

Market Range Salary Structures (Effective July 1, 2023)

Note: Effective July 1, 2023, Wake County pays a Living Wage of \$19.64 hourly or \$40,851 annually. While some of the lower ranges in our Market Range Structures reflect a Range Minimum that falls below this rate, no regular employee shall be paid less than the Living Wage.

MARKET RANGE STRUCTURE (HOURLY)						
	MIN	LIVING WAGE	1ST Q	MP	3RD Q	MAX
MR10	\$16.65	\$19.64	\$19.36	\$22.07	\$24.77	\$27.48
MR11	\$17.07	\$19.64	\$19.85	\$22.62	\$25.39	\$28.17
MR12	\$17.59	\$19.64	\$20.67	\$23.75	\$26.83	\$29.91
MR13	\$18.47	\$19.64	\$21.71	\$24.94	\$28.17	\$31.40
MR14	\$19.40	\$19.64	\$22.79	\$26.19	\$29.58	\$32.97
MR15	\$21.33		\$25.07	\$28.80	\$32.54	\$36.27
MR16	\$23.47		\$27.58	\$31.68	\$35.79	\$39.90
MR17	\$25.81		\$30.33	\$34.85	\$39.37	\$43.89
MR18	\$28.40		\$33.37	\$38.34	\$43.31	\$48.28
MR19	\$31.24		\$36.70	\$42.17	\$47.64	\$53.10
MR20	\$34.64		\$41.57	\$48.50	\$55.43	\$62.35
MR21	\$39.84		\$47.80	\$55.77	\$63.74	\$71.70
MR22	\$45.81		\$54.97	\$64.14	\$73.30	\$82.46
MR23	\$52.68		\$63.22	\$73.76	\$84.29	\$94.83
MR24	\$60.59		\$72.70	\$84.82	\$96.94	\$109.06
MR25	\$66.64		\$79.97	\$93.30	\$106.63	\$119.96
MR26	\$73.31		\$87.97	\$102.63	\$117.29	\$131.95
MR27	\$80.64		\$96.77	\$112.90	\$129.03	\$145.15

MARKET RANGE STRUCTURE (ANNUAL)						
	MIN	LIVING WAGE	1ST Q	MP	3RD Q	MAX
MR10	\$34,641	\$40,851	\$40,271	\$45,901	\$51,531	\$57,161
MR11	\$35,508	\$40,851	\$41,278	\$47,048	\$52,818	\$58,588
MR12	\$36,596	\$40,851	\$43,000	\$49,404	\$55,808	\$62,212
MR13	\$38,424	\$40,851	\$45,148	\$51,872	\$58,596	\$65,319
MR14	\$40,348	\$40,851	\$47,407	\$54,466	\$61,525	\$68,585
MR15	\$44,374		\$52,141	\$59,909	\$67,676	\$75,443
MR16	\$48,812		\$57,356	\$65,900	\$74,445	\$82,989
MR17	\$53,695		\$63,092	\$72,489	\$81,887	\$91,284
MR18	\$59,063		\$69,401	\$79,739	\$90,077	\$100,415
MR19	\$64,971		\$76,341	\$87,712	\$99,083	\$110,454
MR20	\$72,051		\$86,463	\$100,874	\$115,286	\$129,698
MR21	\$82,862		\$99,432	\$116,002	\$132,572	\$149,143
MR22	\$95,289		\$114,346	\$133,402	\$152,458	\$171,515
MR23	\$109,577		\$131,495	\$153,412	\$175,330	\$197,247
MR24	\$126,020		\$151,225	\$176,429	\$201,633	\$226,837
MR25	\$138,617		\$166,342	\$194,066	\$221,791	\$249,515
MR26	\$152,482		\$182,978	\$213,474	\$243,970	\$274,466
MR27	\$167,731		\$201,279	\$234,826	\$268,373	\$301,921

