

Compensation Plan  
Grade Assignment  
Charts

7/1/16

**City of Concord, NC  
COMPENSATION PLAN GRADE ASSIGNMENTS - 7/1/2016**

Job Title	Job Code	Grade	Pay Structure - Annual			Pay Structure - Bi-Weekly			Pay Structure - Hourly		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
<b>Non-Exempt</b>											
Custodian/Courier	D202	201	20,784.91	27,540.00	34,295.09	799.42	1,059.23	1,319.04	9.99	13.24	16.49
Part-Time Aviation Assistant	B203	201	20,784.91	27,540.00	34,295.09	799.42	1,059.23	1,319.04	9.99	13.24	16.49
School Crossing Guards	P200	201	20,784.91	27,540.00	34,295.09	799.42	1,059.23	1,319.04	9.99	13.24	16.49
Custodian	D401	202	22,447.70	29,743.20	37,038.70	863.37	1,143.97	1,424.57	10.79	14.30	17.81
Part-Time Recreation Center Leader	O406	202	22,447.70	29,743.20	37,038.70	863.37	1,143.97	1,424.57	10.79	14.30	17.81
Cemetery Maintenance Worker	D209	203	24,243.51	32,122.66	40,001.80	932.44	1,235.49	1,538.53	11.66	15.44	19.23
Grounds Maintenance Worker	D212	203	24,243.51	32,122.66	40,001.80	932.44	1,235.49	1,538.53	11.66	15.44	19.23
Parking Enforcement Technician	P207	203	24,243.51	32,122.66	40,001.80	932.44	1,235.49	1,538.53	11.66	15.44	19.23
Warehouse Clerk	C408	203	24,243.51	32,122.66	40,001.80	932.44	1,235.49	1,538.53	11.66	15.44	19.23
Automotive Parts Clerk	K206	204	26,182.99	34,692.46	43,201.94	1,007.04	1,334.33	1,661.61	12.59	16.68	20.77
Customer Service Representative	Z407	204	26,182.99	34,692.46	43,201.94	1,007.04	1,334.33	1,661.61	12.59	16.68	20.77
Development Service Technician	E405	204	26,182.99	34,692.46	43,201.94	1,007.04	1,334.33	1,661.61	12.59	16.68	20.77
Resident Service Coordinator	L408	204	26,182.99	34,692.46	43,201.94	1,007.04	1,334.33	1,661.61	12.59	16.68	20.77
Solid Waste Worker	Q205	204	26,182.99	34,692.46	43,201.94	1,007.04	1,334.33	1,661.61	12.59	16.68	20.77
Streets Maintenance Worker	R304	204	26,182.99	34,692.46	43,201.94	1,007.04	1,334.33	1,661.61	12.59	16.68	20.77
Utility Service Worker	U304	204	26,182.99	34,692.46	43,201.94	1,007.04	1,334.33	1,661.61	12.59	16.68	20.77
Administrative Assistant	V402	205	28,277.63	37,467.86	46,658.09	1,087.60	1,441.07	1,794.54	13.60	18.01	22.43
Aviation Service Worker	B302	205	28,277.63	37,467.86	46,658.09	1,087.60	1,441.07	1,794.54	13.60	18.01	22.43
Customer Service Specialist	Z404	205	28,277.63	37,467.86	46,658.09	1,087.60	1,441.07	1,794.54	13.60	18.01	22.43
Equipment Operator	X301	205	28,277.63	37,467.86	46,658.09	1,087.60	1,441.07	1,794.54	13.60	18.01	22.43
Family Self Sufficiency Specialist	L405	205	28,277.63	37,467.86	46,658.09	1,087.60	1,441.07	1,794.54	13.60	18.01	22.43
Public Housing Specialist	L406	205	28,277.63	37,467.86	46,658.09	1,087.60	1,441.07	1,794.54	13.60	18.01	22.43
Section 8 Housing Specialist	L407	205	28,277.63	37,467.86	46,658.09	1,087.60	1,441.07	1,794.54	13.60	18.01	22.43
Solid Waste Compliance Inspector	Q207	205	28,277.63	37,467.86	46,658.09	1,087.60	1,441.07	1,794.54	13.60	18.01	22.43
Survey Technician I	J410	205	28,277.63	37,467.86	46,658.09	1,087.60	1,441.07	1,794.54	13.60	18.01	22.43
Accounting Technician I	Y405	206	30,539.84	40,465.30	50,390.74	1,174.61	1,556.36	1,938.11	14.68	19.45	24.23
Airport Maintenance Mechanic	B304	206	30,539.84	40,465.30	50,390.74	1,174.61	1,556.36	1,938.11	14.68	19.45	24.23
Building Maintenance Mechanic I	D206	206	30,539.84	40,465.30	50,390.74	1,174.61	1,556.36	1,938.11	14.68	19.45	24.23
Communications Technician	H203	206	30,539.84	40,465.30	50,390.74	1,174.61	1,556.36	1,938.11	14.68	19.45	24.23
Community Development Technician	E416	206	30,539.84	40,465.30	50,390.74	1,174.61	1,556.36	1,938.11	14.68	19.45	24.23
Deputy Tax Collector	C406	206	30,539.84	40,465.30	50,390.74	1,174.61	1,556.36	1,938.11	14.68	19.45	24.23
Meter Technician	Z203	206	30,539.84	40,465.30	50,390.74	1,174.61	1,556.36	1,938.11	14.68	19.45	24.23
Senior Administrative Assistant	V404	206	30,539.84	40,465.30	50,390.74	1,174.61	1,556.36	1,938.11	14.68	19.45	24.23
Sign Technician I	R206	206	30,539.84	40,465.30	50,390.74	1,174.61	1,556.36	1,938.11	14.68	19.45	24.23
Telecommunicator	Z402	206	30,539.84	40,465.30	50,390.74	1,174.61	1,556.36	1,938.11	14.68	19.45	24.23
Utility Billing Specialist	C409	206	30,539.84	40,465.30	50,390.74	1,174.61	1,556.36	1,938.11	14.68	19.45	24.23
Accounting Technician II	Y403	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Accounts Payable Technician	Y407	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Aviation Service Worker Lead	B303	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Business License Officer	C411	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Clearwater Artstudio Spvr	E413	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Code Enforcement Officer	P212	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Electric Line Technician I	I309	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41

