

Resolution #22-0042 (Personnel)

RESOLUTION AMENDING ARTICLE II OF THE CITY OF WINSTON-SALEM PERSONNEL RESOLUTION TO ADD AND DELETE CERTAIN POSITION CLASSIFICATIONS, ADJUST THE PAY GRADES FOR SELECT POSITIONS, AND PROVIDE MINIMUM PAY ADJUSTMENTS FOR PAY GRADE CHANGES

WHEREAS, the Human Resources Department periodically reviews the Personnel Resolution, in consultation with City management, to determine if the resolution needs to be updated; 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 reflect more accurately work being performed and to differentiate the work for similar positions; and

WHEREAS, several public works areas currently are understaffed significantly due to dozens of vacancies in equipment operator and front-line supervisor positions. Impacted work groups include Utilities Field Operations, Sanitation, Traffic Field Operations, and Vegetation Management; and

WHEREAS, the Winston-Salem Police Department is experiencing significant staff shortages in Public Safety Communications; and

WHEREAS, as part of the City's effort to fill these needs, City management recommends increasing the salary range for these positions by one pay grade; and

WHEREAS, City management also recommends a minimum salary increase of 5% with any change in pay grade if the employee's salary is already at the minimum of the newly assigned pay grade, provided the five (5) percent increase does not exceed the maximum of the newly assigned pay grade; and

WHEREAS, City management has approved the reclassification or regrade of select positions to reflect reorganizations, increased job duties and responsibilities, or salary adjustments for hard-to-fill positions.

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)(8).-General policy--Pay is hereby revised to revised as follows:

“(8) Competitive market range/pay grade adjustment. When a competitive market range/grade adjustment occurs to reflect a general change in the external and/or internal compensation market level of a class, ~~there shall be no immediate change in an individual salary except when required to bring an employee’s salary up to the new minimum of the pay grade~~ employees in the assigned class will receive a sufficient percentage increase to place their salary at the minimum of the new pay grade but not less than five (5) percent. If the salary, prior to grade adjustment, is within the newly assigned pay grade, a five (5) percent increase in pay will be granted provided five (5) per cent will not exceed the maximum of the newly assigned pay grade. Such employees will retain their anniversary date. The city manager has the authority to enact procedures to initiate and manage competitive market range/pay grade adjustments.”

SECTION II. Article II. Compensation, Section 30 (a)(11). General policy—Pay is hereby amended to delete certain classifications, add new classifications, and adjust the pay grades for select positions in the Revised General Pay Plan:

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

Effective as of January 1, 2022

Pay Grade	Minimum	Midpoint	Maximum
3	31,200.00	39,000.00	46,800.00
4	32,488.14	40,610.18	48,732.21
5	34,762.31	43,452.89	52,143.46
6	37,195.67	46,494.59	55,793.51
7	39,799.37	49,749.21	59,699.05
8	42,585.33	53,231.66	63,877.99
9	45,566.30	56,957.87	68,349.45
10	48,755.94	60,944.92	73,133.91
11	52,168.86	65,211.07	78,253.28
12	55,820.67	69,775.84	83,731.01
13	59,728.12	74,660.15	89,592.18

14	63,909.09	79,886.36	95,863.64
15	68,382.73	85,478.41	102,574.09
16	73,169.52	91,461.90	109,754.27
17	78,291.39	97,864.23	117,437.08
18	83,771.78	104,714.72	125,657.67
19	89,635.80	112,044.76	134,453.71
20	95,910.31	119,887.88	143,865.46
21	102,624.04	128,280.05	153,936.04
22	109,807.71	137,259.65	164,711.57
23	117,494.26	146,867.82	176,241.38
24	125,718.86	157,148.56	188,578.27
25	134,519.17	168,148.97	201,778.76
26	143,935.52	179,919.39	215,903.27
27	154,011.00	192,513.75	231,016.50
28	164,791.77	205,989.71	247,187.66
29	176,327.20	220,409.00	264,490.79
30	188,670.09	235,837.62	283,005.14

Effective as of January 1, 2022 February 7, 2022

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 Services Manager	17
Administrative Technician	6
Adult Recreation Prog 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 Neighborhood Services Director	16

