Salary Schedule-Position Classification
City of Lincolnton
General Employees-July 1, 2025

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

Salary Schedule-Position Classification
City of Lincolnton
General Employees-July 1, 2025

18	Equipment Operator II	$ 45,967.03	$ 57,458.79	$ 68,950.55	B	N	
	Firefighter I				A	N	
	Fleet Maintenance Mechanic				B	N	
	Parks & Recreation Program Coordinator				C	N	
	Parks & Recreation Maint Supervisor				C	N	
	WTP Laboratory Analyst				B	N	
	WTP Operator A				B	N	
	WWTP Operator III				B	N	
19	Accountant	$ 48,265.38	$ 60,331.73	$ 72,398.07	C	N	
	Building and Grounds Supervisor				B	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	
	Public Works Supervisor				B	N	
	Sr. Recreation Program Coordinator				C	N	
20	Building Inspections Consultant	$ 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	
	HR Benefits Administrator				C	N	
	WTP Lead Maintenance Mechanic				B	N	
	WWTP Lab Analyst				B	N	
	WWTP Lead Maintenance Mechanic				B	N	
21	Accounting Services Manager	$ 53,212.58	$ 66,515.73	$ 79,818.88	C	N	
	Distribution/Collection Crew Leader				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	
	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	
	IT Technician I				C	N	
	Zoning Administrator				C	N	
23	Assistant Finance Director	$ 58,666.87	$ 73,333.59	$ 88,000.31	C	N	
	Asst to City Mgr Office/City Clerk				C	N	
	Fire Captain				A	N	
	Fleet Services Superintendent				B	N	
	IT Technician II				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 III				C	N	
25	Battalion Chief	$ 64,680.23	$ 80,850.28	$ 97,020.34	A	N	
	Community Relations Director				C	E	
	Fire Marshal				A	N	
	GIS Specialist				B	N	
	Public Works Superintendent				B	E	

Salary Schedule-Position Classification
City of Lincolnton
General Employees-July 1, 2025

26	Electric Distribution System Supervisor	$ 67,914.24	$ 84,892.80	$ 101,871.36	B	N	
27	Assistant Fire Chief	$ 71,309.95	$ 89,137.44	$ 106,964.93	A	E	
	Business Services Director				C	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	
	Human Resources Director				C	E	
	Parks and Recreation Director				C	E	
	Planning Director				C	E	
30	Not assigned	$ 82,550.18	$ 103,187.73	$ 123,825.27			
31	Electric Utility Operations Manager	$ 86,677.69	$ 108,347.11	$ 130,016.54	B	E	
	Finance Director				C	E	
	Fire Chief				A	E	
	IT-Technology & Innovation Director				C	E	
	Public Utilities Director				B	E	
32	Not assigned	$ 91,011.58	$ 113,764.47	$ 136,517.36		E	
33	Public Services Director	$ 95,562.15	$ 119,452.69	$ 143,343.23	B	E	
	Water Resources Director				B	E	
34	Not assigned	$ 100,340.26	$ 125,425.33	$ 150,510.39		E	
35	Not assigned	$ 105,357.28	$ 131,696.59	$ 158,035.91		E	
36	Assistant City Manager	$ 110,625.14	$ 138,281.42	$ 165,937.71	C	E	
37	Not assigned	$ 116,156.40	$ 145,195.50	$ 174,234.59		E	
38	Not assigned	$ 121,964.22	$ 152,455.27	$ 182,946.32		E	
39	City Manager	$ 128,062.43	$ 160,078.03	$ 192,093.64	C	E	
40	Not assigned	$ 134,465.55	$ 168,081.94	$ 201,698.32		E	
41	Not assigned	$ 141,188.83	$ 176,486.03	$ 211,783.24		E	
42	Not assigned	$ 148,248.27	$ 185,310.33	$ 222,372.40		E	
	Part-Time Classifications	**Hourly**		**Hourly**			
	Lifeguards-Non Experienced	$ 12.88			C	N	
	Lifeguards-Experienced	$ 15.45			C	N	

Salary Schedule-Position Classification
LEO Effective July 1, 2025

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		$ 64,749.53	$ 80,936.91	$ 97,124.30	A	
60	Police Captain	$ 67,987.01	$ 84,983.76	$ 101,980.51	A	N
61		$ 71,386.36	$ 89,232.95	$ 107,079.54	A	
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	

CITY OF LINCOLNTON					
SCHEDULE OF BUDGETED FT POSITIONS					
Effective July 1, 2025					
Administration 4110					
Full Time Positions	4				
Business & Community Dev 4930					
Full Time Positions	0				
Human Resources 4120					
Full Time Positions	3				
Finance 4130					
Full Time Positions	7				
Information & Technology					
Full time Positions	2				
Police Department 4310					
Full Time Positions	46				
Fire Department 4340					
Full Time Positions	43				
Public Works - Administration 4510					
Full Time Positions	3				
Public Works - Street & Prop Maint 4520					
Full Time Positions	12				
Public Works - Equip Services 4530					
Full Time Positions	2				
Public Works - Solid Waste 4710					
Full Time Positions	6				
Planning 4910					
Full Time Positions	3				
Parks & Recreation 6100					
Full Time Positions	7				
Public Works - Water Treatment 7100					
Full Time Positions	8				
Public Works - Distribution & Collection 7110					
Full Time Positions	13				
Public Works - Waste Water Treatment 7120					
Full Time Positions	9				
Public Works - Electric 7200					
Full Time Positions	9				
Total Full Time City Positions:		177			
*Includes 4 COPS Grant Positions-PD					