

Resolution #22-0688  
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**RESOLUTION AMENDING ARTICLES II AND III OF THE CITY OF WINSTON-SALEM PERSONNEL RESOLUTION ADDING CLASSIFICATIONS TO THE PAY PLAN AND AMENDING THE ADJUSTED SENIORITY PROVISION FOR ALL EMPLOYEES**

**WHEREAS**, the Human Resources Department regularly reviews benefits offerings to recruit and retain top talent; 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**, paid time off is one of the most prevalent and valued benefits in United States workplaces; and

**WHEREAS**, the Human Resources Department regularly reviews policies, procedures and programs to ensure equity.

**NOW, THEREFORE, BE IT RESOLVED** that the Mayor and City Council of the City of Winston-Salem approves the following changes to the personnel resolution:

Section 1. Article II. Sec. 30(a)(11) is hereby amended to add the below classifications, in alphabetical order. Except as otherwise herein noted, all other classifications remain unchanged.

<b>Classification</b>	<b>Pay Grade</b>
Controller	19
Director of Intergovernmental Affairs and Strategic Initiatives	20
Utilities Electrical Specialist	9 10

Section 2. Article II. Sec. 30(b)(12), Fire Pay Plan, is hereby amended to add the below classifications, in alphabetical order. Except as otherwise herein noted, all other classifications on the Fire Pay Plan remain unchanged.

Job Title	Pay Grade	Regular - No Degree		
		Minimum	Military Inc.	Maximum
Deputy Fire Chief	19	\$99,735.31	\$104,722.07	\$149,602.96
		<b>Associate Degree</b>		
		\$104,722.07	\$109,958.18	\$157,083.11
		<b>Bachelor's Degree</b>		
		\$109,708.84	\$115,194.28	\$164,563.26
		<b>Regular - No Degree</b>		
		\$45,690.88	\$47,975.42	\$68,536.32
		<b>Associate Degree</b>		
		\$47,975.42	\$50,374.20	\$71,963.14
<b>Bachelor's Degree</b>				
\$50,259.97	\$52,772.97	\$75,389.95		

Section 3. Article III. Sec. 44. - Leave of absence is hereby amended as follows:

- (a) Vacation leave.
  - (ii) Adjustments to vacation accrual rates.

Effective October 1, 2022, newly hired employees shall be eligible for an adjustment to seniority for purposes of vacation leave accrual rates. At the time of hire, the city manager or their designee may approve adjusting the vacation accrual rate of such employee subject to this provision to match the employee's existing service in the North Carolina State Retirement System including the Local Governmental Employees' Retirement Systems (LGERS), the Teachers' and State Employees' Retirement System (TSERS) and any other North Carolina retirement system for local government employees. This does not apply to service in closed or withdrawn accounts. The city manager may implement a policy to manage the provisions of the adjusted seniority program. Effective January 1, 2023, the city manager has the authority to adjust vacation accrual rates for current employees hired before October 1, 2022 to match the employee's existing service in the North Carolina State Retirement System including the Local Governmental Employees' Retirement Systems (LGERS), the Teachers' and State Employees' Retirement System (TSERS) and any other North Carolina retirement system for local government employees and to apply said adjusted vacation accrual rate

**Winston-Salem City Council**  
**APPROVED**  
**November 14, 2022**

prospectively. The city manager does not have the authority to apply the adjusted accrual rate retroactively and the same may only be applied prospectively.

Except as otherwise noted hereto, all other provisions remain unchanged.

**BE IT FURTHER RESOLVED**, that this resolution, will take effect upon adoption.