

Resolution #2021-17  
2021 Resolution Book, Page 143

**RESOLUTION APPROVING MERIT PAY FOR ELIGIBLE CITY EMPLOYEES, AMENDING ARTICLE I OF THE CITY OF WINSTON-SALEM PERSONNEL RESOLUTION TO EXPAND GRIEVANCE HEARING OPTIONS FOR CITY EMPLOYEES AND REMOVING COVID-RELATED DELAYED MERIT ADJUSTMENT PROVISION, AMENDING ARTICLE II OF THE CITY OF WINSTON-SALEM PERSONNEL RESOLUTION TO ADD AND DELETE POSITION CLASSIFICATIONS, ADJUSTING PAY PLAN FOR MARKET PARITY, AND INCREASING THE MINIMUM WAGE TO FIFTEEN DOLLARS, AND AMENDING ARTICLE III OF THE CITY OF WINSTON-SALEM PERSONNEL RESOLUTION TO DESIGNATE JUNE 19 AS THE RECOGNITION DATE FOR JUNETEENTH**

**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 2021-22, 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: 2.0% - Solid Performer rating, 2.5% - Strong Performer rating, 3.5% - Top Performer rating; 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**, City Council did not approve a mid-year merit adjustment in the midst of the COVID-19 pandemic; and

**WHEREAS**, the Human Resources Department has determined a need to adjust the pay plan for competitive market range parity; and

**WHEREAS**, the Human Resources Department has identified the need for the City Manager to assign the hearing of employee grievances to duly appointed department directors when feasible for operational needs; and

**WHEREAS**, the City Council of the City of Winston-Salem voted unanimously to approve Juneteenth as a legal holiday for City of Winston-Salem employees in a regular meeting of the City Council on Monday September 21, 2020.

**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:

Article II. Conditions of Employment. Section 17. Grievances:

- a. City of Winston-Salem employees who have grievances associated with city employment have the right to submit such grievances for orderly settlement. The city's policy is to adjust such employee grievances promptly and fairly.
- b. A grievance is a complaint, view or feeling that insufficient consideration or unfair treatment has been given the employee or the employee's group in the employee's department pertaining to employment conditions, to relationships between the employee and the employee's supervisor or to relationships between the employee and other employees.
- c. Any complaint or grievance which is covered under another set of rules is excluded from this procedure. City employees are encouraged to present complaints or grievances to immediate supervisors and to higher levels of supervision and in doing this shall have freedom from discrimination, coercion, restraint or reprisal.
- d. An employee also has the right to be represented by a single citizen or a single attorney, or the one assisting the other, beginning at the division head level through the final stage of the grievance procedure [as follows] before the city manager:
  - (1)The employee with a complaint or grievance should first discuss the concern with the immediate supervisor. For justifiable cause the employee may choose instead to discuss the concern with the next higher level of supervision. Further, the department head may, at his discretion, elect to hear the employee's grievance at any stage in the appeals process prior to an appeal to the city manager's office.

(2)The supervisor (or successively higher levels of supervision to which an appeal may be made) shall be allowed up to five (5) working days in which to study and answer an employee's grievance.

(3)If the situation is adjusted to the satisfaction of both employee and supervisor, the matter may be considered closed. The supervisor will then complete the "report/grievance discussion" form containing the employee's and supervisor's signature with a copy to be sent to the assistant city manager.

(4)The employee has the right to appeal the supervisor's decision to the next higher level (or the decision of higher levels of supervision) up to five (5) days after the decision was made. A copy of all written documentation, discussion report forms, etc., generated at all levels of consideration of a grievance must be sent immediately to the assistant city manager for his information.

(5)The employee may appeal the decision of the immediate supervisor on the following basis:

First Step: The employee may request that the immediate supervisor arrange a meeting with the second level supervisor so that the problem can be discussed further, or the problem may be presented in writing to the second level supervisor with a copy to the human resources director. The "report/grievance discussion" form shall be used for this purpose.

Subsequent Step: If the employee is not satisfied with the decision of the second level supervisor, the employee may, with a chosen representative, appeal it to successively higher levels of supervision, following the same general procedure described in the "first step." Each supervisor to whom a complaint or grievance is referred is responsible for recording it and his answer on a jointly signed "report/grievance discussion" form. When a satisfactory solution to an employee's grievance is reached, it is the responsibility of the supervisor making the decision to follow through with whatever action is necessary to put the solution into effect. The final level of grievance jurisdiction is the city manager whose decision is final.