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	13
Assistant To the Director of Operations Operations Office Coordinator	12 16
Assistant Traffic Maintenance Supervisor/Markings	10
Assistant Traffic Maintenance Supervisor/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 Body-Worn Camera Administrator	6 14
Box Office Coordinator	10
Budget Evaluation Analyst	12
Budget Evaluation Director Budget and Performance Management Director	21 22
Building Construction Specialist	12
Building Inspector	10
Building Maintenance Coordinator -Custodial	10
Building Maintenance Coordinator -HVAC	10
Building Maintenance Mechanic	5 6
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
Capital Projects Engineer	18
Cemetery Supervisor	11
Central Warehouse Manager	14
Chemist	10
Chief Building Official	17
Chief Financial Officer	24
Chief Information Officer	24
City Clerk	13 16
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 14
Civil Engineer Design Manager	17 18
Civil Engineer Finance Manager	16
Civil Engineer Manager	16 17
Civil Engineering Coordinator	13 14
Civil Engineering Supervisor	15 16
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 7
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 9
Crew Coordinator – Landscape	8 9
Crew Coordinator – Meter	8 9
Crew Coordinator – PFM	8 9
Crew Coordinator – Rec	8 9
Crew Coordinator – Sanitation	8 9
Crew Coordinator – Sewer CCTV	8 9
Crew Coordinator – Solid Waste	8 9
Crew Leader – C&M	6 7
Crew Leader – Golf	6 7
Crew Leader – PFM	6 7
Crew Leader – Playground Inspector	6 7
Crew Leader – Rec	6 7
Crew Leader – Sewer	6 7
Crew Leader – Transportation	6 7
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	40 <u>12</u>
Deputy City Manager	28
Deputy Community and Business Development Director	18
Deputy Director of Sanitation	17
Deputy Director of Traffic Field Operations	18
Deputy Director of Transportation	18
<u>Deputy Financial Officer</u>	<u>21</u>
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	49
Director, Office of Performance and Accountability	21
District Recreation Supervisor	12
Diversity Compliance Specialist	9
Diversity, Equity and Inclusion Director	20
Dryer Technician	8
<u>Economic Development Director</u>	<u>21</u>
Electrical Inspector	10
Electrician – PFM	8 <u>9</u>
Emergency Management Coordinator	14
Emergency Management Director	19
Energy Management Coordinator	12
Engineering Design Supervisor	46 <u>17</u>
Engineering Technician	8
Environmental Control Officer	7
Equipment Maintenance Technician	7
Equipment Mechanic – Light	5
Equity and Inclusion Coordinator	12
Equity Assurance Administrator	14
Erosion Control Inspector	10
Erosion Control/Floodplain 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 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 7
Heavy Equipment Operator – CBD	6 7
Heavy Equipment Operator – PFM	6 7
Heavy Equipment Operator – Rec	6 7
Heavy Equipment Operator – Solid Waste	6 7
Heavy Equipment Operator – Transportation	6 7
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 Administrator	14
Human Relations Analyst	12
Human Relations Director Human Relations/Diversity, Equity, and Inclusion Director	19 22
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
Lake Operations Technician	3
Lakes Program Supervisor	12
Land Use Coordinator	16
Latent Print Examiner	9
Legal Assistant	8
Light Equipment Operator – C&M	4 <u>5</u>
Light Equipment Operator – PFM	4 <u>5</u>
Light Equipment Operator – PFM Cemetery	4 <u>5</u>
Light Equipment Operator – Rec	4 <u>5</u>
Light Equipment Operator – Sewer	4 <u>5</u>
Light Equipment Operator – Transportation	4 <u>5</u>
Light Equipment Operator – Wastewater	4 <u>5</u>
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 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	<u>5 6</u>
Medium Equipment Operator – Outfall	<u>5 6</u>
Medium Equipment Operator – PFM	<u>5 6</u>
Medium Equipment Operator – Rec	<u>5 6</u>
Medium Equipment Operator – Solid Waste	<u>5 6</u>
Medium Equipment Operator – Transportation	<u>5 6</u>
Medium Equipment Operator – Wastewater	<u>5 6</u>
Meter Reader	4
Meter Repairer	4
Neighborhood Conservation Officer	<u>9 10</u>
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	<u>9 10</u>
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 7
Public Safety Communications Squad Supervisor	10 11
Public Safety Communications Supervisor	13 14
Public Safety Information Officer	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 11
Rehabilitation Construction Supervisor	13
Rehabilitation Loan Officer	9 10
Risk Administrator	16
Safety and Loss Claims Adjuster	10
Safety Inspector	12
Sanitation Director	20
Sanitation Equip Operator – Senior	7 8
Sanitation Equipment Operator	6 7
Sanitation Ombudsman	12
Sanitation Operations Supervisor	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 16