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Job Title	Job Code	Grade	Pay Structure - Annual			Pay Structure - Bi-Weekly			Pay Structure - Hourly		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Electric Systems Technician I	I305	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Electric Tree Trimmer I	I317	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Fleet Mechanic	K210	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
GIS Technician	T407	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Parks & Recreation Specialist	O405	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Payroll Technician	Y408	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Purchasing Technician	C202	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Senior Customer Service Representative	Z406	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Senior Equipment Operator	X303	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Senior Telecommunicator	H207	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Survey Technician II	J409	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Utility Locator	U205	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Utility Systems Technician	G207	207	33,288.43	44,107.18	54,925.91	1,280.32	1,696.43	2,112.54	16.00	21.21	26.41
Airport Electrician	B204	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Automotive Parts Supervisor	K203	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Aviation Supervisor	B201	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Benefits Specialist	M405	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Building Maintenance Mechanic II	D205	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
CAD Technician	T409	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Cemetery Crew Supervisor	D208	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Construction Inspector	J203	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Electric Line Technician II	I310	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Electric Systems Technician II	I304	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Electric Tree Trimmer II	I318	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Executive Assistant	V401	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Grounds Crew Supervisor	D211	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Parks & Recreation Assistant Supervisor	O409	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Right Of Way Agent	J204	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Senior Customer Service Specialist	Z403	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Sign Technician II	R306	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
System Protection Inspector	G209	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Technical Equipment Operator	X302	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Water/Wastewater Systems Technician	G204	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Water Treatment Plant Operator	G205	208	36,284.39	48,076.81	59,869.25	1,395.55	1,849.11	2,302.66	17.44	23.11	28.78
Accountant	Y404	209	39,549.99	52,403.73	65,257.48	1,521.15	2,015.53	2,509.90	19.01	25.19	31.37
Building Construction Specialist	J205	209	39,549.99	52,403.73	65,257.48	1,521.15	2,015.53	2,509.90	19.01	25.19	31.37
Custodian Supervisor	D402	209	39,549.99	52,403.73	65,257.48	1,521.15	2,015.53	2,509.90	19.01	25.19	31.37
Electric Line Technician III	I313	209	39,549.99	52,403.73	65,257.48	1,521.15	2,015.53	2,509.90	19.01	25.19	31.37
Electric Tree Trimming Crew Leader	I316	209	39,549.99	52,403.73	65,257.48	1,521.15	2,015.53	2,509.90	19.01	25.19	31.37
Electrical Engineering Technician	I303	209	39,549.99	52,403.73	65,257.48	1,521.15	2,015.53	2,509.90	19.01	25.19	31.37
Master Mechanic	K209	209	39,549.99	52,403.73	65,257.48	1,521.15	2,015.53	2,509.90	19.01	25.19	31.37
Parks & Recreation Supervisor	O404	209	39,549.99	52,403.73	65,257.48	1,521.15	2,015.53	2,509.90	19.01	25.19	31.37
Police Crime Analyst	P214	209	39,549.99	52,403.73	65,257.48	1,521.15	2,015.53	2,509.90	19.01	25.19	31.37
Senior Communications Technician	H204	209	39,549.99	52,403.73	65,257.48	1,521.15	2,015.53	2,509.90	19.01	25.19	31.37
Senior Engineering Technician	J413	209	39,549.99	52,403.73	65,257.48	1,521.15	2,015.53	2,509.90	19.01	25.19	31.37
Senior Executive Assistant	V403	209	39,549.99	52,403.73	65,257.48	1,521.15	2,015.53	2,509.90	19.01	25.19	31.37
Senior Meter Technician	Z202	209	39,549.99	52,403.73	65,257.48	1,521.15	2,015.53	2,509.90	19.01	25.19	31.37
Signal Technician	R305	209	39,549.99	52,403.73	65,257.48	1,521.15	2,015.53	2,509.90	19.01	25.19	31.37

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Job Title	Job Code	Grade	Pay Structure - Annual			Pay Structure - Bi-Weekly			Pay Structure - Hourly		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
911 Shift Supervisor	H206	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Assistant Surveyor Supervisor	J216	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Aviation Coordinator	B404	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Building Maintenance Supervisor	D204	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Customer Service Supervisor	Z405	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Fleet Services Supervisor	K207	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Housing Inspector/Maintenance Supervisor	L202	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Legal Assistant	N404	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Paralegal	N403	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Safety, Health and Risk Coordinator	M204	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Senior Code Enforcement Officer	P213	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Solid Waste Crew Supervisor	Q204	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Streets Crew Supervisor	R302	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Warehouse Supervisor	C407	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Water Crew Supervisor	G301	210	43,109.48	57,120.07	71,130.65	1,658.06	2,196.93	2,735.79	20.73	27.46	34.20
Electric Construction Supervisor	I314	211	46,989.34	62,260.87	77,532.40	1,807.28	2,394.65	2,982.02	22.59	29.93	37.28
Electric Tree Trimming Supervisor	I315	211	46,989.34	62,260.87	77,532.40	1,807.28	2,394.65	2,982.02	22.59	29.93	37.28
Electric Utility Locator Supervisor	I319	211	46,989.34	62,260.87	77,532.40	1,807.28	2,394.65	2,982.02	22.59	29.93	37.28
GIS Analyst	T402	211	46,989.34	62,260.87	77,532.40	1,807.28	2,394.65	2,982.02	22.59	29.93	37.28
Traffic Signal Supervisor	R307	211	46,989.34	62,260.87	77,532.40	1,807.28	2,394.65	2,982.02	22.59	29.93	37.28
Water Systems Supervisor	G202	211	46,989.34	62,260.87	77,532.40	1,807.28	2,394.65	2,982.02	22.59	29.93	37.28
Water/Wastewater Systems Supervisor	G203	211	46,989.34	62,260.87	77,532.40	1,807.28	2,394.65	2,982.02	22.59	29.93	37.28
		212	51,218.38	67,864.35	84,510.33	1,969.94	2,610.17	3,250.40	24.62	32.63	40.63
<b>Exempt</b>											
		105	32,934.46	43,638.17	54,341.87	1,266.71	1,678.39	2,090.07	15.83	20.98	26.13
Education Specialist	S201	106	35,898.56	47,565.60	59,232.63	1,380.71	1,829.45	2,278.18	17.26	22.87	28.48
HR Wellness Coordinator	M206	106	35,898.56	47,565.60	59,232.63	1,380.71	1,829.45	2,278.18	17.26	22.87	28.48
Electric Safety Coordinator	I202	107	39,129.43	51,846.51	64,563.57	1,504.98	1,994.10	2,483.21	18.81	24.93	31.04
Engineering Construction Supervisor	J407	107	39,129.43	51,846.51	64,563.57	1,504.98	1,994.10	2,483.21	18.81	24.93	31.04
Planner	E408	107	39,129.43	51,846.51	64,563.57	1,504.98	1,994.10	2,483.21	18.81	24.93	31.04
Wastewater System Compliance Officer	U207	107	39,129.43	51,846.51	64,563.57	1,504.98	1,994.10	2,483.21	18.81	24.93	31.04
Fleet Service Manager	K208	108	42,651.09	56,512.69	70,374.30	1,640.43	2,173.57	2,706.70	20.51	27.17	33.83
Senior Accountant	Y406	108	42,651.09	56,512.69	70,374.30	1,640.43	2,173.57	2,706.70	20.51	27.17	33.83
Water Backflow Prevention Administrator	U206	108	42,651.09	56,512.69	70,374.30	1,640.43	2,173.57	2,706.70	20.51	27.17	33.83
Water Meter Service Supervisor	Z205	108	42,651.09	56,512.69	70,374.30	1,640.43	2,173.57	2,706.70	20.51	27.17	33.83
Accounting Supervisor	Y401	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Building Maintenance Manager	D203	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Cemetery Maintenance Manager	D207	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
City Clerk	A404	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Community Outreach Coordinator	A408	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Construction Coordinator	E406	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Engineer Coordinator	J404	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
GIS Coordinator	T403	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88

