

**City of Hickory Pay Plan
Effective July 1, 2020**

GRADE	POSITION	MINIMUM	MIDPOINT	MAXIMUM
8	Maintenance Worker I Parking Enforcement Officer	\$26,465.94	\$33,082.42	\$39,698.90
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	\$27,805.78	\$34,757.22	\$41,708.66
10	Administrative Technician Animal Control Officer Construction Worker Customer Service Representative II Electrician Apprentice Equipment Operator Groundskeeper Horticultural Technician Park Supervisor PS Dispatcher	\$29,213.44	\$36,516.81	\$43,820.17
11	Airport Line Technician GPS Field Tech I Heavy Equipment Operator Meter Mechanic Payroll Technician - Public Services Utilities Warehouse Coordinator Utility Locate Technician Welder	\$30,692.36	\$38,365.47	\$46,038.56
12	Administrative Assistant Central Services Coordinator 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	\$32,246.18	\$40,307.71	\$48,369.27
13	Accounting Technician	\$33,878.64	\$42,348.30	\$50,817.94

GRADE	POSITION	MINIMUM	MIDPOINT	MAXIMUM
	CAD Operator / Land Survey Tech Firefighter Recreation Programmer Senior Groundskeeper Wastewater Treatment Plant Operator II Water Treatment Plant Operator II			
14	Airport Maintenance Coordinator Cemetery Sexton Circulation Supervisor Electrician Fire Education Assistant Fire Mechanic Help Desk Specialist IT Services Coordinator Library Outreach Coordinator Maintenance Mechanic Crew Leader Mechanic II Parks, Recreation & Sports Tourism Budget Coordinator Payroll Specialist Police Officer Police Victim & Community Service Coordinator Special Projects Crew Leader Sports Tourism Coordinator Wastewater Treatment Plant Operator III Water Treatment Plant Operator III Zoning Enforcement Officer	\$35,593.74	\$44,492.18	\$53,390.61
15	City Arborist Communication and Events Coordinator Horticulture Specialist Police Budget & Logistics Coordinator Public Utilities Specialist Senior Firefighter Transportation Inspection and Plan Review Turf Grass Specialist	\$37,395.68	\$46,744.60	\$56,093.52
16	Accountant Chemist Code Enforcement Officer Electrical Supervisor Executive Assistant Fire Apparatus Operator Fire Maintenance Supervisor IT Analyst Paralegal / Deputy City Clerk Senior Laboratory Technician Senior Recreation Programmer Senior Wastewater Treatment Plant Operator Senior Water Treatment Plant Operator Traffic Signal / Radio Operator	\$39,288.83	\$49,111.04	\$58,933.24
17	Airport Operations Supervisor Community Navigator Fire Education Coordinator Fire Prevention Inspector GIS Analyst Landscape Services Supervisor Master Police Officer Meter Operations Supervisor	\$41,277.84	\$51,597.29	\$61,916.74

GRADE	POSITION	MINIMUM	MIDPOINT	MAXIMUM
18	Parks Maintenance Supervisor	\$43,367.53	\$54,209.39	\$65,051.28
	Police Crime Analyst			
	Police Gang Intelligence Crime Analyst			
	Recreation Center and Events Coordinator			
	Reference Librarian			
	Senior Code Enforcement Officer			
	Solid Waste Supervisor			
19	Fleet Maintenance Supervisor	\$45,562.99	\$56,953.74	\$68,344.51
	Grants and Projects Coordinator			
	Planner			
	Senior Accountant			
	Senior Land Surveyor			
	Street Maintenance Supervisor			
	Traffic Signal System Operator			
	Utilities Inspector/Plan Reviewer			
	Utilities Supervisor			
	Budget Analyst			
20	Building Services Coordinator	\$47,869.62	\$59,837.03	\$71,804.43
	Code Enforcement Supervisor			
	Fire Captain			
	Fire System Analyst			
	Human Resources Analyst			
	Library Branch Manager			
	Occupational Health Nurse			
	Organizational Development Coordinator			
	Police Communication Supervisor			
	Police Sergeant			
	Pretreatment Coordinator			
Senior Planner				
Systems Analyst				
21	Billing and Collections Manager	\$52,839.11	\$66,048.89	\$79,258.66
	Civil Engineer I			
	Communications Specialist			
	Wastewater Treatment Plant Superintendent			
	Water Treatment Plant Superintendent			
	City Clerk	\$52,839.11	\$66,048.89	\$79,258.66
	Civil Engineer II			
	Collections Manager			
	Community Development Manager			
	Deputy Finance Officer			
	Fire Battalion Chief			
	Fire Marshal			
	Fleet Manager			
	GIS Manager			
	Governmental Affairs Analyst			
	Landscape Services Manager			
	Library Head of Reference and Tech Services			
	Library Head of Youth Services			
	Network Architect			
	Planning Manager			
	Police Lieutenant			
	Risk Manager			
	Senior Police Digital Forensic Evidence Tech			
	Senior Systems Analyst			
	Solid Waste Manager			
Street Maintenance Manager				

GRADE	POSITION	MINIMUM	MIDPOINT	MAXIMUM
22	Business Services Manager Environmental Manager Infrastructure Manager Police Captain Senior Civil Engineer Transportation Manager	\$58,324.48	\$72,905.60	\$87,486.74
23	Airport Manager Communications & Marketing Manager Deputy Fire Chief Finance Officer Information Technology Manager	\$64,379.33	\$80,474.16	\$115,882.79
24	Assistant Public Services Director Deputy Chief of Police Executive Assistant Manager Transportation Planning Manager	\$71,062.74	\$99,487.84	\$127,912.93
25	Deputy Attorney Human Resources Director Library Director Director of PRST Planning Director	\$74,615.88	\$104,462.23	\$134,308.58
26	Fire Chief Police Chief Public Services Director	\$78,346.67	\$109,685.00	\$141,024.01
27	Assistant City Manager	\$95,571.47	\$119,464.33	\$172,028.65

PT 999	
Hours	PT 400 (Seasonal)
12.7240	Hours
13.3682	10.8154
14.0449	11.3630
14.7559	11.9382
15.5030	12.5425
	13.1776