HEALTH SERVICES STRUCTURE (HOURLY)						
	LIVING					
	MIN	WAGE	1ST Q	MP	3RD Q	MAX
HS10	\$16.65	\$19.64	\$19.36	\$22.07	\$24.77	\$27.48
HS11	\$17.07	\$19.64	\$19.85	\$22.62	\$25.39	\$28.17
HS12	\$17.59	\$19.64	\$20.67	\$23.75	\$26.83	\$29.91
HS13	\$18.47	\$19.64	\$21.71	\$24.94	\$28.17	\$31.40
HS14	\$19.40	\$19.64	\$22.79	\$26.19	\$29.58	\$32.97
HS15	\$21.33		\$25.07	\$28.80	\$32.54	\$36.27
HS16	\$23.47		\$27.58	\$31.68	\$35.79	\$39.90
HS17	\$26.99		\$31.71	\$36.44	\$41.16	\$45.88
HS18	\$28.35		\$33.31	\$38.27	\$43.24	\$48.20
HS19	\$31.16		\$36.61	\$42.06	\$47.51	\$52.97
HS20	\$36.05		\$43.27	\$50.48	\$57.69	\$64.90
HS21	\$43.27		\$51.92	\$60.57	\$69.22	\$77.88
HS22	\$51.92		\$62.30	\$72.69	\$83.07	\$93.45
HS23	\$62.30		\$74.76	\$87.22	\$99.69	\$112.15
HS24	\$74.76		\$89.71	\$104.67	\$119.62	\$134.57
HS25	\$78.52		\$94.22	\$109.93	\$125.63	\$141.33
HS26	\$90.32		\$108.39	\$126.45	\$144.52	\$162.58
HS27	\$108.39		\$130.06	\$151.74	\$173.42	\$195.10

HEALTH SERVICES STRUCTURE (ANNUAL)						
	LIVING					
	MIN	WAGE	1ST Q	MP	3RD Q	MAX
HS10	\$34,641	\$40,851	\$40,271	\$45,901	\$51,531	\$57,161
HS11	\$35,508	\$40,851	\$41,278	\$47,048	\$52,818	\$58,588
HS12	\$36,596	\$40,851	\$43,000	\$49,404	\$55,808	\$62,212
HS13	\$38,424	\$40,851	\$45,148	\$51,872	\$58,596	\$65,319
HS14	\$40,348	\$40,851	\$47,407	\$54,466	\$61,525	\$68,585
HS15	\$44,374		\$52,141	\$59,909	\$67,676	\$75,443
HS16	\$48,812		\$57,356	\$65,900	\$74,445	\$82,989
HS17	\$56,136		\$65,961	\$75,787	\$85,612	\$95,437
HS18	\$58,967		\$69,288	\$79,609	\$89,930	\$100,251
HS19	\$64,809		\$76,150	\$87,490	\$98,831	\$110,172
HS20	\$74,993		\$89,991	\$104,989	\$119,988	\$134,986
HS21	\$89,994		\$107,992	\$125,990	\$143,987	\$161,985
HS22	\$107,997		\$129,594	\$151,191	\$172,787	\$194,384
HS23	\$129,586		\$155,506	\$181,426	\$207,345	\$233,265
HS24	\$155,503		\$186,605	\$217,707	\$248,810	\$279,912
HS25	\$163,316		\$195,981	\$228,645	\$261,310	\$293,975
HS26	\$187,870		\$225,444	\$263,018	\$300,592	\$338,166
HS27	\$225,444		\$270,534	\$315,625	\$360,715	\$405,806

INFORMATION TECHNOLOGY STRUCTURE (HOURLY)						
	LIVING					
	MIN	WAGE	1ST Q	MP	3RD Q	MAX
IT10	\$22.07		\$25.93	\$29.79	\$33.65	\$37.51
IT11	\$24.27		\$28.52	\$32.77	\$37.01	\$41.26
IT12	\$26.70		\$31.37	\$36.04	\$40.71	\$45.39
IT13	\$29.37		\$34.51	\$39.65	\$44.79	\$49.93
IT14	\$32.31		\$37.96	\$43.61	\$49.27	\$54.92
IT15	\$35.82		\$42.99	\$50.15	\$57.32	\$64.48
IT16	\$41.20		\$49.44	\$57.68	\$65.92	\$74.16
IT17	\$47.38		\$56.85	\$66.33	\$75.80	\$85.28
IT18	\$54.48		\$65.38	\$76.28	\$87.18	\$98.07
IT19	\$62.66		\$75.19	\$87.72	\$100.25	\$112.78