**City of Concord, NC  
COMPENSATION PLAN GRADE ASSIGNMENTS - 7/1/2016**

Job Title	Job Code	Grade	Pay Structure - Annual			Pay Structure - Bi-Weekly			Pay Structure - Hourly		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Grounds Maintenance Manager	D210	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Human Resources Analyst	M403	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Human Resources Supervisor	M205	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Parks & Recreation Coordinator	O403	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Solid Waste Project Manager	Q206	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Solid Waste Superintendent	Q203	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Staff Engineer	J405	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Transit ADA Coordinator	A202	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Transit Planner and Technology Coordinator	A406	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Transportation Coordinator	R201	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Urban Forester	D213	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Utility Billing Manager	C410	109	46,489.68	61,598.83	76,707.98	1,788.06	2,369.19	2,950.31	22.35	29.61	36.88
Budget Analyst	C404	110	50,673.75	67,142.73	83,611.71	1,948.99	2,582.41	3,215.84	24.36	32.28	40.20
Code Enforcement Manager	P211	110	50,673.75	67,142.73	83,611.71	1,948.99	2,582.41	3,215.84	24.36	32.28	40.20
Electric Systems Coordinator I	I308	110	50,673.75	67,142.73	83,611.71	1,948.99	2,582.41	3,215.84	24.36	32.28	40.20
Federal Program Coordinator	E205	110	50,673.75	67,142.73	83,611.71	1,948.99	2,582.41	3,215.84	24.36	32.28	40.20
GIS Administrator	T410	110	50,673.75	67,142.73	83,611.71	1,948.99	2,582.41	3,215.84	24.36	32.28	40.20
GIS Supervisor	T406	110	50,673.75	67,142.73	83,611.71	1,948.99	2,582.41	3,215.84	24.36	32.28	40.20
Laboratory Coordinator	G201	110	50,673.75	67,142.73	83,611.71	1,948.99	2,582.41	3,215.84	24.36	32.28	40.20
Senior GIS Coordinator	T411	110	50,673.75	67,142.73	83,611.71	1,948.99	2,582.41	3,215.84	24.36	32.28	40.20
Senior Planner	E202	110	50,673.75	67,142.73	83,611.71	1,948.99	2,582.41	3,215.84	24.36	32.28	40.20
Streets Superintendent	R301	110	50,673.75	67,142.73	83,611.71	1,948.99	2,582.41	3,215.84	24.36	32.28	40.20
System Protection Superintendent	G208	110	50,673.75	67,142.73	83,611.71	1,948.99	2,582.41	3,215.84	24.36	32.28	40.20
Treatment Plant Supervisor	G206	110	50,673.75	67,142.73	83,611.71	1,948.99	2,582.41	3,215.84	24.36	32.28	40.20
Water Resources Superintendent	G405	110	50,673.75	67,142.73	83,611.71	1,948.99	2,582.41	3,215.84	24.36	32.28	40.20
911 Telecommunications Center Manager	H205	111	55,234.40	73,185.57	91,136.76	2,124.40	2,814.83	3,505.26	26.56	35.19	43.82
Assistant Emergency Management Coordinator	F212	111	55,234.40	73,185.57	91,136.76	2,124.40	2,814.83	3,505.26	26.56	35.19	43.82
Economic Development Coordinator	E204	111	55,234.40	73,185.57	91,136.76	2,124.40	2,814.83	3,505.26	26.56	35.19	43.82
Electric Systems Coordinator II	I307	111	55,234.40	73,185.57	91,136.76	2,124.40	2,814.83	3,505.26	26.56	35.19	43.82
Electric Systems Special Project Manager	I405	111	55,234.40	73,185.57	91,136.76	2,124.40	2,814.83	3,505.26	26.56	35.19	43.82
Engineering Construction Manager	J406	111	55,234.40	73,185.57	91,136.76	2,124.40	2,814.83	3,505.26	26.56	35.19	43.82
Housing Manager	L402	111	55,234.40	73,185.57	91,136.76	2,124.40	2,814.83	3,505.26	26.56	35.19	43.82
Project Engineer	J201	111	55,234.40	73,185.57	91,136.76	2,124.40	2,814.83	3,505.26	26.56	35.19	43.82
Purchasing Manager	C201	111	55,234.40	73,185.57	91,136.76	2,124.40	2,814.83	3,505.26	26.56	35.19	43.82
Surveyor/Real Estate Manager	J414	111	55,234.40	73,185.57	91,136.76	2,124.40	2,814.83	3,505.26	26.56	35.19	43.82
Assistant City Attorney	N402	112	60,757.84	80,504.13	100,250.42	2,336.84	3,096.31	3,855.79	29.21	38.70	48.20
Aviation Administrative and Properties Manager	B405	112	60,757.84	80,504.13	100,250.42	2,336.84	3,096.31	3,855.79	29.21	38.70	48.20
Aviation Operations Manager	B202	112	60,757.84	80,504.13	100,250.42	2,336.84	3,096.31	3,855.79	29.21	38.70	48.20
Community Development Manager	E415	112	60,757.84	80,504.13	100,250.42	2,336.84	3,096.31	3,855.79	29.21	38.70	48.20
Customer Service Manager	Z401	112	60,757.84	80,504.13	100,250.42	2,336.84	3,096.31	3,855.79	29.21	38.70	48.20
Development Review Administrator	E411	112	60,757.84	80,504.13	100,250.42	2,336.84	3,096.31	3,855.79	29.21	38.70	48.20
Electrical Engineer	I403	112	60,757.84	80,504.13	100,250.42	2,336.84	3,096.31	3,855.79	29.21	38.70	48.20
Planning and Development Manager	E410	112	60,757.84	80,504.13	100,250.42	2,336.84	3,096.31	3,855.79	29.21	38.70	48.20
Public Affairs and Project Manager	A403	112	60,757.84	80,504.13	100,250.42	2,336.84	3,096.31	3,855.79	29.21	38.70	48.20
TaxCollector/Collections Manager	C414	112	60,757.84	80,504.13	100,250.42	2,336.84	3,096.31	3,855.79	29.21	38.70	48.20
Traffic Engineer	R205	112	60,757.84	80,504.13	100,250.42	2,336.84	3,096.31	3,855.79	29.21	38.70	48.20
Water Treatment Plant Superintendent	G404	112	60,757.84	80,504.13	100,250.42	2,336.84	3,096.31	3,855.79	29.21	38.70	48.20

