



FY2021 EMPLOYEE COMPENSATION AND BENEFITS RECOMMENDATIONS.



COMPENSATION AND BENEFIT RECOMMENDATIONS

Background

The City of Raleigh Compensation Philosophy adopted by the City Council in February 2016 is the guiding force for the development and administration of the human resources compensation and benefits programs. The philosophy is based on this premise: “The City will strive to maintain a competitive market-based compensation and benefits system that ensures internal and external equity, recognizes performance and sustained contributions to the organization, and provides opportunities for growth.”

To develop annual compensation and benefits recommendations, staff is guided by these provisions of the philosophy, which:

- Defines market competitiveness as the 50th percentile when employees are fully proficient and meeting expectations;
- Uses total compensation including pay and benefits; and,
- Applies living wage criteria.

Market Conditions

Market competitiveness is determined through ongoing surveys of the compensation and benefits practices of other employers. Annually, Human Resources staff reviews local, regional, and national compensation and benefit trends. These results are used to develop recommendations for the upcoming year. For FY2021, survey results reflect trends prior to COVID-19:

- WorldatWork 2019/2020 Salary Budget Survey, respondents report that total salary increases budgets in the United States increased slightly from one year ago to a 3.2% average. Local and regional comparators range from 1- 4%, with most communities around 3%.
- Medical and pharmacy trends are projected to increase in the range of 7-9% according to the USI Trend Survey. The City assumes a 7.8% increase for FY2021.

FY 2021 COMPENSATION RECOMMENDATIONS

We recommend the following compensation adjustments based on City policy. The pay changes discussed below would take effect with the payroll period beginning December 19, 2020. Employees receiving a compensation adjustment will see the new pay reflected in their January 8, 2021 paycheck.

Living Wage

According to the City of Raleigh's living wage policy adopted by City Council in January 2017, staff annually adjusts the living wage rate based on the Universal Living Wage calculation. The living wage applies to all permanent, full-time employees. For FY2021, the living wage increases from \$32,090 to \$34,130.

Employees below the new living wage rate will receive their base pay increase and/or any remaining adjustment needed to move them to the new living wage rate on December 19, 2020.

Fire Captain and Police Sergeant Starting Pay Rate

FY2021 is the second of a three-year phased approach to transition starting pay for Fire Captain and Police Sergeant ranks to create separation between supervisors and subordinates. Starting pay will increase 3% effective December 19, 2020, with a new starting rate of \$72,364 for Fire Captain and \$73,276 for Police Sergeant. Employees within these classifications will receive the 3% adjustment based upon successfully meeting expectations on their annual performance evaluation, or the 2% base pay increase, whichever is greater. The final starting rate of pay will be \$74,535 for Fire Captain and \$75,475 for Police Sergeant in FY2022. The revised Public Safety Pay Structure is provided as Attachment A.

New Open Range Pay Structure for General Employees

An open range (no step) pay structure for the City's regular, full time non-exempt employees has been adopted and will be effective July 1, 2020. This new pay structure allows for greater flexibility for movement within the pay structure. All pay range minimums and maximums remain the same as in the previous step structure, except for the living wage adjustment to the minimum in the first four salary ranges. Pay ranges impacted by the new living wage rate will be adjusted effective December 19, 2020. The new General Pay Structure is provided as Attachment B.

One-Third Market Adjustments

Our one-third Market Review for FY2020 compared 85 benchmark jobs to our Peer Market Group. The market review showed that most jobs were paid comparably to our Peer Market Groups. We also trend very well with other market indicators. If the benchmark jobs were below the market mid-point, those jobs were moved to a higher pay level (pay range) to match the market pay for similar jobs. Other jobs also benefit and moved to retain the salary structure within the job family. Also, jobs below the market minimums will be placed at a new, higher starting rate within their existing pay levels (pay ranges). Attachment D includes the City's Job Classification Titles and salary ranges. The positions impacted by the one-third market review are in bold.

40 Hour Work Week Conversion

Exclusive to 77.5 Work Hours Exempt Employees in Broadband Pay Structure

Effective July 1, 2020, exempt employees will convert to a 40-hour work week schedule. No salary changes will result from this conversion. The recommended change is consistent with most peer organizations utilizing 40- hour work weeks. Vacation and sick leave accruals will be adjusted from 7.75 hours to 8 hours beginning with the July 10, 2020 pay date.

