

FY26 COMPENSATION AND BENEFITS

Background

The City of Raleigh recognizes the importance of providing a fair and competitive compensation and benefits package for its employees' well-being. The City of Raleigh holds its employees as its most valuable asset and is committed to recruiting and retaining top talent to deliver excellent services to its residents.

Market Conditions

The City of Raleigh recognizes the importance of remaining competitive in the job market in its pursuit of attracting and retaining top talent. On an annual basis, Human Resources staff review local, regional, and national compensation and benefit trends. These results are used to develop compensation and benefits for the upcoming year.

- In 2025, salary trend surveys by the Society of Human Resources Management (SHRM), Mercer, PayScale, and Willis Towers Watson reported planned base salary increases of 3.3% to 3.9%, consistent with local and regional comparators.
- USI, the City's benefits broker, projected a 7.0% to 7.9% increase in medical and pharmacy costs in their 2025 Trend Survey report.

Classification and Compensation Study

As a part of the FY24 budget, the City Council approved a comprehensive Compensation and Classification Study, which commenced in January 2024.

The City engaged The Segal Company (Eastern States) Inc. as the Consultant for this study, which was conducted in multiple phases over twelve (12) months. It is important for the City as part of this study to have a classification and compensation structure that is simple, competitive, provides career progression, and rewards performance.

Segal reviewed the City's current classification system as part of the Classification and Compensation study. Job Description Questionnaires (JDQs) were completed by Job Ambassadors to collect data. JDQs were reviewed by supervisors and department directors with an opportunity to comment. The current classification titles have expanded from 278 titles to 485 classification titles to more accurately define the type and level of distinct work performed. The 485 classifications were grouped within 37 job families or occupational areas.

The City adopted a formal compensation philosophy by resolution in 2017. As part of the study, the City developed an updated total compensation that outlines the City's approach to employee compensation. This updated philosophy replaces the former philosophy.

Total Compensation Philosophy

The City of Raleigh embraces a holistic approach to compensation, understanding that employee satisfaction and experience go beyond monetary rewards. We offer a comprehensive total rewards package designed to attract, motivate, and retain top talent, which includes competitive salaries, benefits, and non-monetary rewards, such as recognition programs and career development opportunities. Our goal is to foster a motivating environment where employees are valued and engaged, supported by the following key components of our compensation philosophy:

Job Value (Job Evaluation): We are committed to a systematic job evaluation process that accurately reflects the value of each position within our organization. By employing consistent methodologies, we assess roles based on responsibilities, required skills, and their impact on organizational objectives. This approach promotes fairness and internal equity and recognizes the unique contributions of each employee.

Comparison Markets: We regularly benchmark our compensation structures against relevant comparison markets to remain competitive. This practice allows us to position salaries competitively for similar roles in the local government sector, helping us attract high-caliber talent.

Pay Systems: Our new pay systems are designed to support differentiation based on performance, experience, and skills. We employ a straightforward approach to compensation that includes clear criteria for salary progression, performance-based incentives, and recognition tied to individual achievement. These systems are regularly reviewed to ensure alignment with organizational goals.

Pay Communication: We believe in fostering an open dialogue regarding compensation and benefits. Our organization communicates and provides tools and resources to facilitate this understanding.

Program Governance: To uphold our compensation philosophy, we have established a governance framework that includes regular reviews of our compensation programs. This oversight ensures compliance with applicable laws and regulations while aligning with our organizational values and goals. Our governance process allows us to stay responsive to changing market conditions and employee needs.

Ingenuity and Adaptability: We recognize the importance of ingenuity in our compensation strategy. We ensure that our compensation practices evolve alongside the changing workforce by being open to innovative ideas and flexible approaches. This creativity enables us to devise unique solutions and offerings that resonate with our employees, ensuring that we remain an employer of choice.

The City of Raleigh's total rewards strategy is centered on a commitment to continuous improvement. This ensures that our compensation philosophy effectively supports our organizational objectives and enhances the overall employee experience.

FY26 COMPENSATION

The City is committed to fully implementing the results from the Classification and Compensation Study in FY26. As a result, there will be no annual pay increases for City employees for FY26; however, there will be general wage increases for all employees. The City of Raleigh adopted the following compensation adjustments based on City policy. Employees who are eligible for a general wage increase will see the updated pay reflected in their September 26, 2025, paycheck.

General Wage Increases

Segal completed a market review to compare City jobs to our peer market group. Segal benchmarked 101 classifications from the 485 proposed classifications for the custom survey. Segal in conjunction with City leadership, Department Directors, the Public Safety Collaborative and the Employee Experience Collaborative developed a list of comparable public sector organizations based on key characteristics, such as population size, workforce size, operating budget, scope of programs and services, geographic proximity, and organizations the City competes with or loses talent to. A custom salary survey was distributed to the twelve (12) peer organizations to collect pay range and pay practice information to include, City of Austin, TX, City of Charlotte, NC, City of Colorado Springs, CO, City of Durham, NC, City of Greensboro, NC, City of Mesa, Arizona, City of Virginia Beach, Virginia, Mecklenburg County, NC, Town of Apex, NC, Town, of Cary, NC, Town of Wake Forest, NC, and Wake County, NC. Peer data was collected via peer-submitted survey responses and publicly available information by Segal. Based on the findings from the market survey, the City's base pay ranges, on average, were below the market.

Recommendations for general wage increases were made to align the City's pay with the market more closely. As a part of the wage increases, all full-time City employees whose pay is below the minimum of the salary ranges will be brought to the minimum.

The general wage increases will be effective September 6, 2025 (September 4, 2025, for Emergency Communications employees) for all pay structures, and the updated pay will be reflected in employees' September 26, 2025, paycheck.

General Wage Increase Guidelines for Public Safety Pay Structures

Full-time employees in the Emergency Communications, Fire, and Police Pay Structures who are permanent full-time and in active status on August 1, 2025, will receive a general wage increase in FY26. The new pay will be reflected in their September 26, 2025, paycheck.

All employees are eligible to receive the amount of the general wage increase. The only exception is when a greater amount is necessary to bring the employee's base salary to the minimum of the salary range. Otherwise, all increases are capped at the amount of the general wage increase.

A full-time employee whose base salary is at the maximum or over the maximum of the salary range will not be granted an increase that would cause the base salary to exceed or continue to exceed the maximum for that position. Once the pay range maximum is reached, the balance of any pay increase will be awarded in a one-time lump sum payment that will not exceed the total general wage increase amount.

Determination of general wage increase for permanent full-time employees in the Emergency Communications, Police, and Fire Pay Structures:

Full-time employees in an active status on August 1, 2025, will receive an 11% general wage increase.

- For Emergency Communications, this includes classifications from Emergency Communications Call Taker to Manager - Emergency Communications Operations.
- For Police, this includes classifications from Police Officer Recruit to Police Major.
- For Fire, this includes classifications from Firefighter to Division Fire Chief.
- Eligible full-time employees who have reached the maximum of their salary range will receive a one-time lump sum payment of 11% of their base salary.
- Once the pay range maximum is reached, the balance of any general wage increase will be awarded in a one-time lump sum payment, not to exceed the general wage increase of 11%.
- All employees are eligible to receive the amount of the general wage increase. The only exception is when a greater amount is necessary to bring the employee's base salary to the minimum of the salary range. Otherwise, all increases are capped at the amount of the general wage increase.

Exceptions to this policy may include qualifying military service leave required by USERRA, approved Family and Medical Leave (FMLA), leave as an ADA accommodation, other reasons reviewed and supported by the Human Resources Director, and when necessary to comply with local, state, and federal law.

If you have any questions regarding eligibility, please contact your Human Resources Business Partner to discuss this further and ensure the eligibility review has been completed.

General Wage Increase Guidelines for Non-Exempt Pay Structure

Full-time employees in the Non-Exempt Pay Structure who are permanent full-time and in active status on August 1, 2025, will receive a general wage increase in FY26. The new pay will be reflected in their September 26, 2025, paycheck.

All employees are eligible to receive the amount of the general wage increase. The only exception is when a greater amount is necessary to bring the employee's base salary to the minimum of the salary range. Otherwise, all increases are capped at the amount of the general wage increase.

A full-time employee whose base salary is at the maximum or over the maximum of the salary range will not be granted an increase that would cause the base salary to exceed or continue to exceed the maximum for that position. Once the pay range maximum is reached, the balance of any pay increase will be awarded in a one-time lump sum payment that will not exceed the total general wage increase amount.

Determination of general wage increase for permanent full-time non-exempt employees, including all employees in the Non-Exempt Pay Structure:

Full-time employees in an active status on August 1, 2025, will receive a 11% general wage increase.

- Eligible full-time employees who have reached the maximum of their salary range will receive a one-time lump sum payment of 11% of their base salary.
- Once the pay range maximum is reached, the balance of any general wage increases will be awarded in a one-time lump sum payment, not to exceed the general wage increase of 11%.