**City of Concord, NC  
COMPENSATION PLAN GRADE ASSIGNMENTS - 7/1/2016**

Job Title	Job Code	Grade	Pay Structure - Annual			Pay Structure - Bi-Weekly			Pay Structure - Hourly		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Assistant Human Resources Director	M402	113	66,833.62	88,554.54	110,275.47	2,570.52	3,405.94	4,241.36	32.13	42.57	53.02
Aviation Assistant Director	B402	113	66,833.62	88,554.54	110,275.47	2,570.52	3,405.94	4,241.36	32.13	42.57	53.02
Budget & Performance Manager	C403	113	66,833.62	88,554.54	110,275.47	2,570.52	3,405.94	4,241.36	32.13	42.57	53.02
Emergency Management Coordinator	F202	113	66,833.62	88,554.54	110,275.47	2,570.52	3,405.94	4,241.36	32.13	42.57	53.02
Engineering Manager	J412	113	66,833.62	88,554.54	110,275.47	2,570.52	3,405.94	4,241.36	32.13	42.57	53.02
Finance Manager	C412	113	66,833.62	88,554.54	110,275.47	2,570.52	3,405.94	4,241.36	32.13	42.57	53.02
Safety, Health and Risk Manager	M201	113	66,833.62	88,554.54	110,275.47	2,570.52	3,405.94	4,241.36	32.13	42.57	53.02
Transit Manager	A301	113	66,833.62	88,554.54	110,275.47	2,570.52	3,405.94	4,241.36	32.13	42.57	53.02
Deputy Finance Director	C402	114	73,516.98	97,410.00	121,303.02	2,827.58	3,746.54	4,665.50	35.34	46.83	58.32
Deputy City Attorney	N405	114	73,516.98	97,410.00	121,303.02	2,827.58	3,746.54	4,665.50	35.34	46.83	58.32
Deputy City Engineer	J402	114	73,516.98	97,410.00	121,303.02	2,827.58	3,746.54	4,665.50	35.34	46.83	58.32
Deputy Director, Planning & Community Developmen	E414	114	73,516.98	97,410.00	121,303.02	2,827.58	3,746.54	4,665.50	35.34	46.83	58.32
Deputy Electric Systems Director	I404	114	73,516.98	97,410.00	121,303.02	2,827.58	3,746.54	4,665.50	35.34	46.83	58.32
Deputy Parks & Recreation Director	O402	114	73,516.98	97,410.00	121,303.02	2,827.58	3,746.54	4,665.50	35.34	46.83	58.32
Deputy Transportation Director	R402	114	73,516.98	97,410.00	121,303.02	2,827.58	3,746.54	4,665.50	35.34	46.83	58.32
Deputy Water Resource Director	G403	114	73,516.98	97,410.00	121,303.02	2,827.58	3,746.54	4,665.50	35.34	46.83	58.32
<b>Executive</b>											
Buildings & Grounds Director	D201	I	74,671.70	98,940.00	123,208.30	2,871.99	3,805.38	4,738.78	35.90	47.57	59.23
Communications Director	H201	I	74,671.70	98,940.00	123,208.30	2,871.99	3,805.38	4,738.78	35.90	47.57	59.23
Fleet Services Director	K204	I	74,671.70	98,940.00	123,208.30	2,871.99	3,805.38	4,738.78	35.90	47.57	59.23
Housing Director	L401	I	74,671.70	98,940.00	123,208.30	2,871.99	3,805.38	4,738.78	35.90	47.57	59.23
Solid Waste Director	Q405	I	74,671.70	98,940.00	123,208.30	2,871.99	3,805.38	4,738.78	35.90	47.57	59.23
Aviation Director	B401	II	79,752.45	105,672.00	131,591.55	3,067.40	4,064.31	5,061.21	38.34	50.80	63.27
Human Resources Director	M401	II	79,752.45	105,672.00	131,591.55	3,067.40	4,064.31	5,061.21	38.34	50.80	63.27
Parks & Recreation Director	O401	II	79,752.45	105,672.00	131,591.55	3,067.40	4,064.31	5,061.21	38.34	50.80	63.27
Planning and Community Development Director	E412	II	79,752.45	105,672.00	131,591.55	3,067.40	4,064.31	5,061.21	38.34	50.80	63.27
Electric Systems Director	I401	III	89,322.75	118,352.64	147,382.53	3,435.49	4,552.02	5,668.56	42.94	56.90	70.86
Engineering Director	J401	III	89,322.75	118,352.64	147,382.53	3,435.49	4,552.02	5,668.56	42.94	56.90	70.86
Finance Director	C401	III	89,322.75	118,352.64	147,382.53	3,435.49	4,552.02	5,668.56	42.94	56.90	70.86
Fire Chief	F201	III	89,322.75	118,352.64	147,382.53	3,435.49	4,552.02	5,668.56	42.94	56.90	70.86
Police Chief	P201	III	89,322.75	118,352.64	147,382.53	3,435.49	4,552.02	5,668.56	42.94	56.90	70.86
Transportation Director	R401	III	89,322.75	118,352.64	147,382.53	3,435.49	4,552.02	5,668.56	42.94	56.90	70.86
Water Resources Director	G401	III	89,322.75	118,352.64	147,382.53	3,435.49	4,552.02	5,668.56	42.94	56.90	70.86
Assistant City Manager	A401	IV	100,041.48	132,554.96	165,068.44	3,847.75	5,098.27	6,348.79	48.10	63.73	79.36
Deputy City Manager	A402	V	107,044.38	141,833.81	176,623.23	4,117.09	5,455.15	6,793.20	51.46	68.19	84.92

**City of Concord, NC  
COMPENSATION PLAN GRADE ASSIGNMENTS - 7/1/2016**

Job Title	Job Code	Grade	Pay Structure - Annual			Pay Structure - Bi-Weekly			Pay Structure - Hourly		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
<b>Fire</b>											
Firefighter (2920.96 hours per year)	F304	F1	32,385.60	44,548.00	56,710.41	1,245.60	1,713.38	2,181.17	11.09	15.25	19.41
Fire Engineer (2920.96 hours per year)	F305	F2	37,364.04	47,364.47	57,364.88	1,437.08	1,821.71	2,206.34	12.79	16.22	19.64
Senior Firefighter (2920.96 hours per year)	F303	F3	38,786.64	49,259.04	59,731.43	1,491.79	1,894.58	2,297.36	13.28	16.86	20.45
Logistics Officer (2080 hours per year)	F208	F4	40,282.07	51,875.37	63,468.68	1,549.31	1,995.21	2,441.10	19.37	24.94	30.51
Fire Lieutenant (2920.96 hours per year)	F306	F4	40,282.07	51,875.37	63,468.68	1,549.31	1,995.21	2,441.10	13.79	17.76	21.73
Assistant Fire Marshal (2080 hours per year)	F206	F5	44,387.44	57,657.60	70,927.76	1,707.21	2,217.60	2,727.99	21.34	27.72	34.10
Deputy Fire Marshal (2080 hours per year)	F210	F6	49,740.38	65,999.20	82,258.03	1,913.09	2,538.43	3,163.77	23.91	31.73	39.55
Fire Captain (2080 hours per year)	F211	F6	49,740.38	65,999.20	82,258.03	1,913.09	2,538.43	3,163.77	23.91	31.73	39.55
Fire Captain (2920.96 hours per year)	F207	F6	49,740.38	65,999.20	82,258.03	1,913.09	2,538.43	3,163.77	17.03	22.60	28.16
Battalion Chief	F301	F7	57,590.00	76,862.01	96,134.03	2,215.00	2,956.23	3,697.46	27.69	36.95	46.22
Division Chief	F209	F7	57,590.00	76,862.01	96,134.03	2,215.00	2,956.23	3,697.46	27.69	36.95	46.22
Deputy Fire Chief	F204	F8	66,411.23	87,987.18	109,563.14	2,554.28	3,384.12	4,213.97	31.93	42.30	52.67
<b>Police</b>											
Police Officer (2229.84 hours per year)	P206	P1	35,684.77	47,817.18	59,949.60	1,372.49	1,839.12	2,305.75	16.00	21.44	26.89
Master Police Officer (2229.84 hours per year)	P208	P2	40,676.54	51,933.25	63,189.97	1,564.48	1,997.43	2,430.38	18.24	23.29	28.34
Police Sergeant (2229.84 hours per year)	P205	P3	47,968.44	65,113.23	82,258.03	1,844.94	2,504.36	3,163.77	21.51	29.20	36.89
Police Captain	P204	P4	52,057.73	71,783.11	91,508.50	2,002.22	2,760.89	3,519.56	25.03	34.51	43.99
Police Major	P203	P5	63,844.52	82,302.05	100,759.57	2,455.56	3,165.46	3,875.37	30.69	39.57	48.44
Deputy Police Chief	P202	P6	66,801.20	91,595.13	116,389.08	2,569.28	3,522.89	4,476.50	32.12	44.04	55.96

**City of Concord, NC  
COMPENSATION PLAN GRADE ASSIGNMENT - 7/1/2016**

**SEASONAL**

Job Title	Pay Structure	
	Grade	Hourly Rate
Admissions/Concessions	S1	\$9.18 -11.22
Arts & Crafts Instructor	S1	\$9.18 -11.22
Boat Attendant	S1	\$9.18 -11.22
Fitness Instructor/Event Assistant	S1	\$9.18 -11.22
Lifeguard	S1	\$9.18 -11.22
Playground Leader	S1	\$9.18 -11.22
Playground Rover	S1	\$9.18 -11.22
Programmer	S1	\$9.18 -11.22
Swim Instructor	S1	\$9.18 -11.22
Head Playground Leader	S2	\$10.20-12.24
Pool Custodian	S2	\$10.20-12.24
Assistant Manager of Programs	S3	\$12.24-13.26
Assistant Manager of Operations - Aquatics	S3	\$12.24-13.26
Bus Driver	S3	\$12.24-13.26
Aquatics Manager	S4	\$13.26-15.30
Playground Director	S4	\$13.26-15.30



