

**RESOLUTION AMENDING ARTICLE II OF THE CITY OF WINSTON-SALEM
PERSONNEL RESOLUTION TO COMBINE POSITION CLASSIFICATIONS IN PAY
GRADES 1 AND 2 INTO PAY GRADE 3 IN ORDER TO INCREASE THE MINIMUM
HOURLY RATE TO \$14.31**

WHEREAS, in June 2018, as part of the adoption of the FY 2018-2019 budget, the Mayor and City Council adopted a resolution that made various changes to the City's pay plans and established a goal to increase the minimum hourly rate to \$15.00 by 2021; and

WHEREAS, prior to the coronavirus pandemic and its impact on City revenues, the early budget forecast included an increase to the City's minimum hourly rate to \$14.31, effectively combining pay grades 1-3; and

WHEREAS, during budget deliberations in the spring, the Budget and Evaluation Office estimated that increasing the minimum hourly rate to \$14.31, effective July 1, would cost \$393,000, with a general fund impact of \$333,000 including benefits; and

WHEREAS, the adopted FY 2020-2021 did not include an increase in the minimum hourly rate; and

WHEREAS, Mayor Pro Tempore Adams has requested that the Mayor and Council reconsider an increase from the current rate of \$13.00/hour to \$14.31/hour; and

WHEREAS, City staff have determined these adjustments could be implemented without causing significant compression with positions in higher pay grades; and

WHEREAS, at this time, no funding source has been identified to pay for this increase in the minimum hourly rate.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of the City of Winston-Salem that the following amendments to the Personnel Resolution are approved:

SECTION I: Article II. Compensation, Section 30 (a)(11). General policy—Pay, is hereby amended to increase the minimum hourly rate to \$14.31 and eliminate Pay Grades 1 and 2 in the Revised General Pay Plan:

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

Effective as of July 1, 2020

Pay Grade	Minimum	Midpoint	Maximum
1	27,040.00	33,800.00	40,560.00
2	27,820.00	34,775.00	41,730.00
3	29,767.40	37,209.25	44,651.10
4	31,851.12	39,813.90	47,776.68
5	34,080.70	42,600.87	51,121.04
6	36,466.34	45,582.93	54,699.52
7	39,018.99	48,773.74	58,528.48
8	41,750.32	52,187.90	62,625.48
9	44,672.84	55,841.05	67,009.26
10	47,799.94	59,749.92	71,699.91
11	51,145.94	63,932.42	76,718.90
12	54,726.15	68,407.69	82,089.23
13	58,556.98	73,196.23	87,835.47
14	62,655.97	78,319.96	93,983.96
15	67,041.89	83,802.36	100,562.83
16	71,734.82	89,668.53	107,602.23
17	76,756.26	95,945.32	115,134.39
18	82,129.20	102,661.49	123,193.79
19	87,878.24	109,847.80	131,817.36
20	94,029.72	117,537.14	141,044.57
21	100,611.80	125,764.75	150,917.69
22	107,654.62	134,568.28	161,481.93
23	115,190.45	143,988.06	172,785.67
24	123,253.78	154,067.22	184,880.66
25	131,881.54	164,851.93	197,822.31
26	141,113.25	176,391.56	211,669.87

27	150,991.18	188,738.97	226,486.76
28	161,560.56	201,950.70	242,340.84
29	172,869.80	216,087.25	259,304.70
30	184,970.68	231,213.35	277,456.02

SECTION II: Article II. Compensation, Section 30 (a)(11). General policy—Pay, is hereby amended to change the pay grade for position classifications in pay grades 1 and 2 to pay grade 3 in the Revised General Pay Plan:

Effective as of July 1, 2020

TITLE	PAY GRADE
Accounting Clerk	3
Accounting Services Manager	16
Accounting Technician	5
Administrative Assistant	8
Administrative Council Clerk	6
Administrative Intern	3
Administrative Secretary	6
Administrative Technician	6
Adult Recreation Program Supervisor	9
Applications and Database Coordinator	19
Assistant Chemist	9
Assistant City Attorney	17
Assistant City Manager	26
Assistant Contact Center Director	13
Assistant Curbside Supervisor	10
Assistant Director, Office of Business Inclusion & Advancement	16
Assistant Field Operations Manager	15
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 Planning Director	17
Assistant Recreation Center Supervisor	7
Assistant Recreation Director	17
Assistant Risk Manager	15
Assistant Sanitation Director	14
Assistant Storm Water Director	15
Assistant to City Manager	15
Assistant to Fair Director	10
Assistant to the Director of Operations	12
Assistant Traffic Maintenance Supervisor - Markings	10
Assistant Traffic Maintenance Supervisor - Signals	10
Assistant Transportation Director	18
Assistant Utility Director - Business Services	20
Assistant Utility Director - Operations	20
Assistant Utility Director - Solid Waste	20
Assistant Utility Plant Superintendent	15
Associate Fleet Technician	4
Athletics Director	14
Auxiliary Programs Coordinator	11
Background Investigator	6
Body-Worn Camera Assistant	6
Box Office Coordinator	10
Budget and Evaluation Analyst	12
Budget and Evaluation Director	21
Building Construction Specialist	12
Building Inspector	10
Building Maintenance Coordinator - Custodial	10
Building Maintenance Coordinator - HVAC	10
Building Maintenance Mechanic	5
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
Cemetery Supervisor	11
Central Warehouse Manager	14
Chemist	10
Chief Building Official	17
Chief Financial Officer	24
Chief Information Officer	24
City Clerk	13
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	13
Civil Engineer Design Manager	17
Civil Engineer Field Manager	16
Civil Engineer Finance Manager	16
Civil Engineering Coordinator	13
Civil Engineering Supervisor	15
Code Enforcement Senior Project Supervisor	13
Communications Training Coordinator	9
Community Assistance Liaison	11
Community Development Director	21
Community Educator	8
Concrete Finisher	6
Construction Inspection Supervisor	13
Construction Inspector	9
Construction Management Project Manager	12

Contact Center Director	16
Contact Center Team Lead	7
Craft Shop Coordinator	7
Craft Shop Worker	<u>23</u>
Crew Coordinator - C&M	8
Crew Coordinator - Landscape	8
Crew Coordinator - Meter	8
Crew Coordinator - PFM	8
Crew Coordinator - Rec	8
Crew Coordinator - Sanitation	8
Crew Coordinator - Sewer CCTV	8
Crew Coordinator - Solid Waste	8
Crew Leader - C&M	6
Crew Leader - Golf	6
Crew Leader - PFM	6
Crew Leader - Playground Inspector	6
Crew Leader - Rec	6
Crew Leader - Sewer	6
Crew Leader - Transportation	6
Crime Analyst	10
Crime Stoppers Investigator	6
Curbside Collection Supervisor	9
Custodian - PFM	<u>43</u>
Custodian - Solid Waste	<u>43</u>
Custodian - Wastewater	<u>43</u>
Custodian Coordinator - PFM	4
Customer Contact Service Representative	4
Customer Service Clerk	<u>23</u>
Dead Animal Control	3
Deputy Budget and Evaluation Director	17
Deputy Community Development Director	18
Deputy City Attorney	19

Deputy City Clerk	10
Deputy Director of Sanitation	17
Deputy Director of Traffic Field Operations	18
Deputy Director of Transportation	18
Deputy Human Resources Director	18
Deputy Marketing and Communications Director	17
Deputy Property and Facilities Management Director	18
Deputy Planning Development Services Director	19
Deputy Utilities Director	21
Director - Office of the Mayor	16
Director of Business Inclusion and Advancement	19
Director of Operations	23
Director of Performance and Accountability	18
Director of Sanitation	20
Director of Traffic Field Operations	21
Director of Transportation	21
District Recreation Supervisor	12
Diversity Compliance Specialist	9
Dryer Technician	6
Electrical Inspector	10
Electrician - PFM	8
Emergency Management Coordinator	14
Emergency Management Director	19
Energy Management Coordinator	12
Engineering Technician	8
Environmental Control Officer	7
Equipment Maintenance Technician	7
Equipment Mechanic - Light	5
Erosion Control Inspector	10
Erosion Control 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
Financial Clerk	4
Financial Technician	8
Fire Apparatus Maintenance Supervisor	10
Fire Apparatus Mechanic	8
Fire Chief	23
Fire Records Specialist	5
Firearms and Toolmark Examiner	9
Fiscal Program Coordinator	11
Fleet Attendant - PFM	<u>23</u>
Fleet Data Technician	6
Fleet Services Supervisor - PFM	14
Food Resilience Program Manager	13
Forensic Services Division Supervisor	15
Forensic Services Squad Supervisor	10
Forensic Services Technician	7
Geographical Services Manager	17
GIS Administrator - Sanitation	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	6
Heavy Equipment Operator - CBD	6

