

Resolution #25-0260
2025 Resolution Book, Page 82

**RESOLUTION AMENDING ARTICLE II OF THE PERSONNEL RESOLUTION OF
THE CITY OF WINSTON-SALEM REGARDING COMPENSATION**

WHEREAS, the City of Winston-Salem Personnel Resolution (“Personnel Resolution”) contains policies regarding Compensation; and

WHEREAS, City Council wishes to streamline the provisions in the Personnel Resolution regarding classification and compensation plans.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Winston-Salem City Council that the Personnel Resolution is amended as follows:

Section 1: Article II Compensation. Section 30 General policy – Pay. (a) Pay plan compliance (11) Pay grades. is hereby deleted in its entirety as it currently reads and replaced with a new Section 30 General policy – Pay. (a) Pay plan compliance (11) Pay grades as follows:

“Sec. 30. - General policy—Pay.

(a) Pay plan compliance

(11) Pay grades. The following pay grades shall be effective for the pay plans and position classifications associated with each pay grade, which pay plans and position classifications have been adopted by city council and are subject to adjustments per the authority conveyed by city council to the city manager: Unified Pay Plan, Public Safety (Fire), Public Safety (Police), Civilian Public Safety, and Flat Rate Pay Plan.

Unified Pay Plan

<u>Grade</u>	<u>Annual Minimum</u>	<u>Annual Midpoint</u>	<u>Annual Maximum</u>
<u>305</u>	<u>\$38,104</u>	<u>\$48,571</u>	<u>\$59,040</u>
<u>306</u>	<u>\$40,010</u>	<u>\$51,000</u>	<u>\$61,992</u>
<u>307</u>	<u>\$42,011</u>	<u>\$53,550</u>	<u>\$65,090</u>
<u>308</u>	<u>\$44,111</u>	<u>\$56,228</u>	<u>\$68,345</u>
<u>309</u>	<u>\$46,316</u>	<u>\$59,040</u>	<u>\$71,762</u>
<u>310</u>	<u>\$48,633</u>	<u>\$61,992</u>	<u>\$75,350</u>
<u>311</u>	<u>\$51,063</u>	<u>\$65,091</u>	<u>\$79,118</u>
<u>312</u>	<u>\$53,617</u>	<u>\$68,345</u>	<u>\$83,074</u>
<u>313</u>	<u>\$56,298</u>	<u>\$71,763</u>	<u>\$87,227</u>
<u>314</u>	<u>\$59,113</u>	<u>\$75,350</u>	<u>\$91,589</u>

Winston-Salem City Council
APPROVED
June 16, 2025

<u>315</u>	<u>\$62,068</u>	<u>\$79,118</u>	<u>\$96,169</u>
<u>316</u>	<u>\$65,172</u>	<u>\$83,074</u>	<u>\$100,977</u>
<u>317</u>	<u>\$68,431</u>	<u>\$87,228</u>	<u>\$106,026</u>
<u>318</u>	<u>\$71,852</u>	<u>\$91,590</u>	<u>\$111,327</u>
<u>319</u>	<u>\$75,444</u>	<u>\$96,169</u>	<u>\$116,893</u>
<u>320</u>	<u>\$79,216</u>	<u>\$100,977</u>	<u>\$122,739</u>
<u>321</u>	<u>\$83,177</u>	<u>\$106,026</u>	<u>\$128,875</u>
<u>322</u>	<u>\$87,336</u>	<u>\$111,328</u>	<u>\$135,319</u>
<u>323</u>	<u>\$91,703</u>	<u>\$116,894</u>	<u>\$142,085</u>
<u>324</u>	<u>\$96,288</u>	<u>\$122,739</u>	<u>\$149,189</u>
<u>325</u>	<u>\$101,102</u>	<u>\$128,876</u>	<u>\$156,649</u>
<u>326</u>	<u>\$106,158</u>	<u>\$135,319</u>	<u>\$164,481</u>
<u>327</u>	<u>\$111,466</u>	<u>\$142,085</u>	<u>\$172,705</u>
<u>328</u>	<u>\$117,039</u>	<u>\$149,189</u>	<u>\$181,341</u>
<u>329</u>	<u>\$122,891</u>	<u>\$156,650</u>	<u>\$190,407</u>
<u>330</u>	<u>\$129,035</u>	<u>\$164,481</u>	<u>\$199,927</u>
<u>331</u>	<u>\$135,488</u>	<u>\$172,705</u>	<u>\$209,924</u>
<u>332</u>	<u>\$142,261</u>	<u>\$181,341</u>	<u>\$220,420</u>
<u>333</u>	<u>\$149,375</u>	<u>\$190,407</u>	<u>\$231,441</u>
<u>334</u>	<u>\$156,843</u>	<u>\$199,928</u>	<u>\$243,013</u>
<u>335</u>	<u>\$164,685</u>	<u>\$209,924</u>	<u>\$255,163</u>
<u>336</u>	<u>\$172,920</u>	<u>\$220,421</u>	<u>\$267,922</u>
<u>337</u>	<u>\$181,566</u>	<u>\$231,442</u>	<u>\$281,318</u>

