

City of Hickory Pay Plan  
Effective July 1, 2009

| GRADE | POSITION  | MINIMUM   | MIDPOINT  | MAXIMUM   |
|-------|---|-----------|-----------|-----------|
| 8     | Maintenance Worker I<br>Parking Enforcement Officer   | 23,908.61 | 29,885.77 | 35,862.92 |
| 9     | Administrative Clerk<br>Customer Service Representative I<br>Library Assistant I<br>Maintenance Worker II<br>Meter Reader<br>Records Clerk<br>Transfer Station Operator<br>Vehicle Service Technician   | 25,118.99 | 31,398.74 | 37,678.48 |
| 10    | Administrative Secretary<br>Administrative Technician<br>Airport Maintenance Technician<br>Animal Control Officer<br>Construction Worker<br>Customer Service Representative II<br>Dispatcher<br>Electrician Apprentice<br>Equipment Operator<br>Groundskeeper<br>Horticultural Technician<br>Library Assistant II<br>Park Supervisor  | 26,390.63 | 32,988.29 | 39,585.95 |
| 11    | Brick Mason<br>Fleet Coordinator<br>Heavy Equipment Operator<br>Meter Mechanic<br>Police Telecommunicator   | 27,726.66 | 34,658.33 | 41,589.99 |
| 12    | Accounting Technician<br>Administrative Assistant<br>CAD Operator I<br>Central Services Coordinator<br>Community Development Technician<br>Crew Leader<br>Human Resources Assistant<br>Laboratory Technician I<br>Land Survey Technician<br>Library Maintenance Coordinator<br>Library Technician<br>Maintenance Mechanic<br>Mechanic I<br>Parts Specialist<br>Planning Technician<br>Pretreatment Technician | 29,130.32 | 36,412.90 | 43,695.49 |

|    |   |           |           |           |
|----|---|-----------|-----------|-----------|
|    | Public Utilities Technician               |           |           |           |
|    | Purchasing Technician                     |           |           |           |
|    | Senior Customer Service Representative    |           |           |           |
|    | Warehouse Coordinator                     |           |           |           |
|    | Wastewater Treatment Plant Operator I     |           |           |           |
|    | Water Treatment Plant Operator I          |           |           |           |
| 13 | Firefighter                               | 30,605.05 | 38,256.31 | 45,907.56 |
|    | Recreation Programmer                     |           |           |           |
|    | Senior Groundskeeper                      |           |           |           |
|    | Wastewater Treatment Plant Operator II    |           |           |           |
|    | Water Treatment Plant Operator II         |           |           |           |
| 14 | CAD Operator II                           | 32,154.43 | 40,193.04 | 48,231.63 |
|    | Cemetery Sexton                           |           |           |           |
|    | Circulation Supervisor                    |           |           |           |
|    | Deputy City Clerk                         |           |           |           |
|    | Electrician                               |           |           |           |
|    | Fire Education Assistant                  |           |           |           |
|    | Fire Mechanic                             |           |           |           |
|    | Help Desk Specialist                      |           |           |           |
|    | Horticulturist                            |           |           |           |
|    | Laboratory Technician II                  |           |           |           |
|    | Legal Assistant                           |           |           |           |
|    | Library Associate                         |           |           |           |
|    | Mechanic II                               |           |           |           |
|    | Outreach Coordinator                      |           |           |           |
|    | Police Budget Coordinator                 |           |           |           |
|    | Police Officer                            |           |           |           |
|    | Radio Shop Technician                     |           |           |           |
|    | Traffic Signal Technician                 |           |           |           |
|    | Traffic Supervisor                        |           |           |           |
|    | Victim Services Coordinator               |           |           |           |
|    | Welder                                    |           |           |           |
|    | Wastewater Treatment Plant Operator III   |           |           |           |
|    | Water Treatment Plant Operator III        |           |           |           |
| 15 | City Arborist                             | 33,782.25 | 42,227.80 | 50,673.36 |
|    | Communications Supervisor                 |           |           |           |
|    | Master Police Officer                     |           |           |           |
|    | Public Utilities Specialist               |           |           |           |
|    | Senior Firefighter                        |           |           |           |
|    | Survey Crew Leader                        |           |           |           |
| 16 | Accountant                                | 35,492.47 | 44,365.59 | 53,238.71 |
|    | Chemist                                   |           |           |           |
|    | Code Enforcement Officer                  |           |           |           |
|    | Electrical Supervisor                     |           |           |           |
|    | Executive Assistant                       |           |           |           |
|    | Fire Apparatus Operator                   |           |           |           |
|    | Library Marketing and Program Coordinator |           |           |           |
|    | Maintenance Supervisor                    |           |           |           |
|    | Senior Laboratory Technician              |           |           |           |

