



EMPLOYEE COMPENSATION AND
BENEFITS RECOMMENDATIONS
FY2022



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.

- WorldatWork 2020/2021 Salary Budget Survey, respondents report that total salary increases budgets in the United States are remaining flat with a 3% 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 6-9% according to the USI Trend Survey. The City assumes a 6% increase for FY2022.

FY 2022 COMPENSATION RECOMMENDATIONS

The City of Raleigh recommends the following compensation adjustments based on City policy. The pay changes discussed below would take effect with the payroll period beginning September 11, 2021. Employees receiving a compensation adjustment will see the new pay reflected in their October 1, 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 FY2022, the living wage increases from \$34,130 to \$36,052.

Employees below the new living wage rate will receive their merit pay increase and/or any remaining adjustment needed to move them to the new living wage rate on September 11, 2021.

Fire Captain and Police Sergeant Starting Pay Rate

FY2022 is the final of a three-year phased approach to transition starting pay for Fire Captain and Police Sergeant ranks to create separation between supervisors and subordinates. The minimum of the pay range will increase 3% effective September 11, 2021, with a new starting rate of \$74,535 for Fire Captain and \$75,475 for Police Sergeant. Employees within these classifications whose salary is below \$74,535 for Fire Captain and \$75,475 for Police Sergeant respectively will receive their annual merit increase and/or any remaining adjustment needed to move them to the new starting rate effective September 11, 2021. Adjustments for employees who are already at or above the new minimum pay will follow the FY2022 merit guidelines. The revised Public Safety Pay Structure is provided as Attachment A.

Market Adjustments

Annually, staff completes a market review to compare City jobs to our peer market group. For FY2022, 124 benchmark jobs were compared to our peer market groups. The market review showed that most jobs were paid comparably to our peer market groups. The City also trends very well with other market indicators. If any benchmark jobs were below the market midpoint reported by peer market groups, those jobs were moved to a higher pay range to match the market pay for similar jobs. As a result, other jobs also benefit and were moved to retain the salary structure within the job family. Also, those jobs that moved to a higher pay range and had a special minimum hiring rate retained that special minimum rate if the market minimum was lower.

Attachment D includes the City's Job Classification Titles and salary ranges. The positions impacted by the market review are in bold.

Merit Pay Guidelines for General Pay Structure

Employees in the General Pay Structure that successfully meet expectations on their annual performance evaluation and have at least six months of continuous service on June 30, 2021 will receive a merit pay increase in FY2022. The merit pay increase will take effect on September 11, 2021, and employees receiving a compensation adjustment will see the new pay reflected in their October 1, 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 merit increase will be awarded in a one-time lump sum payment not to exceed the total merit increase amount.

Determination of merit increase:

In accordance with Standard Operating Procedure 300-8 Performance Evaluation System, employees whose performance rating *Successfully Meets Expectations* or above will receive a merit increase as follows:

- Eligible employees below the midpoint for their salary range will receive a merit pay increase of 4%.
- Eligible employees above the midpoint for their salary range will receive a merit pay increase of 2%.
- Eligible employees at or above the maximum for their salary range will receive a one-time lump sum payment of 2%.
- Once the pay range maximum is reached, the balance of any merit increase will be awarded in a one-time lump sum payment not to exceed the merit pay increase amount of 2%

Employees who receive a rating of *Needs Improvement* will not be eligible for a merit pay 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 merit 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.

Merit Pay Guidelines for Police and Fire Pay Structure

Employees in the Police and Fire Pay structure that successfully meet expectations on their annual performance evaluation and have at least six months of continuous service on June 30, 2021 will receive a merit pay increase in FY2022. The merit pay increase will take effect on September 11, 2021, and employees receiving a compensation adjustment will see the new pay reflected in their October 1, 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 merit increase will be awarded in a one-time lump sum payment not to exceed the total merit increase amount.

