

# TOWN OF EMERALD ISLE



**Nice Matters!**



## **FY 2023-24 PAY PLANS**

Effective July 1, 2023

Adopted by the Emerald Isle Board of Commissioners, June 13, 2023

**Town of Emerald Isle  
Salary Schedule  
FY 2023-24**

GRADE	HIRING RATE	MINIMUM	MID POINT	MAXIMUM	GRADE
5	24,890	26,135	30,864	36,837	5
6	26,135	27,442	32,408	38,680	6
7	27,442	28,814	34,028	40,614	7
8	28,814	30,255	35,730	42,645	8
9	30,255	31,768	37,516	44,777	9
10	31,768	33,356	39,393	47,017	10
11	33,356	35,024	41,362	49,367	11
12	35,024	36,775	43,430	51,836	12
13	36,775	38,614	45,601	54,427	13
14	38,614	40,545	47,882	57,149	14
15	40,545	42,572	50,276	60,007	15
16	42,572	44,701	52,790	63,007	16
17	44,701	46,936	55,429	66,157	17
18	46,936	49,283	58,201	69,465	18
19	49,283	51,747	61,111	72,939	19
20	51,747	54,334	64,167	76,586	20
21	54,334	57,051	67,374	80,414	21
22	57,051	59,904	70,743	84,435	22
23	59,904	62,899	74,281	88,658	23
24	62,899	66,044	77,995	93,091	24
25	66,044	69,346	81,895	97,745	25
26	69,346	72,813	85,989	102,632	26
27	72,813	76,454	90,288	107,763	27
28	76,454	80,277	94,803	113,152	28
29	80,277	84,291	99,544	118,810	29
30	84,291	88,506	104,521	124,751	30
31	88,506	92,931	109,748	130,989	31
32	92,931	97,578	115,235	137,538	32
33	97,578	102,457	120,997	144,415	33
34	102,457	107,580	127,047	151,636	34
35	107,580	112,959	133,399	159,218	35
36	112,959	118,607	140,069	167,179	36
37	118,607	124,537	147,073	175,538	37

Town of Emerald Isle  
List of Classes Arranged by Grade

<b>Grade</b>	<b>Classification</b>	<b>FLSA Status</b>	<b>Hiring Rate</b>	<b>Maximum</b>
5			24,890	36,837
6			26,135	38,680
7			27,442	40,614
8			28,814	42,645
9			30,255	44,777
10			31,768	47,017
11	Equipment Operator		33,356	49,367
12	Customer Service Assistant Parks Maintenance Worker		35,024	51,836
13	Facilities Coordinator Permit Technician		36,775	54,427
14	Administrative Assistant Heavy Equipment Operator Landscape Specialist		38,614	57,149
15	Recreation Coordinator Public Works Supervisor Landscape Supervisor		40,545	60,007
16	Assistant Public Works Director Finance Technician Parks Superintendent		42,572	63,007
17			44,701	66,157
18	Firefighter Recreation Programs Supervisor		46,936	69,465
19	Capital Projects/IT Specialist Fire Engineer Fire Inspector		49,283	72,939

Town of Emerald Isle  
List of Classes Arranged by Grade

<b>Grade</b>	<b>Classification</b>	<b>FLSA Status</b>	<b>Hiring Rate</b>	<b>Maximum</b>
20			51,747	76,586
21	Public Information Officer / Media Director Assistant Town Planner	E	54,334	80,414
22	Fire Lieutenant Firefighter / Paramedic		57,051	84,435
23	Engineer/Paramedic	E	59,904	88,658
24	Fire Captain Fire Lieutenant / Paramedic		62,899	93,091
25	Parks and Recreation Director Public Works Director Planning Director HR Specialist / Town Clerk	E E E E	66,044	97,745
26	Assistant Fire Chief EMS Coordinator Fire Captain / Paramedic	E E	69,346	102,632
27			72,813	107,763
28			76,454	113,152
29			80,277	118,810
30	Finance Director	E	84,291	124,751
31	Deputy Fire Chief	E	88,506	130,989
32	Fire Chief	E	92,931	137,538