The employee shall be entitled, if he so desires, to a formal or informal hearing before the city manager. The city manager, in cases involving suspension, demotion and dismissal, if requested by the employee, shall give the employee an opportunity to appear before him at a mutually convenient time, but in no event later than thirty (30) days after the employee's request, for the purpose of a final grievance hearing. The employee shall be advised in writing of the charges against him. He may be represented by legal counsel or any other person of his choice. He may present evidence and witnesses and may cross-examine any adverse witnesses. If it is his desire, he may have a court reporter present to record the hearing at his expense. Subsequent to the hearing and within a reasonable time thereof the city manager shall make final disposition of the grievance by notifying the employee in writing of the action taken and the reasons therefor. The human resources department is familiar with this

grievance procedure and is available to advise and provide guidance at any level of this procedure. The final disposition by the city manager shall be made within thirty (30) days following the hearing, unless unusual circumstances make compliance within the thirty (30) days' period impracticable.

~~For purposes of this section, the term "city manager" shall mean either the city manager or an assistant city manager duly authorized by the city manager to act in his stead. For purposes of this section, the term assistant city manager includes the deputy city manager. If a hearing is held by an assistant city manager pursuant to the immediately preceding paragraph of this section, a report containing findings of fact and a recommendation is to be prepared for review by the city manager. The city manager shall study the report and consider recommendations of the assistant city manager holding the hearing, and shall then make the final disposition of the matter.~~

For purposes of this section, the term "city manager" shall mean either the city manager, an assistant city manager, or department director duly authorized by the city manager to act in his stead. For purposes of this section, the term "assistant city manager" includes the deputy city manager. The city manager may, in extenuating circumstances, seek the assistance of an independent third party to assist in the resolution of employee grievances. If a hearing is held by an assistant city manager, department director or independent third party pursuant to the immediately preceding paragraph of this section, a report containing findings of fact and a recommendation is to be prepared for review by the city manager. The city manager shall study the report and consider recommendations of the hearing officer and shall then make the final disposition of the matter.

(6)For purposes of this section, "supervisor" in the case of disciplinary action shall mean the supervisor of the person taking the disciplinary action, it being the intent hereof that appeals of disciplinary action taken by a supervisor shall go to the next higher supervisor rather than the immediate supervisor of the affected employee.

#### Article II. Compensation, Section 30 (a)(2). General policy

Pay, is hereby amended to note that the city manager has the authority to establish the performance evaluation dates for all city employees on the Revised General Pay Plan:

(a) *Revised General Pay Plan.* Effective ~~April 8, 2019~~ January 1, 2022, this pay plan consists of ~~thirty (30)~~ twenty-eight (28) pay grades (~~Grades 1-30~~) (Grades 3-30). All positions, except for sworn police, certified fire and positions on the flat rate pay plan, are included in this pay plan. All classifications in the revised general pay plan are assigned to one (1) of the ~~thirty (30)~~ twenty-eight (28) pay grades. Each pay grade has a minimum, midpoint, and maximum rate of pay established by the city manager and/or his designee.

(1) *Minimum rate; exceptions.* The normal beginning rate of pay for a new employee will be the minimum of the pay grade to which the employee's classification is assigned. The city manager, may, in special cases, authorize initial appointments above or below the established minimum of the pay grade. Examples of such special cases where a higher or lower rate may be authorized are: appointment of a former city employee who has demonstrated his/her competence in the same classification; appointment of especially

well qualified individuals to certain classifications for which a scarcity of suitable applicants at the usual starting rate temporarily necessitates a higher starting rate. A rate lower than the pay grade minimum may be authorized to employ an applicant who within a predetermined time period, usually one (1) year or less, will be able to complete the educational, licensing or certification requirements of the classification.

- (2) *Performance evaluations; merit increase consideration.* Employees appointed to full-time positions or receiving employee benefits, as described in Article III, Section 46, within the revised general pay plan will be scheduled for evaluation and merit increase consideration in accordance with the following schedule:

*Initial employment;* Merit increase consideration will be effective beginning the first pay period ~~of the new fiscal year~~ following October 1 of the new fiscal year and based on the amount/percentage adopted by the city council for that fiscal year.

