

Town of Nags Head Salary
Schedule 2024-2025

Town of Nags Head Salary Schedule July 1, 2024 - June 30, 2025

GRADE	HIRING RATE	MINIMUM	MID POINT	MAXIMUM	GRADE
1	39,765	41,753	51,694	61,635	1
2	41,753	43,842	54,280	64,718	2
3	43,842	46,035	56,995	67,955	3
4	46,035	48,336	59,844	71,352	4
5	48,336	50,752	62,837	74,921	5
6	50,752	53,290	65,978	78,665	6
7	53,290	55,954	69,277	82,599	7
8	55,954	58,752	72,741	86,729	8
9	58,752	61,690	76,378	91,066	9
10	61,690	64,774	80,197	95,619	10
11	64,774	68,013	84,207	100,401	11
12	68,013	71,414	88,418	105,422	12
13	71,414	74,985	92,838	110,691	13
14	74,985	78,734	97,480	116,226	14
15	78,734	82,672	102,355	122,038	15
16	82,672	86,805	107,473	128,140	16
17	86,805	91,145	112,847	134,548	17
18	91,145	95,702	118,489	141,275	18
19	95,702	100,487	124,413	148,338	19
20	100,487	105,512	130,635	155,757	20
21	105,512	110,789	137,167	163,545	21
22	110,788	116,328	144,026	171,723	22

Nags Head Grade List
2024-2025

Town of Nags Head Grade List July 1, 2024 - June 30, 2025				
GRADE	CLASSIFICATION	HIRING		
		RATE	MINIMUM	MAXIMUM
1	Seasonal Events Assistant	39,765	41,753	61,635
2		41,753	43,842	64,718
3	Customer Services Representative Office Assistant	43,842	46,035	67,955
4	Administrative Specialist Facilities Maintenance Technician Sanitation Equipment Operator Trainee Water Distribution Technician Water Plant Operator	46,035	48,336	71,352
5	Accounts Payable Specialist Permit Specialist Water Billing Specialist	48,336	50,752	74,921
6	Deputy Town Clerk Payroll Specialist Permitting Coordinator Sanitation Equipment Operator Senior Facilities Maintenance Technician Stormwater Technician	50,752	53,290	78,665
7	Event Planner Facility Maintenance Crew Leader Fire Fighter/EMT Fleet Mechanic Office Manager Sanitation Crew Leader Stormwater Crew Leader Water Distribution Crew Leader	53,290	55,954	82,599
8	Police Officer Fire Engineer Senior Fleet Mechanic Administrative Supervisor	55,954	58,752	86,729

Nags Head Grade List
2024-2025

Town of Nags Head Grade List July 1, 2024 - June 30, 2025				
GRADE	CLASSIFICATION	HIRING RATE	MINIMUM	MAXIMUM
9	Code Compliance Officer	58,752	61,690	91,066
	Environmental Planner			
	Fire Lieutenant			
	Fleet Crew Leader			
	Police Detective			
	Police Systems Administrator			
	Tax Collector			
10	Building Inspector I Planner	61,690	64,774	95,619
11	Building Inspector II Facilities Maintenance Superintendent Fire Captain Fleet Maintenance Superintendent Police Sergeant Sanitation Superintendent Water Distribution Superintendent Water Operations Superintendent	64,774	68,013	100,401
12	Building Inspector III IT Administrator Ocean Rescue Supervisor/Firefighter Public Information Officer	68,013	71,414	105,422
13	Town Clerk	71,414	74,985	110,691
14	Chief Building Inspector Police Lieutenant	74,985	78,734	116,226
15		78,734	82,672	122,038
16	Deputy Finance Director Deputy Fire Chief Deputy Planning Director Deputy Police Chief Deputy Public Services Director Human Resources Officer	82,672	86,805	128,140
17		86,805	91,145	134,548

Nags Head Grade List
2024-2025

Town of Nags Head Grade List July 1, 2024 - June 30, 2025				
GRADE	CLASSIFICATION	HIRING RATE	MINIMUM	MAXIMUM
18		91,145	95,702	141,275
19	Town Engineer	95,702	100,487	148,338
20	Fire Chief	100,487	105,512	155,757
	Planning and Development Director			
	Police Chief			
	Public Services Director			
21		105,512	110,789	163,545
22	Deputy Town Manager/Finance Officer	110,788	116,328	171,723