|    |   |           |           |           |
|----|---|-----------|-----------|-----------|
|    | Senior Recreation Programmer<br>Senior Wastewater Treatment Plant Operator<br>Senior Water Treatment Plant Operator   |           |           |           |
| 17 | Assistant Parks Maintenance Supervisor<br>Construction Inspector<br>Crime Analyst<br>Fire Education Coordinator<br>Fire Inspector<br>Fire Prevention Plans Examiner<br>Human Resources Analyst<br>Landscape Services Supervisor<br>Police Gang of One Coordinator<br>Reference Librarian<br>Senior Code Enforcement Officer<br>Solid Waste Supervisor<br>Utilities Supervisor | 37,289.28 | 46,611.60 | 55,933.91 |
| 18 | Construction Inspector/Plan Reviewer<br>Fleet Maintenance Supervisor<br>Grants and Projects Coordinator<br>Planner<br>Senior Accountant<br>Street Maintenance Supervisor<br>Surveying Supervisor<br>Traffic Signal System Operator<br>Utilities Inspector/Plan Reviewer   | 39,177.05 | 48,971.31 | 58,765.57 |
| 19 | Budget Analyst<br>Fire Captain<br>Library Branch Manager<br>Occupational Health Nurse<br>Police Sergeant<br>Pretreatment Coordinator<br>Recreation Supervisor<br>Senior Planner<br>Systems Analyst  | 41,160.39 | 51,450.48 | 61,740.57 |
| 20 | Building Maintenance Manager<br>Civil Engineer I<br>Deputy Fire Marshal<br>Finance and Collections Manager<br>Landscape Services Manager<br>Organizational Development Coordinator<br>Parks Maintenance Supervisor<br>Purchasing Manager<br>Wastewater Treatment Plant Superintendent<br>Water Treatment Plant Superintendent   | 43,244.13 | 54,055.16 | 64,866.19 |
| 21 | Accounting Supervisor<br>Battalion Chief<br>City Clerk<br>Civil Engineer II   | 47,733.43 | 59,666.78 | 71,600.13 |

|    |  |           |            |            |
|----|--|-----------|------------|------------|
|    | Collections Manager                      |           |            |            |
|    | Community Development Manager            |           |            |            |
|    | Development Assistance Center Manager    |           |            |            |
|    | Fleet Manager                            |           |            |            |
|    | Head of Reference and Technical Services |           |            |            |
|    | Planning Manager                         |           |            |            |
|    | Police Lieutenant                        |           |            |            |
|    | Police Technology Specialist             |           |            |            |
|    | Public Information Officer               |           |            |            |
|    | Risk Manager                             |           |            |            |
|    | Senior Systems Analyst                   |           |            |            |
|    | Solid Waste Manager                      |           |            |            |
|    | Street Maintenance Manager               |           |            |            |
|    | Water Distribution Manager               |           |            |            |
| 22 | Assistant Library Director               | 52,688.77 | 65,860.96  | 79,033.16  |
|    | Assistant Parks & Recreation Director    |           |            |            |
|    | Assistant to the City Manager            |           |            |            |
|    | Police Captain                           |           |            |            |
|    | Senior Civil Engineer                    |           |            |            |
|    | Traffic Engineer                         |           |            |            |
| 23 | Assistant City Engineer                  | 58,158.55 | 72,698.18  | 87,237.82  |
|    | Assistant Finance Director               |           |            |            |
|    | Deputy Fire Chief                        |           |            |            |
| 24 | Assistant Public Services Director       | 64,196.15 | 80,245.19  | 96,294.22  |
|    | Deputy Chief of Police                   |           |            |            |
| 25 | Airport Director                         | 64,770.00 | 90,654.88  | 117,325.16 |
|    | Communications Director                  |           |            |            |
|    | Finance Director                         |           |            |            |
|    | Fire Chief                               |           |            |            |
|    | Human Resources Director                 |           |            |            |
|    | Information Technology Director          |           |            |            |
|    | Library Director                         |           |            |            |
|    | Parks and Recreation Director            |           |            |            |
|    | Planning Director                        |           |            |            |
|    | Police Chief                             |           |            |            |
|    | Public Services Director                 |           |            |            |
|    | Staff Attorney                           |           |            |            |
| 27 | Assistant City Manager                   | 86,336.68 | 107,920.85 | 129,505.02 |