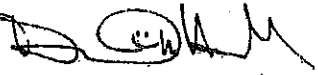
 Town of Swansboro	Personnel Policy		The Pay Plan Hourly Rate of Pay	
	Number: Article III; Section 16	Revisions:	Effective Date: November 20, 2012	Page of 1 1
	Supersedes:		Approved By: 	

ARTICLE III. THE PAY PLAN

Section 16. Hourly Rate of Pay

Pay rate of employees working as part-time or temporary, with the same duties as full-time employees will be negotiated between the employee and the Town Manager. The work is at a rate in the same salary range as the full-time employees. The hourly rate for employees working other than 40 hours per week, such as police officers working an average 42 hours per week, will be determined by dividing the average number of hours worked scheduled per year into the annual salary for the position.