            |
| Marlboro           | 40    | 1            | 52,711    | 67,662  | 60,187   |               | 28%            |
| Williamsburg       | 40    | 1            | 40,850    | 61,275  | 51,063   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 54,363    | 68,036  | 61,199   | 70,676        |                |

### ASST LIBRARY DIRECTOR

Job Code: 2702

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 37.5  | 1            | 25,000    | 36,000  | 30,500   |               | 44%            |
| Clarendon          | 37.5  | 2            | 45,985    | 71,268  | 58,627   |               | 55%            |
| Colleton           | 40    | 1            | 46,917    | 65,718  | 56,318   |               | 40%            |
| Dillon             | 37.5  | 1            | 30,000    | 35,000  | 32,500   |               | 17%            |
| Marlboro           | 40    | 2            | 35,367    | 44,739  | 40,053   |               | 26%            |
| Williamsburg       | 40    | 1            | 30,691    | 46,038  | 38,365   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 35,660    | 49,794  | 42,727   |               |                |

### LIBRARIAN

Job Code: 2703

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 37.5  | 6            | 21,000    | 33,000  | 27,000   |               | 57%            |
| Colleton           | 40    | 2            | 39,217    | 54,322  | 46,770   |               | 39%            |
| Dillon             | 37.5  | 6            | 22,000    | 32,000  | 27,000   |               | 45%            |
| Williamsburg       | 40    | 2            | 30,691    | 46,038  | 38,365   |               | 50%            |
| ARITHMETIC AVERAGE |       |              | 28,227    | 41,340  | 34,784   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4

(25,001 - 50,000 Population)

### LIBRARY ASST

Job Code: 2704

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Chesterfield       | 37.5  | 6            | 19,760    | 30,825  | 25,293   |               | 56%            |
| Clarendon          | 37.5  | 1            | 36,031    | 55,840  | 45,936   |               | 55%            |
| Colleton           | 40    | 3            | 33,696    | 41,348  | 37,522   |               | 23%            |
| Marlboro           | 40    | 3            | 26,229    | 40,672  | 33,451   |               | 55%            |
| Williamsburg       | 18    | 4            | 20,962    | 38,047  | 29,505   |               | 82%            |
| ARITHMETIC AVERAGE |       |              | 27,336    | 41,346  | 34,341   |               |                |

### PARKS AND RECREATION DIRECTOR

Job Code: 2705

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 1            | 71,338    | 110,560 | 90,949   |               | 55%            |
| Colleton           | 40    | 1            | 68,925    | 96,214  | 82,570   |               | 40%            |
| Dillon             | 37.5  | 1            | 28,000    | 32,000  | 30,000   |               | 14%            |
| Edgefield          | 40    | 1            | 56,061    | 78,485  | 67,273   |               | 40%            |
| Jasper             | 40    | 1            | 54,248    | 84,051  | 69,150   |               | 55%            |
| Marion             | 40    | 1            | 40,000    | 40,000  | 40,000   |               | 0%             |
| Marlboro           | 40    | 1            | 55,000    | 65,000  | 60,000   |               | 18%            |
| Newberry           | 37.5  | 1            | 43,533    | 67,817  | 55,675   |               | 56%            |
| Union              | 40    | 1            | 46,340    | 65,052  | 55,696   |               | 40%            |
| Williamsburg       | 40    | 1            | 42,900    | 57,500  | 50,200   |               | 34%            |
| ARITHMETIC AVERAGE |       |              | 50,635    | 69,668  | 60,151   |               |                |

### MUSEUM DIRECTOR

Job Code: 2706

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 37.5  | 1            | 35,850    | 50,190  | 43,020   |               | 40%            |
| Colleton           | 40    | 1            | 68,298    | 96,222  | 82,260   |               | 41%            |
| Marion             | 37.5  | 1            | 47,502    | 49,877  | 48,690   |               | 5%             |
| Marlboro           | 40    | 1            | 38,904    | 49,213  | 44,059   |               | 26%            |
| ARITHMETIC AVERAGE |       |              | 47,639    | 61,376  | 54,507   |               |                |

### PARK ATTENDANT

Job Code: 2707

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Clarendon          | 40    | 3            | 21,361    | 29,904  | 25,633   |               | 40%            |
| Colleton           | 40    | 16           | 33,696    | 72,298  | 52,997   |               | 115%           |
| Dillon             | 20    | 1            | 15,000    | 20,000  | 17,500   |               | 33%            |
| Edgefield          | 20    | 1            | 15        | 15      | 15       |               | 0%             |
| Jasper             | 40    | 1            | 34,968    | 54,180  | 44,574   |               | 55%            |
| Newberry           | 37.5  | 1            | 40,285    | 60,724  | 50,505   |               | 51%            |
| ARITHMETIC AVERAGE |       |              | 24,221    | 39,520  | 31,871   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 4  
(25,001 - 50,000 Population)

### ECONOMIC DEVELOPMENT DIRECTOR

Job Code: 2801

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Chesterfield       | 40           | 1                   | 72,000           | 72,000         | 72,000          | 72,000               | 0%                    |
| Clarendon          | 37.5         | 1                   | 91,048           | 141,106        | 116,077         |                      | 55%                   |
| Colleton           | 40           | 1                   | 126,539          | 126,539        | 126,539         | 126,539              | 0%                    |
| Marion             | 37.5         | 1                   | 67,543           | 70,920         | 69,232          |                      | 5%                    |
| Marlboro           | 40           | 1                   | 85,000           | 95,000         | 90,000          |                      | 12%                   |
| Newberry           | 37.5         | 1                   | 108,694          | 108,694        | 108,694         | 108,694              | 0%                    |
| Union              | 40           | 1                   | 71,872           | 100,933        | 86,403          |                      | 40%                   |
| Williamsburg       | 40           | 1                   | 67,250           | 85,000         | 76,125          |                      | 26%                   |
| ARITHMETIC AVERAGE |              |                     | 86,243           | 100,024        | 93,134          | 102,411              |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

## GROUP 5

### POPULATION 25,000 and Under

| County    | Census<br>Population<br>2020 | General Fund<br>Budget<br>FY 2024 | Payroll<br>FY 2024 | County<br>Employees |    |     |
|-----------|------------------------------|-----------------------------------|--------------------|---------------------|----|-----|
|           |                              |                                   |                    | FT                  | PT | Law |
| Abbeville | 24,295                       | \$ 12,633,212                     | \$ 8,149,405       | 165                 | 48 | 32  |
| Allendale | 8,039                        | *                                 | *                  | *                   | *  | *   |
| Bamberg   | 13,311                       | \$ 10,389,475                     | \$ 4,169,595       | 100                 | 22 | 13  |
| Barnwell  | 20,589                       | \$ 23,097,570                     | \$ 7,215,470       | 186                 | 40 | NR  |
| Calhoun   | 14,119                       | \$ 17,759,442                     | \$ 11,685,873      | 142                 | 62 | 35  |
| Fairfield | 20,948                       | *                                 | *                  | *                   | *  | *   |
| Hampton   | 18,561                       | *                                 | *                  | *                   | *  | *   |
| Lee       | 16,531                       | \$ 15,260,299                     | \$ 6,626,117       | 132                 | 55 | NR  |
| Mccormick | 9,526                        | \$ 14,334,345                     | \$ 6,117,839       | 125                 | 49 | 21  |
| Saluda    | 18,862                       | \$ 16,271,913                     | \$ 7,610,813       | 153                 | 31 | 28  |

\* County did not participate in the survey.

NR = Data not reported but county participated in other aspects of the survey.

Budgeted payroll does not include fringe benefits.

Population Source: U.S. Census 2020

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### COUNCIL CHAIRMAN

Job Code: 1101

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          |       | 1            | 9,600     | 9,600   | 9,600    | 9,600         | 0%             |
| Bamberg            | 40    | 1            | 5,100     | 12,000  | 8,550    |               | 135%           |
| Barnwell           |       | 1            | 10,599    | 10,599  | 10,599   | 10,599        | 0%             |
| Calhoun            | 40    | 1            | 17,000    | 17,000  | 17,000   | 17,000        | 0%             |
| Lee                | 40    | 1            | 15,000    | 21,000  | 18,000   |               | 40%            |
| McCormick          | 40    | 1            | 9,513     | 9,513   | 9,513    | 9,513         | 0%             |
| Saluda             | 40    | 1            | 8,000     | 8,000   | 8,000    |               | 0%             |
| ARITHMETIC AVERAGE |       |              | 10,687    | 12,530  | 11,609   | 11,678        |                |

### COUNCIL MEMBER

Job Code: 1102

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          |       | 5            | 7,800     | 7,800   | 7,800    | 7,800         | 0%             |
| Bamberg            | 40    | 5            | 5,100     | 12,000  | 8,550    |               | 135%           |
| Barnwell           |       | 5            | 8,652     | 8,652   | 8,652    | 8,652         | 0%             |
| Calhoun            | 40    | 3            | 12,000    | 12,000  | 12,000   | 12,000        | 0%             |
| Lee                | 40    | 5            | 13,000    | 18,000  | 15,500   |               | 38%            |
| McCormick          | 40    | 3            | 8,949     | 8,949   | 8,949    | 8,949         | 0%             |
| Saluda             | 40    | 3            | 6,000     | 6,000   | 6,000    |               | 0%             |
| ARITHMETIC AVERAGE |       |              | 8,786     | 10,486  | 9,636    | 9,350         |                |

### COUNCIL VICE CHAIRMAN

Job Code: 1103

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          |       | 1            | 8,400     | 8,400   | 8,400    | 8,400         | 0%             |
| Bamberg            | 40    | 1            | 5,100     | 12,000  | 8,550    |               | 135%           |
| Barnwell           |       | 1            | 8,652     | 8,652   | 8,652    | 8,652         | 0%             |
| Calhoun            | 40    | 1            | 15,000    | 15,000  | 15,000   | 15,000        | 0%             |
| Lee                | 40    | 1            | 13,000    | 18,000  | 15,500   |               | 38%            |
| McCormick          | 40    | 1            | 8,949     | 8,949   | 8,949    | 8,949         | 0%             |
| Saluda             | 40    | 1            | 6,000     | 6,000   | 6,000    |               | 0%             |
| ARITHMETIC AVERAGE |       |              | 9,300     | 11,000  | 10,150   | 10,250        |                |

### CLERK TO COUNCIL

Job Code: 1104

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 1            | 46,884    | 75,014  | 60,949   |               | 60%            |
| Bamberg            | 40    | 1            | 29,923    | 49,950  | 39,937   |               | 67%            |
| Barnwell           | 40    | 1            | 41,593    | 58,229  | 49,911   |               | 40%            |
| Calhoun            | 35    | 1            | 44,177    | 68,917  | 56,547   |               | 56%            |
| Saluda             | 37.5  | 1            | 66,028    | 100,468 | 83,248   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 45,721    | 70,516  | 58,118   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### ADMINISTRATOR/MANAGER/SUPERVISOR

Job Code: 1201

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 1            | 102,341   | 163,746 | 133,044  |               | 60%            |
| Bamberg            | 35    | 1            | 87,550    | 142,200 | 114,875  |               | 62%            |
| Barnwell           | 40    | 1            | 82,610    | 82,610  | 82,610   | 82,610        | 0%             |
| Calhoun            | 40    | 1            | 142,476   | 222,264 | 182,370  |               | 56%            |
| Lee                | 35    | 1            | 108,000   | 135,000 | 121,500  |               | 25%            |
| McCormick          | 40    | 1            | 112,737   | 112,737 | 112,737  | 112,737       | 0%             |
| Saluda             | 37.5  | 1            | 88,799    | 135,128 | 111,964  |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 103,502   | 141,955 | 122,728  | 97,674        |                |

### ASST ADMINISTRATOR/MANAGER

Job Code: 1202

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Calhoun            | 35    | 2            | 101,255   | 157,959 | 129,607  |               | 56%            |
| Lee                | 35    | 1            | 54,000    | 63,000  | 58,500   |               | 17%            |
| ARITHMETIC AVERAGE |       |              | 77,628    | 110,480 | 94,054   |               |                |

### ASST TO THE ADMINISTRATOR/MANAGER

Job Code: 1203

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Calhoun            | 35    | 1            | 32,966    | 51,427  | 42,197   |               | 56%            |
| McCormick          | 40    | 1            | 61,826    | 61,826  | 61,826   |               | 0%             |
| ARITHMETIC AVERAGE |       |              | 47,396    | 56,627  | 52,011   |               |                |

### SWITCHBOARD OPERATOR/RECEPTIONIST

Job Code: 1204

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Bamberg            | 35    | 1            | 17,426    | 29,814  | 23,620   |               | 71%            |
| McCormick          | 20    | 3            | 12,801    | 14,144  | 13,473   |               | 10%            |
| ARITHMETIC AVERAGE |       |              | 15,114    | 21,979  | 18,546   |               |                |

### CLERK I

Job Code: 1206

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 14           | 26,106    | 41,770  | 33,938   |               | 60%            |
| ARITHMETIC AVERAGE |       |              | 26,106    | 41,770  | 33,938   |               |                |

### SECRETARY

Job Code: 1208

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Bamberg            | 35    | 2            | 23,515    | 38,948  | 31,232   |               | 66%            |
| Calhoun            | 35    | 8            | 20,660    | 32,229  | 26,445   |               | 56%            |
| ARITHMETIC AVERAGE |       |              | 22,088    | 35,589  | 28,838   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### SENIOR SECRETARY

Job Code: 1209

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Calhoun            | 28           | 1                   | 29,070           | 45,350         | 37,210          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 29,070           | 45,350         | 37,210          |                      |                       |

### ADMINISTRATIVE OFFICER/ASST

Job Code: 1210

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 35           | 1                   | 28,201           | 47,527         | 37,864          |                      | 69%                   |
| McCormick          | 20           | 1                   | 16,400           | 16,400         | 16,400          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 22,301           | 31,964         | 27,132          |                      |                       |

### GRANTS ADMINISTRATOR/MANAGER

Job Code: 1211

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 27,411           | 43,859         | 35,635          |                      | 60%                   |
| Calhoun            | 35           | 1                   | 24,817           | 85,514         | 55,166          |                      | 245%                  |
| McCormick          | 20           | 1                   | 21,029           | 21,029         | 21,029          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 24,419           | 50,134         | 37,277          |                      |                       |

### PUBLIC INFORMATION OFFICER

Job Code: 1212

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 35           | 1                   | 30,273           | 50,600         | 40,437          |                      | 67%                   |
| ARITHMETIC AVERAGE |              |                     | 30,273           | 50,600         | 40,437          |                      |                       |

### PERSONNEL DIRECTOR

Job Code: 1301

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 35           | 1                   | 31,715           | 52,836         | 42,276          |                      | 67%                   |
| Barnwell           | 35           | 1                   | 34,633           | 48,485         | 41,559          |                      | 40%                   |
| Calhoun            | 35           | 1                   | 75,558           | 117,871        | 96,715          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 47,302           | 73,064         | 60,183          |                      |                       |

### BENEFITS COORDINATOR

Job Code: 1304

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Saluda             | 37.5         | 1                   | 44,479           | 67,678         | 56,079          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 44,479           | 67,678         | 56,079          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### ACCOUNT CLERK

Job Code: 1401

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 2                   | 27,411           | 43,859         | 35,635          |                      | 60%                   |
| Barnwell           | 35           | 1                   | 30,422           | 42,591         | 36,507          |                      | 40%                   |
| Calhoun            | 35           | 1                   | 29,070           | 45,350         | 37,210          |                      | 56%                   |
| Lee                | 35           | 1                   | 30,000           | 35,000         | 32,500          |                      | 17%                   |
| Saluda             | 37.5         | 3                   | 27,144           | 45,590         | 36,367          |                      | 68%                   |
| ARITHMETIC AVERAGE |              |                     | 28,809           | 42,478         | 35,644          |                      |                       |

### PAYROLL CLERK

Job Code: 1403

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 27,411           | 43,859         | 35,635          |                      | 60%                   |
| Calhoun            | 35           | 1                   | 32,966           | 51,427         | 42,197          |                      | 56%                   |
| Lee                | 35           | 1                   | 43,000           | 56,000         | 49,500          |                      | 30%                   |
| McCormick          | 40           | 1                   | 46,346           | 46,346         | 46,346          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 37,431           | 49,408         | 43,419          |                      |                       |