INFORMATION TECHNOLOGY STRUCTURE (ANNUAL)						
	LIVING					
	MIN	WAGE	1ST Q	MP	3RD Q	MAX
IT10	\$45,896		\$53,927	\$61,959	\$69,990	\$78,022
IT11	\$50,482		\$59,317	\$68,151	\$76,986	\$85,821
IT12	\$55,534		\$65,251	\$74,968	\$84,685	\$94,402
IT13	\$61,082		\$71,774	\$82,465	\$93,157	\$103,849
IT14	\$67,200		\$78,960	\$90,719	\$102,478	\$114,237
IT15	\$74,513		\$89,416	\$104,320	\$119,223	\$134,126
IT16	\$85,694		\$102,832	\$119,970	\$137,109	\$154,247
IT17	\$98,544		\$118,253	\$137,962	\$157,671	\$177,380
IT18	\$113,329		\$135,994	\$158,659	\$181,324	\$203,989
IT19	\$130,327		\$156,392	\$182,458	\$208,523	\$234,589

EMS STRUCTURE (HOURLY)							EMS STRUCTURE (ANNUAL)							ANNUAL SCHEDULE
	MIN	LIVING WAGE	1ST Q	MP	3RD Q	MAX		MIN	LIVING WAGE	1ST Q	MP	3RD Q	MAX	
EM10	\$20.50		\$23.58	\$26.65	\$29.73	\$32.80	EM10	\$44,895		\$51,629	\$58,364	\$65,098	\$71,832	2190
EM11	\$23.06		\$26.52	\$29.98	\$33.44	\$36.90	EM11	\$50,507		\$58,083	\$65,659	\$73,235	\$80,811	2190
EM12	\$28.83		\$33.15	\$37.47	\$41.80	\$46.13	EM12	\$63,134		\$72,604	\$82,074	\$91,544	\$101,014	2190
EM13A	\$33.38		\$38.40	\$43.41	\$48.42	\$53.42	EM13A	\$69,447		\$79,864	\$90,281	\$100,698	\$111,115	2080
EM13B	\$31.71		\$36.47	\$41.23	\$45.98	\$50.74	EM13B	\$69,447		\$79,864	\$90,281	\$100,698	\$111,115	2190
EM14	\$34.88		\$40.11	\$45.35	\$50.58	\$55.81	EM14	\$76,391		\$87,850	\$99,309	\$110,768	\$122,227	2190
EM15	\$38.37		\$44.12	\$49.88	\$55.64	\$61.40	EM15	\$84,031		\$96,635	\$109,240	\$121,845	\$134,449	2190
EM16	\$40.64		\$47.75	\$54.87	\$61.98	\$69.10	EM16	\$84,540		\$99,334	\$114,129	\$128,923	\$143,717	2080
EM17	\$44.71		\$52.53	\$60.35	\$68.18	\$76.00	EM17	\$92,993		\$109,267	\$125,541	\$141,815	\$158,089	2080
EM18	\$58.12		\$68.29	\$78.46	\$88.64	\$98.81	EM18	\$120,892		\$142,048	\$163,204	\$184,360	\$205,516	2080

