

## Town of Pineville Classification & Pay Plan

*Effective March 5, 2025*

Grade	Project Title	FLSA Status	Min	Mid	Max
14	Customer Service Representative	NE	\$43,285	\$49,778	\$56,271
14	Maintenance Technician	NE	\$43,285	\$49,778	\$56,271
14	Park Maintenance Technician I	NE	\$43,285	\$49,778	\$56,271
14	Storm Water Technician	NE	\$43,285	\$49,778	\$56,271
14	911 Telecommunicator	NE	\$43,285	\$49,778	\$56,271
14	Admin Assistant/Receptionist	NE	\$43,285	\$49,778	\$56,271
15	Administrative Assistant	NE	\$45,450	\$52,267	\$59,085
15	Equipment Operator	NE	\$45,450	\$52,267	\$59,085
15	Senior Customer Service Representative	NE	\$45,450	\$52,267	\$59,085
15	Senior Storm Water Technician	NE	\$45,450	\$52,267	\$59,085
16	Accounting Technician II	NE	\$47,722	\$54,880	\$62,039
16	Administrative Technician	NE	\$47,722	\$54,880	\$62,039
16	Billing & Collections Coordinator	NE	\$47,722	\$54,880	\$62,039
16	Fleet Manager	NE	\$47,722	\$54,880	\$62,039
16	Property & Evidence Technician	NE	\$47,722	\$54,880	\$62,039
16	Senior Parks Maintenance Technician	NE	\$47,722	\$54,880	\$62,039
17	Human Resource Assistant	NE	\$50,108	\$57,624	\$65,140
18	Athletic Coordinator	NE	\$50,421	\$60,505	\$70,589
18	Code Enforcement Officer	NE	\$50,421	\$60,505	\$70,589
18	Programs/Events Coordinator	NE	\$50,421	\$60,505	\$70,589
18	Special Events Coordinator	NE	\$50,421	\$60,505	\$70,589
18	Systems Technician	NE	\$50,421	\$60,505	\$70,589
20	Assistant Telecommunications Supervisor	NE	\$55,589	\$66,707	\$77,825
20	Community Outreach Specialist	NE	\$55,589	\$66,707	\$77,825
20	Parks Maintenance Supervisor	NE	\$55,589	\$66,707	\$77,825
20	Public Works Supervisor	NE	\$55,589	\$66,707	\$77,825
20	Senior Systems Technician/Assistant Supervisor	NE	\$55,589	\$66,707	\$77,825
21	Building Maintenance Supervisor	NE	\$58,368	\$70,042	\$81,715
21	Crime Analyst	NE	\$58,368	\$70,042	\$81,715
21	Records & Accreditation Manager	NE	\$58,368	\$70,042	\$81,715
22	Community Relations & Communications Specialist	NE	\$61,287	\$73,544	\$85,802
22	Accountant	Exempt	\$61,287	\$73,544	\$85,802
23	Network Database Technician	NE	\$64,351	\$77,221	\$90,091
23	Systems Technician Supervisor	NE	\$64,351	\$77,221	\$90,091
24	Telecommunications Supervisor 911	Exempt	\$67,568	\$81,082	\$94,595
25	Town Clerk	Exempt	\$70,947	\$85,136	\$99,326
30	Human Resource Director	Exempt	\$94,593	\$118,241	\$141,890
30	Parks & Recreation Director	Exempt	\$94,593	\$118,241	\$141,890
30	Public Works Director	Exempt	\$94,593	\$118,241	\$141,890
31	Finance Director	Exempt	\$102,160	\$127,700	\$153,240
31	Planning Director	Exempt	\$102,160	\$127,700	\$153,240
31	Telephone/Utility Director	Exempt	\$102,160	\$127,700	\$153,240
	Assistant Town Manager	Exempt			
36	Town Manager	Exempt	\$150,106	\$187,633	\$225,159