Heavy Equipment Operator - PFM	6
Heavy Equipment Operator - Rec	6
Heavy Equipment Operator - Solid Waste	6
Heavy Equipment Operator - Transportation	6
Historic Parks Supervisor	12
Housing and Development Program Coordinator	11
Housing and Development Program Supervisor	13
Housing Inspector Supervisor	11
Housing Programs Manager	16
Human Relations Director	19
Human Relations Outreach Specialist	10
Human Relations Specialist	10
Human Resources Analyst	12
Human Resources Director	22
Human Resources Specialist	6
Human Resources Technician	5
IBIS Technician	7
Industrial Waste Control Technician	4
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	<u>2</u> <u>3</u>
Laborer - Sanitation	<u>2</u> <u>3</u>
Laborer - Solid Waste	<u>2</u> <u>3</u>
Lake Attendant	3
Lakes Program Supervisor	12
Land Use Coordinator	16
Latent Print Examiner	9
Legal Assistant	8
Light Equipment Operator - C&M	4
Light Equipment Operator - PFM	4
Light Equipment Operator - PFM Cemetery	4
Light Equipment Operator - Rec	4
Light Equipment Operator - Sewer	4
Light Equipment Operator - Transportation	4
Light Equipment Operator - Wastewater	4
Maintenance Mechanic - Rec	5
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	20
Master Fleet Technician	9
Master Fleet Technician - Heavy Equipment	9
Mechanical Inspector	10
Medium Equipment Operator - C&M	5

Medium Equipment Operator - Outfall	5
Medium Equipment Operator - PFM	5
Medium Equipment Operator - Rec	5
Medium Equipment Operator - Solid Waste	5
Medium Equipment Operator - Transportation	5
Medium Equipment Operator - Wastewater	5
Meter Reader	4
Meter Repairer	4
Neighborhood Conservation Officer	9
Neighborhood Services Coordinator	8
NIBIN Program Administrator	9
Office Assistant	3
Painter	3
Parks Maintenance Crew Coordinator	9
Parking Attendant	4 <u>3</u>
Parking Control Supervisor	10
Parking Enforcement Officer	3
Parking Equipment Technician	5
Parking Security Attendant	2 <u>3</u>
Parks Maintenance Supervisor	10
Parks Superintendent	16
Parts Team Leader	6
Parts Technician	3
Performance Management Technician	9
Permit Office Supervisor	12
Permit Technician	6
Property and Facilities Management Administrative Services Manager	17
Planner	10
Planning and Development Coordinator	17
Planning and Development Services Director	23
Planning Graphics Coordinator	7
Plans Examiner	10

Plans Review Coordinator	11
Playground Inspector	7
Plumbing Inspector	10
Police Applications Specialist	10
Police Cadet	43
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 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	6
Public Safety Communications Squad Supervisor	10
Public Safety Communications Supervisor	13
Public Safety IS Manager	18
Public Safety Research Analyst	8
Public Works Dispatcher	5
Real Estate Director	15
Recreation Administrative Manager	12
Recreation Center Supervisor	9

Recreation Leader	23
Recreation Maintenance Supervisor	11
Recreation and Parks Director	21
Recreation Technician	5
Registered Nurse	11
Rehabilitation Construction Advisor	8
Rehabilitation Construction Supervisor	13
Rehabilitation Loan Officer	9
Rehabilitation Construction Supervisor	12
Risk Administrator	16
Safety and Loss Claims Investigator	10
Safety Inspector	12
Recycling Program Administrator	12
Sanitation Equipment Operator	6
Sanitation Equipment Operator - Senior	7
Sanitation Ombudsman	12
Sanitation Operations Supervisor	11
Sanitation Safety Inspector	10
Sanitation Supervisor	11
Senior Accounting Clerk	6
Senior Administrative Assistant	10
Senior Administrative Clerk	5
Senior Administrative Council Clerk	8
Senior Building Inspector	12
Senior Buyer	10
Senior Chemist	11
Senior Civil Engineer	15
Senior Civil Engineer - Solid Waste	15
Senior Community Assistance Liaison	12
Senior Community Educator	10
Senior Concrete Finisher	7
Senior Contact Center Representative	5