Compensation Plan  
Grade Assignment  
Charts

6/5/17

**City of Concord, NC  
COMPENSATION PLAN GRADE ASSIGNMENTS - 6/5/2017**

Job Title	Job Code	Grade	Pay Structure - Annual			Pay Structure - Bi-Weekly			Pay Structure - Hourly			
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	
<b>Non-Exempt</b>												
Custodian/Courier	D202	201	21,408.46	28,366.20	35,323.94	823.40	1,091.01	1,358.61	10.29	13.64	16.98	
Part-Time Aviation Assistant	B203	201	21,408.46	28,366.20	35,323.94	823.40	1,091.01	1,358.61	10.29	13.64	16.98	
School Crossing Guards	P200	201	21,408.46	28,366.20	35,323.94	823.40	1,091.01	1,358.61	10.29	13.64	16.98	
Custodian	D401	202	23,121.13	30,635.50	38,149.86	889.27	1,178.29	1,467.30	11.12	14.73	18.34	
Part-Time Recreation Center Leader	O406	202	23,121.13	30,635.50	38,149.86	889.27	1,178.29	1,467.30	11.12	14.73	18.34	
Cemetery Maintenance Worker	D209	203	24,970.82	33,086.34	41,201.85	960.42	1,272.55	1,584.69	12.01	15.91	19.81	
Grounds Maintenance Worker	D212	203	24,970.82	33,086.34	41,201.85	960.42	1,272.55	1,584.69	12.01	15.91	19.81	
Parking Enforcement Technician	P207	203	24,970.82	33,086.34	41,201.85	960.42	1,272.55	1,584.69	12.01	15.91	19.81	
Warehouse Clerk	C408	203	24,970.82	33,086.34	41,201.85	960.42	1,272.55	1,584.69	12.01	15.91	19.81	
Automotive Parts Clerk	K206	204	26,968.48	35,733.23	44,498.00	1,037.25	1,374.36	1,711.46	12.97	17.18	21.39	
Customer Service Representative	Z407	204	26,968.48	35,733.23	44,498.00	1,037.25	1,374.36	1,711.46	12.97	17.18	21.39	
Development Service Technician	E405	204	26,968.48	35,733.23	44,498.00	1,037.25	1,374.36	1,711.46	12.97	17.18	21.39	
Resident Service Coordinator	L408	204	26,968.48	35,733.23	44,498.00	1,037.25	1,374.36	1,711.46	12.97	17.18	21.39	
Solid Waste Worker	Q205	204	26,968.48	35,733.23	44,498.00	1,037.25	1,374.36	1,711.46	12.97	17.18	21.39	
Streets Maintenance Worker	R304	204	26,968.48	35,733.23	44,498.00	1,037.25	1,374.36	1,711.46	12.97	17.18	21.39	
Utility Service Worker	U304	204	26,968.48	35,733.23	44,498.00	1,037.25	1,374.36	1,711.46	12.97	17.18	21.39	
Administrative Assistant	V402	205	29,125.96	38,591.90	48,057.83	1,120.23	1,484.30	1,848.38	14.00	18.55	23.10	
Aviation Service Worker	B302	205	29,125.96	38,591.90	48,057.83	1,120.23	1,484.30	1,848.38	14.00	18.55	23.10	
Customer Service Specialist	Z404	205	29,125.96	38,591.90	48,057.83	1,120.23	1,484.30	1,848.38	14.00	18.55	23.10	
Equipment Operator	X301	205	29,125.96	38,591.90	48,057.83	1,120.23	1,484.30	1,848.38	14.00	18.55	23.10	
Family Self Sufficiency Specialist	L405	205	29,125.96	38,591.90	48,057.83	1,120.23	1,484.30	1,848.38	14.00	18.55	23.10	
Public Housing Specialist	L406	205	29,125.96	38,591.90	48,057.83	1,120.23	1,484.30	1,848.38	14.00	18.55	23.10	
Section 8 Housing Specialist	L407	205	29,125.96	38,591.90	48,057.83	1,120.23	1,484.30	1,848.38	14.00	18.55	23.10	
Solid Waste Compliance Inspector	Q207	205	29,125.96	38,591.90	48,057.83	1,120.23	1,484.30	1,848.38	14.00	18.55	23.10	
Survey Technician I	J410	205	29,125.96	38,591.90	48,057.83	1,120.23	1,484.30	1,848.38	14.00	18.55	23.10	
Accounting Technician I	Y405	206	31,456.04	41,679.26	51,902.46	1,209.85	1,603.05	1,996.25	15.12	20.04	24.95	
Airport Maintenance Mechanic	B304	206	31,456.04	41,679.26	51,902.46	1,209.85	1,603.05	1,996.25	15.12	20.04	24.95	
Building Maintenance Mechanic I	D206	206	31,456.04	41,679.26	51,902.46	1,209.85	1,603.05	1,996.25	15.12	20.04	24.95	
Communications Technician	H203	206	31,456.04	41,679.26	51,902.46	1,209.85	1,603.05	1,996.25	15.12	20.04	24.95	
Community Development Technician	E416	206	31,456.04	41,679.26	51,902.46	1,209.85	1,603.05	1,996.25	15.12	20.04	24.95	
Deputy Tax Collector	C406	206	31,456.04	41,679.26	51,902.46	1,209.85	1,603.05	1,996.25	15.12	20.04	24.95	
Meter Technician	Z203	206	31,456.04	41,679.26	51,902.46	1,209.85	1,603.05	1,996.25	15.12	20.04	24.95	
Senior Administrative Assistant	V404	206	31,456.04	41,679.26	51,902.46	1,209.85	1,603.05	1,996.25	15.12	20.04	24.95	
Sign Technician I	R206	206	31,456.04	41,679.26	51,902.46	1,209.85	1,603.05	1,996.25	15.12	20.04	24.95	
Telecommunicator	Z402	206	31,456.04	41,679.26	51,902.46	1,209.85	1,603.05	1,996.25	15.12	20.04	24.95	
Utility Billing Specialist	C409	206	31,456.04	41,679.26	51,902.46	1,209.85	1,603.05	1,996.25	15.12	20.04	24.95	
Accounting Technician II	Y403	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20	
Accounts Payable Technician	Y407	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20	
Aviation Service Worker Lead	B303	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20	
Business License Officer	C411	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20	
Clearwater Artstudio Spvr	E413	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20	
Code Enforcement Officer	P212	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20	
Electric Line Technician I	I309	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20	

