

City of Hendersonville
Pay and Classification Schedule

Market Increase = 5.00% - July 1, 2024 to June 30, 2025 (FY25)

Grade	Position Title	Minimum	Midpoint	Maximum
1	Not Assigned	25,186.26	31,759.39	38,326.94
2	Not Assigned	26,445.57	33,347.36	40,243.28
3	Not Assigned	27,767.85	35,014.73	42,255.44
4	Not Assigned	29,156.24	36,765.46	44,368.22
5	Not Assigned	30,614.06	38,603.73	46,586.62
6	Not Assigned	32,144.76	40,533.93	48,915.96
7	Not Assigned	33,752.00	42,560.61	51,361.75
8	Not Assigned	35,439.59	44,688.64	53,929.84
9	Administrative Assistant I	37,211.58	46,923.08	56,626.33
9	Customer Service Representative I	37,211.58	46,923.08	56,626.33
9	Police Support Specialist I	37,211.58	46,923.08	56,626.33
10	Building Maintenance Apprentice	39,072.15	49,269.23	59,457.66
10	Customer Service Representative II	39,072.15	49,269.23	59,457.66
10	Downtown Services Worker I	39,072.15	49,269.23	59,457.66
10	Environmental Services Worker I	39,072.15	49,269.23	59,457.66
10	Facilities Maintenance Apprentice	39,072.15	49,269.23	59,457.66
10	Fleet Maintenance Technician	39,072.15	49,269.23	59,457.66
10	Line Maintenance Mechanic I	39,072.15	49,269.23	59,457.66
10	Meter Maintenance Technician I	39,072.15	49,269.23	59,457.66
10	Parking Services Ambassador	39,072.15	49,269.23	59,457.66
10	Police Support Specialist II	39,072.15	49,269.23	59,457.66
10	Property Maintenance Worker I	39,072.15	49,269.23	59,457.66
10	Street Maintenance Worker I	39,072.15	49,269.23	59,457.66
10	Traffic Engineering Apprentice	39,072.15	49,269.23	59,457.66
10	WTP Operator I	39,072.15	49,269.23	59,457.66
10	WWTP Operator I	39,072.15	49,269.23	59,457.66
11	Customer Service Representative III	41,025.76	51,732.69	62,430.53
11	Equipment Operator I - CCTV	41,025.76	51,732.69	62,430.53
11	Equipment Operator I - Sewer Cleaning	41,025.76	51,732.69	62,430.53
11	Operations Support Specialist I	41,025.76	51,732.69	62,430.53
11	Police Operations Specialist	41,025.76	51,732.69	62,430.53
11	Utility Billing Specialist I	41,025.76	51,732.69	62,430.53
12	Administrative Assistant II	43,077.05	54,319.32	65,552.06
12	Building Maintenance Technician I	43,077.05	54,319.32	65,552.06
12	Civilian Animal Control Officer	43,077.05	54,319.32	65,552.06
12	Downtown Services Worker II	43,077.05	54,319.32	65,552.06
12	Environmental Services Worker II	43,077.05	54,319.32	65,552.06
12	Equipment Operator II - CCTV	43,077.05	54,319.32	65,552.06
12	Equipment Operator II - Sewer Cleaning	43,077.05	54,319.32	65,552.06
12	Events & Marketing Assistant	43,077.05	54,319.32	65,552.06
12	Evidence Technician	43,077.05	54,319.32	65,552.06
12	Facilities Maintenance Mechanic I	43,077.05	54,319.32	65,552.06
12	Firefighter in Training	43,077.05	54,319.32	65,552.06
12	Fleet Technician I	43,077.05	54,319.32	65,552.06
12	Inflow and Infiltration Technician I	43,077.05	54,319.32	65,552.06
12	Leak Detection Technician I	43,077.05	54,319.32	65,552.06
12	Line Maintenance Mechanic II	43,077.05	54,319.32	65,552.06
12	Meter Maintenance Technician II	43,077.05	54,319.32	65,552.06
12	Operations Support Specialist II	43,077.05	54,319.32	65,552.06
12	Payment Posting Specialist	43,077.05	54,319.32	65,552.06
12	Police Telecommunicator I	43,077.05	54,319.32	65,552.06
12	Property Maintenance Worker II	43,077.05	54,319.32	65,552.06
12	Street Maintenance Worker II	43,077.05	54,319.32	65,552.06
12	Traffic Engineering Technician I	43,077.05	54,319.32	65,552.06
12	Utilities Compliance Technician I	43,077.05	54,319.32	65,552.06
12	Utility Billing Specialist II	43,077.05	54,319.32	65,552.06
12	Utility Location Specialist I	43,077.05	54,319.32	65,552.06
12	Utility Production Specialist	43,077.05	54,319.32	65,552.06
12	Warehouse Specialist	43,077.05	54,319.32	65,552.06
12	WTP Laboratory Technician I	43,077.05	54,319.32	65,552.06
12	WTP Operator II	43,077.05	54,319.32	65,552.06
12	WWTP Laboratory Technician I	43,077.05	54,319.32	65,552.06
12	WWTP Operator II	43,077.05	54,319.32	65,552.06
13	Building Maintenance Technician II	45,230.90	57,035.29	68,829.66
13	Code Enforcement Officer I	45,230.90	57,035.29	68,829.66
13	Downtown Services Worker III	45,230.90	57,035.29	68,829.66
13	Environmental Services Worker III	45,230.90	57,035.29	68,829.66
13	Equipment Operator III - CCTV	45,230.90	57,035.29	68,829.66
13	Equipment Operator III - Sewer Cleaning	45,230.90	57,035.29	68,829.66
13	Facilities Maintenance Mechanic II	45,230.90	57,035.29	68,829.66
13	Firefighter/EMT In Training	45,230.90	57,035.29	68,829.66
13	Fleet Technician II	45,230.90	57,035.29	68,829.66
13	Generator Maintenance Technician I	45,230.90	57,035.29	68,829.66
13	Inflow and Infiltration Technician II	45,230.90	57,035.29	68,829.66

