

City of Hickory Pay Plan
Effective July 2021

GRADE	POSITION	MINIMUM	MIDPOINT	MAXIMUM
8	Parking Enforcement Officer	\$26,862.93	\$33,578.66	\$40,294.38
9	Airport Customer Service Representative Customer Service Representative I Fleet Vehicle Service Technician Library Assistant I Maintenance Worker I and II Meter Reader Police Records Clerk Transfer Station Operator	\$28,222.87	\$35,278.58	\$42,334.29
10	Administrative Technician Animal Control Officer Construction Worker Customer Service Representative II Electrician Apprentice Equipment Operator Groundskeeper Horticultural Technician Park Supervisor	\$29,651.64	\$37,064.56	\$44,477.47
11	Administrative Technician II Airport Line Technician GPS Field Tech I Heavy Equipment Operator Meter Mechanic Payroll Technician - Public Services Utilities Warehouse Coordinator Utility Locate Technician Welder	\$31,152.75	\$38,940.95	\$46,729.14
12	Administrative Assistant Airport Maintenance Technician Central Warehouse Coordinator Community Development Technician Crew Leader FBO Supervisor Human Resources Generalist Laboratory Technician I Library Maintenance Coordinator Library Technician Maintenance Mechanic Mechanic I Parts Specialist Planning Technician Police Telecommunicator Pretreatment Technician Public Utilities Technician Senior Customer Service Representative Wastewater Treatment Plant Operator I Water Quality Technician Water Treatment Plant Operator I	\$32,729.87	\$40,912.33	\$49,094.81
13	Accounting Technician CAD Operator / Land Survey Tech Firefighter Recreation Programmer	\$34,386.82	\$42,983.52	\$51,580.21

	Senior Groundskeeper			
	Sports Programmer			
	Wastewater Treatment Plant Operator II			
	Water Treatment Plant Operator II			
14	Cemetery Sexton	\$36,127.65	\$45,159.56	\$54,191.47
	Central Services Supervisor			
	Circulation Supervisor			
	Electrician			
	Fire Education Assistant			
	Fire Mechanic			
	Help Desk Specialist			
	IT Administrative Specialist			
	Library Outreach Coordinator			
	Maintenance Mechanic Crew Leader			
	Mechanic II			
	Parks, Recreation & Sports Tourism Budget Coordinator			
	Payroll Specialist			
	Senior Telecommunicator			
	Special Projects Crew Leader			
	Wastewater Treatment Plant Operator III			
	Water Treatment Plant Operator III			
	Zoning Enforcement Officer			
15	City Arborist	\$37,956.62	\$47,445.77	\$56,934.92
	Communication and Events Coordinator			
	Community Engagement Coordinator - Ridgeview Branch			
	Horticulture Specialist			
	Police Budget & Logistics Coordinator			
	Police Media & Community Service Coordinator			
	Senior Firefighter			
	Transportation Inspection and Plan Review			
	Turf Grass Specialist			
16	Accountant	\$39,878.16	\$49,847.71	\$59,817.24
	Chemist			
	Code Enforcement Officer			
	Electrical Supervisor			
	Executive Assistant			
	Fire Apparatus Operator			
	Fire Maintenance Supervisor			
	IT Analyst			
	Paralegal / Deputy City Clerk			
	Recreation Facilities & Program Supervisor			
	Senior Laboratory Technician			
	Senior Recreation Programmer			
	Senior Wastewater Treatment Plant Operator			
	Senior Water Treatment Plant Operator			
	Sports Coordinator			
	Sports Tourism Coordinator			
	Traffic Signal / Radio Operator			
	Utilities Budget Coordinator			
17	Airport Operations Supervisor	\$41,897.01	\$52,371.25	\$62,845.49
	Community Navigator			
	Fire Education Coordinator			
	Fire Prevention Inspector			
	GIS Analyst			
	Landscape Services Supervisor			
	Lead Telecommunicator			
	Meter Operations Supervisor			

	Parks Maintenance Supervisor Police Crime Analyst Police Gang Intelligence Crime Analyst Recreation Center and Events Coordinator Reference Librarian Senior Code Enforcement Officer Solid Waste Supervisor			
18	Fleet Maintenance Supervisor Grants and Projects Coordinator Planner Senior Accountant Senior Land Surveyor Street Maintenance Supervisor Traffic Signal System Operator Utilities Inspector/Plan Reviewer Utilities Supervisor	\$44,018.04	\$55,022.53	\$66,027.05
19	Budget Analyst Building Services Coordinator Fire Captain Fire Accreditation Manager Human Resources Analyst Occupational Health Nurse Organizational Development Coordinator Police Communication Supervisor Pretreatment Coordinator Senior Planner Special Operations Coordinator Systems Analyst	\$46,246.43	\$57,808.05	\$69,369.68
20	Billing and Collections Manager Civil Engineer I Communications Specialist Wastewater Treatment Plant Superintendent Water Treatment Plant Superintendent	\$48,587.66	\$60,734.59	\$72,881.50
21	Assistant Finance Officer City Clerk Civil Engineer II Collections Manager Community Development Manager Fire Battalion Chief Fire Marshal Fleet Manager GIS Manager Governmental Affairs Analyst Library Branch Manager Library Head of Reference and Tech Services Library Head of Youth Services Network Architect Planning Manager Senior Police Digital Forensic Evidence Tech Senior Systems Analyst Solid Waste Manager Street Maintenance Manager	\$53,631.70	\$67,039.62	\$80,447.54
22	Business Services Manager Environmental Manager Infrastructure Manager Senior Civil Engineer	\$59,199.35	\$73,999.18	\$88,799.04

	Parks & Public Properties Manager Risk Manager			
23	Airport Manager Communications & Marketing Manager Construction Project Manager Deputy Fire Chief Finance Officer Information Technology Manager Transportation & Engineering Manager	\$65,345.02	\$81,681.27	\$117,621.03
24	Assistant Public Services Director Executive Assistant Manager Transportation Planning Manager	\$72,128.68	\$100,980.16	\$129,831.62
25	Deputy Attorney Human Resources Director Library Director Director of PRST Planning Director	\$75,735.12	\$106,029.16	\$136,323.21
26	Fire Chief Public Utilities Director Public Works Director	\$79,521.87	\$111,330.28	\$143,139.37
27	Assistant City Manager Deputy City Manager	\$97,005.04		
PT 999 Hours	PT 400 Hours (Seasonal)			
12.9149	10.9777			
13.5687	11.5334			
14.2556	12.1173			
14.9773	12.7307			
15.7355	13.3752			

Sworn Police Officers

Grade	Position	Minimum	Maximum
41	Police Officer	45,000.00	55,000.00
42	MPO	50,150.00	70,000.00
43	Sergeant	56,500.00	80,000.00
44	Lieutenant	65,000.00	92,000.00
45	Captain	74,000.00	105,000.00
46	Deputy Chief	80,000.00	129,000.00
47	Chief of Police	95,000.00	143,000.00

Updated 9.15.2021

Sworn Police Salaries Updated 8.22.2021