

Town of Garner

Position Classification Plan

Effective 01/01/2026

GRADE	CLASSIFICATION	MINIMUM	MIDPOINT	MAXIMUM	FLSA STATUS
5	Park Attendant	\$35,638.00	\$44,961.00	\$54,284.00	N
		\$17.1337	\$21.6159	\$26.0981	
6		\$37,403.00	\$47,200.50	\$56,998.00	
		\$17.9822	\$22.6925	\$27.4029	
7	Property Maintenance Worker	\$39,279.00	\$49,562.00	\$59,845.00	N
		\$18.8841	\$23.8279	\$28.7716	
8	Street Maintenance Worker	\$41,242.00	\$52,044.00	\$62,846.00	N
		\$19.8279	\$25.0212	\$30.2144	
9	Lead Property Maintenance Worker	\$43,295.00	\$54,637.50	\$65,980.00	N
		\$20.8149	\$26.2680	\$31.7212	
10	Administrative Specialist	\$45,457.00	\$57,373.00	\$69,289.00	N
	Finance Technician	\$21.8543	\$27.5832	\$33.3120	N
	Recreation Customer Service Specialist				N
11	Animal Services Officer	\$47,730.00	\$60,242.00	\$72,754.00	N
	Development Services Specialist	\$22.9471	\$28.9625	\$34.9779	N
	Equipment Operator				N
	Fleet Mechanic				N
	IT Technician				N
	Police Records Specialist				N
12	Accounts Payable Specialist	\$50,135.00	\$63,253.50	\$76,372.00	N
	Building Maintenance Technician	\$24.1034	\$30.4103	\$36.7173	N
	Public Works Specialist				N
	Senior Administrative Specialist				N
	Senior Fleet Mechanic				N
	Firefighter Trainee				N
13	Lead Equipment Operator	\$52,629.00	\$66,410.00	\$80,191.00	N
	Payroll Administrator	\$24.1034	\$30.4103	\$36.7173	N
	Quartermaster/Fleet Coordinator				N
	Property and Evidence Technician				N
	Recreation Program Specialist				N
	Firefighter**	\$18.0731	\$22.8056	\$27.5381	N
14	Code Compliance Officer	\$55,255.00	\$69,731.00	\$84,207.00	N
	Development Services Supervisor	\$26.5649	\$33.5245	\$40.4841	N
	Executive Assistant				N
	Planning Technician				N
	Police Records Manager				N

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15	Building Codes Inspector I	\$58,035.00	\$73,228.00	\$88,421.00	N
	Deputy Town Clerk	\$27.9014	\$35.2058	\$42.5101	N
	Custodial Supervisor				N
	Facilities Supervisor				N
	Human Resources Technician				N
	Engineering Technician				N
	Paralegal				N
	Parks and Recreation Marketing Coordinator				N
	Police Crime Analyst				N
	Property Maintenance Supervisor				N
	Firefighter First Class**	\$19.9296	\$25.1470	\$30.3644	N
16	Communication Specialist	\$60,927.00	\$76,881.00	\$92,835.00	N
	Fire Inspector	\$29.2918	\$36.9620	\$44.6322	N
	Fleet Services Supervisor				N
	Planner I				N
	Special Events Coordinator				N
	Streets Maintenance Supervisor				N
16P*	Police Officer I	\$60,927.00	\$76,881.00	\$92,835.00	N
	Police Officer II	\$27.4076	\$34.5843	\$41.7611	N
17	Building Codes Inspector II	\$63,971.00	\$80,720.00	\$97,469.00	N
	Chief Code Enforcement Officer	\$30.7553	\$38.8077	\$46.8601	N
	Communications Media Coordinator				N
	GIS Analyst				N
	Infrastructure Inspector				N
	Recreation Program Manager				N
	Fire Lieutenant**	\$21.9681	\$27.7198	\$33.4715	N
17P*	Police Officer First Class	\$63,971.00	\$80,720.00	\$97,469.00	N
	Police Officer- Senior Officer	\$28.7769	\$36.3113	\$43.8457	N
18	Budget Analyst	\$67,171.00	\$84,759.00	\$102,346.00	E
	Human Resources Analyst	\$32.2938	\$40.7495	\$49.2048	E
	Performing Arts Center Supervisor				N
	Planner II				N
	Purchasing Officer				N
	Zoning Administrator				N