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Grade	Position Title	Minimum	Midpoint	Maximum
13	Leak Detection Technician II	45,230.90	57,035.29	68,829.66
13	Line Maintenance Mechanic III	45,230.90	57,035.29	68,829.66
13	Meter Maintenance Technician III	45,230.90	57,035.29	68,829.66
13	Operations Support Specialist III	45,230.90	57,035.29	68,829.66
13	Police Officer In Training	45,230.90	57,035.29	68,829.66
13	Police Telecommunicator II	45,230.90	57,035.29	68,829.66
13	Property Maintenance Worker III	45,230.90	57,035.29	68,829.66
13	Senior Utility Production Specialist	45,230.90	57,035.29	68,829.66
13	Senior Warehouse Specialist	45,230.90	57,035.29	68,829.66
13	Street Maintenance Worker III	45,230.90	57,035.29	68,829.66
13	Traffic Engineering Technician II	45,230.90	57,035.29	68,829.66
13	Utilities Compliance Technician II	45,230.90	57,035.29	68,829.66
13	Utility Billing Analyst	45,230.90	57,035.29	68,829.66
13	Utility Location Specialist II	45,230.90	57,035.29	68,829.66
13	WTP Laboratory Technician II	45,230.90	57,035.29	68,829.66
13	WWTP Laboratory Technician II	45,230.90	57,035.29	68,829.66

14	Accounting Coordinator I	47,492.45	59,887.05	72,271.14
14	Administrative Assistant III	47,492.45	59,887.05	72,271.14
14	Building Maintenance Technician III	47,492.45	59,887.05	72,271.14
14	Downtown Event Coordinator	47,492.45	59,887.05	72,271.14
14	Facilities Maintenance Mechanic III	47,492.45	59,887.05	72,271.14
14	Fire and Life Safety Educator	47,492.45	59,887.05	72,271.14
14	Fire Inspector I	47,492.45	59,887.05	72,271.14
14	Firefighter/EMT I	47,492.45	59,887.05	72,271.14
14	Fleet Technician III	47,492.45	59,887.05	72,271.14
14	Generator Maintenance Technician II	47,492.45	59,887.05	72,271.14
14	Inflow and Infiltration Technician III	47,492.45	59,887.05	72,271.14
14	Leak Detection Technician III	47,492.45	59,887.05	72,271.14
14	Parking Services Supervisor	47,492.45	59,887.05	72,271.14
14	Police Telecommunicator III	47,492.45	59,887.05	72,271.14
14	Project Coordinator I	47,492.45	59,887.05	72,271.14
14	Utilities Compliance Technician III	47,492.45	59,887.05	72,271.14
14	Utility Location Specialist III	47,492.45	59,887.05	72,271.14
14	WTP Laboratory Technician III	47,492.45	59,887.05	72,271.14
14	WTP Operator III	47,492.45	59,887.05	72,271.14
14	WWTP Laboratory Technician III	47,492.45	59,887.05	72,271.14
14	WWTP Operator III	47,492.45	59,887.05	72,271.14

