

**Resolution 2023-10**

**RESOLUTION AMENDING ARTICLE II OF THE CITY OF WINSTON-SALEM PERSONNEL RESOLUTION ADJUSTING POSITIONS, CLASSIFICATIONS, PAY GRADES, AND PAY PLANS, AUTHORIZING MERIT PAY ADJUSTMENTS AND ONE-TIME SUPPLEMENTAL PAY FOR CITY OF WINSTON-SALEM EMPLOYEES**

**WHEREAS**, eligible full-time and part-time City employees and temporary City employees certified for benefits are eligible for merit increase consideration after their annual performance evaluation; and

**WHEREAS**, for FY 2023-24, the Finance Committee has recommended merit pay adjustments based on performance for all eligible full-time and part-time City employees and temporary City employees certified for benefits according to the following performance ratings: 4.5% - Meets Expectations, 5.5 - Exceeds Expectations, 6.5% - Outstanding; and

**WHEREAS**, the Human Resources Department periodically reviews the Personnel Resolution, in consultation with City management, to determine if the resolution requires updating; and

**WHEREAS**, the Human Resources Department periodically reviews job classifications, with the primary focus on evaluation to ensure positions are appropriately classified and compensated; and

**WHEREAS**, the Human Resources Department has determined a need to include additional pay classification job titles to more accurately reflect work being performed and to differentiate the work for similar positions; and

**WHEREAS**, the City has faced unprecedented vacancies in employment and constantly seeks methods to exhibit appreciation for employees.

**Winston-Salem City Council**  
**APPROVED**  
**June 20, 2023**

**NOW, THEREFORE, BE IT RESOLVED**, by the Mayor and City Council of the City of Winston-Salem for Fiscal Year 2023-2024, the merit adjustments based on performance for all eligible full-time and part-time City employees certified for benefits shall be according to the following performance ratings: 4.50% - Meets Expectations, 5.50% - Exceeds Expectations, 6.50% - Outstanding.

**BE IT FURTHER RESOLVED**, that the City Manager is authorized to provide a one-time supplemental payment to Full-Time, Part-Time and Temporary City employees who were on staff with the City or contracted through a third party as a temporary worker on December 31, 2022 and are on staff at the beginning of the first pay period following July 1, 2023 at a rate of \$2,000 for employees whose base salary is less than \$100,000 and a rate of \$1,000 for employees whose base salary is \$100,000 or greater.

**BE IT FURTHER RESOLVED**, that changes to the Fire and Police Pay Plans contained herein shall be effective the first day of the pay period beginning after July 1, 2023. At such time certified Fire personnel and sworn Police personnel shall have their salary adjusted to either the new minimum assigned to their current classification or by four percent, whichever is greater.

**BE IT FURTHER RESOLVED**, that the following amendments to the Personnel Resolution are approved. Except as noted herein, all other provisions shall remain the same.

Section 1. Section 30. General Policy. Pay. is hereby amended effective, as of the beginning of the first pay period following January 1, 2024, by replacing the existing chart of pay grades immediately below with the new chart of pay grades that follows and the updating the chart reflecting positions and corresponding pay grades as noted below as well.

(11) *Pay grades and alphabetical listing of classifications assigned to pay plan.*

Effective as of ~~January 1, 2022~~ the beginning of the first pay period following January 1, 2024

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<b>Grade</b>	<b>MIN ANNUAL</b>	<b>MID ANNUAL</b>	<b>MAX ANNUAL</b>
3	\$31,200.00	\$39,000.00	\$45,544.12
4	\$32,488.14	\$40,610.18	\$48,732.21
5	\$34,762.31	\$43,452.89	\$52,143.46
6	\$37,195.67	\$46,494.59	\$55,793.51
7	\$39,799.37	\$49,749.21	\$59,699.05
8	\$42,585.33	\$53,231.66	\$63,877.99
9	\$45,566.30	\$56,957.87	\$68,349.45
10	\$48,755.94	\$60,944.92	\$73,133.91
11	\$52,168.86	\$65,211.07	\$78,253.28
12	\$55,820.67	\$69,775.84	\$83,731.01
13	\$59,728.12	\$74,660.15	\$89,592.18
14	\$63,909.09	\$79,886.36	\$95,863.64
15	\$68,382.73	\$85,478.41	\$102,574.09
16	\$73,169.52	\$91,461.90	\$109,754.27
17	\$78,291.39	\$97,864.23	\$117,437.08
18	\$83,771.78	\$104,714.72	\$125,657.67
19	\$89,635.81	\$112,044.76	\$134,453.71
20	\$95,910.31	\$119,887.88	\$143,865.46
21	\$102,624.04	\$128,280.05	\$153,936.04
22	\$109,807.71	\$137,259.65	\$164,711.57
23	\$117,494.26	\$146,867.82	\$176,241.38
24	\$125,718.86	\$157,148.56	\$188,578.27
26	\$143,935.52	\$179,919.39	\$215,903.27
28	\$164,791.77	\$205,989.71	\$247,187.66
29	\$176,327.19	\$220,408.99	\$264,490.79
30	\$188,670.10	\$235,837.62	\$283,005.15

