

Town of Nags Head
Salary Schedule 2023-2024

Town of Nags Head Salary Schedule July 1, 2023 - June 30, 2024

GRADE	HIRING RATE	MINIMUM	MID POINT	MAXIMUM	GRADE
1	38,236	40,147	49,706	59,264	1
2	40,147	42,156	52,193	62,229	2
3	42,156	44,264	54,803	65,341	3
4	44,264	46,477	57,543	68,608	4
5	46,477	48,800	60,420	72,039	5
6	48,800	51,240	63,440	75,639	6
7	51,240	53,802	66,612	79,422	7
8	53,802	56,492	69,943	83,393	8
9	56,492	59,317	73,440	87,563	9
10	59,317	62,283	77,112	91,941	10
11	62,283	65,397	80,968	96,539	11
12	65,397	68,667	85,017	101,367	12
13	68,667	72,101	89,268	106,434	13
14	72,101	75,706	93,731	111,756	14
15	75,706	79,492	98,418	117,344	15
16	79,492	83,466	103,339	123,212	16
17	83,466	87,639	108,506	129,373	17
18	87,639	92,021	113,931	135,841	18
19	92,021	96,622	119,628	142,633	19
20	96,622	101,454	125,610	149,766	20
21	101,454	106,528	131,892	157,255	21
22	106,527	111,854	138,486	165,118	22

Nags Head Grade List
2023-2024

Town of Nags Head Grade List July 1, 2023 - June 30, 2024				
GRADE	CLASSIFICATION	HIRING RATE	MINIMUM	MAXIMUM
1		38,236	40,147	59,264
2		40,147	42,156	62,229
3	Customer Services Representative Office Assistant	42,156	44,264	65,341
4	Administrative Specialist Facilities Maintenance Technician Sanitation Equipment Operator Trainee Water Distribution Technician Water Plant Operator	44,264	46,477	68,608
5	Accounts Payable Specialist Permit Specialist Water Billing Specialist	46,477	48,800	72,039
6	Deputy Town Clerk Payroll Specialist Permitting Coordinator Sanitation Equipment Operator Senior Facilities Maintenance Technician Stormwater Technician	48,800	51,240	75,639
7	Event Planner Facility Maintenance Crew Leader Fire Fighter/EMT Fleet Mechanic Office Manager Sanitation Crew Leader Stormwater Crew Leader Water Distribution Crew Leader	51,240	53,802	79,422
8	Police Officer Fire Engineer Senior Fleet Mechanic Administrative Supervisor	53,802	56,492	83,393

Nags Head Grade List
2023-2024

Town of Nags Head Grade List July 1, 2023 - June 30, 2024				
GRADE	CLASSIFICATION	HIRING RATE	MINIMUM	MAXIMUM
9	Code Compliance Officer	56,492	59,317	87,563
	Environmental Planner			
	Fire Lieutenant			
	Fleet Crew Leader			
	Police Detective			
	Police Systems Administrator			
	Tax Collector			
10	Building Inspector I	59,317	62,283	91,941
	Planner			
11	Building Inspector II	62,283	65,397	96,539
	Facilities Maintenance Superintendent			
	Fire Captain			
	Fleet Maintenance Superintendent			
	Police Sergeant			
	Sanitation Superintendent			
	Water Distribution Superintendent			
	Water Operations Superintendent			
12	Building Inspector III	65,397	68,667	101,367
	IT Administrator			
	Ocean Rescue Supervisor/Firefighter			
	Public Information Officer			
13	Town Clerk	68,667	72,101	106,434
14	Chief Building Inspector	72,101	75,706	111,756
	Police Lieutenant			
15		75,706	79,492	117,344
16	Deputy Finance Director	79,492	83,466	123,212
	Deputy Fire Chief			
	Deputy Planning Director			
	Deputy Police Chief			
	Deputy Public Services Director			
	Human Resources Officer			
17		83,466	87,639	129,373

Nags Head Grade List
2023-2024

Town of Nags Head Grade List July 1, 2023 - June 30, 2024				
GRADE	CLASSIFICATION	HIRING RATE	MINIMUM	MAXIMUM
18		87,639	92,021	135,841
19	Town Engineer	92,021	96,622	142,633
20	Fire Chief	96,622	101,454	149,766
	Planning and Development Director			
	Police Chief			
	Public Services Director			
21		101,454	106,528	157,255
22	Deputy Town Manager/Finance Officer	106,527	111,854	165,118

