

Current Grade	Recommended Grade	Town of Southern Shores Pay and Classification Scale	Current Salary Range		Recommended Salary Range	
		CLASSIFICATION	MIN	MAX	MIN	MAX
10	11	Not Assigned	43,710	65,565	47,630	76,208
11	12	Maintenance Technician	45,896	68,844	50,011	80,018
12		Not Assigned	48,252	72,286		
13	13	Police Administrative Assistant	50,600	75,900	52,522	84,018
13	13	Fire Administrative Assistant	50,600	75,900	52,522	84,018
14	14	Permit Officer	53,130	79,695	55,136	88,219
15	15	Not Assigned	55,787	83,679	57,893	92,628
**	16	Public Information Officer/ Administrative Assitant	58,575	87,864	60,787	97,259
**	16	Fiscal Support Specialist	58,575	87,864	60,787	97,259
	17	Public Works Supervisor	61,505	92,257	63,826	102,121
	18	Not Assigned			67,016	107,227
18	19	Town Clerk	64,579	96,870	70,367	112,588
18	19	Building Inspector/ Code Enforcement Officer	64,579	96,870	70,367	112,588
19		Not Assigned			67,809	101,714
20	20	Asst. Fire Chief	71,200	106,799	73,884	118,216
21	21	Not Assigned	74,759	112,139	77,578	124,125
	22	Not Assigned			81,456	130,330
	23	Not Assigned			85,529	136,846
22	24	Deputy Police Chief	78,497	117,746	89,804	143,687
22	24	Deputy Fire Chief	78,497	117,746	89,804	143,687
23	25	Public Works Director	82,422	123,634	94,294	150,871
24		Not Assigned	86,544	129,815		
25	26	Not Assigned	90,871	136,306	99,008	158,414
	27	Not Assigned			103,958	166,334
26	28	Finance/ Human Resources Officer	95,414	143,122	105,977	169,563
*	26	Police Chief	95,414	143,122	105,977	169,563
*	26	Fire Chief	95,414	143,122	105,977	169,563
	27	Not Assigned	100,185	150,277		
*	28	Deputy Town Manager/ Planning Director	105,194	157,790	114,613	183,381
	29	Not Assigned	110,453	165,680	120,343	192,550

Average salary range of those surveyed

42,935 671,207 a

46,274 69,672 a

46,274 69,672 a

48,162 73,832 a

56,174 89,036 a

56,174 89,036 a

55,653 87,084 a

70,489 110,549 b

60,827 96,531 a

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92,412 141,941 b

88,693 137,527 b

94,720 151,139 b

101,647 161,083 b

103,566 160,768 b

97,208 153,323 b

114,083 182,620 b

** position added post survey

Police and Fire Pay Scale

Grade	POLICE and Fire Pay Scale	Current		Recommended	
		MIN	MAX	MIN	MAX
50	Police Recruit	42,543	63,815	43,819	65,729
51	Firefighter	56,724	85,086	58,425	87,638
51	Police Officer	56,724	85,086	58,425	87,638
52	Police Corporal	62,289	93,434	64,157	96,237
53	Police Sergeant	71,872	107,808	74,028	111,042
53	Fire Captain	71,872	107,808	74,028	111,042

Average salary range of those surveyed

50,829 77,981

53,939 84,154

65,531 102,046

66,684 102,550