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<b>Grade</b>	<b>MIN ANNUAL</b>	<b>MID ANNUAL</b>	<b>MAX ANNUAL</b>
<u>3</u>	<u>\$32,136.00</u>	<u>\$40,170.00</u>	<u>\$46,910.44</u>
<u>4</u>	<u>\$33,462.78</u>	<u>\$41,828.49</u>	<u>\$50,194.18</u>
<u>5</u>	<u>\$35,805.18</u>	<u>\$44,756.48</u>	<u>\$53,707.76</u>
<u>6</u>	<u>\$38,311.54</u>	<u>\$47,889.43</u>	<u>\$57,467.32</u>
<u>7</u>	<u>\$40,993.35</u>	<u>\$51,241.69</u>	<u>\$61,490.02</u>
<u>8</u>	<u>\$43,862.89</u>	<u>\$54,828.61</u>	<u>\$65,794.33</u>
<u>9</u>	<u>\$46,933.29</u>	<u>\$58,666.61</u>	<u>\$70,399.93</u>
<u>10</u>	<u>\$50,218.62</u>	<u>\$62,773.27</u>	<u>\$75,327.93</u>
<u>11</u>	<u>\$53,733.93</u>	<u>\$67,167.40</u>	<u>\$80,600.88</u>
<u>12</u>	<u>\$57,495.29</u>	<u>\$71,869.12</u>	<u>\$86,242.94</u>
<u>13</u>	<u>\$61,519.96</u>	<u>\$76,899.95</u>	<u>\$92,279.95</u>
<u>14</u>	<u>\$65,826.36</u>	<u>\$82,282.95</u>	<u>\$98,739.55</u>
<u>15</u>	<u>\$70,434.21</u>	<u>\$88,042.76</u>	<u>\$105,651.31</u>
<u>16</u>	<u>\$75,364.61</u>	<u>\$94,205.76</u>	<u>\$113,046.90</u>
<u>17</u>	<u>\$80,640.13</u>	<u>\$100,800.16</u>	<u>\$120,960.19</u>
<u>18</u>	<u>\$86,284.93</u>	<u>\$107,856.16</u>	<u>\$129,427.40</u>
<u>19</u>	<u>\$92,324.88</u>	<u>\$115,406.10</u>	<u>\$138,487.32</u>
<u>20</u>	<u>\$98,787.62</u>	<u>\$123,484.52</u>	<u>\$148,181.42</u>
<u>21</u>	<u>\$105,702.76</u>	<u>\$132,128.45</u>	<u>\$158,554.12</u>
<u>22</u>	<u>\$113,101.94</u>	<u>\$141,377.44</u>	<u>\$169,652.92</u>
<u>23</u>	<u>\$121,019.09</u>	<u>\$151,273.85</u>	<u>\$181,528.62</u>
<u>24</u>	<u>\$129,490.43</u>	<u>\$161,863.02</u>	<u>\$194,235.62</u>
<u>26</u>	<u>\$148,253.59</u>	<u>\$185,316.97</u>	<u>\$222,380.37</u>
<u>28</u>	<u>\$169,735.52</u>	<u>\$212,169.40</u>	<u>\$254,603.29</u>
<u>29</u>	<u>\$181,617.01</u>	<u>\$227,021.26</u>	<u>\$272,425.51</u>
<u>30</u>	<u>\$194,330.20</u>	<u>\$242,912.75</u>	<u>\$291,495.30</u>

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Effective as of ~~February 7, 2022~~ July 1, 2023

TITLE	PAY GRADE
Accounting Clerk	3
Accounting Services Manager	16
Accounting Technician	5
Administrative Assistant	8
Administrative Intern	3
Administrative Secretary	6
Administrative Services Manager	17
Administrative Technician	6
Adult Recreation Prog Supervisor	9
Applications and Database Coordinator	19
Assistant Chemist	9
Assistant City Attorney	23
Assistant City Manager	26
<del>Assistant Community Development Director</del>	18
Assistant Contact Center Director	13
Assistant Curbside Supervisor	10
Assistant Diversity, Equity & Inclusion Director	18
Assistant Director, Office of Business Inclusion & Advancement	16
Assistant Field Operations Manager	<del>15</del> <u>17</u>
Assistant Finance Officer	19
Assistant Forensics Services Division Supervisor	12
Assistant Golf Professional	6
Assistant Historic Parks Supervisor	8
Assistant Lake Program Supervisor	7
Assistant Neighborhood Services Director	16
Assistant Planning Director	17
Assistant Recreation Center Supervisor	7
Assistant Recreation Director	17
Assistant Sanitation Director	14
Assistant Storm Water Director	15
Assistant to City Manager	15
Assistant to Fair Director	13
Assistant Traffic Maintenance Supervisor/Markings	10
Assistant Traffic Maintenance Supervisor/Signal	10
Assistant Transportation Director	18
Assistant Utilities Director - Business Services	20
Assistant Utilities Director - Operations	20
Assistant Utilities Director - Solid Waste	20
Assistant Utilities Plant Superintendent	<del>15</del> <u>17</u>
Associate Fleet Technician	4
Athletics Director	14

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Auxiliary Programs Coordinator	11
Background Investigator	6
Behavioral Evaluation & Response Team (BEAR) Crisis Counselor	11
Behavioral Evaluation & Response Team (BEAR) Director	18
Body-Worn Camera Administrator	14
Box Office Coordinator	10
Budget Evaluation Analyst	12
Budget and Performance Management Director	22
Building Construction Specialist	12
Building Inspector	10
Building Maintenance Coordinator -Custodial	10
Building Maintenance Coordinator -HVAC	10
Building Maintenance Mechanic	6
Building Maintenance Supervisor	12
Business Analyst	13
Business Inclusion Manager	14
Business Office Coordinator	13
Buyer	9
Buyer - Construction Specialist	9
Capital Projects Coordinator	14
Capital Projects Engineer	18
Cemetery Supervisor	11
Central Warehouse Manager	14
Chemist	10
Chief Building Official	17
Chief Financial Officer	24
Chief Information Officer	24
City Clerk	16
City Engineer	21
City Manager Office Coordinator	10
City Revenue Collector	16
City Surveyor	13
City-County Purchasing Director	18
City-County Utilities Director	24
Civil Engineer	14
Civil Engineer Design Manager	18
Civil Engineer Finance Manager	16
Civil Engineer Manager	17
Civil Engineering Coordinator	14
Civil Engineering Supervisor	16
Code Enforcement Senior Project Supervisor	13
Communications Training Coordinator	10
Community & Business Development Director	-21

