

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 |

FY26 EMPLOYEE COMPENSATION AND BENEFITS

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.

