CLASSIFICATION AND SALARY SCHEDULE
FY 2026-27

			EFFECTIVE JULY 1, 2026 (3.0% COLA)		
Salary Grade	Position Title	FLSA STATUS	Salary/Hourly Minimum/Hiring	Salary/Hourly Mid-Range	Salary/Hourly Maximum
8	Maintenance Worker		$38,378	$47,973	$57,567
9	Custodian		$40,297	$50,372	$60,446
10	Facilities Maintenance Technician		$42,312	$52,890	$63,468
11			$44,428	$55,535	$66,642
12	Public Services Technician		$46,649	$58,312	$69,974
13	Accounting Technician Administrative Support Specialist Permit Technician/Code Enforcement Officer Senior Equipment Operator		$48,981	$61,227	$73,472
14			$51,430	$64,288	$77,145
15	Equipment Mechanic Water System Technician Fire Equip Operator/EMT** Police Officer Trainee* Police Officer*		$54,002	$67,503	$81,003
16	Fire Equip Operator/EMT-Intermediate** Police Officer II* Customer Service Representative Senior Accounting Technician Town Clerk		$56,702	$70,878	$85,053
17	Fire Equip Operator/Paramedic** Senior Police Officer*		$59,537	$74,422	$89,306
18	Public Services Supervisor Fire Lieutenant/EMT-Paramedic** Master Police Officer* Police Investigator* Police Shift Leader*		$62,514	$78,143	$93,771
19	Lead Police Investigator* Police Shift Commander* EMS Captain / FF-Paramedic		$65,640	$82,050	$98,460
20	Water System Supervisor		$68,922	$86,153	$103,383

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FY 2026-27

			EFFECTIVE JULY 1, 2026 (3.0% COLA)		
Salary Grade	**Position Title**	**FLSA STATUS**	**Salary/Hourly Minimum/Hiring**	**Salary/Hourly Mid-Range**	**Salary/Hourly Maximum**
21	Fire Captain/EMT-Paramedic** Police Division Supervisor Public Services Superintendent	 E	$72,368	$90,460	$108,552
22	Chief Inspector Deputy Police Chief Deputy Chief/Fire Marshal	 E	$75,986	$94,983	$113,979
23	Administrative Services Director Finance Director Planning & Zoning Director	E E	$79,785	$99,732	$119,678
24			$83,774	$104,718	$125,661
25			$87,963	$109,954	$131,945
26	Fire/EMS Chief Police Chief Public Services Director	E E E	$92,361	$115,452	$138,542

For 40 hr/wk positions, wage = salary/2080; 42 hr/wk = salary/2184; 53 hr/wk = salary/2756
* = 42 hr/wk
** = 53 hr/wk

PD & FD: new hires/new degrees - 2.5% AA; 5% BA/BS; 7.5% Masters; 10% Doctorate (2.5% per level; only one 2.5% per level)

PD: NC LE Certifications - 2.5% for each level (2.5% General; 5% Intermediate; 7.5% Advanced)

FD Certifications: Fire Instructor w/ qual in 1 or more areas 2.5%; Fire Inspector 2.5% per level I, II, III

Water: 2.5% per water certification (1 per six month period)

Admin: 2.5% for Notary Public and per cert (ie: NC Clerk, Master Clerk, NC Tax Coll, NC Fin Off, CLGPO, NC ZO, NC Floodplain Mgr)

"Budget Ordinance 26-05-01, Appendix H" Effective 7/1/2026