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Community Assistance Liaison	11
Community Educator	8
<u>Community Engagement Manager</u>	<u>13</u>
Concrete Finisher	7
Construction Inspector	9
Construction Inspector Supervisor	13
Construction Management Project Supervisor	12
Contact Center Director	16
Contact Center Team Lead	7
Controller	19
Crew Coordinator - C&M	9
Crew Coordinator - Landscape	9
Crew Coordinator - Meter	9
Crew Coordinator - PFM	9
Crew Coordinator - Rec	9
Crew Coordinator - Sanitation	9
Crew Coordinator - Sewer CCTV	9
Crew Coordinator - Solid Waste	9
Crew Leader - C&M	7
Crew Leader - Golf	7
Crew Leader - PFM	7
Crew Leader - Playground Inspector	7
Crew Leader - Rec	7
Crew Leader - Sewer	7
Crew Leader - Transportation	7
Crime Analyst	10
Crime Stoppers Investigator	6
Curbside Collections Supervisor	12
Custodial Assistant	3
Custodian - PFM	3
Custodian - Solid Waste	3
Custodian - Wastewater	3
Custodian Coordinator - PFM	4
Customer Contact Service Representative	4
Customer Service Clerk	3
Dead Animal Control Worker	3
Deputy Budget & Performance Management Director	19
Deputy Chief Information Systems Director	21
Deputy City Attorney	28
Deputy City Clerk	12
Deputy City Manager	28
<del>Deputy Community and Business Development Director</del>	<del>18</del>
Deputy Director of Sanitation	17

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Deputy Director of Traffic Field Operations	18
<del>Deputy Director of Transportation</del>	18
Deputy Financial Officer	21
Deputy Human Resources Director	18
Deputy Marketing and Communications Director	17
Deputy Planning and Development Services Director	19
Deputy Property and Facilities Management Director	18
Deputy Utilities Director	21
Director - Office of the Mayor	16
Director of Intergovernmental Affairs and Strategic Initiatives	20
Director of Operations	23
Director of Traffic Field Operations	21
Director of Transportation	21
Director, Office of Performance and Accountability	21
Disadvantaged Business Enterprise Liaison	13
District Recreation Supervisor	12
Diversity Compliance Specialist	9
Diversity, Equity and Inclusion Director	20
Dryer Technician	8
Economic Development Director	21
Electrical Inspector	10
Electrician - PFM	9
Emergency Management Coordinator	14
Emergency Management Director	19
Employee Safety Administrator	15
Energy Management Coordinator	12
Engineering Design Supervisor	17
Engineering Technician	8
Environmental Control Officer	7
Equipment Maintenance Technician	7
Equipment Mechanic - Light	5
Equity and Inclusion Coordinator	12
Equity Assurance Administrator	14
Erosion Control Inspector	10
Erosion Control/Floodplain Program Manager	12
Events and Operations Coordinator	10
Events Maintenance Leader	4
Facility Management Project Coordinator	11
Fair Director	15
False Alarm Coordinator	6
Field Operations Manager	19
Field Zoning Inspector	7
Financial Analyst	12



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Financial Clerk	4
Financial Technician	8
Fire Apparatus Maintenance Supervisor	12
Fire Apparatus Mechanic	11
Fire Chief	23
Fire Records Specialist	5
Firearms and Toolmark Examiner	9
Fiscal Program Coordinator	11
Fleet Attendant - PFM	3
Fleet Data Technician	6
Fleet Services Manager	14
<u>Fleet Services Director</u>	<u>21</u>
<u>Fleet Services Supervisor</u>	<u>14</u>
Fleet Specification Writer	12
Food Resilience Program Manager	13
Forensic Services Division Supervisor	15
Forensic Services Squad Supervisor	10
Forensic Services Technician	7
Forensic Services Technician (Nibin Technician)	7
Geographical Services Manager	17
GIS Administrator	12
GIS Coordinator	14
Golf Course Maintenance Supervisor	9
Golf Professional - General Manager	10
Grants Analyst	10
Graphic Artist	7
Graphic Design Coordinator	11
Health Services Coordinator	15
Heavy Equipment Operator - C&M	7
Heavy Equipment Operator - CBD	7
Heavy Equipment Operator - PFM	7
Heavy Equipment Operator - Rec	7
Heavy Equipment Operator - Solid Waste	7
Heavy Equipment Operator - Transportation	7
Historic Parks Supervisor	12
<u>Housing Development Director</u>	<u>21</u>
Housing Development Manager	16
Housing and Development Program Coordinator	11
Housing and Development Program Supervisor	13
Housing Inspector Supervisor	11
Housing Programs Manager	16
Human Relations Administrator	14
Human Relations Analyst	12