Public Safety (Fire) Pay Plan

Grade	No Degree			Associate's			Bachelor's		
	<u>Minimum (No Degree)</u>	<u>Military</u>	<u>Maximum (No Degree)</u>	<u>Minimum (Degree)</u>	<u>Degree ± Military</u>	<u>Maximum (Degree)</u>	<u>Minimum (Degree)</u>	<u>Degree ± Military</u>	<u>Maximum (Degree)</u>
101	<u>\$44,741</u>	<u>\$46,978</u>	<u>\$67,112</u>	<u>\$46,978</u>	<u>\$49,327</u>	<u>\$70,468</u>	<u>\$49,327</u>	<u>\$51,794</u>	<u>\$73,991</u>
102	<u>\$46,978</u>	<u>\$49,327</u>	<u>\$70,468</u>	<u>\$49,327</u>	<u>\$51,794</u>	<u>\$73,991</u>	<u>\$51,794</u>	<u>\$54,383</u>	<u>\$77,690</u>
103	<u>\$49,327</u>	<u>\$51,794</u>	<u>\$73,991</u>	<u>\$51,794</u>	<u>\$54,383</u>	<u>\$77,690</u>	<u>\$54,383</u>	<u>\$57,103</u>	<u>\$81,575</u>
104	<u>\$51,794</u>	<u>\$54,383</u>	<u>\$77,690</u>	<u>\$54,383</u>	<u>\$57,103</u>	<u>\$81,575</u>	<u>\$57,103</u>	<u>\$59,958</u>	<u>\$85,653</u>
105	<u>\$54,383</u>	<u>\$57,103</u>	<u>\$81,575</u>	<u>\$57,103</u>	<u>\$59,958</u>	<u>\$85,653</u>	<u>\$59,958</u>	<u>\$62,955</u>	<u>\$89,936</u>
106	<u>\$57,103</u>	<u>\$59,958</u>	<u>\$85,653</u>	<u>\$59,958</u>	<u>\$62,955</u>	<u>\$89,936</u>	<u>\$62,955</u>	<u>\$66,103</u>	<u>\$94,433</u>
107	<u>\$59,958</u>	<u>\$62,955</u>	<u>\$89,936</u>	<u>\$62,955</u>	<u>\$66,103</u>	<u>\$94,433</u>	<u>\$66,103</u>	<u>\$69,408</u>	<u>\$99,155</u>
108	<u>\$62,955</u>	<u>\$66,103</u>	<u>\$94,433</u>	<u>\$66,103</u>	<u>\$69,408</u>	<u>\$99,155</u>	<u>\$69,408</u>	<u>\$72,879</u>	<u>\$104,112</u>

Winston-Salem City Council
APPROVED
June 16, 2025

109	<u>\$66,103</u>	<u>\$69,408</u>	<u>\$99,155</u>	<u>\$69,408</u>	<u>\$72,879</u>	<u>\$104,112</u>	<u>\$72,879</u>	<u>\$76,522</u>	<u>\$109,319</u>
110	<u>\$69,408</u>	<u>\$72,879</u>	<u>\$104,112</u>	<u>\$72,879</u>	<u>\$76,522</u>	<u>\$109,319</u>	<u>\$76,522</u>	<u>\$80,348</u>	<u>\$114,784</u>
111	<u>\$72,879</u>	<u>\$76,522</u>	<u>\$109,319</u>	<u>\$76,522</u>	<u>\$80,348</u>	<u>\$114,784</u>	<u>\$80,348</u>	<u>\$84,366</u>	<u>\$120,523</u>
112	<u>\$76,522</u>	<u>\$80,348</u>	<u>\$114,784</u>	<u>\$80,348</u>	<u>\$84,366</u>	<u>\$120,523</u>	<u>\$84,366</u>	<u>\$88,585</u>	<u>\$126,549</u>
113	<u>\$80,348</u>	<u>\$84,366</u>	<u>\$120,523</u>	<u>\$84,366</u>	<u>\$88,585</u>	<u>\$126,549</u>	<u>\$88,585</u>	<u>\$93,014</u>	<u>\$132,876</u>
114	<u>\$84,366</u>	<u>\$88,585</u>	<u>\$126,549</u>	<u>\$88,585</u>	<u>\$93,014</u>	<u>\$132,876</u>	<u>\$93,014</u>	<u>\$97,664</u>	<u>\$139,521</u>