**Town of Pineville Police Classification & Step Pay Plan**  
*Effective March 5, 2025*

Grade	Position		1	2	3	4	5	6	7	8	9	10	11
	BLET	\$18.00											
	Probationary	\$55,417.66											
	40	\$26.64											
	42	\$25.37											
PO1	Police Officer		\$58,334.38	\$59,792.74	\$61,287.56	\$62,819.75	\$64,390.24	\$66,000.00	\$67,650.00	\$69,341.25	\$71,074.78	\$72,851.65	\$74,672.94
	42	\$26.71	\$27.38	\$28.06	\$28.76	\$29.48	\$30.22	\$30.98	\$31.75	\$32.54	\$33.36	\$34.19	
PO2	Detective		\$60,667.76	\$62,184.45	\$63,739.06	\$65,332.54	\$66,965.85	\$68,640.00	\$70,356.00	\$72,114.90	\$73,917.77	\$75,765.72	\$77,659.86
	40	\$29.17	\$29.90	\$30.64	\$31.41	\$32.20	\$33.00	\$33.83	\$34.67	\$35.54	\$36.43	\$37.34	
PO3	Corporal		\$64,914.50	\$66,537.36	\$68,200.80	\$69,905.82	\$71,653.46	\$73,444.80	\$75,280.92	\$77,162.94	\$79,092.02	\$81,069.32	\$83,096.05
	40	\$31.21	\$31.99	\$32.79	\$33.61	\$34.45	\$35.31	\$36.19	\$37.10	\$38.03	\$38.98	\$39.95	
	42	\$29.72	\$30.47	\$31.23	\$32.01	\$32.81	\$33.63	\$34.47	\$35.33	\$36.21	\$37.12	\$38.05	
PO4	Sergeant		\$72,704.24	\$74,521.85	\$76,384.89	\$78,294.52	\$80,251.88	\$82,258.18	\$84,314.63	\$86,422.50	\$88,583.06	\$90,797.64	\$93,067.58
	40	\$34.95	\$35.83	\$36.72	\$37.64	\$38.58	\$39.55	\$40.54	\$41.55	\$42.59	\$43.65	\$44.74	
	42	\$33.29	\$34.12	\$34.97	\$35.85	\$36.75	\$37.66	\$38.61	\$39.57	\$40.56	\$41.57	\$42.61	
PO5	Lieutenant		\$82,155.79	\$84,209.69	\$86,314.93	\$88,472.80	\$90,684.62	\$92,951.74	\$95,275.53	\$97,657.42	\$100,098.86	\$102,601.33	\$105,166.36
PO6	Police Captain		\$94,068.38	\$96,420.09	\$98,830.59	\$101,301.36	\$103,833.89	\$106,429.74	\$109,090.48	\$111,817.75	\$114,613.19	\$117,478.52	\$120,415.48
PO7	Police Chief		\$122,103.62	\$125,766.72	\$129,539.73	\$133,425.92	\$137,428.69	\$141,551.56	\$145,798.10	\$150,172.05	\$154,677.21	\$159,317.52	\$164,097.05