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Human Relations/Diversity, Equity, and Inclusion Director	22
Human Resources Analyst	12
Human Resources Director	22
Human Resources Information Systems Analyst	12
Human Resources Specialist	6
Human Resources Technician	5
IBIS Technician	7
Industrial Waste Control Technician	6
Information Systems Administrator	14
Information Systems Analyst	14
Information Systems Communications Analyst	12
Information Systems Project Coordinator	16
Information Systems Supervisor	17
Infrastructure Asset Management Engineer	15
Infrastructure Services Coordinator	19
Inspection Records Specialist	5
Instrumentation Technician	8
Instrumentation Technician Manager	15
Intake Specialist	5
Internal Audit Administrator	15
Internal Auditor	13
Investigative Assistant	6
Investment Analyst	14
Keep W-S Beautiful Coordinator	11
Laborer - Rec	3
Laborer - Sanitation	3
Laborer - Solid Waste	3
Lake Attendant	3
Lake Operations Technician	3
Lakes Program Supervisor	12
Land Use Coordinator	16
Latent Print Examiner	9
Latent Print Examiner Supervisor	12
Lead Retail Associate	3
Legal Assistant	10
Light Equipment Operator - C&M	5
Light Equipment Operator - PFM	5
Light Equipment Operator - PFM Cemetery	5
Light Equipment Operator - Rec	5
Light Equipment Operator - Sewer	5
Light Equipment Operator - Transportation	5
Light Equipment Operator - Wastewater	5
Maintenance Mechanic - Recreation	5 <u>6</u>

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Maintenance Worker - C&M	3
Maintenance Worker - CBD	3
Maintenance Worker - Golf Course	3
Maintenance Worker - Grounds	3
Maintenance Worker - Landscape	3
Maintenance Worker - Outfall	3
Maintenance Worker - PFM Cemetery	3
Maintenance Worker - Sewer CCTV	3
Maintenance Worker - Transportation	3
Marketing and Communications Director	<u>20 21</u>
Master Fleet Technician	<u>9 11</u>
Master Fleet Technician - Heavy Equipment	<u>9 11</u>
Mechanical Inspector	10
Medium Equipment Operator - C&M	6
Medium Equipment Operator - Outfall	6
Medium Equipment Operator - PFM	6
Medium Equipment Operator - Rec	6
Medium Equipment Operator - Solid Waste	6
Medium Equipment Operator - Transportation	6
Medium Equipment Operator - Wastewater	6
Meter Reader	4
Meter Repairer	4
Neighborhood Conservation Officer	10
Neighborhood Services Coordinator	8
<u>Neighborhood Services Director</u>	<u>21</u>
<u>Neighborhood Services Manager</u>	<u>12</u>
NIBIN Program Administrator	9
Office Assistant	3
Operations Coordinator	16
Operations Office Coordinator	16
Operations Supervisor - Traffic Field Operations	13
Painter	3
Parking Attendant	3
Parking Control Supervisor	10
Parking Enforcement Officer	3
Parking Equipment Technician	5
Parking Security Attendant	3
Parks Maintenance Crew Coordinator	10
Parks Maintenance Supervisor	12
Parks Superintendent	16
Parts Team Leader	12
Parts Technician	3
Performance Management Analyst	12

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Performance Management Technician	9
Permit Office Supervisor	12
Permit Technician	6
Planner	10
Planning and Development Services Director	23
Planning Development Coordinator	17
Planning Graphics Coordinator	7
Plans Examiner	10
Plans Review Coordinator	11
Playground Inspector	7
Plumbing Inspector	10
Police Applications Specialist	10
Police Cadet	3
Police Chief	23
Police Evidence Assistant Supervisor	8
Police Evidence Specialist	5
Police Evidence Supervisor	13
Police Fiscal Analyst	12
Police Processing Technician	5
Police Staffing Specialist	6
Police Records Specialist	5
Police Records Squad Supervisor	8
Police Records Supervisor	12
Pool Maintenance Coordinator	7
Pool Maintenance Specialist	6
Principal Planner	15
Program Analyst	10
Project Planner	11
Project Supervisor	11
Property and Facilities Management Director	21
Public Assembly Facilities Manager	18
Public Safety Attorney	17
Public Safety Communications Operator*	7
Public Safety Communications Squad Supervisor	11
Public Safety Communications Supervisor	14
Public Safety Information Officer	14
Public Safety IS Manager	18
Public Safety Research Analyst	8
Public Works Dispatcher	5
Real Estate Administrator	15
Recreation Administrative Manager	14
Recreation and Parks Director	21
Recreation Center Supervisor	9

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Recreation Leader	3
Recreation Maintenance Supervisor	11
Recreation Technician	5
Recycling Program Administrator	12
Registered Nurse	11
Rehabilitation Construction Advisor	11
Rehabilitation Construction Supervisor	13
Rehabilitation Loan Officer	10
Retail Associate	3
Retail Shop Manager	7 10
Risk Administrator	16
Safety and Loss Claims Adjuster	10
Safety & Training Officer	14
Safety Inspector	12
Sanitation Director	20
Sanitation Equip Operator - Senior	8
Sanitation Equipment Operator	7
Sanitation Ombudsman	12
Sanitation Operations Supervisor	13
Sanitation Safety Inspector	10
Sanitation Supervisor	11
Senior Accounting Clerk	6
Senior Administrative Assistant	10
Senior Administrative Assistant to City Manager	10
Senior Administrative Clerk	5
Senior Assistant City Attorney	26
Senior Budget & Evaluation Analyst	15
Senior Building Inspector	12
Senior Buyer	10
Senior Chemist	11
Senior Civil Engineer	16
Senior Community Assistance Liaison	12
Senior Community Educator	10
Senior Concrete Finisher	8
Senior Contact Center Representative	5
Senior Crew Coordinator	10
Senior Crew Coordinator - C&M	10
Senior Crew Coordinator - Outfall	10
Senior Crew Coordinator - PFM	10
Senior Crew Coordinator - Rec	10
Senior Crew Coordinator - Solid Waste	10
Senior Crew Coordinator - Transportation	10
Senior Crew Coordinator - Wastewater	10