CCBI STRUCTURE (HOURLY)							CCBI STRUCTURE (ANNUAL)							ANNUAL SCHEDULE
	MIN	LIVING WAGE	1ST Q	MP	3RD Q	MAX		MIN	LIVING WAGE	1ST Q	MP	3RD Q	MAX	
BI11	\$18.43	\$19.64	\$21.66	\$24.88	\$28.11	\$31.33	BI11	\$38,340	\$40,851	\$45,048	\$51,756	\$58,463	\$65,171	2190
BI12	\$20.27		\$23.82	\$27.37	\$30.92	\$34.47	BI12	\$42,165		\$49,547	\$56,928	\$64,310	\$71,692	2190
BI13	\$22.30		\$26.20	\$30.11	\$34.01	\$37.91	BI13	\$46,382		\$54,501	\$62,619	\$70,738	\$78,857	2190
BI14	\$24.53		\$28.82	\$33.12	\$37.41	\$41.70	BI14	\$51,021		\$59,951	\$68,881	\$77,810	\$86,740	2190
BI15	\$26.98		\$31.71	\$36.43	\$41.15	\$45.87	BI15	\$56,125		\$65,948	\$75,771	\$85,593	\$95,416	2190
BI16	\$29.68		\$34.88	\$40.07	\$45.27	\$50.46	BI16	\$61,737		\$72,542	\$83,348	\$94,153	\$104,959	2190
BI17	\$32.65		\$38.36	\$44.08	\$49.79	\$55.51	BI17	\$67,908		\$79,794	\$91,681	\$103,567	\$115,453	2190
BI18	\$36.20		\$43.45	\$50.69	\$57.93	\$65.17	BI18	\$75,306		\$90,370	\$105,434	\$120,499	\$135,563	2190
BI19	\$41.64		\$49.96	\$58.29	\$66.62	\$74.95	BI19	\$86,603		\$103,926	\$121,249	\$138,572	\$155,895	2190

ATTORNEY STRUCTURE (HOURLY)							ATTORNEY STRUCTURE (ANNUAL)							ANNUAL SCHEDULE
	MIN	LIVING WAGE	1ST Q	MP	3RD Q	MAX		MIN	LIVING WAGE	1ST Q	MP	3RD Q	MAX	
AT10	\$18.23	\$19.64	\$21.42	\$24.61	\$27.80	\$30.99	AT10	\$37,917	\$40,851	\$44,554	\$51,190	\$57,827	\$64,463	2190
AT11	\$37.52		\$45.02	\$52.53	\$60.03	\$67.54	AT11	\$78,043		\$93,651	\$109,260	\$124,869	\$140,477	2190
AT12	\$41.27		\$49.52	\$57.78	\$66.03	\$74.29	AT12	\$85,842		\$103,012	\$120,182	\$137,352	\$154,522	2190
AT13	\$49.94		\$59.93	\$69.91	\$79.90	\$89.89	AT13	\$103,870		\$124,647	\$145,423	\$166,199	\$186,975	2190
AT14	\$60.43		\$73.26	\$86.10	\$98.94	\$111.77	AT14	\$125,684		\$152,386	\$179,087	\$205,789	\$232,491	2190

DETENTION STRUCTURE (HOURLY)						
	LIVING					
	MIN	WAGE	1ST Q	MP	3RD Q	MAX
DT10	\$24.30		\$27.34	\$30.37	\$33.41	\$36.45
DT11	\$27.84		\$30.63	\$33.41	\$36.19	\$38.98
DT12	\$30.63		\$33.69	\$36.75	\$39.81	\$42.88
DT13	\$33.69		\$37.06	\$40.43	\$43.79	\$47.16
DT14	\$37.06		\$40.76	\$44.47	\$48.17	\$51.88
DT15	\$42.62		\$46.88	\$51.14	\$55.40	\$59.66
DT16	\$49.01		\$53.91	\$58.81	\$63.71	\$68.61
DT17	\$56.36		\$62.00	\$67.63	\$73.27	\$78.90