Employees in the Broadband Pay Structure with non-exempt FLSA status will remain on the 77.50-hour pay period schedule.

Base Pay Increase Guidelines

All permanent, full-time employees that successfully meet expectations on their annual performance evaluation and have at least six months of continuous service on November 1, 2020 will receive a 2% base pay increase in FY2021 contingent upon the City meeting or exceeding financial targets. Management will review revenue and expense projections and determine if funding is available for the increases by December 1, 2020. The base increase will take effect on December 19, 2020, and employees receiving a compensation adjustment will see the new pay reflected in their January 8, 2021 paycheck.

An employee whose pay is at the maximum of the salary range may not be granted an increase that would cause the base salary to exceed the maximum of the range for that position. Once the pay range maximum is reached, the balance of any base increase will be awarded in a one-time lump sum payment.

Employees who receive a rating of *Needs Improvement* will not be eligible for a base increase according to Standard Operating Procedure 300-8 Performance Evaluation System. Employees must have been actively at work for 50% of their scheduled work days and/or successfully meet expectations or above to be eligible for a base increase. Exceptions may include qualifying military service leave required by USERRA, approved Family and Medical Leave (FMLA) or leave as an ADA accommodation or other reason reviewed and supported by the Human Resources Director.

Please contact your Human Resources Business Partner to discuss further and ensure eligibility review has been completed.

Policy Revisions

With pay structure changes and position classification procedures being revised, a few policy revisions will be made. Listed below are the policies that will be revised with the FY2021 budget:

- 300-1A Human Resources Program Policy Definitions
- 300-4A Job Classification and Compensation System

Input and communication about these policy changes have been on-going and will continue so that you stay informed.

Award for Service

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

- Only regular full-time employees hired prior to July 1, 2011 are eligible for this benefit. Payment to eligible participants will be made in December 2020.
- Full-time employees hired on or before June 30, 1993 will be awarded 4.2% of their annual base pay for 10 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 5 or more years of continuous service and 2% for 10 or more years of continuous service.
- This benefit is not available to any employees hired on or after July 1, 2011.

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

All regular full-time employees are covered under the North Carolina Local Governmental Employees' Retirement System (NCLGERS).

All full-time employees contribute 6% of their annual salary on a tax-deferred basis.

- The City contribution is 10.15% for regular full-time employees.
- The City contribution is 10.90% for sworn law enforcement full-time employees.
- The City's contribution will increase 1.2% annually through FY22 as determined by the LGERS Board of Trustees. No changes are proposed to the employee contribution.

As required by law, the City receives a monthly report of potential contribution deficits, and it is available to the governing board if requested. The funding of any contribution deficit is borne by the City and not the employee.

Supplemental Retirement Plans

To maximize retirement income, all regular full-time employees may voluntarily participate in either the City's Supplemental Retirement Plan or the Supplemental Retirement Income Plan of North Carolina 401(K) Plan, or in both plans.

City's Supplemental Retirement Plan

- Participation in this plan is voluntary.
- All regular full-time employees may contribute a minimum of 1.5% of their salary to receive the City's match of 3%.
- Sworn law enforcement officers do not receive the City match, but are eligible to contribute.
- Contributions can be made on a tax-deferred or an after-tax basis.

Supplemental Retirement Income Plan of N.C. 401(k) Plan

- Participation in this plan is voluntary.
- As required by law, sworn law enforcement officers receive a City contribution of 5% with no matching contribution required. No matching contribution is offered for regular full-time employees.
- Contributions can be made on a tax-deferred or after-tax basis.

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 recommendations here are made with the understanding that the Council may implement changes as it deems appropriate at any time and may revise, rescind, or modify programs and funding in its sole discretion. These recommendations 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.

FY 2021 BENEFITS RECOMMENDATIONS

The proposed budget maintains our highly competitive package of employee benefits. We expect our health plan claims to increase by 7.8% in FY 2021, driven by medical claims and pharmacy costs. While some of the cost increases will be passed to employees through slight premium increases, the proposed budget has the City absorbing most of the cost increase. Depending on plan type, increases will range from \$2 to \$32 per month. The premium increase will take effect January 1, 2021. We propose no changes to out-of-pocket maximums and will maintain the no-premium employee-only plan (Plan B) that covers 39% of our employees.

