

**TOWN OF KERNERSVILLE  
GENERAL PAY PLAN  
LIST OF CLASSES ARRANGED BY GRADE  
Effective 7/1/2025**

| <b>Grade</b>                                                             | <b>Classification</b>            | <b>#Positions<br/>(Full-Time)</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> | <b>Dev. Pay</b> |
|--------------------------------------------------------------------------|----------------------------------|-----------------------------------|----------------|-----------------|----------------|-----------------|
| *NOTE: 2025-2026 Fiscal Year Full-Time Minimum Wage: \$35,360 (\$17/hr.) |                                  |                                   |                |                 |                |                 |
| NOTE: Salary Grades 1-11 no longer occupied by positions                 |                                  |                                   |                |                 |                |                 |
| 12                                                                       | Custodian                        | 4                                 | 35,360         | 42,207          | 49,874         | 1,369           |
|                                                                          | Gardener I                       | 2                                 |                |                 |                |                 |
|                                                                          | Park Maintenance Worker I        | 8                                 |                |                 |                |                 |
|                                                                          | Solid Waste Collector            | 1                                 |                |                 |                |                 |
| 13                                                                       | Gardener II                      | 0                                 | 36,268         | 44,317          | 52,367         | 1,610           |
|                                                                          | Park Maintenance Worker II       | 0                                 |                |                 |                |                 |
|                                                                          | Street Maintenance Technician I  | 3                                 |                |                 |                |                 |
| 14                                                                       | Automotive Parts Clerk I         | 1                                 | 38,081         | 46,534          | 54,987         | 1,691           |
|                                                                          | Gardener III                     | 0                                 |                |                 |                |                 |
|                                                                          | Park Maintenance Worker III      | 0                                 |                |                 |                |                 |
|                                                                          | Solid Waste Equipment Operator I | 2                                 |                |                 |                |                 |
| 15                                                                       | Automotive Parts Clerk II        | 1                                 | 39,985         | 48,861          | 57,736         | 1,775           |

**TOWN OF KERNERSVILLE  
GENERAL PAY PLAN  
LIST OF CLASSES ARRANGED BY GRADE  
Effective 7/1/2025**

| <b>Grade</b> | <b>Classification</b>                | <b>#Positions</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> | <b>Dev. Pay</b> |
|--------------|--------------------------------------|-------------------|----------------|-----------------|----------------|-----------------|
|              | Customer Experience Specialist       | 2                 |                |                 |                |                 |
|              | Facilities Maintenance Technician    | 3                 |                |                 |                |                 |
|              | PS Customer Services Specialist      | 1                 |                |                 |                |                 |
|              | Street Maintenance Technician II     | 6                 |                |                 |                |                 |
| 16           | Accounts Payable Specialist          | 1                 | 41,985         | 51,304          | 60,623         | 1,864           |
|              | CD Operations Specialist             | 1                 |                |                 |                |                 |
|              | Fire Operations Specialist           | 1                 |                |                 |                |                 |
|              | Records Assistant I                  | 2                 |                |                 |                |                 |
|              | Recreation Operations Specialist     | 1                 |                |                 |                |                 |
|              | Solid Waste Equipment Operator II    | 7                 |                |                 |                |                 |
| 17           | Fleet Mechanic I                     | 0                 | 44,084         | 53,869          | 63,653         | 1,957           |
|              | Police Telecommunicator I            | 4                 |                |                 |                |                 |
|              | Records Assistant II                 | 0                 |                |                 |                |                 |
|              | Senior Street Maintenance Technician | 3                 |                |                 |                |                 |
|              | Solid Waste Equipment Operator III   | 3                 |                |                 |                |                 |

