

TOWN OF EMERALD ISLE



Nice Matters!



FY 2021-22 PAY PLANS

Effective July 1, 2021

Adopted by the Emerald Isle Board of Commissioners, June 8, 2021
Amended by the Emerald Isle Board of Commissioners, July 13, 2021

**Town of Emerald Isle
Salary Schedule
FY 2021-22**

GRADE	HIRING RATE	MINIMUM	MID POINT	MAXIMUM	GRADE
5	21,782	22,871	27,010	32,238	5
6	22,871	24,015	28,360	33,849	6
7	24,015	25,216	29,779	35,542	7
8	25,216	26,477	31,268	37,320	8
9	26,477	27,801	32,832	39,186	9
10	27,801	29,191	34,473	41,145	10
11	29,191	30,651	36,197	43,203	11
12	30,651	32,184	38,007	45,363	12
13	32,184	33,793	39,908	47,632	13
14	33,793	35,483	41,904	50,014	14
15	35,483	37,257	43,999	52,515	15
16	37,257	39,120	46,199	55,140	16
17	39,120	41,076	48,509	57,898	17
18	41,076	43,130	50,934	60,792	18
19	43,130	45,287	53,481	63,832	19
20	45,287	47,551	56,156	67,025	20
21	47,551	49,929	58,963	70,375	21
22	49,929	52,425	61,912	73,895	22
23	52,425	55,046	65,007	77,589	23
24	55,046	57,798	68,257	81,468	24
25	57,798	60,688	71,670	85,541	25
26	60,688	63,722	75,253	89,818	26
27	63,722	66,908	79,016	94,309	27
28	66,908	70,253	82,966	99,024	28
29	70,253	73,766	87,114	103,974	29
30	73,766	77,454	91,470	109,174	30
31	77,454	81,327	96,043	114,632	31
32	81,327	85,393	100,846	120,364	32
33	85,393	89,663	105,888	126,382	33
34	89,663	94,146	111,182	132,701	34
35	94,146	98,853	116,741	139,336	35
36	98,853	103,796	122,578	146,302	36
37	103,796	108,986	128,707	153,618	37

Town of Emerald Isle
List of Classes Arranged by Grade

Grade	Classification	FLSA Status	Hiring Rate	Maximum
5			21,782	32,238
6			22,871	33,849
7			24,015	35,542
8			25,216	37,320
9	Custodian		26,477	39,186
10			27,801	41,145
11	Equipment Operator		29,191	43,203
12	Customer Service Assistant Parks Maintenance Worker EMT		30,651	45,363
13	Facilities Coordinator Permit Technician		32,184	47,632
14	Heavy Equipment Operator Landscape Specialist Administrative Assistant Firefighter A-EMT		33,793	50,014
15	Recreation Coordinator Assistant Public Works Supervisor Landscape Supervisor		35,483	52,515
16	Code Enforcement Officer Finance Technician Parks Superintendent Public Works Supervisor Fire Engineer Paramedic Tax & Revenue Collector		37,257	55,140
17			39,120	57,898

Town of Emerald Isle
List of Classes Arranged by Grade

Grade	Classification	FLSA Status	Hiring Rate	Maximum
18	Recreation Programs Supervisor Senior Code Enforcement Officer Fire Inspector		41,076	60,792
19	Planning Technician		43,130	63,832
20	Chief Code Enforcement Officer Fire Captain		45,287	67,025
21	Public Information Officer / Media Director	E	47,551	70,375
22	Fire Marshall / Ocean Rescue Coordinator	E	49,929	73,895
23	Town Planner Assistant Fire Chief Town Clerk / Public Information Officer	E E E	52,425	77,589
24			55,046	81,468
25	Parks and Recreation Director Public Works Director Planning Director HR Specialist / Deputy Town Clerk	E E E E	57,798	85,541
26	EMS Chief	E	60,688	89,818
27	Finance Director	E	63,722	94,309
28	Fire Chief	E	66,908	99,024
29			70,253	103,974
30			73,766	109,174