E = Exempt from the Wage and Hour provisions of the Fair Labor Standards Act

Town of Emerald Isle  
List of Classes

<b>Grade</b>	<b>Classification</b>	<b>Hiring Rate</b>	<b>Maximum</b>
14	Administrative Assistant	38,614	57,149
26	Assistant Fire Chief	69,346	102,632
16	Assistant Public Works Director	42,572	63,007
21	Assistant Town Planner	54,334	80,414
19	Capital Projects/IT Specialist	49,283	72,939
12	Customer Service Assistant	35,024	51,836
31	Deputy Fire Chief	88,506	130,989
11	Equipment Operator	33,356	49,367
26	EMS Coordinator	69,346	102,632
23	Engineer / Paramedic	59,904	88,658
13	Facilities Coordinator	36,775	54,427
30	Finance Director	84,291	124,751
16	Finance Technician	42,572	63,007
24	Fire Captain	62,899	93,091
26	Fire Captain / Paramedic	69,346	102,632
32	Fire Chief	92,931	137,538
19	Fire Engineer	49,283	72,939
22	Fire Lieutenant	57,051	84,435
24	Fire Lieutenant / Paramedic	62,899	93,091
18	Firefighter	46,936	69,465
22	Firefighter / Paramedic	57,051	84,435
19	Fire Inspector	49,283	72,939
14	Heavy Equipment Operator	38,614	57,149
25	HR Specialist / Town Clerk	66,044	97,745
14	Landscape Specialist	38,614	57,149
15	Landscape Supervisor	40,545	60,007
25	Parks and Recreation Director	66,044	97,745
12	Parks Maintenance Worker	35,024	51,836
16	Parks Superintendent	42,572	63,007
13	Permit Technician	36,775	54,427
25	Planning Director	66,044	97,745
21	Public Information Officer / Media Director	54,334	80,414
25	Public Works Director	66,044	97,745
15	Public Works Supervisor	40,545	60,007
15	Recreation Coordinator	40,545	60,007
18	Recreation Programs Supervisor	46,936	69,465

**Town of Emerald Isle  
Salary Schedule  
Police Department  
FY 2023-24**

GRADE	MINIMUM	MAXIMUM	GRADE
8	31,040		8
9			9
10			10
11			11
12	35,711	44,639	12
13	37,497	46,871	13
14			14
15	41,340	51,675	15
16-1	46,561		16-1
16-2	49,820		16-2
16-3	51,315		16-3
17	53,880		17
18	57,113		18
19	61,111		19
20	64,167		20
21	67,375		21
22	70,744		22
23	74,281	85,795	23
24			24
25	84,800	97,944	25
26			26
27			27
28	101,866	117,656	28
29			29
30			30
31			31
32			32
33			33
34			34
35			35
36			36
37			37
38			38
39			39

Town of Emerald Isle  
Police Department  
List of Classes Arranged by Grade

<b>Grade</b>	<b>Classification</b>	<b>FLSA Status</b>	<b>Minimum</b>	<b>Maximum</b>
5				
6				
7				
8	Police Officer Recruit (non-certified)		31,040	
9				
10				
11				
12	Customer Service Representative		35,711	44,639
13	Permit Clerk Records Clerk		37,497	46,871
14				
15	Records Administrator		41,340	51,675
16-1	Probationary Police Officer		46,561	
16-2	Police Officer		49,820	
16-3	Police Officer I		51,315	
17	Advanced Police Officer		53,880	

Town of Emerald Isle  
Police Department  
List of Classes Arranged by Grade

<b>Grade</b>	<b>Classification</b>	<b>FLSA Status</b>	<b>Minimum</b>	<b>Maximum</b>
18	Senior Police Officer		57,113	
19	Master Police Officer		61,111	
20	Sergeant		64,167	
21	Senior Sergeant		67,375	
22	Master Sergeant		70,744	
23	Lieutenant		74,281	85,795
24				
25	Assistant Police Chief	E	84,800	97,944
26				
27				
28	Police Chief	E	101,866	117,656
29				
30				

E = Exempt from the Wage and Hour provisions of the Fair Labor Standards Act



Town of Emerald Isle  
Police Department  
List of Classes

<b>Grade</b>	<b>Classification</b>	<b>Hiring Rate</b>	<b>Maximum</b>
17	Advanced Police Officer	53,880	
25	Assistant Police Chief	84,800	97,944
12	Customer Service Representative	35,711	44,639
23	Lieutenant	74,281	85,795
19	Master Police Officer	61,111	
22	Master Sergeant	70,744	
13	Permit Clerk	37,497	46,871
28	Police Chief	101,866	117,656
16-2	Police Officer	49,820	
16-3	Police Officer I	51,315	
8	Police Officer Recruit (non-certified)	31,040	
16-1	Probationary Police Officer	46,561	
13	Records Clerk	37,497	46,871
15	Records Administrator	41,340	51,675
18	Senior Police Officer	57,113	
21	Senior Sergeant	67,375	
20	Sergeant	64,167	