

City of Albemarle - Salary Schedule 2025/2026

Effective July 1, 2025

GRADE	CODE	CLASSIFICATION	MINIMUM	MID POINT	MAXIMUM	STATUS	HOURS	
Elected-1	COUN	Council Member	10,100.77	12,878.49	15,656.19	Month/Ex	N/A	
Elected-2	MAYR	Mayor	10,605.81	13,522.41	16,439.00	Month/Ex	N/A	
3			20,440.27	26,061.35	31,682.42	Hourly	2080 yr	
			9.83	12.53	15.23	Non-Exempt	80 bi wk	
4			21,516.08	27,433.00	33,349.92	Hourly	2080 yr	
			10.35	13.19	16.03	Non-Exempt	80 bi wk	
5	LFGD	Lifeguard TEMP	22,648.50	28,876.84	35,105.18	Hourly	2080 yr	
			10.89	13.88	16.88	Non-Exempt	80 bi wk	
6	AAPA	Academic Achievement Program Asst TEMP	23,840.53	30,396.67	39,952.82	Hourly	2080 yr	
	LGHD	Head Lifeguard TEMP				Non-Exempt		80 bi wk
	ORAT	Outdoor Recreation Assistant TEMP						
	SSPT	Site Supervisor PART TIME						
	SSTP	Site Supervisor TEMP						
	SCAC	Summer Camp Counselor TEMP						
7	HRTF	Human Resources Assistant TEMP	25,095.30	31,996.50	38,897.70	Hourly	2080 yr	
			12.07	15.38	18.70	Non-Exempt	80 bi wk	
8	APMG	Assistant Pool Manager TEMP	26,416.10	33,680.53	40,944.95	Hourly	2080 yr	
			12.70	16.19	19.69	Non-Exempt	80 bi wk	
9			27,806.42	35,453.19	43,099.95	Hourly	2080 yr	
			13.37	17.04	20.72	Non-Exempt	80 bi wk	
10	FHMT	Fire Hydrant Maintenance, Testing & Inspections Technician TEMP	28,766.50	36,677.28	44,588.07	Hourly	2080 yr	
	PMGR	Pool Manager TEMP				Non-Exempt		80 bi wk
	RCAT	Recreation Assistant PR						
	RAPT	Recreation Assistant PT						
11	INTN	Intern	30,733.41	39,185.10	47,636.78	Hourly	2080 yr	
	SCAS	Summer Camp Supervisor TEMP	14.78	18.84	22.90	Non-Exempt	80 bi wk	
12	3020	Custodian	32,270.08	41,144.34	50,018.62	Hourly	2080 yr	
	PMTG	Parks Maintenance Technician TEMP	15.52	19.78	24.05	Non-Exempt	80 bi wk	
13	3510	Solid Waste Maintenance Worker I	33,883.58	43,201.56	52,519.55	Hourly	2080 yr	
	LFTP	Solid Waste Maintenance Worker TEMP	16.30	20.77	25.25	Non-Exempt	80 bi wk	
	3070	Street Maintenance Worker I						
14	4150	Parks Maintenance Worker	35,577.76	45,361.64	55,145.53	Hourly	2080 yr	
	4511	Recreation Assistant	17.11	21.81	26.51	Non-Exempt	80 bi wk	
	3710	Sanitation Collection Worker I						
	3520	Solid Waste Maintenance Worker II						

