



Town of Pineville Compensation Plan FY24

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Goals

- ▶ To plan for implementing the 8% Cost of Living Increase across the board for FY24, and
- ▶ Realign the Grades on the Police Sworn Officers Step Pay Plan to assure even spreads, and appropriate promotional increases.

Why?

- ▶ Difficult to hire and retain quality staff given the competitive labor market
- ▶ Rising labor pay rates in general due to the steep rise of the Cost of Living in the last year.
- ▶ The spreads between some grades in the Police Step pay Plan were not evenly distributed.

Classification & Pay Plan FY24

Town of Pineville Classification & Pay Plan																	
2023-2024																	
Salary Grade	Job Title	FLSA Status	Min. 80% MP	Midpoint	Max 120% MP	Salary Grade	Job Title	FLSA Status	Min. 80% MP	Midpoint	Max 120% MP	Salary Grade	Job Title	FLSA Status	Min. 80% MP	Midpoint	Max 120% MP
11	Recreation Assistant	NE	\$29,881	\$37,352	\$44,822	18	Building Maintenance Technician	NE	\$42,045	\$52,556	\$63,067	25	Network Database Technician	NE	\$59,162	\$73,952	\$88,742
							Fleet Manager	NE	\$42,045	\$52,556	\$63,067		Systems Tech Supervisor	NE	\$59,162	\$73,952	\$88,742
							Assistant Telecommunications Superv	NE	\$42,045	\$52,556	\$63,067						
12	Receptionist	NE	\$31,375	\$39,219	\$47,063	19	Athletic Coordinator	NE	\$44,148	\$55,185	\$66,222	26			\$62,119	\$77,649	\$93,179
13	Customer Service Representative	NE	\$32,944	\$41,180	\$49,416		Marketing & Sales Manager	NE	\$44,148	\$55,185	\$66,222	27			\$65,225	\$81,531	\$97,838
	Maintenance Technician	NE	\$32,944	\$41,180	\$49,416		Planning Technician	NE	\$44,148	\$55,185	\$66,222	28			\$68,487	\$85,608	\$102,730
	Parks Maintenance Technician	NE	\$32,944	\$41,180	\$49,416		Program Events Coordinator	NE	\$44,148	\$55,185	\$66,222						
	Storm Water Technician	NE	\$32,944	\$41,180	\$49,416		Special Events Coordinator	NE	\$44,148	\$55,185	\$66,222	29	Human Resources Director	Exempt	\$71,911	\$89,888	\$107,866
							Human Resource Assistant	NE	\$44,148	\$55,185	\$66,222						
14	Senior Customer Service Representat	NE	\$34,591	\$43,239	\$51,887	20	Planner	NE	\$46,354	\$57,943	\$69,532	30	Parks & Recreation Director	Exempt	\$75,507	\$94,383	\$113,260
	Senior Storm Water Technician	NE	\$34,591	\$43,239	\$51,887		Public Works Crew Leader	NE	\$46,354	\$57,943	\$69,532		Public Works Director	Exempt	\$75,507	\$94,383	\$113,260
	Apprentice Systems Technician	NE	\$34,591	\$43,239	\$51,887		Parks Maintenance Crew Leader	NE	\$46,354	\$57,943	\$69,532						
							Telecommunications Supervisor	Exempt	\$46,354	\$57,943	\$69,532	31	Planning Director	Exempt	\$79,282	\$99,102	\$118,922
15	Billing & Collection Coordinator	NE	\$36,320	\$45,400	\$54,480		Sr. System Tech/Assistant Tech Superv	NE	\$46,354	\$57,943	\$69,532	32	Telecommunications Director	Exempt	\$83,246	\$104,057	\$124,868
	Administrative Assistant	NE	\$36,320	\$45,400	\$54,480												
	Police Records Clerk	NE	\$36,320	\$45,400	\$54,480	21	Crime Analyst	NE	\$48,673	\$60,841	\$73,009	33		Exempt	\$87,408	\$109,260	\$131,112
	Accounting Technician	NE	\$36,320	\$45,400	\$54,480		Accountant	Exempt	\$48,673	\$60,841	\$73,009						
												34	Finance Director	Exempt	\$91,779	\$114,724	\$137,669
16	Property & Evidence Technician	NE	\$38,136	\$47,670	\$57,204	22			\$51,106	\$63,883	\$76,660	35		Exempt	\$96,368	\$120,460	\$144,552
	Telecommunicator	NE	\$38,136	\$47,670	\$57,204												
						23			\$53,661	\$67,077	\$80,492	36		Exempt	101186.5	\$126,483	\$151,780
17	Senior Accounting Technician	NE	\$40,044	\$50,055	\$60,066	24	Town Clerk	Exempt	\$56,345	\$70,431	\$84,517						
	Systems Technician	NE	\$40,044	\$50,055	\$60,066		Central Office Database Technician	NE	\$56,345	\$70,431	\$84,517		Town Manager	Exempt	\$122,715	\$153,393	\$184,072
	Code Enforcement Officer	NE	\$40,044	\$50,055	\$60,066												
	Records & Accrediation Manager	NE	\$40,044	\$50,055	\$60,066												