**TOWN OF KERNERSVILLE  
GENERAL PAY PLAN  
LIST OF CLASSES ARRANGED BY GRADE  
Effective 7/1/2025**

| <b>Grade</b> | <b>Classification</b>                | <b>#Positions</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> | <b>Dev. Pay</b> |
|--------------|--------------------------------------|-------------------|----------------|-----------------|----------------|-----------------|
| 18           | Fleet Mechanic II                    | 1                 | 46,289         | 56,563          | 66,837         | 2,055           |
|              | Human Resources Assistant            | 1                 |                |                 |                |                 |
|              | Master Street Maintenance Technician | 2                 |                |                 |                |                 |
|              | Payroll Administrator                | 1                 |                |                 |                |                 |
|              | Planning Technician                  | 0                 |                |                 |                |                 |
|              | Police Operations Specialist         | 2                 |                |                 |                |                 |
|              | Police Property Technician           | 1                 |                |                 |                |                 |
|              | Police Telecommunicator II           | 2                 |                |                 |                |                 |
|              | Records Assistant III                | 1                 |                |                 |                |                 |
|              | Solid Waste Crew Leader              | 2                 |                |                 |                |                 |
|              | Turf Maintenance Specialist          | 1                 |                |                 |                |                 |
| 19           | Deputy Town Clerk                    | 1                 | 48,603         | 59,390          | 70,177         | 2,157           |
|              | Firefighter I                        | 12                |                |                 |                |                 |
|              | Fleet Mechanic III                   | 0                 |                |                 |                |                 |
|              | Police Telecommunicator III          | 2                 |                |                 |                |                 |
|              | Recreation Facility Assistant        | 1                 |                |                 |                |                 |
| 20           | Adaptive & Inclusion Coordinator     | 1                 | 51,033         | 62,359          | 73,686         | 2,265           |

**TOWN OF KERNERSVILLE  
GENERAL PAY PLAN  
LIST OF CLASSES ARRANGED BY GRADE  
Effective 7/1/2025**

| <b>Grade</b> | <b>Classification</b>                 | <b>#Positions</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> | <b>Dev. Pay</b> |
|--------------|---------------------------------------|-------------------|----------------|-----------------|----------------|-----------------|
|              | Athletic Coordinator                  | 2                 |                |                 |                |                 |
|              | Construction Inspector                | 1                 |                |                 |                |                 |
|              | Crime Analysis Specialist             | 1                 |                |                 |                |                 |
|              | Firefighter II                        | 15                |                |                 |                |                 |
|              | Garden Curator                        | 1                 |                |                 |                |                 |
|              | Garden Facility Manager               | 1                 |                |                 |                |                 |
|              | Horticulture Supervisor               | 1                 |                |                 |                |                 |
|              | Park Maintenance Crew Supervisor      | 2                 |                |                 |                |                 |
|              | Programming and Marketing Coordinator | 1                 |                |                 |                |                 |
|              | Public Services Crew Supervisor       | 3                 |                |                 |                |                 |
|              | Recreation Facility Manager           | 1                 |                |                 |                |                 |
|              | Senior Fleet Mechanic                 | 2                 |                |                 |                |                 |
|              | Senior Telecommunicator               | 1                 |                |                 |                |                 |
|              | Stormwater Technician                 | 2                 |                |                 |                |                 |
| 21           | Code Inspector I                      | 0                 | 53,584         | 65,477          | 77,371         | 2,379           |
|              | Facilities Maintenance Supervisor     | 1                 |                |                 |                |                 |
|              | Firefighter III                       | 12                |                |                 |                |                 |