Add Policies - Hiring and promotion

**Town of Pineville Police Classification & Step Pay Plan**  
Effective March 5, 2025

Grade	Position	1	2	3	4	5	6	7	8	9	10	11	Target Range Spread	Midpoint Differential	Avg. Midpoint vs Range Midpoint	Step Diff	Range Spread
	BLET	\$18.00															
	Probationary	\$119,478.3875															
	40	\$57,4415															
	42	\$54,7062															
PO1	Police Officer	\$58,334.3830	\$59,792.7426	\$61,287.5611	\$62,819.7501	\$64,390.2439	\$66,000.0000	\$67,650.0000	\$69,341.2500	\$71,074.7813	\$72,851.6508	\$74,672.9421	33%		▲5.5%	2.50%	28%
	42	\$26,7099	\$27,3776	\$28,0621	\$28,7636	\$29,4827	\$30,2198	\$30,9753	\$31,7497	\$32,5434	\$33,3570	\$34,1909					
PO2	Detective	\$60,667.7583	\$62,184.4523	\$63,739.0636	\$65,332.5402	\$66,965.8537	\$68,640.0000	\$70,356.0000	\$72,114.9000	\$73,917.7725	\$75,765.7168	\$77,659.8597	33%	4.00%	▼(0.7%)	2.50%	28%
	40	\$29,1672	\$29,8964	\$30,6438	\$31,4099	\$32,1951	\$33,0000	\$33,8250	\$34,6706	\$35,5374	\$36,4258	\$37,3365					
PO3	Corporal	\$64,914.5014	\$66,537.3639	\$68,200.7980	\$69,905.8180	\$71,653.4634	\$73,444.8000	\$75,280.9200	\$77,162.9430	\$79,092.0166	\$81,069.3170	\$83,096.0499	33%	7.00%	▲1.1%	2.50%	28%
	40	\$31,2089	\$31,9891	\$32,7888	\$33,6086	\$34,4488	\$35,3100	\$36,1928	\$37,0976	\$38,0250	\$38,9756	\$39,9500					
	42	\$29,7228	\$30,4658	\$31,2275	\$32,0082	\$32,8084	\$33,6286	\$34,4693	\$35,3310	\$36,2143	\$37,1197	\$38,0476					
PO4	Sergeant	\$72,704.2415	\$74,521.8476	\$76,384.8938	\$78,294.5161	\$80,251.8790	\$82,258.1760	\$84,314.6304	\$86,422.4962	\$88,583.0586	\$90,797.6350	\$93,067.5759	33%	12.00%	▲4.8%	2.50%	28%
	40	\$34,9540	\$35,8278	\$36,7235	\$37,6416	\$38,5826	\$39,5472	\$40,5359	\$41,5493	\$42,5880	\$43,6527	\$44,7440					
	42	\$33,2895	\$34,1217	\$34,9748	\$35,8491	\$36,7454	\$37,6640	\$38,6056	\$39,5707	\$40,5600	\$41,5740	\$42,6134					
PO5	Lieutenant	\$82,155.7929	\$84,209.6878	\$86,314.9300	\$88,472.8032	\$90,684.6233	\$92,951.7389	\$95,275.5324	\$97,657.4207	\$100,098.8562	\$102,601.3276	\$105,166.3608	33%	13.00%	▲4.6%	2.50%	28%
PO6	Police Captain	\$94,068.3829	\$96,420.0925	\$98,830.5948	\$101,301.3597	\$103,833.8937	\$106,429.7410	\$109,090.4845	\$111,817.7467	\$114,613.1903	\$117,478.5201	\$120,415.4831	33%	14.50%	▲2.8%	2.50%	28%
PO7	Police Chief	\$122,103.6153	\$125,766.7237	\$129,539.7254	\$133,425.9172	\$137,428.6947	\$141,551.5556	\$145,798.1022	\$150,172.0453	\$154,677.2066	\$159,317.5228	\$164,097.0485	33%	33.00%	▲5.5%	3.00%	34%

**Town of Pineville Fire Classification & Pay Plan  
2024-2025**

Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Firefighter Driver	20	\$ 58,317.17	\$ 59,775.10	\$ 61,269.48	\$ 62,801.21	\$ 64,371.25	\$ 65,980.53	\$ 67,630.04	\$ 69,320.79	\$ 71,053.81	\$ 72,830.16	\$ 74,650.91	\$ 76,517.18	\$ 78,430.11	\$ 80,390.86	\$ 82,400.64
<i>HOURLY (For HR Only)</i>		\$ 19.64	\$ 20.13	\$ 20.63	\$ 21.15	\$ 21.67	\$ 22.22	\$ 22.77	\$ 23.34	\$ 23.92	\$ 24.52	\$ 25.13	\$ 25.76	\$ 26.41	\$ 27.07	\$ 27.74

<p><b><u>Introductory Period</u></b>          Upon successful completion of a twelve (12) month introductory period, incumbents will be eligible to receive a one (1) step increase</p>
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**Town of Pineville Fire Classification & Pay Plan  
2024-2025**

Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Firefighter Driver	20	\$ 58,317.1710	\$ 59,775.1003	\$ 61,269.4778	\$ 62,801.2147	\$ 64,371.2451	\$ 65,980.5262	\$ 67,630.0394	\$ 69,320.7904	\$ 71,053.8101	\$ 72,830.1554	\$ 74,650.9093	\$ 76,517.1820	\$ 78,430.1115	\$ 80,390.8643	\$ 82,400.6359
	<i>HOURLY (For HR Only)</i>	\$ 19.6354	\$ 20.1263	\$ 20.6295	\$ 21.1452	\$ 21.6738	\$ 22.2157	\$ 22.7711	\$ 23.3403	\$ 23.9238	\$ 24.5219	\$ 25.1350	\$ 25.7634	\$ 26.4074	\$ 27.0676	\$ 27.7443

<p><b>Introductory Period</b>          Upon successful completion of a twelve (12) month introductory period, incumbents will be eligible to receive a one (1) step increase.</p>
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