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14	3080	Street Maintenance Worker II	35,577.76	45,361.64	55,145.53	Hourly	2080 yr
	6910	Utility Maintenance Worker I	17.11	21.81	26.51	Non-Exempt	80 bi wk
15	ADEC	Administrative & Events Coordinator PR	37,356.65	47,629.72	57,902.81	Hourly	2080 yr
	1320	Customer Service Representative (Finance)	17.96	22.90	27.84	Non-Exempt	80 bi wk
	EOTP	Equipment Operator TEMP					
	FINP	Finance Clerk PART TIME					
	FINT	Finance Technician TEMP					
	5400	Police Records Specialist					
	COMT	Police Records Specialist PART TIME					
	3720	Sanitation Collection Worker II					
	6920	Utility Maintenance Worker II					
3430	Warehouse Specialist I						
16	1050	Administrative Assistant	39,224.48	50,011.21	60,797.95	Hourly	2080 yr
	3110	Facilities Maintenance Technician	18.86	24.04	29.23	Non-Exempt	80 bi wk
	3195	Heavy Equipment Operator - Sewer					
	PHST	Public Housing Specialist PART TIME					
	1330	Senior Customer Accounts Rep (Utilities)					
	3560	Solid Waste Equipment Operator I					
	3630	Solid Waste Scale Operator					
	3170	Street Equipment Operator I					
	6930	Utility Maintenance Operator I					
	3440	Warehouse Specialist II					
17	1060	Administrative Support Specialist	41,185.71	52,511.77	63,837.84	Hourly	2080 yr
	4520	Assistant Center Supervisor	19.81	25.25	30.69	Non-Exempt	80 bi wk
	1340	Billing Analyst I					
	3050	Building Maintenance Specialist					
	3200	Concrete Finisher/Mason					
	5410	Evidence Specialist					
	9710	Firefighter I Trainee					
	6040	Meter Service Technician					
	6070	Plant Maintenance Mechanic					
	3570	Solid Waste Equipment Operator II					
	3180	Street Equipment Operator II					
	6940	Utility Maintenance Operator II					

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GRADE	CODE	CLASSIFICATION	MINIMUM	MID POINT	MAXIMUM	STATUS	HOURS
17	6165	Wastewater Treatment Plant Operator I	41,185.71	52,511.77	63,837.84	Hourly	2080 yr
	6160	Water Treatment Plant Operator I	19.81	25.25	30.69	Non-Exempt	80 bi wk
18	1300	Finance Technician	43,244.99	55,137.36	67,029.74	Hourly	2080 yr
	3370	Fleet Maintenance Mechanic I	20.79	26.51	32.22	Non-Exempt	80 bi wk
	1332	Lead Customer Service Representative					
	6271	Plants Laboratory Technician					
	3730	Sanitation Collection Equipment Operator I/Yard Waste Route Dr I					
	5440	Senior Administrative Assistant					
	2250	Senior Administrative Support Specialist					
	2255	Senior Administrative Support Specialist - Public Housing					
	3610	Senior Landfill Scale Operator					
	3190	Solid Waste Heavy Equipment Operator					
	3185	Street Equipment Operator III					
	6175	Wastewater Treatment Plant Operator II					
	6170	Water Treatment Plant Operator II					
	LEAF	Yard Waste/Leaf Collection Route Driver PT					
5710	Firefighter I	15.70	20.01	24.32	Hourly Non-Exempt	2756 yr 106 bi wk	
19	5445	BLET Cadet	45,407.24	57,894.22	70,381.22	Hourly	2080 yr
	4200	Parks Maintenance Crew Leader	21.84	27.83	33.84	Non-Exempt	80 bi wk
	3740	Sanitation Collection Equipment Operator II/Yard Waste Route Dr II					
	6220	Senior Plant Maintenance Mechanic					
	6950	Senior Utility Maintenance Operator					
	3450	Warehouse Supervisor					
	5720	Firefighter II	16.48	21.01	25.54	Hourly Non-Exempt	2756 yr 106 bi wk
20	1341	Billing Analyst II	47,677.60	60,788.94	73,900.28	Hourly	2080 yr
	CESP	Code Enforcement Specialist PART TIME	22.92	29.23	35.53	Non-Exempt	80 bi wk
	3372	Fleet Maintenance Mechanic II					
	2270	Housing Assistance Program Specialist					
	2450	Housing Inspector					
	2131	Planning Specialist					
	5390	Police Records Supervisor					
	6690	Program Support Specialist					