Senior Crew Coordinator	9
Senior Crew Coordinator	9
Senior Crew Coordinator - C&M	9
Senior Crew Coordinator - Outfall	9
Senior Crew Coordinator - PFM	9
Senior Crew Coordinator - Rec	9
Senior Crew Coordinator - Solid Waste	9
Senior Crew Coordinator - Transportation	9
Senior Crew Coordinator - Wastewater	9
Senior Crew Coordinator II - C&M	10
Senior Crime Analyst	12
Senior Dryer Technician	8
Senior Electrical Inspector	12
Senior Electrician/Electrical Specialist	9
Senior Engineering Technician	10
Senior Financial Analyst	14
Senior Financial Clerk	7
Senior Financial Technician	9
Senior Fleet Technician	7
Senior Human Resources Analyst	15
Senior Information Systems Administrator	15
Senior Information Systems Analyst	15
Senior Instrumentation Technician	9
Senior Mechanical Inspector	12
Senior Meter Repair	6
Senior Office Assistant	5
Senior Parking Enforcement Officer	4
Senior Plans Examiner	15
Senior Plumber	7
Senior Plumbing Inspector	12
Senior Project Supervisor	13
Senior Public Safety Communications Operator	8

Senior Real Estate Agent	6
Senior Recreation Center Supervisor	10
Senior Recreation Leader	7
Senior Recreation Maintenance Mechanic	6
Senior Rehabilitation Construction Advisor	11
Senior Rehabilitation Loan Officer	10
Senior Special Projects Coordinator	13
Senior Traffic Signal Technician	8
Senior Utilities Plant Supervisor - Water Treatment	12
Senior Utilities Mechanic - Lift Stations	9
Senior Utilities Plant Mechanic - Water Treatment	9
Senior Utilities Plant Mechanic - WWM	9
Senior Utilities Plant Operator - Elledge	8
Senior Utilities Plant Operator - Wastewater	8
Senior Utilities Plant Operator - Water Treatment	8
Senior Utilities Plant Supervisor - Wastewater	12
Senior Video Producer	11
Senior Video Production Specialist	11
Senior Warehouse Clerk	6
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 Administrative Supervisor	14
Solid Waste Engineering Supervisor	18
Solid Waste Operations Analyst	13
Solid Waste Operations Supervisor	11
Solid Waste Supervisor	11
Special Facilities - Athletic Supervisor	12
Special Facilities Superintendent	16

Special Projects Coordinator	11
Stormwater Civil Engineer	14
Stormwater Inspector	11
Stormwater Operations Analyst	14
Stormwater Operations Supervisor	13
Stormwater Technician	9
Strategic Initiatives Administrator	17
Street Lighting Specialist	6
Streets Supervisor	11
Survey Party Chief	12
Survey Technician	6
Survey Worker	3
Sustainability Program Manager	14
Team Leader - Fleet Services	10
Telecommunications Response Operator	4
Therapeutic Recreation Program Supervisor	9
Trades Helper	5
Trades Helper - HVAC	4
Trades Helper - Urban Forestry	4
Traffic Electronics Technician	8
Traffic Maintenance Coordinator	7
Traffic Maintenance Supervisor	11
Traffic Maintenance Worker	5
Traffic Sign Maker	5
Traffic Signal System Supervisor	10
Traffic Signal System Technician	7
Traffic Signal Technician	7
Transportation Engineer	15
Transportation Finance Manager	15
Transportation Operations Manager	17
Transportation Planner	10
Transportation Principal Planner	15

Transportation Project Planner	11
Treasury Manager	16
Tree Trimmer - PFM	6
Urban Forester - PFM	10
Utilities Capital Project Engineer	17
Utilities Electrical Specialist	9
Utilities Financial Analyst	12
Utilities Operation Specialist - Meter	7
Utilities Operations Specialist - C&M	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 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	11
Utility Billing System Specialist	7

Utility Customer Service Manager	15
Utility Services Communications Coordinator	12
Vegetation Management Director	16
Vegetation Management Supervisor	11
Vehicle for Hire Inspector	6
Vehicle Operator - PFM	3
Vehicle Operator - Sanitation	3
Victim Assistance Coordinator	9
Video Productions Specialist	10
Warehouse Clerk	4
Warehouse Inventory Specialist	8
Warehouse Supervisor	9
Waste Residuals Technician - Dryer	6
Wastewater Collection System Supervisor - C&M	12
Wastewater Plant Superintendent	19
Water Service Field Supervisor - Meter	9
Water Servicer - Meter	4
Water Servicer 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
Zoning Plans Examiner	10

BE IT FURTHER RESOLVED, this resolution shall become effective July 1, 2020.