Determination of merit increase:

In accordance with Standard Operating Procedure 300-8 Performance Evaluation System, employees whose performance rating *Successfully Meets Expectations* or above will receive a merit increase as follows:

- Eligible employees below the midpoint for their salary range will receive a merit pay increase of 4%.
- Eligible employees above the midpoint for their salary range will receive a merit pay increase of 2%.
- Eligible employees at or above the maximum for their salary range will receive a one-time lump sum payment of 2%.
- Once the pay range maximum is reached, the balance of any merit increase will be awarded in a one-time lump sum payment not to exceed the merit pay increase amount of 2%

Employees who receive a rating of *Needs Improvement* will not be eligible for a merit pay 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 merit 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.

Merit Pay Guidelines for Broadband Pay Structure

Employees in the Broadband Pay Structure that receive a performance rating of successfully meet expectations or above on their annual performance evaluation and have at least six months of continuous service on June 30, 2021 are eligible for a merit increase in FY2022. The merit pay increase will take effect on September 11, 2021, and employees receiving a compensation adjustment will see the new pay reflected in their October 1, 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 merit increase will be awarded in a one-time lump sum payment not to exceed the total merit increase amount.

Determination of merit increase:

In accordance with Standard Operating Procedure 300-8 Performance Evaluation System, employees whose performance rating *Successfully Meets Expectations* or above will receive a merit increase as follows:

- There is no general pay adjustment for employees in this pay structure. The merit pay range is a variable pay increase of between 1% and 5% and is based on the employee's performance during the performance period.
- Department Directors will be responsible for approving merit increases for employees assigned to the Broadband pay structure.
- Department Directors will have a 3% merit pool and will be held accountable for staying within budgeted funds.
- Once the pay range maximum is reached, the balance of any merit 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 merit pay 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 merit 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

Part-Time Employee Pay Increases

Part-time employees who regularly work each week throughout the year will receive a 1% pay increase up to the maximum of their pay range.

- “Regularly work” is defined as having a job that is scheduled to work a minimum of 8 hours each week and works at least 26 weeks in a calendar year.
- To be eligible to receive an increase, the employee must have worked six months of continuous service without a break in service.
- For employees with multiple incumbencies, the increase will be applied to the employee’s primary part-time job and not to other jobs based on hours worked

Probationary Employee Lump Sum Payment

Full-time employees hired between January 1, 2021 and March 31, 2021, will be eligible for a 1% lump sum payment. To receive this payment, these employees must be on-track to receive a performance evaluation rating of *Successfully Meets Expectations* or above as part of the performance review cycle. If an employee is on a performance improvement plan, they are not eligible for the lump sum payment.

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 2021.
- 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 11.35% for regular full-time employees.
- The City contribution is 12.10% for sworn law enforcement full-time employees.
- The City's contribution increases 1.2% in 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 457 Supplemental Retirement Plan or the Supplemental Retirement Income Plan of North Carolina 401(K) Plan, or in both plans.

City's 457 Supplemental Retirement Plan

Effective July 1, 2021, staff proposes eliminating the five-year vesting period for the City's 457 Supplemental Retirement Plan. This change will allow employees full ownership of both employee and employer contributions and interest earned as soon as they begin participation. Prior to this change, employer contributions and interest earned on those are not vested until the employee has five years of service with the City. Eliminating the vesting period aligns more closely with benefits offered by local peer employers and may encourage greater employee participation in the 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.
- Employees will have full ownership of both employee and employer contributions and interest earned as soon as they begin participation.

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.

Holiday Schedule

City Council annually approves the Holiday Schedule for employees. Attachment E contains the calendar year 2022 holiday schedule. No changes are proposed for Calendar Year 2022. 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)

FY 2022 BENEFITS RECOMMENDATIONS

The proposed budget maintains our highly competitive package of employee benefits. The City expects our health plan claims to increase by 6% in FY 2022, driven by medical claims and pharmacy costs. The proposed budget has the City absorbing the full cost increase with no monthly premium changes for FY2022. The City proposes no changes to out-of-pocket maximums and will maintain the no-premium employee-only plan (Plan B) that covers 38% 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 \$375,000 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.

Monthly Medical Premiums:

- There are no changes to the monthly medical premiums for active employees or retirees.
- Effective January 1, 2022, the employee 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

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- For retirees, the 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 rates remain the same at \$50 per month added to the base premium amount for both Plan A and Plan B participants.
 - The City 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.

