

# TOWN OF EMERALD ISLE



**Nice Matters!**



## **FY 2022-23 PAY PLANS**

Effective July 1, 2022

Adopted by the Emerald Isle Board of Commissioners, June 14, 2022  
Amended by the Emerald Isle Board of Commissioners, August 9, 2022  
Amended by the Emerald Isle Board of Commissioners, December 13, 2022

**Town of Emerald Isle  
Salary Schedule  
FY 2022-23**

GRADE	HIRING RATE	MINIMUM	MID POINT	MAXIMUM	GRADE
5	23,481	24,655	29,117	34,752	5
6	24,655	25,888	30,572	36,489	6
7	25,888	27,182	32,101	38,314	7
8	27,182	28,541	33,706	40,229	8
9	28,541	29,968	35,391	42,241	9
10	29,968	31,466	37,161	44,353	10
11	31,466	33,039	39,018	46,570	11
12	33,039	34,691	40,969	48,898	12
13	34,691	36,426	43,017	51,343	13
14	36,426	38,247	45,168	53,910	14
15	38,247	40,159	47,427	56,606	15
16	40,159	42,167	49,797	59,435	16
17	42,167	44,275	52,287	62,407	17
18	44,275	46,489	54,901	65,527	18
19	46,489	48,813	57,647	68,804	19
20	48,813	51,254	60,528	72,243	20
21	51,254	53,817	63,555	75,856	21
22	53,817	56,508	66,733	79,649	22
23	56,508	59,333	70,070	83,632	23
24	59,333	62,300	73,573	87,813	24
25	62,300	65,415	77,252	92,204	25
26	65,415	68,686	81,115	96,814	26
27	68,686	72,120	85,171	101,655	27
28	72,120	75,726	89,429	106,738	28
29	75,726	79,512	93,900	112,074	29
30	79,512	83,488	98,595	117,678	30
31	83,488	87,662	103,525	123,562	31
32	87,662	92,045	108,701	129,740	32
33	92,045	96,647	114,136	136,227	33
34	96,647	101,479	119,843	143,038	34
35	101,479	106,553	125,834	150,189	35
36	106,553	111,881	132,126	157,698	36
37	111,881	117,475	138,733	165,584	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			23,481	34,752
6			24,655	36,489
7			25,888	38,314
8			27,182	40,229
9	Custodian		28,541	42,241
10			29,968	44,353
11	Equipment Operator		31,466	46,570
12	Customer Service Assistant Parks Maintenance Worker EMT		33,039	48,898
13	Facilities Coordinator Permit Technician		34,691	51,343
14	Heavy Equipment Operator Landscape Specialist Administrative Assistant Firefighter A-EMT		36,426	53,910
15	Recreation Coordinator Public Works Supervisor Landscape Supervisor		38,247	56,606
16	Code Enforcement Officer Finance Technician Parks Superintendent Assistant Public Works Director Fire Engineer Paramedic		40,159	59,435
17			42,167	62,407
18	Recreation Programs Supervisor		44,275	65,527

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>
	Senior Code Enforcement Officer Fire Inspector			
19	Capital Projects/IT Specialist		46,489	68,804
20	Chief Code Enforcement Officer Fire Captain		48,813	72,243
21	Public Information Officer / Media Director Assistant Town Planner	E	51,254	75,856
22	Fire Marshall / Ocean Rescue Coordinator Firefighter / Paramedic	E	53,817	79,649
23	Town Planner Assistant Fire Chief Town Clerk / Public Information Officer Engineer/Paramedic	E E E	56,508	83,632
24			59,333	87,813
25	Parks and Recreation Director Public Works Director Planning Director HR Specialist / Deputy Town Clerk	E E E E	62,300	92,204
26	EMS Coordinator	E	65,415	96,814
27	Deputy Fire Chief	E	68,686	101,655
28	Fire Chief	E	72,120	106,738
29			75,726	112,074
30	Finance Director	E	79,512	117,678