*Promotion*—No change to employee evaluation schedule.

*Demotion*—(voluntarily or involuntarily). No change to employee evaluation schedule.

*Lateral transfer*— No change to employee evaluation schedule.

*Reclassification*— No change to employee evaluation schedule. *Regrade*— No change to employee evaluation schedule.

*Competitive market range adjustment*— No change to employee evaluation schedule.

The city manager is authorized to establish the performance evaluation dates for all city employees.

Supervisors may schedule employees for additional performance review as deemed necessary. Eligibility for pay changes; however, will be in accordance with the previous schedule.

- (i) *Basis for allowable amount of increase.* The allowable amount of an employee's pay increase will be based upon the employee's overall performance rating. The city manager, upon recommendation of the human resources department, will annually set the allowable pay adjustments and type of award (cash award, base salary change or a combination of both) for each of the overall performance ratings not to exceed the amount/percentage adopted by the city council for that fiscal year. Effective April 8, 2019, with the exception of employees who are hired by the city prior to April 8, 2019, in no case, shall the authorized pay adjustment result in a salary amount that exceeds the maximum of the assigned pay grade.
- (ii) *Marginal performance rating.* Employees who receive a marginal performance rating will not receive an increase in pay. Employees receiving a marginal performance rating will be placed on a performance improvement plan and will be re-evaluated within three (3) months with eligibility for a pay increase upon full compliance with the performance improvement plan. The effective date of increase

will be the date of the performance improvement plan review. The evaluation date will be retained.

- (iii) *Other compensation.* The city provides a performance appraisal and merit pay system to reward employees for overall meritorious job performance. However, when employees have exhibited performance that warrants immediate monetary recognition or in order to address market compensation issues, documented by the human resources department for individual positions, the city manager may initiate or act upon the supervisor's recommendation to initiate an increase in an individual employee's compensation. In these instances, only the city manager is authorized to approve market or merit increases and the authorized increase shall not exceed ten (10) per cent of the recipient's annual salary. Effective April 8, 2019, with the exception of employees who are hired by the city prior to April 8, 2019, in no case, shall the authorized increase exceed the maximum of the assigned pay grade. Employees are eligible for such increases once in a twelve-month period and recipients of such increases shall retain their evaluation date. A record of any such increases will be made and retained in the human resources department.
- (iv) *Managed competition incentive pay.* The city manager may authorize additional payment to employees subject to managed competition for exceeding performance goals, for obtaining additional training and certification levels, and meeting/exceeding attendance goals. The city manager is authorized to develop and administer an appropriate incentive pay program. The total payout to an employee, excluding payments attributable to overtime, may not exceed fifty (50) per cent of the employee's base rate of pay during the contract period.

Article II. Compensation, Section 30 (b)(2). General policy

Pay, is hereby amended to note that the city manager has the authority to establish the performance evaluation dates for all city employees on the Public Safety (Sworn Police/Certified Fire) Pay Plan:

- (b) *Public Safety (Sworn Police/Certified Fire) Pay Plan.* This plan consists of twenty (20) pay grades and covers sworn police and certified fire personnel up to and including assistant police chief and assistant fire chief.
  - (1) *Minimum rate; exception.* The normal beginning rate of pay for a new employee will be the minimum rate in the established range. However, the city manager, may, in special cases, authorize initial appointments above or below the minimum but only after an investigation of the case by the human resources director. Examples of such special cases where a higher or lower rate may be authorized are: appointment of a former city employee who has demonstrated his/her competence in the same classification; appointment of especially well qualified individuals to certain classifications for which a scarcity of suitable applicants at the usual starting rate temporarily necessitates a higher starting rate. A rate lower than the minimum rate may be authorized to employ an applicant who within a predetermined time period, usually one (1) year or less, will be able to complete the educational, licensing or certification requirements of the classification.
  - (2) *Performance evaluations; merit increase consideration.* Employees appointed to full-time positions or receiving employee benefits, as described in Article III, Section 46,

within the public safety (sworn police/certified fire) pay plan will be scheduled for evaluation and merit increase consideration in accordance with the following schedule:

*Initial employment*; Merit increase consideration will be effective beginning the first pay period ~~of the new fiscal year~~ following October 1 of the new fiscal year and based on the amount/percentage adopted by the city council for that fiscal year.