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GRADE	CODE	CLASSIFICATION	MINIMUM	MID POINT	MAXIMUM	STATUS	HOURS
20	2260	Resident Services Specialist	47,677.60	60,788.94	73,900.28	Hourly	2080 yr
	RSSP	Resident Services Specialist TEMP	22.92	29.23	35.53	Non-Exempt	80 bi wk
	3750	Sanitation Collection Crew Leader					
	6185	Senior Wastewater Treatment Plant Operator					
	6180	Senior Water Treatment Plant Operator					
	3250	Street Maintenance Crew Leader					
	5460	Police Officer I	21.84	27.83	33.84	Hourly	2184 yr
	POPT	Police Officer PART TIME				Non-Exempt	84 bi wk
	5730	Firefighter III	17.30	22.06	26.81	Hourly	2756 yr
					Non-Exempt	106 bi wk	
21	ACCR	Accreditation Administrator	50,061.48	63,828.38	77,595.30	Hourly	2080 yr
	6285	Chief Wastewater Treatment Plant Operator	24.07	30.69	37.31	Non-Exempt	80 bi wk
	4541	Community Programs Supervisor					
	6610	Electric Line Technician I					
	6810	Electric Meter & Substation Technician					
	6530	Electric Underground Technician					
	FRIN	Fire Inspector PART TIME					
	5600	Police Detective I					
	1450	Purchasing Coordinator					
	4531	Recreation Program Supervisor					
	3680	Recycling Coordinator					
	6960	Utility Maintenance Crew Leader					
	5470	Police Officer II	22.93	29.23	35.53	Hourly	2184 yr
					Non-Exempt	84 bi wk	
22	5350	Community Resource Officer	52,564.56	67,019.80	81,475.06	Hourly	2080 yr
	1391	Finance System Administrator	25.28	30.69	37.31	Non-Exempt	80 bi wk
	3374	Fleet Maintenance Mechanic Advanced					
	3382	Heavy Equipment Mechanic (Landfill)					
	3760	Heavy Truck Mechanic					
	1510	Information Systems Support Specialist					
	1310	Payroll Technician					
	5610	Police Detective II					
	4532	Senior Recreation Programs Manager					
3580	Solid Waste Operations Crew Leader						

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GRADE	CODE	CLASSIFICATION	MINIMUM	MID POINT	MAXIMUM	STATUS	HOURS
22	5480	Police Officer III	52,564.56	67,019.80	81,475.06	Hourly	2184 yr
			24.07	30.69	37.31	Non-Exempt	84 bi wk
	5740	Fire Engineer	19.08	24.32	29.56	Hourly	2756 yr
						Non-Exempt	106 bi wk
23	3060	Building Maintenance Supervisor	55,192.78	70,370.79	85,548.82	Hourly	2080 yr
	2100	Chief Code Enforcement Officer	26.54	33.83	41.13	Non-Exempt	80 bi wk
	1381	Finance Accounting Specialist					
	3120	Facilities Maintenance Supervisor					
	3376	Fleet Maintenance Supervisor					
	2460	Housing Choice Voucher Manager					
	1970	Paralegal					
	5620	Police Detective III					
	2280	Property Manager, Public Housing					
4551	Special Projects & Grants Manager				Salary/Exempt		
24	6970	Collection & Distribution Systems Supervisor	57,952.42	73,889.33	89,826.26	Hourly	2080 yr
	1361	Customer Accounts Supervisor	27.86	35.52	43.19	Non-Exempt	80 bi wk
	2730	Development Coordination Specialist					
	6620	Electric Line Technician II (Intermediate)					
	6820	Electric Meter & Substation Technician II					
	6540	Electric Underground Technician II					
	1210	Human Resources Analyst					
	6090	Plant Maintenance Supervisor					
	1331	Revenue Collection Supervisor					
	1511	Senior Information Systems Support Specialist					
25	1090	City Clerk	60,850.04	77,583.80	94,317.57	Hourly	2080 yr
	3381	Fleet Maintenance Superintendent	29.26	37.30	45.34	Non-Exempt	
	1600	Main Street Manager				Salary/Exempt	
	4581	Parks Superintendent					
	5640	Police Detective Sergeant					
	5650	Police Sergeant - Planning & Training					
	6701	Project Manager				Salary/Exempt	
	4561	Recreation Programs Manager				Salary/Exempt	
	3311	Street Maintenance Superintendent					
	5490	Police Sergeant	27.87	35.52	43.19	Hourly	2184 yr
					Non-Exempt	84 bi wk	