**City of Concord, NC  
COMPENSATION PLAN GRADE ASSIGNMENTS - 6/5/2017**

Job Title	Job Code	Grade	Pay Structure - Annual			Pay Structure - Bi-Weekly			Pay Structure - Hourly		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Electric Systems Technician I	I305	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20
Electric Tree Trimmer I	I317	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20
Fleet Mechanic	K210	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20
GIS Technician	T407	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20
Parks & Recreation Specialist	O405	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20
Payroll Technician	Y408	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20
Purchasing Technician	C202	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20
Senior Customer Service Representative	Z406	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20
Senior Equipment Operator	X303	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20
Senior Telecommunicator	H207	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20
Survey Technician II	J409	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20
Utility Locator	U205	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20
Utility Systems Technician	G207	207	34,287.08	45,430.40	56,573.69	1,318.73	1,747.32	2,175.91	16.48	21.84	27.20
Airport Electrician	B204	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Automotive Parts Supervisor	K203	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Aviation Supervisor	B201	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Benefits Specialist	M405	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Building Maintenance Mechanic II	D205	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
CAD Technician	T409	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Cemetery Crew Supervisor	D208	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Construction Inspector	J203	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Electric Line Technician II	I310	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Electric Systems Technician II	I304	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Electric Tree Trimmer II	I318	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Executive Assistant	V401	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Grounds Crew Supervisor	D211	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Parks & Recreation Assistant Supervisor	O409	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Right Of Way Agent	J204	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Senior Customer Service Specialist	Z403	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Sign Technician II	R306	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
System Protection Inspector	G209	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Technical Equipment Operator	X302	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Water/Wastewater Systems Technician	G204	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Water Treatment Plant Operator	G205	208	37,372.92	49,519.11	61,665.33	1,437.42	1,904.58	2,371.74	17.97	23.81	29.65
Accountant	Y404	209	40,736.49	53,975.84	67,215.20	1,566.79	2,075.99	2,585.20	19.58	25.95	32.32
Building Construction Specialist	J205	209	40,736.49	53,975.84	67,215.20	1,566.79	2,075.99	2,585.20	19.58	25.95	32.32
Custodian Supervisor	D402	209	40,736.49	53,975.84	67,215.20	1,566.79	2,075.99	2,585.20	19.58	25.95	32.32
Electric Line Technician III	I313	209	40,736.49	53,975.84	67,215.20	1,566.79	2,075.99	2,585.20	19.58	25.95	32.32
Electric Tree Trimming Crew Leader	I316	209	40,736.49	53,975.84	67,215.20	1,566.79	2,075.99	2,585.20	19.58	25.95	32.32
Electrical Engineering Technician	I303	209	40,736.49	53,975.84	67,215.20	1,566.79	2,075.99	2,585.20	19.58	25.95	32.32
Master Mechanic	K209	209	40,736.49	53,975.84	67,215.20	1,566.79	2,075.99	2,585.20	19.58	25.95	32.32
Parks & Recreation Supervisor	O404	209	40,736.49	53,975.84	67,215.20	1,566.79	2,075.99	2,585.20	19.58	25.95	32.32
Police Crime Analyst	P214	209	40,736.49	53,975.84	67,215.20	1,566.79	2,075.99	2,585.20	19.58	25.95	32.32
Senior Communications Technician	H204	209	40,736.49	53,975.84	67,215.20	1,566.79	2,075.99	2,585.20	19.58	25.95	32.32
Senior Engineering Technician	J413	209	40,736.49	53,975.84	67,215.20	1,566.79	2,075.99	2,585.20	19.58	25.95	32.32
Senior Executive Assistant	V403	209	40,736.49	53,975.84	67,215.20	1,566.79	2,075.99	2,585.20	19.58	25.95	32.32
Senior Meter Technician	Z202	209	40,736.49	53,975.84	67,215.20	1,566.79	2,075.99	2,585.20	19.58	25.95	32.32
Signal Technician	R305	209	40,736.49	53,975.84	67,215.20	1,566.79	2,075.99	2,585.20	19.58	25.95	32.32

**City of Concord, NC  
COMPENSATION PLAN GRADE ASSIGNMENTS - 6/5/2017**

Job Title	Job Code	Grade	Pay Structure - Annual			Pay Structure - Bi-Weekly			Pay Structure - Hourly		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
911 Shift Supervisor	H206	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Assistant Surveyor Supervisor	J216	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Aviation Coordinator	B404	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Building Maintenance Supervisor	D204	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Customer Service Supervisor	Z405	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Fleet Services Supervisor	K207	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Housing Inspector/Maintenance Supervisor	L202	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Legal Assistant	N404	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Paralegal	N403	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Safety, Health and Risk Coordinator	M204	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Senior Code Enforcement Officer	P213	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Solid Waste Crew Supervisor	Q204	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Streets Crew Supervisor	R302	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Warehouse Supervisor	C407	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Water Crew Supervisor	G301	210	44,402.76	58,833.67	73,264.57	1,707.80	2,262.83	2,817.87	21.35	28.29	35.22
Electric Construction Supervisor	I314	211	48,399.02	64,128.70	79,858.37	1,861.50	2,466.49	3,071.48	23.27	30.83	38.39
Electric Tree Trimming Supervisor	I315	211	48,399.02	64,128.70	79,858.37	1,861.50	2,466.49	3,071.48	23.27	30.83	38.39
Electric Utility Locator Supervisor	I319	211	48,399.02	64,128.70	79,858.37	1,861.50	2,466.49	3,071.48	23.27	30.83	38.39
GIS Analyst	T402	211	48,399.02	64,128.70	79,858.37	1,861.50	2,466.49	3,071.48	23.27	30.83	38.39
Traffic Signal Supervisor	R307	211	48,399.02	64,128.70	79,858.37	1,861.50	2,466.49	3,071.48	23.27	30.83	38.39
Water Systems Supervisor	G202	211	48,399.02	64,128.70	79,858.37	1,861.50	2,466.49	3,071.48	23.27	30.83	38.39
Water/Wastewater Systems Supervisor	G203	211	48,399.02	64,128.70	79,858.37	1,861.50	2,466.49	3,071.48	23.27	30.83	38.39
		212	52,754.93	69,900.28	87,045.64	2,029.04	2,688.47	3,347.91	25.36	33.61	41.85
<b>Exempt</b>											
		105	33,922.49	44,947.32	55,972.13	1,304.71	1,728.74	2,152.77	16.31	21.61	26.91
Education Specialist	S201	106	36,975.52	48,992.57	61,009.61	1,422.14	1,884.33	2,346.52	17.78	23.55	29.33
HR Wellness Coordinator	M206	106	36,975.52	48,992.57	61,009.61	1,422.14	1,884.33	2,346.52	17.78	23.55	29.33
Electric Safety Coordinator	I202	107	40,303.31	53,401.91	66,500.48	1,550.13	2,053.92	2,557.71	19.38	25.67	31.97
Engineering Construction Supervisor	J407	107	40,303.31	53,401.91	66,500.48	1,550.13	2,053.92	2,557.71	19.38	25.67	31.97
Planner	E408	107	40,303.31	53,401.91	66,500.48	1,550.13	2,053.92	2,557.71	19.38	25.67	31.97
Wastewater System Compliance Officer	U207	107	40,303.31	53,401.91	66,500.48	1,550.13	2,053.92	2,557.71	19.38	25.67	31.97
Fleet Service Manager	K208	108	43,930.62	58,208.07	72,485.53	1,689.64	2,238.77	2,787.91	21.12	27.98	34.85
Senior Accountant	Y406	108	43,930.62	58,208.07	72,485.53	1,689.64	2,238.77	2,787.91	21.12	27.98	34.85
Water Backflow Prevention Administrator	U206	108	43,930.62	58,208.07	72,485.53	1,689.64	2,238.77	2,787.91	21.12	27.98	34.85
Water Meter Service Supervisor	Z205	108	43,930.62	58,208.07	72,485.53	1,689.64	2,238.77	2,787.91	21.12	27.98	34.85
Accounting Supervisor	Y401	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Building Maintenance Manager	D203	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Cemetery Maintenance Manager	D207	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
City Clerk	A404	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Community Outreach Coordinator	A408	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Construction Coordinator	E406	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Engineer Coordinator	J404	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
GIS Coordinator	T403	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99