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	A-EMT	36,426	53,910
14	Administrative Assistant	36,426	53,910
23	Assistant Fire Chief	56,508	83,632
16	Assistant Public Works Director	40,159	59,435
21	Assistant Town Planner	51,254	75,856
19	Capital Projects/IT Specialist	46,489	68,804
20	Chief Code Enforcement Officer	48,813	72,243
16	Code Enforcement Officer	40,159	59,435
9	Custodian	28,541	42,241
12	Customer Service Assistant	33,039	48,898
27	Deputy Fire Chief	68,686	101,655
11	Equipment Operator	31,466	46,570
12	EMT	33,039	48,898
26	EMS Coordinator	65,415	96,814
23	Engineer / Paramedic	56,508	83,632
13	Facilities Coordinator	34,691	51,343
30	Finance Director	79,512	117,678
16	Finance Technician	40,159	59,435
20	Fire Captain	48,813	72,243
28	Fire Chief	72,120	106,738
16	Fire Engineer	40,159	59,435
14	Firefighter	36,426	53,910
22	Firefighter / Paramedic	53,817	79,649
18	Fire Inspector	44,275	65,527
22	Fire Marshall / Ocean Rescue Coordinator	53,817	79,649
14	Heavy Equipment Operator	36,426	53,910
25	HR Specialist / Deputy Town Clerk	62,300	92,204
14	Landscape Specialist	36,426	53,910
15	Landscape Supervisor	38,247	56,606
16	Paramedic	40,159	59,435
25	Parks and Recreation Director	62,300	92,204
12	Parks Maintenance Worker	33,039	48,898
16	Parks Superintendent	40,159	59,435
13	Permit Technician	34,691	51,343
25	Planning Director	62,300	92,204
21	Public Information Officer / Media Director	51,254	75,856
25	Public Works Director	62,300	92,204
15	Public Works Supervisor	38,247	56,606
15	Recreation Coordinator	38,247	56,606
18	Recreation Programs Supervisor	44,275	65,527
16	Senior Fire Engineer	40,159	59,435
23	Town Clerk / Public Information Officer	56,508	83,632

**Town of Emerald Isle  
Salary Schedule  
Police Department  
FY 2022-23**

GRADE	MINIMUM	MAXIMUM	GRADE
8	29,283		8
9			9
10			10
11			11
12	33,690	42,113	12
13	35,375	44,218	13
14			14
15	39,000	48,750	15
16-1	43,925		16-1
16-2	47,000		16-2
16-3	48,410		16-3
17	50,831		17
18	53,880		18
19	57,652		19
20	60,535		20
21	63,561		21
22	66,739		22
23	70,076	80,938	23
24			24
25	80,000	92,400	25
26			26
27			27
28	96,100	110,996	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)		29,283	
9				
10				
11				
12	Customer Service Representative		33,690	42,113
13	Permit Clerk Records Clerk		35,375	44,218
14				
15	Records Administrator		39,000	48,750
16-1	Probationary Police Officer		43,925	
16-2	Police Officer		47,000	
16-3	Police Officer I		48,410	
17	Advanced Police Officer		50,831	

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		53,880	
19	Master Police Officer		57,652	
20	Sergeant		60,535	
21	Senior Sergeant		63,561	
22	Master Sergeant		66,739	-
23	Lieutenant		70,076	80,938
24				
25	Assistant Police Chief	E	80,000	92,400
26				
27				
28	Police Chief	E	96,100	110,996
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	50,831	
25	Assistant Police Chief	80,000	92,400
12	Customer Service Representative	33,690	42,113
23	Lieutenant	70,076	80,938
19	Master Police Officer	57,652	
22	Master Sergeant	66,739	
13	Permit Clerk	35,375	44,218
28	Police Chief	96,100	110,996
16-2	Police Officer	47,000	
16-3	Police Officer I	48,410	
8	Police Officer Recruit (non-certified)	29,283	
16-1	Probationary Police Officer	43,925	
13	Records Clerk	35,375	44,218
15	Records Administrator	39,000	48,750
18	Senior Police Officer	53,880	
21	Senior Sergeant	63,561	
20	Sergeant	60,535	