15	Accounting Coordinator II	49,867.06	62,881.41	75,884.70
15	Asset Management Coordinator I	49,867.06	62,881.41	75,884.70
15	Assistant Fire Marshal	49,867.06	62,881.41	75,884.70
15	Building Maintenance Crew Leader	49,867.06	62,881.41	75,884.70
15	Code Enforcement Officer II	49,867.06	62,881.41	75,884.70
15	Crew Leader CCTV	49,867.06	62,881.41	75,884.70
15	Crew Leader Sewer Cleaning	49,867.06	62,881.41	75,884.70
15	Downtown Services Crew Leader	49,867.06	62,881.41	75,884.70
15	Environmental Services Crew Leader	49,867.06	62,881.41	75,884.70
15	Facilities Maintenance Crew Leader	49,867.06	62,881.41	75,884.70
15	GIS Technician I	49,867.06	62,881.41	75,884.70
15	Instrumentation & Electrical Technician I	49,867.06	62,881.41	75,884.70
15	Line Maintenance Crew Leader	49,867.06	62,881.41	75,884.70
15	Police Investigator	49,867.06	62,881.41	75,884.70
15	Police Officer I	49,867.06	62,881.41	75,884.70
15	Police Telecommunications Supervisor	49,867.06	62,881.41	75,884.70
15	Property Maintenance Crew Leader	49,867.06	62,881.41	75,884.70
15	Senior Firefighter	49,867.06	62,881.41	75,884.70
15	Senior Generator Maintenance Technician	49,867.06	62,881.41	75,884.70
15	Street Maintenance Crew Leader	49,867.06	62,881.41	75,884.70

16	Accountant I	52,360.41	66,025.48	79,678.94
16	Communications Coordinator I	52,360.41	66,025.48	79,678.94
16	Downtown Coordinator I	52,360.41	66,025.48	79,678.94
16	Engineering Technician I	52,360.41	66,025.48	79,678.94
16	Fire Engineer	52,360.41	66,025.48	79,678.94
16	Fleet Coordinator	52,360.41	66,025.48	79,678.94
16	Human Resources Coordinator I	52,360.41	66,025.48	79,678.94
16	Instrumentation & Electrical Technician II	52,360.41	66,025.48	79,678.94
16	Management Analyst I - Budget	52,360.41	66,025.48	79,678.94
16	Management Analyst I - Strategy & Performance	52,360.41	66,025.48	79,678.94
16	Planner I	52,360.41	66,025.48	79,678.94
16	Police Detective I	52,360.41	66,025.48	79,678.94
16	Police Officer II	52,360.41	66,025.48	79,678.94
16	Project Coordinator II	52,360.41	66,025.48	79,678.94
16	Traffic Signal Bench/Electronics Technician III	52,360.41	66,025.48	79,678.94

17	Accountant II	54,978.44	69,326.75	83,662.88
17	Asset Management Coordinator II	54,978.44	69,326.75	83,662.88
17	Code Enforcement Officer III	54,978.44	69,326.75	83,662.88
17	Construction Inspector I	54,978.44	69,326.75	83,662.88
17	Downtown Coordinator II	54,978.44	69,326.75	83,662.88
17	Engineering Technician II	54,978.44	69,326.75	83,662.88
17	GIS Technician II	54,978.44	69,326.75	83,662.88
17	Police Detective II	54,978.44	69,326.75	83,662.88
17	Police Officer III	54,978.44	69,326.75	83,662.88
17	Senior Instrumentation & Electrical Technician	54,978.44	69,326.75	83,662.88