**City of Concord, NC  
COMPENSATION PLAN GRADE ASSIGNMENTS - 6/5/2017**

Job Title	Job Code	Grade	Pay Structure - Annual			Pay Structure - Bi-Weekly			Pay Structure - Hourly		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Grounds Maintenance Manager	D210	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Human Resources Analyst	M403	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Human Resources Supervisor	M205	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Parks & Recreation Coordinator	O403	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Solid Waste Project Manager	Q206	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Solid Waste Superintendent	Q203	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Staff Engineer	J405	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Transit ADA Coordinator	A202	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Transit Planner and Technology Coordinator	A406	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Transportation Coordinator	R201	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Urban Forester	D213	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Utility Billing Manager	C410	109	47,884.37	63,446.79	79,009.22	1,841.71	2,440.26	3,038.82	23.02	30.50	37.99
Budget Analyst	C404	110	52,193.96	69,157.01	86,120.06	2,007.46	2,659.89	3,312.31	25.09	33.25	41.40
Code Enforcement Manager	P211	110	52,193.96	69,157.01	86,120.06	2,007.46	2,659.89	3,312.31	25.09	33.25	41.40
Electric Systems Coordinator I	I308	110	52,193.96	69,157.01	86,120.06	2,007.46	2,659.89	3,312.31	25.09	33.25	41.40
Federal Program Coordinator	E205	110	52,193.96	69,157.01	86,120.06	2,007.46	2,659.89	3,312.31	25.09	33.25	41.40
GIS Administrator	T410	110	52,193.96	69,157.01	86,120.06	2,007.46	2,659.89	3,312.31	25.09	33.25	41.40
GIS Supervisor	T406	110	52,193.96	69,157.01	86,120.06	2,007.46	2,659.89	3,312.31	25.09	33.25	41.40
Laboratory Coordinator	G201	110	52,193.96	69,157.01	86,120.06	2,007.46	2,659.89	3,312.31	25.09	33.25	41.40
Senior GIS Coordinator	T411	110	52,193.96	69,157.01	86,120.06	2,007.46	2,659.89	3,312.31	25.09	33.25	41.40
Senior Planner	E202	110	52,193.96	69,157.01	86,120.06	2,007.46	2,659.89	3,312.31	25.09	33.25	41.40
Streets Superintendent	R301	110	52,193.96	69,157.01	86,120.06	2,007.46	2,659.89	3,312.31	25.09	33.25	41.40
System Protection Superintendent	G208	110	52,193.96	69,157.01	86,120.06	2,007.46	2,659.89	3,312.31	25.09	33.25	41.40
Treatment Plant Supervisor	G206	110	52,193.96	69,157.01	86,120.06	2,007.46	2,659.89	3,312.31	25.09	33.25	41.40
Water Resources Superintendent	G405	110	52,193.96	69,157.01	86,120.06	2,007.46	2,659.89	3,312.31	25.09	33.25	41.40
911 Telecommunications Center Manager	H205	111	56,891.43	75,381.14	93,870.86	2,188.13	2,899.27	3,610.42	27.35	36.24	45.13
Assistant Emergency Management Coordinator	F212	111	56,891.43	75,381.14	93,870.86	2,188.13	2,899.27	3,610.42	27.35	36.24	45.13
Economic Development Coordinator	E204	111	56,891.43	75,381.14	93,870.86	2,188.13	2,899.27	3,610.42	27.35	36.24	45.13
Electric Systems Coordinator II	I307	111	56,891.43	75,381.14	93,870.86	2,188.13	2,899.27	3,610.42	27.35	36.24	45.13
Electric Systems Special Project Manager	I405	111	56,891.43	75,381.14	93,870.86	2,188.13	2,899.27	3,610.42	27.35	36.24	45.13
Engineering Construction Manager	J406	111	56,891.43	75,381.14	93,870.86	2,188.13	2,899.27	3,610.42	27.35	36.24	45.13
Housing Manager	L402	111	56,891.43	75,381.14	93,870.86	2,188.13	2,899.27	3,610.42	27.35	36.24	45.13
Project Engineer	J201	111	56,891.43	75,381.14	93,870.86	2,188.13	2,899.27	3,610.42	27.35	36.24	45.13
Purchasing Manager	C201	111	56,891.43	75,381.14	93,870.86	2,188.13	2,899.27	3,610.42	27.35	36.24	45.13
Surveyor/Real Estate Manager	J414	111	56,891.43	75,381.14	93,870.86	2,188.13	2,899.27	3,610.42	27.35	36.24	45.13
Assistant City Attorney	N402	112	62,580.58	82,919.25	103,257.93	2,406.95	3,189.20	3,971.46	30.09	39.87	49.64
Aviation Administrative and Properties Manager	B405	112	62,580.58	82,919.25	103,257.93	2,406.95	3,189.20	3,971.46	30.09	39.87	49.64
Aviation Operations Manager	B202	112	62,580.58	82,919.25	103,257.93	2,406.95	3,189.20	3,971.46	30.09	39.87	49.64
Community Development Manager	E415	112	62,580.58	82,919.25	103,257.93	2,406.95	3,189.20	3,971.46	30.09	39.87	49.64
Customer Service Manager	Z401	112	62,580.58	82,919.25	103,257.93	2,406.95	3,189.20	3,971.46	30.09	39.87	49.64
Development Review Administrator	E411	112	62,580.58	82,919.25	103,257.93	2,406.95	3,189.20	3,971.46	30.09	39.87	49.64
Electrical Engineer	I403	112	62,580.58	82,919.25	103,257.93	2,406.95	3,189.20	3,971.46	30.09	39.87	49.64
Planning and Development Manager	E410	112	62,580.58	82,919.25	103,257.93	2,406.95	3,189.20	3,971.46	30.09	39.87	49.64
Public Affairs and Project Manager	A403	112	62,580.58	82,919.25	103,257.93	2,406.95	3,189.20	3,971.46	30.09	39.87	49.64
TaxCollector/Collections Manager	C414	112	62,580.58	82,919.25	103,257.93	2,406.95	3,189.20	3,971.46	30.09	39.87	49.64
Traffic Engineer	R205	112	62,580.58	82,919.25	103,257.93	2,406.95	3,189.20	3,971.46	30.09	39.87	49.64
Water Treatment Plant Superintendent	G404	112	62,580.58	82,919.25	103,257.93	2,406.95	3,189.20	3,971.46	30.09	39.87	49.64