Health Coverage

The City's medical insurance program is self-funded for active and retired employees. Stop-loss insurance is purchased by the City to cover catastrophic claims that exceed \$285,000 per individual in a calendar year. The City uses third-party claims administrators to provide medical management services and pay medical and prescription drug claims. Blue Cross Blue Shield of North Carolina is the medical claims administrator, Prime Therapeutics - Blue Cross Blue Shield of North Carolina is the prescription drug plan administrator, and Delta Dental is the dental plan administrator. USI Insurance is the City's healthcare consultant, who provides industry expertise in benefit plan development and management.

Staff recommend the following changes to take effect with the health plan year beginning January 1, 2021:

Monthly Medical Premiums:

- Effective January 1, 2021, the new compliant monthly premiums are:

Plan Type	Plan A	Plan B
Employee Only	\$50.00	\$0.00
Employee + Spouse	\$442.00	\$306.00
Employee + Child	\$212.00	\$133.00
Employee + Children	\$282.00	\$177.00
Family	\$667.00	\$468.00
Split Family	\$235.00	\$169.00

FY2021 EMPLOYEE COMPENSATION AND BENEFITS RECOMMENDATIONS

- For retirees, the new compliant monthly premiums are:

Plan Type	Plan A	Plan B
Employee Only	\$56.00	\$0.00
Employee + Spouse	\$460.00	\$306.00
Employee + Child	\$234.00	\$140.00
Employee + Children	\$311.00	\$186.00
Family	\$698.00	\$468.00

- Per City Council resolutions, the rates and dependent subsidies offered to retirees from the City of Raleigh are dependent on his or her date of hire and years of service.

Service Retiree Coverage

- For those hired before July 1, 2008, retirees 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. With 25 years' service, retirees will receive full coverage paid by the City until age 65. At intervals between 15 years and 25 years, there will be a 5% per year additive to the 15-year 50% amount.

Medical Coverage for Retiree Spouse and Dependents

- For retirees hired before July 1, 2007, the City pays a portion of the cost for spousal and dependent medical coverage.
 - For those hired on or after July 1, 2007, retirees must fund 100% of the cost to the City for elected spousal or dependent medical coverage.
- To be eligible for the wellness compliant premium rates, employees, retirees and covered spouses must complete the Annual Wellness Assessment requirements and submit the Non-Tobacco Use Attestation or agree to participate in the tobacco cessation program.
 - The wellness non-compliant rate for Plan B increases \$5 per month, to \$50 per month added to the base premium amount. Plan A will remain the same at \$50 per month.
 - We will continue to administer a spousal surcharge of \$50 per month for covered spouses who have access to other health insurance coverage but choose to take the City's health insurance as primary coverage.

For specific rate information, please contact Human Resources staff.

FY2021 EMPLOYEE COMPENSATION AND BENEFITS RECOMMENDATIONS

Dental Coverage

Monthly Dental Premiums:

- There are no changes to the monthly dental premiums. Effective January 1, 2021, the monthly premiums are:

Plan Type	Core	Enhanced
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

Attachments

Attachment A – **Recommended Police and Fire Pay Structure Effective December 19, 2020**

New minimum pay rates are established for Police Sergeants and Fire Captains. This is the second of a three-year phased approach with 3% annual adjustments to the minimum rate of pay to create separation between supervisors and subordinates. The final starting rate of pay will be \$74,535 for Fire Captain and \$75,475 for Police Sergeant in FY22.

Attachment B – **Recommended General Pay Structure Effective July 1, 2020**

Structural changes to the General Pay Structure are recommended for FY2021, moving from a step structure to an open range structure. The living wage increase is effective December 19, 2020 along with other employee compensation adjustments.

Attachment C – **Broadband Pay Structure**

There are no recommended changes to the Broadband Pay Structure in FY2021.

Attachment D – **Job Classifications**

The Job Classifications table is updated annually to include all recommended classification and compensation adjustments. These include living wage, classifications impacted by the one-third market review, and the public safety minimum adjustments. Classifications in bold are adjusted based on the results of the one-third market review.

