

**City of Hickory Pay Plan
7/1/2016**

| GRADE | POSITION | MINIMUM | MIDPOINT | MAXIMUM |
|-------|---|-------------|-------------|-------------|
| 8 | Maintenance Worker I Parking Enforcement Officer | \$26,074.82 | \$32,593.52 | \$39,112.22 |
| 9 | Airport Customer Service Representative Customer Service Representative I Fleet Vehicle Service Technician Library Assistant I Maintenance Worker II Meter Reader Police Records Clerk Transfer Station Operator | \$27,394.86 | \$34,243.57 | \$41,092.28 |
| 10 | Administrative Technician Animal Control Officer Construction Worker Customer Service Representative II Electrician Apprentice Equipment Operator Groundskeeper Horticultural Technician Park Supervisor PS Dispatcher | \$28,781.71 | \$35,977.15 | \$43,172.58 |
| 11 | Airport Line Technician Brick Mason Heavy Equipment Operator Meter Mechanic Police Telecommunicator Utilities Warehouse Coordinator Utility Locate Technician | \$30,238.78 | \$37,798.49 | \$45,358.19 |
| 12 | Accounting Technician Administrative Assistant CAD Operator I Central Services Coordinator Central Warehouse Coordinator Community Development Technician Crew Leader Human Resources Assistant Laboratory Technician I Library Maintenance Coordinator Library Technician Maintenance Mechanic Mechanic I Parts Specialist Planning Technician Pretreatment Technician Public Utilities Technician Purchasing Technician Senior Customer Service Representative Wastewater Treatment Plant Operator I Water Treatment Plant Operator I | \$31,769.64 | \$39,712.03 | \$47,654.45 |
| 13 | Firefighter | \$33,377.97 | \$41,722.46 | \$50,066.94 |

| GRADE | POSITION | MINIMUM | MIDPOINT | MAXIMUM |
|-------|--|-------------|-------------|-------------|
| | Recreation Programmer Senior Groundskeeper Wastewater Treatment Plant Operator II Water Treatment Plant Operator II | | | |
| 14 | Administrative Services Budget Coordinator CAD Operator II Cemetery Sexton Circulation Supervisor Electrician Fire Education Assistant Fire Mechanic IT Tech I Horticulturist Laboratory Technician II Library Associate Library Outreach Coordinator Maintenance Mechanic Crew Leader Mechanic II Police Budget Coordinator Police Officer Police Victim & Community Service Coordinator Wastewater Treatment Plant Operator III Water Treatment Plant Operator III Zoning Enforcement Officer | \$35,067.72 | \$43,834.66 | \$52,601.59 |
| 15 | City Arborist Police Communications Supervisor Public Utilities Specialist Senior Firefighter | \$36,843.03 | \$46,053.79 | \$55,264.55 |
| 16 | Accountant Chemist Code Enforcement Officer Electrical Supervisor Executive Assistant Fire Apparatus Operator Fire Maintenance Supervisor Paralegal Senior Laboratory Technician Senior Recreation Programmer Senior Wastewater Treatment Plant Operator Senior Water Treatment Plant Operator Traffic Signal / Radio Operator | \$38,708.21 | \$48,385.26 | \$58,062.31 |
| 17 | Airport Operations Supervisor Assistant Parks Maintenance Supervisor Fire Education Coordinator Fire Prevention Inspector Landscape Services Supervisor Master Police Officer Meter Operations Supervisor Police Crime Analyst Police Digital Forensic Evidence Technician Police Gang Intelligence Crime Analyst Police Gang of One Coordinator Reference Librarian Senior Code Enforcement Officer Solid Waste Supervisor Utilities Supervisor | \$40,667.82 | \$50,834.77 | \$61,001.71 |

| GRADE | POSITION | MINIMUM | MIDPOINT | MAXIMUM |
|-------|--|-------------|-------------|-------------|
| 18 | Fleet Maintenance Supervisor Grants and Projects Coordinator Planner Senior Accountant Senior Fire Prevention Inspector Senior Land Surveyor Street Maintenance Supervisor Traffic Signal System Operator Utilities Inspector/Plan Reviewer | \$42,726.63 | \$53,408.27 | \$64,089.93 |
| 19 | Budget Analyst Code Enforcement Supervisor Fire Captain Human Resources Analyst Library Branch Manager Occupational Health Nurse Police Sergeant Pretreatment Coordinator Recreation Supervisor Senior Planner Systems Analyst | \$44,889.65 | \$56,112.06 | \$67,334.49 |
| 20 | Billing and Collections Manager Building Maintenance Manager Communications Specialist / Policy Analyst Civil Engineer I Fire Battalion Captain Parks Maintenance Supervisor Purchasing Manager Wastewater Treatment Plant Superintendent Water Treatment Plant Superintendent | \$47,162.19 | \$58,952.74 | \$70,743.28 |
| 21 | City Clerk Civil Engineer II Collections Manager Community Development Manager Deputy Finance Officer Fire Battalion Chief Fleet Manager Landscape Services Manager Library Head of Reference and Tech Services Library Head of Youth Services Planning Manager Network Architect Police Lieutenant Risk Manager Senior Systems Analyst Solid Waste Manager Street Maintenance Manager | \$52,058.24 | \$65,072.80 | \$78,087.35 |
| 22 | Assistant Parks & Recreation Director Environmental Manager Infrastructure Manager Police Captain Senior Civil Engineer Transportation Manager | \$57,462.54 | \$71,828.18 | \$86,193.83 |
| 23 | Airport Manager Communications & Marketing Manager | \$63,427.91 | \$79,284.89 | \$95,141.86 |

| GRADE | POSITION | MINIMUM | MIDPOINT | MAXIMUM |
|-------|---|-------------|--------------|--------------|
| | Deputy Fire Chief Finance Officer Government Affairs Manager Information Technology Manager | | | |
| 24 | Assistant Public Services Director Deputy Chief of Police | \$70,012.55 | \$87,515.67 | \$105,018.81 |
| 25 | Deputy Attorney Fire Chief Human Resources Director Library Director Parks and Recreation Director Planning Director Police Chief Public Services Director | \$70,638.38 | \$98,868.52 | \$127,955.21 |
| 27 | Assistant City Manager | \$94,159.08 | \$117,698.85 | \$141,238.62 |

Part time:

Year round (.50) part time = Entry / 2080

Temporary/Seasonal (.20) part time = Entry / 2080 - 15%

| Grade | PT 999 Hours | PT 400 (Seasonal) Hours |
|-------|-----------------|----------------------------|
| 8 | 12.536 | 10.6556 |
| 9 | 13.1707 | 11.1951 |
| 10 | 13.8374 | 11.7618 |
| 11 | 14.5379 | 12.3572 |
| 12 | 15.2739 | 12.9828 |