

**RESOLUTION AMENDING ARTICLE II OF THE CITY OF WINSTON-SALEM
PERSONNEL RESOLUTION FOR CERTIFIED FIRE PERSONNEL BASED ON
RESULTS OF MARKET STUDY**

WHEREAS, the City of Winston-Salem Personnel Resolution (“Personnel Resolution”) contains policies regarding Compensation; and

WHEREAS, the City hired Piedmont Triad Regional Council to conduct a market study for certified fire positions; and

WHEREAS, the market study revealed the current Fire pay plan was below the market; and

WHEREAS, an update is needed to bring the Fire pay plan in alignment with the market; and

WHEREAS, based on the market study results, additional pay grades are needed to maintain integrity of the pay plan; and

WHEREAS, adjustments to military and education incentives are recommended based on results of the market study; and

WHEREAS, at implementation, adjustments, as appropriate to certified fire personnel may be warranted; and

WHEREAS, any adjustment made will not be greater than the maximum of the proposed pay grade ranges; and

WHEREAS, the proposed changes to the Fire Pay Plan will bring certified fire positions in alignment with the market.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Winston-Salem City Council that the Personnel Resolution is amended as follows:

Section 1: Article II Compensation. Section 30 General Policy-Pay, is hereby amended as follows:

(a) Pay plan compliance (10) Military incentive. Sworn police ~~and certified fire personnel~~, who are active military or have been honorably discharged from the Army, Navy, Air Force, Marines and Coast Guard, their Reserve units, and the National Guard, after at least one (1) year of service, shall be eligible for a five (5) percent military incentive added to the employee's base pay. All eligible sworn police ~~and certified fire personnel~~ who are on the City's payroll as of July 1,

2017, will receive a five (5) percent military incentive adjustment to their base pay. The sworn police and certified fire pay schedules are hereby revised to include the military incentive for eligible sworn police and certified fire personnel hired or promoted after July 1, 2017.

Certified fire personnel hired on or before July 5, 2026, who are active military or have been honorably discharged from the Army, Navy, Air Force, Marines and Coast Guard, their Reserve units, and the National Guard, after at least one (1) year of service, shall be eligible for a five (5) percent military incentive added to the employee's base pay.

Certified fire personnel hired on or after July 6, 2026, who are active military or have been honorably discharged from the Army, Navy, Air Force, Marines and Coast Guard, their Reserve units, and the National Guard, after at least one (1) year of service, shall be eligible for a three and a half (3.5) percent military incentive added to the employee's base pay.

(a) *Pay plan compliance (11) Pay grades.* The following pay grades shall be effective for the pay plans and position classifications associated with each pay grade, which pay plans and position classifications have been adopted by city council and are subject to adjustments per the authority conveyed by city council to the city manager: Unified Pay Plan, Public Safety (Fire), Public Safety (Police), Civilian Public Safety, and Flat Rate Pay Plan.

Public Safety (Fire) Pay Plan

| - | No Degree | | | Associate's | | | Bachelor's | | |
|-------|---------------------|----------|---------------------|------------------|-----------------|------------------|------------------|-------------------|------------------|
| Grade | Minimum (No Degree) | Military | Maximum (No Degree) | Minimum (Degree) | Degree Military | Maximum (Degree) | Minimum (Degree) | Degree + Military | Maximum (Degree) |
| 101 | \$44,741 | \$46,978 | \$67,112 | \$46,978 | \$49,327 | \$70,468 | \$49,327 | \$51,794 | \$73,991 |
| 102 | \$46,978 | \$49,327 | \$70,468 | \$49,327 | \$51,794 | \$73,991 | \$51,794 | \$54,383 | \$77,690 |
| 103 | \$49,327 | \$51,794 | \$73,991 | \$51,794 | \$54,383 | \$77,690 | \$54,383 | \$57,103 | \$81,575 |
| 105 | \$54,383 | \$57,103 | \$81,575 | \$57,103 | \$59,958 | \$85,653 | \$59,958 | \$62,955 | \$89,936 |
| 106 | \$57,103 | \$59,958 | \$85,653 | \$59,958 | \$62,955 | \$89,936 | \$62,955 | \$66,103 | \$94,433 |