### FINANCE DIRECTOR

Job Code: 1404

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 72,732           | 116,371        | 94,552          |                      | 60%                   |
| Bamberg            | 35           | 1                   | 57,183           | 98,634         | 77,909          |                      | 72%                   |
| Barnwell           | 40           | 1                   | 43,678           | 61,149         | 52,414          |                      | 40%                   |
| Calhoun            | 35           | 1                   | 87,468           | 136,451        | 111,960         |                      | 56%                   |
| Lee                | 35           | 1                   | 65,000           | 75,000         | 70,000          |                      | 15%                   |
| McCormick          | 40           | 1                   | 68,800           | 68,800         | 68,800          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 65,810           | 92,734         | 79,272          |                      |                       |

### FINANCE/PURCHASING DIRECTOR

Job Code: 1405

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| McCormick          | 40           | 1                   | 51,156           | 51,156         | 51,156          |                      | 0%                    |
| Saluda             | 37.5         | 1                   | 44,479           | 67,678         | 56,079          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 47,818           | 59,417         | 53,617          |                      |                       |

### CONTROLLER

Job Code: 1406

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 35           | 1                   | 57,183           | 98,634         | 77,909          |                      | 72%                   |
| ARITHMETIC AVERAGE |              |                     | 57,183           | 98,634         | 77,909          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### RISK MANAGER

Job Code: 1407

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Calhoun            | 35           | 0                   | 42,950           | 67,002         | 54,976          |                      | 56%                   |
| Saluda             | 37.5         | 1                   | 49,095           | 74,703         | 61,899          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 46,023           | 70,853         | 58,438          |                      |                       |

### ACCOUNTANT

Job Code: 1408

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Calhoun            | 35           | 1                   | 51,141           | 79,780         | 65,461          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 51,141           | 79,780         | 65,461          |                      |                       |

### BUDGET OFFICER/ANALYST

Job Code: 1409

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 40           | 1                   | 30,273           | 50,601         | 40,437          |                      | 67%                   |
| ARITHMETIC AVERAGE |              |                     | 30,273           | 50,601         | 40,437          |                      |                       |

### COUNTY TREASURER

Job Code: 1414

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 28,000           | 30,000         | 29,000          |                      | 7%                    |
| Bamberg            | 35           | 1                   | 52,301           | 91,035         | 71,668          |                      | 74%                   |
| Barnwell           | 40           | 1                   | 43,760           | 43,760         | 43,760          | 43,760               | 0%                    |
| Calhoun            | 35           | 1                   | 35,000           | 45,000         | 40,000          |                      | 29%                   |
| Lee                | 35           | 1                   | 37,000           | 50,000         | 43,500          |                      | 35%                   |
| McCormick          | 40           | 1                   | 32,046           | 32,046         | 32,046          | 32,046               | 0%                    |
| Saluda             | 37.5         | 1                   | 49,095           | 74,703         | 61,899          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 39,600           | 52,363         | 45,982          | 37,903               |                       |

### ASST/DEPUTY COUNTY TREASURER

Job Code: 1415

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 40,499           | 64,799         | 52,649          |                      | 60%                   |
| Bamberg            | 35           | 1                   | 31,472           | 52,352         | 41,912          |                      | 66%                   |
| Barnwell           | 35           | 1                   | 27,263           | 38,168         | 32,716          |                      | 40%                   |
| Calhoun            | 35           | 1                   | 29,901           | 46,646         | 38,274          |                      | 56%                   |
| Lee                | 35           | 1                   | 29,413           | 41,470         | 35,442          |                      | 41%                   |
| McCormick          | 40           | 2                   | 31,219           | 40,963         | 36,091          |                      | 31%                   |
| Saluda             | 37.5         | 1                   | 29,962           | 45,590         | 37,776          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 31,390           | 47,141         | 39,266          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### SENIOR TAX CLERK

Job Code: 1416

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 35           | 1                   | 29,255           | 48,423         | 38,839          |                      | 66%                   |
| Lee                | 35           | 2                   | 32,000           | 40,000         | 36,000          |                      | 25%                   |
| ARITHMETIC AVERAGE |              |                     | 30,628           | 44,212         | 37,420          |                      |                       |

### TAX CLERK

Job Code: 1417

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 2                   | 26,106           | 41,770         | 33,938          |                      | 60%                   |
| Bamberg            | 35           | 3                   | 25,182           | 41,451         | 33,317          |                      | 65%                   |
| Barnwell           | 35           | 7                   | 24,106           | 35,220         | 29,663          |                      | 46%                   |
| Calhoun            | 35           | 1                   | 32,966           | 51,427         | 42,197          |                      | 56%                   |
| Lee                | 30           | 1                   | 30,000           | 35,000         | 32,500          |                      | 17%                   |
| Saluda             | 37.5         | 3                   | 27,144           | 41,302         | 34,223          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 27,584           | 41,028         | 34,306          |                      |                       |

### COUNTY TAX COLLECTOR

Job Code: 1418

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 46,883           | 75,014         | 60,949          |                      | 60%                   |
| Bamberg            | 35           | 1                   | 38,441           | 66,938         | 52,690          |                      | 74%                   |
| Barnwell           | 35           | 1                   | 35,686           | 49,960         | 42,823          |                      | 40%                   |
| Calhoun            | 35           | 1                   | 40,070           | 62,510         | 51,290          |                      | 56%                   |
| Saluda             | 37.5         | 1                   | 42,336           | 64,418         | 53,377          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 40,683           | 63,768         | 52,226          |                      |                       |

### COUNTY TAX FIELD AGENT

Job Code: 1419

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lee                | 40           | 1                   | 4,000            | 8,000          | 6,000           |                      | 100%                  |
| ARITHMETIC AVERAGE |              |                     | 4,000            | 8,000          | 6,000           |                      |                       |

### COUNTY AUDITOR

Job Code: 1420

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 28,000           | 30,000         | 29,000          |                      | 7%                    |
| Bamberg            | 35           | 1                   | 36,563           | 64,027         | 50,295          |                      | 75%                   |
| Barnwell           | 40           | 1                   | 41,590           | 41,590         | 41,590          | 41,590               | 0%                    |
| Calhoun            | 35           | 1                   | 35,000           | 45,000         | 40,000          |                      | 29%                   |
| Lee                | 40           | 1                   | 40,000           | 48,000         | 44,000          |                      | 20%                   |
| McCormick          | 40           | 1                   | 27,411           | 27,411         | 27,411          | 27,411               | 0%                    |
| Saluda             | 37.5         | 1                   | 49,095           | 74,703         | 61,899          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 36,808           | 47,247         | 42,028          | 34,501               |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### ASST/DEPUTY COUNTY AUDITOR

Job Code: 1421

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 35           | 1                   | 29,255           | 48,423         | 38,839          |                      | 66%                   |
| Barnwell           | 35           | 1                   | 27,263           | 38,168         | 32,716          |                      | 40%                   |
| Calhoun            | 35           | 1                   | 29,901           | 46,646         | 38,274          |                      | 56%                   |
| Lee                | 35           | 1                   | 26,000           | 38,000         | 32,000          |                      | 46%                   |
| McCormick          | 40           | 1                   | 40,963           | 40,963         | 40,963          |                      | 0%                    |
| Saluda             | 37.5         | 1                   | 29,962           | 45,590         | 37,776          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 30,557           | 42,965         | 36,761          |                      |                       |

### COUNTY ASSESSOR

Job Code: 1422

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 62,828           | 100,525        | 81,677          |                      | 60%                   |
| Bamberg            | 35           | 1                   | 36,563           | 64,027         | 50,295          |                      | 75%                   |
| Barnwell           | 40           | 1                   | 46,805           | 65,527         | 56,166          |                      | 40%                   |
| Calhoun            | 35           | 1                   | 75,558           | 117,871        | 96,715          |                      | 56%                   |
| Lee                | 35           | 1                   | 55,000           | 82,000         | 68,500          |                      | 49%                   |
| McCormick          | 40           | 1                   | 72,283           | 72,283         | 72,283          |                      | 0%                    |
| Saluda             | 37.5         | 1                   | 54,192           | 82,459         | 68,326          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 57,604           | 83,527         | 70,566          |                      |                       |

### ASST/DEPUTY COUNTY ASSESSOR

Job Code: 1423

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 44,651           | 71,441         | 58,046          |                      | 60%                   |
| ARITHMETIC AVERAGE |              |                     | 44,651           | 71,441         | 58,046          |                      |                       |

### SENIOR FIELD APPRAISER

Job Code: 1424

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 35           | 1                   | 30,273           | 50,600         | 40,437          |                      | 67%                   |
| Barnwell           | 35           | 1                   | 33,580           | 47,011         | 40,296          |                      | 40%                   |
| Lee                | 35           | 1                   | 37,369           | 52,315         | 44,842          |                      | 40%                   |
| ARITHMETIC AVERAGE |              |                     | 33,741           | 49,975         | 41,858          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### APPRAISER

Job Code: 1425

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 2                   | 38,571           | 61,714         | 50,143          |                      | 60%                   |
| Bamberg            | 35           | 1                   | 27,545           | 44,995         | 36,270          |                      | 63%                   |
| Barnwell           | 35           | 1                   | 27,263           | 38,168         | 32,716          |                      | 40%                   |
| Calhoun            | 35           | 1                   | 46,386           | 72,363         | 59,375          |                      | 56%                   |
| Lee                | 35           | 1                   | 34,000           | 42,000         | 38,000          |                      | 24%                   |
| McCormick          | 40           | 1                   | 40,963           | 40,963         | 40,963          |                      | 0%                    |
| Saluda             | 37.5         | 1                   | 36,506           | 55,546         | 46,026          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 35,891           | 50,821         | 43,356          |                      |                       |

### CHIEF MAPPER/DRAFTSMAN

Job Code: 1426

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Calhoun            | 35           | 1                   | 46,386           | 72,363         | 59,375          |                      | 56%                   |
| McCormick          | 40           | 1                   | 46,346           | 46,346         | 46,346          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 46,366           | 59,355         | 52,860          |                      |                       |

### DRAFTER II/MAPPER II (CADASTRAL)

Job Code: 1427

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 35           | 1                   | 28,806           | 48,326         | 38,566          |                      | 68%                   |
| ARITHMETIC AVERAGE |              |                     | 28,806           | 48,326         | 38,566          |                      |                       |

### COMPUTER SERVICES/MIS DIRECTOR

Job Code: 1501

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Calhoun            | 35           | 1                   | 53,698           | 83,769         | 68,734          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 53,698           | 83,769         | 68,734          |                      |                       |

### NETWORK ADMINISTRATOR

Job Code: 1504

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Saluda             | 40           | 1                   | 49,095           | 74,703         | 61,899          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 49,095           | 74,703         | 61,899          |                      |                       |

### GIS ANALYST/SPECIALIST

Job Code: 1512

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Saluda             | 37.5         | 1                   | 33,072           | 50,323         | 41,698          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 33,072           | 50,323         | 41,698          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### GIS TECHNICIAN II

Job Code: 1513

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lee                | 35           | 1                   | 43,000           | 57,000         | 50,000          |                      | 33%                   |
| ARITHMETIC AVERAGE |              |                     | 43,000           | 57,000         | 50,000          |                      |                       |

### GIS TECHNICIAN I

Job Code: 1514

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Barnwell           | 35           | 1                   | 32,527           | 45,538         | 39,033          |                      | 40%                   |
| ARITHMETIC AVERAGE |              |                     | 32,527           | 45,538         | 39,033          |                      |                       |

### ANIMAL CONTROL DIRECTOR

Job Code: 1601

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 40           | 1                   | 46,883           | 75,014         | 60,949          |                      | 60%                   |
| Barnwell           | 40           | 1                   | 29,369           | 41,117         | 35,243          |                      | 40%                   |
| Calhoun            | 40           | 1                   | 36,345           | 56,698         | 46,522          |                      | 56%                   |
| Lee                | 15           | 1                   | 32,000           | 40,000         | 36,000          |                      | 25%                   |
| ARITHMETIC AVERAGE |              |                     | 36,149           | 53,207         | 44,678          |                      |                       |

### ANIMAL CONTROL SUPERVISOR

Job Code: 1602

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Barnwell           | 40           | 2                   | 20,948           | 32,275         | 26,612          |                      | 54%                   |
| ARITHMETIC AVERAGE |              |                     | 20,948           | 32,275         | 26,612          |                      |                       |

### ANIMAL CONTROL OFFICER

Job Code: 1603

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 40           | 1                   | 30,221           | 48,354         | 39,288          |                      | 60%                   |
| Calhoun            | 40           | 2                   | 36,345           | 56,698         | 46,522          |                      | 56%                   |
| Lee                | 40           | 1                   | 35,000           | 46,000         | 40,500          |                      | 31%                   |
| ARITHMETIC AVERAGE |              |                     | 33,855           | 50,351         | 42,103          |                      |                       |

### ANIMAL CONTROL ATTENDANT

Job Code: 1604

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Barnwell           | 20           | 3                   | 6,574            | 6,574          | 6,574           | 6,574                | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 6,574            | 6,574          | 6,574           | 6,574                |                       |

### ANIMAL CONTROL AND LITTER ENFORCE DIR

Job Code: 1605

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Saluda             | 37.5         | 1                   | 40,295           | 61,313         | 50,804          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 40,295           | 61,313         | 50,804          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### ANIMAL CONTROL/LITTER ENFORCE OFFICER

Job Code: 1606

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Barnwell           | 40           | 1                   | 40,314           | 42,436         | 41,375          |                      | 5%                    |
| ARITHMETIC AVERAGE |              |                     | 40,314           | 42,436         | 41,375          |                      |                       |

### LITTER ENFORCEMENT OFFICER

Job Code: 1607

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 35           | 1                   | 27,545           | 44,995         | 36,270          |                      | 63%                   |
| Barnwell           | 40           | 1                   | 43,497           | 43,497         | 43,497          |                      | 0%                    |
| Calhoun            | 40           | 1                   | 36,345           | 56,698         | 46,522          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 35,796           | 48,397         | 42,096          |                      |                       |

### BUILDING CODES ADMINISTRATOR/DIRECTOR

Job Code: 1701

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 54,273           | 86,838         | 70,556          |                      | 60%                   |
| Bamberg            | 35           | 1                   | 46,798           | 82,231         | 64,515          |                      | 76%                   |
| Calhoun            | 35           | 1                   | 101,255          | 157,959        | 129,607         |                      | 56%                   |
| McCormick          | 40           | 1                   | 68,800           | 68,800         | 68,800          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 67,782           | 98,957         | 83,369          |                      |                       |

### BUILDING INSPECTOR

Job Code: 1703

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 2                   | 34,985           | 55,976         | 45,481          |                      | 60%                   |
| Calhoun            | 35           | 1                   | 62,162           | 96,973         | 79,568          |                      | 56%                   |
| McCormick          | 40           | 1                   | 43,036           | 43,036         | 43,036          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 46,728           | 65,328         | 56,028          |                      |                       |

### PLANNING AND DEVELOPMENT DIRECTOR

Job Code: 1704

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lee                | 35           | 1                   | 45,000           | 58,000         | 51,500          |                      | 29%                   |
| ARITHMETIC AVERAGE |              |                     | 45,000           | 58,000         | 51,500          |                      |                       |

### SENIOR PLANNER

Job Code: 1706

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| McCormick          | 40           | 1                   | 43,036           | 43,036         | 43,036          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 43,036           | 43,036         | 43,036          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### PLANNER

Job Code: 1707

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| McCormick          | 40           | 1                   | 34,461           | 34,461         | 34,461          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 34,461           | 34,461         | 34,461          |                      |                       |

### MASTER-IN-EQUITY

Job Code: 1801

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 20           | 1                   | 21,278           | 30,000         | 25,639          |                      | 41%                   |
| Calhoun            | 40           | 1                   | 19,195           | 25,000         | 22,098          |                      | 30%                   |
| Lee                | 40           | 1                   | 19,000           | 25,000         | 22,000          |                      | 32%                   |
| ARITHMETIC AVERAGE |              |                     | 19,824           | 26,667         | 23,246          |                      |                       |

