

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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 | <u>12</u> |
| Human Relations Director Human Relations/Diversity, Equity, and Inclusion Director | 49 22 |
| Human Relations Outreach Specialist | 40 |
| Human Relations Specialist | 40 |
| 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 |

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| 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 |

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| 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 |

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| 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 <u>7</u> |
| Public Safety Communications Squad Supervisor | 10 <u>11</u> |
| Public Safety Communications Supervisor | 13 <u>14</u> |
| 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 <u>11</u> |
| Rehabilitation Construction Supervisor | 13 |
| Rehabilitation Loan Officer | 9 <u>10</u> |
| Risk Administrator | 16 |
| Safety and Loss Claims Adjuster | 10 |
| Safety Inspector | 12 |
| Sanitation Director | 20 |
| Sanitation Equip Operator – Senior | 7 <u>8</u> |
| Sanitation Equipment Operator | 6 <u>7</u> |
| 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 <u>16</u> |

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| 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 |

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| 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 | 8 9 |
| Traffic Maintenance Coordinator | 7 8 |
| 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 8 |

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| 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 |

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| 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 |

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|---|---------------------------|--|--|---|--|--|---|--|--|---|
| 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.