All employees are eligible to receive the amount of the general wage increase. The only exception is when a greater amount is necessary to bring the employee's base salary to the minimum of the salary range. Otherwise, all increases are capped at the amount of the general wage increase.

Exceptions to this policy may include qualifying military service leave required by USERRA, approved Family and Medical Leave (FMLA), leave as an ADA accommodation, other reasons reviewed and supported by the Human Resources Director, and when necessary to comply with local, state, and federal law.

If you have any questions regarding eligibility, please contact your Human Resources Business Partner to discuss this further and ensure the eligibility review has been completed.

General Wage Increase Guidelines for Exempt Pay Structure

Full-time employees in the Exempt Pay Structure who are permanent full-time and in active status on August 1, 2025, will receive a general wage increase in FY26. The new pay will be reflected in their September 26, 2025, paycheck.

All employees are eligible to receive the amount of the general wage increase. The only exception is when a greater amount is necessary to bring the employee's base salary to the minimum of the salary range. Otherwise, all increases are capped at the amount of the general wage increase.

A full-time employee whose base salary is at the maximum or over the maximum of the salary range will not be granted an increase that would cause the base salary to exceed or continue to exceed the maximum for that position. Once the pay range maximum is reached, the balance of any pay increase will be awarded in a one-time lump sum payment that will not exceed the total general wage increase amount.

Determination of general wage increase for permanent full-time exempt employees, including all employees in the Exempt Pay Structure:

Full-time employees in an active status on August 1, 2025, will receive a 9% general wage increase.

- Eligible full-time employees who have reached the maximum of their salary range will receive a one-time lump sum payment of 9% of their base salary.
- Once the pay range maximum is reached, the balance of any general wage increases will be awarded in a one-time lump sum payment, not to exceed the general wage increase of 9%.

All employees are eligible to receive the amount of the general wage increase. The only exception is when a greater amount is necessary to bring the employee's base salary to the minimum of the salary range. Otherwise, all increases are capped at the amount of the general wage increase.

Exceptions to this policy may include qualifying military service leave required by USERRA, approved Family and Medical Leave (FMLA), leave as an ADA accommodation, other reasons reviewed and supported by the Human Resources Director, and when necessary to comply with local, state, and federal law.

If you have any questions regarding eligibility, please contact your Human Resources Business Partner to discuss this further and ensure the eligibility review has been completed.

General Wage Increase for Permanent Part-Time and Temporary

Permanent part-time and temporary employees who are in an active status as of August 1, 2025, will receive a pay increase of 5% up to the maximum of their pay range.

- To be eligible for a salary increase, an employee must be employed and active on August 1, 2025.

If you have any questions regarding eligibility, please contact your Human Resources Business Partner to discuss this further and ensure the eligibility review has been completed.

Employee Work Schedules

As part of the City's recent classification and compensation study, the City has adopted a forty (40) hour work week for all full-time employees. Effective September 6, 2025, employees that have a bi-weekly schedule of 77.5 hours (38.75 hours per week) will transition to an 80-hour (40 hours per week) bi-weekly schedule. While the hourly rate will remain the same, the increase in scheduled hours will increase your annual salary by 3.2258% due to the change from a 38.75- to a 40-hour work week. The general wage increase effective September 6, 2025, will then be applied to this higher annual salary.

This change is intended to create a greater consistency across the organization and bring us in line with the practices of many of our peer organizations. It also supports our commitment to maintaining fair and equitable practices.

Award for Service

There are no proposed changes to the City's Award for Service program. Under current policies, when authorized by the City Council, the City awards lump sum payments under the following guidelines:

- Regular full-time employees hired prior to July 1, 2011, are eligible for this benefit. Payment to eligible employees will be made in December 2025.
- Full-time employees hired on or before June 30, 1993, will be awarded 4.2% of their annual base for ten or more years of continuous service.
- Full-time employees hired on or after July 1, 1993, will be awarded 1% of their annual base pay for five or more years of continuous service and 2% for ten or more years of continuous service.
- This benefit is not available to any employees hired or rehired on or after July 1, 2011. Employees who opted into the Continuous Service Incentive Program are not eligible to participate in the Award for Service program.

Continuous Service Incentive

The City Council approved the Continuous Service Incentive Program on November 6, 2024. The program aims to reward employees for their loyalty and service to the City of Raleigh. When authorized by the City Council, employees who have completed three years or more of full-time permanent, total, and continuous service through November 30 of each year will receive the Continuous Service Incentive. Payment must be certified by the Department Head as provided below.

- Employees must be in an active employment status on November 30th of each year to receive the Continuous Service Incentive payment, with the following exceptions:
- Employees retiring on December 1 are eligible; and
- Employees on authorized leaves without pay are eligible, provided they met all other eligibility requirements on November 30 and would have received the reward except for the leave of absence; and have returned to full-time, permanent employment during the fiscal year in which the service award was budgeted. This provision applies only to medical or emergency leaves of absence, the necessity for which was beyond the control of the employee. It does not apply to elective leaves of absence, including educational leave, personal leave, or other voluntary leaves of absence.
- This program is discretionary, based on approval by the City Council and the availability of funding.
- The Continuous Service Incentive Program does not replace the current Awards for Service program.
- Employees who participate in the Awards for Service program are not eligible to participate in the Continuous Service Incentive Program.

Continuous Service Incentive Program Design

Years of Service	Proposed Award Amount
Years 3-5	\$500
Years 6-9	\$750
Year 10	\$1,000
Years 11- 14	\$1,250
Year 15	\$1,500
Years 16-19	\$1,750
Year 20	\$2,000
Years 21-24	\$2,250
Year 25	\$2,500
Years 26-29	\$2,750
Years 30+	\$3,000

Other Pay Adjustment Guidelines

As with all city programs, all compensation system recommendations are subject to change based on future appropriations, available funding, and policy direction. The pay adjustment guidelines are made with the understanding that the City Council may implement changes as it deems appropriate at any time and may revise, rescind, or modify programs and funding at its sole discretion. These guidelines are not guaranteed and do not create any contract or contractual obligation but reflect the City's plans and goals for employee compensation of its at-will employees.

N.C. Local Governmental Employees Retirement System (NCLGERS)

All regular employees are covered under the North Carolina Local Governmental Employees' Retirement System (NCLGERS). State laws determine the eligibility criteria for NCLGERS.

By law, all full-time and permanent part-time employees must contribute 6% of their annual salary on a tax-deferred basis.

- The city's contribution for regular full-time and permanent part-time employees is 14.35%.
- The City's contribution for sworn law enforcement employees is 16.08%.
- The LGERS Board of Trustees has determined that the City's contribution will increase by 0.75% for regular employees and 1% for law enforcement employees in FY26. No changes are proposed for the employee contribution.

As required by law, the City receives a monthly report of potential contribution deficits, which is available to the governing board if requested. The funding of any contribution deficit will be paid as required by law.

Supplemental Retirement Plans

Eligible employees may participate in the City's 457 Supplemental Retirement Plan and/or the North Carolina 401(k) Supplemental Retirement Plan to maximize retirement income.

City of Raleigh 457 Supplemental Retirement Plan

- Participation in this plan is voluntary.
- Regular full-time employees receive a City contribution of 3% of their annual salary with no matching contribution required. Sworn law enforcement officers do not receive the City contribution but are eligible to contribute. See special contribution under N.C. 401(k) Plan for sworn law enforcement officers.
- Permanent part-time employees are eligible to contribute to the 457 Plan, but the City does not provide a contribution.
- Voluntary contributions can be made on a tax-deferred basis, an after-tax basis, or both.
- Upon enrollment, employees receive full vesting for employee and employer contributions and investment gains or losses earned.

N.C. 401(k) Supplemental Retirement Plan

- Participation in this plan is voluntary. Voluntary contributions can be made on a tax-deferred basis, an after-tax basis, or both.
- As required by law, sworn law enforcement officers receive a City contribution of 5% with no matching contribution required. No matching City contribution is offered for regular full-time or permanent part-time employees.
- All part-time employees are eligible to contribute to the plan.

Holiday Schedule

The City Council annually approves the Holiday Schedule for employees. No changes are proposed for Calendar Year 2026. The holiday schedule includes thirteen (13) paid holidays:

- New Year's Day
- Martin Luther King, Jr. Birthday
- Good Friday
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving (2)
- Christmas (3)

2026 Calendar Year Holiday Schedule

Holiday	Observance Date	Day of Week
New Year's Day	January 1, 2026	Monday
Martin Luther King, Jr. Birthday	January 19, 2026	Monday
Good Friday	April 3, 2026	Friday
Memorial Day	May 25, 2026	Monday
Juneteenth	June 19, 2026	Friday
Independence Day	July 3, 2026*	Friday
Labor Day	September 7, 2026	Monday
Veterans Day	November 11, 2026	Wednesday
Thanksgiving	November 26 & 27, 2026	Thursday & Friday
Christmas	December 24, 25 & 28, 2026*	Thursday, Friday, and Monday

*July 4, 2026, the legal holiday for Independence Day falls on a Saturday and will be observed on Friday, July 3. The City observes 3 days for Christmas and one of the days falls on a Saturday and will be observed on Monday, Dec. 28.

