



The Town of Florence Fiscal Year 25/26 Classification & Compensation Plan Pay Ranges- Effective July 01, 2025

Position Classification	Pay Grade	Minimum	Midpoint	Maximum	FLSA	Classified/ Unclassified
Town Manager-CONTRACT EMP.	N/A	\$162,043	\$202,554	\$243,065	E	UC
Town Attorney-CONTRACT EMP.	N/A	\$135,977	\$169,971	\$203,966	E	UC
Town Magistrate-CONTRACT EMP.	N/A	\$87,771	\$109,714	\$131,657	E	UC
	78	\$148,077	\$185,096	\$222,116	E	UC
	77	\$144,465	\$180,581	\$216,699	E	UC
Deputy Town Manager	76	\$140,942	\$176,177	\$211,413	E	UC
	75	\$137,505	\$171,881	\$206,256	E	UC
	74	\$134,151	\$167,689	\$201,225	E	UC
	73	\$130,879	\$163,598	\$196,318	E	UC
	72	\$127,686	\$159,608	\$191,530	E	UC
Police Chief	71	\$124,572	\$155,715	\$186,858	E	UC
Fire Chief					E	UC
	70	\$121,533	\$151,917	\$182,301		
Public Works Director/Engineer	69	\$118,569	\$148,211	\$177,855	E	UC
Utilities Director					E	UC
Finance Director	68	\$115,677	\$144,596	\$173,517	E	UC
Community Development Director	67	\$112,857	\$141,070	\$169,284	E	UC
	66	\$110,104	\$137,629	\$165,155		
Human Resource Director	65	\$107,418	\$134,272	\$161,127	E	UC
Economic Development Director					E	UC
Information Technology Director					E	UC
	64	\$104,798	\$130,997	\$157,197	E	UC
Town Clerk	63	\$102,242	\$127,802	\$153,364	E	UC
Community Services Director					E	UC
Police Commander-Staff Support	62	\$99,748	\$124,686	\$149,623	E	UC
Police Commander-Operations					E	UC
Deputy Public Works Director					E	UC
	61	\$97,316	\$121,645	\$145,973		
	60	\$94,942	\$118,678	\$142,412		
	59	\$92,627	\$115,783	\$138,940		
Comm. & Intergovernmental Relations Mgr.	58	\$90,367	\$112,959	\$135,550	E	UC
Senior Civil Engineer					E	UC
Deputy Finance Director	57	\$88,163	\$110,204	\$132,244	E	UC
Fire Marshal					E	UC
Fire Battalion Chief					E	UC



The Town of Florence January 2025 Classification & Compensation Plan - Effective July 01, 2025

Position Classification	Pay Grade	Minimum	Midpoint	Maximum	FLSA	Classified/ Unclassified
	56	\$86,013	\$107,516	\$129,019		
	55	\$83,914	\$104,893	\$125,872		
	54	\$81,868	\$102,335	\$122,802		
Police Sergeant	53	\$79,871	\$99,839	\$119,807	E	UC
Civil Engineer					E	UC
Public Works Superintendent-Utilities					E	UC
Public Works Superintendent-Streets	52	\$77,923	\$97,404	\$116,885	E	UC
Building Official					E	UC
	51	\$76,023	\$95,028	\$114,034		
	50	\$74,169	\$92,711	\$111,253		
Fire Captain	49	\$72,359	\$90,450	\$108,540	NE	C
Public Works Project Mgr.					E	C
Senior Planner					E	C
Facilities Manager	48	\$70,594	\$88,243	\$105,892	NE	C
Information Technology Systems Analyst					E	C
Water Resources Analyst					E	C
Parks Superintendent	47	\$68,873	\$86,091	\$103,309	NE	C
Procurement Officer					E	C
Recreation Superintendent					E	C
Administrative Project Mgr.	46	\$67,193	\$83,991	\$100,790	E	C
Library Mgr.	45	\$65,554	\$81,943	\$98,331	E	C
Court Administrator					E	C
Senior Building Inspector					NE	C
Senior Accountant					E	C
Police Officer	44	\$63,995	\$79,944	\$95,933	NE	C
Payroll Analyst					E	C
Fleet Supervisor	43	\$62,396	\$77,994	\$93,593	NE	C
Safety Program Manager					NE	C
Management Analyst					E	C
Marketing & Comm. Coordinator	42	\$60,873	\$76,092	\$91,310	NE	C
Fire Engineer					NE	C
Senior Wastewater Treatment Plant Operator					NE	C
Planner	41	\$59,389	\$74,236	\$89,083	NE	C
Plans Examiner					NE	C
Senior Payroll Specialist	40	\$57,940	\$72,426	\$86,911	NE	C
Field Foreman-Water Utilities					NE	C