Pay Structures

	Minimum	Midpoint	Maximum
Classification			
Police Officer	42,300	53,987	68,389
Senior Officer	47,735	60,923	77,175
Police Detective	51,738	66,033	83,648
Police Sergeant	73,276	80,632	90,121

	Minimum	Midpoint	Maximum
Classification			
Firefighter	39,200	50,030	63,377
Senior Firefighter	44,565	56,877	72,050
Fire Lieutenant	49,929	63,724	80,724
Fire Captain	72,364	79,627	88,998

- This Open Range Pay Structure applies to the City's sworn police up to the rank of Sergeant and uniform fire positions up to the rank of Captain.
- Police Recruits start at \$41,068. The officers are moved to the Police Officer classification to a salary of \$42,300, after graduating from the police training academy.
- Fire Recruits start at \$38,058. The firefighters are moved to the Firefighter classification to a salary of \$39,200, after graduating from the fire training academy.
- Advancement through the range requires successful job performance, achieving specific skills and certifications, or a combination of these requirements.

Minimum	Midpoint	Maximum
34,130	36,528	46,273
34,130	38,355	48,586
35,154	41,487	52,554
36,209	45,367	57,470
38,242	48,808	61,828
40,712	51,960	65,821
43,488	55,503	70,310
46,510	59,360	75,196
50,930	65,001	82,341

- General Pay Structure is a salary structure that provides salary increase(s) as an employee progresses through the range based on successful job performance.
- The lowest salary is \$34,130, which matches the City's Living Wage Policy adjustment effective December 19, 2020.
- This General Pay Structure applies to the City's regular, full-time skilled trade, labor, and administrative positions. All positions are Non-exempt and subject to the Civil Service Act. This structure applies to roughly 2,000 positions.
- As with all compensation programs, the City Council may make changes to the structure as it deems appropriate at any time.

	Minimum	Midpoint	Maximum
Supervisors and Technical Positions	\$43,981	\$62,673	\$81,365
	\$47,902	\$68,260	\$88,618
	\$51,822	\$73,847	\$95,871
	\$56,732	\$80,843	\$104,954
	\$60,331	\$85,972	\$111,612
	\$63,930	\$91,100	\$118,271
Managers	\$67,529	\$96,229	\$124,929
	\$71,450	\$101,816	\$132,182
	\$75,370	\$107,403	\$139,435
	\$80,280	\$114,399	\$148,518
	\$86,167	\$122,788	\$159,409
Directors and Executives	\$91,077	\$129,785	\$168,492
	\$95,631	\$136,274	\$176,917
	\$100,412	\$143,088	\$185,763
	\$105,433	\$150,242	\$195,051
	\$110,705	\$157,754	\$204,804
	\$127,310	\$181,417	\$235,524
	\$140,041	\$199,559	\$259,077
	\$154,046	\$219,515	\$284,984

- The broadband structure applies to the City's technical, supervisory, managerial, and executive positions. This structure applies to roughly 1,000 positions.
- This structure has fewer pay levels with broad pay ranges based on the market-based midpoint. This is meant to reduce the need for job reclassifications and offer employees long-term salary potential in the same position.
- The broad salary ranges give managers flexibility to set starting salary. This allows for hiring of either minimal experience or more experienced staff, depending on organizational needs.
- Pay increases are tied to performance level instead of experience and may include certifications and other contributions to the organization.