### COUNTY ATTORNEY

Job Code: 1802

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 40           | 1                   | 28,806           | 48,326         | 38,566          |                      | 68%                   |
| Lee                | 40           | 1                   | 23,000           | 28,000         | 25,500          |                      | 22%                   |
| ARITHMETIC AVERAGE |              |                     | 25,903           | 38,163         | 32,033          |                      |                       |

### ASST SOLICITOR

Job Code: 1808

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lee                | 40           | 1                   | 50,000           | 68,000         | 59,000          |                      | 36%                   |
| ARITHMETIC AVERAGE |              |                     | 50,000           | 68,000         | 59,000          |                      |                       |

### CHIEF MAGISTRATE

Job Code: 1811

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 45,000           | 60,000         | 52,500          |                      | 33%                   |
| Bamberg            | 40           | 1                   | 39,795           | 70,812         | 55,304          |                      | 78%                   |
| Barnwell           | 35           | 1                   | 52,487           | 52,487         | 52,487          | 52,487               | 0%                    |
| Calhoun            | 40           | 1                   | 38,162           | 59,533         | 48,848          |                      | 56%                   |
| Lee                | 30           | 1                   | 29,000           | 45,000         | 37,000          |                      | 55%                   |
| McCormick          | 40           | 1                   | 64,380           | 64,380         | 64,380          |                      | 0%                    |
| Saluda             | 40           | 1                   | 66,028           | 66,028         | 66,028          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 47,836           | 59,749         | 53,792          | 52,487               |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### MAGISTRATE

Job Code: 1812

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 4                   | 37,108           | 50,000         | 43,554          |                      | 35%                   |
| Bamberg            | 20           | 1                   | 13,265           | 23,604         | 18,435          |                      | 78%                   |
| Barnwell           | 35           | 4                   | 11,809           | 56,247         | 34,028          |                      | 376%                  |
| Calhoun            | 26           | 2                   | 20,000           | 26,000         | 23,000          |                      | 30%                   |
| Lee                | 35           | 1                   | 18,000           | 30,000         | 24,000          |                      | 67%                   |
| McCormick          | 40           | 1                   | 54,876           | 54,876         | 54,876          |                      | 0%                    |
| Saluda             | 40           | 1                   | 80,449           | 80,449         | 80,449          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 33,644           | 45,882         | 39,763          |                      |                       |

### COURT ADMINISTRATOR

Job Code: 1814

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| McCormick          | 40           | 1                   | 38,989           | 38,989         | 38,989          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 38,989           | 38,989         | 38,989          |                      |                       |

### CLERK OF COURT

Job Code: 1815

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 46,000           | 65,000         | 55,500          |                      | 41%                   |
| Bamberg            | 35           | 1                   | 40,989           | 72,937         | 56,963          |                      | 78%                   |
| Barnwell           | 35           | 1                   | 70,088           | 70,088         | 70,088          | 70,088               | 0%                    |
| Calhoun            | 35           | 1                   | 52,000           | 57,000         | 54,500          |                      | 10%                   |
| Lee                | 40           | 1                   | 57,000           | 68,000         | 62,500          |                      | 19%                   |
| McCormick          | 40           | 1                   | 58,060           | 58,060         | 58,060          |                      | 0%                    |
| Saluda             | 37.5         | 1                   | 66,028           | 100,468        | 83,248          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 55,738           | 70,222         | 62,980          | 70,088               |                       |

### ASST/CHIEF DEPUTY CLERK OF COURT

Job Code: 1816

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Barnwell           | 35           | 1                   | 28,316           | 39,642         | 33,979          |                      | 40%                   |
| Calhoun            | 35           | 1                   | 32,050           | 52,000         | 42,025          |                      | 62%                   |
| ARITHMETIC AVERAGE |              |                     | 30,183           | 45,821         | 38,002          |                      |                       |

### SENIOR DEPUTY CLERK OF COURT

Job Code: 1817

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 35           | 1                   | 26,371           | 43,234         | 34,803          |                      | 64%                   |
| Lee                | 35           | 1                   | 29,000           | 36,000         | 32,500          |                      | 24%                   |
| McCormick          | 40           | 1                   | 44,112           | 44,112         | 44,112          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 33,161           | 41,115         | 37,138          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### DEPUTY CLERK OF COURT

Job Code: 1818

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 1            | 26,106    | 41,770  | 33,938   |               | 60%            |
| Bamberg            | 35    | 2            | 24,383    | 40,252  | 32,318   |               | 65%            |
| Barnwell           | 35    | 1            | 28,316    | 39,642  | 33,979   |               | 40%            |
| Lee                | 30    | 2            | 28,000    | 37,000  | 32,500   |               | 32%            |
| McCormick          | 40    | 2            | 31,220    | 32,000  | 31,610   |               | 2%             |
| Saluda             | 37.5  | 1            | 29,962    | 45,590  | 37,776   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 27,998    | 39,376  | 33,687   |               |                |

### SENIOR COURT CLERK

Job Code: 1820

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Barnwell           | 35    | 2            | 27,263    | 38,168  | 32,716   |               | 40%            |
| Saluda             | 37.5  | 1            | 33,072    | 50,323  | 41,698   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 30,168    | 44,246  | 37,207   |               |                |

### COURT CLERK

Job Code: 1821

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 3            | 26,106    | 41,770  | 33,938   |               | 60%            |
| Barnwell           | 35    | 3            | 23,058    | 33,688  | 28,373   |               | 46%            |
| Calhoun            | 35    | 1            | 42,074    | 65,635  | 53,855   |               | 56%            |
| McCormick          | 20    | 1            | 15,226    | 15,226  | 15,226   | 15,226        | 0%             |
| Saluda             | 37.5  | 3            | 27,144    | 41,302  | 34,223   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 26,722    | 39,524  | 33,123   | 15,226        |                |

### REGISTER OF DEEDS

Job Code: 1822

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 1            | 26,106    | 41,770  | 33,938   |               | 60%            |
| Bamberg            | 35    | 1            | 18,016    | 30,700  | 24,358   |               | 70%            |
| Lee                | 35    | 1            | 27,000    | 39,000  | 33,000   |               | 44%            |
| ARITHMETIC AVERAGE |       |              | 23,707    | 37,157  | 30,432   |               |                |

### DEPUTY/ASST REGISTER OF DEEDS

Job Code: 1823

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Barnwell           | 35    | 1            | 27,263    | 38,168  | 32,716   |               | 40%            |
| Lee                | 35    | 1            | 24,000    | 32,000  | 28,000   |               | 33%            |
| ARITHMETIC AVERAGE |       |              | 25,632    | 35,084  | 30,358   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### ROD RECORDING CLERK

Job Code: 1824

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Calhoun            | 35           | 2                   | 32,966           | 5,127          | 19,047          |                      | -84%                  |
| ARITHMETIC AVERAGE |              |                     | 32,966           | 5,127          | 19,047          |                      |                       |

### PROBATE JUDGE

Job Code: 1826

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 42,000           | 67,403         | 54,702          |                      | 60%                   |
| Bamberg            | 35           | 1                   | 36,274           | 63,579         | 49,927          |                      | 75%                   |
| Barnwell           | 35           | 1                   | 66,585           | 66,585         | 66,585          |                      | 0%                    |
| Lee                | 40           | 1                   | 52,000           | 69,000         | 60,500          |                      | 33%                   |
| McCormick          | 40           | 1                   | 42,051           | 42,051         | 42,051          | 42,051               | 0%                    |
| Saluda             | 37.5         | 1                   | 66,028           | 100,468        | 83,248          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 50,823           | 68,181         | 59,502          | 42,051               |                       |

### DEPUTY/ASSOCIATE PROBATE JUDGE

Job Code: 1827

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Barnwell           | 35           | 1                   | 27,263           | 38,168         | 32,716          |                      | 40%                   |
| Saluda             | 37.5         | 1                   | 36,506           | 55,546         | 46,026          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 31,885           | 46,857         | 39,371          |                      |                       |

### CLERK OF PROBATE COURT

Job Code: 1828

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 26,106           | 41,770         | 33,938          |                      | 60%                   |
| Bamberg            | 35           | 1                   | 23,515           | 38,949         | 31,232          |                      | 66%                   |
| Barnwell           | 35           | 1                   | 25,157           | 35,220         | 30,189          |                      | 40%                   |
| Calhoun            | 35           | 1                   | 26,368           | 41,134         | 33,751          |                      | 56%                   |
| Lee                | 35           | 2                   | 25,000           | 35,000         | 30,000          |                      | 40%                   |
| McCormick          | 40           | 2                   | 34,461           | 36,205         | 35,333          |                      | 5%                    |
| Saluda             | 37.5         | 1                   | 27,144           | 41,302         | 34,223          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 26,822           | 38,511         | 32,667          |                      |                       |

### RECORDS CLERK (PROBATE)

Job Code: 1829

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Saluda             | 40           | 1                   | 27,144           | 41,302         | 34,223          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 27,144           | 41,302         | 34,223          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### VICTIM/WITNESS COORDINATOR/MANAGER

Job Code: 1830

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lee                | 40           | 1                   | 36,000           | 48,000         | 42,000          |                      | 33%                   |
| ARITHMETIC AVERAGE |              |                     | 36,000           | 48,000         | 42,000          |                      |                       |

### VICTIM/WITNESS ADVOCATE

Job Code: 1831

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 30,221           | 48,354         | 39,288          |                      | 60%                   |
| Bamberg            | 35           | 1                   | 23,515           | 38,949         | 31,232          |                      | 66%                   |
| Barnwell           | 40           | 1                   | 27,263           | 38,168         | 32,716          |                      | 40%                   |
| Calhoun            | 35           | 1                   | 40,070           | 62,510         | 51,290          |                      | 56%                   |
| McCormick          | 40           | 1                   | 43,036           | 43,036         | 43,036          |                      | 0%                    |
| Saluda             | 37.5         | 1                   | 33,072           | 50,323         | 41,698          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 32,863           | 46,890         | 39,876          |                      |                       |

### SHERIFF

Job Code: 1901

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 40           | 1                   | 62,000           | 81,556         | 71,778          |                      | 32%                   |
| Bamberg            | 40           | 1                   | 57,183           | 98,634         | 77,909          |                      | 72%                   |
| Barnwell           | 40           | 1                   | 51,733           | 81,733         | 66,733          |                      | 58%                   |
| Calhoun            | 40           | 1                   | 71,960           | 112,258        | 92,109          |                      | 56%                   |
| Lee                | 40           | 1                   | 75,000           | 90,000         | 82,500          |                      | 20%                   |
| McCormick          | 40           | 1                   | 68,194           | 68,194         | 68,194          |                      | 0%                    |
| Saluda             | 40           | 1                   | 80,449           | 122,411        | 101,430         |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 66,646           | 93,541         | 80,093          |                      |                       |

### CHIEF DEPUTY SHERIFF

Job Code: 1902

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 40           | 1                   | 54,273           | 86,838         | 70,556          |                      | 60%                   |
| Barnwell           | 40           | 1                   | 67,898           | 67,898         | 67,898          |                      | 0%                    |
| Calhoun            | 40           | 2                   | 83,303           | 129,953        | 106,628         |                      | 56%                   |
| Lee                | 40           | 1                   | 47,000           | 62,000         | 54,500          |                      | 32%                   |
| McCormick          | 40           | 2                   | 60,809           | 65,485         | 63,147          |                      | 8%                    |
| Saluda             | 40           | 1                   | 54,192           | 82,459         | 68,326          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 61,246           | 82,439         | 71,842          |                      |                       |

### ADMINISTRATIVE OFFICER (LAW ENFORCEMENT)

Job Code: 1903

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 35           | 2                   | 23,515           | 38,949         | 31,232          |                      | 66%                   |
| Lee                | 40           | 1                   | 34,000           | 38,000         | 36,000          |                      | 12%                   |
| ARITHMETIC AVERAGE |              |                     | 28,758           | 38,475         | 33,616          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### RECORDS CLERK (SHERIFF)

Job Code: 1904

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 2            | 26,106    | 41,770  | 33,938   |               | 60%            |
| Barnwell           | 35    | 1            | 27,263    | 38,168  | 32,716   |               | 40%            |
| Lee                | 40    | 1            | 25,000    | 38,000  | 31,500   |               | 52%            |
| McCormick          | 40    | 1            | 36,205    | 36,205  | 36,205   |               | 0%             |
| Saluda             | 40    | 1            | 29,962    | 45,590  | 37,776   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 28,907    | 39,947  | 34,427   |               |                |

### TRAINING OFFICER (LAW ENFORCEMENT)

Job Code: 1905

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Barnwell           | 40    | 2            | 36,739    | 51,434  | 44,087   |               | 40%            |
| McCormick          | 20    | 1            | 10,000    | 10,000  | 10,000   |               | 0%             |
| Saluda             | 40    | 1            | 54,192    | 82,459  | 68,326   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 33,644    | 47,964  | 40,804   |               |                |

### UNIFORM PATROL COMMANDER/TRAINING OFFICER

Job Code: 1906

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Lee                | 40    | 1            | 38,000    | 51,000  | 44,500   |               | 34%            |
| Saluda             | 40    | 1            | 50,107    | 76,244  | 63,176   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 44,054    | 63,622  | 53,838   |               |                |

### UNIFORM PATROL COMMANDER

Job Code: 1907

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Barnwell           | 40    | 1            | 56,228    | 56,228  | 56,228   | 56,228        | 0%             |
| Calhoun            | 40    | 1            | 65,270    | 101,822 | 83,546   |               | 56%            |
| ARITHMETIC AVERAGE |       |              | 60,749    | 79,025  | 69,887   | 56,228        |                |

### UNIFORM PATROL SHIFT COMMANDER/SUPV

Job Code: 1908

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Barnwell           | 42    | 2            | 51,454    | 51,454  | 51,454   | 51,454        | 0%             |
| Calhoun            | 40    | 5            | 40,950    | 65,002  | 52,976   |               | 59%            |
| Lee                | 40    | 3            | 38,000    | 49,000  | 43,500   |               | 29%            |
| McCormick          | 20    | 1            | 29,713    | 29,713  | 29,713   |               | 0%             |
| Saluda             | 43    | 3            | 44,479    | 67,678  | 56,079   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 40,919    | 52,569  | 46,744   | 51,454        |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### UNIFORM PATROL ASST SHIFT COMMANDER/SUPV

Job Code: 1909

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Barnwell           | 42    | 4            | 46,680    | 46,680  | 46,680   | 46,680        | 0%             |
| Saluda             | 43    | 3            | 40,295    | 61,313  | 50,804   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 43,488    | 53,997  | 48,742   | 46,680        |                |

### UNIFORM PATROL OFFICER II

Job Code: 1910

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 42    | 10           | 36,734    | 58,775  | 47,755   |               | 60%            |
| Bamberg            | 40    | 8            | 33,828    | 56,111  | 44,970   |               | 66%            |
| Calhoun            | 40    | 10           | 44,177    | 68,917  | 56,547   |               | 56%            |
| Lee                | 40    | 7            | 32,000    | 45,000  | 38,500   |               | 41%            |
| McCormick          | 43    | 17           | 36,205    | 55,090  | 45,648   |               | 52%            |
| Saluda             | 43    | 4            | 38,355    | 58,358  | 48,357   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 36,883    | 57,042  | 46,963   |               |                |

### UNIFORM PATROL OFFICER I

Job Code: 1911

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 42    | 10           | 34,985    | 55,976  | 45,481   |               | 60%            |
| Bamberg            | 40    | 4            | 32,416    | 53,922  | 43,169   |               | 66%            |
| Barnwell           | 42    | 8            | 40,314    | 47,788  | 44,051   |               | 19%            |
| Calhoun            | 40    | 3            | 53,698    | 83,769  | 68,734   |               | 56%            |
| Lee                | 40    | 3            | 35,000    | 48,000  | 41,500   |               | 37%            |
| Saluda             | 43    | 12           | 36,506    | 58,358  | 47,432   |               | 60%            |
| ARITHMETIC AVERAGE |       |              | 38,820    | 57,969  | 48,394   |               |                |

### CHIEF OF DETECTIVES

Job Code: 1912

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Calhoun            | 40    | 1            | 59,202    | 92,355  | 75,779   |               | 56%            |
| Lee                | 40    | 1            | 43,000    | 58,000  | 50,500   |               | 35%            |
| ARITHMETIC AVERAGE |       |              | 51,101    | 75,178  | 63,139   |               |                |