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Grade	Position Title	Minimum	Midpoint	Maximum
17	Utilities Compliance Coordinator	54,978.44	69,326.75	83,662.88
17	Utilities Inventory & Purchasing Coordinator	54,978.44	69,326.75	83,662.88
18	Building Maintenance Supervisor	57,727.36	72,793.09	87,846.02
18	Communications Coordinator II	57,727.36	72,793.09	87,846.02
18	Construction Inspector II	57,727.36	72,793.09	87,846.02
18	Engineering Technician III	57,727.36	72,793.09	87,846.02
18	Environmental Services Supervisor	57,727.36	72,793.09	87,846.02
18	Facilities Maintenance Supervisor	57,727.36	72,793.09	87,846.02
18	Fire Lieutenant	57,727.36	72,793.09	87,846.02
18	Fleet Shop Foreman	57,727.36	72,793.09	87,846.02
18	Human Resources Coordinator II	57,727.36	72,793.09	87,846.02
18	Management Analyst II - Budget	57,727.36	72,793.09	87,846.02
18	Management Analyst II - Strategy & Performance	57,727.36	72,793.09	87,846.02
18	Meter Services Supervisor	57,727.36	72,793.09	87,846.02
18	Planner II	57,727.36	72,793.09	87,846.02
18	Police Detective III	57,727.36	72,793.09	87,846.02
18	Police Officer IV	57,727.36	72,793.09	87,846.02
18	Property Maintenance Supervisor	57,727.36	72,793.09	87,846.02
18	Stormwater Technician	57,727.36	72,793.09	87,846.02
18	Street Maintenance Supervisor	57,727.36	72,793.09	87,846.02
18	Traffic Engineering Supervisor	57,727.36	72,793.09	87,846.02
18	Utility Systems Supervisor	57,727.36	72,793.09	87,846.02
18	WTP Chief Operator	57,727.36	72,793.09	87,846.02
18	WTP Laboratory Supervisor	57,727.36	72,793.09	87,846.02
18	WWTP Chief Operator	57,727.36	72,793.09	87,846.02
18	WWTP Laboratory Supervisor	57,727.36	72,793.09	87,846.02
19	Asset Management Coordinator III	60,613.72	76,432.74	92,238.33
19	Billing Supervisor	60,613.72	76,432.74	92,238.33
19	Construction Inspector III	60,613.72	76,432.74	92,238.33
19	Customer Service Supervisor	60,613.72	76,432.74	92,238.33
19	ERP Business Analyst	60,613.72	76,432.74	92,238.33
19	GIS Specialist I	60,613.72	76,432.74	92,238.33
19	GIS Technician III	60,613.72	76,432.74	92,238.33
19	IT System Administrator	60,613.72	76,432.74	92,238.33
19	Police Sergeant	60,613.72	76,432.74	92,238.33
19	Purchasing Administrator	60,613.72	76,432.74	92,238.33
20	Civil/Utilities Engineer I	63,644.41	80,254.38	96,850.25
20	Communications Coordinator III	63,644.41	80,254.38	96,850.25
20	Deputy Fire Marshal	63,644.41	80,254.38	96,850.25
20	Human Resources Coordinator III	63,644.41	80,254.38	96,850.25
20	GIS Specialist II	63,644.41	80,254.38	96,850.25
20	Management Analyst III - Budget	63,644.41	80,254.38	96,850.25
20	Management Analyst III - Strategy & Performance	63,644.41	80,254.38	96,850.25
20	Planner III	63,644.41	80,254.38	96,850.25
21	Fire Captain	66,826.64	84,267.10	101,692.76
21	Fire Training Officer	66,826.64	84,267.10	101,692.76
21	Fleet Manager	66,826.64	84,267.10	101,692.76
21	Wastewater Treatment Manager	66,826.64	84,267.10	101,692.76
21	Water Treatment Manager	66,826.64	84,267.10	101,692.76
22	Civil/Utilities Engineer II	70,167.96	88,480.46	106,777.39
22	Police Lieutenant	70,167.96	88,480.46	106,777.39
22	Senior Accountant	70,167.96	88,480.46	106,777.39
22	Utilities Technology Manager	70,167.96	88,480.46	106,777.39
23	Fire Battalion Chief	73,676.36	92,904.48	112,116.26
23	Fire Marshal	73,676.36	92,904.48	112,116.26
23	Public Works Superintendent	73,676.36	92,904.48	112,116.26
24	Assistant Finance Director	77,360.18	97,549.70	117,722.07
24	City Clerk	77,360.18	97,549.70	117,722.07
24	Civil/Utilities Engineer III	77,360.18	97,549.70	117,722.07
24	Construction Division Manager	77,360.18	97,549.70	117,722.07
24	Downtown Division Manager	77,360.18	97,549.70	117,722.07
24	GIS Division Manager	77,360.18	97,549.70	117,722.07
24	Information Technology (IT) Manager	77,360.18	97,549.70	117,722.07
24	Planning Division Manager	77,360.18	97,549.70	117,722.07
24	Police Captain	77,360.18	97,549.70	117,722.07
25	Assistant Police Chief	81,228.19	102,427.19	123,608.17
25	Assistant Utilities Director	81,228.19	102,427.19	123,608.17
25	Deputy Fire Chief	81,228.19	102,427.19	123,608.17
26	Staff Attorney	85,289.60	107,548.55	129,788.59
27	Not Assigned	89,554.08	112,925.98	136,278.01
28	Budget & Evaluation Director	94,031.78	118,572.27	143,091.92
28	City Engineer	94,031.78	118,572.27	143,091.92
28	Communications Director	94,031.78	118,572.27	143,091.92
28	Community Development Director	94,031.78	118,572.27	143,091.92
28	Finance Director	94,031.78	118,572.27	143,091.92