Senior Community Assistance Liaison	12
Senior Community Educator	10
Senior Concrete Finisher	7 8
Senior Contact Center Representative	5
Senior Crew Coordinator	9 10
Senior Crew Coordinator - C&M	9 10
Senior Crew Coordinator - Outfall	9 10
Senior Crew Coordinator - PFM	9 10
Senior Crew Coordinator - Rec	9 10
Senior Crew Coordinator - Solid Waste	9 10
Senior Crew Coordinator - Transportation	9 10
Senior Crew Coordinator - Wastewater	9 10
Senior Crew Coordinator II - C&M	10 11
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 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 8
Senior Plumbing Inspector	12
Senior Project Supervisor	13
Senior Ps Communications Operator	8 9
Senior Real Estate Agent	6
Senior Recreation Center Supervisor	10
Senior Recreation Leader	7
Senior Recreation Maintenance Mechanic	6
Senior Rehabilitation Loan Officer	10 11
Senior Rehabilitation Construction Advisor	12
Senior Special Projects Coordinator	13
Senior Traffic Signal Technician	8 9
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 Supervisor	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 Supervisor	9
Trades Helper	5
Trades Helper - HVAC	5
Trades Helper - Urban Forestry	5
Traffic Electronics Technician	<u>8 9</u>
Traffic Maintenance Coordinator	<u>7 8</u>
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	<u>7 8</u>

Transportation Engineer	15 16
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 18
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 System Supervisor - 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 Supervisor - Meter	12
Water Treatment Plant Superintendent	19
Web Content Coordinator	12
Weighmaster	3
Weighmaster Supervisor	6
Welder	7
Wellness Nurse	9
Workers' Compensation Case Manager	14
Zoning Plans Examiner	10

SECTION III. Article II. Compensation, Section 30. (b)(8) Public Safety (Sworn Police/Certified Fire) Pay Plan is hereby amended to read as follows:

“(8) Regrade. When a regrade or range change is approved to reflect a general change in the external and/or internal compensation market level of a class, ~~there shall be no immediate change in individual salary except when required to bring an employee’s salary up to the new minimum.~~ employees in the assigned class will receive a sufficient percentage increase to place their salary at the minimum of the new pay grade but not less than five (5) percent. If the salary, prior to grade adjustment, is within the newly assigned pay grade, a five (5) percent increase in pay will be granted provided five (5) per cent will not exceed the maximum of the newly assigned pay grade. Such employees will retain their evaluation date.

SECTION IV. Article II. Compensation, Section 30 (b)(12). Public Safety (Sworn Police/Certified Fire) Pay Plan is hereby amended to adjust the pay grade for the selected position in the Public Safety (Sworn Police/Certified Fire) Pay Plan:

Estimated Annualized Pay Amounts (Eff. ~~4/9/19~~ 2/7/22)

Classification and Pay Grade		Regular - No degree			Associates Degree			Bachelors Degree		
		Minimum	Min w/ Military	Maximum	Minimum	Min w/ Military	Maximum	Minimum	Min w/ Military	Maximum
Firefighter Trainee 40-hour week	1	\$37,590.00	\$39,469.50	\$56,385.00	\$39,469.50	\$41,442.98	\$59,204.25	\$41,349.00	\$43,416.45	\$62,023.50
Police Officer Trainee 40-hour week	2	\$39,469.50	\$41,442.98	\$59,204.25	\$41,442.98	\$43,515.12	\$62,164.46	\$43,416.45	\$45,587.27	\$65,124.68
Firefighter 56-hour week	2	\$39,469.50	\$41,442.98	\$59,204.25	\$41,442.98	\$43,515.12	\$62,164.46	\$43,416.45	\$45,587.27	\$65,124.68
Police Officer 40-hour week	3	\$41,442.98	\$43,515.13	\$62,164.46	\$43,515.12	\$45,690.89	\$65,272.69	\$45,587.28	\$47,866.64	\$68,380.92