**City of Concord, NC  
COMPENSATION PLAN GRADE ASSIGNMENTS - 6/5/2017**

Job Title	Job Code	Grade	Pay Structure - Annual			Pay Structure - Bi-Weekly			Pay Structure - Hourly		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Assistant Human Resources Director	M402	113	68,838.63	91,211.18	113,583.73	2,647.64	3,508.12	4,368.61	33.10	43.85	54.61
Aviation Assistant Director	B402	113	68,838.63	91,211.18	113,583.73	2,647.64	3,508.12	4,368.61	33.10	43.85	54.61
Budget & Performance Manager	C403	113	68,838.63	91,211.18	113,583.73	2,647.64	3,508.12	4,368.61	33.10	43.85	54.61
Emergency Management Coordinator	F202	113	68,838.63	91,211.18	113,583.73	2,647.64	3,508.12	4,368.61	33.10	43.85	54.61
Engineering Manager	J412	113	68,838.63	91,211.18	113,583.73	2,647.64	3,508.12	4,368.61	33.10	43.85	54.61
Finance Manager	C412	113	68,838.63	91,211.18	113,583.73	2,647.64	3,508.12	4,368.61	33.10	43.85	54.61
Safety, Health and Risk Manager	M201	113	68,838.63	91,211.18	113,583.73	2,647.64	3,508.12	4,368.61	33.10	43.85	54.61
Transit Manager	A301	113	68,838.63	91,211.18	113,583.73	2,647.64	3,508.12	4,368.61	33.10	43.85	54.61
Deputy Finance Director	C402	114	75,722.49	100,332.30	124,942.11	2,912.40	3,858.93	4,805.47	36.41	48.24	60.07
Deputy City Attorney	N405	114	75,722.49	100,332.30	124,942.11	2,912.40	3,858.93	4,805.47	36.41	48.24	60.07
Deputy City Engineer	J402	114	75,722.49	100,332.30	124,942.11	2,912.40	3,858.93	4,805.47	36.41	48.24	60.07
Deputy Director, Planning & Community Developmen	E414	114	75,722.49	100,332.30	124,942.11	2,912.40	3,858.93	4,805.47	36.41	48.24	60.07
Deputy Electric Systems Director	I404	114	75,722.49	100,332.30	124,942.11	2,912.40	3,858.93	4,805.47	36.41	48.24	60.07
Deputy Parks & Recreation Director	O402	114	75,722.49	100,332.30	124,942.11	2,912.40	3,858.93	4,805.47	36.41	48.24	60.07
Deputy Transportation Director	R402	114	75,722.49	100,332.30	124,942.11	2,912.40	3,858.93	4,805.47	36.41	48.24	60.07
Deputy Water Resource Director	G403	114	75,722.49	100,332.30	124,942.11	2,912.40	3,858.93	4,805.47	36.41	48.24	60.07
<b>Executive</b>											
Buildings & Grounds Director	D201	I	76,911.85	101,908.20	126,904.55	2,958.15	3,919.55	4,880.94	36.98	48.99	61.01
Communications Director	H201	I	76,911.85	101,908.20	126,904.55	2,958.15	3,919.55	4,880.94	36.98	48.99	61.01
Fleet Services Director	K204	I	76,911.85	101,908.20	126,904.55	2,958.15	3,919.55	4,880.94	36.98	48.99	61.01
Housing Director	L401	I	76,911.85	101,908.20	126,904.55	2,958.15	3,919.55	4,880.94	36.98	48.99	61.01
Solid Waste Director	Q405	I	76,911.85	101,908.20	126,904.55	2,958.15	3,919.55	4,880.94	36.98	48.99	61.01
Aviation Director	B401	II	82,145.02	108,842.16	135,539.30	3,159.42	4,186.24	5,213.05	39.49	52.33	65.16
Human Resources Director	M401	II	82,145.02	108,842.16	135,539.30	3,159.42	4,186.24	5,213.05	39.49	52.33	65.16
Parks & Recreation Director	O401	II	82,145.02	108,842.16	135,539.30	3,159.42	4,186.24	5,213.05	39.49	52.33	65.16
Planning and Community Development Director	E412	II	82,145.02	108,842.16	135,539.30	3,159.42	4,186.24	5,213.05	39.49	52.33	65.16
Electric Systems Director	I401	III	92,002.43	121,903.22	151,804.01	3,538.56	4,688.59	5,838.62	44.23	58.61	72.98
Engineering Director	J401	III	92,002.43	121,903.22	151,804.01	3,538.56	4,688.59	5,838.62	44.23	58.61	72.98
Finance Director	C401	III	92,002.43	121,903.22	151,804.01	3,538.56	4,688.59	5,838.62	44.23	58.61	72.98
Fire Chief	F201	III	92,002.43	121,903.22	151,804.01	3,538.56	4,688.59	5,838.62	44.23	58.61	72.98
Police Chief	P201	III	92,002.43	121,903.22	151,804.01	3,538.56	4,688.59	5,838.62	44.23	58.61	72.98
Transportation Director	R401	III	92,002.43	121,903.22	151,804.01	3,538.56	4,688.59	5,838.62	44.23	58.61	72.98
Water Resources Director	G401	III	92,002.43	121,903.22	151,804.01	3,538.56	4,688.59	5,838.62	44.23	58.61	72.98
Assistant City Manager	A401	IV	103,042.72	136,531.61	170,020.49	3,963.18	5,251.22	6,539.25	49.54	65.64	81.74
Deputy City Manager	A402	V	110,255.71	146,088.82	181,921.93	4,240.60	5,618.80	6,997.00	53.01	70.24	87.46

**City of Concord, NC  
COMPENSATION PLAN GRADE ASSIGNMENTS - 6/5/2017**

Job Title	Job Code	Grade	Pay Structure - Annual			Pay Structure - Bi-Weekly			Pay Structure - Hourly		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
<b>Fire</b>											
Firefighter (2920.96 hours per year)	F304	F1	33,357.17	45,884.44	58,411.72	1,282.97	1,764.79	2,246.60	11.42	15.71	20.00
Fire Engineer (2920.96 hours per year)	F305	F2	38,484.96	48,785.40	59,085.83	1,480.19	1,876.36	2,272.53	13.18	16.70	20.23
Senior Firefighter (2920.96 hours per year)	F303	F3	39,950.24	50,736.81	61,523.37	1,536.55	1,951.42	2,366.28	13.68	17.37	21.06
Logistics Officer (2080 hours per year)	F208	F4	41,490.53	53,431.63	65,372.74	1,595.79	2,055.06	2,514.34	19.95	25.69	31.43
Fire Lieutenant (2920.96 hours per year)	F306	F4	41,490.53	53,431.63	65,372.74	1,595.79	2,055.06	2,514.34	14.20	18.29	22.38
Assistant Fire Marshal (2080 hours per year)	F206	F5	45,719.06	59,387.33	73,055.59	1,758.43	2,284.13	2,809.83	21.98	28.55	35.12
Deputy Fire Marshal (2080 hours per year)	F210	F6	51,232.59	67,979.18	84,725.77	1,970.48	2,614.58	3,258.68	24.63	32.68	40.73
Fire Captain (2080 hours per year)	F211	F6	51,232.59	67,979.18	84,725.77	1,970.48	2,614.58	3,258.68	24.63	32.68	40.73
Fire Captain (2920.96 hours per year)	F207	F6	51,232.59	67,979.18	84,725.77	1,970.48	2,614.58	3,258.68	17.54	23.27	29.01
Battalion Chief	F301	F7	59,317.70	79,167.87	99,018.05	2,281.45	3,044.92	3,808.39	28.52	38.06	47.60
Division Chief	F209	F7	59,317.70	79,167.87	99,018.05	2,281.45	3,044.92	3,808.39	28.52	38.06	47.60
Deputy Fire Chief	F204	F8	68,403.57	90,626.80	112,850.03	2,630.91	3,485.65	4,340.39	32.89	43.57	54.25
<b>Police</b>											
Police Officer (2229.84 hours per year)	P206	P1	36,755.31	49,251.70	61,748.09	1,413.67	1,894.30	2,374.93	16.48	22.09	27.69
Master Police Officer (2229.84 hours per year)	P208	P2	41,896.84	53,491.25	65,085.67	1,611.42	2,057.36	2,503.30	18.79	23.99	29.19
Police Sergeant (2229.84 hours per year)	P205	P3	49,407.49	67,066.63	84,725.77	1,900.29	2,579.49	3,258.68	22.16	30.08	38.00
Police Captain	P204	P4	53,619.46	73,936.60	94,253.76	2,062.29	2,843.72	3,625.14	25.78	35.55	45.31
Police Major	P203	P5	65,759.86	84,771.11	103,782.36	2,529.23	3,260.43	3,991.63	31.62	40.76	49.90
Deputy Police Chief	P202	P6	68,805.24	94,342.98	119,880.75	2,646.36	3,628.58	4,610.80	33.08	45.36	57.63

**City of Concord, NC  
COMPENSATION PLAN GRADE ASSIGNMENT - 6/5/2017**

**SEASONAL**

Job Title	Pay Structure	
	Grade	Hourly Rate
Admissions/Concessions	S1	9.46-11.56
Arts & Crafts Instructor	S1	9.46-11.56
Boat Attendant	S1	9.46-11.56
Fitness Instructor/Event Assistant	S1	9.46-11.56
Lifeguard	S1	9.46-11.56
Playground Leader	S1	9.46-11.56
Playground Rover	S1	9.46-11.56
Programmer	S1	9.46-11.56
Swim Instructor	S1	9.46-11.56
Head Playground Leader	S2	10.51-12.61
Pool Custodian	S2	10.51-12.61
Assistant Manager of Programs	S3	12.61-13.66
Assistant Manager of Operations - Aquatics	S3	12.61-13.66
Bus Driver	S3	12.61-13.66
Aquatics Manager	S4	13.66-15.76
Playground Director	S4	13.66-15.76