### SENIOR DETECTIVE

Job Code: 1913

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Barnwell           | 40    | 1            | 56,228    | 56,228  | 56,228   |               | 0%             |
| Lee                | 40    | 1            | 41,000    | 55,000  | 48,000   |               | 34%            |
| ARITHMETIC AVERAGE |       |              | 48,614    | 55,614  | 52,114   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### DETECTIVE

Job Code: 1914

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 40    | 2            | 36,734    | 58,775  | 47,755   |               | 60%            |
| Barnwell           | 40    | 1            | 46,680    | 46,680  | 46,680   |               | 0%             |
| Calhoun            | 40    | 1            | 53,698    | 83,769  | 68,734   |               | 56%            |
| Lee                | 40    | 2            | 35,000    | 49,000  | 42,000   |               | 40%            |
| McCormick          | 43    | 1            | 43,036    | 43,036  | 43,036   |               | 0%             |
| Saluda             | 40    | 1            | 38,355    | 58,358  | 48,357   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 42,251    | 56,603  | 49,427   |               |                |

### NARCOTICS INVESTIGATOR

Job Code: 1915

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 40    | 2            | 36,734    | 58,775  | 47,755   |               | 60%            |
| Barnwell           | 40    | 2            | 46,680    | 51,454  | 49,067   |               | 10%            |
| McCormick          | 43    | 1            | 51,156    | 51,156  | 51,156   |               | 0%             |
| Saluda             | 40    | 1            | 44,479    | 67,678  | 56,079   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 44,762    | 57,266  | 51,014   |               |                |

### DETENTION CENTER DIRECTOR

Job Code: 1917

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 40    | 1            | 54,273    | 86,838  | 70,556   |               | 60%            |
| Bamberg            | 40    | 1            | 46,798    | 82,231  | 64,515   |               | 76%            |
| Barnwell           | 40    | 1            | 49,934    | 69,907  | 59,921   |               | 40%            |
| McCormick          | 40    | 1            | 56,468    | 56,468  | 56,468   |               | 0%             |
| Saluda             | 43    | 1            | 54,192    | 82,459  | 68,326   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 52,333    | 75,581  | 63,957   |               |                |

### ASST DETENTION CENTER DIRECTOR

Job Code: 1918

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 40    | 1            | 49,227    | 78,764  | 63,996   |               | 60%            |
| Barnwell           | 40    | 1            | 41,593    | 58,229  | 49,911   |               | 40%            |
| McCormick          | 40    | 1            | 47,504    | 47,504  | 47,504   |               | 0%             |
| Saluda             | 43    | 1            | 44,479    | 67,678  | 56,079   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 45,701    | 63,044  | 54,372   |               |                |

### FOOD SERVICE SUPERVISOR (DETENTION CTR)

Job Code: 1919

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 40    | 1            | 30,221    | 48,354  | 39,288   |               | 60%            |
| Saluda             | 40    | 1            | 29,962    | 45,590  | 37,776   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 30,092    | 46,972  | 38,532   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### DETENTION CENTER SHIFT SUPERVISOR

Job Code: 1921

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Barnwell           | 42           | 4                   | 43,260           | 49,960         | 46,610          |                      | 15%                   |
| Saluda             | 43           | 3                   | 38,355           | 58,358         | 48,357          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 40,808           | 54,159         | 47,483          |                      |                       |

### DETENTION CENTER ASST SHIFT SUPERVISOR

Job Code: 1922

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Barnwell           | 42           | 4                   | 40,685           | 48,485         | 44,585          |                      | 19%                   |
| Saluda             | 43           | 5                   | 34,747           | 52,870         | 43,809          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 37,716           | 50,678         | 44,197          |                      |                       |

### DETENTION OFFICER II

Job Code: 1923

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 42           | 22                  | 28,782           | 46,052         | 37,417          |                      | 60%                   |
| Bamberg            | 40           | 4                   | 30,820           | 51,449         | 41,135          |                      | 67%                   |
| McCormick          | 43           | 16                  | 33,620           | 48,692         | 41,156          |                      | 45%                   |
| Saluda             | 43           | 5                   | 33,072           | 50,323         | 41,698          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 31,574           | 49,129         | 40,351          |                      |                       |

### DETENTION OFFICER I

Job Code: 1924

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 40           | 12                  | 26,371           | 43,234         | 34,803          |                      | 64%                   |
| Barnwell           | 42           | 31                  | 38,062           | 41,117         | 39,590          |                      | 8%                    |
| Saluda             | 43           | 13                  | 31,479           | 47,899         | 39,689          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 31,971           | 44,083         | 38,027          |                      |                       |

### COUNTY CORONER

Job Code: 1925

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 35,000           | 40,000         | 37,500          |                      | 14%                   |
| Bamberg            | 20           | 1                   | 40,000           | 40,000         | 40,000          | 40,000               | 0%                    |
| Barnwell           | 40           | 1                   | 36,050           | 36,050         | 36,050          | 36,050               | 0%                    |
| Calhoun            | 40           | 1                   | 28,477           | 44,424         | 36,451          |                      | 56%                   |
| Lee                | 40           | 1                   | 29,000           | 38,000         | 33,500          |                      | 31%                   |
| McCormick          | 40           | 1                   | 35,322           | 35,322         | 35,322          |                      | 0%                    |
| Saluda             | 20           | 1                   | 49,095           | 74,703         | 61,899          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 36,135           | 44,071         | 40,103          | 38,025               |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### ASST COUNTY CORONER

Job Code: 1926

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lee                | 30           | 1                   | 9,000            | 13,000         | 11,000          |                      | 44%                   |
| Saluda             | 37.5         | 2                   | 9,986            | 26,000         | 17,993          |                      | 160%                  |
| ARITHMETIC AVERAGE |              |                     | 9,493            | 19,500         | 14,497          |                      |                       |

### FIRE CHIEF

Job Code: 2001

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 54,273           | 86,838         | 70,556          |                      | 60%                   |
| Barnwell           | 40           | 1                   | 39,507           | 55,311         | 47,409          |                      | 40%                   |
| Lee                | 35           | 1                   | 48,000           | 60,000         | 54,000          |                      | 25%                   |
| ARITHMETIC AVERAGE |              |                     | 47,260           | 67,383         | 57,322          |                      |                       |

### ASST FIRE CHIEF

Job Code: 2002

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 33,319           | 53,311         | 43,315          |                      | 60%                   |
| ARITHMETIC AVERAGE |              |                     | 33,319           | 53,311         | 43,315          |                      |                       |

### TRAINING OFFICER/ASST CHIEF

Job Code: 2003

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 40           | 1                   | 28,291           | 47,527         | 37,909          |                      | 68%                   |
| Lee                | 35           | 1                   | 28,000           | 39,000         | 33,500          |                      | 39%                   |
| Saluda             | 37.5         | 1                   | 44,479           | 67,678         | 56,079          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 33,590           | 51,402         | 42,496          |                      |                       |

### FIREFIGHTER

Job Code: 2005

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lee                | 40           | 8                   | 34,000           | 40,000         | 37,000          |                      | 18%                   |
| McCormick          | 20           | 7                   | 14,913           | 16,058         | 15,486          |                      | 8%                    |
| ARITHMETIC AVERAGE |              |                     | 24,457           | 28,029         | 26,243          |                      |                       |

### EMERGENCY MEDICAL SERVICES DIRECTOR

Job Code: 2006

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 65,970           | 105,552        | 85,761          |                      | 60%                   |
| Calhoun            | 40           | 1                   | 67,484           | 96,973         | 82,229          |                      | 44%                   |
| Lee                | 40           | 1                   | 56,000           | 72,000         | 64,000          |                      | 29%                   |
| McCormick          | 40           | 1                   | 65,485           | 65,485         | 65,485          |                      | 0%                    |
| Saluda             | 40           | 2                   | 59,818           | 100,468        | 80,143          |                      | 68%                   |
| ARITHMETIC AVERAGE |              |                     | 62,951           | 88,096         | 75,524          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### EMT/PARAMEDIC CREW LEADER

Job Code: 2007

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Calhoun            | 40           | 3                   | 54,624           | 87,957         | 71,291          |                      | 61%                   |
| Lee                | 40           | 5                   | 32,000           | 40,000         | 36,000          |                      | 25%                   |
| Saluda             | 40           | 8                   | 66,654           | 74,901         | 70,778          |                      | 12%                   |
| ARITHMETIC AVERAGE |              |                     | 51,093           | 67,619         | 59,356          |                      |                       |

### EMERGENCY MEDICAL TECH-PARAMEDIC

Job Code: 2008

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 40           | 33                  | 38,571           | 61,714         | 50,143          |                      | 60%                   |
| Calhoun            | 40           | 9                   | 48,705           | 75,981         | 62,343          |                      | 56%                   |
| Lee                | 40           | 8                   | 28,000           | 40,000         | 34,000          |                      | 43%                   |
| McCormick          | 20           | 8                   | 16,962           | 20,165         | 18,564          |                      | 19%                   |
| Saluda             | 40           | 8                   | 62,841           | 64,410         | 63,626          |                      | 2%                    |
| ARITHMETIC AVERAGE |              |                     | 39,016           | 52,454         | 45,735          |                      |                       |

### EMERGENCY MEDICAL TECH-INTERMEDIATE

Job Code: 2009

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lee                | 40           | 9                   | 25,000           | 33,000         | 29,000          |                      | 32%                   |
| McCormick          | 40           | 5                   | 40,971           | 59,326         | 50,149          |                      | 45%                   |
| Saluda             | 40           | 4                   | 51,160           | 52,439         | 51,800          |                      | 3%                    |
| ARITHMETIC AVERAGE |              |                     | 39,044           | 48,255         | 43,649          |                      |                       |

### EMERGENCY MEDICAL TECH-BASIC

Job Code: 2010

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Calhoun            | 40           | 9                   | 36,345           | 56,698         | 46,522          |                      | 56%                   |
| Lee                | 40           | 8                   | 25,000           | 31,500         | 28,250          |                      | 26%                   |
| McCormick          | 40           | 7                   | 37,110           | 37,110         | 37,110          |                      | 0%                    |
| Saluda             | 43           | 14                  | 47,375           | 48,537         | 47,956          |                      | 2%                    |
| ARITHMETIC AVERAGE |              |                     | 36,458           | 43,461         | 39,959          |                      |                       |

### COMMUNICATIONS/DISPATCH CENTER DIRECTOR

Job Code: 2011

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Barnwell           | 40           | 1                   | 30,422           | 43,497         | 36,960          |                      | 43%                   |
| Saluda             | 40           | 1                   | 36,506           | 55,546         | 46,026          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 33,464           | 49,522         | 41,493          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### COMMUNICATIONS/DISPATCH SHIFT SUPERVISOR

Job Code: 2012

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Barnwell           | 42    | 2            | 27,263    | 38,192  | 32,728   |               | 40%            |
| Calhoun            | 40    | 1            | 44,177    | 68,917  | 56,547   |               | 56%            |
| Lee                | 40    | 3            | 28,000    | 38,000  | 33,000   |               | 36%            |
| McCormick          | 40    | 1            | 40,963    | 40,963  | 40,963   |               | 0%             |
| Saluda             | 40    | 5            | 31,479    | 50,323  | 40,901   |               | 60%            |
| ARITHMETIC AVERAGE |       |              | 34,376    | 47,279  | 40,828   |               |                |

### DISPATCHER

Job Code: 2013

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 40    | 10           | 33,319    | 53,311  | 43,315   |               | 60%            |
| Bamberg            | 40    | 10           | 22,591    | 37,563  | 30,077   |               | 66%            |
| Barnwell           | 42    | 10           | 27,263    | 38,168  | 32,716   |               | 40%            |
| Calhoun            | 40    | 12           | 34,614    | 53,998  | 44,306   |               | 56%            |
| Lee                | 40    | 7            | 26,000    | 34,000  | 30,000   |               | 31%            |
| McCormick          | 20    | 2            | 16,006    | 21,008  | 18,507   |               | 31%            |
| Saluda             | 40    | 6            | 29,962    | 45,590  | 37,776   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 27,108    | 40,520  | 33,814   |               |                |

### E 9-1-1 COORDINATOR

Job Code: 2014

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 1            | 65,970    | 105,552 | 85,761   |               | 60%            |
| Barnwell           | 40    | 1            | 34,633    | 50,923  | 42,778   |               | 47%            |
| Calhoun            | 35    | 1            | 46,386    | 72,363  | 59,375   |               | 56%            |
| McCormick          | 40    | 1            | 48,691    | 48,691  | 48,691   |               | 0%             |
| ARITHMETIC AVERAGE |       |              | 48,920    | 69,382  | 59,151   |               |                |

### E 9-1-1 MAINTENANCE TECHNICIAN

Job Code: 2015

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Bamberg            | 35    | 1            | 22,137    | 36,883  | 29,510   |               | 67%            |
| McCormick          | 40    | 1            | 38,989    | 38,989  | 38,989   |               | 0%             |
| ARITHMETIC AVERAGE |       |              | 30,563    | 37,936  | 34,250   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### EMERGENCY PREPAREDNESS DIRECTOR

Job Code: 2016

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 1            | 65,970    | 105,552 | 85,761   |               | 60%            |
| Bamberg            | 35    | 1            | 32,416    | 53,922  | 43,169   |               | 66%            |
| Barnwell           | 40    | 1            | 42,636    | 59,690  | 51,163   |               | 40%            |
| Calhoun            | 40    | 1            | 46,386    | 72,363  | 59,375   |               | 56%            |
| Saluda             | 37.5  | 1            | 59,818    | 91,019  | 75,419   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 49,445    | 76,509  | 62,977   |               |                |

### EMERGENCY PREPAREDNESS ASST DIRECTOR

Job Code: 2017

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 1            | 49,227    | 78,764  | 63,996   |               | 60%            |
| Barnwell           | 35    | 1            | 27,263    | 40,743  | 34,003   |               | 49%            |
| Saluda             | 37.5  | 1            | 40,295    | 61,313  | 50,804   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 38,928    | 60,273  | 49,601   |               |                |

### SOLID WASTE DIRECTOR

Job Code: 2101

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Bamberg            | 35    | 1            | 31,715    | 52,836  | 42,276   |               | 67%            |
| Barnwell           | 40    | 1            | 47,848    | 66,987  | 57,418   |               | 40%            |
| Saluda             | 10    | 1            | 6,963     | 6,963   | 6,963    |               | 0%             |
| ARITHMETIC AVERAGE |       |              | 28,842    | 42,262  | 35,552   |               |                |

### LANDFILL SUPERVISOR

Job Code: 2103

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 40    | 1            | 34,985    | 55,976  | 45,481   |               | 60%            |
| ARITHMETIC AVERAGE |       |              | 34,985    | 55,976  | 45,481   |               |                |

### RECYCLING COORDINATOR

Job Code: 2105

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 40    | 1            | 33,319    | 53,311  | 43,315   |               | 60%            |
| ARITHMETIC AVERAGE |       |              | 33,319    | 53,311  | 43,315   |               |                |

### LANDFILL ATTENDANT

Job Code: 2106

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 40    | 5            | 27,411    | 43,859  | 35,635   |               | 60%            |
| Barnwell           | 40    | 1            | 33,580    | 47,011  | 40,296   |               | 40%            |
| Calhoun            | 40    | 1            | 25,830    | 44,424  | 35,127   |               | 72%            |
| ARITHMETIC AVERAGE |       |              | 28,940    | 45,098  | 37,019   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### CONVENIENCE CENTER ATTENDANT

Job Code: 2107

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Bamberg            | 22           | 18                  | 8,300            | 10,500         | 9,400           |                      | 27%                   |
| Barnwell           | 18           | 17                  | 8,452            | 8,452          | 8,452           |                      | 0%                    |
| Lee                | 17.5         | 18                  | 8,000            | 10,000         | 9,000           |                      | 25%                   |
| McCormick          | 20           | 16                  | 13,135           | 14,144         | 13,640          |                      | 8%                    |
| Saluda             | 10           | 19                  | 5,356            | 5,356          | 5,356           |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 8,649            | 9,690          | 9,170           |                      |                       |