*Promotion* —No change in employee evaluation schedule.

*Demotion (voluntarily or involuntarily)* —No change in employee evaluation schedule.

*Lateral transfer* —No change to employee evaluation schedule.

*Reclassification* —No change to employee evaluation schedule.

*Pay plan adjustments* —No change to employee evaluation schedule.

The city manager is authorized to establish the performance evaluation dates for all city employees.

Supervisors may schedule employees for additional performance review as deemed necessary. Eligibility for pay changes, however, will be in accordance with the previous schedule.

- (i) *Basis for allowable amount of increase.* The allowable amount of an employee's pay increase will be based upon his/her overall performance rating, the city manager, upon recommendation of the human resources department, will set the allowable pay adjustments and type of award (cash award, base salary change or a combination of both) for each of the overall performance ratings.
- (ii) *Unacceptable performance rating.* Employees who receive an unacceptable rating will not receive an increase in pay. Employees receiving an unacceptable performance rating will be placed on a performance improvement plan and will be re-evaluated within three (3) months with eligibility for a pay increase upon full compliance with the performance improvement plan. The effective date of increase will be the date of the performance improvement plan review. The evaluation date will be retained.
- (iii) *Other compensation.* The city provides a performance appraisal and merit pay system to reward employees for overall meritorious job performance. However, when employees have exhibited performance that warrant immediate monetary recognition or in order to address market compensation issues, documented by the human resources department for individual positions, the city manager may initiate or act upon the supervisor's recommendation to initiate an increase in the individual employee's compensation. In these instances, only the city manager is authorized to approve market or merit increases and the authorized increase shall not exceed ten (10) per cent of the recipient's annual salary. Effective April 8, 2019, with the exception of employees who are hired by the city prior to April 8, 2019, in no case, shall the authorized increase exceed the maximum of the assigned pay range. Employees are eligible for such increases once in a twelve-month period and recipients of such increases shall retain their evaluation date. A record of any such increases will be made and retained in the human resources department.

**Winston-Salem City Council  
APPROVED  
June 21, 2021**

Article II. Compensation, Section 30 (a)(11). General policy – Pay is hereby amended to increase the minimum hourly rate to \$15 for Full-Time positions, increase pay grades by 2% for market parity, add identified classifications to the General Pay Plan, and delete identified positions from the General Pay Plan.

Effective January 1, 2022

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>3</b>	\$ 29,767.40	\$ 37,209.25	\$ 44,651.10
<b>4</b>	\$ 31,851.12	\$ 39,813.90	\$ 47,776.68
<b>5</b>	\$ 34,080.70	\$ 42,600.87	\$ 51,121.04
<b>6</b>	\$ 36,466.34	\$ 45,582.93	\$ 54,699.52
<b>7</b>	\$ 39,018.99	\$ 48,773.74	\$ 58,528.48
<b>8</b>	\$ 41,750.32	\$ 52,187.90	\$ 62,625.48
<b>9</b>	\$ 44,672.84	\$ 55,841.05	\$ 67,009.26
<b>10</b>	\$ 47,799.94	\$ 59,749.92	\$ 71,699.91
<b>11</b>	\$ 51,145.94	\$ 63,932.42	\$ 76,718.90
<b>12</b>	\$ 54,726.15	\$ 68,407.69	\$ 82,089.23
<b>13</b>	\$ 58,556.98	\$ 73,196.23	\$ 87,835.47
<b>14</b>	\$ 62,655.97	\$ 78,319.96	\$ 93,983.96
<b>15</b>	\$ 67,041.89	\$ 83,802.36	\$100,562.83
<b>16</b>	\$ 71,734.82	\$ 89,668.53	\$107,602.23
<b>17</b>	\$ 76,756.26	\$ 95,945.32	\$115,134.39
<b>18</b>	\$ 82,129.20	\$102,661.49	\$123,193.79
<b>19</b>	\$ 87,878.24	\$109,847.80	\$131,817.36
<b>20</b>	\$ 94,029.72	\$117,537.14	\$141,044.57
<b>21</b>	\$100,611.80	\$125,764.75	\$150,917.69
<b>22</b>	\$107,654.62	\$134,568.28	\$161,481.93
<b>23</b>	\$115,190.45	\$143,988.06	\$172,785.67
<b>24</b>	\$123,253.78	\$154,067.22	\$184,880.66
<b>25</b>	\$131,881.54	\$164,851.93	\$197,822.31
<b>26</b>	\$141,113.25	\$176,391.56	\$211,669.87
<b>27</b>	\$150,991.18	\$188,738.97	\$226,486.76
<b>28</b>	\$161,560.56	\$201,950.70	\$242,340.84
<b>29</b>	\$172,869.80	\$216,087.25	\$259,304.70
<b>30</b>	\$184,970.68	\$231,213.35	\$277,456.02