FY26 BENEFITS

The adopted budget for our organization aims to maintain our highly competitive employee benefits package. Despite the projected increase in medical claims and pharmacy expenses, the City is pleased to announce that there will be no increase in employee medical or dental premiums for 2026. Also, the City adopted some expansions to our medical plan to improve coverage for employees. The details of these enhancements are outlined below so that our employees can make informed decisions about their healthcare.

Benefit Expansions

- Reduce deductible and out-of-pocket max for Medical Plan A.
 - New Deductible: \$750/\$1,500
 - New Out of Pocket Maximum: \$2,750/\$5,500

Health Coverage

The City's medical insurance plan is self-funded for active and retired employees. To mitigate the risk of catastrophic claims that exceed \$375,000 per individual in a plan year, the City purchases stop-loss insurance. The City uses third-party claims administrators to provide medical administration services and to pay medical and prescription drug claims. Blue Cross Blue Shield of North Carolina administers medical claims, and Prime Therapeutics—Blue Cross Blue Shield of North Carolina administers the prescription drug plan.

Monthly Medical Premiums:

Effective January 1, 2026, permanent part-time employees working 30 hours per week are eligible for Plan B health coverage for employee only, employee plus child, and employee plus children, and the employee-compliant monthly premiums are:

Plan Type	Plan B
Employee Only	\$25.00
Employee + Child	\$138.00
Employee + Children	\$184.00

Effective January 1, 2026, the employee-compliant monthly premiums for full-time employees are:

Plan Type	Plan A	Plan B
Employee Only	\$53.00	\$0.00
Employee + Spouse	\$464.00	\$319.00
Employee + Child	\$223.00	\$138.00
Employee + Children	\$296.00	\$184.00
Family	\$700.00	\$489.00
Split Family	\$247.00	\$175.00

FY26 EMPLOYEE COMPENSATION AND BENEFITS

For retirees hired before July 1, 2007, the compliant monthly premiums are:

Plan Type	Plan A	Plan B
Employee Only	\$59.00	\$0.00
Employee + Spouse	\$483.00	\$321.00
Employee + Child	\$246.00	\$147.00
Employee + Children	\$327.00	\$195.00
Family	\$733.00	\$491.00

Per City Council resolutions, the rates and dependent subsidies offered to retirees from the City of Raleigh depend on their hire date and years of service.

Service Retiree Coverage

- Retirees hired before July 1, 2008, are eligible for health insurance paid by the City until age 65.
- For those hired on or after July 1, 2008, those who retire with 15 years of service will be eligible to have 50% of their medical plan premium cost covered by the City until age 65. For January 1, 2026, the compliant monthly premiums are:

Plan Type	Plan A	Plan B
Retiree Only	\$756.00	\$515.00

- With 25 years of service, retirees will receive complete coverage paid by the City until age 65. At intervals between 15 and 25 years, an additional 5% of the employer contribution will be paid by the City in addition to the 15-year 50% amount.

Medical Coverage for Retiree Spouses and Dependents

- Retirees hired before July 1, 2007, are eligible for the City to pay a portion of the cost for spousal and dependent medical coverage.
- Retirees hired on or after July 1, 2007, must fund 100% of the cost to the City for elected spousal or dependent medical coverage.

FY26 EMPLOYEE COMPENSATION AND BENEFITS

Wellness

At the City of Raleigh, we prioritize promoting well-being through preventative wellness programs that aim at reducing chronic illness and disability and improving productivity and health outcomes. Employees and retirees (and covered spouses) can participate annually in the City's Wellness Program to earn an insurance premium discount. In 2026, employees, retirees, and covered spouses (if applicable) on the City's Health Insurance plan are individually required to complete the following annual wellness assessment (AWA) requirements to qualify for the premium discount effective January 1, 2027:

AWA Requirements	Monthly Premium Discount
1. Biometric Screening	\$50.00
2. Online Health Risk Assessment (HRA)	
3. One Additional Wellness Calendar Activity	\$50.00
Total Discount:	\$100.00

Dental Coverage

The City dental plan is self-funded for active employees. Delta Dental is the City's third-party claims administrator, providing dental administrative services and paying for dental claims.

Monthly Dental Premiums:

Effective January 1, 2026, the monthly dental premiums for full-time and permanent part-time employees working 30 hours per week are:

Plan Type	Core	Buy-Up Plan
Employee Only	\$0.00	\$10.25
Employee + Spouse	\$13.10	\$34.33
Employee + Child	\$7.15	\$25.74
Employee + Children	\$9.52	\$28.88
Family	\$27.20	\$63.04

Vision Coverage

The City offers a voluntary, employee–paid vision plan that gives employees access to a meaningful benefit. Employees must enroll in the plan for coverage.

Monthly Vision Premiums:

Effective January 1, 2026, monthly vision premiums for full-time and permanent part-time employees working 30 hours per week are:

Plan Type	Base Plan	Buy-Up Plan
Employee Only	\$2.10	\$3.97
Employee + Spouse	\$4.20	\$7.92
Employee + Child	\$4.50	\$8.49
Employee + Children	\$7.18	\$13.59

Permanent Part-Time (30-Hour) Employee Benefits

We value our employees and their contributions and want to ensure our benefits package remains competitive. Effective January 1, 2026, part-time employees working 30 hours per week will be eligible for the following benefits:

- Dental
- Vision
- Employee Assistance Program (Eight (8) Sessions per year)
- Paid Basic Life Insurance (1X Salary)
- Voluntary Supplemental Life Insurance
- Flexible Spending Plan

ATTACHMENTS

Attachment A – **Recommended Emergency Communications, Fire, and Police Pay Structures**

Attachment B – **Recommended Non-Exempt Pay Structure**

Attachment C – **Recommended Exempt Pay Structure**

Attachment D – **Job Classifications**

The Job Classifications table is updated annually to include all recommended classification and compensation adjustments, including the special market review.

Attachment F – **Glossary of Benefit and Compensation Terms**

Pay Structures

EMERGENCY COMMUNICATIONS, FIRE, AND POLICE PAY STRUCTURES

Police	Classification	Minimum	Midpoint	Maximum
NON-EXEMPT	First Class Police Officer	\$64,500	\$71,600	\$78,700
	Master Police Officer	\$67,400	\$80,200	\$93,000
	Senior Police Officer	\$67,900	\$84,200	\$100,500
	Police Detective	\$71,300	\$88,400	\$105,500
	Senior Police Detective	\$75,600	\$93,700	\$111,900
EXEMPT	Police Sergeant	\$87,400	\$104,900	\$122,400
	Police Lieutenant	\$100,000	\$125,000	\$150,000
	Police Captain	\$107,000	\$133,800	\$160,500
	Police Major	\$128,300	\$153,900	\$179,600

Fire	Classification	Minimum	Midpoint	Maximum
NON-EXEMPT	Firefighter	\$56,825	\$64,800	\$72,700
	First Class Firefighter	\$64,800	\$73,900	\$82,900
	Senior Firefighter	\$71,300	\$81,300	\$91,300
	Fire Lieutenant	\$77,300	\$92,700	\$108,200
	Fire Captain	\$87,200	\$103,800	\$120,300
EXEMPT	Fire Battalion Chief	\$111,000	\$133,200	\$155,400
	Division Fire Chief	\$122,100	\$146,500	\$170,900

Fire Marshal	Classification	Minimum	Midpoint	Maximum
NON-EXEMPT	Deputy Fire Marshal	\$81,700	\$94,000	\$106,200
EXEMPT	Assistant Fire Marshal	\$92,900	\$106,800	\$120,800

EMERGENCY COMMUNICATIONS, FIRE, AND POLICE PAY STRUCTURES

Emergency Communications	Classification	Minimum	Midpoint	Maximum
NON-EXEMPT	Emergency Communication Call Taker	\$49,100	\$61,400	\$73,700
	Telecommunicator	\$51,600	\$64,500	\$77,400
	Telecommunicator, Senior	\$53,500	\$67,700	\$81,900
	Telecommunicator, Lead	\$56,200	\$71,100	\$86,000
	Emergency Communications Training & Quality Assurance Analyst	\$59,100	\$74,700	\$90,400
	Supervisor – Emergency Communications	\$65,500	\$82,900	\$100,200
EXEMPT	Manager – Emergency Communications Operations	\$72,700	\$92,000	\$111,200

- These pay structures apply to sworn police personnel up to the rank of Major and uniformed fire positions up to the rank of Fire Marshal/Assistant Fire Chief.
- Police recruits begin their careers at the starting pay adopted by the City Council with the FY26 budget for the Police Officer classification. For applicable Police positions, changes are effective 9/6/25. Fire recruits begin their careers at the starting pay adopted by the City Council with the FY26 budget for the Firefighter classification. For applicable Fire positions, changes are effective 9/6/25.
- Emergency Call Takers begin their careers at the starting pay adopted by the City Council with the FY26 budget. For applicable Emergency Communications positions, changes are effective 9/4/25.
- Advancement within the pay range requires successful job performance, specific skills, certifications, or a combination of these criteria.
- The City Council has the authority to modify the structure of the compensation programs at any time.