Dental Coverage

Monthly Dental Premiums:

- There are no changes to the monthly dental premiums. Effective January 1, 2022, 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**

New minimum pay rates are established for Police Sergeants and Fire Captains. This is the final year 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 effective September 11, 2021.

Attachment B – **Recommended General Pay Structure**

The living wage increase is effective September 11, 2021 along with other employee compensation adjustments.

Attachment C – **Recommended Broadband Pay Structure**

There are no recommended changes to the Broadband Pay Structure in FY2022.

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 annual market review, and the public safety minimum adjustments. Classifications in bold are adjusted based on the results of the market review.

Attachment E – **Calendar Year 2022 Holiday Schedule**

City Council annually approves the Holiday Schedule for employees. No changes are proposed for Calendar Year 2022.

Attachment A

POLICE AND FIRE OPEN RANGE STRUCTURE

	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	75,475	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	74,535	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.
- 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.
- 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.
- Advancement through the range requires successful job performance, achieving specific skills and certifications, or a combination of these requirements.

Minimum	Midpoint	Maximum
36,052	36,528	46,273
36,052	38,355	48,586
37,133	41,487	52,554
38,248	45,367	57,470
40,395	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 \$36,052, which matches the City's Living Wage Policy adjustment effective September 11, 2021.
- 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 Classification Title	FLSA	Minimum	Midpoint	Maximum
Administrative Specialist	N	40,395	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	37,133	41,487	52,554
Animal Control Officer	N	37,133	41,487	52,554
Animal Control Officer, Senior	N	38,248	45,367	57,470
Animal Control Supervisor	N	43,488	55,503	70,310
Arts and Cultural Services Supervisor, Senior	E	60,331	85,972	111,612
Assistant City Clerk	N	50,930	65,001	82,341
Assistant City Manager	E	127,310	181,417	235,524
Assistant Department Director I	E	80,280	114,399	148,518
Assistant Department Director II	E	86,167	122,788	159,409
Assistant Director	E	80,280	114,399	148,518
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	38,248	45,367	57,470
Business Systems Analyst	E	47,902	68,260	88,618
Business Systems Analyst, Senior	E	56,732	80,843	104,954
Business Systems Specialist	N	40,395	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	105,433	150,242	195,051
Chief Officer II	E	110,705	157,754	204,804
City Attorney	E	140,105	199,650	259,195
City Clerk	E	127,310	181,417	235,524
City Manager	E	154,046	219,515	284,984
Code Compliance Officer	N	40,712	51,960	65,821
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 and Marketing Supervisor	E	60,331	85,972	111,612
Communications Manager	E	67,529	96,229	124,929
Communications Relations Coordinator	N	46,510	59,360	75,196
Community Development Planner/Analyst	E	43,980	62,673	81,365
Community Development Planner/Analyst, Sr	E	51,822	73,847	95,871
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 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	40,395	48,808	61,828

Community Relations Supervisor	E	56,732	80,843	104,954
Compliance/Inspection Supervisor	E	51,822	73,847	95,871
Curator	E	47,902	68,260	88,618
Curator, Senior	E	51,822	73,847	95,871
Customer Service Rep	N	36,052	38,355	48,586
Customer Service Supervisor	N	43,488	55,503	70,310
Customer Service Technician	N	37,133	41,487	52,554
Customer Service Technician, Senior	N	38,248	45,367	57,470
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 City Manager	E	140,041	199,559	259,077
Deputy Fire Marshal	N	50,930	65,001	82,341
Development Services Manager	E	67,529	96,229	124,929
Development Services Operations Supervisor	E	43,981	62,673	81,365
Development Services Specialist	N	40,712	51,960	65,821
Development Services Specialist, Senior	N	43,488	55,503	70,310
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	38,248	45,367	57,470
Division Fire Chief	E	67,529	96,229	124,929
Economic Development Analyst	E	47,902	68,260	88,618
Economic Development Analyst, Senior	E	51,822	73,847	95,871
Economic Development Coordinator	N	46,510	59,360	75,196
Electrician	N	40,712	51,960	65,821
Electrician, Senior	N	43,488	55,503	70,310
Emergency Communications Call Taker Recruit	N	36,052	-	-
Emergency Communications Call Taker	N	37,133	45,367	57,470
Emergency Communications Operations Manager	E	47,902	68,260	88,618
Emergency Communications Specialist	N	43,488	55,503	70,310
Emergency Communications Supervisor	N	50,930	65,001	82,341
Emergency Telecomm Recruit	N	37,000	-	-
Emergency Telecommunicator	N	38,248	48,808	61,828
Emergency Telecommunicator Senior	N	40,712	51,960	65,821
Engineer*	E	56,045	73,847	95,871
Engineer, Senior*	E	59,595	80,843	104,954
Engineering Manager*	E	85,740	101,816	132,182
Engineering Specialist	N	43,488	55,503	70,310
Engineering Specialist, Senior	N	46,510	59,360	75,196
Engineering Supervisor*	E	64,674	85,972	111,612
Engineering Supervisor, Senior*	E	72,397	91,100	118,271
Engineering Support Supervisor	N	50,930	65,001	82,341
Engineering Technician	N	38,248	48,808	61,828
Engineering Technician, Senior	N	40,712	51,960	65,821