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

Town of Emerald Isle
List of Classes

Grade	Classification	Hiring Rate	Maximum
14	A-EMT	33,793	50,014
14	Administrative Assistant	33,793	50,014
23	Assistant Fire Chief	52,425	77,589
15	Assistant Public Works Supervisor	35,483	52,515
20	Chief Code Enforcement Officer	45,287	67,025
16	Code Enforcement Officer	37,257	55,140
9	Custodian	26,477	39,186
12	Customer Service Assistant	30,651	45,363
11	Equipment Operator	29,191	43,203
12	EMT	30,651	45,363
26	EMS Chief	60,688	89,818
13	Facilities Coordinator	32,184	47,632
27	Finance Director	63,722	94,309
16	Finance Technician	37,257	55,140
20	Fire Captain	45,287	67,025
28	Fire Chief	66,908	99,024
16	Fire Engineer	37,257	55,140
14	Firefighter	33,793	50,014
18	Fire Inspector	41,076	60,792
22	Fire Marshall / Ocean Rescue Coordinator	49,929	73,895
14	Heavy Equipment Operator	33,793	50,014
25	HR Specialist / Deputy Town Clerk	57,798	85,541
14	Landscape Specialist	33,793	50,014
15	Landscape Supervisor	35,483	52,515
16	Paramedic	37,257	55,140
25	Parks and Recreation Director	57,798	85,541
12	Parks Maintenance Worker	30,651	45,363
16	Parks Superintendent	37,257	55,140
13	Permit Technician	32,184	47,632
25	Planning Director	57,798	85,541
19	Planning Technician	43,130	63,832
21	Public Information Officer / Media Director	47,551	70,375
25	Public Works Director	57,798	85,541
16	Public Works Supervisor	37,257	55,140
15	Recreation Coordinator	35,483	52,515
18	Recreation Programs Supervisor	41,076	60,792
16	Senior Fire Engineer	37,257	55,140
16	Tax & Revenue Collector	37,257	55,140
23	Town Clerk / Public Information Officer	52,425	77,589
23	Town Planner	52,425	77,589

**Town of Emerald Isle
Salary Schedule
Police Department
FY 2021-22**

GRADE	MINIMUM	MAXIMUM	GRADE
8	25,985		8
9			9
10			10
11			11
12	30,650	38,006	12
13	33,129	39,191	13
14			14
15	36,524	44,194	15
16-1	39,089		16-1
16-2	40,262		16-2
16-3	41,873		16-3
17	43,966		17
18	46,400		18
19	49,867		19
20	52,360		20
21	54,978		21
22	57,727		22
23	60,613	70,008	23
24			24
25	73,508	84,902	25
26			26
27			27
28	89,147	102,965	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

Grade	Classification	FLSA Status	Minimum	Maximum
5				
6				
7				
8	Police Officer Recruit (non-certified)		25,985	
9				
10				
11				
12	Customer Service Representative		30,650	38,006
13	Permit Clerk Records Clerk		33,129	39,191
14				
15	Records Administrator		36,524	44,194
16-1	Probationary Police Officer		39,089	
16-2	Police Officer		40,262	
16-3	Police Officer I		41,873	
17	Advanced Police Officer		43,966	

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

Grade	Classification	FLSA Status	Minimum	Maximum
18	Senior Police Officer		46,400	
19	Master Police Officer		49,867	
20	Sergeant		52,360	
21	Senior Sergeant		54,978	
22	Master Sergeant		57,727	-
23	Lieutenant		60,613	70,008
24				
25	Assistant Police Chief	E	73,508	84,902
26				
27				
28	Police Chief	E	89,147	102,965
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

Grade	Classification	Hiring Rate	Maximum
17	Advanced Police Officer	43,966	
25	Assistant Police Chief	73,508	84,902
12	Customer Service Representative	30,650	38,006
23	Lieutenant	60,613	70,008
19	Master Police Officer	49,867	
22	Master Sergeant	57,727	
13	Permit Clerk	33,129	39,191
28	Police Chief	89,147	102,965
16-2	Police Officer	40,262	
16-3	Police Officer I	41,873	
8	Police Officer Recruit (non-certified)	25,985	
16-1	Probationary Police Officer	39,089	
13	Records Clerk	33,129	39,191
15	Records Administrator	36,524	44,194
18	Senior Police Officer	46,400	
21	Senior Sergeant	54,978	
20	Sergeant	52,360	