NON-EXEMPT OPEN PAY STRUCTURE

Attachment B (Effective 9/6/2025)

Minimum	Midpoint	Maximum
\$45,000	\$52,875	\$60,750
\$46,300	\$55,500	\$64,800
\$48,600	\$58,300	\$68,000
\$49,900	\$62,400	\$74,900
\$53,400	\$66,800	\$80,100
\$58,000	\$72,500	\$87,000
\$63,000	\$78,700	\$94,500
\$68,300	\$85,400	\$102,500
\$74,200	\$92,700	\$111,300

- The non-exempt pay structure applies to approximately 2,000 full-time administration, skilled trade, and labor positions within the City.
- Advancement within the pay range requires successful job performance, specific skills, certifications, or a combination of these criteria.
- The City Council has the authority to modify the structure of the compensation programs at any time.
- For applicable non-exempt positions, changes are effective 9/6/25.

EXEMPT OPEN PAY STRUCTURE

Attachment C (Effective 9/6/2025)

Minimum	Midpoint	Maximum
\$52,300	\$66,700	\$81,100
\$54,900	\$70,000	\$85,100
\$60,400	\$77,000	\$93,600
\$66,400	\$84,700	\$102,900
\$73,100	\$93,200	\$113,300
\$80,400	\$102,500	\$124,600
\$89,300	\$113,800	\$138,400
\$99,100	\$126,300	\$153,600
\$110,000	\$140,200	\$170,500
\$119,700	\$155,600	\$191,500
\$134,100	\$174,300	\$214,600
\$150,200	\$195,200	\$240,300
\$168,200	\$218,600	\$269,100
\$204,000	\$244,800	\$285,600
\$228,500	\$274,200	\$319,900

- The exempt pay structure applies to approximately 1,000 full-time, exempt-level positions.
- This structure features fewer pay levels and wider pay ranges, which minimizes the need for reclassifications and provides employees with enhanced long-term salary growth opportunities in their current roles.
- Wider salary ranges enable managers to recruit employees with different levels of experience, aligning with the organization's needs.
- The City Council has the authority to modify the structure of the compensation programs at any time.
- For applicable non-exempt positions, changes are effective 9/6/25.

Job Classifications

JOB CLASSIFICATIONS

Attachment D (Effective 09/06/2025)

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Accountant	E	\$66,400	\$66,400	\$84,700	\$102,900
Accountant, Senior	E	\$73,100	\$73,100	\$93,200	\$113,300
Administrative Specialist	N	\$46,300	\$46,300	\$55,500	\$64,800
Administrative Support Supervisor	N	\$68,300	\$68,300	\$85,400	\$102,500
Administrative Technician	N	\$45,000	\$45,000	\$52,875	\$60,750
Animal Control Officer	N	\$48,600	\$48,600	\$58,300	\$68,000
Animal Control Officer Supervisor	N	\$58,000	\$58,000	\$72,500	\$87,000
Animal Control Officer, Senior	N	\$49,900	\$49,900	\$62,400	\$74,900
Application Analyst	E	\$73,100	\$73,100	\$93,200	\$113,300
Application Engineer	E	\$80,400	\$80,400	\$102,500	\$124,600
Application Specialist	N	\$46,300	\$46,300	\$55,500	\$64,800
Aquatics Maintenance Specialist	N	\$46,300	\$46,300	\$55,500	\$64,800
Arborist	N	\$53,400	\$53,400	\$66,800	\$80,100
Asset Management and Data Administrator	E	\$73,100	\$73,100	\$93,200	\$113,300
Assistant City Clerk	N	\$63,000	\$63,000	\$78,700	\$94,500
Assistant City Manager	E	\$204,000	\$204,000	\$244,800	\$285,600
Assistant Department Director- Budget and Management Services	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Department Director- Communications	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Department Director- Emergency Communications	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Department Director- Engineering Services	E	\$134,100	\$134,000	\$174,300	\$214,600
Assistant Department Director- Economic and Social Advancement	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Department Director- Finance	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Department Director- Housing and Neighborhoods	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Department Director- Human Resources	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Department Director- Information Technology	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Department Director- Parks and Recreation	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Department Director- Planning and Development	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Department Director- Public Utilities	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Department Director- Raleigh Convention and Performing Arts Center	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Department Director- Solid Waste Services	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Department Director- Transportation	E	\$134,100	\$134,100	\$174,300	\$214,600

JOB CLASSIFICATIONS

Attachment D (Effective 09/06/2025)

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Assistant Director- Housing and Community Development	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Director- Intergovernmental and External Affairs	E	\$119,700	\$134,100	\$155,600	\$191,500
Assistant Director of Emergency Management	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Director- Police Services	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Fire Chief	E	\$134,100	\$134,100	\$174,300	\$214,600
Assistant Fire Marshal	E	\$92,900	\$92,900	\$106,800	\$120,800
Assistant Superintendent - Transportation Maintenance	E	\$66,400	\$66,400	\$84,700	\$102,900
Associate City Attorney	E	\$110,000	\$110,000	\$140,200	\$170,500
Audio Visual Specialist	N	\$46,300	\$46,300	\$55,500	\$64,800
Audio Visual Technician	N	\$46,300	\$46,300	\$55,500	\$64,800
Benefits Specialist	N	\$58,000	\$58,000	\$72,500	\$87,000
Body Worn Camera Specialist	N	\$46,300	\$46,300	\$55,500	\$64,800
Booking Coordinator	N	\$49,900	\$49,900	\$62,400	\$74,900
Box Office Coordinator	N	\$49,900	\$49,900	\$62,400	\$74,900
Budget and Management Services Analyst	E	\$66,400	\$66,400	\$84,700	\$102,900
Budget and Management Services Analyst, Senior	E	\$73,100	\$73,100	\$93,200	\$113,300
Building Automation and Security Specialist	N	\$58,000	\$58,000	\$72,500	\$87,000
Building Inspector- Commercial	N	\$58,000	\$58,000	\$72,500	\$87,000
Building Inspector- Residential	N	\$58,000	\$58,000	\$72,500	\$87,000
Building Inspector, Senior - Commercial	N	\$63,000	\$63,000	\$78,700	\$94,500
Building Inspector, Senior - Residential	N	\$63,000	\$63,000	\$78,700	\$94,500
Business Services Analyst	N	\$58,000	\$58,000	\$72,500	\$87,000
Business Services Analyst, Senior	E	\$73,100	\$73,100	\$93,200	\$113,300
Business System Analyst	E	\$60,400	\$60,400	\$77,000	\$93,600
Business System Analyst, Senior	E	\$73,100	\$73,100	\$93,200	\$113,300
Business System Specialist	N	\$48,600	\$48,600	\$58,300	\$68,000
Capital Improvement Project (CIP) Administrator	E	\$80,400	\$80,400	\$102,500	\$124,600
Capital Planning Administrator	E	\$80,400	\$80,400	\$102,500	\$124,600
Capital Projects Supervisor	E	\$89,300	\$89,300	\$113,800	\$138,400
Chief Building Official	E	\$99,100	\$99,100	\$126,300	\$153,600
Chief Financial Officer	E	\$168,200	\$168,200	\$218,600	\$269,100
Chief Information Officer	E	\$168,200	\$168,200	\$218,600	\$269,100
Chief Inspector - Building	E	\$80,400	\$80,400	\$102,500	\$124,600
Chief Inspector - Code Compliance	E	\$80,400	\$80,400	\$102,500	\$124,600
Chief Inspector - Electrical	E	\$80,400	\$80,400	\$218,600	\$124,600
Chief Inspector - Mechanical	E	\$80,400	\$80,400	\$102,500	\$124,600
Chief Inspector - Plumbing	E	\$80,400	\$80,400	\$102,500	\$124,600

JOB CLASSIFICATIONS

Attachment D (Effective 09/06/2025)