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Senior Crew Coordinator II - C&M	11
Senior Crime Analyst	12
Senior Dryer Technician	9
Senior Electrical Inspector	12
<del>Senior Electrician/Electrical Specialist</del>	<del>9</del>
Senior Engineering Technician	10
Senior Financial Analyst	14
Senior Financial Clerk	7
Senior Financial Technician	9
Senior Fleet Technician	9
Senior Human Resources Analyst	15
Senior Instrumentation Technician	12
Senior IS Administrator	15
Senior Analyst	15
Senior Mechanical Inspector	12
Senior Meter Repair	6
Senior Office Assistant	5
Senior Parking Enforcement Officer	4
Senior Plans Examiner	15
Senior Plumber	8
Senior Plumbing Inspector	12
Senior Project Supervisor	13
Senior Ps Communications Operator	9
Senior Real Estate Agent	6
Senior Recreation Center Supervisor	10
Senior Recreation Leader	7
Senior Recreation Maintenance Mechanic	6
Senior Rehabilitation Loan Officer	11
Senior Rehabilitation Construction Advisor	12
Senior Special Projects Coordinator	13
Senior Traffic Signal Technician	9
<u>Senior Utilities Electrical Specialist</u>	<u>11</u>
Senior Utilities Mechanic - Lift Stations	9
Senior Utilities Plant Mechanic - WWM	9
Senior Utilities Plant Mechanic - Water Treatment	9
Senior Utilities Plant Operator - Elledge	9
Senior Utilities Plant Operator - Wastewater	9
Senior Utilities Plant Operator - Water Treatment	9
Senior Utilities Plant Supervisor - Wastewater	13
Senior Utilities Plant Supervisor - Water Treatment	13
Senior Video Producer	11
Senior Video Productions Specialist	11
Senior Warehouse Clerk	6

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Senior Water Servicer - Meter	6
Senior Weighmaster	6
Senior Zoning Inspector	12
Service Writer	3
Small Business Development Manager	14
Small Business Development Specialist	9
Solid Waste Administration Supervisor	14
Solid Waste Engineering Supervisor	18
Solid Waste Operations Analyst	13
Solid Waste Operations Supervisor	12
Solid Waste Supervisor	11
Special Facilities Superintendent	16
Special Facilities/Athletic Supervisor	12
Special Projects Coordinator	11
Stormwater Civil Engineer	14
Stormwater Inspector	11
Stormwater Operations Analyst	14
Stormwater Operations Supervisor	13
Stormwater Technician	9
Strategic Initiatives Coordinator	17
Streets Supervisor	11
Survey Party Chief	12
Survey Technician	6
Survey Worker	3
Sustainability Program Manager	14
Team Leader	12
Telephone Response Operator	4
Therapeutic Recreation Program Supervisor	9 16
Trades Helper	5
Trades Helper - HVAC	5
Trades Helper - Urban Forestry	5
Traffic Electronics Technician	9
Traffic Maintenance Coordinator	8
Traffic Maintenance Supervisor	11
Traffic Maintenance Worker	5
Traffic Sign Maker	5
Traffic Signal System Supervisor	13
Traffic Signal Systems Technician	9
Traffic Signal Technician	8
Transportation Engineer	16
Transportation Financial Manager	15
Transportation Operations Manager	17
Transportation Planner	10

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Transportation Principal Planner	15
Transportation Project Planner	11
Transportation Specialist	7
Treasury Manager	16
Tree Trimmer - PFM	6
Urban Forester - PFM	11
Utilities Billing System Specialist	7
Utilities Capital Project Engineer	18
Utilities Customer Service Manager	15
Utilities Electrical Specialist	10
Utilities Financial Analyst	12
Utilities Operations Specialist - C&M	7
Utilities Operations Specialist - Meter	7
Utilities Plant Mechanic - Lift	8
Utilities Plant Mechanic - Water Treatment	8
Utilities Plant Mechanic - WWM	8
Utilities Plant Operator - Elledge	8
Utilities Plant Operator - Wastewater	8
Utilities Plant Operator - Water Treatment	8
Utilities Plant Operator - WWM	8
Utilities Plant Supervisor - Dryer	12
Utilities Plant Supervisor - Solid Waste	12
Utilities Plant Supervisor - Wastewater	12
Utilities Plant Supervisor - Water Treatment	12
Utilities Public Information Officer	13
Utilities Services Communications Coordinator	12
Utilities Services Coordinator	11
Utilities Supervisor - C&M	12
Utilities Supervisor - Collections	12
Utilities Supervisor - GIS	12
Utilities Supervisor - Second Shift - C&M	12
Utilities Supervisor - Technicians	12
Utilities Supervisor - Wastewater	12
Utilities Supervisor - Water Treatment	12
Utilities Supervisor - WWM	12
Utilities Warehouse Manager	12
Vegetation Management Director	16
Vegetation Management Supervisor	11
Vehicle Operator - PFM	3
Vehicle Operator - Sanitation	3
Victim Assistance Coordinator	9
Video Productions Specialist	10
Warehouse Clerk	4



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Warehouse Inventory Specialist	8
Warehouse Supervisor	9
Waste Residuals Technician - Dryer	8
Wastewater Collection System Supervisor - C&M	13
Wastewater Plant Superintendent	19
Water Service Field Supervisor - Meter	9
Water Servicer – Meter	4
Water Services Inspector - Meter	6
Water System Distribution Supervisor - Meter	12
Water Treatment Plant Superintendent	19
Web Content Coordinator	12
Weighmaster	3
Weighmaster Supervisor	6
Welder	7
Wellness Nurse	9
Workers' Compensation Case Manager	14
Youth Violence Prevention Manager	14
Zoning Plans Examiner	10

The classifications of Behavioral Evaluation & Response Team (BEAR) Director and Behavioral Evaluation & Response Team (BEAR) Crisis Counselor shall be effective December 01, 2022.