### PUBLIC WORKS DIR/COUNTY ENGINEER

Job Code: 2201

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 40           | 1                   | 70,000           | 85,000         | 77,500          |                      | 21%                   |
| Barnwell           | 40           | 1                   | 47,848           | 66,987         | 57,418          |                      | 40%                   |
| Calhoun            | 40           | 1                   | 79,336           | 123,765        | 101,551         |                      | 56%                   |
| Lee                | 40           | 1                   | 46,000           | 59,000         | 52,500          |                      | 28%                   |
| McCormick          | 40           | 1                   | 63,888           | 63,888         | 63,888          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 61,414           | 79,728         | 70,571          |                      |                       |

### PUBLIC WORKS ASST DIRECTOR

Job Code: 2202

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Calhoun            | 40           | 1                   | 32,966           | 51,427         | 42,197          |                      | 56%                   |
| McCormick          | 40           | 1                   | 44,112           | 44,112         | 44,112          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 38,539           | 47,770         | 43,154          |                      |                       |

### ROADS AND BRIDGES DIR/COUNTY ENGINEER

Job Code: 2203

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Saluda             | 37.5         | 1                   | 49,095           | 74,700         | 61,898          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 49,095           | 74,700         | 61,898          |                      |                       |

### ROADS AND BRIDGES ASST DIRECTOR

Job Code: 2204

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Saluda             | 37.5         | 1                   | 36,506           | 55,546         | 46,026          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 36,506           | 55,546         | 46,026          |                      |                       |

### ROAD MAINTENANCE GENERAL FOREMAN/SUPV

Job Code: 2205

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 40           | 1                   | 33,319           | 53,311         | 43,315          |                      | 60%                   |
| Saluda             | 37.5         | 1                   | 36,506           | 55,546         | 46,026          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 34,913           | 54,429         | 44,671          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### PUBLIC WORKS FOREMAN

Job Code: 2206

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Barnwell           | 40           | 1                   | 43,678           | 61,149         | 52,414          |                      | 40%                   |
| Lee                | 40           | 2                   | 36,000           | 49,000         | 42,500          |                      | 36%                   |
| ARITHMETIC AVERAGE |              |                     | 39,839           | 55,075         | 47,457          |                      |                       |

### LABORER

Job Code: 2207

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 40           | 3                   | 28,782           | 46,052         | 37,417          |                      | 60%                   |
| Bamberg            | 35           | 2                   | 16,822           | 28,911         | 22,867          |                      | 72%                   |
| Lee                | 35           | 1                   | 28,000           | 35,000         | 31,500          |                      | 25%                   |
| ARITHMETIC AVERAGE |              |                     | 24,535           | 36,654         | 30,595          |                      |                       |

### LEAD LABORER

Job Code: 2208

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Barnwell           | 40           | 1                   | 45,762           | 64,068         | 54,915          |                      | 40%                   |
| ARITHMETIC AVERAGE |              |                     | 45,762           | 64,068         | 54,915          |                      |                       |

### LIGHT MOTOR EQUIPMENT OPERATOR

Job Code: 2209

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lee                | 40           | 1                   | 26,000           | 34,000         | 30,000          |                      | 31%                   |
| ARITHMETIC AVERAGE |              |                     | 26,000           | 34,000         | 30,000          |                      |                       |

### MEDIUM MOTOR EQUIPMENT OPERATOR

Job Code: 2210

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Lee                | 40           | 2                   | 30,000           | 39,000         | 34,500          |                      | 30%                   |
| McCormick          | 40           | 1                   | 35,322           | 35,322         | 35,322          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 32,661           | 37,161         | 34,911          |                      |                       |

### HEAVY MOTOR EQUIPMENT OPERATOR

Job Code: 2211

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 40           | 2                   | 30,221           | 48,354         | 39,288          |                      | 60%                   |
| Bamberg            | 40           | 4                   | 23,515           | 38,949         | 31,232          |                      | 66%                   |
| Barnwell           | 40           | 4                   | 39,369           | 59,368         | 49,369          |                      | 51%                   |
| Calhoun            | 40           | 4                   | 36,345           | 56,698         | 46,522          |                      | 56%                   |
| Lee                | 40           | 3                   | 32,000           | 48,000         | 40,000          |                      | 50%                   |
| McCormick          | 40           | 1                   | 38,038           | 38,038         | 38,038          |                      | 0%                    |
| Saluda             | 37.5         | 6                   | 31,479           | 47,899         | 39,689          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 32,995           | 48,187         | 40,591          |                      |                       |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### BUILDING MAINTENANCE SUPERINTENDENT

Job Code: 2212

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Bamberg            | 35    | 1            | 29,255    | 49,022  | 39,139   |               | 68%            |
| Barnwell           | 40    | 1            | 44,430    | 62,202  | 53,316   |               | 40%            |
| Lee                | 35    | 1            | 54,000    | 62,000  | 58,000   |               | 15%            |
| Saluda             | 37.5  | 1            | 49,095    | 74,703  | 61,899   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 44,195    | 61,982  | 53,088   |               |                |

### BLDG MAINTENANCE/CUSTODIAN SUPV

Job Code: 2213

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 1            | 42,524    | 68,039  | 55,282   |               | 60%            |
| Calhoun            | 40    | 1            | 38,162    | 59,533  | 48,848   |               | 56%            |
| ARITHMETIC AVERAGE |       |              | 40,343    | 63,786  | 52,065   |               |                |

### BUILDING MAINTENANCE WORKER II

Job Code: 2214

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Barnwell           | 40    | 1            | 42,406    | 59,368  | 50,887   |               | 40%            |
| Calhoun            | 40    | 3            | 31,396    | 48,978  | 40,187   |               | 56%            |
| McCormick          | 40    | 2            | 34,461    | 34,461  | 34,461   |               | 0%             |
| Saluda             | 37.5  | 2            | 29,962    | 45,590  | 37,776   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 34,556    | 47,099  | 40,828   |               |                |

### BUILDING MAINTENANCE WORKER I

Job Code: 2215

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 1            | 30,221    | 48,354  | 39,288   |               | 60%            |
| Barnwell           | 40    | 4            | 37,712    | 52,797  | 45,255   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 33,967    | 50,576  | 42,271   |               |                |

### CUSTODIAN SUPERVISOR

Job Code: 2216

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Barnwell           | 40    | 1            | 29,369    | 41,117  | 35,243   |               | 40%            |
| McCormick          | 40    | 1            | 29,715    | 29,715  | 29,715   |               | 0%             |
| ARITHMETIC AVERAGE |       |              | 29,542    | 35,416  | 32,479   |               |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### CUSTODIAN

Job Code: 2217

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Bamberg            | 35    | 2            | 16,822    | 28,911  | 22,867   |               | 72%            |
| Barnwell           | 40    | 1            | 25,157    | 35,220  | 30,189   |               | 40%            |
| Lee                | 27    | 1            | 16,000    | 25,000  | 20,500   |               | 56%            |
| McCormick          | 20    | 2            | 13,135    | 13,135  | 13,135   |               | 0%             |
| ARITHMETIC AVERAGE |       |              | 17,779    | 25,567  | 21,673   |               |                |

### VEHICLE MAINTENANCE FOREMAN/SUPERVISOR

Job Code: 2302

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Barnwell           | 40    | 1            | 43,417    | 60,784  | 52,101   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 43,417    | 60,784  | 52,101   |               |                |

### AUTOMOTIVE/TRUCK MECHANIC I

Job Code: 2304

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Barnwell           | 40    | 1            | 41,394    | 57,952  | 49,673   |               | 40%            |
| McCormick          | 40    | 1            | 37,110    | 37,110  | 37,110   |               | 0%             |
| Saluda             | 37.5  | 2            | 33,072    | 50,323  | 41,698   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 37,192    | 48,462  | 42,827   |               |                |

### AUTOMOTIVE/TRUCK MECHANIC II

Job Code: 2305

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 1            | 31,732    | 50,772  | 41,252   |               | 60%            |
| McCormick          | 40    | 1            | 38,038    | 38,038  | 38,038   |               | 0%             |
| ARITHMETIC AVERAGE |       |              | 34,885    | 44,405  | 39,645   |               |                |

### DIESEL MECHANIC

Job Code: 2306

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Bamberg            | 35    | 1            | 26,371    | 43,234  | 34,803   |               | 64%            |
| ARITHMETIC AVERAGE |       |              | 26,371    | 43,234  | 34,803   |               |                |

### AIRPORT DIRECTOR

Job Code: 2401

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Barnwell           | 40    | 1            | 41,200    | 41,200  | 41,200   | 41,200        | 0%             |
| ARITHMETIC AVERAGE |       |              | 41,200    | 41,200  | 41,200   | 41,200        |                |

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# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### REGISTRATION/ELECTIONS DIRECTOR

Job Code: 2501

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 1            | 36,734    | 58,775  | 47,755   |               | 60%            |
| Bamberg            | 35    | 1            | 31,715    | 52,836  | 42,276   |               | 67%            |
| Barnwell           | 40    | 1            | 38,843    | 54,381  | 46,612   |               | 40%            |
| Calhoun            | 35    | 1            | 48,705    | 75,981  | 62,343   |               | 56%            |
| Lee                | 35    | 1            | 33,000    | 46,000  | 39,500   |               | 39%            |
| McCormick          | 40    | 1            | 45,215    | 45,215  | 45,215   |               | 0%             |
| Saluda             | 37.5  | 1            | 40,295    | 61,313  | 50,804   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 39,215    | 56,357  | 47,786   |               |                |

### REGISTRATION/ELECTIONS ASST DIRECTOR

Job Code: 2502

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Bamberg            | 35    | 1            | 26,371    | 43,234  | 34,803   |               | 64%            |
| ARITHMETIC AVERAGE |       |              | 26,371    | 43,234  | 34,803   |               |                |

### REGISTRATION/ELECTIONS CLERK

Job Code: 2503

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 1            | 24,863    | 39,781  | 32,322   |               | 60%            |
| Barnwell           | 25    | 2            | 11,038    | 21,346  | 16,192   |               | 93%            |
| Calhoun            | 35    | 1            | 32,966    | 51,427  | 42,197   |               | 56%            |
| Lee                | 20    | 2            | 8,000     | 11,000  | 9,500    |               | 38%            |
| Saluda             | 25    | 1            | 27,144    | 39,313  | 33,229   |               | 45%            |
| ARITHMETIC AVERAGE |       |              | 20,802    | 32,573  | 26,688   |               |                |

### REGISTRATION CLERK

Job Code: 2506

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Barnwell           | 35    | 1            | 25,157    | 35,220  | 30,189   |               | 40%            |
| ARITHMETIC AVERAGE |       |              | 25,157    | 35,220  | 30,189   |               |                |

### VETERANS AFFAIRS OFFICER/DIRECTOR

Job Code: 2601

| Count              | Hours | Staff Totals | Pay Range |         | Midpoint | Avg or Actual | Percent Spread |
|--------------------|-------|--------------|-----------|---------|----------|---------------|----------------|
|                    |       |              | Minimum   | Maximum |          |               |                |
| Abbeville          | 37.5  | 1            | 36,734    | 58,775  | 47,755   |               | 60%            |
| Bamberg            | 20    | 1            | 19,015    | 28,522  | 23,769   |               | 50%            |
| Barnwell           | 40    | 1            | 32,527    | 45,538  | 39,033   |               | 40%            |
| Calhoun            | 20    | 1            | 20,000    | 25,000  | 22,500   |               | 25%            |
| Lee                | 40    | 1            | 32,000    | 43,000  | 37,500   |               | 34%            |
| Saluda             | 37.5  | 1            | 38,355    | 58,358  | 48,357   |               | 52%            |
| ARITHMETIC AVERAGE |       |              | 29,772    | 43,199  | 36,485   |               |                |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### VETERANS AFFAIRS ASST OFFICER/DIRECTOR

Job Code: 2602

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 26,106           | 41,770         | 33,938          |                      | 60%                   |
| McCormick          | 20           | 1                   | 16,006           | 16,006         | 16,006          |                      | 0%                    |
| ARITHMETIC AVERAGE |              |                     | 21,056           | 28,888         | 24,972          |                      |                       |

### LIBRARY DIRECTOR

Job Code: 2701

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 40           | 1                   | 46,883           | 75,014         | 60,949          |                      | 60%                   |
| Calhoun            | 35           | 1                   | 65,270           | 101,822        | 83,546          |                      | 56%                   |
| Lee                | 35           | 1                   | 45,000           | 58,000         | 51,500          |                      | 29%                   |
| McCormick          | 40           | 1                   | 63,888           | 63,888         | 63,888          |                      | 0%                    |
| Saluda             | 37.5         | 1                   | 49,095           | 74,703         | 61,899          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 54,027           | 74,685         | 64,356          |                      |                       |

### ASST LIBRARY DIRECTOR

Job Code: 2702

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Calhoun            | 35           | 1                   | 38,162           | 59,533         | 48,848          |                      | 56%                   |
| Lee                | 35           | 1                   | 28,000           | 42,000         | 35,000          |                      | 50%                   |
| ARITHMETIC AVERAGE |              |                     | 33,081           | 50,767         | 41,924          |                      |                       |

### LIBRARIAN

Job Code: 2703

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 40           | 4                   | 33,319           | 53,311         | 43,315          |                      | 60%                   |
| Lee                | 35           | 1                   | 26,000           | 39,000         | 32,500          |                      | 50%                   |
| McCormick          | 20           | 5                   | 13,021           | 15,610         | 14,316          |                      | 20%                   |
| Saluda             | 37.5         | 1                   | 33,072           | 50,323         | 41,698          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 26,353           | 39,561         | 32,957          |                      |                       |

### LIBRARY ASST

Job Code: 2704

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 18           | 4                   | 20,962           | 38,047         | 29,505          |                      | 82%                   |
| Calhoun            | 35           | 10                  | 31,396           | 48,978         | 40,187          |                      | 56%                   |
| McCormick          | 40           | 1                   | 36,205           | 36,205         | 36,205          |                      | 0%                    |
| Saluda             | 37.5         | 2                   | 27,144           | 41,302         | 34,223          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 28,927           | 41,133         | 35,030          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.

# South Carolina Association of Counties

## Wage and Salary Report

Population Group: 5  
(Less than 25,000 Population)

### PARKS AND RECREATION DIRECTOR

Job Code: 2705

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Calhoun            | 35           | 1                   | 56,383           | 87,957         | 72,170          |                      | 56%                   |
| Lee                | 35           | 2                   | 32,000           | 42,000         | 37,000          |                      | 31%                   |
| McCormick          | 40           | 2                   | 28,204           | 46,303         | 37,254          |                      | 64%                   |
| Saluda             | 37.5         | 1                   | 42,336           | 64,418         | 53,377          |                      | 52%                   |
| ARITHMETIC AVERAGE |              |                     | 39,731           | 60,170         | 49,950          |                      |                       |

### MUSEUM DIRECTOR

Job Code: 2706

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Barnwell           | 20           | 1                   | 10,400           | 10,400         | 10,400          | 10,400               | 0%                    |
| Calhoun            | 35           | 1                   | 62,162           | 96,973         | 79,568          |                      | 56%                   |
| ARITHMETIC AVERAGE |              |                     | 36,281           | 53,687         | 44,984          | 10,400               |                       |

### PARK ATTENDANT

Job Code: 2707

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| McCormick          | 20           | 1                   | 10,725           | 11,047         | 10,886          |                      | 3%                    |
| ARITHMETIC AVERAGE |              |                     | 10,725           | 11,047         | 10,886          |                      |                       |

### ECONOMIC DEVELOPMENT DIRECTOR

Job Code: 2801

| <u>Count</u>       | <u>Hours</u> | <u>Staff Totals</u> | <u>Pay Range</u> |                | <u>Midpoint</u> | <u>Avg or Actual</u> | <u>Percent Spread</u> |
|--------------------|--------------|---------------------|------------------|----------------|-----------------|----------------------|-----------------------|
|                    |              |                     | <u>Minimum</u>   | <u>Maximum</u> |                 |                      |                       |
| Abbeville          | 37.5         | 1                   | 72,732           | 116,371        | 94,552          |                      | 60%                   |
| McCormick          | 40           | 1                   | 47,371           | 49,864         | 48,618          |                      | 5%                    |
| ARITHMETIC AVERAGE |              |                     | 60,052           | 83,118         | 71,585          |                      |                       |

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Avg or Actual" is a county's reported arithmetic average of all actual salaries paid for a specific position or the actual salary for the position. "Percent Spread" shows the percent difference between the minimum and maximum salaries.