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Chief Inspector - Residential	E	\$80,400	\$80,400	\$102,500	\$124,600
Chief of Staff	E	\$168,200	\$168,200	\$166,800	\$269,100
Chief Operator	N	\$58,000	\$58,000	\$72,500	\$87,000
Civilian Traffic Investigator	N	\$46,300	\$46,300	\$66,800	\$64,800
Code Compliance Officer	N	\$53,400	\$53,400	\$102,500	\$80,100
Communications Administrator	E	\$73,100	\$73,100	\$93,200	\$113,300
Communications Analyst	E	\$54,900	\$54,900	\$70,000	\$85,100
Communications Analyst, Senior	E	\$66,400	\$66,400	\$84,700	\$102,900
Community Development Grant Administrator	E	\$73,100	\$73,100	\$93,200	\$113,300
Community Engagement Analyst	E	\$60,400	\$60,400	\$77,000	\$93,600
Community Engagement Analyst, Senior	E	\$66,400	\$66,400	\$84,700	\$102,900
Community Engagement Officer	E	\$119,700	\$119,700	\$155,600	\$191,500
Community Engagement Specialist	N	\$48,600	\$48,600	\$58,300	\$68,000
Contract Analyst	E	\$66,400	\$66,400	\$84,700	\$102,900
Coordinator - Parks Operations	E	\$58,000	\$58,000	\$72,500	\$87,000
Crime and Intelligence Analyst	E	\$60,400	\$60,400	\$77,000	\$93,600
Curator	E	\$54,900	\$54,900	\$70,000	\$85,100
Curator, Senior	E	\$60,400	\$60,400	\$77,000	\$93,600
Custodian	N	\$45,000	\$45,000	\$52,875	\$60,750
Customer Service Representative	N	\$45,000	\$45,000	\$52,875	\$60,750
Customer Service Representative, Senior	N	\$48,600	\$48,600	\$58,300	\$68,000
Data Analyst	E	\$66,400	\$66,400	\$84,700	\$102,900
Data Analyst, Senior	E	\$73,100	\$73,100	\$93,200	\$113,300
Database Administrator	E	\$80,400	\$80,400	\$102,500	\$124,600
Database Administrator, Senior	E	\$89,300	\$89,300	\$113,400	\$138,400
Deputy Chief of Police	E	\$134,100	\$134,100	\$174,300	\$214,600
Deputy City Attorney	E	\$134,100	\$134,100	\$174,300	\$214,600
Deputy City Clerk	E	\$73,100	\$73,100	\$93,200	\$113,300
Deputy City Manager	E	\$228,500	\$228,500	\$274,200	\$319,900
Deputy Fire Marshal	N	\$81,700	\$81,700	\$94,000	\$106,200
Director of Budget and Management Services	E	\$150,200	\$150,200	\$195,200	\$240,300
Director of Communications	E	\$150,200	\$150,200	\$195,200	\$240,300
Director of Community Engagement	E	\$150,200	\$150,200	\$195,200	\$240,300
Director of Emergency Communications	E	\$150,200	\$150,200	\$195,200	\$240,300
Director of Engineering Services	E	\$150,200	\$150,200	\$195,200	\$240,300
Director of Economic and Social Advancement	E	\$150,200	\$150,200	\$195,200	\$240,300
Director of Housing and Neighborhoods	E	\$150,200	\$150,200	\$195,200	\$240,300
Director of Human Resources	E	\$150,200	\$150,200	\$195,200	\$240,300
Director of Parks and Recreation	E	\$150,200	\$150,200	\$195,200	\$240,300

JOB CLASSIFICATIONS

Attachment D (Effective 09/06/2025)

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Director of Planning and Development	E	\$150,200	\$150,200	\$195,200	\$240,300
Director of Public Utilities	E	\$150,200	\$150,200	\$195,200	\$240,300
Director of Raleigh Convention and Performing Arts Center	E	\$150,200	\$150,200	\$195,200	\$240,300
Director of Solid Waste Services	E	\$150,200	\$150,200	\$195,200	\$240,300
Director of Transportation	E	\$150,200	\$150,200	\$195,200	\$240,300
Division Commander	E	\$110,000	\$110,000	\$140,200	\$170,500
Division Commander (Civilian)	E	\$110,000	\$110,000	\$140,200	\$170,500
Division Fire Chief	E	\$122,100	\$122,100	\$146,500	\$170,900
Economic Development Analyst	E	\$60,400	\$60,400	\$77,000	\$93,600
Economic Development Analyst, Senior	E	\$66,400	\$66,400	\$84,700	\$102,900
Economic Development Special Project Manager	E	\$89,300	\$89,300	\$113,800	\$138,400
Electrician	N	\$49,900	\$49,900	\$62,400	\$74,900
Emergency Communication Call Taker	N	\$49,100	\$49,100	\$61,400	\$73,700
Emergency Communications Trainer & Quality Assurance Analyst	N	\$59,100	\$59,100	\$74,700	\$90,400
Engineer	E	\$73,100	\$73,100	\$93,200	\$113,300
Engineer, Lead	E	\$89,300	\$89,300	\$113,800	\$138,400
Engineer, Senior	E	\$80,400	\$80,400	\$102,500	\$124,600
Engineering Administrator	E	\$89,300	\$89,300	\$113,800	\$138,400
Engineering Inspector	N	\$49,900	\$49,900	\$62,400	\$74,900
Engineering Inspector, Senior	N	\$63,000	\$63,000	\$78,700	\$94,500
Engineering Specialist	N	\$53,400	\$53,400	\$66,800	\$80,100
Engineering Technician	N	\$48,600	\$48,600	\$58,300	\$68,000
Engineering Technician, Senior	N	\$49,900	\$49,900	\$62,400	\$74,900
Enterprise Business System Analyst, Senior	E	\$80,400	\$80,400	\$102,500	\$124,600
Equipment Mechanic	N	\$53,400	\$53,400	\$66,800	\$80,100
Equipment Operator	N	\$48,600	\$48,600	\$58,300	\$68,000
Equipment Operator Foreman	N	\$58,000	\$58,000	\$72,500	\$87,000
Events Manager	E	\$60,400	\$60,400	\$77,000	\$93,600
Events Planner	E	\$54,900	\$54,900	\$70,000	\$85,100
Events Technician	N	\$48,600	\$48,600	\$58,300	\$68,000
Events Technician, Senior	N	\$49,900	\$49,900	\$62,400	\$74,900
Evidence Technician	N	\$46,300	\$46,300	\$55,500	\$64,800
Executive Assistant	N	\$53,400	\$53,400	\$66,800	\$80,100
Facilities Maintenance Administrator	E	\$73,100	\$73,100	\$93,200	\$113,300
Facilities Maintenance Coordinator	N	\$53,400	\$53,400	\$66,800	\$80,100
Facilities Maintenance Specialist	N	\$53,400	\$53,400	\$66,800	\$80,100
Facilities Maintenance Specialist, Senior	N	\$63,000	\$63,000	\$78,700	\$94,500
Facilities Maintenance Technician	N	\$49,900	\$49,900	\$62,400	\$74,900

JOB CLASSIFICATIONS

Attachment D (Effective 09/06/2025)

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Fiber Optic Engineer	E	\$80,400	\$80,400	\$102,500	\$124,600
Fiber Optic Project Manager	E	\$80,400	\$80,400	\$102,500	\$124,600
Fire Battalion Chief	E	\$111,000	111,000	\$121,825	\$155,400
Fire Captain	N	\$87,200	\$87,200	\$103,800	\$120,300
Fire Chief / Director of Emergency Management	E	\$168,200	\$168,200	\$218,600	\$269,100
Fire Lieutenant	N	\$77,300	\$77,300	\$92,700	\$108,200
Fire Protection Equipment Specialist	N	\$58,000	\$58,000	\$72,500	\$87,000
Firefighter	N	\$56,825	\$56,825	\$64,800	\$72,700
First Class Firefighter	N	\$64,800	\$64,800	\$73,900	\$82,900
First Class Police Officer	N	\$64,500	\$64,500	\$71,600	\$78,700
Fiscal Administrator	E	\$80,400	\$80,400	\$102,500	\$124,600
Fiscal Analyst	E	\$66,400	\$66,400	\$84,700	\$102,900
Fiscal Analyst, Senior	E	\$73,100	\$73,100	\$93,200	\$113,300
Fiscal Specialist	N	\$48,600	\$48,600	\$58,300	\$68,000
Fiscal Specialist, Senior	N	\$49,900	\$49,900	\$62,400	\$74,900
Fleet Maintenance Specialist	N	\$49,900	\$49,900	\$62,400	\$74,900
Fleet Maintenance Specialist, Senior	N	\$58,000	\$58,000	\$72,500	\$87,000
Fleet Maintenance Technician	N	\$45,000	\$45,000	\$52,875	\$60,750
Forestry Plan Reviewer	E	\$80,400	\$80,400	\$102,500	\$124,600
GIS Administrator	E	\$89,300	\$89,300	\$113,800	\$138,400
GIS Analyst	E	\$66,400	\$66,400	\$84,700	\$102,900
GIS Analyst, Senior	E	\$73,100	\$73,100	\$93,200	\$113,300
GIS Coordinator	E	\$89,300	\$89,300	\$113,800	\$138,400
GIS Specialist	N	\$53,400	\$53,400	\$66,800	\$80,100
Grants Administrator	E	\$80,400	\$80,400	\$102,500	\$124,600
Grants Analyst	E	\$60,400	\$60,400	\$77,000	\$93,600
Graphic Designer	E	\$52,300	\$52,300	\$66,700	\$81,100
Graphic Designer, Senior	E	\$60,400	\$60,400	\$77,000	\$93,600
Greenhouse and Nursery Manager	N	\$63,000	\$63,000	\$78,700	\$94,500
Greenway Manager	E	\$80,400	\$80,400	\$102,500	\$124,600
Grounds Maintenance Foreman	N	\$53,400	\$53,400	\$66,800	\$80,100
Groundsworker	N	\$46,300	\$46,300	\$55,500	\$64,800
Health and Safety Administrator	E	\$80,400	\$80,400	\$102,500	\$124,600
Health and Safety Analyst	E	\$60,400	\$60,400	\$77,000	\$93,600
Health and Safety Analyst, Senior	E	\$89,300	\$89,300	\$113,800	\$138,400
Health and Safety Specialist	N	\$49,900	\$49,900	\$62,400	\$74,900
Heavy Equipment Operator	N	\$49,900	\$49,900	\$62,400	\$74,900
Heavy Equipment Operator, Senior	N	\$53,400	\$53,400	\$66,800	\$80,100
Horticulturist	E	\$73,100	\$73,100	\$93,200	\$113,300

