

CITY OF CLAREMONT
ORDINANCE 12-26
AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF CLAREMONT, NORTH CAROLINA,
AMENDING THE CITY'S PAY AND CLASSIFICATION PLAN

- WHEREAS,** the City of Claremont, North Carolina, periodically reviews and updates its Pay and Classification Plan to ensure that job classifications and corresponding compensation align with the City's staffing needs and industry standards; and
- WHEREAS,** the City has determined that, due to the increased complexity and difficulty of state-mandated testing procedures for water and wastewater certifications, it is necessary to establish two levels within the Public Services Technician classification; and
- WHEREAS,** the Public Services Technician I classification will serve as the entry-level position for new hires who have not yet obtained required certifications, while the Public Services Technician II classification will provide a pathway for advancement, including a pay increase, upon successful completion and maintenance of required water and wastewater certifications.
- WHEREAS,** the City Council finds that these changes serve the best interest of the City of Claremont and its citizens by promoting effective service delivery and workforce planning.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CLAREMONT,

The City of Claremont Pay and Classification Plan is updated as attached. This ordinance shall be effective upon adoption.

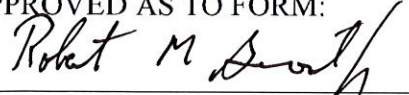
ADOPTED by the City Council of the City of Claremont, North Carolina, this the 8th day of September, 2025.


Shawn R. Brown, Mayor

ATTEST:


Wendy Helms, City Clerk/HR Officer

APPROVED AS TO FORM:


Robert M. Grant Jr., City Attorney

City of Claremont
Pay & Classification - 09/08/2025

Grade		Hiring	Minimum	Midpoint	Maximum
11			31,884	39,854	47,825
12	Public Services Tech I		33,477	41,847	50,216
13	Public Service Tech II	37,440	35,151	43,939	52,727
14	Billing/Customer Service		36,909	46,136	55,363
15	Mechanic		38,754	48,443	58,131
16	Firefighter		40,692	50,865	61,038
17	Crew Leader - PS		42,727	53,408	64,090
	Communication & Event Coordinator				
18	Fire Engineer		44,863	56,079	67,294
19	Police Officer	49,468	47,106	58,883	70,659
20	Police Corporal		49,461	61,827	74,192
21			51,934	64,918	77,902
22			54,531	68,164	81,797
23	Police Sergeant		57,258	71,572	85,887
24	Finance Manager		60,121	75,151	90,181
25	Public Services Superintendent		63,127	78,908	94,690
26			66,283	82,854	99,424
27	HR Officer/City Clerk		69,597	86,996	104,396
	Police Captain				
	Planning Director				
28	Assistant Fire Chief		73,077	91,346	109,615
29			76,731	95,913	115,096
30			80,567	100,709	120,851
31			84,596	105,745	126,894
32	Finance Director		88,825	111,032	133,238
	Public Services Director				
33	Fire Chief		93,267	116,583	139,900
34	Police Chief		97,930	122,413	146,895
35	Assistant to the City Manager		102,827	128,533	154,240