Job Classifications

JOB CLASSIFICATIONS

Job Classification Title	FLSA	Minimum	Midpoint	Maximum
Administrative Specialist	N	38,242	48,808	61,828
Administrative Supervisor	E	56,732	80,843	104,954
Administrative Support Supervisor	N	43,488	55,503	70,310
Administrative Technician	N	35,154	41,487	52,554
Animal Control Officer	N	35,154	41,487	52,554
Animal Control Officer, Senior	N	36,209	45,367	57,470
Animal Control Supervisor	N	43,488	55,503	70,310
Arts & Cultural Services Supervisor, Senior	E	60,331	85,973	111,612
Assistant City Clerk	E	43,981	62,673	81,365
Assistant City Manager	E	110,705	157,754	204,804
Assistant Department Director I	E	80,280	114,399	148,518
Assistant Director	E	80,280	114,399	148,518
Assistant Department Director II	E	86,167	122,788	159,409
Assistant Fire Chief	E	80,280	114,399	148,518
Assistant Fire Marshal	E	51,822	73,847	95,871
Associate City Attorney	E	87,719	125,000	162,281
Asst Fire Chief (Asst Dir)	E	80,280	114,399	148,518
Box Office Operations Supervisor	E	43,981	62,673	81,365
Box Office Technician	N	36,209	45,367	57,470
Business Systems Analyst	E	47,902	68,260	88,618
Business Systems Analyst/Sr	E	56,732	80,843	104,954
Business Systems Specialist	N	38,242	48,808	61,828
Chief Building Official	E	71,450	101,816	132,182
Chief Inspection Compliance Officer	E	51,822	73,847	95,871
Chief Officer I	E	100,412	143,088	185,763
Chief Officer II	E	105,433	150,242	195,051
City Attorney	E	140,105	199,650	259,195
City Clerk	E	110,705	157,754	204,804
City Manager	E	127,310	181,417	235,524
Code Compliance Officer	N	38,242	48,808	61,828
Communications Administrator*	E	69,380	85,972	111,612
Communications Analyst*	E	50,138	62,673	81,365
Communications Analyst, Senior	E	51,822	73,847	95,871
Communications & Marketing Supervisor	E	56,732	80,843	104,954
Communications Manager	E	67,529	96,229	124,929
Communications Relations Coordinator	N	46,510	59,360	75,196
Community Development Coordinator	N	43,488	55,503	70,310
Community Development Supervisor I	E	51,822	73,847	95,871
Community Development Supervisor II	E	56,732	80,843	104,954
Community Development Planner, Analyst	E	43,981	62,673	81,365
Community Development Planner, Analyst, Senior	E	51,822	73,847	95,871
Community Relations Analyst	E	43,981	62,673	81,365
Community Relations Analyst, Senior	E	51,822	73,847	95,871
Community Relations Coordinator	N	46,510	59,360	75,196
Community Relations Specialist	N	38,242	48,808	61,828
Community Relations Supervisor	E	56,732	80,843	104,954

JOB CLASSIFICATIONS

Job Classification Title	FLSA	Minimum	Midpoint	Maximum
Compliance/Inspection Supervisor	E	51,822	73,847	95,871
Concert Venues Manager	E	67,529	96,229	124,929
Curator	E	47,902	68,260	88,618
Curator, Senior	E	51,822	73,847	95,871
Customer Service Rep	N	34,130	38,355	48,586
Customer Service Supervisor	N	43,488	55,503	70,310
Customer Service Tech, Senior	N	36,209	45,367	57,470
Customer Service Technician	N	35,154	41,487	52,554
Department Director I	E	91,077	129,785	168,492
Department Director II	E	95,631	136,274	176,917
Deputy City Attorney	E	106,140	151,250	196,360
Deputy City Clerk	E	56,732	80,843	104,954
Deputy Fire Marshal	N	50,930	65,001	82,341
Development Services Manager	E	67,529	96,229	124,929
Development Services Specialist	N	38,242	48,808	61,828
Development Services Specialist, Senior	N	40,712	51,960	65,821
Development Services Supervisor	E	51,822	73,847	95,871
Development Services Supervisor, Senior	E	67,529	96,229	124,929
Development Services Tech	N	36,209	45,367	57,470
Development Services Operations Supervisor	E	43,981	62,673	81,365
Division Fire Chief	E	67,529	96,229	124,929
Economic Development Analyst	E	43,981	62,673	81,365
Economic Development Coordinator	N	46,510	59,360	75,196
Economic Development Analyst, Sr.	E	51,822	73,847	95,871
Electrician	N	40,712	51,960	65,821
Electrician, Senior	N	43,488	55,503	70,310
Emergency Comm Specialist	N	40,712	51,960	65,821
Emergency Comm Call Taker	N	35,154	41,487	52,554
Emergency Comms Analyst	E	43,981	62,673	81,365
Emergency Comms Supervisor	N	46,510	59,360	75,196
Emergency Comms Tech Recruit	N	34,130		
Emergency Comms Tech, Senior	N	36,209	45,367	57,470
Emergency Communications Tech	N	35,154	41,487	52,554
Emergency Telecommunicator	N	36,209	45,367	57,470
Emergency Telecommunicator Sr	N	38,242	48,808	61,828
Emergency Telecomm Recruit	N	34,510		
Engineer*	E	56,045	68,260	88,618
Engineer, Senior	E	59,595	73,847	95,871
Engineering Manager	E	85,740	101,816	132,182
Engineering Specialist	N	40,712	51,960	65,821
Engineering Specialist, Senior	N	43,488	55,503	70,310
Engineering Supervisor*	E	64,674	80,843	104,954
Engineering Supervisor, Sr*	E	72,397	85,972	111,612
Engineering Support Supervisor	N	46,510	59,360	75,196
Engineering Technician	N	36,209	45,367	57,470
Engineering Technician, Sr	N	38,242	48,808	61,828