Classification & Pay Plan FY24

Temporary category staff

- ▶ There are 12 Temporary status long-term employees who work from 200 to 900 hours per year each
- ▶ They will receive an 8% increase as well at a cost of \$4075 based on their current hours

Police Step Pay Plan

Town of Pineville Police Classification & Pay Plan 2023-2024

Positions	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	Step 16	Step 17	Step 18	Step 19
Police Officer	18	\$49,557	\$50,796	\$52,066	\$53,368	\$54,702	\$56,070	\$57,471	\$58,908	\$60,381	\$61,890	\$63,438	\$65,024	\$66,649	\$68,315	\$70,023	\$71,774	\$73,568	\$75,407	\$77,293
Administrative Officer / Detective	19	\$52,035	\$53,336	\$54,670	\$56,036	\$57,437	\$58,873	\$60,345	\$61,854	\$63,400	\$64,985	\$66,610	\$68,275	\$69,982	\$71,731	\$73,524	\$75,363	\$77,247	\$79,178	\$81,157
Corporal	20	\$54,637	\$56,003	\$57,403	\$58,838	\$60,309	\$61,817	\$63,362	\$64,946	\$66,570	\$68,234	\$69,940	\$71,689	\$73,481	\$75,318	\$77,201	\$79,131	\$81,109	\$83,137	\$85,215
Sergeant	22	\$60,101	\$61,603	\$63,143	\$64,722	\$66,340	\$67,998	\$69,698	\$71,441	\$73,227	\$75,058	\$76,934	\$78,857	\$80,829	\$82,850	\$84,921	\$87,044	\$89,220	\$91,450	\$93,737
Lieutenant	24	\$66,111	\$67,764	\$69,458	\$71,194	\$72,974	\$74,798	\$76,668	\$78,585	\$80,550	\$82,563	\$84,627	\$86,743	\$88,912	\$91,134	\$93,413	\$95,748	\$98,142	\$100,595	\$103,110
Police Major / Captain	26	\$72,722	\$74,540	\$76,403	\$78,314	\$80,271	\$82,278	\$84,335	\$86,443	\$88,605	\$90,820	\$93,090	\$95,417	\$97,803	\$100,248	\$102,754	\$105,323	\$107,956	\$110,655	\$113,421
Police Chief	34	\$101,811	\$104,356	\$106,965	\$109,639	\$112,380	\$115,189	\$118,069	\$121,021	\$124,046	\$127,148	\$130,326	\$133,584	\$136,924	\$140,347	\$143,856	\$147,452	\$151,138	\$154,917	\$158,790

New Hire Guidelines (Effective 4/1/2015)

Step 1	No experience &/or no Degree
Step 3	Two (2) years of experience &/or Associate Degree
Step 5	Four (4) years of experience &/or Bachelor's Degree
Step 6	Five (5)+ years of experience

Introductory Period

Effective 4/1/2015, upon successful completion of a six (6) month introductory period, incumbents will be eligible to receive a one (1) step increase.

Promotional Guidelines

Effective 4/1/2015, when an incumbent is promoted to a higher grade, he/she will receive the equivalent of a 7.5% increase and placed into the corresponding step of the new grade. If the 7.5% increase is less than the minimum salary for the new position, the incumbent will move to Step 1 of the new grade. At the completion of the introductory period in the new position, he/she is eligible for another one step increase (for a total max increase of 10% at the conclusion of the introductory process).

*Police Officer to Detective and Detective to Police Officer considered Lateral Move and will move to the corresponding step to keep the same pay.

Police Step Pay Plan

Realigning percentages between grades to avoid leapfrogging and compression:

From Rank	To Rank	Percent Between Ranks	Rank	Average Scale Increase Percent
Police Officer	Administrative Officer / Detective	5%	Police Officer	8.0%
Administrative Officer / Detective	Police Corporal	5%	Administrative Officer / Detective	8.1%
Police Corporal	Police Sergeant	10%	Police Corporal *	7.0%
Police Sergeant	Police Lieutenant	10%	Police Sergeant	8.1%
Police Lieutenant	Police Major / Captain	10%	Police Lieutenant	13.2%
Police Major / Captain	Police Chief	40%	Police Major / Captain	7.7%
			Police Chief	8.1%
			* Additional Lump Sum to 8%	

Fire Step Pay Plan

**Town of Pineville Fire Classification & Pay Plan
2023-2024**

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	Step 16	Step 17	Step 18	Step 19	Step 20
Firefighter Driver	20	\$49,561	\$50,800	\$52,070	\$53,372	\$54,707	\$56,074	\$57,476	\$58,913	\$60,386	\$61,895	\$63,443	\$65,029	\$66,655	\$68,321	\$70,029	\$71,780	\$73,574	\$75,414	\$77,299	\$79,231

Introductory Period

Upon successful completion of a six (6) month introductory period, incumbents will be eligible to receive a one (1) step increase

Questions?