**TOWN OF KERNERSVILLE  
GENERAL PAY PLAN  
LIST OF CLASSES ARRANGED BY GRADE  
Effective 7/1/2025**

| <b>Grade</b> | <b>Classification</b>           | <b>#Positions</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> | <b>Dev. Pay</b> |
|--------------|---------------------------------|-------------------|----------------|-----------------|----------------|-----------------|
|              | GIS Planner                     | 1                 |                |                 |                |                 |
|              | Master Fleet Mechanic           | 2                 |                |                 |                |                 |
|              | Planner I                       | 1                 |                |                 |                |                 |
|              | Recreation and Events Manager   | 1                 |                |                 |                |                 |
| 22           | Code Inspector II               | 0                 | 56,264         | 68,751          | 81,239         | 2,497           |
|              | Communications Supervisor       | 1                 |                |                 |                |                 |
|              | Fire Engineer                   | 21                |                |                 |                |                 |
|              | Fleet Maintenance Supervisor    | 1                 |                |                 |                |                 |
|              | Museum Administrator            | 1                 |                |                 |                |                 |
|              | Planner II                      | 1                 |                |                 |                |                 |
|              | Police Officer I                | 10                |                |                 |                |                 |
|              | Police Records Supervisor       | 1                 |                |                 |                |                 |
|              | Risk Administrator              | 1                 |                |                 |                |                 |
|              | Safety Administrator            | 1                 |                |                 |                |                 |
| 23           | Chief Construction Inspector    | 1                 | 59,076         | 72,188          | 85,300         | 2,622           |
|              | Code Inspector III              | 2                 |                |                 |                |                 |
|              | Engineering Project Coordinator | 1                 |                |                 |                |                 |

**TOWN OF KERNERSVILLE  
GENERAL PAY PLAN  
LIST OF CLASSES ARRANGED BY GRADE  
Effective 7/1/2025**

| <b>Grade</b> | <b>Classification</b>              | <b>#Positions</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> | <b>Dev. Pay</b> |
|--------------|------------------------------------|-------------------|----------------|-----------------|----------------|-----------------|
|              | Fire Inspector I                   | 0                 |                |                 |                |                 |
|              | Fire/Life Safety Educator I        | 0                 |                |                 |                |                 |
|              | GIS Analyst                        | 1                 |                |                 |                |                 |
|              | Information Technology Technician  | 2                 |                |                 |                |                 |
|              | Planner III                        | 0                 |                |                 |                |                 |
|              | Police Officer II                  | 14                |                |                 |                |                 |
|              | Public Services Operations Analyst | 1                 |                |                 |                |                 |
|              | Zoning Administrator               | 1                 |                |                 |                |                 |
| 24           | Accountant                         | 1                 | 62,030         | 75,798          | 89,567         | 2,754           |
|              | Financial Analyst                  | 1                 |                |                 |                |                 |
|              | Fire Inspector II                  | 0                 |                |                 |                |                 |
|              | Fire/Life Safety Educator II       | 0                 |                |                 |                |                 |
|              | Master Police Officer I            | 18                |                |                 |                |                 |
|              | Senior Code Inspector              | 1                 |                |                 |                |                 |
|              | Senior Planner                     | 1                 |                |                 |                |                 |
| 25           | Assistant Fire Marshal             | 1                 | 65,132         | 79,588          | 95,000         | 2,891           |
|              | Fire Captain                       | 22                |                |                 |                |                 |

**TOWN OF KERNERSVILLE  
GENERAL PAY PLAN  
LIST OF CLASSES ARRANGED BY GRADE  
Effective 7/1/2025**

| <b>Grade</b> | <b>Classification</b>              | <b>#Positions</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> | <b>Dev. Pay</b> |
|--------------|------------------------------------|-------------------|----------------|-----------------|----------------|-----------------|
|              | Fire/Life Safety Educator III      | 1                 |                |                 |                |                 |
|              | Human Resources Manager            | 1                 |                |                 |                |                 |
|              | Master Code Inspector              | 1                 |                |                 |                |                 |
|              | Master Police Officer II           | 12                |                |                 |                |                 |
|              | Systems Administrator              | 1                 |                |                 |                |                 |
|              | Town Clerk                         | 1                 |                |                 |                |                 |
| 26           | Code Inspections Supervisor        | 1                 | 68,389         | 83,568          | 98,747         | 3,036           |
|              | Communications Manager             | 1                 |                |                 |                |                 |
|              | Park Maintenance Superintendent    | 1                 |                |                 |                |                 |
|              | Recreation Superintendent          | 1                 |                |                 |                |                 |
| 27           | Accounting Operations Manager      | 1                 | 71,809         | 87,747          | 103,685        | 3,188           |
|              | Budget & Purchasing Manager        | 1                 |                |                 |                |                 |
|              | Central Maintenance Superintendent | 1                 |                |                 |                |                 |
|              | Community Development Manager      | 0                 |                |                 |                |                 |
|              | GIS Administrator                  | 1                 |                |                 |                |                 |
|              | Police Sergeant                    | 7                 |                |                 |                |                 |
|              | Public Services Operations Manager | 1                 |                |                 |                |                 |