JOB CLASSIFICATIONS

Attachment D (Effective 09/06/2025)

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Housing and Community Development Coordinator	N	\$63,000	\$63,000	\$78,700	\$94,500
Housing and Community Development Financial Analyst	E	\$54,900	\$54,900	\$70,000	\$85,100
Housing Compliance Inspector	N	\$53,400	\$53,400	\$66,800	\$80,100
Housing Compliance Inspector, Senior	N	\$58,000	\$58,000	\$72,500	\$87,000
Housing Compliance Officer	N	\$49,900	\$49,900	\$62,400	\$74,900
Human Resources Analyst	E	\$66,400	\$66,400	\$84,700	\$102,900
Human Resources Analyst, Senior	E	\$80,400	\$80,400	\$102,500	\$124,600
Human Resources Business Partner	E	\$73,100	\$73,100	\$93,200	\$113,300
Human Resources Business Partner, Senior	E	\$89,300	\$89,300	\$113,800	\$138,400
Human Resources Specialist	N	\$58,000	\$58,000	\$72,500	\$87,000
Human Resources Technician	N	\$46,300	\$46,300	\$55,500	\$64,800
Information Security Analyst	E	\$80,400	\$80,400	\$102,500	\$124,600
Information Security Architect	E	\$89,300	\$89,300	\$113,800	\$138,400
Information Security Engineer	E	\$80,400	\$80,400	\$102,500	\$124,600
Information Security Engineer, Senior	E	\$89,300	\$89,300	\$113,800	\$138,400
Information Technology – Portfolio Manager	E	\$110,000	\$110,000	\$140,200	\$170,500
Internal Audit Officer	E	\$119,700	\$119,700	\$155,600	\$191,500
Internal Auditor	E	\$66,400	\$66,400	\$84,700	\$102,900
Internal Auditor, Senior	E	\$73,100	\$73,100	\$93,200	\$113,300
Inventory and Warehouse Specialist	N	\$48,600	\$48,600	\$58,300	\$68,000
Inventory and Warehouse Technician	N	\$45,000	\$45,000	\$52,875	\$60,750
Irrigation Specialist	N	\$49,900	\$49,900	\$62,400	\$74,900
Laboratory Analyst	E	\$60,400	\$60,400	\$77,000	\$93,600
Laboratory Analyst, Senior	E	\$66,400	\$66,400	\$84,700	\$102,900
Laboratory Manager	E	\$89,300	\$89,300	\$113,800	\$138,400
Land Surveyor	N	\$68,300	\$68,300	\$85,400	\$102,500
Landscape Architect	E	\$73,100	\$73,100	\$93,200	\$113,300
Landscape Architect, Senior	E	\$73,100	\$73,100	\$93,200	\$113,300
Lead Code Compliance Officer	E	\$66,400	\$66,400	\$84,700	\$102,900
Lead, Strategy Designer	E	\$80,400	\$80,400	\$102,500	\$124,600
Mail Clerk	N	\$45,000	\$45,000	\$52,875	\$60,750
Maintenance Planner/Scheduler	N	\$58,000	\$58,000	\$72,500	\$87,000
Manager- Accounting	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager- Arts and Cultural Resources	E	\$89,300	\$89,300	\$113,800	\$138,400
Manager- Booking	E	\$89,300	\$89,300	\$113,800	\$138,400
Manager- Box Office	E	\$54,900	\$54,900	\$70,000	\$85,100
Manager- Business Engagement & Opportunities Program	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager- Business Services	E	\$89,300	\$89,300	\$113,800	\$138,400

JOB CLASSIFICATIONS

Attachment D (Effective 09/06/2025)

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Manager- Business Systems	E	\$119,700	\$119,700	\$155,600	\$191,500
Manager- Commercial Review	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager- Communications	E	\$110,000	\$110,000	\$140,200	\$170,500
Manager- Community Engagement	E	\$89,300	\$89,300	\$113,800	\$138,400
Manager- Development	E	\$89,300	\$89,300	\$113,800	\$138,400
Manager- Emergency Communications Operations	E	\$72,700	\$72,700	\$92,000	\$111,200
Manager- Engineering	E	\$110,000	\$110,000	\$140,200	\$170,500
Manager- Engineering Inspections	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager- Events Planning Safety & Security	E	\$73,100	\$73,100	\$93,200	\$113,300
Manager- Facilities Maintenance & Operations	E	\$110,000	\$110,000	\$140,200	\$170,500
Manager- Fiscal Services	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager- Fleet Maintenance	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager- Housing and Community Development	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager- Housing Inspection	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager- Human Resources	E	\$119,700	\$119,700	\$155,600	\$191,500
Manager- Information Technology	E	\$110,000	\$110,000	\$140,200	\$170,500
Manager- Land Development	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager- Meter Operations	E	\$80,400	\$80,400	\$102,500	\$124,600
Manager- Natural Resources and Parks	E	\$89,300	\$89,300	\$113,800	\$138,400
Manager- Parking	E	\$110,000	\$110,000	\$140,200	\$170,500
Manager- Payroll	E	\$110,000	\$110,000	\$140,200	\$170,500
Manager- Planning	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager- Print Services	E	\$89,300	\$89,300	\$113,800	\$138,400
Manager- Procurement	E	\$89,300	\$89,300	\$113,800	\$138,400
Manager- Real Estate	E	\$89,300	\$89,300	\$113,800	\$138,400
Manager- Recreation Programs	E	\$80,400	\$80,400	\$102,500	\$124,600
Manager- Residential Review	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager- Risk and Insurance	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager Senior- Technology	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager Senior-Events	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager- Sewer Maintenance	E	\$80,400	\$80,400	\$102,500	\$124,600
Manager- Strategy and Innovation/Sustainability	E	\$89,300	\$89,300	\$113,800	\$138,400
Manager- Traffic Signal	E	\$89,300	\$89,300	\$113,800	\$138,400
Manager- Training and Development	E	\$89,300	\$89,300	\$113,800	\$138,400
Manager- Transportation	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager- Transportation Maintenance	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager-Treatment Facilities	E	\$89,300	\$89,300	\$113,800	\$138,400
Manager- Utilities	E	\$99,100	\$99,100	\$126,300	\$153,600

JOB CLASSIFICATIONS

Attachment D (Effective 09/06/2025)

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Manager- Utilities Billing	E	\$99,100	\$99,100	\$126,300	\$153,600
Manager- Water Distribution	E	\$80,400	\$80,400	\$102,500	\$124,600
Manager- Water Quality	E	\$89,300	\$89,300	\$113,800	\$138,400
Manager- Web Content	E	\$110,000	\$110,000	\$140,200	\$170,500
Marketing Analyst	E	\$54,900	\$54,900	\$70,000	\$85,100
Marketing Coordinator	N	\$49,900	\$49,900	\$62,400	\$74,900
Marking Maintenance Technician	N	\$46,300	\$46,300	\$55,500	\$64,800
Master Electrician	N	\$58,000	\$58,000	\$72,500	\$87,000
Master Plant Mechanic	N	\$53,400	\$53,400	\$66,800	\$80,100
Master Police Officer	N	\$67,400	\$67,400	\$80,200	\$93,000
Meter Reader, Lead	N	\$49,900	\$49,900	\$62,400	\$74,900
Meter Technician, Lead	N	\$49,900	\$49,900	\$62,400	\$74,900
Natural Resources and Parks Specialist	N	\$48,600	\$48,600	\$58,300	\$68,000
Natural Resources and Parks Specialist, Senior	N	\$49,900	\$49,900	\$62,400	\$74,900
Network Administrator	E	\$80,400	\$80,400	\$102,500	\$124,600
Network Architect	E	\$89,300	\$89,300	\$113,800	\$138,400
Network Engineer	E	\$80,400	\$80,400	\$102,500	\$124,600
Network Engineer, Senior	E	\$89,300	\$89,300	\$113,800	\$138,400
Nurse	E	\$60,400	\$60,400	\$77,000	\$93,600
Operating Budget Administrator	E	\$89,300	\$89,300	\$113,800	\$138,400
Operations Supervisor- Transportation Maintenance	E	\$73,100	\$73,100	\$93,200	\$113,300
Paralegal	N	\$53,400	\$53,400	\$66,800	\$80,100
Parking Ambassador	N	\$46,300	\$46,300	\$55,500	\$64,800
Parking Meter Technician	N	\$46,300	\$46,300	\$55,500	\$64,800
Parking Superintendent	E	\$60,400	\$60,400	\$77,000	\$93,600
Parks Maintenance Technician	N	\$49,900	\$49,900	\$62,400	\$74,900
Parks Operations Analyst	E	\$66,400	\$66,400	\$84,700	\$102,900
Payroll Analyst	E	\$66,400	\$66,400	\$84,700	\$102,900
Payroll Analyst, Senior	E	\$80,400	\$80,400	\$102,500	\$124,600
Permits Advocate	N	\$53,400	\$53,400	\$66,800	\$80,100
Permits Advocate, Senior	N	\$63,000	\$63,000	\$78,700	\$94,500
Permits Technician	N	\$46,300	\$46,300	\$55,500	\$64,800
Physician Assistant	E	\$89,300	\$89,300	\$113,800	\$138,400
Planner	E	\$60,400	\$60,400	\$77,000	\$93,600
Planning and Zoning Administrator	E	\$89,300	\$89,300	\$113,800	\$138,400
Plans Examiner- Commercial	N	\$58,000	\$58,000	\$72,500	\$87,000
Plans Examiner- Residential	N	\$53,400	\$53,400	\$66,800	\$80,100
Plans Examiner, Senior - Commercial	N	\$63,000	\$63,000	\$78,700	\$94,500
Plans Examiner, Senior - Residential	N	\$58,000	\$58,000	\$72,500	\$87,000