| | | | | | | | | | |
|-----|----------|----------|-----------|----------|----------|-----------|----------|----------|-----------|
| 409 | \$66,103 | \$69,408 | \$99,155 | \$69,408 | \$72,879 | \$104,112 | \$72,879 | \$76,522 | \$109,319 |
| 410 | \$69,408 | \$72,879 | \$104,112 | \$72,879 | \$76,522 | \$109,319 | \$76,522 | \$80,348 | \$114,784 |
| 412 | \$76,522 | \$80,348 | \$114,784 | \$80,348 | \$84,366 | \$120,523 | \$84,366 | \$88,585 | \$126,549 |
| 414 | \$84,366 | \$88,585 | \$126,549 | \$88,585 | \$93,014 | \$132,876 | \$93,014 | \$97,664 | \$139,521 |

| <u>Grade</u> | <u>Annual Minimum *</u> | <u>Annual Midpoint *</u> | <u>Annual Maximum *</u> |
|--------------|-------------------------|--------------------------|-------------------------|
| <u>101</u> | <u>\$48,571</u> | <u>\$61,929</u> | <u>\$75,286</u> |
| <u>102</u> | <u>\$51,000</u> | <u>\$65,025</u> | <u>\$79,050</u> |
| <u>103</u> | <u>\$53,550</u> | <u>\$68,276</u> | <u>\$83,003</u> |
| <u>104</u> | <u>\$56,228</u> | <u>\$71,690</u> | <u>\$87,153</u> |
| <u>105</u> | <u>\$59,039</u> | <u>\$75,275</u> | <u>\$91,510</u> |
| <u>106</u> | <u>\$61,991</u> | <u>\$79,038</u> | <u>\$96,086</u> |
| <u>107</u> | <u>\$65,090</u> | <u>\$82,990</u> | <u>\$100,890</u> |
| <u>108</u> | <u>\$68,345</u> | <u>\$87,140</u> | <u>\$105,935</u> |
| <u>109</u> | <u>\$71,762</u> | <u>\$91,497</u> | <u>\$111,231</u> |
| <u>110</u> | <u>\$75,350</u> | <u>\$96,072</u> | <u>\$116,793</u> |
| <u>111</u> | <u>\$79,118</u> | <u>\$100,875</u> | <u>\$122,632</u> |
| <u>112</u> | <u>\$83,074</u> | <u>\$105,919</u> | <u>\$128,764</u> |
| <u>113</u> | <u>\$87,227</u> | <u>\$111,215</u> | <u>\$135,202</u> |
| <u>114</u> | <u>\$91,589</u> | <u>\$116,776</u> | <u>\$141,962</u> |
| <u>115</u> | <u>\$96,168</u> | <u>\$122,614</u> | <u>\$149,061</u> |

* Certified fire personnel are eligible for the following education incentives:

(a) Certified fire personnel hired on or before July 5, 2026, receiving education incentives will retain the incentive amounts of five (5.0) percent added to base pay for possessing or obtaining an Associate's degree and ten (10.0) percent added to base pay for possessing or obtaining a Bachelor's degree or higher (not to exceed a maximum education incentive of 10.0%).

(b) Employees hired on or after July 6, 2026, will be eligible for a two and a half (2.5) percent incentive added to base pay for possessing or obtaining an Associate's degree and five (5.0) percent incentive added to base pay for possessing or obtaining a Bachelor's degree or higher (not to exceed a maximum education incentive of 5.0%).

(c) Employees hired on or before July 5, 2026, will receive the education incentives outlined in section (a) above if the degrees are awarded prior to June 30, 2032. They will receive the educational incentives defined in section (b) for degrees awarded after July 1, 2032, regardless of when their degree program commenced.

Section 2: Amendments made under this Resolution shall become effective

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