

PAY & CLASSIFICATION SYSTEM

Attachment B

Class Title	NCLM Class Code	Position Numbers	Salary Grade	Minimum	Maximum	Exempt Status
ADMINISTRATIVE						
Town Manager	10040	1001	n/a	n/a	n/a	A
Assistant Town Manager	10070	1002	32	82,479	122,800	A
LEGISLATIVE						
Human Resources Director/Town Clerk	10150	2001	25	58,616	87,272	A
FINANCE						
Finance Director	10120	3001	25	58,616	87,272	E
IT Administrator	20340	3010	19	43,740	65,123	E
Accounting Operations Manager	20050	3020	18	41,657	62,022	
Accounting Technician II	20040	3030	13	32,640	48,596	
Customer Service Clerk	20300	3040	11	29,605	44,078	
PLANNING						
Planning Director	10160	4001	25	58,616	87,272	E
Planner II		4010-4011	19	43,740	65,123	
Zoning Technician	20470	4020	17	39,674	59,069	
Building Permits Coordinator	20170	4030	14	34,272	51,026	
Ordinance Enforcement Officer	20160	4040	14	34,272	51,026	
ENGINEERING						
Town Engineer	10090	9001	26	61,547	91,635	E
Construction Inspector	20320	9010	16	37,785	56,256	
PUBLIC SAFETY						
Police Division:						
Police Chief	10170	5001	26	61,547	91,635	E
PSO Lieutenant	30240	5010	21	48,224	71,798	
PSO Shift Supervisor (Patrol)	30270	5020-5023	20	45,927	68,380	

Effective 7/1/07

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PUBLIC SAFETY Police Division contd						
PSO Detective	30210	5030	17	39,674	59,069	
School Resource Officer	30190	5040	16	37,785	56,256	
Public Safety Officer	30260	5050-5062	16	37,785	56,256	
Administrative Assistant	30220	5090	11	29,605	44,078	
Fire Division:						
Fire Chief	10130	8001	26	61,547	91,635	E
Fire Lieutenant	30080	8010-8012	20	45,927	68,380	
Fire Apparatus Driver	30100	8020-8022	14	34,272	51,026	
PUBLIC WORKS						
Public Works Director	10210	7001	25	58,616	87,272	E
Operations Supervisor	20670	7010	17	39,674	59,069	E
Crew Leader	20410	7030	10	28,195	41,979	
Maintenance Worker II	20430	7040	8	25,574	38,076	
Custodian	20330	7050	2	19,084	28,413	
PARKS AND RECREATION						
Parks & Recreation Director	10220	6001	25	58,616	87,272	E
Supervisor of Athletics	20510	6010	16	37,785	56,256	
Recreation Center Supervisor	20490	6020	15	35,985	53,577	
Administrative Assistant	20600	6028	11	29,605	44,078	
Maintenance Worker II	20430	6030-6031	8	25,574	38,076	
Lead Teacher		6022-6024	1	18,175	27,060	

NOTES:

- Minimum is the normal beginning salary for employees meeting the minimum qualifications. Salary can be up to the 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 2%.

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- 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, and P= Professional according to the Fair Labor Standards Act regulations

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