JOB CLASSIFICATIONS

Job Classification Title	FLSA	Minimum	Midpoint	Maximum
Environmental & Sustainability Analyst, Senior	E	51,822	73,847	95,871
Environmental & Sustainability Analyst	E	47,902	68,260	88,618
Environmental & Sustainability Specialist	N	38,242	48,808	61,828
Events Coordinator	N	43,488	55,503	70,310
Events Planner	E	47,902	68,260	88,618
Events Supervisor	E	56,732	80,843	104,954
Events Technician	N	35,154	41,487	52,554
Executive Management Coord	N	46,510	59,360	75,196
Fire Battalion Chief	E	60,331	85,972	111,612
Fire Captain	N	72,364	79,627	88,998
Fire Lieutenant	N	49,929	63,724	80,724
Firefighter	N	39,200	50,030	63,377
Firefighter Recruit	N	38,058		
Fiscal Analyst	E	47,902	68,260	88,618
Fiscal Analyst, Senior*	E	59,595	73,847	95,871
Fiscal Manager I	E	67,529	96,229	124,929
Fiscal Manager II	E	71,450	101,816	132,182
Fiscal Specialist	N	38,242	48,808	61,828
Fiscal Specialist, Senior	N	40,712	51,960	65,821
Fiscal Supervisor	E	65,241	80,843	104,954
Fiscal Support Supervisor	N	43,488	55,503	70,310
Fleet Maintenance Manager	E	56,732	80,843	104,954
Fleet Maintenance Operations Supervisor*	N	53,842	59,360	75,196
Fleet Maintenance Specialist, Senior	N	43,488	55,503	70,310
Fleet Maintenance Specialist	N	40,712	51,960	65,821
Fleet Maintenance Supervisor	E	56,732	80,843	104,954
Fleet Maintenance Superintendent	E	51,822	73,846	95,871
Fleet Maintenance Tech, Senior	N	36,209	45,367	57,470
Fleet Maintenance Technician	N	35,154	41,487	52,554
GIS Analyst	E	51,822	73,847	95,871
GIS Analyst, Senior	E	56,732	80,843	104,954
GIS Specialist	N	43,488	55,503	70,310
GIS Technician	N	38,242	48,808	61,828
Greenway Manager	E	56,732	80,843	104,954
Health & Safety Analyst	E	43,981	62,673	81,365
Health & Safety Analyst, Senior	E	47,902	68,260	88,618
Health & Safety Specialist	N	38,242	48,808	61,828
Health & Safety Specialist, Senior	N	40,712	51,960	65,821
Housing Compliance Inspector, Senior	N	46,510	59,360	75,196
Housing Compliance Inspector	N	43,488	55,503	70,310
Housing Compliance Officer	N	40,712	51,960	65,821
Housing Inspection Administrator	E	56,732	80,843	104,954
Human Resources Analyst	E	47,902	68,260	88,618
Human Resources Analyst, Senior*	E	58,040	73,847	95,871
Human Resources Coordinator	N	46,510	59,360	75,196
Human Resources Manager	E	67,529	96,229	124,929