## **APPENDICES**

# FY 2024 Wage and Salary Report

## Summary Statistics

### Population Groups

For the purposes of the FY 2024 Wage and Salary Report, the 46 South Carolina counties have been sorted into five groups based on the 2020 Decennial Census population.

These five population categories are used throughout the summary statistics section for descriptive purposes. Additionally, they are used to group the wage and salary data that accounts for the bulk of this report. Population figures are listed for each county in the group summary table that precedes each group's wage and salary data section.

| Table1: Population Groups for FY 2024   |  |  |  |  |
|---|--|--|--|--|
| Group 1   | Group 2  | Group 3  | Group 4  | Group 5  |
| Over 200,000  | 100,001 – 200,000  | 50,001– 100,000  | 25,001 – 50,000  | 25,000 and Under   |
| Anderson<br>Berkeley<br>Charleston<br>Greenville<br>Horry<br>Lexington<br>Richland<br>Spartanburg<br>York | Aiken<br>Beaufort<br>Dorchester<br>Florence<br>Pickens<br>Sumter | Cherokee<br>Darlington<br>Georgetown<br>Greenwood<br>Kershaw<br>Lancaster<br>Laurens<br>Oconee<br>Orangeburg | Chester<br>Chesterfield<br>Clarendon<br>Colleton<br>Dillon<br>Edgefield<br>Jasper<br>Marion<br>Marlboro<br>Newberry<br>Union<br>Williamsburg | Abbeville<br>Allendale<br>Bamberg<br>Barnwell<br>Calhoun<br>Fairfield<br>Hampton<br>Lee<br>McCormick<br>Saluda |
| 9 Counties  | 6 Counties   | 9 Counties   | 12 Counties  | 10 Counties  |

\* Allendale, Chester, Darlington, Fairfield, Hampton, Orangeburg, Pickens, and Spartanburg Counties did not participate in the FY 2024 Wage and Salary Survey.

## General Fund and Payroll Budgets

Table 2

### County General Fund Budgets and Payroll Budgets during FY 2024

| County       | Budget      | Payroll     | County       | Budget      | Payroll     |
|--------------|-------------|-------------|--------------|-------------|-------------|
| Abbeville    | 12,633,212  | 8,149,405   | Greenwood    | 26,636,965  | 18,946,233  |
| Aiken        | 75,617,816  | 52,907,221  | Hampton      | *           | *           |
| Allendale    | *           | *           | Horry        | 254,191,688 | 157,309,342 |
| Anderson     | 67,210,045  | 30,564,800  | Jasper       | *           | *           |
| Bamberg      | 10,389,475  | 4,169,595   | Kershaw      | 34,746,306  | 7,125,983   |
| Barnwell     | 23,097,570  | 8,505,155   | Lancaster    | 70,066,507  | 31,848,295  |
| Beaufort     | 152,023,000 | 84,486,396  | Laurens      | 34,163,867  | 16,225,823  |
| Berkeley     | 124,906,001 | 48,433,248  | Lee          | 15,260,299  | 6,626,117   |
| Calhoun      | 17,759,442  | 11,685,873  | Lexington    | 182,532,088 | 122,672,429 |
| Charleston   | 324,747,197 | 170,250,526 | Marion       | 23,640,261  | NR          |
| Cherokee     | 11,518,873  | 15,107,208  | Marlboro     | 14,233,618  | 7,632,380   |
| Chester      | *           | *           | McCormick    | 14,334,345  | 6,117,839   |
| Chesterfield | 22,353,007  | 10,434,569  | Newberry     | 32,907,171  | 10,545,275  |
| Clarendon    | 27,222,880  | 11,592,710  | Oconee       | 60,766,345  | 25,609,866  |
| Colleton     | 33,692,377  | 25,744,323  | Orangeburg   | *           | *           |
| Darlington   | *           | *           | Pickens      | 55,610,333  | 25,763,875  |
| Dillon       | 22,636,378  | 9,065,983   | Richland     | 218,996,057 | 98,482,968  |
| Dorchester   | 82,573,199  | 45,275,100  | Saluda       | 16,271,913  | 7,610,813   |
| Edgefield    | 14,462,632  | 9,375,868   | Spartanburg  | *           | *           |
| Fairfield    | *           | *           | Sumter       | 60,172,521  | 26,206,740  |
| Florence     | *           | *           | Union        | 20,192,036  | 9,613,965   |
| Georgetown   | 33,024,000  | 29,141,108  | Williamsburg | 20,534,327  | 9,621,124   |
| Greenville   | 213,676,673 | 145,979,954 | York         | 148,125,141 | 101,198,297 |

NR = Data not reported, but county participated in other aspects of the survey.

\*County did not participate in the Wage and Salary Survey.

## **Full-time and Part-time Employment**

Table 3

### **County Full-time and Part-time Staff Employment during FY 2024**

| <b>County</b> | <b>Full-Time</b> | <b>Part-Time</b> | <b>County</b> | <b>Full-Time</b> | <b>Part-Time</b> |
|---------------|------------------|------------------|---------------|------------------|------------------|
| Abbeville     | 165              | 48               | Greenwood     | 390              | 113              |
| Aiken         | 956              | 71               | Hampton       | *                | *                |
| Allendale     | *                | *                | Horry         | 2,755            | 150              |
| Anderson      | 871              | 211              | Jasper        | *                | *                |
| Bamberg       | 100              | 22               | Kershaw       | 385              | 125              |
| Barnwell      | 186              | 40               | Lancaster     | 587              | 250              |
| Beaufort      | 1,193            | 168              | Laurens       | 399              | 90               |
| Berkeley      | 1,415            | 132              | Lee           | 132              | 55               |
| Calhoun       | 142              | 62               | Lexington     | 1,856            | 174              |
| Charleston    | 2,699            | 0                | Marion        | 231              | 32               |
| Cherokee      | 316              | 27               | Marlboro      | 189              | 42               |
| Chester       | *                | *                | McCormick     | 125              | 49               |
| Chesterfield  | 261              | 26               | Newberry      | 195              | 16               |
| Clarendon     | 373              | 66               | Oconee        | 555              | 25               |
| Colleton      | 420              | 79               | Orangeburg    | *                | *                |
| Darlington    | *                | *                | Pickens       | 609              | 196              |
| Dillon        | 191              | 66               | Richland      | 2,225            | 295              |
| Dorchester    | 1,040            | 189              | Saluda        | 153              | 31               |
| Edgefield     | 189              | 25               | Spartanburg   | *                | *                |
| Fairfield     | *                | *                | Sumter        | 609              | 71               |
| Florence      | *                | *                | Union         | 193              | 63               |
| Georgetown    | 638              | 100              | Williamsburg  | 283              | 86               |
| Greenville    | 2,402            | 76               | York          | 1,198            | 139              |

NR = Data not reported, but county participated in other aspects of the survey.

\*County did not participate in the Wage and Salary Survey.

## **Law Enforcement Employment**

| Table 4  |                 |              |                 |
|--|-----------------|--------------|-----------------|
| Full-time Commissioned Law Enforcement Officers in FY 2024 |                 |              |                 |
| County   | No. of Officers | County       | No. of Officers |
| Abbeville  | 32              | Greenwood    | 76              |
| Aiken  | 222             | Hampton      | *               |
| Allendale  | *               | Horry        | 667             |
| Anderson   | 305             | Jasper       | *               |
| Bamberg  | 13              | Kershaw      | 83              |
| Barnwell   | NR              | Lancaster    | 135             |
| Beaufort   | 254             | Laurens      | 108             |
| Berkeley   | 312             | Lee          | NR              |
| Calhoun  | 35              | Lexington    | 473             |
| Charleston   | 297             | Marion       | 75              |
| Cherokee   | 106             | Marlboro     | 30              |
| Chester  | *               | McCormick    | 21              |
| Chesterfield   | 53              | Newberry     | 79              |
| Clarendon  | 63              | Oconee       | 126             |
| Colleton   | 59              | Orangeburg   | *               |
| Darlington   | *               | Pickens      | 162             |
| Dillon   | 44              | Richland     | 563             |
| Dorchester   | 239             | Saluda       | 28              |
| Edgefield  | 42              | Spartanburg  | *               |
| Fairfield  | *               | Sumter       | 214             |
| Florence   | *               | Union        | 35              |
| Georgetown   | 120             | Williamsburg | 47              |
| Greenville   | 494             | York         | 208             |

NR = Data not reported, but county participated in other aspects of the survey.

\*County did not participate in the Wage and Salary Survey.

## County Paid Holiday Observances

During FY 2024, all 46 counties (100%) will observe the following seven holidays:

New Year's Day, Martin Luther King, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas

**Table 5: Other Paid Holidays Observed by Counties during FY 2024**

| County       | President's | Good Friday | Easter Monday | Confederate Memorial | Juneteenth | Columbus Day | Veteran's Day | Day After Thanksgiving | Christmas Eve | Day After Christmas | Floating Holiday | Employee's Birthday | Total (including 7 observed by all counties) |
|--------------|-------------|-------------|---------------|----------------------|------------|--------------|---------------|------------------------|---------------|---------------------|------------------|---------------------|--|
| Abbeville    |             | x           |               |                      |            |              | x             | x                      | x             |                     |                  |                     | 11   |
| Aiken        |             | x           |               |                      |            |              | x             | x                      |               |                     |                  |                     | 10   |
| Allendale    |             |             |               |                      |            |              |               |                        |               |                     |                  |                     | 7  |
| Anderson     |             | x           |               | x                    | x          |              | x             |                        | x             | x                   |                  |                     | 13   |
| Bamberg      | x           | x           |               |                      |            |              | x             | x                      | x             | x                   | x                |                     | 14   |
| Barnwell     | x           | x           |               |                      |            |              | x             | x                      | x             | x                   |                  |                     | 13   |
| Beaufort     | x           | x           |               |                      |            |              | x             | x                      | x             |                     | x                |                     | 13   |
| Berkeley     |             | x           |               |                      |            |              | x             | x                      | x             | x                   |                  |                     | 12   |
| Calhoun      | x           | x           |               |                      |            |              | x             |                        | x             | x                   |                  |                     | 12   |
| Charleston   | x           |             |               |                      | x          |              | x             | x                      | x             | x                   | x                |                     | 14   |
| Cherokee     | x           | x           |               |                      |            |              | x             |                        | x             | x                   |                  |                     | 12   |
| Chester      | x           | x           |               |                      |            |              | x             |                        | x             | x                   |                  |                     | 12   |
| Chesterfield |             |             |               |                      |            |              |               |                        |               |                     |                  |                     | 7  |
| Clarendon    | x           | x           |               |                      | x          | x            | x             |                        | x             | x                   |                  |                     | 14   |
| Colleton     | x           |             |               | x                    |            |              | x             |                        | x             | x                   |                  |                     | 12   |
| Darlington   |             |             |               |                      |            |              |               |                        |               |                     |                  |                     | 7  |
| Dillon       | x           | x           |               | x                    |            |              | x             |                        | x             | x                   |                  |                     | 13   |
| Dorchester   | x           | x           |               |                      | x          |              | x             | x                      | x             | x                   |                  |                     | 14   |
| Edgefield    |             | x           |               |                      | x          |              | x             | x                      | x             | x                   | x                |                     | 14   |
| Fairfield    |             |             |               |                      |            |              |               |                        |               |                     |                  |                     | 7  |
| Florence     |             |             |               |                      |            |              |               |                        |               |                     |                  |                     | 7  |
| Georgetown   | x           | x           |               |                      |            |              | x             |                        | x             | x                   |                  |                     | 12   |
| Greenville   |             | x           |               |                      |            |              | x             | x                      |               | x                   |                  |                     | 11   |
| Greenwood    | x           | x           |               |                      |            |              | x             | x                      | x             |                     |                  | x                   | 13   |
| Hampton      |             |             |               |                      |            |              |               |                        |               |                     |                  |                     | 7  |
| Horry        |             | x           |               |                      | x          |              | x             | x                      | x             | x                   |                  |                     | 13   |
| Jasper       |             |             |               |                      |            |              |               |                        |               |                     |                  |                     | 7  |
| Kershaw      | x           | x           |               |                      |            |              | x             |                        | x             | x                   |                  |                     | 12   |
| Lancaster    |             |             | x             |                      |            |              | x             |                        | x             | x                   |                  |                     | 11   |
| Laurens      |             | x           |               |                      | x          |              | x             | x                      | x             | x                   |                  |                     | 13   |
| Lee          | x           | x           |               |                      | x          |              | x             | x                      | x             | x                   |                  |                     | 14   |
| Lexington    | x           |             |               | x                    |            |              | x             | x                      | x             | x                   |                  |                     | 13   |
| Marion       |             | x           |               |                      |            |              | x             |                        | x             |                     | x                |                     | 11   |
| Marlboro     | x           | x           |               |                      | x          |              | x             |                        | x             | x                   | x                |                     | 14   |
| McCormick    | x           | x           |               | x                    |            |              | x             | x                      | x             | x                   |                  |                     | 14   |

During FY 2024, all 46 counties (100%) will observe the following seven holidays:

New Year's Day, Martin Luther King, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas

**Table 5: Other Paid Holidays Observed by Counties during FY 2024**

| County       | President's | Good Friday | Easter Monday | Confederate Memorial | Juneteenth | Columbus Day | Veteran's Day | Day After Thanksgiving | Christmas Eve | Day After Christmas | Floating Holiday | Employee's Birthday | Total (including 7 observed by all counties) |
|--------------|-------------|-------------|---------------|----------------------|------------|--------------|---------------|------------------------|---------------|---------------------|------------------|---------------------|--|
| Newberry     | x           | x           |               |                      | x          |              | x             |                        | x             | x                   |                  |                     | 13   |
| Oconee       | x           |             |               | x                    |            |              | x             | x                      | x             | x                   |                  |                     | 13   |
| Orangeburg   |             |             |               |                      |            |              |               |                        |               |                     |                  |                     | 7  |
| Pickens      | x           | x           |               |                      |            |              |               | x                      | x             |                     |                  |                     | 11   |
| Richland     | x           |             |               |                      | x          |              | x             | x                      | x             | x                   | x                |                     | 14   |
| Saluda       | x           | x           |               |                      |            |              | x             | x                      | x             | x                   |                  |                     | 13   |
| Spartanburg  |             |             |               |                      |            |              |               |                        |               |                     |                  |                     | 7  |
| Sumter       | x           | x           |               |                      |            |              | x             | x                      | x             | x                   |                  |                     | 13   |
| Union        | x           | x           |               |                      |            |              | x             | x                      | x             | x                   |                  |                     | 13   |
| Williamsburg | x           | x           |               |                      | x          |              | x             |                        | x             | x                   |                  |                     | 13   |
| York         |             |             |               |                      | x          |              | x             | x                      | x             |                     | x                |                     | 12   |
| Summary      | 26          | 30          | 1             | 6                    | 13         | 1            | 34            | 23                     | 36            | 31                  | 8                | 1                   | Avg.   |
|              | 57%         | 65%         | 2%            | 13%                  | 28%        | 2%           | 74%           | 50%                    | 78%           | 67%                 | 17%              | 2%                  | 11.57  |

## JOB DESCRIPTIONS

1101 - **Council Chairman:** Elected Official.

1102 - **Council Member:** Elected Official.

1103 - **Council Vice Chairman:** Elected Official.

1104 - **Clerk to Council:** Performs a variety of administrative and secretarial duties for the council and individual members. Takes and transcribes minutes of regular and special meetings; prepares and distributes meeting agendas; and maintains records required by council.

1201 - **Administrator/Manager/Supervisor:** Chief administrative officer of the jurisdiction appointed by council or elected directly by the population in the case of a county supervisor.

1202 - **Assistant Administrator/Manager:** Assists the administrator/manager in the day-to-day conduct of organizational business affairs. May be assigned responsibility for the supervision or coordination of several departments or functional areas.

1203 - **Assistant to the Administrator/Manager:** Provides highly responsible and complex administrative and managerial assistance to the administrator/manager. Acts as a liaison between the administrator/manager and professional support staff throughout the county to gather information, share ideas, and provide resources to department managers and staff.