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Section 2. Section 30 (b) Public Safety (Sworn Police/Certified Fire) Pay Plans. is hereby amended effective July 1, 2023, by deleting the existing position and grade chart below and replacing the same with the new chart that subsequently follows:

**Police Pay Plan**

Effective as of the beginning of the first pay period following July 1, 2023

Regular – No Degree				
Job Title	Grade	Minimum	Military Inc	Maximum
Police Officer Trainee	2	\$39,469.50	\$41,442.98	\$59,204.25
Police Officer	3	\$41,442.98	\$43,515.13	\$62,164.46
Police Officer II	4	\$43,515.13	\$45,690.89	\$65,272.68
Master Police Officer	5	\$45,690.89	\$47,975.43	\$68,536.32
Police Corporal	6	\$47,975.42	\$50,374.19	\$71,963.14
Police Detective	6	\$47,975.42	\$50,374.19	\$71,963.14
Police Staff Sergeant	10	\$58,314.43	\$61,230.15	\$87,471.64
Police Sergeant	10	\$58,314.43	\$61,230.15	\$87,471.64
Police Lieutenant	14	\$70,881.55	\$74,425.63	\$106,322.33
Police Captain	16	\$78,146.91	\$82,054.26	\$117,220.37
Assistant Police Chief	19	\$90,464.82	\$94,988.06	\$135,697.23
Associate's Degree				
Job Title	Grade	Minimum	Military Inc	Maximum
Police Officer Trainee	2	\$41,442.98	\$43,515.12	\$62,164.46
Police Officer	3	\$43,515.13	\$45,690.89	\$65,272.69
Police Officer II	4	\$45,690.89	\$47,975.43	\$68,536.33
Master Police Officer	5	\$47,975.43	\$50,374.20	\$71,963.14
Police Corporal	6	\$50,374.19	\$52,892.90	\$75,561.29
Police Detective	6	\$50,374.19	\$52,892.90	\$75,561.29
Police Staff Sergeant	10	\$61,230.15	\$64,291.66	\$91,845.23
Police Sergeant	10	\$61,230.15	\$64,291.66	\$91,845.23
Police Lieutenant	14	\$74,425.63	\$78,146.91	\$111,638.44
Police Captain	16	\$82,054.26	\$86,156.97	\$123,081.38
Assistant Police Chief	19	\$94,988.06	\$99,737.46	\$142,482.09
Bachelors Degree				
Job Title	Grade	Minimum	Military Inc	Maximum
Police Officer Trainee	2	\$43,416.45	\$45,587.27	\$65,124.68
Police Officer	3	\$45,587.28	\$47,866.64	\$68,380.92
Police Officer II	4	\$47,866.64	\$50,259.97	\$71,799.96
Master Police Officer	5	\$50,259.97	\$52,772.97	\$75,389.96
Police Corporal	6	\$52,772.96	\$55,411.61	\$79,159.44
Police Detective	6	\$52,772.96	\$55,411.61	\$79,159.44

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Police Staff Sergeant	10	\$64,145.87	\$67,353.17	\$96,218.81
Police Sergeant	10	\$64,145.87	\$67,353.17	\$96,218.81
Police Lieutenant	14	\$77,969.71	\$81,868.19	\$116,954.56
Police Captain	16	\$85,961.60	\$90,259.68	\$128,942.40
Assistant Police Chief	19	\$99,511.30	\$104,486.87	\$149,266.95
NEW CHART BELOW				

**Regular - No Degree**

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Military Inc</u>	<u>Maximum</u>
Police Officer Trainee	2	\$50,000.00	\$52,500.00	\$74,999.99
Police Officer	3	\$52,500.00	\$55,125.00	\$78,749.99
Police Officer II	4	\$55,125.00	\$57,881.26	\$82,687.48
Master Police Officer	5	\$57,881.26	\$60,775.31	\$86,821.86
Police Corporal	6	\$60,775.30	\$63,814.06	\$91,162.96
Police Detective	6	\$60,775.30	\$63,814.06	\$91,162.96
Police Staff Sergeant	10	\$73,872.77	\$77,566.40	\$110,809.14
Police Sergeant	10	\$73,872.77	\$77,566.40	\$110,809.14
Police Lieutenant	14	\$89,792.80	\$94,282.45	\$134,689.21
Police Captain	16	\$98,996.57	\$103,946.40	\$148,494.86
Assistant Police Chief	19	\$114,600.91	\$120,330.95	\$171,901.36

**Associate's Degree**

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Military Inc</u>	<u>Maximum</u>
Police Officer Trainee	2	\$52,500.00	\$55,124.99	\$78,749.99
Police Officer	3	\$55,125.00	\$57,881.26	\$82,687.50
Police Officer II	4	\$57,881.26	\$60,775.31	\$86,821.88
Master Police Officer	5	\$60,775.31	\$63,814.08	\$91,162.96
Police Corporal	6	\$63,814.06	\$67,004.77	\$95,721.10
Police Detective	6	\$63,814.06	\$67,004.77	\$95,721.10
Police Staff Sergeant	10	\$77,566.40	\$81,444.73	\$116,349.61
Police Sergeant	10	\$77,566.40	\$81,444.73	\$116,349.61
Police Lieutenant	14	\$94,282.45	\$98,996.57	\$141,423.66
Police Captain	16	\$103,946.40	\$109,143.72	\$155,919.59
Assistant Police Chief	19	\$120,330.95	\$126,347.49	\$180,496.42