DETENTION STRUCTURE (ANNUAL)						
	LIVING					
	MIN	WAGE	1ST Q	MP	3RD Q	MAX
DT10	\$50,540		\$56,858	\$63,175	\$69,493	\$75,810
DT11	\$57,910		\$63,701	\$69,493	\$75,284	\$81,075
DT12	\$63,701		\$70,072	\$76,442	\$82,812	\$89,182
DT13	\$70,072		\$77,079	\$84,086	\$91,093	\$98,100
DT14	\$77,079		\$84,787	\$92,495	\$100,202	\$107,910
DT15	\$88,641		\$97,505	\$106,369	\$115,233	\$124,097
DT16	\$101,937		\$112,130	\$122,324	\$132,518	\$142,711
DT17	\$117,227		\$128,950	\$140,673	\$152,395	\$164,118

SHERIFF'S OFFICE STRUCTURE (HOURLY)						
	LIVING					
	MIN	WAGE	1ST Q	MP	3RD Q	MAX
SO10	\$24.30		\$28.55	\$32.80	\$37.05	\$41.31
SO11	\$30.07		\$33.08	\$36.08	\$39.09	\$42.10
SO12	\$33.08		\$36.38	\$39.69	\$43.00	\$46.31
SO13	\$36.38		\$40.02	\$43.66	\$47.30	\$50.94
SO14	\$40.02		\$44.02	\$48.03	\$52.03	\$56.03
SO15	\$45.09		\$50.16	\$55.23	\$60.30	\$65.37
SO16	\$51.85		\$57.68	\$63.51	\$69.35	\$75.18
SO17	\$57.03		\$63.45	\$69.87	\$76.28	\$82.70

SHERIFF'S OFFICE STRUCTURE (ANNUAL)						
	LIVING					
	MIN	WAGE	1ST Q	MP	3RD Q	MAX
SO10	\$50,540		\$59,385	\$68,229	\$77,074	\$85,918
SO11	\$62,543		\$68,798	\$75,052	\$81,306	\$87,561
SO12	\$68,798		\$75,677	\$82,557	\$89,437	\$96,317
SO13	\$75,677		\$83,245	\$90,813	\$98,381	\$105,948
SO14	\$83,245		\$91,570	\$99,894	\$108,219	\$116,543
SO15	\$93,778		\$104,328	\$114,878	\$125,428	\$135,978
SO16	\$107,845		\$119,977	\$132,110	\$144,242	\$156,375
SO17	\$118,629		\$131,975	\$145,321	\$158,667	\$172,013

FIRE & EMERGENCY MANAGEMENT STRUCTURE (HOURLY)						
	LIVING					
	MIN	WAGE	1ST Q	MP	3RD Q	MAX
FE11A	\$23.47		\$27.58	\$31.68	\$35.79	\$39.90
FE11B	\$17.71		\$20.81	\$23.91	\$27.01	\$30.11
FE12A	\$30.51		\$35.85	\$41.19	\$46.53	\$51.87
FE12B	\$28.98		\$34.05	\$39.12	\$44.19	\$49.26
FE13	\$35.09		\$41.23	\$47.37	\$53.51	\$59.65

FIRE & EMERGENCY MANAGEMENT STRUCTURE (ANNUAL)							ANNUAL SCHEDULE
	LIVING						
	MIN	WAGE	1ST Q	MP	3RD Q	MAX	
FE11A	\$48,818		\$57,361	\$65,904	\$74,447	\$82,990	2080
FE11B	\$48,818		\$57,361	\$65,904	\$74,447	\$82,990	2756
FE12A	\$63,463		\$74,569	\$85,676	\$96,782	\$107,887	2080
FE12B	\$63,463		\$74,569	\$85,676	\$96,782	\$107,887	2190
FE13	\$72,983		\$85,755	\$98,527	\$111,299	\$124,070	2080

TEMPORARY STRUCTURE (HOURLY)						
	LIVING					
	MIN	WAGE	1ST Q	MP	3RD Q	MAX
TP10	\$11.00	N/A	\$14.03	\$17.05	\$20.08	\$23.10

TEMPORARY STRUCTURE (ANNUAL)						
	LIVING					
	MIN	WAGE	1ST Q	MP	3RD Q	MAX
TP10	\$22,880	N/A	\$29,172	\$35,464	\$41,756	\$48,048