1204 - **Switchboard Operator/Receptionist:** Operates single or multi-telephone switchboard and greets visitors. Determines nature of business and refers calls/visitors to appropriate persons in the organization. Provides information to the general public.

1205 - **Customer Service Representative:** Receives and responds to concerns, complaints, inquiries, and requests from the general public and others having dealings with the county.

1206 - **Clerk I:** Performs general clerical and typing tasks.

1207 - **Clerk II:** Performs varied clerical and typing tasks.

1208 - **Secretary:** Performs routine secretarial and advanced clerical duties.

1209 - **Senior Secretary:** Performs highest level of secretarial duties in the organization, relieving upper level managers of routine administrative tasks and duties.

1210 - **Administrative Officer/ Assistant:** Staff assistant to upper level management personnel, commissions, or boards. Normally responsible for some internal departmental administration. Excludes jobs which are primarily secretarial in nature.

1211 - **Grants Administrator/Manager:** Responsible for identifying, seeking out, and applying for appropriate federal and state grants and administering grant funding in accordance with applicable standards, regulations, and guidelines. Requires working with department heads and other staff to identify potential grant projects.

1212 - **Public Information Officer:** Under limited supervision prepares information for news releases and various publications for the media and public in order to keep residents informed of county activities.

1301 - **Personnel Director:** Plans, organizes, develops, and directs the administration of all personnel policies, procedures, and programs.

1302 - **Personnel Analyst:** Performs/coordinates a variety of routine and complex administrative, technical, and professional work in administering various components of the personnel system including job analysis, compensation analysis, applicant screening, examination, selection, employee relations, and/or training.



1303 - **Personnel Assistant:** Assists with administering various components of the personnel system including job analysis, compensation analysis, applicant screening, examination, selection, employee relations, and/or training.

1304 - **Benefits Coordinator:** Administers and monitors the county's employee insurance and retirement programs. Coordinates open enrollment. Provides assistance, paperwork and advice to county employees regarding insurance, retirement, and other employment benefits.

1401 - **Account Clerk:** Performs simple bookkeeping duties such as receiving fees or payments; preparing receipts; posting data to transaction sheets; verifying mathematical accuracy; matching vouchers with accounts; etc.

1402 - **Senior Account Clerk:** Responsible for maintaining journals, general and subsidiary ledgers, reconciliations and payment of invoices, and/or related accounting tasks of equivalent complexity. May supervise one or more account clerks.

1403 - **Payroll Clerk:** Calculates earnings from time sheets; computes payroll deductions (taxes, benefits, etc); traces and corrects errors in payroll listings; and assists in the preparation of periodic summary reports.

1404 - **Finance Director:** Responsible for planning/coordinating/directing financial management activities of the county, which may include budget preparation, budget control, debt management, investments, cash controls, and general accounting.

1405 - **Finance/Purchasing Director:** Responsible for planning/coordinating/directing financial management activities of the county, which may include budget preparation, budget control, debt management, investments, cash controls, and general accounting. Also responsible for the procurement/purchase of a wide variety of goods and services.

1406 - **Controller:** Responsible for ensuring the financial security of the county by establishing financial policies, procedures, controls, and reporting systems. Ensures legal and regulatory compliance for all accounting and financial reporting functions. Also may provide advice on major economic objectives and policies for the county.

1407 - **Risk Manager:** Maintains, reconciles, and evaluates all insurance coverages and claims. Coordinates liability and insurance coverages on properties, assets, and bonds according to county policies. Coordinates settlements of insurance claims and conducts safety programs and inspections.

1408 - **Accountant:** Performs professional accounting duties relating to creating and maintaining accounting records and systems. Analyzes financial transactions and develops financial reports.

1409 - **Budget Officer/Analyst:** Responsible for reviewing and analyzing budget requests and developing policy alternatives for assigned agencies and funds; developing, analyzing, managing, and executing budget recommendations, appropriations, and allocations; preparing budget management and expenditure reports; and planning and coordinating analysis of policy and budgetary initiatives.

1410 - **Purchasing Director:** Responsible for the procurement/purchase of a wide variety of goods and services. Publishes procurement policies and procedures. Advertises for bids and awards contracts. May organize and direct inventory supply and property management activities.

1411 - **Buyer/Purchasing Agent:** Responsible for the procurement of readily available, off-the-shelf items. Obtains/maintains data regarding vendors' prices, quantities, and availability. May prepare specifications, requests for proposals, and related technical items.

1412 - **Purchasing Assistant:** Performs clerical and some technical tasks relating to the purchase of supplies, equipment, and services. Prepares purchase orders from user requisitions; maintains records of item prices; computes discounts; and records deliveries.

1413 - **Internal Auditor:** Oversees and performs internal audits and evaluations to ensure county operations and programs are consistent with established goals, plans, policies, and procedures.

1414 - **County Treasurer:** Elected or appointed official. The reported salary excludes the state salary supplement. Responsible for the collection of real and personal property taxes.

1415 - **Assistant /Deputy County Treasurer:** As the principal assistant to the county treasurer, assists in planning and coordinating the operations of the county treasurer's office. Acts for the treasurer in his/her absence.

1416 - **Senior Tax Clerk:** Performs complex clerical, technical, and first line supervisory duties. This may include researching property ownership; maintaining and updating various tax records; processing taxpayer requests and applications; receiving taxes and fees; posting amounts; etc.

1417 - **Tax Clerk:** Performs a variety of routine clerical duties relating to the tax function (in the office of the assessor, auditor, or treasurer).

1418 - **County Tax Collector:** Manages the county's delinquent tax collection program. This involves planning of work for staff; conferring with public concerning complaints; coordinating/overseeing advertising of property for sale; and preparing levies and garnishments.

1419 - **County Tax Field Agent:** Calls on delinquent taxpayers; maintains records of taxes collected; assists in sale of property for non-payment of taxes; serves seizure and other tax notices; and works with banks to determine the status of delinquent tax accounts.

1420 - **County Auditor:** Elected Official. Salary excludes state salary supplement. Calculates millage to satisfy annual budget requirements and prepares tax bills.

1421 - **Assistant /Deputy County Auditor:** As the principal assistant to the county auditor, performs administrative, supervisory, and technical duties relating to the taxing of real property and department operations.

1422 - **County Assessor:** Responsible for the appraising and listing of all real property in the county. Plans, organizes, coordinates, and directs the appraisal and assessment of real property in accordance with state law and county policy. Supervises the departmental staff of appraisers, administrative, technical, and clerical employees to ensure accurate and timely completion of duties.

1423 - **Assistant /Deputy County Assessor:** Principal assistant to the county assessor. Performs administrative, supervisory, and technical duties relating to appraisals, classifications, and assessment functions.

1424 - **Senior Field Appraiser:** Principal function is to perform complex property appraisals. Analyzes real estate records and transactions. May train and supervise lower level appraisers.

1425 - **Appraiser:** Assists in appraising real property for tax purposes. May assist in analyzing real estate records and transactions and related tasks. May include trainee positions.

1426 - **Chief Mapper/Draftsman:** Performs more complex aspects of mapper I and II positions and supervises lower level mappers.

1427 - **Drafter II/Mapper II (Cadastral):** Maintains updated mapping system for tax purposes through deeds, wills, plats, and surveys. Does title searches from county records and produces blue line copy of tax maps and aerial photos. Prepares property maps according to inking specifications.

1428 - **Drafter I/Mapper I (Cadastral):** Under direct supervision traces or draws property lines on tax map sheets. Involves some work with legal documents such as title transfers, deeds, etc.

1501 - **Computer Services/Mis Director:** Directs and supervises the activities and functions of the computer services/information technology/information systems department.

1502 - **Senior Programmer Analyst:** Under limited supervision performs various programming and other computer-related activities such as systems operations, solving computer-related problems, developing or modifying applications, and training/assisting users.

1503 - **Programmer Analyst:** Under general supervision performs various programming and other computer-related activities.

1504 - **Network Administrator:** Oversees the technical work necessary to design, install, and support the local area network. Work can include installing computer hardware, software, and cabling, as well as other related activities.

1505 - **Data Processing Manager:** Supervises the activities and functions of the data processing department/office as required to develop and maintain effective and efficient operations.

1506 - **Data Processing Operator I:** Under close supervision makes simple repetitive data entries through terminal or computer keyboard. May verify data entry with source documents.

1507 - **Data Processing Operator II:** Enters and verifies data through computer terminal requiring some degree of independent judgment in coding data from various source documents.

1508 - **GIS Director/Administrator/GIO:** Coordinates all GIS activities within the County, develops policies, procures services, administers contracts, and manages enterprise operations.

1509 - **GIS Database Administrator:** Develops and sustains the enterprise GIS database. Implements data models and procedures commensurate with GIS functions throughout the County.

1510 - **GIS Manager:** Provides direction in an individual County department for GIS activities, manages projects, and may supervise GIS Technicians.

1511 - **Senior GIS Analyst/GIS Analyst II:** Performs complex analyses, manages projects, is instrumental in GIS database management and development, and may provide direction to analysts and technicians.

1512 - **GIS Analyst/Specialist:** Performs spatial analysis, conducts small projects, edits GIS data, and provides technical support.

1513 - **GIS Technician II:** Converts, collects, and edits spatial data. Performs layer updates and produces map products.

1514 - **GIS Technician I:** Under supervision, converts, collects, and edits spatial data. Performs layer updates and produces map products.

1601 - **Animal Control Director:** Under the supervision of the county chief administrative officer directs the enforcement of animal control ordinances and operations of the animal shelter.

1602 - **Animal Control Supervisor:** Under the supervision of the animal control director supervises and oversees the day-to-day operations of the division.

1603 - **Animal Control Officer:** Under general supervision enforces animal control ordinances and captures and transports stray animals to the shelter. May perform duties relating to the operation and maintenance of the animal shelter.

1604 - **Animal Control Attendant:** Assists in the general operation of the animal shelter. Duties may include maintaining records, caring for and feeding animals, and maintaining and cleaning facilities. May assist in the capture of stray animals.

1605 - **Animal Control and Litter Enforce Dir:** Under the supervision of the county chief administrative officer directs the enforcement of animal control ordinances and operations of the animal shelter.

1606 - **Animal Control/Litter Enforce Officer:** Under general supervision enforces animal control ordinances and captures and transports stray animals to the shelter. May perform duties relating to the operation and maintenance of the animal shelter.

1607 - **Litter Enforcement Officer:** Under general supervision enforces the ordinances, regulations, etc. pertaining to solid waste collection, transportation, and disposal. Investigates illegal dumping and cites offenders.

1608 - **Codes Enforcement Officer:** Enforces a variety of specific codes on public and private property that may include building, animal control, land use/zoning, nuisance, etc. May operate under one or more county departments.

1701 - **Building Codes Administrator/Director:** Plans and coordinates the building codes enforcement program. Supervises the inspection of buildings and premises for compliance with building codes and ordinances.

1702 - **Building Codes Administrator/Inspector:** Plans and coordinates the building codes enforcement program. Inspects buildings and premises for compliance with building codes and ordinances.

1703 - **Building Inspector:** Inspects buildings and premises for compliance with building codes and ordinances.

1704 - **Planning and Development Director:** Performs administrative and managerial work planning, directing, and organizing the division's activities and programs, which may include reviewing and approving land use proposals and plans; code amendments; process changes and improvements; land use case processing; long range planning; and code enforcement.

1705 - **Planning and Development Assistant Director:** Performs complex administrative and managerial work as the principal assistant to the planning and development director.

1706 - **Senior Planner:** Performs more complex and varied professional planning assignments with limited supervision.

1707 - **Planner:** Performs a variety of professional and technical duties related to land use development and/or zoning compliance and enforcement. Reviews the issuance of building and zoning permits, proposed plats, and rezoning and variance requests among other land use related issues to ensure compliance with all applicable county, state, and/or federal regulations. Enforces and assists with the updating of the county's comprehensive plan and the zoning and subdivision ordinances.

1801 - **Master-In-Equity:** Conducts hearings and determines equitable cases and controversies such as foreclosures, mechanics and other liens, and partitions of real property.

1802 - **County Attorney:** Responsible for the legal activities of the county. Provides legal advice and assistance to council, administrator, and departments.

1803 - **Assistant County Attorney:** Assists the county attorney in legal research, rendering of legal opinions for council/administration review, and preparation of suit papers and other general administrative functions relating to county legal matters.

1804 - **Public Defender:** Serves as department head and primary public defender. Responsible for the coordination, scheduling, and representation of cases in a county-wide court system. May personally represent defendants in major/capital cases.

1805 - **Deputy Public Defender:** Principal assistant to the public defender. Defends indigent clients from time of incarceration through sentencing and appeals process.

1806 - **Assistant Public Defender:** Provides legal representation, advice, and assistance to indigent persons charged with criminal activity. Normally assigned less complicated cases.

1807 - **Deputy Solicitor:** As the principal assistant to the solicitor, is responsible for the general administration of the office. Work includes trial preparation and prosecution of more complex criminal cases or sensitive/special emphasis cases such as juvenile/child abuse/neglect.

1808 - **Assistant Solicitor:** Prosecutes criminal cases for the state in general sessions court. Does related legal research in the preparation of cases for trial. Conducts pre-trial conferences and interviews with victims, witnesses, and law enforcement personnel.

1809 - **Paralegal:** Researches and analyzes law sources such as statutes, recorded judicial decisions, and legal articles to prepare legal documents such as briefs, pleadings, appeals, contracts, and deeds for review, approval, and use by an attorney.

1810 - **Investigator (Solicitor/Public Defender):** Performs criminal investigative work necessary for preparation of cases for court. Serves subpoenas; gathers evidence; takes statements from witnesses; researches various court records as required; and testifies in court.

1811 - **Chief Magistrate:** Performs a variety of judicial functions as established by South Carolina law.

1812 - **Magistrate:** Performs under the direction of the chief magistrate as provided for under South Carolina law.

1813 - **Ministerial Magistrate:** Issues criminal warrants; approves and accepts written bonds in criminal matters or, in lieu of written bonds, approves and accepts cash bonds; orders the release of prisoners when proper and adequate bonds have been duly posted; etc.

1814 - **Court Administrator:** Responsibilities may include records management, case flow management, jury management, managing budget and accounting functions, public relations, and personnel management.

1815 - **Clerk of Court:** Elected Official.

1816 - **Assistant /Chief Deputy Clerk of Court:** As the principal assistant to the clerk of court, assists in the coordination and supervision of day to day activities and/or may supervise one or more major functions (family court, court records, etc.).

1817 - **Senior Deputy Clerk of Court:** Performs administrative, supervisory, and some complex clerical functions in the court system. Frequently is responsible to the clerk of court for the operation of a specific court section or division such as family court, general sessions, etc.

1818 - **Deputy Clerk of Court:** Performs semi-routine, clerical/secretarial tasks. May include maintaining summons and complaint files; recording sentences on indictments; maintaining lists of jurors/witnesses; keeping industrial bond book; and supervising lower grade clerical staff.

1819 - **Hearing Reporter:** Primarily responsible for the taking, recording, and transcribing of a verbatim record of court proceedings. Also may perform general secretarial duties; take and transcribe office communications; prepare trial dockets; maintain list of prospective jurors; etc.

1820 - **Senior Court Clerk:** Performs routine and semi-routine clerical duties in the court system. Maintains a variety of records, registers, and files requiring some follow-up action to keep records current.

1821 - **Court Clerk:** Performs routine clerical duties associated with court functions. May receive court ordered payments, prepare receipts, and file documents in simple alpha/numeric order.

1822 - **Register of Deeds:** Directs and supervises the function of maintaining records of the conveyance of real estate deeds, mortgages, mechanic liens, powers of attorney, assignment and satisfaction of mortgages, and other instruments relating to ownership of property.

1823 - **Deputy/ Assistant Register of Deeds:** As the principal assistant to the register of deeds, assists in the supervision of day to day functions of the RoD office. May perform advanced clerical functions of the RoD office and may act for the RoD in his/her absence.

1824 - **Rod Recording Clerk:** Performs entry-level clerical duties in the register of deeds office.

1825 - **Rod Recording Clerk - Senior:** As a senior recording clerk in the register of deeds office, provides lead work in accepting legal documents for recording and then processing the execution of such documents.

1826 - **Probate Judge:** Elected Official.