JOB CLASSIFICATIONS

Job Classification Title	FLSA	Minimum	Midpoint	Maximum
Human Resources Supervisor*	E	66,944	80,843	104,954
Internal Auditor	E	51,822	73,847	95,871
Internal Auditor Senior	E	56,732	80,843	104,954
Inventory and Warehouse Supervisor	N	36,209	45,367	57,470
Inventory Technician	N	35,154	41,487	52,554
Laboratory Scientist	E	43,981	62,673	81,365
Laboratory Scientist Supervisor	E	56,732	80,843	104,954
Laboratory Scientist, Senior	E	47,902	68,260	88,618
Laboratory Specialist	N	38,242	48,808	61,828
Landscape Architect	E	51,822	73,847	95,871
Maintenance and Operations Crew Supervisor	N	46,510	59,360	75,196
Maintenance and Operations Manager	E	67,529	96,229	124,929
Maintenance and Operations Supervisor	E	56,732	80,843	104,954
Maintenance and Operations Superintendent*	E	53,271	62,673	81,365
Maintenance Specialist, Senior	N	43,488	55,503	70,310
Maintenance Specialist	N	38,242	48,808	61,828
Maintenance Technician	N	35,154	41,487	52,554
Maintenance Technician, Senior	N	36,209	45,367	57,470
Maintenance Worker	N	34,130	38,355	48,586
Natural Resources and Parks Specialist	N	40,712	51,960	65,821
Natural Resources and Parks Superintendent	E	56,732	80,843	104,954
Natural Resources & Parks Operations Supervisor	E	47,902	68,260	88,618
Natural Resources & Parks Crew Supervisor	N	50,930	65,001	82,341
Natural Resources & Parks Supervisor	E	60,331	85,972	111,612
Natural Resources & Parks Supervisor, Senior	E	63,930	91,100	118,271
Natural Resources & Parks Specialist, Senior	N	46,510	59,360	75,196
Nurse	E	47,902	68,260	88,618
Nurse Supervisor	E	56,732	80,843	104,954
Office Assistant	N	34,130	38,355	48,586
Paralegal	N	43,488	55,503	70,310
Parking Enforcement Representative	N	34,130	38,355	48,586
Parking Manager	E	67,529	96,229	124,929
Parking Operations Supervisor	N	46,510	59,360	75,196
Parking Specialist	N	38,242	48,808	61,828
Parking Superintendent	E	43,981	62,673	81,365
Planner*	E	48,819	62,673	81,365
Planner, Senior	E	51,822	73,847	95,871
Planning Manager	E	67,529	96,229	124,929
Planning Specialist	N	40,712	51,960	65,821
Planning Supervisor	E	56,732	80,843	104,954
Plans Exam/Multi Trade, Senior	N	50,930	65,001	82,341
Plans Examiner	N	46,510	59,360	75,196
Plans Examiner, Senior	N	50,930	65,001	82,341
Plans Examiner, Multi Trade	N	46,510	59,360	75,196
Plant Operations Manager	E	67,529	96,229	124,929
Plant Operations Specialist, Senior	N	43,488	55,503	70,310

JOB CLASSIFICATIONS

Job Classification Title	FLSA	Minimum	Midpoint	Maximum
Plant Operations Specialist	N	38,242	48,808	61,828
Plant Operations Supervisor	E	47,902	68,260	88,619
Plant Operations Superintendent	E	56,732	80,843	104,954
Police Captain	E	60,331	85,972	111,612
Police Detective	N	51,738	66,033	83,648
Police Lieutenant	E	56,732	80,843	104,954
Police Major	E	71,450	101,816	132,182
Police Officer	N	42,300	53,987	68,389
Police Officer Recruit	N	41,068	41,068	41,068
Police Officer Recruit Lat	N	44,415	49,201	53,987
Police Sergeant	E	73,276	80,632	90,121
Procurement Analyst*	E	48,819	62,673	81,365
Procurement Analyst, Senior	E	51,822	73,847	95,871
Procurement Manager	E	67,529	96,229	124,929
Procurement Supervisor	E	56,732	80,843	104,954
Psychologist	E	60,331	85,972	111,612
Public Safety Analyst	E	47,902	68,260	88,618
Public Safety Specialist	N	38,242	48,808	61,828
Public Safety Specialist, Senior	N	43,488	55,503	70,310
Public Safety Technician	N	35,154	41,487	52,554
Public Safety Technician, Senior	N	36,209	45,367	57,470
Real Estate Analyst	E	43,981	62,673	81,365
Real Estate Analyst, Senior	E	51,822	73,847	95,871
Real Estate Manager	E	67,529	96,229	124,929
Real Estate Supervisor	E	56,732	80,843	104,954
Records Supervisor	N	43,488	55,503	70,310
Records Technician	N	36,209	45,367	57,470
Recreation Programs Analyst	E	43,981	62,673	81,365
Recreation Programs Assistant	N	34,130	36,528	46,273
Recreation Programs Specialist	N	38,242	48,808	61,828
Recreation Programs Supervisor	E	56,732	80,843	104,954
Recreation Progs Analyst, Senior	E	51,822	73,847	95,871
Risk Management Analyst	E	47,902	68,260	88,618
Risk Management Specialist	N	43,488	55,503	70,310
Risk Manager	E	60,331	85,972	111,612
Sales and Marketing Analyst*	E	51,897	62,673	81,365
Sales and Marketing Specialist	N	38,242	48,808	61,828
Sales and Marketing Supervisor	E	56,732	80,843	104,954
Sales and Marketing Supervisor, Senior	E	60,331	85,971	111,612
Security Guard	N	34,130	38,355	48,586
Security Manager	E	56,732	80,843	104,954
Security Supervisor	E	43,981	62,673	81,365
Senior Associate City Attorney	E	96,491	137,500	178,509
Senior Deputy City Attorney	E	116,754	166,375	215,996
Senior Firefighter	N	44,565	56,877	72,050
Senior Manager	E	80,280	114,399	148,518

