Salary Schedule-Position Classification
City of Lincolnton
General Employees - July 1, 2026

Grade	Position Title	Minimum-rounded	Midpoint-rounded	Maximum-rounded	Group Cycle	FLSA
3	Not assigned	$ 22,110.93	$ 27,638.66	$ 33,166.39		
4	Not assigned	$ 23,216.47	$ 29,020.59	$ 34,824.71		
5	Not assigned	$ 24,377.30	$ 30,471.62	$ 36,565.95		
6	Not assigned	$ 25,596.16	$ 31,995.20	$ 38,394.24		
7	Park & Recreation Worker I	$ 26,875.97	$ 33,594.96	$ 40,313.96	C	N
8	Not assigned	$ 28,219.77	$ 35,274.71	$ 42,329.65		
9	Intern	$ 29,630.76	$ 37,038.45	$ 44,446.14	C	N
	Park & Recreation Worker II				C	N
10	Not assigned	$ 31,112.30	$ 38,890.37	$ 46,668.44		
11	Park & Recreation Worker III	$ 32,667.91	$ 40,834.89	$ 49,001.87	C	N
12	Parking Enforcement Officer	$ 34,301.31	$ 42,876.63	$ 51,451.96	C	N
	Building Services Attendant				C	N
13	Not assigned	$ 36,016.37	$ 45,020.46	$ 54,024.56		
14	General Maintenance Worker I	$ 37,817.19	$ 47,271.49	$ 56,725.78	B	N
	Meter Specialist I				B	N
	Property Maintenance Technician				B	N
15	Administrative Support Assistant	$ 39,708.05	$ 49,635.06	$ 59,562.07	C	N
	Building and Grounds Crew Leader				B	N
	Customer Service Representative I				C	N
	General Maintenance Worker II				B	N
	Meter Specialist II				B	N
	Police Evidence Technician				C	N
	WTP Operator C				B	N
	WWTP Operator I				B	N
16	Accounts Analyst (Lead)	$ 41,693.45	$ 52,116.81	$ 62,540.18	C	N
	Customer Service Representative II				C	N
	Distribution/Collection Maint Tech I				B	N
	Equipment Operator Trainee				B	N
	Fire Cadet				A	N
	HR Specialist				C	N
	Meter Specialist III				B	N
	Sr. Administrative Support Assistant				C	N
	WTP Operator B				B	N
	WWTP Operator II				B	N
17	Administrative Office Manager-Fire	$ 43,778.12	$ 54,722.66	$ 65,667.19	C	N
	Administrative Services Supervisor				C	N
	Customer Service Representative III				C	N
	Distribution/Collection Maint Tech II				B	N
	Equipment Operator I				B	N
	Utility Support Services Coordinator				C	N
	WTP Maintenance Mechanic				B	N
	WWTP Maintenance Mechanic				B	N

Salary Schedule-Position Classification
City of Lincolnton
General Employees - July 1, 2026

18	Equipment Operator II	$ 45,967.03	$ 57,458.79	$ 68,950.55	B	N
	Firefighter I				A	N
	Fleet Maintenance Mechanic				B	N
	Payroll Specialist				C	N
	Planning Technician				C	N
	WTP Laboratory Analyst				B	N
	WTP Operator A				B	N
	WWTP Operator III				B	N
19	Building and Grounds Supervisor	$ 48,265.38	$ 60,331.73	$ 72,398.07	B	N
	Deputy City Clerk				C	N
	Distribution/Collection Maint Tech III				B	N
	Equipment Operator III				B	N
	Firefighter II				A	N
	Fire Inspector I				A	N
	General Services Supervisor				B	N
	Parks and Recreation Maint Supervisor				B	N
	Public Works Supervisor				B	N
	Utility Customer Service Supervisor				C	N
20	Accountant	$ 50,678.65	$ 63,348.31	$ 76,017.98	C	N
	Electric Line Technician (Class C)				B	N
	Fire Engineer				A	N
	Fire Inspector II				A	N
	Police Social Worker				C	N
	Recreation Program Coordinator				C	N
	Special Events/Marketing Coordinator				C	N
	WTP Lead Maintenance Mechanic				B	N
	WWTP Lab Analyst				B	N
	WWTP Lead Maintenance Mechanic				B	N
21	Distribution/Collection Crew Leader	$ 53,212.58	$ 66,515.73	$ 79,818.88	B	N
	Distribution/Collection Crew Leader-Lift Stat				B	N
	Fire Inspector III				A	N
	Fire Lieutenant				A	N
	Public Works-Crew Leader				B	N
	Sr. Recreation Program Coordinator				C	N
	Solid Waste-Crew Leader				B	N
	WTP Chief Operator				B	N
	WWTP Chief Operator				B	N
22	Building & Grounds Superintendent	$ 55,873.21	$ 69,841.52	$ 83,809.82	B	E
	Distribution/Collection Supervisor				B	N
	Electric Line Technician (Class B)				B	N
	HR Programs Coordinator				C	N
23	Accounting Services Manager	$ 58,666.87	$ 73,333.59	$ 88,000.31	C	N
	Fire Captain				A	N
	Fleet Services Superintendent				B	N
	Park and Recreation Superintendent				C	N
24	Distribution/Collections System Supt	$ 61,600.22	$ 77,000.27	$ 92,400.33	B	E
	Electric Line Technician (Class A)				B	N
	IT Technician I				C	N
	Zoning Administrator				C	N

