

**RESOLUTION #19-15:**

**A RESOLUTION AMENDING THE POLICY ON ADMINISTRATION OF THE POSITION CLASSIFICATION AND PAY PLAN FOR THE VILLAGE OF PINEHURST.**

**WHEREAS**, the Village Council of Pinehurst, North Carolina, adopted the Policy on Administration of the Position Classification and Pay Plan on November 17, 2009; and

**WHEREAS**, the Village Council of Pinehurst, North Carolina, amended the Policy on Administration of the Position Classification and Pay Plan on January 1, 2019; and

**WHEREAS**, changes in the organization infrastructure and guiding policies and procedures must be made as personnel needs of the Village change;

**NOW, THEREFORE, BE IT RESOLVED** by the Village Council of the Village of Pinehurst, North Carolina in a regular meeting assembled this 13<sup>th</sup> day of August, 2019 as follows:

**SECTION 1.** That the Policy on the Administration of the Position Classification and Pay Plan is hereby amended effective July 1, 2019; said policy attached hereto as Attachment A and made a part hereof; the same as if included verbatim.

**SECTION 2.** That the pay ranges in the Position Classification and Pay Plan for the Village of Pinehurst are hereby amended by 2.4 percent; said Pay Plan attached hereto as part of Attachment A and made a part hereof; the same as if included verbatim.

**THIS RESOLUTION** passed and adopted this 13th day of August, 2019.



Attest:

*Beth Dunn*

Beth Dunn, Village Clerk

VILLAGE OF PINEHURST  
VILLAGE COUNCIL

By: *Nancy Roy Fiorillo*  
Nancy Roy Fiorillo, Mayor

Approved as to Form:

*[Signature]*  
Michael J. Newman, Village Attorney

Village of Pinehurst  
 Position Classification and Pay Plan  
 FY 2019-2020

FLSA	GRADE	POSITION	MINIMUM	MIDPOINT	MAXIMUM
	9		24,557	30,697	36,836
	10	Maintenance Worker	25,785	32,231	38,677
	11	Maintenance Worker, CDL	27,074	33,843	40,611
	12		28,428	35,535	42,642
	13	<del>Customer Service Representative</del> Grounds Specialist <del>Human Resources Assistant</del> Solid Waste Equipment Operator Track Specialist Welcome Center Coordinator	29,849	37,312	44,774
	14	<del>Assistant Grounds Crew Leader</del> <del>Assistant Infrastructure Crew Leader</del> <del>Customer Service Representative</del> Grounds Specialist II Telecommunications Specialist I <del>Track Crew Leader</del>	31,342	39,177	47,012
	15	Administrative Assistant Events Assistant <del>Human Resources Assistant</del> Telecommunications Specialist II	32,909	41,136	49,363
	16	<del>Administrative Specialist</del> <del>Assistant Solid Waste Superintendent</del> <del>Buildings and Grounds Crew Leader</del> Firefighter Fleet Service Technician I Grounds Maintenance Crew Leader Maintenance Technician	34,554	43,193	51,831
<del>E</del>	17	<del>Fair Barn Coordinator</del> Financial Services Technician Fleet Service Technician II Street Maintenance Crew Leader	36,282	45,352	54,423
	18	Administrative Coordinator <del>Fair Barn Coordinator</del> Fire and Life Safety Educator IT Technician Planning and Zoning Specialist Police Officer Senior Firefighter	38,096	47,620	57,144
<del>E</del> <del>E</del> <del>E</del> E	19	<del>Athletic Coordinator</del> Master Firefighter <del>Program Coordinator</del> Senior Police Officer <del>Special Events Coordinator</del> Track Superintendent	40,001	50,001	60,001

Village of Pinehurst  
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FY 2019-2020

FLSA	GRADE	POSITION	MINIMUM	MIDPOINT	MAXIMUM
	20	Athletic Coordinator Code Compliance Specialist Master Police Officer Police Investigator Program Coordinator Special Events Coordinator	42,001	52,501	63,001
	21	<del>Communications Specialist</del>	44,101	55,126	66,151
E E E E	22	Building Inspector-Level I Buildings and Grounds Superintendent Communications Specialist Fire Captain Human Resources Generalist Planner Police Sergeant	46,306	57,882	69,459
E	23	Building Inspector- Level II Information Technology Systems Specialist Solid Waste Superintendent	48,621	60,777	72,932
E E	24	Battalion Chief Building Inspector-Level III Detective Lieutenant Infrastructure Superintendent Police Lieutenant Senior Planner Village Clerk	51,052	63,815	76,578
E E E E E E	25	Assistant Financial Services Director Assistant Public Services Director GIS Analyst IT Business Analyst Network Administrator Principal Planner	53,605	67,006	80,407
E E	26	Building Code Official Deputy Fire Chief Police Captain	56,285	70,357	84,428
E	27	Fleet Maintenance Director	59,099	73,874	88,649
E	28	Deputy Police Chief	62,054	77,568	93,081
	29		65,157	81,447	97,736
E E E E	30	<del>Human Resources Director Parks and Recreation Director Performance Management Director Public Services Director</del>	68,415	85,518	102,622
E E E E	31	Fire Chief Human Resources Director Parks and Recreation Director Planning and Inspections Director	71,836	89,794	107,753

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FLSA	GRADE	POSITION	MINIMUM	MIDPOINT	MAXIMUM
E	32	Chief Information Officer	75,427	94,284	113,141
E		Public Services and Engineering Director			
E		Financial Services Director			
E		Police Chief			
	33		79,199	98,998	118,798
E	34	Assistant Village Manager for Administration	83,159	103,948	124,738
E		Assistant Village Manager for Operations			

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

5% = Spread between grades

50% = Spread within the grade

2.4% = Grade adjustment from previous year