JOB CLASSIFICATIONS

Attachment D (Effective 09/06/2025)

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Plant Mechanic	N	\$49,900	\$49,900	\$62,400	\$74,900
Plant Mechanic, Lead	N	\$53,400	\$53,400	\$66,800	\$80,100
Plant Operator	N	\$49,900	\$49,900	\$62,400	\$74,900
Plant Operator, Lead	N	\$53,400	\$53,400	\$66,800	\$80,100
Police Captain	E	\$107,000	\$107,000	\$133,800	\$160,500
Police Chief	E	\$168,200	\$168,200	\$218,600	\$269,100
Police Detective	N	\$71,300	\$71,300	\$88,400	\$105,500
Police Lieutenant	E	\$100,000	\$100,000	\$125,000	\$150,000
Police Major	E	\$128,300	\$128,300	\$153,900	\$179,600
Police Officer	N	\$61,417	\$61,417	\$66,300	\$71,200
Police Officer Recruit	N	\$61,417	\$61,417	\$66,300	\$71,200
Police Sergeant	E	\$87,400	\$87,400	\$104,900	\$122,400
Polygraph Examiner	E	\$66,400	\$66,400	\$84,700	\$102,900
Principal Planner	E	\$80,400	\$80,400	\$102,500	\$124,600
Print Services Coordinator	N	\$49,900	\$49,900	\$62,400	\$74,900
Procurement Analyst	E	\$60,400	\$60,400	\$77,000	\$93,600
Procurement Analyst, Senior	E	\$66,400	\$66,400	\$84,700	\$102,900
Psychologist	E	\$99,100	\$99,100	\$126,300	\$153,600
Public Information Liaison	E	\$73,100	\$73,100	\$93,200	\$113,300
Public Records Assistant	N	\$46,300	\$46,300	\$55,500	\$64,800
Public Safety Technician	N	\$46,300	\$46,300	\$55,500	\$64,800
Real Estate Coordinator	N	\$53,400	\$53,000	\$66,800	\$80,100
Real Estate Specialist	E	\$54,900	\$54,900	\$70,000	\$85,100
Real Estate Specialist, Senior	E	\$60,400	\$60,400	\$77,000	\$93,600
Records Specialist	N	\$45,000	\$45,000	\$52,875	\$60,750
Recreation Program Analyst	E	\$54,900	\$54,900	\$70,000	\$85,100
Recreation Program Assistant	N	\$45,000	\$45,000	\$52,875	\$60,750
Recreation Program Coordinator	E	\$60,400	\$60,400	\$77,000	\$93,600
Risk Analyst	E	\$60,400	\$60,400	\$77,000	\$93,600
Risk Analyst, Senior	E	\$73,100	\$73,100	\$93,200	\$113,300
Sales Manager	E	\$73,100	\$73,100	\$93,200	\$113,300
Sales Manager, Senior	E	\$80,400	\$80,400	\$102,500	\$124,600
Senior Associate City Attorney	E	\$119,700	\$119,700	\$155,600	\$191,500
Senior Code Advocate	E	\$89,300	\$89,300	\$113,800	\$138,400
Senior Deputy City Attorney	E	\$150,200	\$150,200	\$195,200	\$240,300
Senior Executive Assistant	N	\$58,000	\$58,000	\$72,500	\$87,000
Senior Firefighter	N	\$71,300	\$71,300	\$81,300	\$91,300
Senior Paralegal	N	\$58,000	\$58,000	\$72,500	\$87,000
Senior Planner	E	\$73,100	\$73,100	\$93,200	\$113,300
Senior Police Detective	N	\$75,600	\$75,600	\$93,700	\$111,900

JOB CLASSIFICATIONS

Attachment D (Effective 09/06/2025)

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Senior Police Officer	N	\$67,900	\$67,900	\$84,200	\$100,500
Senior Sign Fabricator	N	\$49,900	\$49,900	\$62,400	\$74,900
Senior Sign Maintenance Technician	N	\$49,900	\$49,900	\$62,400	\$74,900
Senior Traffic Signal Technician	N	\$49,900	\$49,900	\$62,400	\$74,900
Senior Transportation Planner	E	\$73,100	\$73,100	\$93,200	\$113,300
Sign Fabricator	N	\$48,600	\$48,600	\$58,300	\$68,000
Sign Maintenance Technician	N	\$48,600	\$48,600	\$58,300	\$68,000
Small Business Development Analyst	E	\$73,100	\$73,100	\$93,200	\$113,300
Small Business Development Analyst, Senior	E	\$80,400	\$80,400	\$102,500	\$124,600
Social Worker	E	\$54,900	\$54,900	\$70,000	\$85,100
Solid Waste Collector	N	\$46,300	\$46,300	\$55,500	\$64,800
Stagehand	N	\$45,000	\$45,000	\$52,875	\$60,750
Stagehand House, Lead	N	\$48,600	\$48,600	\$58,300	\$68,000
Stagehand, Senior	N	\$46,300	\$46,300	\$55,500	\$64,800
Strategy and Innovation Officer	E	\$119,700	\$119,700	\$155,600	\$191,500
Strategy Designer	E	\$66,400	\$66,400	\$84,700	\$102,900
Strategy Designer, Senior	E	\$73,100	\$73,100	\$84,700	\$102,900
Superintendent - Transportation Maintenance	E	\$73,100	\$73,100	\$93,200	\$113,300
Superintendent - Fleet Maintenance	E	\$80,400	\$80,400	\$102,500	\$124,600
Superintendent - Parks Operations	E	\$80,400	\$80,400	\$102,500	\$124,600
Superintendent - Plant Operations	E	\$73,100	\$73,100	\$93,200	\$113,300
Superintendent - Recreation	E	\$80,400	\$80,400	\$102,500	\$124,600
Superintendent - Traffic	E	\$66,400	\$66,400	\$84,700	\$102,900
Supervisor - Accounting	E	\$89,300	\$89,300	\$113,800	\$138,400
Supervisor - Arts and Cultural Services	E	\$73,100	\$73,100	\$93,200	\$113,300
Supervisor - Asset Management	E	\$89,300	\$89,300	\$113,800	\$138,400
Supervisor -Box Office	N	\$53,400	\$53,400	\$66,800	\$80,100
Supervisor - Business Services	E	\$80,400	\$80,400	\$102,500	\$124,600
Supervisor - Business Systems	E	\$80,400	\$80,400	\$102,500	\$124,600
Supervisor - Capital Planning Financial	E	\$89,300	\$89,300	\$113,800	\$138,400
Supervisor - Code Compliance	E	\$73,100	\$73,100	\$93,200	\$113,300
Supervisor - Communications	E	\$80,400	\$80,400	\$102,500	\$124,600
Supervisor - Community Engagement	E	\$73,100	\$73,100	\$93,200	\$113,300
Supervisor - Custodial Services	E	\$80,400	\$80,400	\$102,500	\$124,600
Supervisor - Customer Service	N	\$53,400	\$53,400	\$66,800	\$80,100
Supervisor - Customer Service Field Representatives	E	\$66,400	\$66,400	\$84,700	\$102,900
Supervisor - Emergency Communications	N	\$65,500	\$65,500	\$82,900	\$100,200
Supervisor - Engineering	E	\$89,300	\$89,300	\$113,800	\$138,400
Supervisor - Engineering Inspections	N	\$74,200	\$74,200	\$92,700	\$111,300