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<u>3</u>	\$ 31,200.00	\$ 39,000.00	\$ 46,800.00
<u>4</u>	\$ 32,488.14	\$ 40,610.18	\$ 48,732.21
<u>5</u>	\$ 34,762.31	\$ 43,452.89	\$ 52,143.46
<u>6</u>	\$ 37,195.67	\$ 46,494.59	\$ 55,793.51
<u>7</u>	\$ 39,799.37	\$ 49,749.21	\$ 59,699.05
<u>8</u>	\$ 42,585.33	\$ 53,231.66	\$ 63,877.99
<u>9</u>	\$ 45,566.30	\$ 56,957.87	\$ 68,349.45
<u>10</u>	\$ 48,755.94	\$ 60,944.92	\$ 73,133.91
<u>11</u>	\$ 52,168.86	\$ 65,211.07	\$ 78,253.28
<u>12</u>	\$ 55,820.67	\$ 69,775.84	\$ 83,731.01
<u>13</u>	\$ 59,728.12	\$ 74,660.15	\$ 89,592.18
<u>14</u>	\$ 63,909.09	\$ 79,886.36	\$ 95,863.64
<u>15</u>	\$ 68,382.73	\$ 85,478.41	\$ 102,574.09
<u>16</u>	\$ 73,169.52	\$ 91,461.90	\$ 109,754.27
<u>17</u>	\$ 78,291.39	\$ 97,864.23	\$ 117,437.08
<u>18</u>	\$ 83,771.78	\$ 104,714.72	\$ 125,657.67
<u>19</u>	\$ 89,635.80	\$ 112,044.76	\$ 134,453.71
<u>20</u>	\$ 95,910.31	\$ 119,887.88	\$ 143,865.46
<u>21</u>	\$ 102,624.04	\$ 128,280.05	\$ 153,936.04
<u>22</u>	\$ 109,807.71	\$ 137,259.65	\$ 164,711.57
<u>23</u>	\$ 117,494.26	\$ 146,867.82	\$ 176,241.38
<u>24</u>	\$ 125,718.86	\$ 157,148.56	\$ 188,578.27
<u>25</u>	\$ 134,519.17	\$ 168,148.97	\$ 201,778.76
<u>26</u>	\$ 143,935.52	\$ 179,919.39	\$ 215,903.27
<u>27</u>	\$ 154,011.00	\$ 192,513.75	\$ 231,016.50
<u>28</u>	\$ 164,791.77	\$ 205,989.71	\$ 247,187.66
<u>29</u>	\$ 176,327.20	\$ 220,409.00	\$ 264,490.79
<u>30</u>	\$ 188,670.09	\$ 235,837.62	\$ 283,005.14

<b>ALPHABETICAL LISTING OF TITLES</b>	<b>GRADE</b>
ACCOUNTING CLERK	3
ACCOUNTING SERVICES MANAGER	16
ACCOUNTING TECHNICIAN	5
ADMINISTRATIVE ASSISTANT	8
ADMINISTRATIVE COUNCIL CLERK	6
ADMINISTRATIVE INTERN	3
ADMINISTRATIVE SECRETARY	6
<u>ADMINISTRATIVE SERVICES MANAGER</u>	<u>17</u>
ADMINISTRATIVE TECHNICIAN	6