**Bachelors Degree**

<u>Job Title</u>	<u>Grade</u>	<u>Military Inc</u>	<u>Military Inc</u>	<u>Maximum</u>
Police Officer Trainee	2	\$54,999.99	\$57,749.99	\$82,500.00
Police Officer	3	\$57,750.00	\$60,637.50	\$86,625.00
Police Officer II	4	\$60,637.50	\$63,669.37	\$90,956.25
Master Police Officer	5	\$63,669.37	\$66,852.84	\$95,504.06
Police Corporal	6	\$66,852.83	\$70,195.47	\$100,279.24

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<u>Police Detective</u>	<u>6</u>	<u>\$66,852.83</u>	<u>\$70,195.47</u>	<u>\$100,279.24</u>
<u>Police Staff Sergeant</u>	<u>10</u>	<u>\$81,260.04</u>	<u>\$85,323.05</u>	<u>\$121,890.06</u>
<u>Police Sergeant</u>	<u>10</u>	<u>\$81,260.04</u>	<u>\$85,323.05</u>	<u>\$121,890.06</u>
<u>Police Lieutenant</u>	<u>14</u>	<u>\$98,772.09</u>	<u>\$103,710.69</u>	<u>\$148,158.13</u>
<u>Police Captain</u>	<u>16</u>	<u>\$108,896.22</u>	<u>\$114,341.03</u>	<u>\$163,344.33</u>
<u>Assistant Police Chief</u>	<u>19</u>	<u>\$126,060.99</u>	<u>\$132,364.05</u>	<u>\$189,091.49</u>

Fire Pay Plan

Effective as of the beginning of the first pay period following July 1, 2023

Regular – No Degree				
Job Title	Grade	Minimum	Military Inc	Maximum
FireFighter Trainee	1	\$37,590.00	\$40,653.59	\$56,385.00
FireFighter	2	\$39,469.50	\$42,686.27	\$59,204.25
FireFighter II	3	\$40,653.59	\$43,966.85	\$60,980.38
Master FireFighter	4	\$41,873.19	\$45,285.86	\$62,809.79
Fire Engineer	5	\$45,690.88	\$49,414.68	\$68,536.32
Fire Life & Safety Educator	5	\$45,690.88	\$49,414.68	\$68,536.32
Assistant Fire Marshal	6	\$47,975.42	\$51,885.42	\$71,963.14
Fire Investigator	7	\$50,374.20	\$54,479.70	\$75,561.29
Fire Captain	10	\$58,314.43	\$63,067.05	\$87,471.64
Fire Captain—Administrative	10	\$58,314.43	\$63,067.05	\$87,471.64
Shift Safety & Training Officer	10	\$58,314.43	\$63,067.05	\$87,471.64
Battalion Fire Chief	12	\$64,291.66	\$69,531.43	\$96,437.48
Deputy Fire Marshal	15	\$74,425.63	\$80,491.32	\$111,638.44
Assistant Fire Chief	18	\$86,156.97	\$93,178.76	\$129,235.45
Deputy Fire Chief	19	\$99,735.31	\$107,863.73	\$149,602.96
Associate Degree				
Job Title	Grade	Minimum	Military Inc	Maximum
FireFighter Trainee	1	\$39,469.50	\$42,686.27	\$59,204.25
FireFighter	2	\$41,442.98	\$44,820.57	\$62,164.46
FireFighter II	3	\$42,686.26	\$46,165.20	\$64,029.40
Master FireFighter	4	\$43,966.85	\$47,550.15	\$65,950.28
Fire Engineer	5	\$47,975.42	\$51,885.43	\$71,963.14
Fire Life & Safety Educator	5	\$47,975.42	\$51,885.43	\$71,963.14
Assistant Fire Marshal	6	\$50,374.19	\$54,479.69	\$75,561.29
Fire Investigator	7	\$52,892.91	\$57,203.69	\$79,339.37
Fire Captain	10	\$61,230.15	\$66,220.41	\$91,845.23
Fire Captain—Administrative	10	\$61,230.15	\$66,220.41	\$91,845.23
Shift Safety & Training Officer	10	\$61,230.15	\$66,220.41	\$91,845.23

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Battalion Fire Chief	12	\$67,506.24	\$73,008.01	\$101,259.36
Deputy Fire Marshal	15	\$78,146.91	\$84,515.89	\$117,220.37
Assistant Fire Chief	18	\$90,464.82	\$97,837.70	\$135,697.23
Deputy Fire Chief	19	\$104,722.07	\$113,256.93	\$157,083.11
<b>Bachelors Degree</b>				
<b>Job Title</b>	<b>Grade</b>	<b>Minimum</b>	<b>Military Inc</b>	<b>Maximum</b>
FireFighter Trainee	1	\$41,349.00	\$44,718.94	\$62,023.50
FireFighter	2	\$43,416.45	\$46,954.89	\$65,124.68
FireFighter II	3	\$44,718.94	\$48,363.54	\$67,078.42
Master FireFighter	4	\$46,060.51	\$49,814.45	\$69,090.77
Fire Engineer	5	\$50,259.97	\$54,356.16	\$75,389.95
Fire Life & Safety Educator	5	\$50,259.97	\$54,356.16	\$75,389.95
Assistant Fire Marshal	6	\$52,772.96	\$57,073.96	\$79,159.44
Fire Investigator	7	\$55,411.62	\$59,927.67	\$83,117.43
Fire Captain	10	\$64,145.87	\$69,373.77	\$96,218.81
Fire Captain Administrative	10	\$64,145.87	\$69,373.77	\$96,218.81
Shift Safety & Training Officer	10	\$64,145.87	\$69,373.77	\$96,218.81
Battalion Fire Chief	12	\$70,720.83	\$76,484.58	\$106,081.24
Deputy Fire Marshal	15	\$81,868.19	\$88,540.45	\$122,802.29
Assistant Fire Chief	18	\$94,772.67	\$102,496.64	\$142,159.00
Deputy Fire Chief	19	\$109,708.84	\$118,650.11	\$164,563.26

