

Resolution #26-0245  
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**RESOLUTION TO AMEND ARTICLE II OF THE PERSONNEL RESOLUTION OF THE  
CITY OF WINSTON-SALEM REGARDING POLICE & FIRE STEP  
PLAN ADJUSTMENTS  
(MERIT INCREASES)**

**WHEREAS**, the City Manager and his designee/s have been given a certain authority within the rights and responsibilities of the positions they hold as outlined in the Personnel Resolution and as given to him by City Council; and

**WHEREAS**, the City Manager may recommend a merit increase for employees that meet the eligibility requirements based on performance, as outlined in the Personnel Resolution Article II, Sec. 30; and

**WHEREAS**, the general workforce may receive a merit increase once in a fiscal year as recommended by the City Manager and approved by the City Council, and

**WHEREAS**, in accordance with current Personnel Resolution provisions, Police and Fire employees currently receive pay adjustments every January and July provided the employee receives an acceptable performance rating, and

**WHEREAS**, alignment of merit increases is good government and strengthens the organization's financial practices and position;

**NOW, THEREFORE, BE IT RESOLVED** based on the aforementioned the Mayor and City Council of the City of Winston-Salem hereby authorize the City Manager and their designee/s to exercise the authority granted to them to make operational decisions related to the compensation structure for the City of Winston-Salem to change the pay adjustments for Police and Fire from January and July to be in accordance with the general workforce which typically receives merit based pay increases once a year as recommended by the City Manager, including the percent increase and effective date, and then approved by the City Council during the annual budget process.

**BE IT FURTHER RESOLVED**, that the following amendments to the Personnel Resolution will be approved upon adoption;

Section 1: Article II. Compensation, Sec. 30 General Policy – Pay (4) *Winston-Salem Police Department*, is hereby amended to read as follows:

~~After June 21, 2022, the title of each sworn law enforcement officer, up to but not including corporal and above, will be changed based upon years of service and the classification designations indicated below. This will simply occur only as a change in title. The e Opportunity for advancement and associated pay increases may occur based upon the promotional process identified within each designated classification set forth below.~~

~~The appropriate one-time career ladder pay adjustment and compression adjustment, and the July 2022 and January 2023 step plan adjustments will occur in 2022 as indicated in the table below. Performance based pay increases for positions moving from police officer to captain will be subject to merit increases based on performance as defined for aligned with the same merit increases available to the general workforce as recommended by the City Manager and approved by the City Council. After January 2023, the two (2) percent step plan adjustments will occur every January and July for the positions from police officer to captain, provided the employee receives an acceptable performance appraisal rating as defined in article II, section 30.b.ii of this Resolution, unless a higher percentage is otherwise provided in the annual budget adopted by city council as in the case of FY24 when the affected employees received a three (3) percent increase in both July 2023 and January 2024. All of the increases and adjustments set forth herein are subject to the City Council making the annual appropriations sufficient to finance the increases and pay adjustments set forth herein.~~

Article II. Compensation, Sec. 30 General Policy – Pay (4) (ii)

(e) ~~*Police step pay plan and compression adjustments.*~~ To support parity in the Winston-Salem Police Department, the employees in the following classifications will see one-time career ladder pay adjustments effective the first pay period following July 1, 2022, ~~a step plan adjustment the first pay period following July 1, 2022 and a step plan adjustment the first pay period following January 1, 2023,~~ all subject to criteria established by the Winston-Salem Police Department:

<del>Classification/ Year of Service</del>	<del>Career Ladder Adjustment</del>	<del>July Step Plan Adjustment</del>	<del>January Step Plan Adjustment</del>
<del>Police Officers with 0-3 Years</del>	<del>0%</del>	<del>2%</del>	<del>2%</del>

Police Officers with 3-6 Years	5%	<del>2%</del>	<del>2%</del>
Police Officers with 6+ Years	10.25% (total increase for two steps for the July, 2022 career ladder adjustment only)	<del>2%</del>	<del>2%</del>
Corporal through Captain	Compression Adjustment 10%	<del>2%</del>	<del>2%</del>

Section 2: Article II. Compensation, Sec. 30 General Policy – Pay (5) Winston-Salem Fire Department, is hereby amended to read as follows:

~~After June 21, 2022, the title of each firefighter, up to but not including engineer, and above, will be changed based upon years of service and the classification designations indicated below. This will simply occur only as a change in title. The opportunity for advancement and associated pay increases may occur based upon the promotional process identified with each designated classification set forth below.~~

~~The appropriate one-time career ladder pay adjustment, compression adjustment and the July, 2022 and January 2023 step plan adjustments will occur as indicated below. Performance based pay increases for positions moving from firefighter to division chief will be subject to merit increases based on performance eligibility as defined for aligned with the same merit increases available to the general workforce as recommended by the City Manager and approved by the City Council. After January 2023, the two (2) percent step plan adjustments will occur every January and July for the positions from firefighter to division chief, provided the employee receives an acceptable performance appraisal rating as defined in article II, section 30.b.ii of this resolution, unless a higher percentage is otherwise provided in the annual budget adopted by city council as in the case of FY24 when the affected employees received a three (3) percent increase in both July 2023 and January 2024. All of the increases and adjustments set forth herein are subject to the City Council making an annual appropriation sufficient to fund the increases and pay adjustments set forth herein.~~

Article II. Compensation, Sec. 30 General Policy – Pay (5) (ii) (e) *Fire step pay plan and compression adjustments*. To support parity in the Winston-Salem Fire Department, the employees in the following classifications will see one-time career ladder pay adjustments effective the first pay period following July 1, 2022, ~~a step plan adjustment~~

the first pay period following July 1, 2022, and a step plan adjustment the first pay period following January 1, 2023, all subject to criteria established by the Winston-Salem Fire Department:

Classification/ Year of Service	Career Ladder Adjustment	July Step Plan Adjustment	January Step Plan Adjustment
Firefighter with 0-3 Years	0%	<del>2%</del>	<del>2%</del>
Firefighter with 3-6 Years	5%	<del>2%</del>	<del>2%</del>
Firefighter with 6+ Years	10.25% (total increase for two steps for the July, 2022 career ladder adjustment only)	<del>2%</del>	<del>2%</del>
Engineer Through Division Chief	Compression Adjustment 10%	<del>2%</del>	<del>2%</del>

Section 3. Amendments made under this Resolution shall become effective immediately.