Public Safety (Police) Pay Plan

	No Degree			Associate's			Bachelor's		
Grade	<u>Minimum (No Degree)</u>	<u>Military</u>	<u>Maximum (No Degree)</u>	<u>Minimum (Degree)</u>	<u>Degree + Military</u>	<u>Maximum (Degree)</u>	<u>Minimum (Degree)</u>	<u>Degree + Military</u>	<u>Maximum (Degree)</u>
<u>201</u>	<u>\$51,269</u>	<u>\$53,833</u>	<u>\$76,904</u>	<u>\$53,833</u>	<u>\$56,524</u>	<u>\$80,749</u>	<u>\$56,524</u>	<u>\$59,351</u>	<u>\$84,786</u>
<u>202</u>	<u>\$53,833</u>	<u>\$56,524</u>	<u>\$80,749</u>	<u>\$56,524</u>	<u>\$59,351</u>	<u>\$84,786</u>	<u>\$59,351</u>	<u>\$62,318</u>	<u>\$89,026</u>
<u>203</u>	<u>\$56,524</u>	<u>\$59,351</u>	<u>\$84,786</u>	<u>\$59,351</u>	<u>\$62,318</u>	<u>\$89,026</u>	<u>\$62,318</u>	<u>\$65,434</u>	<u>\$93,477</u>
<u>204</u>	<u>\$59,351</u>	<u>\$62,318</u>	<u>\$89,027</u>	<u>\$62,318</u>	<u>\$65,434</u>	<u>\$93,478</u>	<u>\$65,434</u>	<u>\$68,706</u>	<u>\$98,152</u>
<u>205</u>	<u>\$62,318</u>	<u>\$65,434</u>	<u>\$93,477</u>	<u>\$65,434</u>	<u>\$68,705</u>	<u>\$98,151</u>	<u>\$68,705</u>	<u>\$72,141</u>	<u>\$103,059</u>
<u>206</u>	<u>\$65,434</u>	<u>\$68,706</u>	<u>\$98,152</u>	<u>\$68,706</u>	<u>\$72,141</u>	<u>\$103,059</u>	<u>\$72,141</u>	<u>\$75,748</u>	<u>\$108,212</u>
<u>207</u>	<u>\$68,706</u>	<u>\$72,141</u>	<u>\$103,059</u>	<u>\$72,141</u>	<u>\$75,748</u>	<u>\$108,212</u>	<u>\$75,748</u>	<u>\$79,536</u>	<u>\$113,622</u>
<u>208</u>	<u>\$72,141</u>	<u>\$75,748</u>	<u>\$108,212</u>	<u>\$75,748</u>	<u>\$79,536</u>	<u>\$113,622</u>	<u>\$79,536</u>	<u>\$83,513</u>	<u>\$119,303</u>
<u>209</u>	<u>\$75,748</u>	<u>\$79,536</u>	<u>\$113,622</u>	<u>\$79,536</u>	<u>\$83,513</u>	<u>\$119,303</u>	<u>\$83,513</u>	<u>\$87,687</u>	<u>\$125,268</u>
<u>210</u>	<u>\$79,536</u>	<u>\$83,513</u>	<u>\$119,303</u>	<u>\$83,513</u>	<u>\$87,687</u>	<u>\$125,268</u>	<u>\$87,687</u>	<u>\$92,072</u>	<u>\$131,532</u>
<u>211</u>	<u>\$83,513</u>	<u>\$87,687</u>	<u>\$125,268</u>	<u>\$87,687</u>	<u>\$92,072</u>	<u>\$131,532</u>	<u>\$92,072</u>	<u>\$96,676</u>	<u>\$138,108</u>
<u>212</u>	<u>\$87,687</u>	<u>\$92,072</u>	<u>\$131,532</u>	<u>\$92,072</u>	<u>\$96,676</u>	<u>\$138,108</u>	<u>\$96,676</u>	<u>\$101,509</u>	<u>\$145,013</u>
<u>213</u>	<u>\$92,072</u>	<u>\$96,676</u>	<u>\$138,108</u>	<u>\$96,676</u>	<u>\$101,509</u>	<u>\$145,013</u>	<u>\$101,509</u>	<u>\$106,585</u>	<u>\$152,265</u>
<u>214</u>	<u>\$96,676</u>	<u>\$101,509</u>	<u>\$145,013</u>	<u>\$101,509</u>	<u>\$106,585</u>	<u>\$152,265</u>	<u>\$106,585</u>	<u>\$111,914</u>	<u>\$159,878</u>
<u>215</u>	<u>\$101,509</u>	<u>\$106,585</u>	<u>\$152,265</u>	<u>\$106,585</u>	<u>\$111,914</u>	<u>\$159,878</u>	<u>\$111,914</u>	<u>\$117,510</u>	<u>\$167,872</u>
<u>216</u>	<u>\$106,585</u>	<u>\$111,914</u>	<u>\$159,878</u>	<u>\$111,914</u>	<u>\$117,510</u>	<u>\$167,872</u>	<u>\$117,510</u>	<u>\$123,385</u>	<u>\$176,265</u>