1827 - **Deputy/Associate Probate Judge:** Performs specialized administrative duties assisting the probate judge in the operation of the court. Serves as probate judge in his/her absence. May supervise part or all of the clerical staff.

1828 - **Clerk of Probate Court:** As chief clerk supervises the following: receiving and processing of petitions; opening and closing of estates; directing indexing/filming of court records; and issuing/recording marriage licenses. Also carries out other clerical duties assigned by the probate judge.

1829 - **Records Clerk (Probate):** Performs specialized but routine clerical work to include researching and copying files for the general public, proofing and correcting all records, and putting records in numerical order for filing.

1830 - **Victim/Witness Coordinator/Manager:** Oversees, directs, and supervises the county's program for providing assistance to victims and witnesses of crimes.

1831 - **Victim/Witness Advocate:** Provides the public with a better understanding of the criminal justice system, court procedures, state criminal codes, and individual rights and responsibilities as victims and witnesses of crimes.

1901 - **Sheriff:** As the chief law enforcement officer of the county, plans and directs the activities of the sheriff's department.

1902 - **Chief Deputy Sheriff:** As the principal assistant to the sheriff, performs supervisory, technical, and administrative functions relating to law enforcement operations within the county. Acts on behalf of the sheriff in her/his absence.

1903 - **Administrative Officer (Law Enforcement):** Plans and directs the administrative activities of the department. Areas of responsibility may include: budget preparation/management, records management, drafting/coordinating departmental policies, maintaining personnel related files/attendance records, etc.

1904 - **Records Clerk (Sheriff):** Under general supervision, maintains a wide variety of records related to the sheriff's office, which may include case files, warrants, incident reports and arrest data.

1905 - **Training Officer (Law Enforcement):** Senior law enforcement officer charged with the full-time responsibility of the planning, management, and supervision of all in-service training programs. Coordinates all activities relating to Academy training of officers and related functions.

1906 - **Uniform Patrol Commander/Training Officer:** Plans, coordinates, and commands the activities of the uniform patrol division, company, or platoon of the county. This includes supervising all in-service training programs, coordinating all activities relating to Academy training of officers, and related functions.

1907 - **Uniform Patrol Commander:** Plans, coordinates, and commands the activities of the uniform patrol division, company, or platoon of the county. Normally supervises two or more uniform patrol shifts.

1908 - **Uniform Patrol Shift Commander/Supervisor:** Exercises command or supervision of a uniform patrol shift or platoon.

1909 - **Uniform Patrol Assistant Shift Commander/ Supervisor:** Assists the uniform patrol shift commander in the supervision of the patrol shift. Assumes command of the shift in the absence of the shift commander.

1910 - **Uniform Patrol Officer II:** Performs more advanced police officer work in the prevention of crime and enforcement of laws. May train/coach entry level officers. Requires certification by the State Criminal Justice Academy and several years of law enforcement experience.

1911 - **Uniform Patrol Officer I:** Performs general police officer work in the prevention of crime and enforcement of laws. This may include patrolling in an assigned area, handling traffic control, and investigating traffic accidents.

1912 - **Chief of Detectives:** Directs and supervises the activities and personnel of the detective division.

1913 - **Senior Detective:** Conducts criminal investigations relating to more complex or serious cases. May exercise supervisory responsibility over a team or squad of detectives. May act for the chief of detectives in his/her absence.

1914 - **Detective:** Conducts criminal investigations.

1915 - **Narcotics Investigator:** Under general supervision performs various narcotics investigations and related law enforcement duties. Duties frequently require individual to perform covert investigations.

1916 - **Identification Officer:** The senior law enforcement officer involved with the collection, examination, and preservation of evidence and maintenance of related records.

1917 - **Detention Center Director:** Responsible for the overall management, operation, and supervision of the detention facility. Some major responsibilities include establishing policies governing personnel and inmate behavior, preparing the departmental budget, and providing concise records on incidents in the facility.

1918 - **Assistant Detention Center Director:** As the principal assistant to the detention center director, performs those administrative, operational, and supervisory duties assigned by the director.

1919 - **Food Service Supervisor (Detention Ctr):** Supervises meal preparation and menu planning; maintains kitchen area; and orders foodstuffs and kitchen supplies.

1920 - **Registered Nurse (Detention Ctr):** Performs professional nursing duties involved in the care/treatment of patients in the detention facility. Responsibilities may include maintaining individual inmate health records; administering prescribed medication; ordering medical supplies; and maintaining medical inventories.

1921 - **Detention Center Shift Supervisor:** Supervises the operations of the detention facility secure area during an assigned shift and may assume responsibility of the facility during the absence of the facility director and assistant director.

1922 - **Detention Center Assistant Shift Supervisor:** May perform a combination of first line supervisory and regular detention officer functions. Assumes role of supervisor during the absence of the shift supervisor.

1923 - **Detention Officer II:** With a slightly higher level of responsibility than the detention officer I, performs a variety of routine and specialized work in the care and custody of inmates. Maintains order and discipline among inmates and handles difficult and emergency situations. May perform duties such as booking, searching and releasing inmates, and maintaining security in all areas of the detention center.

1924 - **Detention Officer I:** Performs a variety of routine and specialized work in the care and custody of inmates. Maintains order and discipline among inmates and handles difficult and emergency situations. May perform duties such as booking, searching and releasing inmates. Normally works under close supervision.

1926 - **Assistant County Coroner:** Elected Official. Investigates traumatic deaths or unexpected deaths; provides autopsy and reports to agencies and next of kin; makes the final determination as to the manner of death; conducts inquests; acts as a central repository for death records; issues burial, cremation and transportation permits.

1925 - **County Coroner:** Assists the county coroner in administering office operations; investigates violent and unusual deaths; notifies deceased's next of kin; secures personal effects of deceased; and completes death certificates.

2001 - **Fire Chief:** Plans, organizes, and directs the activities and personnel of the fire department.

2002 - **Assistant Fire Chief:** Under limited supervision assists in planning, organizing, and directing the activities and personnel of the fire department.

2003 - **Training Officer/ Assistant Chief:** Under general supervision develops, implements, and coordinates training activities and programs for fire department personnel.

2004 - **Fire Lieutenant/Officer:** Under general supervision, leads a company to control and extinguish fires, protects life and property, and maintains county fire equipment.

2005 - **Firefighter:** Under general supervision controls and extinguishes fires, protects life and property, and maintains county fire equipment.

2006 - **Emergency Medical Services Director:** Plans, organizes, and directs the operation of the pre-hospital emergency medical services program.

2007 - **EMT/Paramedic Crew Leader:** Responsible for the supervision of an assigned crew member or crew members and the operation of an ambulance vehicle during the assigned shift. Performs various tasks such as writing and reviewing reports of crew members; inspecting and maintaining equipment; providing patient care; and providing rescue, extrication, and transportation services.

2008 - **Emergency Medical Tech-Paramedic:** Performs advanced level duties providing emergency care to the injured or ill. May supervise lower grade EMTs. Must be certified by DHEC as an EMT-Paramedic.

2009 - **Emergency Medical Tech-Intermediate:** Performs intermediate level duties providing emergency care to the injured or ill. May supervise lower grade EMTs. Must be certified by DHEC as an EMT-Intermediate.

2010 - **Emergency Medical Tech-Basic:** Performs entry level duties providing basic emergency care to the injured or ill. Works under direct supervision of the senior EMT. Must be certified by DHEC as an EMT-Basic.

2011 - **Communications/Dispatch Center Director:** Supervises and directs the functions of the communications/dispatch center. This position is normally found in combined centers which dispatch for two or more emergency agencies with a combined staff of ten or more dispatchers.

2012 - **Communications/Dispatch Shift Supervisor:** Supervises shift activities of the communications/dispatch section. Duties may include conducting on-the-job training, maintaining and reviewing all records, ensuring calls are handled in a timely manner, and operating equipment when needed.

2013 - **Dispatcher:** Operates radio, telephone, and teletype. Receives and processes requests for services from the public concerning crimes or emergencies; dispatches vehicles/personnel as needed; and records times, assignments, and data related to the nature of the call.

2014 - **E 9-1-1 Coordinator:** Responsible for the overall operation of the E 9-1-1 system to include administration, training, and public education. Serves as liaison with other agencies and governments in ensuring the smooth operation of the system.



2015 - **E 9-1-1 Maintenance Technician:** Performs technical and clerical duties relating to maintenance of the E 9-1-1 database.

2016 - **Emergency Preparedness Director:** Plans, organizes, and coordinates the county's civil emergency preparedness program.

2017 - **Emergency Preparedness Assistant Director:** Assists the director in planning, organizing, and coordinating the county's civil emergency preparedness program.

2018 - **Emer Mgt/Homeland Security Specialist:** Participates in the development, maintenance, and testing of a comprehensive, all-hazard emergency management program for the county and community. Researches, prepares, and submits various emergency management and homeland security grant applications for local, state, and federal funding. Reviews and updates the county's emergency operation plans to conform to state and federal requirements. May conduct emergency management classes and workshops for both civilian and response personnel.

2101 - **Solid Waste Director:** Plans, directs, and administers the county's residential and commercial solid waste collection process, recycling activities, landfill disposal system, and litter control activities. Assures compliance with local, state, and federal rules, regulations, and laws and performs other duties as required.

2102 - **Assistant Solid Waste Director:** Assists the solid waste director in implementing the county's litter control and refuse collection and disposal programs. May supervise the operations of one or more working units (landfills, green box unit, etc.).

2103 - **Landfill Supervisor:** Oversees the operation of a sanitary landfill. Responsibilities include supervising the disposal of all types of solid waste; overseeing the excavation of dumping pits and the placement of trash and garbage; and supervising the maintenance of heavy equipment.

2104 - **Container Supervisor (Green Box):** Plans, directs, and coordinates the county's green box container refuse collection and transportation program.

2105 - **Recycling Coordinator:** Oversees and coordinates county recycling programs. Responsible for extensive public relations for recycling awareness.

2106 - **Landfill Attendant:** Under general supervision performs routine security duties at a landfill gate. May maintain records of all vehicles entering the landfill, collect fees/tickets, issue receipts, and inspect contents of trucks or trailers prior to dumping.

2107 - **Convenience Center Attendant:** Performs a variety of semi-skilled and skilled work in the operation of a manned convenience center for the disposal of household garbage and the collection of recyclable materials.

2201 - **Public Works Dir/County Engineer:** Plans, organizes, and directs public works functions (including both ROADS/BRIDGES and SOLID WASTE/SANITATION). Also may include litter enforcement, utilities, vehicle maintenance, and other related functions.

2202 - **Public Works Assistant Director:** As the principal assistant to the public works director, performs administrative, technical, and supervisory functions relating to the planning and operations of roads/bridges and solid waste/sanitation projects.

2203 - **Roads and Bridges Dir/County Engineer:** Plans, organizes, and directs projects related to the construction, patching, resurfacing, repairing, and excavating of roads, bridges, and related structures.

2204 - **Roads and Bridges Assistant Director:** As the principal assistant to the roads and bridges director, performs administrative, technical, and supervisory functions related to overall departmental operations.

**2205 - Road Maintenance General Foreman/Supervisor:** Provides on-site supervision of road maintenance, construction, and related public works operations of a large work force of equipment operators and laborers. Normally schedules personnel and equipment by priorities for a number of on-going projects.

**2206 - Public Works Foreman:** Plans and oversees the work of a crew of equipment operators or laborers. Functions may include occasional performance of more complex work tasks in addition to supervisory duties.

**2207 - Laborer:** Performs simple routine and unskilled manual work requiring little or no training or experience.

**2208 - Lead Laborer:** Working leader of a small team of laborers. Performs similar/same type work as other team members. Supervisory responsibility is usually limited in scope.

**2209 - Light Motor Equipment Operator:** Operates light equipment and performs other duties as assigned.

**2210 - Medium Motor Equipment Operator:** Operates medium/specialized equipment and may occasionally operate lighter equipment, service equipment, and make minor emergency repairs.

**2211 - Heavy Motor Equipment Operator:** Operates heavy equipment and may occasionally operate lighter equipment, service equipment, and make minor emergency repairs.

**2212 - Building Maintenance Superintendent:** Under administrative guidance provides overall direction and supervision for the maintenance and upkeep of buildings and grounds.

**2213 - Building Maintenance/Custodian Supervisor:** Under administrative guidance provides overall direction and supervision for the maintenance and upkeep of buildings and grounds. Supervises custodians and performs cleaning and maintenance tasks. Monitors machinery and may make minor building repairs.

**2214 - Building Maintenance Worker II:** Performs and may oversee a wide variety of building maintenance functions. Performs skilled work involving knowledge of carpentry, painting, masonry, and plumbing. May perform work related to the maintenance of building machinery.

**2215 - Building Maintenance Worker I:** Performs a wide variety of semi-skilled building maintenance duties. Requires some knowledge in the use of tools, carpentry, painting, masonry, and plumbing. May perform or assist with work related to the maintenance of building machinery.

**2216 - Custodian Supervisor:** Supervises custodians and performs cleaning and maintenance tasks. Monitors machinery and may make minor building repairs.

**2217 - Custodian:** Performs routine building cleaning tasks and may perform simple unskilled building maintenance tasks and other related duties.

**2301 - Vehicle Maintenance Superintendent/Director:** Performs administrative and management duties relating to planning, scheduling, and directing the operation of a fleet maintenance garage and related facilities and functions.

**2302 - Vehicle Maintenance Foreman/Supervisor:** Performs skilled supervisory work in the maintenance and repair of vehicles and motorized equipment. Responsible for overall shop supervision.

**2303 - Automotive Parts Manager:** Responsible for the acquisition, storage, and issuance of automotive and related equipment, parts, special tools, and related items necessary to the operation of the automotive garage.

**2304 - Automotive/Truck Mechanic I:** Performs semi-skilled work in the maintenance and repair of vehicles and motorized equipment.

2305 - **Automotive/Truck Mechanic II:** Performs skilled work in the maintenance and repair of vehicles and motorized equipment.

2306 - **Diesel Mechanic:** Performs skilled mechanical diagnoses, repairs, and maintenance on diversified fleet of diesel vehicles and equipment, much of which includes heavy specialized off-the-road equipment.

2401 - **Airport Director:** Oversees, directs, and supervises operation of the county airport(s). Manages short-term and long-term planning as well as the daily activities and functions of the airport facility, staff, and property.

2501 - **Registration/Elections Director:** Directs and manages the operations and staff of the county's registration and elections office.

2502 - **Registration/Elections Assistant Director:** Assists with directing and managing the operations and staff of the county's registration and elections office.

2503 - **Registration/Elections Clerk:** Assists with voter registration and elections activities in the county.

2504 - **Registration/Elections Senior Clerk:** Helps coordinate voter registration and elections activities in the county.

2505 - **Registration Director:** Directs and manages the operations and staff of the county's voter registration office.

2506 - **Registration Clerk:** Assists with voter registration efforts in the county.

2507 - **Registration Senior Clerk:** Helps coordinate voter registration efforts in the county.

2508 - **Elections Director:** Directs and manages the operations and staff of the county's elections office.

2601 - **Veterans Affairs Officer/Director:** Assists veterans and their dependents in determining their basic eligibility and conditions of entitlement for all benefits governed. Assists in the preparation of applications and submission of cases to the VA regional office.

2602 - **Veterans Affairs Assistant Officer/Director:** As the principal assistant to the veterans affairs officer/director, performs various administrative functions and supervises office clerical staff.

2603 - **Veterans Affairs Service Rep II:** Similar to service representative I, but handles more complex cases and may perform some supervisory functions.

2604 - **Veterans Affairs Service Rep I:** Performs routine and standardized investigative and verification duties working with clients to establish eligibility for benefits or assistance. Work is reviewed by supervisor for final decision.

2701 - **Library Director:** Responsible for planning, directing, and administering all activities of the county library.

2702 - **Assistant Library Director:** As the principal assistant to the library director, performs administrative, supervisory, and professional duties relating to the operation of the county library system.

2703 - **Librarian:** Performs professional library work usually independently and unassisted. Requires a Master of Library Science.

2704 - **Library Assistant:** Performs routine clerical tasks such as typing, filing, and record keeping relating to the operations of the county library system.

2705 - **Parks and Recreation Director:** Plans, organizes, and administers the county's parks and recreation program.

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