ADULT RECREATION PROG SUPV	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 & ADV.	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 NEIGHBORHOOD SERVICES DIRECTOR	16
ASSISTANT PLANNING DIRECTOR	17
ASSISTANT RECREATION CENTER SUPV	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	13
ASSISTANT TO THE DIRECTOR OF OPERATIONS	12
ASSISTANT TRAFFIC MAINT SUPV/MARKINGS	10
ASSISTANT TRAFFIC MAINT SUPV/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	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 EVALUATION ANALYST	12
BUDGET EVALUATION DIRECTOR	21
BUILDING CONSTRUCTION SPECIALIST	12
BUILDING INSPECTOR	10

BUILDING MAINT COORDINATOR -CUSTODIAL	10
BUILDING MAINT COORDINATOR -HVAC	10
BUILDING MAINT MECHANIC	5
BUILDING MAINT 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 FINANCE MANAGER	16
<u>CIVIL ENGINEER MANAGER</u>	<u>16</u>
CIVIL ENGINEERING COORDINATOR	13
<del>CIVIL ENGINEERING FIELD MANAGER</del>	<del>46</del>
CIVIL ENGINEERING SUPERVISOR	15
CODE ENFORCEMENT SENIOR PROJECT SUPERVISOR	13
COMMUNICATIONS TRAINING COORDINATOR	9
COMMUNITY & BUSINESS DEVELOPMENT DIRECTOR	21
COMMUNITY ASSISTANCE LIAISON	11
COMMUNITY EDUCATOR	8
CONCRETE FINISHER	6
CONSTRUCTION INSPECTOR	9
CONSTRUCTION INSPECTOR SUPERVISOR	13
CONSTRUCTION MANAGEMENT PROJECT SUPERVISOR	12
CONTACT CENTER DIRECTOR	16
CONTACT CENTER TEAM LEAD	7

CRAFT SHOP COORDINATOR	7
CRAFT SHOP WORKER	3
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 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 DIRECTOR	17
DEPUTY CITY ATTORNEY	19
DEPUTY CITY CLERK	10
<u>DEPUTY CITY MANAGER</u>	<u>28</u>
DEPUTY COMMUNITY AND BUSINESS DEVELOPMENT DIRECTOR	18
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 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 OPERATIONS	23
DIRECTOR OF TRAFFIC FIELD OPERATIONS	21
DIRECTOR OF TRANSPORTATION	21
DIRECTOR, OFFICE OF BUSINESS INCLUSION & ADVANCEMENT	19
DIRECTOR, OFFICE OF PERFORMANCE AND ACCOUNTABILITY	21
DISTRICT RECREATION SUPERVISOR	12
DIVERSITY COMPLIANCE SPECIALIST	9
<u>DIVERSITY, EQUITY AND INCLUSION DIRECTOR</u>	<u>20</u>
DRYER TECHNICIAN	8
ELECTRICAL INSPECTOR	10
ELECTRICIAN - PFM	8
EMERGENCY MANAGEMENT COORDINATOR	14
EMERGENCY MANAGEMENT DIRECTOR	19
ENERGY MANAGEMENT COORDINATOR	12
ENGINEERING DESIGN SUPERVISOR	16
ENGINEERING TECHNICIAN	8
ENVIRONMENTAL CONTROL OFFICER	7
EQUIPMENT MAINTENANCE TECH	7
EQUIPMENT MECHANIC - LIGHT	5
<u>EQUITY AND INCLUSION COORDINATOR</u>	<u>12</u>
<u>EQUITY ASSURANCE ADMINISTRATOR</u>	<u>14</u>
EROSION CONTROL INSPECTOR	10
EROSION CONTROL/FLOODPLAN 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	3