Civilian Public Safety Pay Plan

<u>Grade</u>	<u>Annual Minimum</u>	<u>Annual Midpoint</u>	<u>Annual Maximum</u>
<u>506</u>	<u>\$38,104</u>	<u>\$48,571</u>	<u>\$59,040</u>
<u>507</u>	<u>\$40,010</u>	<u>\$51,000</u>	<u>\$61,992</u>
<u>508</u>	<u>\$42,011</u>	<u>\$53,550</u>	<u>\$65,090</u>

Winston-Salem City Council
APPROVED
June 16, 2025

<u>509</u>	<u>\$44,111</u>	<u>\$56,228</u>	<u>\$68,345</u>
<u>510</u>	<u>\$46,316</u>	<u>\$59,040</u>	<u>\$71,762</u>
<u>511</u>	<u>\$48,633</u>	<u>\$61,992</u>	<u>\$75,350</u>
<u>512</u>	<u>\$51,063</u>	<u>\$65,091</u>	<u>\$79,118</u>
<u>513</u>	<u>\$53,617</u>	<u>\$68,345</u>	<u>\$83,074</u>
<u>514</u>	<u>\$56,298</u>	<u>\$71,763</u>	<u>\$87,227</u>
<u>515</u>	<u>\$59,113</u>	<u>\$75,350</u>	<u>\$91,589</u>
<u>516</u>	<u>\$62,068</u>	<u>\$79,118</u>	<u>\$96,169</u>
<u>517</u>	<u>\$65,172</u>	<u>\$83,074</u>	<u>\$100,977</u>
<u>518</u>	<u>\$68,431</u>	<u>\$87,228</u>	<u>\$106,026</u>
<u>519</u>	<u>\$71,852</u>	<u>\$91,590</u>	<u>\$111,327</u>
<u>520</u>	<u>\$75,444</u>	<u>\$96,169</u>	<u>\$116,893</u>
<u>521</u>	<u>\$79,216</u>	<u>\$100,977</u>	<u>\$122,739</u>
<u>522</u>	<u>\$83,177</u>	<u>\$106,026</u>	<u>\$128,875</u>
<u>523</u>	<u>\$87,335</u>	<u>\$111,327</u>	<u>\$135,319</u>
<u>524</u>	<u>\$91,703</u>	<u>\$116,894</u>	<u>\$142,085</u>
<u>525</u>	<u>\$96,288</u>	<u>\$122,739</u>	<u>\$149,189</u>
<u>526</u>	<u>\$101,102</u>	<u>\$128,876</u>	<u>\$156,649</u>
<u>527</u>	<u>\$106,158</u>	<u>\$135,319</u>	<u>\$164,481</u>

Flat Rate Pay Plan

The city manager may approve, as needed, classifications to be used on a per event/activity basis. No ranges or evaluation schedule shall be used for the classifications assigned to this plan as the positions and work are considered temporary and sporadic in nature. The city manager is authorized to implement an administrative policy governing the allocation of flat rate workers and applicable pay which shall not be lower than fifteen dollars and seventy-six cents (\$15.76) per hour.

Section 2. Amendments made under this Resolution shall become effective the beginning of the first pay period following July 1, 2025.