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GRADE	CODE	CLASSIFICATION	MINIMUM	MID POINT	MAXIMUM	STATUS	HOURS		
25	5750	Fire Captain	60,850.04	77,583.80	94,317.57	Hourly	2756 yr		
			22.08	28.15	34.22	Non-Exempt	106 bi wk		
26	5500	Police Lieutenant	63,892.55	81,462.99	99,033.45	Hourly	2080 yr		
	2141	Senior Planner				Non-Exempt	80 bi wk		
	6751	Utilities Business Manager							
	6190	Water Treatment Plant Supervisor							
	6195	Wastewater Treatment Plant Supervisor							
27	6630	Electric Line Technician III (Senior)	67,087.17	85,536.14	103,985.12	Salary	2080 yr		
	6550	Electric Underground Technician III				Exempt	80 bi wk		
	6830	Meter & Substation Technician III							
	1571	IS Business Analyst							
28	1991	Communications Director	70,441.53	89,812.94	109,184.38	Salary	2080 yr		
	5661	Detective Captain				Exempt	80 bi wk		
	6290	Distribution & Collection Superintendent							
	1560	Network Infrastructure Analyst							
	5671	Police Captain				Non-Exempt			
	1250	Risk & Safety Officer							
	3601	Solid Waste Superintendent				Non-Exempt			
29	4590	Assistant Parks & Rec Director	73,963.61	94,303.59	114,643.59	Salary	2080 yr		
	5781	Fire Marshal				Exempt	80 bi wk		
	6381	Water Resources Manager							
	5771	Fire Battalion Chief				Salary	2756 yr		
30			77,661.79	99,018.77	120,375.77	Exempt	106 bi wk		
						3951	Assistant Public Works Director	Salary	2080 yr
						6650	Electric Line Crew Leader	Exempt	80 bi wk
						6840	Electric Meter & Substation Crew Leader		
						6560	Electric Underground Crew Leader		
2151	Planning Manager								
31			81,544.88	103,969.71	126,394.56	Salary	2080 yr		
						5791	Assistant Fire Chief	Exempt	80 biwk
						5681	Assistant Police Chief		
						6711	Electric Line Supervisor	Non-exempt	
						6731	Electric Tech Operations Supervisor		
32			85,622.12	109,168.19	132,714.29	Salary	2080 yr		
			41.17	52.48	63.80	Exempt	80 bi wk		

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GRADE	CODE	CLASSIFICATION	MINIMUM	MID POINT	MAXIMUM	STATUS	HOURS
33	6741	Electric Distribution Superintendent	89,903.23	114,626.60	139,350.01	Salary	2080 yr
	6781	Assistant Public Utilities Director	43.23	55.11	67.00	Exempt	80 bi wk
34	1931	Economic Development Director	94,398.39	120,357.93	146,317.51	Salary	2080 yr
	2821	Engineer	45.39	57.86	70.34	Exempt	80 bi wk
	1531	Information Systems Director					
	4591	Parks & Recreation Director					
	2501	Public Housing Director					
35	1851	Finance Director	99,118.31	126,375.83	153,633.38	Salary	2080 yr
	1261	Human Resources Director	47.66	60.76	73.86	Exempt	80 bi wk
	2201	Planning & Development Services Director					
	3491	Public Works Director					
36	5801	Fire Chief	104,074.23	132,694.62	161,315.05	Salary	2080 yr
	5691	Police Chief	50.04	63.80	77.56	Exempt	80 bi wk
	6791	Public Utilities Director					
37			109,277.94	139,329.35	169,380.80	Salary	2080 yr
			52.54	66.99	81.43	Exempt	80 bi wk
38			114,741.83	146,295.82	177,849.84	Salary	2080 yr
			55.17	70.33	85.50	Exempt	80 bi wk
39			120,478.93	153,610.61	186,742.33	Salary	2080 yr
			57.93	73.85	89.78	Exempt	80 bi wk
40	1951	Assistant City Manager	126,502.87	161,291.14	196,079.45	Salary	2080 yr
			60.82	77.54	94.27	Exempt	80 bi wk
41	1971	City Attorney	132,828.02	169,355.70	205,883.42	Salary	2080 yr
			63.86	81.42	98.98	Exempt	80 bi wk
42	1901	City Manager	139,469.42	177,823.49	216,177.60	Salary	2080 yr
			67.06	85.49	103.93	Exempt	80 bi wk

* POLICE position with 84 hour pay periods

** FIRE positions with 106 hour pay periods

*** TEMP and PART TIME positions have NO STANDARD HOURS