JOB CLASSIFICATIONS

Attachment D (Effective 09/06/2025)

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Supervisor - Environmental and Sustainability	E	\$80,400	\$80,400	\$102,500	\$124,600
Supervisor - Events	E	\$80,400	\$80,400	\$102,500	\$124,600
Supervisor - Events Planning Safety & Security	E	\$60,400	\$60,400	\$77,000	\$93,600
Supervisor - Evidence	E	\$73,100	\$73,100	\$93,200	\$113,300
Supervisor - Facilities Maintenance	E	\$89,300	\$89,300	\$113,800	\$138,400
Supervisor - Facilities Planning	E	\$99,100	\$99,100	\$126,300	\$153,600
Supervisor - Fiscal Services	E	\$89,300	\$89,300	\$113,800	\$138,400
Supervisor - Fleet Maintenance Operations	N	\$68,300	\$68,300	\$85,400	\$102,500
Supervisor - GIS	E	\$99,100	\$99,100	\$126,300	\$153,600
Supervisor - Housing and Community Development	E	\$80,400	\$80,400	\$102,500	\$124,600
Supervisor - Housing Compliance	E	\$73,100	\$73,100	\$93,200	\$113,300
Supervisor - Human Resources	E	\$99,100	\$99,100	\$126,300	\$153,600
Supervisor - Information Technology	E	\$89,300	\$89,300	\$113,800	\$138,400
Supervisor - Inventory and Warehouse	N	\$63,000	\$63,000	\$78,700	\$94,500
Supervisor - Meter Readers/ Technology	N	\$68,300	\$68,300	\$85,400	\$102,500
Supervisor - Parking	N	\$58,000	\$58,000	\$72,500	\$87,000
Supervisor - Parks Crew	N	\$63,000	\$63,000	\$78,700	\$94,500
Supervisor - Parks Maintenance	N	\$63,000	\$63,000	\$78,700	\$94,500
Supervisor - Payroll	E	\$89,300	\$89,300	\$113,800	\$138,400
Supervisor - Permits	N	\$63,000	\$63,000	\$78,700	\$94,500
Supervisor - Planning	E	\$89,300	\$89,300	\$113,800	\$138,400
Supervisor - Plant Maintenance	E	\$60,400	\$60,400	\$77,000	\$93,600
Supervisor - Plant Operations	E	\$60,400	\$60,400	\$77,000	\$93,600
Supervisor - Procurement	E	\$73,100	\$73,100	\$93,200	\$113,300
Supervisor - Public Records Request	E	\$73,100	\$73,100	\$93,200	\$113,300
Supervisor - Real Estate	E	\$73,100	\$73,100	\$93,200	\$113,300
Supervisor - Records	E	\$73,100	\$73,100	\$93,200	\$113,300
Supervisor - Recreation Programs	E	\$66,400	\$66,400	\$84,700	\$102,900
Supervisor - Sales and Marketing	E	\$89,300	\$89,300	\$113,800	\$138,400
Supervisor - Social Worker	E	\$99,100	\$99,100	\$126,300	\$153,600
Supervisor - Solid Waste Collection	N	\$68,300	\$68,300	\$85,400	\$102,500
Supervisor - Solid Waste Services Operations	E	\$80,400	\$80,400	\$102,500	\$124,600
Supervisor - Training and Development	E	\$80,400	\$80,400	\$102,500	\$124,600
Supervisor - Utilities Code Enforcement	E	\$54,900	\$54,900	\$70,000	\$85,100
Supervisor - Utilities Crew	N	\$63,000	\$63,000	\$78,700	\$94,500
Supervisor - Video Production	E	\$80,400	\$80,400	\$102,500	\$124,600
Supervisor - Water Quality	N	\$63,000	\$63,000	\$78,700	\$94,500
Survey Crew Technician, Lead	N	\$49,900	\$49,900	\$62,400	\$74,900
Survey Technician	N	\$48,600	\$48,600	\$58,300	\$68,000

JOB CLASSIFICATIONS

Attachment D (Effective 09/06/2025)

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Sustainability Officer	E	\$119,700	\$119,700	\$155,600	\$191,500
Sustainability Strategist	E	\$60,400	\$60,400	\$77,000	\$93,600
Sustainability Strategist, Senior	E	\$66,400	\$66,400	\$84,700	\$102,900
System Architect	E	\$89,300	\$89,300	\$113,800	\$138,400
System Engineer	E	\$80,400	\$80,400	\$102,500	\$124,600
System Engineer, Senior	E	\$89,300	\$89,300	\$113,800	\$138,400
Technology Analyst	E	\$80,400	\$80,400	\$102,500	\$124,600
Technology Business Partner	E	\$73,100	\$73,100	\$93,200	\$113,300
Technology Business Partner, Senior	E	\$80,400	\$80,400	\$102,500	\$124,600
Technology Engineer	E	\$80,400	\$80,400	\$102,500	\$124,600
Technology Project Coordinator	E	\$66,400	\$66,400	\$84,700	\$102,900
Technology Project Manager	E	\$80,400	\$80,400	\$102,500	\$124,600
Technology Project Manager, Senior	E	\$89,300	\$89,300	\$113,800	\$138,400
Technology Specialist	N	\$53,400	\$53,400	\$66,800	\$80,100
Technology Technician	N	\$46,300	\$46,300	\$55,500	\$64,800
Telecommunicator	N	\$51,600	\$51,600	\$64,500	\$77,400
Telecommunicator, Lead	N	\$56,200	\$56,200	\$71,100	\$86,000
Telecommunicator, Senior	N	\$53,500	\$53,500	\$67,700	\$81,900
Traffic Signal Technician	N	\$48,600	\$48,600	\$58,300	\$68,000
Training and Development Administrator	E	\$73,100	\$73,100	\$93,200	\$113,300
Training and Development Analyst	E	\$60,400	\$60,400	\$77,000	\$93,600
Training and Development Analyst, Senior	E	\$66,400	\$66,400	\$84,700	\$102,900
Training and Development Specialist	E	\$54,900	\$54,900	\$70,000	\$85,100
Transportation Analyst	E	\$60,400	\$60,400	\$77,000	\$93,600
Transportation Analyst, Senior	E	\$66,400	\$66,400	\$84,700	\$102,900
Transportation Field Supervisor	N	\$74,200	\$74,200	\$92,700	\$111,300
Transportation Maintenance Worker	N	\$45,000	\$45,000	\$52,875	\$60,750
Transportation Planner	E	\$60,400	\$60,400	\$77,000	\$93,600
Transportation Supervisor- Highway Services	E	\$66,400	\$66,400	\$84,700	\$102,900
Transportation Supervisor- Traffic Signage	N	\$68,300	\$68,300	\$85,400	\$102,500
Transportation Supervisor- Transit Administration	E	\$73,100	\$73,100	\$93,200	\$113,300
Treasury Manager	E	\$89,300	\$89,300	\$113,800	\$138,400
Tree Maintenance Worker	N	\$46,300	\$46,300	\$55,500	\$64,800
Urban Forester	E	\$60,400	\$60,400	\$77,000	\$93,600
Urban Forestry Manager	E	\$89,300	\$89,300	\$113,800	\$138,400
Utilities Analyst	E	\$54,900	\$54,900	\$70,000	\$85,100
Utilities Coordinator	N	\$58,000	\$58,000	\$72,500	\$87,000
Utilities Specialist	N	\$53,400	\$53,400	\$66,800	\$80,100
Utilities Technician	N	\$49,900	\$49,900	\$62,400	\$74,900

JOB CLASSIFICATIONS

Attachment D (Effective 09/06/2025)

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Utilities Technician, Lead	N	\$53,400	\$53,400	\$66,800	\$80,100
Utilities Worker	N	\$45,000	\$45,000	\$52,875	\$60,750
Utility Billing Analyst	E	\$66,400	\$66,400	\$84,700	\$102,900
Utility Billing Specialist	N	\$48,600	\$48,600	\$58,300	\$68,000
Utility Billing Specialist, Senior	N	\$53,400	\$53,400	\$66,800	\$80,100
Victim Counselor	E	\$66,400	\$66,400	\$84,700	\$102,900
Video Engineer	N	\$49,900	\$49,900	\$62,400	\$74,900
Video Engineer, Senior	N	\$58,000	\$58,000	\$72,500	\$87,000
Video Producer	N	\$53,400	\$53,400	\$66,800	\$80,100
Wastewater Process Engineer	E	\$89,300	\$89,300	\$113,800	\$138,400
Water Quality Specialist	N	\$49,900	\$49,900	\$62,400	\$74,900
Web Content Coordinator	E	\$54,900	\$54,900	\$70,000	\$85,100
Web Developer	E	\$60,400	\$60,400	\$77,000	\$93,600
Welder	N	\$53,400	\$53,400	\$66,800	\$80,100

All jobs above represent full-time classifications.