Nags Head Class List
2023-2024

Town of Nags Head Class List July 1, 2023 - June 30, 2024

GRADE	CLASSIFICATION	HIRING RATE	MAXIMUM
5	Accounts Payable Specialist	46,477	72,039
4	Administrative Specialist	44,264	68,608
8	Administrative Supervisor	53,802	83,393
10	Building Inspector I	59,317	91,941
11	Building Inspector II	62,283	96,539
12	Building Inspector III	65,397	101,367
14	Chief Building Inspector	72,101	111,756
9	Code Compliance Officer	56,492	87,563
4	Custodian	38,236	59,264
3	Customer Services Representative	42,156	65,341
16	Deputy Finance Director	79,492	123,212
16	Deputy Fire Chief	79,492	123,212
16	Deputy Planning Director	79,492	123,212
16	Deputy Police Chief	79,492	123,212
16	Deputy Public Services Director	79,492	123,212
6	Deputy Town Clerk	48,800	75,639
22	Deputy Town Manager/Finance Officer	106,527	165,118
9	Environmental Planner	56,492	87,563
7	Event Planner	51,240	79,422
7	Facilities Maintenance Crew Leader	51,240	79,422
11	Facilities Maintenance Superintendent	62,283	96,539
4	Facilities Maintenance Technician	44,264	68,608
11	Fire Captain	62,283	96,539
20	Fire Chief	96,622	149,766
8	Fire Engineer	53,802	83,393
9	Fire Lieutenant	56,492	87,563
7	Fire Fighter/EMT	51,240	79,422
9	Fleet Crew Leader	56,492	87,563
11	Fleet Maintenance Superintendent	62,283	96,539
7	Fleet Mechanic	51,240	79,422
16	Human Resources Officer	79,492	123,212

Nags Head Class List
2023-2024

Town of Nags Head Class List July 1, 2023 - June 30, 2024

GRADE	CLASSIFICATION	HIRING RATE	MAXIMUM
12	IT Administrator	65,397	101,367
12	Ocean Rescue Supervisor/Firefighter	65,397	101,367
3	Office Assistant	42,156	65,341
7	Office Manager	51,240	79,422
6	Payroll Specialist	48,800	75,639
5	Permit Specialist	46,477	72,039
6	Permitting Coordinator	48,800	75,639
10	Planner	59,317	91,941
20	Police Chief	96,622	149,766
9	Police Detective	56,492	87,563
14	Police Lieutenant	72,101	111,756
8	Police Officer	53,802	83,393
20	Planning and Development Director	96,622	149,766
11	Police Sergeant	62,283	96,539
12	Public Information Officer	65,397	101,367
20	Public Services Director	96,622	149,766
7	Sanitation Crew Leader	51,240	79,422
6	Sanitation Equipment Operator	48,800	75,639
4	Sanitation Equipment Operator Trainee	44,264	68,608
11	Sanitation Superintendent	62,283	96,539
6	Senior Facilities Maintenance Technician	48,800	75,639
8	Senior Fleet Mechanic	53,802	83,393
7	Stormwater Crew Leader	51,240	79,422
6	Stormwater Technician	48,800	75,639
9	Tax Collector	56,492	87,563
13	Town Clerk	68,667	106,434
19	Town Engineer	92,021	142,633
5	Water Billing Specialist	46,477	72,039
7	Water Distribution Crew Leader	51,240	79,422
11	Water Distribution Superintendent	62,283	96,539
4	Water Distribution Technician	44,264	68,608
4	Water Plant Operator	44,264	68,608
11	Water Operations Superintendent	62,283	96,539

Town of Nags Head Seasonal Lifeguard Pay Plan 2024

	Lifeguard	Lifeg/EMT	Supervisor	Supv/EMT	ActingCap	AC/EMT
Base Starting Salary	\$18.00	\$19.00	\$19.25	\$20.25	\$20.50	\$21.50
1 returning year	\$18.25	\$19.25	\$19.50	\$20.50	\$20.75	\$21.75
2 returning year	\$18.50	\$19.50	\$19.75	\$20.75	\$21.00	\$22.00
3 returning year	\$18.75	\$19.75	\$20.00	\$21.00	\$21.25	\$22.25
4 returning year	\$19.00	\$20.00	\$20.25	\$21.25	\$21.50	\$22.50
5 returning year	\$19.25	\$20.25	\$20.50	\$21.50	\$21.75	\$22.75

Seasonal Bonus	
<i>Requirement: Minimum 600 hours worked during season</i>	Amount
Full-Time Non-Supervisory Positions	\$600
Part-Time Supervisors (at least 100 hours as acting supervisor)	\$750
Full-Time Supervisor (at least 500 hours as a supervisor)	\$1,000

Labor Day Incentive Pay
Ocean Guards are eligible for an additional bonus equivalent to \$2.00/hour for every hour worked between the dates of August 15th and Labor Day. This amount will be paid as a bonus aligning with their last paycheck, or paycheck corresponding with Labor Day, whichever is sooner. The \$2.00/hour is not used to increase the hourly rate. It is solely used to determine the bonus amount.

Returning Ocean Guards Treatment of Pay
Ocean Guards are eligible for a \$.25 increase for each returning season, up to 5 seasons. They must have worked a minimum of 600 hours the preceding season to be eligible for the increase. The increase is maxed out at 5 returning seasons (6th season with Ocean Rescue) for a maximum increase of \$1.25/hour.