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19	Building Codes Inspector III	\$70,525.00	\$88,995.00	\$107,465.00	N
	Downtown and Economic Development Administrator	\$33.9063	\$42.7861	\$51.6659	E
	Facilities Manager				E
	Fleet Services Manager				E
	IT Systems Analyst				N
	Management Analyst				E
	Engineering Plan Reviewer				N
	Senior Human Resources Analyst				E
	Senior Planner				E
	Strategy and Data Analyst				E
	Town Clerk				N
Housing and Community Development Specialist				E	
19P*	Police Corporal	\$70,525.00	\$88,995.00	\$107,465.00	N
		\$31.7251	\$40.0337	\$48.3423	
20	Accountant	\$74,056.00	\$93,453.00	\$112,849.00	E
	Fire Codes Administrator	\$35.6038	\$44.9293	\$54.2543	N
	Lead Building Inspector				N
	Parks & Recreation Superintendent				N
	Public Works Superintendent				E
	Safety and Risk Management Officer				E
	Fire Captain**	\$25.4313	\$32.0924	\$38.7531	N
21	Building Codes Inspections Supervisor	\$77,763.00	\$98,120.00	\$118,476.00	E
	Development Review Manager	\$37.3861	\$47.1731	\$56.9596	E
	Infrastructure Inspections Supervisor				N
	Senior Budget Analyst				E
21P*	Police Sergeant	\$77,763.00	\$98,120.00	\$118,476.00	N
		\$34.9811	\$44.1386	\$53.2955	
22	Engineering Project Manager	\$81,647.00	\$103,030.00	\$124,413.00	E
	IT Systems Administrator	\$39.2534	\$49.5337	\$59.8139	E
	Strategy and Innovation Manager				E
	Parks & Greenways Planning Manager				E
	Fire Battalion Chief**	\$28.0381	\$35.3812	\$42.7242	N
23	Police Lieutenant	\$85,729.00	\$108,182.00	\$130,635.00	E
	Senior Engineering Project Manager	\$41.2159	\$52.0106	\$62.8053	E
	Stormwater Administrator				E

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24	Assistant Finance Director	\$90,010.00	\$113,589.00	\$137,167.00	E
	Assistant Fire Chief	\$43.2740	\$54.6101	\$65.9457	E
	Assistant Planning Director				E
	Assistant Public Works Director				E
25	Police Captain	\$94,512.00	\$117,019.00	\$144,007.00	E
	Assistant Engineering Director	\$45.4385	\$56.2591	\$69.2341	E
26	Budget Director	\$99,234.00	\$125,229.00	\$151,224.00	E
	Communications Director	\$47.7087	\$60.2063	\$72.7038	E
	Strategic Initiatives Director				E
27	Assistant Town Attorney	\$104,199.00	\$131,485.00	\$158,770.00	E
	Deputy Police Chief	\$50.0957	\$63.2139	\$76.3317	E
28	Economic Development Director	\$109,407.00	\$138,061.00	\$166,714.00	E
	Inspections Director	\$52.5995	\$66.3755	\$80.1510	E
29	Engineering Director	\$114,879.00	\$144,968.00	\$175,056.00	E
	Finance Director	\$55.2303	\$69.6962	\$84.1615	E
	Human Resources Director				E
	IT Director				E
	Planning Director				E
30	Parks, Recreation and Cultural Resources Director	\$120,617.00	\$152,205.00	\$183,793.00	E
	Public Works Director	\$57.9889	\$73.1755	\$88.3620	E
31	Fire Chief	\$126,663.00	\$159,829.00	\$192,995.00	E
	Police Chief	\$60.8957	\$76.8409	\$92.7861	E
32		\$132,996.00	\$167,818.00	\$202,639.00	
		\$63.9404	\$80.6817	\$97.4226	
33		\$139,638.00	\$176,203.00	\$212,767.00	
		\$67.1337	\$84.7130	\$102.2918	
34	Assistant Town Manager	\$146,611.00	\$185,008.00	\$223,404.00	E
		\$70.4861	\$88.9462	\$107.4058	
35		\$153,938.00	\$194,254.00	\$234,569.00	E
		\$74.0087	\$93.3913	\$112.7736	

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

N = Non Exempt

P* = Hourly rate is determined using 2223 hours per year ** - Hourly rate is determined using 2912 hours per year