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Grade	Position Title	Minimum	Midpoint	Maximum
28	Fire Chief	94,031.78	118,572.27	143,091.92
28	Human Resources Director	94,031.78	118,572.27	143,091.92
28	Police Chief	94,031.78	118,572.27	143,091.92
28	Public Works Director	94,031.78	118,572.27	143,091.92
28	Stormwater Director	94,031.78	118,572.27	143,091.92
28	Utilities Director	94,031.78	118,572.27	143,091.92
29	Not Assigned	98,733.37	124,500.88	150,246.51
30	Not Assigned	103,670.04	130,725.92	157,758.84
31	Director of Public Services	108,853.54	137,262.23	165,646.77
32	Assistant City Manager	114,296.22	144,125.33	173,929.12
33	Not Assigned	120,011.02	151,331.60	182,625.57
34	Not Assigned	126,011.57	158,898.18	191,756.85
35	Not Assigned	132,312.15	166,843.09	201,344.69
36	Not Assigned	138,927.77	175,185.24	211,411.92

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Grade	Minimum	Probation Completion (Minimum + 5.0%)	Midpoint
1	25,186.26	26,445.57	31,759.39
2	26,445.57	27,767.85	33,347.36
3	27,767.85	29,156.24	35,014.73
4	29,156.24	30,614.05	36,765.46
5	30,614.06	32,144.76	38,603.73
6	32,144.76	33,752.00	40,533.93
7	33,752.00	35,439.60	42,560.61
8	35,439.59	37,211.57	44,688.64
9	37,211.58	39,072.16	46,923.08
10	39,072.15	41,025.75	49,269.23
11	41,025.76	43,077.05	51,732.69
12	43,077.05	45,230.90	54,319.32
13	45,230.90	47,492.45	57,035.29
14	47,492.45	49,867.06	59,887.05
15	49,867.06	52,360.41	62,881.41
16	52,360.41	54,978.44	66,025.48
17	54,978.44	57,727.36	69,326.75
18	57,727.36	60,613.73	72,793.09
19	60,613.72	63,644.41	76,432.74
20	63,644.41	66,826.63	80,254.38
21	66,826.64	70,167.97	84,267.10
22	70,167.96	73,676.36	88,480.46
23	73,676.36	77,360.18	92,904.48
24	77,360.18	81,228.19	97,549.70
25	81,228.19	85,289.60	102,427.19
26	85,289.60	89,554.08	107,548.55
27	89,554.08	94,031.78	112,925.98
28	94,031.78	98,733.37	118,572.27
29	98,733.37	103,670.04	124,500.88
30	103,670.04	108,853.54	130,725.92
31	108,853.54	114,296.22	137,262.23
32	114,296.22	120,011.02	144,125.33
33	120,011.02	126,011.57	151,331.60
34	126,011.57	132,312.15	158,898.18
35	132,312.15	138,927.76	166,843.09
36	138,927.77	145,874.15	175,185.24

Maximum
38,326.94
40,243.28
42,255.44
44,368.22
46,586.62
48,915.96
51,361.75
53,929.84
56,626.33
59,457.66
62,430.53
65,552.06
68,829.66
72,271.14
75,884.70
79,678.94
83,662.88
87,846.02
92,238.33
96,850.25
101,692.76
106,777.39
112,116.26
117,722.07
123,608.17
129,788.59
136,278.01
143,091.92
150,246.51
157,758.84
165,646.77
173,929.12
182,625.57
191,756.85
201,344.69
211,411.92