

**PAY & CLASSIFICATION SYSTEM**

Attachment B

<b>Class Title</b>	<b>NCLM Class Code</b>	<b>Position Number</b>	<b>Number of Positions</b>	<b>Salary Grade</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Exempt Status</b>
<b>ADMINISTRATIVE</b>							
Town Manager	10040	1001	1	n/a	n/a	n/a	A
Assistant Town Manager	10070	1002	$\frac{1}{2}$	32	85,778	127,712	A
<b>LEGISLATIVE</b>							
Human Resources Director/Town Clerk	10150	2001	$\frac{1}{1}$	25	60,961	90,762	A
<b>FINANCE</b>							
Finance Director	10120	3001	1	25	60,961	90,762	E
IT Administrator	20340	3010	1	19	45,490	67,728	C
Purchasing Agent/Payroll Specialist	20060	3020	1	18	43,324	64,503	
Accountant I	20010	3030	1	17	41,261	61,432	
Customer Service Clerk	20300	3040	$\frac{1}{5}$	11	30,789	45,841	
<b>PLANNING</b>							
Planning Director	10160	4001	1	25	60,961	90,762	E
Planner II		4010-4011	2	19	45,490	67,728	
Zoning Technician	20470	4020	1	17	41,261	61,432	
Building Permits Coordinator	20170	4030	1	14	35,643	53,067	
Ordinance Enforcement Officer	20160	4040	1	14	35,643	53,067	
<b>ENGINEERING</b>							
Town Engineer	10090	9001	1	26	64,009	95,301	P
Construction Inspector	20320	9010	$\frac{1}{8}$	16	39,296	58,506	
<b>PUBLIC SAFETY</b>							
Public Safety Director/Police Chief	10190	5001	1	29	74,098	110,322	E
PSO Lieutenant	30240	5010	1	21	50,153	74,670	E
PSO Shift Supervisor (Patrol)	30270	5020-5023	4	20	47,764	71,115	
PSO Detective	30210	5030-5031	2	17	41,261	61,432	
School Resource Officer	30190	5040	1	16	39,296	58,506	

*Effective 7/1/08 - Revised 9/17/08; 11/03/08; 12/17/08*

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Class Title	NCLM Class Code	Position Numbers	Number of Positions	Salary Grade	Minimum	Maximum	Exempt Status
<i>PUBLIC SAFETY continued</i>							
Public Safety Officer	30260	5050-5063	14	16	39,296	58,506	
Administrative Assistant	30220	5090	1	11	30,789	45,841	
Fire Chief	10130	8001	1	26	64,009	95,301	E
Fire Shift Supervisor	30080	8010-8012	3	20	47,764	71,115	
Fire Apparatus Driver	30100	8020-8022	<u>3</u>	14	35,643	53,067	
			31				
<b>PUBLIC WORKS</b>							
Public Works Director	10210	7001	1	25	60,961	90,762	E
Operations Supervisor	20670	7010	1	17	41,261	61,432	
Grounds Maintenance Supervisor		7015	1	15	37,425	55,720	
Crew Leader	20410	7030-7031	2	10	29,323	43,658	
Maintenance Worker II	20430	7040-7041	2	8	26,597	39,599	
Custodian	20330	7050	<u>1</u>	2	19,847	29,550	
			8				
<b>PARKS AND RECREATION</b>							
Parks & Recreation Director	10220	6001	1	25	60,961	90,762	E
Supervisor of Athletics	20510	6010	1	16	39,296	58,506	
Recreation Center Supervisor	20490	6020	1	15	37,425	55,720	
Administrative Assistant	20600	6028	1	11	30,789	45,841	
Lead Teacher		6022	<u>1</u>	10	29,323	43,658	
			<u>5</u>				
<b>TOTAL FULL-TIME POSITIONS</b>			<b>60</b>				

**NOTES:**

- Minimum is the normal beginning salary for employees meeting the minimum qualifications. Starting salary can be up to Step 20 with the Town Manager's approval. Starting salaries over Step 20 require Town Council approval.
- COLA increased all salaries on the schedule by 4%.
- Performance increases are given in 1% increments for employees rated "exceeding expectations" at the discretion of the department director and within the budget amount for performance increases.
- Each department budget has enough funding for employees to receive a 1% - 5% performance increase.
- Exempt Status is classified as E= Executive, A= Administrative, P= Professional, and C= Computer according to the Fair Labor Standards Act regulations.

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