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Accountant	39	\$56,527	\$70,689	\$84,791	E	C
Associate Engineer					NE	
Public Safety Communications Supervisor					NE	C
GIS Coordinator	38	\$55,148	\$68,935	\$82,723	E	C
Field Foreman-Streets					NE	C
Deputy Town Clerk	37	\$53,803	\$67,254	\$80,705	NE	C
Wastewater Treatment Plant Operator III					NE	C
Human Resources Coordinator	36	\$52,491	\$65,614	\$78,736	NE	C
Payroll Specialist					NE	C
Heavy Equipment Operator-Utilities					NE	C
Parks Field Foreman					NE	C
Crew Leader Inmate Labor-Parks					NE	C
Librarian	35	\$51,211	\$64,013	\$76,816	NE	C
Firefighter					NE	C
Maintance Foreman					NE	C
Lead Facilities Maintenance Worker						
Police Recruit					NE	C
Information Technology Technician					NE	C
Recreation Coordinator	34	\$49,962	\$62,452	\$74,942	NE	C
Wastewater Treatment Plant Operator II					NE	C
Water Utility Operator III					NE	C
Senior Administrative Assistant					NE	C
Senior Court Clerk	33	\$48,743	\$60,928	\$73,115	NE	C
Public Safety Communications-LEAD DISPATCHER					NE	C
Building Inspector					NE	C
Crime Analyst-PT	32	\$47,554	\$59,443	\$71,332	PT/NE	C
Water Utility Operator II					NE	C
Street Maintenance Worker III					NE	C
Engineer Technician					NE	C
Mechanic	31	\$46,394	\$57,994	\$69,592	NE	C
Accounting Technician					NE	C
Code Compliance Officer	30	\$45,263	\$56,578	\$67,894	NE	C
Wastewater Treatment Plant Operator I					NE	C
Parks Maintenance Worker III	29	\$44,158	\$55,199	\$66,239	NE	C
Public Safety Communications Dispatcher					NE	C
	28	\$43,082	\$53,852	\$64,622		
Water Utility Operator I	27	\$42,032	\$52,539	\$63,047	NE	C



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Street Maintenance Worker II	26	\$41,006	\$51,257	\$61,509	NE	C
Facilities Maintenance Specialist					NE	C
Administrative Assistant					NE	C
Permit Specialist I	25	\$40,006	\$50,007	\$60,009	NE	C
Parks Maintenance Worker II					NE	C
Police Evidence Technician					NE	C
Lead Custodian					NE	C
	24	\$39,030	\$48,787	\$58,545		
Court Clerk	23	\$38,079	\$47,598	\$57,117	NE	C
Street Maintenance Worker I					NE	C
	22	\$37,150	\$46,437	\$55,724		
Parks Maintenance Worker I	21	\$36,243	\$45,304	\$54,365	NE	C
Recreation Programmer					NE	C
Customer Service Representative					NE	C
Police Records Clerk					NE	C
	20	\$35,359	\$44,199	\$53,039		
Custodian	19	\$34,497	\$43,122	\$51,745	NE	C

NOTE:

All part-time positions in these classifications are non-exempt unclassified positions.

This scale is a guide, wages for PT employees can vary depending on the department budgeted funds.

Guidelines for Regular/Seasonal part-time positions (hourly):		
Internship	Minimum	Maximum
Departmental Internship	\$15.50	\$17.00
Regular PT Position Classification	Minimum	Maximum
Crime Analyst	\$20.74	\$25.92
Police Records Clerk	\$15.80	\$19.76
Recreation Programmer	\$15.80	\$19.76
Library Aide	\$14.70	\$17.50
Seasonal PT Position Classification	Minimum	Maximum
Pool Manager	\$18.85	\$25.50
Head Lifeguard	\$16.60	\$17.35
Lifeguard II	\$15.60	\$16.35
Life Guard I	\$14.70	\$15.35
Fitness Trainer	\$18.85	\$25.50

Recreation Leader III	\$16.60	\$17.35
Recreation Leader II	\$15.60	\$16.35
Recreation Leader I	\$14.70	\$15.35
Student Trainee	\$14.70	