Fire Engineer 56-hour week	5	\$45,690.88	\$47,975.42	\$68,536.32	\$47,975.42	\$50,374.20	\$71,963.14	\$50,259.97	\$52,772.97	\$75,389.95
Fire Inspector 40-hour week	6	\$47,975.42	\$50,374.19	\$71,963.14	\$50,374.19	\$52,892.90	\$75,561.29	\$52,772.96	\$55,411.61	\$79,159.44
Police Corporal 40-hour week	6	\$47,975.42	\$50,374.19	\$71,963.14	\$50,374.19	\$52,892.90	\$75,561.29	\$52,772.96	\$55,411.61	\$79,159.44
Police Detective 40-hour week	6	\$47,975.42	\$50,374.19	\$71,963.14	\$50,374.19	\$52,892.90	\$75,561.29	\$52,772.96	\$55,411.61	\$79,159.44
Fire Investigator 40-hour week	7	\$50,374.20	\$52,892.91	\$75,561.29	\$52,892.91	\$55,537.56	\$79,339.37	\$55,411.62	\$58,182.20	\$83,117.43
Deputy Fire Marshal 40-hour week	9 <u>15</u>	\$55,537.55 <u>\$74,425.63</u>	\$58,314.43 <u>\$78,146.91</u>	\$83,306.33 <u>\$111,638.44</u>	\$58,314.43 <u>\$78,146.91</u>	\$61,230.15 <u>\$82,054.26</u>	\$87,471.64 <u>\$117,220.37</u>	\$61,091.31 <u>\$81,868.19</u>	\$64,145.87 <u>\$85,961.60</u>	\$91,636.96 <u>\$122,802.29</u>
Fire Captain 56-hour week	10	\$58,314.43	\$61,230.15	\$87,471.64	\$61,230.15	\$64,291.66	\$91,845.23	\$64,145.87	\$67,353.17	\$96,218.81
Fire Administrative Captain 46-hour week	10	\$58,314.43	\$61,230.15	\$87,471.64	\$61,230.15	\$64,291.66	\$91,845.23	\$64,145.87	\$67,353.17	\$96,218.81
Shift Safety & Training Officer 56-hour week	10	\$58,314.43	\$61,230.15	\$87,471.64	\$61,230.15	\$64,291.66	\$91,845.23	\$64,145.87	\$67,353.17	\$96,218.81
Police Sergeant 40-hour week	10	\$58,314.43	\$61,230.15	\$87,471.64	\$61,230.15	\$64,291.66	\$91,845.23	\$64,145.87	\$67,353.17	\$96,218.81
Police Staff Sergeant 40-hour week	10	\$58,314.43	\$61,230.15	\$87,471.64	\$61,230.15	\$64,291.66	\$91,845.23	\$64,145.87	\$67,353.17	\$96,218.81
Battalion Fire Chief 56-hour week	12	\$64,291.66	\$67,506.24	\$96,437.48	\$67,506.24	\$70,881.56	\$101,259.36	\$70,720.83	\$74,256.87	\$106,081.24
Police Lieutenant 40- hour week	14	\$70,881.55	\$74,425.63	\$106,322.33	\$74,425.63	\$78,146.91	\$111,638.44	\$77,969.71	\$81,868.19	\$116,954.56
Division Fire Chief 56-hour week	15	\$74,425.63	\$78,146.91	\$111,638.44	\$78,146.91	\$82,054.26	\$117,220.37	\$81,868.19	\$85,961.60	\$122,802.29
Police Captain 40-hour week	16	\$78,146.91	\$82,054.26	\$117,220.37	\$82,054.26	\$86,156.97	\$123,081.38	\$85,961.60	\$90,259.68	\$128,942.40
Assistant Fire Chief 40-hour week	18	\$86,156.97	\$90,464.82	\$129,235.45	\$90,464.82	\$94,988.06	\$135,697.23	\$94,772.67	\$99,511.30	\$142,159.00

BE IT FURTHER RESOLVED that the Mayor and City Council affirm the following reclassifications and regrades that were implemented prior to January 1, 2022 to implement reorganizations and other organizational changes.

Current Title	Current Grade	New Title	New Grade
Budget & Evaluation Director	21	Budget, Performance, and Management Director	22
Human Relations Director	19	Human Relations/DEI Director	22
Assistant to Director of Operations	12	Operations Office Coordinator	16
Senior Administrative Council Clerk	8	Sr. Administrative Assistant	10
Administrative Council Clerk	6	Administrative Assistant	8
City Clerk	13		16
Deputy City Clerk	10		12
		Deputy Financial Officer	21
Human Relations Specialist	10	Human Relations Administrator	14
Human Relations Specialist	10	Human Relations Analyst	12
Human Relations Outreach Specialist	10	Human Relations Analyst	12
Director of Business Inclusion & Adv.	19	Economic Development Director	21
Body-Worn Camera Assistant	6	Body-Worn Camera Administrator	14
Deputy Fire Marshal	9	Deputy Fire Marshal	15

BE IT FURTHER RESOLVED, this resolution shall become effective upon adoption.