Nags Head Class List
2024-2025

Town of Nags Head Class List July 1, 2024 - June 30, 2025

GRADE	CLASSIFICATION	HIRING RATE	MAXIMUM
5	Accounts Payable Specialist	48,336	74,921
4	Administrative Specialist	46,035	71,352
8	Administrative Supervisor	55,954	86,729
10	Building Inspector I	61,690	95,619
11	Building Inspector II	64,774	100,401
12	Building Inspector III	68,013	105,422
14	Chief Building Inspector	74,985	116,226
9	Code Compliance Officer	58,752	91,066
3	Customer Services Representative	43,842	67,955
16	Deputy Finance Director	82,672	128,140
16	Deputy Fire Chief	82,672	128,140
16	Deputy Planning Director	82,672	128,140
16	Deputy Police Chief	82,672	128,140
16	Deputy Public Services Director	82,672	128,140
6	Deputy Town Clerk	50,752	78,665
22	Deputy Town Manager/Finance Officer	110,788	171,723
9	Environmental Planner	58,752	91,066
7	Event Planner	53,290	82,599
7	Facilities Maintenance Crew Leader	53,290	82,599
11	Facilities Maintenance Superintendent	64,774	100,401
4	Facilities Maintenance Technician	46,035	71,352
11	Fire Captain	64,774	100,401
20	Fire Chief	100,487	155,757
8	Fire Engineer	55,954	86,729
9	Fire Lieutenant	58,752	91,066
7	Fire Fighter/EMT	53,290	82,599
9	Fleet Crew Leader	58,752	91,066
11	Fleet Maintenance Superintendent	64,774	100,401
7	Fleet Mechanic	53,290	82,599
16	Human Resources Officer	82,672	128,140
12	IT Administrator	68,013	105,422

Nags Head Class List
2024-2025

Town of Nags Head Class List July 1, 2024 - June 30, 2025

GRADE	CLASSIFICATION	HIRING RATE	MAXIMUM
12	Ocean Rescue Supervisor/Firefighter	68,013	105,422
3	Office Assistant	43,842	67,955
7	Office Manager	53,290	82,599
6	Payroll Specialist	50,752	78,665
5	Permit Specialist	48,336	74,921
6	Permitting Coordinator	50,752	78,665
10	Planner	61,690	95,619
20	Police Chief	100,487	155,757
9	Police Detective	58,752	91,066
14	Police Lieutenant	74,985	116,226
8	Police Officer	55,954	86,729
20	Planning and Development Director	100,487	155,757
11	Police Sergeant	64,774	100,401
12	Public Information Officer	68,013	105,422
20	Public Services Director	100,487	155,757
7	Sanitation Crew Leader	53,290	82,599
6	Sanitation Equipment Operator	50,752	78,665
4	Sanitation Equipment Operator Trainee	46,035	71,352
11	Sanitation Superintendent	64,774	100,401
1	Seasonal Events Assistant	39,765	61,635
6	Senior Facilities Maintenance Technician	50,752	78,665
8	Senior Fleet Mechanic	55,954	86,729
7	Stormwater Crew Leader	53,290	82,599
6	Stormwater Technician	50,752	78,665
9	Tax Collector	58,752	91,066
13	Town Clerk	71,414	110,691
19	Town Engineer	95,702	148,338
5	Water Billing Specialist	48,336	74,921
7	Water Distribution Crew Leader	53,290	82,599
11	Water Distribution Superintendent	64,774	100,401
4	Water Distribution Technician	46,035	71,352
4	Water Plant Operator	46,035	71,352
11	Water Operations Superintendent	64,774	100,401

Town of Nags Head Seasonal Lifeguard Pay Plan 2024 - 2025

	Lifeguard	Lifeg/EMT	Supervisor	Supv/EMT	ActingCap	AC/EMT
Base Starting Salary	\$19.00	\$20.00	\$20.25	\$21.25	\$21.50	\$22.50
1 returning year	\$19.25	\$20.25	\$20.50	\$21.50	\$21.75	\$22.75
2 returning year	\$19.50	\$20.50	\$20.75	\$21.75	\$22.00	\$23.00
3 returning year	\$19.75	\$20.75	\$21.00	\$22.00	\$22.25	\$23.25
4 returning year	\$20.00	\$21.00	\$21.25	\$22.25	\$22.50	\$23.50
5 returning year	\$20.25	\$21.25	\$21.50	\$22.50	\$22.75	\$23.75

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
 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.