NEW CHART BELOW:

Regular - No degree				
Job Title	Grade	Minimum	Military Inc.	Maximum
Firefighter Trainee	1	\$40,447.14	\$42,469.50	\$60,670.71
Firefighter	2	\$42,469.50	\$44,592.98	\$63,704.25
Firefighter II	3	\$44,592.98	\$46,822.62	\$66,889.46
Master Firefighter	4	\$46,822.62	\$49,163.75	\$70,233.94
Fire Engineer	5	\$49,163.75	\$51,621.94	\$73,745.63
Fire Life & Safety Educator	5	\$49,163.75	\$51,621.94	\$73,745.63
Assistant Fire Marshal	6	\$51,621.94	\$54,203.04	\$77,432.91
Fire Investigator	7	\$54,203.04	\$56,913.19	\$81,304.56
Fire Captain	10	\$62,746.79	\$65,884.13	\$94,120.19
Fire Captain Admin	10	\$62,746.79	\$65,884.13	\$94,120.19
Shift Safety & Training Officer	10	\$62,746.79	\$65,884.13	\$94,120.19
Battalion Fire Chief	12	\$69,178.34	\$72,637.26	\$103,767.51
Deputy Fire Marshal	15	\$80,082.58	\$84,086.71	\$120,123.86

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Assistant Fire Chief	18	\$92,705.59	\$97,340.87	\$139,058.39
Deputy Fire Chief	19	\$107,318.31	\$112,684.23	\$160,977.47
<b>Associate's Degree</b>				
<b>Job Title</b>	<b>Grade</b>	<b>Minimum</b>	<b>Military Inc.</b>	<b>Maximum</b>
Firefighter Trainee	1	\$42,469.50	\$44,592.98	\$63,704.25
Firefighter	2	\$44,592.98	\$46,822.62	\$66,889.46
Firefighter II	3	\$46,822.62	\$49,163.75	\$70,233.94
Master Firefighter	4	\$49,163.75	\$51,621.94	\$73,745.63
Fire Engineer	5	\$51,621.94	\$54,203.04	\$77,432.91
Fire Life & Safety Educator	5	\$51,621.94	\$54,203.04	\$77,432.91
Assistant Fire Marshal	6	\$54,203.04	\$56,913.19	\$81,304.56
Fire Investigator	7	\$56,913.19	\$59,758.85	\$85,369.79
Fire Captain	10	\$65,884.13	\$69,178.34	\$98,826.20
Fire Captain Admin	10	\$65,884.13	\$69,178.34	\$98,826.20
Shift Safety & Training Officer	10	\$65,884.13	\$69,178.34	\$98,826.20
Battalion Fire Chief	12	\$72,637.26	\$76,269.12	\$108,955.89
Deputy Fire Marshal	15	\$84,086.71	\$88,291.04	\$126,130.06
Assistant Fire Chief	18	\$97,340.87	\$102,207.92	\$146,011.31
Deputy Fire Chief	19	\$112,684.23	\$118,318.44	\$169,026.34
<b>Bachelor's Degree</b>				
<b>Job Title</b>	<b>Grade</b>	<b>Minimum</b>	<b>Military Inc.</b>	<b>Maximum</b>
Firefighter Trainee	1	\$44,491.86	\$46,716.45	\$66,737.79
Firefighter	2	\$46,716.45	\$49,052.27	\$70,074.68
Firefighter II	3	\$49,052.27	\$51,504.89	\$73,578.41
Master Firefighter	4	\$51,504.89	\$54,080.13	\$77,257.33
Fire Engineer	5	\$54,080.13	\$56,784.14	\$81,120.20
Fire Life & Safety Educator	5	\$54,080.13	\$56,784.14	\$81,120.20
Assistant Fire Marshal	6	\$56,784.14	\$59,623.34	\$85,176.21
Fire Investigator	7	\$59,623.34	\$62,604.51	\$89,435.02
Fire Captain	10	\$69,021.47	\$72,472.55	\$103,532.21
Fire Captain Admin	10	\$69,021.47	\$72,472.55	\$103,532.21
Shift Safety & Training Officer	10	\$69,021.47	\$72,472.55	\$103,532.21
Battalion Fire Chief	12	\$76,096.17	\$79,900.98	\$114,144.26
Deputy Fire Marshal	15	\$88,090.83	\$92,495.38	\$132,136.25
Assistant Fire Chief	18	\$101,976.15	\$107,074.96	\$152,964.23
Deputy Fire Chief	19	\$118,050.14	\$123,952.65	\$177,075.21

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Section 3. Except as otherwise noted herein, amendments made under this Resolution shall be effective the beginning of the first pay period following July 1, 2023.