**TOWN OF KERNERSVILLE  
GENERAL PAY PLAN  
LIST OF CLASSES ARRANGED BY GRADE  
Effective 7/1/2025**

| <b>Grade</b>            | <b>Classification</b>          | <b>#Positions</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> | <b>Dev. Pay</b> |
|-------------------------|--------------------------------|-------------------|----------------|-----------------|----------------|-----------------|
|                         | Solid Waste Superintendent     | 1                 |                |                 |                |                 |
|                         | Stormwater Manager             | 1                 |                |                 |                |                 |
|                         | Street Superintendent          | 1                 |                |                 |                |                 |
| 28                      | Battalion Chief                | 8                 | 75,400         | 92,134          | 108,868        | 3,347           |
|                         | Fire Marshal                   | 1                 |                |                 |                |                 |
|                         | Information Technology Manager | 1                 |                |                 |                |                 |
|                         | Police Services Manager        | 1                 |                |                 |                |                 |
| 29                      | Police Lieutenant              | 7                 | 79,170         | 96,741          | 114,312        | 3,514           |
| 30                      |                                |                   | 83,129         | 101,578         | 120,028        | 3,690           |
| 31                      | Town Engineer                  | 1                 | 87,285         | 106,657         | 126,029        | 3,874           |
| 32                      | Assistant Police Chief         | 2                 | 91,649         | 111,990         | 132,330        | 4,068           |
|                         | Deputy Fire Rescue Chief       | 2                 |                |                 |                |                 |
| <b>Total Positions:</b> |                                | 305               |                |                 |                |                 |



**TOWN OF KERNERSVILLE  
MANAGEMENT PAY PLAN  
LIST OF CLASSES ARRANGED BY GRADE  
Effective 7/1/2025**

| <b>Grade</b>            | <b>Classification</b>          | <b>#Positions<br/>(Full-Time)</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> | <b>Dev. Pay</b> |
|-------------------------|--------------------------------|-----------------------------------|----------------|-----------------|----------------|-----------------|
| 600                     | Finance Director               | 1                                 | 112,608        | 136,256         | 204,384        | 4,730           |
| 601                     | Fire Rescue Chief              | 1                                 | 112,638        | 136,292         | 204,439        | 4,731           |
| 602                     | Human Resources Director       | 1                                 | 109,481        | 132,471         | 198,707        | 4,598           |
| 603                     | Chief Information Officer      | 1                                 | 109,481        | 132,471         | 198,707        | 4,598           |
| 604                     | Community Development Director | 1                                 | 109,491        | 132,484         | 198,726        | 4,599           |
| 605                     | Police Chief                   | 1                                 | 115,797        | 140,114         | 210,172        | 4,863           |
| 606                     | Public Services Director       | 1                                 | 110,533        | 133,744         | 200,617        | 4,642           |
| 607                     | Recreation & Parks Director    | 1                                 | 109,481        | 132,471         | 198,707        | 4,598           |
| 609                     | Town Manager                   | 1                                 |                |                 |                |                 |
| <b>Total Positions:</b> |                                | <b>9</b>                          |                |                 |                |                 |