



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

<b>Title</b>	<b>Implementation of Fire Classification Market Study</b>
City Council Committee	Committee of the Whole
Meeting Date	March 9, 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      [Click or tap here to enter text.](#)  
 Options

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.

Proposed changes to individual employee salaries will require a budget adjustment. Details of the implementation strategy and associated costs are discussed in the Analysis of Fiscal Impact section below.

**Analysis of Fiscal Impact**

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. Staff recommends implementation during the current fiscal year. Since this was not anticipated when the FY 2025-26 budget was adopted, a future budget adjustment will be required once the implementation date is determined.

**Attachments**

- Personnel Resolution Amendment
- Presentation

Committee Action	COW 3/9/2026
For: 6	Against: 2 – CM Andree-Bowen, and CM Joiner
Remarks:	