JOB CLASSIFICATIONS

Job Classification Title	FLSA	Minimum	Midpoint	Maximum
Senior Police Officer	N	47,735	60,923	77,175
Senior Video Production Engineer	E	51,822	73,847	95,871
Special Events Coordinator	N	43,488	55,503	70,310
Special Events Planner	E	47,902	68,260	88,618
Technology Analyst	E	56,732	80,843	104,954
Technology Analyst, Senior	E	60,331	85,972	111,612
Technology Manager*	E	81,453	101,816	132,182
Technology Project Manager*	E	71,602	91,100	118,271
Technology Specialist	N	43,488	55,503	70,310
Technology Specialist, Senior	N	46,510	59,360	75,196
Technology Supervisor*	E	71,602	91,100	118,271
Technology Systems Administrator	E	51,822	73,847	95,871
Technology Technician	N	38,242	48,808	61,828
Technology Technician, Senior	N	40,712	51,960	65,821
Ticket Seller	N	35,154	41,487	52,554
Trades Inspector	N	43,488	55,503	70,310
Trades Inspector, Senior	N	46,510	59,360	75,196
Trades Maintenance Specialist, Senior	N	43,488	55,503	70,310
Trades Maintenance Specialist	N	40,712	51,960	65,821
Training & Development Supervisor	E	56,732	80,843	104,954
Training & Development Analyst, Senior	E	51,822	73,847	95,871
Training & Development Analyst	E	43,981	62,673	81,365
Training & Development Coordinator*	N	53,842	59,360	75,196
Transportation Analyst	E	47,902	68,260	88,618
Transportation Analyst, Senior	E	51,822	73,847	95,871
Transportation Crew Supervisor	N	46,510	59,360	75,196
Transportation Manager	E	71,450	101,816	132,182
Transportation Specialist	N	38,242	48,808	61,828
Transportation Specialist, Senior	N	43,488	55,503	70,310
Transportation Superintendent*	E	51,018	62,673	81,365
Transportation Supervisor	E	60,331	85,972	111,612
Transportation Technician	N	35,154	41,487	52,554
Transportation Worker	N	34,130	38,355	48,586
Utilities Analyst	E	43,981	62,673	81,365
Utilities Analyst, Senior	E	51,822	73,847	95,871
Utilities Coordinator	N	46,510	59,360	75,196
Utilities Crew Supervisor	N	46,510	59,360	75,196
Utilities Manager*	E	76,308	96,229	124,929
Utilities Specialist	N	38,242	48,808	61,828
Utilities Specialist, Senior	N	43,488	55,503	70,310
Utilities Technician	N	35,154	41,487	52,554
Utilities Technician, Senior	N	36,209	45,367	57,470
Utilities Worker	N	34,130	38,355	48,586
Video Producer	E	43,981	62,673	81,365
Video Production Admin	E	60,331	85,971	111,612
Video Production Engineer	E	47,902	68,260	88,618

JOB CLASSIFICATIONS

Job Classification Title	FLSA	Minimum	Midpoint	Maximum
Video Production Supervisor	E	60,331	85,971	111,612
Welder	N	38,242	48,808	61,828

Jobs in bold were moved to a higher pay range as a result of the market review.

**Represents jobs with new hiring pay rate minimum, effective September 28, 2019.*



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