

**City of Hickory Pay Plan
Effective July 2021**

GRADE	POSITION	MINIMUM	MIDPOINT	MAXIMUM
8	Maintenance Worker I 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 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 PS Dispatcher	\$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

GRADE	POSITION	MINIMUM	MIDPOINT	MAXIMUM
13	Accounting Technician CAD Operator / Land Survey Tech Firefighter Recreation Programmer Senior Groundskeeper Sports Programmer Wastewater Treatment Plant Operator II Water Treatment Plant Operator II	\$34,386.82	\$42,983.52	\$51,580.21
14	Cemetery Sexton 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	\$36,127.65	\$45,159.56	\$54,191.47
15	City Arborist 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	\$37,956.62	\$47,445.77	\$56,934.92
16	Accountant 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	\$39,878.16	\$49,847.71	\$59,817.24
17	Airport Operations Supervisor Community Navigator Fire Education Coordinator	\$41,897.01	\$52,371.25	\$62,845.49

GRADE	POSITION	MINIMUM	MIDPOINT	MAXIMUM
	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	\$44,018.04	\$55,022.53	\$66,027.05
	Grants and Projects Coordinator			
	Planner			
	Senior Accountant			
	Senior Land Surveyor			
	Street Maintenance Supervisor			
	Traffic Signal System Operator			
	Utilities Inspector/Plan Reviewer			
	Utilities Supervisor			
19	Budget Analyst	\$46,246.43	\$57,808.05	\$69,369.68
	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			
20	Billing and Collections Manager	\$48,587.66	\$60,734.59	\$72,881.50
	Civil Engineer I			
	Communications Specialist			
	Wastewater Treatment Plant Superintendent			
	Water Treatment Plant Superintendent			
21	Assistant Finance Officer	\$53,631.70	\$67,039.62	\$80,447.54
	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			

GRADE	POSITION	MINIMUM	MIDPOINT	MAXIMUM
	Street Maintenance Manager			
22	Business Services Manager Environmental Manager Infrastructure Manager Senior Civil Engineer Parks & Public Properties Manager Risk Manager	\$59,199.35	\$73,999.18	\$88,799.04
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	PT 400 (Seasonal)
Hours	Hours
12.9149	10.9777
13.5687	11.5334
14.2556	12.1173
14.9773	12.7307
15.7355	13.3752

Updated 7.30.21