Environmental & Sustainability Analyst	E	47,902	68,260	88,618
Environmental & Sustainability Analyst, Senior	E	51,822	73,847	95,871
Environmental & Sustainability Specialist	N	40,395	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	37,133	41,487	52,554
Executive Management Coordinator	N	46,510	59,360	75,196
Executive Management Coordinator, Senior	E	50,930	65,001	82,341
Fire Battalion Chief	E	60,331	85,972	111,612
Fire Captain	N	74,535	79,627	88,998
Fire Lieutenant	N	49,929	63,724	80,724
Firefighter	N	39,200	50,030	63,377
Firefighter Recruit	N	39,200	-	-
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	40,395	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	60,331	85,972	111,612
Fleet Maintenance Operations Supervisor*	N	53,842	65,001	82,341
Fleet Maintenance Specialist	N	40,712	51,960	65,821
Fleet Maintenance Specialist, Senior	N	43,488	55,503	70,310
Fleet Maintenance Superintendent	E	56,732	80,843	104,954
Fleet Maintenance Supervisor	E	56,732	80,843	104,954
Fleet Maintenance Technician, Senior	N	38,248	45,367	57,470
Fleet Maintenance Technician	N	37,133	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	40,712	51,960	65,821
Greenway Manager	E	56,732	80,843	104,954
Health and Safety Analyst	E	43,981	62,673	81,365
Health and Safety Analyst, Senior	E	47,902	68,260	88,618
Health and Safety Specialist	N	40,395	48,808	61,828
Health and 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

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	40,395	48,808	61,828
Inventory Technician	N	37,133	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	40,395	48,808	61,828
Landscape Architect	E	56,732	80,843	104,954
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 Superintendent*	E	53,271	68,260	88,618
Maintenance and Operations Supervisor	E	56,732	80,843	104,954
Maintenance Specialist	N	40,712	51,960	65,821
Maintenance Specialist, Senior	N	43,488	55,503	70,310
Maintenance Technician	N	38,248	45,367	57,470
Maintenance Technician, Senior	N	40,395	48,808	61,828
Maintenance Worker	N	37,133	41,487	52,554
Natural Resources and Parks Crew Supervisor	N	50,930	65,001	82,341
Natural Resources and Parks Operations Supervisor	E	47,902	68,260	88,618
Natural Resources and Parks Specialist	N	40,712	51,960	65,821
Natural Resources and Parks Specialist, Senior	N	46,510	59,360	75,196
Natural Resources and Parks Superintendent	E	56,732	80,843	104,954
Natural Resources and Parks Supervisor	E	60,331	85,972	111,612
Natural Resources and Parks Supervisor, Senior	E	63,930	91,100	118,271
Nurse	E	47,902	68,260	88,618
Office Assistant	N	36,052	38,355	48,586
Paralegal	N	43,488	55,503	70,310
Parking Enforcement Representative	N	37,133	41,487	52,554
Parking Manager	E	67,529	96,229	124,929
Parking Operations Supervisor	N	46,510	59,360	75,196
Parking Specialist	N	40,395	48,808	61,828
Parking Superintendent	E	43,981	62,673	81,365
Physician Assistant	E	71,450	101,816	132,182
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

