

**City of New Bern
Classification Pay Plan
Fiscal Year 2019-20**

Effective July 1, 2019

Grade	Title	Minimum	Midpoint	Maximum
1		19,610	25,763	31,915
2		20,591	27,051	33,511
3		21,620	28,404	35,186
4		22,701	29,824	36,946
5	Custodian	23,836	31,315	38,793
6	Lead Custodian Parks Worker	25,028	32,880	40,733
7	Accounting Clerk Hydrant/Meter Maintenance Worker I Inventory Control Clerk Office Assistant II Recreation Program/Athletic Assistant Senior Maintenance Worker Tree Trim Groundworker Utility Maintenance Worker I Utility Services Specialist	26,279	34,524	42,770
8	Billing Services Representative Enrichment Program Assistant Equipment Operator I Maintenance Construction Worker Payment Services Representative Police Service Technician Utility Service Technician	27,593	36,251	44,908

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9	Bio-Solids Operator Customer Service Representative Electric Meter Technician Fire Trainee Hydrant/Meter Maintenance Worker II Irrigation Operator Lead Equipment Operator I Lead Maintenance Worker Office Assistant III Parks Maintenance Specialist Senior Billing Services Representative Tree Trimmer Trainee Utility Control System Operator Utility Maintenance Worker II Warehouse Assistant	28,973	38,063	47,153
10	Accounting Technician I Electric Groundworker Engineering Assistant Equipment Operator II Maintenance Technician Police Officer Trainee Police Service Technician (Animal Control) Police Service Technician (Property & Evidence) Senior Customer Service Representative Wastewater Treatment Plant Operator I Water Treatment Plant Operator I	30,422	39,966	49,511
11	Administrative Assistant Fire Specialist Human Resources Assistant Hydrant/Meter Maintenance Lead Worker Police Service Technician/Telecommunicator I Tree Trimmer Utility Maintenance Lead Worker	31,943	41,965	51,987

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12	Auto Mechanic Fire Specialist I Laboratory Technician Lead Equipment Operator II Lead Maintenance Technician Parks Crew Leader Police Service Technician/Telecommunicator II Pump Station Mechanic Wastewater Treatment Plant Operator II Water Treatment Plant Operator II	33,540	44,063	54,586
13	Accounting Technician II Customer Relations Assistant Electric Line Worker 3rd Class Fire Specialist II Inflow and Infiltration Technician Load Management Systems Technician Payment Services Supervisor Police Service Technician/Telecommunicator III	35,217	46,266	57,315
14	Building Inspector I Electric Svc. Representative Fire Specialist III Human Resources Technician Lead Auto Mechanic Nuisance Abatement Officer Police Officer Substation Technician I Tree Trim Crew Leader Wastewater Treatment Plant Operator III Water Treatment Plant Operator III	36,978	48,579	60,181

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15	Biosolids Supervisor Electric Line Worker 2nd Class Electrical Engineer Technician Electrician Facilities Maintenance Crew Supervisor GIS Technician Hydrant/Meter Crew Supervisor Pretreatment Coordinator Water/Sewer Crew Supervisor	38,826	51,008	63,190
16	Account Services Supervisor Athletic Coordinator Billing Services Supervisor Building and Grounds Maintenance Supervisor Building Inspector II Fire Inspector/Educator Fire Prevention Inspector Heavy Equipment Manager IT Technician Master Police Officer I Planner I Recreation Program Coordinator Special Programs & Events Coordinator Special Projects Coordinator Substation Technician II Wastewater Treatment Plant Oper. IV Water Treatment Plant Operator IV	40,768	53,559	66,349
17	Accountant Administrative Support Supervisor Civilian Unit Supervisor Electric Line Worker 1st Class Fire Engineer Master Police Officer II MPO Planner Treatment Plants Maint. Supervisor	42,806	56,236	69,667

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18	Athletic Supervisor Building Inspector III Chief Treatment Plant Operator Deputy Fire Marshal Energy Management Specialist Facilities Maintenance Superintendent Facility Manager Field Service and Metering Supervisor Financial and Budget Analyst Fire Captain Laboratory Supervisor Master Police Officer III Planner II Project Coordinator Senior IT Technician Telemetry and Control Technician Water Facilities Maintenance Superintendent	44,946	59,048	73,150
19	Building and Grounds Maintenance Superintendent Business Assistant/Analyst City Clerk Community Development Coordinator Fiber Systems Technician Fleet Maintenance Superintendent IT Infrastructure Analyst IT Systems Analyst Parks Superintendent Police Sergeant Purchasing and Warehouse Manager Recreation Superintendent Safety Officer Stormwater Superintendent Waste Collection Superintendent Water/Sewer Construction Superintendent	47,194	62,001	76,808
20	Electric Line Crew Leader Planner III Senior Accountant	49,553	65,101	80,648

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21	Chief Building Inspector Land & Community Development Administrator Metropolitan Planning Organization Administrator Public Information Officer	52,031	68,356	84,681
22	Fire Battalion Chief Fire Division Chief of Training Fire Marshal/Division Chief of Fire Prevention Police Lieutenant SCADA/Control Systems Supervisor Senior Financial and Budget Analyst Senior IT Analyst Staff Engineer Streets Superintendent Utility Maintenance Superintendent Wastewater Treatment Plant Manager Water Treatment Plant Manager	54,633	71,774	88,915
23	Assistant Director of Public Works Asst. Director of Human Resources City Planner Electric Substation Superintendent GIS Manager	57,364	75,362	93,360
24	Accounting Manager Community & Economic Development Manager Deputy Fire Chief/Operations Commander Police Captain Utility Business Office Manager	60,232	79,130	98,028
25	Electric Engineering Manager	63,244	83,087	102,929
26		66,406	87,241	108,076
27	Information Technology Manager	69,726	91,603	113,480

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28	Electric Distribution Superintendent	73,213	96,183	119,154
29	Transmission and Distribution Manager	76,873	100,992	125,111
30	Director of Human Resources Director of Parks & Recreation	80,717	106,042	131,367
31	City Engineer Fire Chief	84,753	111,344	137,935
32	Chief of Police Director of Development Services Director of Finance Director of Public Works Director of Utilities	88,991	116,911	144,832
33	Assistant City Manager	93,441	122,757	152,074