Salary Schedule-Position Classification
City of Lincolnton
General Employees - July 1, 2026

25	Asst to City Mgr Office/City Clerk	$ 64,680.23	$ 80,850.28	$ 97,020.34	C	N
	Battalion Chief				A	N
	Fire Marshal				A	N
	GIS Specialist				B	N
	IT Technician II				C	N
	Public Works Superintendent				B	E
26	Assistant Finance Director	$ 67,914.24	$ 84,892.80	$ 101,871.36	C	N
	Electric Distribution System Supervisor				B	N
	IT Technician III				C	N
27	Assistant Fire Chief	$ 71,309.95	$ 89,137.44	$ 106,964.93	A	E
	WTP Superintendent				B	E
	WWTP Superintendent				B	E
28	Water Resources Operations Manager	$ 74,875.45	$ 93,594.31	$ 112,313.17	B	E
29	Deputy Fire Chief	$ 78,619.22	$ 98,274.03	$ 117,928.83	A	E
	Electric Distribution System Superintendent				B	E
	Utility Support Services Director				B	E
30	Parks and Recreation Director	$ 82,550.18	$ 103,187.73	$ 123,825.27	C	E
31	Electric Utility Operations Manager	$ 86,677.69	$ 108,347.11	$ 130,016.54	B	E
	Fire Chief				A	E
	Human Resources Director				C	E
	Planning Director				C	E
	Public Utilities Director				B	E
32	Not assigned	$ 91,011.58	$ 113,764.47	$ 136,517.36		
33	IT-Technology & Innovation Director	$ 95,562.15	$ 119,452.69	$ 143,343.23	C	E
	Public Services Director				B	E
	Water Resources Director				B	E
34	Finance Director	$ 100,340.26	$ 125,425.33	$ 150,510.39	C	E
35	Not assigned	$ 105,357.28	$ 131,696.59	$ 158,035.91		
36	Not assigned	$ 110,625.14	$ 138,281.42	$ 165,937.71		
37	Not assigned	$ 116,156.40	$ 145,195.50	$ 174,234.59		
38	Assistant City Manager	$ 121,964.22	$ 152,455.27	$ 182,946.32	C	E
39	Not assigned	$ 128,062.43	$ 160,078.03	$ 192,093.64		
40	Not assigned	$ 134,465.55	$ 168,081.94	$ 201,698.32		
41	City Manager	$ 141,188.83	$ 176,486.03	$ 211,783.24	C	E
42	Not assigned	$ 148,248.27	$ 185,310.33	$ 222,372.40		
	Part-Time Classifications	**Hourly**				
	Lifeguards-Non Experienced	$ 13.52			C	N
	Lifeguards-Experienced	$ 16.22			C	N

Salary Schedule-Position Classification
LEO Effective July 1, 2026

Grade	Position Title	Minimum-rounded	Midpoint-rounded	Maximum-rounded	Schedule	FLSA
50		$ 41,738.12	$ 52,172.66	$ 62,607.19	A	
51		$ 43,825.03	$ 54,781.29	$ 65,737.55	A	
52	Police Cadet	$ 46,016.28	$ 57,520.35	$ 69,024.42	A	N
53		$ 48,317.10	$ 60,396.37	$ 72,475.64	A	
54	Police Officer I	$ 50,732.95	$ 63,416.19	$ 76,099.43	A	N
55	Police Officer II	$ 53,269.60	$ 66,587.00	$ 79,904.40	A	N
56	Master Police Officer	$ 55,933.08	$ 69,916.35	$ 83,899.62	A	N
57		$ 58,729.73	$ 73,412.17	$ 88,094.60	A	
58	Police Sergeant	$ 61,666.22	$ 77,082.77	$ 92,499.33	A	N
59	Police Lieutenant	$ 64,749.53	$ 80,936.91	$ 97,124.30	A	N
60		$ 67,987.01	$ 84,983.76	$ 101,980.51	A	
61	Police Captain	$ 71,386.36	$ 89,232.95	$ 107,079.54	A	N
62		$ 74,955.68	$ 93,694.59	$ 112,433.51	A	
63		$ 78,703.46	$ 98,379.32	$ 118,055.19	A	
64	Police Major	$ 82,638.63	$ 103,298.29	$ 123,957.95	A	E
65		$ 86,770.56	$ 108,463.20	$ 130,155.85	A	
66		$ 91,109.09	$ 113,886.36	$ 136,663.64	A	
67	Police Chief	$ 95,664.55	$ 119,580.68	$ 143,496.82	A	E
68		$ 100,447.77	$ 125,559.72	$ 150,671.66	A	
69		$ 105,470.16	$ 131,837.70	$ 158,205.24	A	
70		$ 110,743.67	$ 138,429.59	$ 166,115.51	A	