JOB CLASSIFICATIONS

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	N	40,712	51,960	65,821
Plant Operations Specialist, Senior	N	43,488	55,503	70,310
Plant Operations Superintendent	E	56,732	80,843	104,954
Plant Operations Supervisor	E	47,902	68,260	88,618
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	-	-
Police Officer Recruit Lat	N	44,415	49,201	53,987
Police Sergeant	E	75,475	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	40,395	48,808	61,828
Public Safety Specialist, Senior	N	43,488	55,503	70,310
Public Safety Technician	N	37,133	41,487	52,554
Public Safety Technician, Senior	N	38,248	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	38,248	45,367	57,470
Recreation Programs Analyst	E	43,981	62,673	81,365
Recreation Programs Assistant	N	36,052	36,528	46,273
Recreation Programs Specialist	N	40,395	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	40,395	48,808	61,828
Sales and Marketing Supervisor	E	60,331	85,972	111,612
Sales and Marketing Supervisor, Senior	E	63,930	91,100	118,271
Security Guard	N	36,052	38,355	48,586
Security Manager	E	56,732	80,843	104,954
Security Supervisor	E	47,902	68,260	88,618
Senior Associate City Attorney	E	96,491	137,500	178,509
Senior Deputy City Attorney	E	116,754	166,375	215,996

JOB CLASSIFICATIONS

Senior Firefighter	N	44,565	56,877	72,050
Senior Manager	E	80,280	114,399	148,518
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	60,331	85,972	111,612
Technology Analyst, Senior	E	63,930	91,100	118,271
Technology Manager*	E	81,453	107,403	139,435
Technology Project Manager*	E	71,602	91,100	118,271
Technology Specialist	N	46,510	59,360	75,196
Technology Specialist, Senior	N	50,930	65,001	82,341
Technology Supervisor*	E	71,602	91,100	118,271
Technology Systems Administrator	E	56,732	80,843	104,954
Technology Technician	N	40,395	48,808	61,828
Technology Technician, Senior	N	40,712	51,960	65,821
Ticket Seller	N	37,133	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	N	40,712	51,960	65,821
Trades Maintenance Specialist, Senior	N	43,488	55,503	70,310
Training and Development Analyst	E	43,981	62,673	81,365
Training and Development Analyst, Senior	E	51,822	73,847	95,871
Training and Development Coordinator*	N	53,842	59,360	75,196
Training and Development Supervisor	E	56,732	80,843	104,954
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	40,395	48,808	61,828
Transportation Specialist, Senior	N	43,488	55,503	70,310
Transportation Superintendent*	E	51,018	68,260	88,618
Transportation Supervisor	E	56,732	80,843	104,954
Transportation Technician	N	40,395	48,808	61,828
Transportation Worker	N	36,052	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	40,395	48,808	61,828
Utilities Specialist, Senior	N	43,488	55,503	70,310
Utilities Technician	N	37,133	41,487	52,554
Utilities Technician, Senior	N	38,248	45,367	57,470
Utilities Worker	N	36,052	38,355	48,586
Video Producer	N	50,930	65,001	82,341
Video Production Administrator	E	60,331	85,972	111,612
Video Production Engineer	E	47,902	68,260	88,618

JOB CLASSIFICATIONS

Video Production Supervisor	E	60,331	85,972	111,612
Welder	N	40,395	48,808	61,828

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

**Represents jobs with a special minimum hiring rate.*

**CALENDAR YEAR 2022
HOLIDAY SCHEDULE**

Holiday	Observance Date	Day of Week
New Year's Day	December 31, 2021	Friday
Martin Luther King, Jr. Birthday	January 17, 2022	Monday
Good Friday	April 15, 2022	Friday
Memorial Day	May 30, 2022	Monday
Juneteenth	June 20, 2022	Monday
Independence Day	July 4, 2022	Monday
Labor Day	September 5, 2022	Monday
Veterans Day	November 11, 2022	Friday
Thanksgiving	November 24 & 25, 2022	Thursday & Friday
Christmas	December 23 & 26 & 27, 2022	Friday & Monday & Tuesday