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	12
GIS COORDINATOR	14
GOLF COURSE MAINT 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 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
<u>LAKE OPERATIONS TECHNICIAN</u>	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 CEMETARY	4
LIGHT EQUIPMENT OPERATOR - REC	4
LIGHT EQUIPMENT OPERATOR - SEWER	4
LIGHT EQUIPMENT OPERATOR - TRANSPORTATION	4
LIGHT EQUIPMENT OPERATOR - WASTEWATER	4
MAINTENANCE MECHANIC - RECREATION	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 CEMETARY	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
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	9
PARKS MAINTENANCE SUPERVISOR	12
PARKS SUPERINTENDENT	16
PARTS TEAM LEADER	6
PARTS TECHNICIAN	3
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 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
<u>PUBLIC SAFETY INFORMATION OFFICER</u>	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
RECREATION LEADER	3
RECREATION MAINTENANCE SUPERVISOR	11
RECREATION TECHNICIAN	5
RECYCLING PROGRAM ADMINISTRATOR	12
REGISTERED NURSE	11
REHABILITATION CONSTRUCTION ADVISOR	10
REHABILITATION CONSTRUCTION SUPERVISOR	13
REHABILITATION LOAN OFFICER	9
RISK ADMINISTRATOR	16
SAFETY AND LOSS CLAIMS ADJUSTER	10
SAFETY INSPECTOR	12
SANITATION DIRECTOR	20
SANITATION EQUIP OPERATOR - SENIOR	7
SANITATION EQUIPMENT OPERATOR	6
SANITATION OMBUDSMAN	12

SANITATION OPERATIONS SUPV	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 ADMINISTRATIVE COUNCIL CLERK	8
SENIOR BUILDING INSPECTOR	12
SENIOR BUYER	10
SENIOR CHEMIST	11
SENIOR CIVIL ENGINEER	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 - 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	9
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 INSTRUMENTATION TECHNICIAN	12
SENIOR IS ADMINISTRATOR	15
SENIOR IS 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	7
SENIOR PLUMBING INSPECTOR	12
SENIOR PROJECT SUPERVISOR	13
SENIOR PS COMMUNICATIONS OPERATOR	8
SENIOR REAL ESTATE AGENT	6
SENIOR RECREATION CENTER SUPERVISOR	10
SENIOR RECREATION LEADER	7
SENIOR RECREATION MAINTENANCE MECHANIC	6
SENIOR REHABILITATION LOAN OFFICER	10
SENIOR REHABILITATION CONSTRUCTION ADVISOR	12
SENIOR SPECIAL PROJECTS COORDINATOR	13
SENIOR TRAFFIC SIGNAL TECHNICIAN	8
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
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 SUPV	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
STREET LIGHTING SPECIALIST	6
STREETS SUPERVISOR	11
SURVEY PARTY CHIEF	12
SURVEY TECHNICIAN	6
SURVEY WORKER	3
SUSTAINABILITY PROGRAM MANAGER	14
TEAM LEADER	10
TELEPHONE RESPONSE OPERATOR	4
THERAPEUTIC RECREATION PROGRAM SUPV	9
TRADES HELPER	5
TRADES HELPER - HVAC	5
TRADES HELPER - URBAN FORESTRY	5
TRAFFIC ELECTRONICS TECHNICIAN	8
TRAFFIC MAINTENANCE COORDINATOR	7
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	7
TRANSPORTATION ENGINEER	15
TRANSPORTATION FINANCIAL 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 BILLING SYSTEM SPECIALIST	7
UTILITIES CAPITAL PROJECT ENGINEER	17
UTILITIES CUSTOMER SERVICE MANAGER	15
UTILITIES ELECTRICAL SPECIALIST	9
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 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	8
WASTEWATER COLLECTION SYS SUPV - 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 SUPV - METER	12
WATER TREATMENT PLANT SUPERINTENDENT	19
WEB CONTENT COORDINATOR	12

WEIGHMASTER	3
WEIGHMASTER SUPERVISOR	6
WELDER	7
WELLNESS NURSE	9
<u>WORKERS' COMPENSATION CASE MANAGER</u>	<u>14</u>
ZONING PLANS EXAMINER	10

Article II. Compensation, Section 34. Restoration of Merit Pay, is hereby removed.

- a. ~~The city council may authorize a merit pay adjustment at mid-year FY 2020-2021 if they determine there are sufficient federal and/or state coronavirus relief funds or other budgetary resources available based on an assessment of the City's financial outlook in October 2020.~~

Article III. Benefits, Section 43. Legal Holidays is hereby amended to read:

- (a) The following and such other days as the city council may authorize are holidays with pay for all eligible employees of the city: New Year's Day, the third Monday in January for Martin Luther King, Jr.'s birthday, Good Friday, Memorial Day, Juneteenth, (date to be determined), Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the day following Thanksgiving Day, and Christmas Day, ~~and a day to be designated by the city manager.~~

**BE IT FURTHER RESOLVED**, this resolution shall become effective July 1, 2021.