



City of Winston-Salem City Council  
**Council Agenda Item Summary**

<b>Title</b>	<b>Implementation of Fire Classification Market Study</b>
City Council Committee	City Council
Meeting Date	April 6, 2026
Staff Lead (Presenter)	Dr. Kena Cofield Jones, Human Resources Director
Department Head	Dr. Kena Cofield Jones, Human Resources Director
City Manager/ACM	Sharon Wojda, ACM

**Agenda Item Summary**

Recommended Council Action	Resolution Approval
Suggested Action/ Motion Options	Click or tap here to enter text.
Strategic Focus Area	Good Government
Strategic Plan Objective	GG3: Ensuring the City is an Employer of Choice
Anticipated Fiscal Impact	Fiscal Impact Anticipated: See Analysis in Summary

**Summary of Information**

Piedmont Triad Regional Council (PTRC) was hired to conduct a market study for certified fire positions. Nineteen localities within the metroplexes of Winston-Salem, Charlotte, and Raleigh were included in the analysis. The market study analysis included a comparison of salary ranges, actual average salaries, and a comprehensive benefits survey.

Since the informational item presented at the December General Government Committee meeting, PTRC completed their analysis and issued their final recommendations to City staff. The pay plans and salary ranges reflected in the proposed personnel resolution are consistent with the pay grades presented to the General Government Committee on 12/9/25.

Changes to the salary ranges in the Fire pay plan, as well as changes to education and military incentives, require Council action via amendments to the personnel resolution.

The proposed changes to individual employee salaries will be effective the first full pay period in April 2026. This will require a FY 2025-26 budget adjustment, which is attached to this agenda item. Details of the implementation strategy and associated costs are discussed in the Analysis of Fiscal Impact section below.

**Analysis of Fiscal Impact**



**Vision:** To be a premier city in the region providing world-class amenities while retaining a sense of charm and hospitality  
**Mission:** To provide impactful services that enhance the quality of life for current and future generations  
**Values:** Teamwork \* Responsibility \* Respect \* Integrity \* Customer Service

Based on their analysis, PTRC recommended that every employee receive a salary increase to either raise their salary to the minimum of the new pay grade, or maintain their salary ratio to the mid-point of the pay range (meaning if the employee’s salary is 5% below the mid-point of the current pay grade, they will move to 5% below mid-point of the new pay grade). This will result in a 4.32% pay increase for all certified fire employees and a 9.53% increase specifically for Battalion Chiefs. Details of the increases by position are included in the accompanying presentation.

The annual financial impact associated with the recommended implementation strategy is \$1.96 million. Based on the effective date approved at the March 9, 2026, Committee of the Whole meeting, the pay plan changes will be effective the first full pay period of April 2026. The attached budget amendment will reduce fund balance by \$500,000 to pay for the increases in the current fiscal year 2025-26.

**Attachments**

- Personnel Resolution Amendment
- Budget Amendment Ordinance
- Presentation from the March 9, 2026 Committee of the Whole meeting

Committee Action	
For: 6	Against: 2 – CM Andree-Bowen and CM Joiner
Remarks: Please reference Item #26-0098 for the original item that was presented at the March 9, 2026, Committee of the Whole.	