



FY2023

Employee Compensation and Benefits

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Raleigh

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 review local, regional, and national compensation and benefit trends. These results are used to develop recommendations for the upcoming year.

- For 2021/2022, leading salary trend surveys (Forbes, KornFerry and SHRM) report increases to total salary budgets in the United States at an average of 3.5%. This is consistent with local and regional comparators.
- Medical and pharmacy trends are projected to increase in the range of 6-8% according to the USI Trend Survey. The City assumes a 4% increase for FY2023.

FY 2023 COMPENSATION RECOMMENDATIONS

The City of Raleigh recommends the following compensation adjustments based on City policy. All pay changes discussed below, except those under the Public Safety Pay Plan Adjustments, would take effect with the payroll period beginning September 10, 2022. Employees receiving a compensation adjustment will see the new pay reflected in their September 30, 2022 paycheck. Public Safety Pay Plan Adjustments for Emergency Communications would take effect with the payroll beginning July 28, 2022. Adjustments for Police and Fire would take effect with the payroll beginning July 30, 2022. All Public Safety employees receiving a compensation adjustment will see the new pay reflected in their August 19, 2022 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 FY 2023, the living wage increased from \$36,052 to \$37,850.

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 10, 2022.

Public Safety Pay Plan Adjustments

Police, Fire, and Emergency Communications' pay plans are traditionally based on market comparisons of larger peer cities within North Carolina. To address growing concerns with pay plan competitiveness in the local market, a study was conducted to benchmark pay plans and best practices in each public safety area. Based on the study, Police and Fire pay range minimums were moved to the average of Wake County municipalities plus 6%. The pay range maximums were increased accordingly. Based on market survey findings, Emergency Communications' pay ranges increased two levels within the General Pay Structure and Broadband Pay Structure.

Public Safety Pay Plan Adjustments for Emergency Communications would take effect with the payroll beginning July 28, 2022. Adjustments for Police and Fire would take effect with the payroll beginning July 30, 2022. All Public Safety employees receiving a compensation adjustment will see the new pay reflected in their August 19, 2022 paycheck.

Emergency Communications employees below the new range minimum rate will receive their merit pay increase and/or any remaining adjustment needed to move them to the new rate on July 28, 2022. Police and Fire employees below the new range minimum rate will receive their merit pay increase and/or any remaining adjustment needed to move them to the new rate on July 30, 2022.

The revised Public Safety Pay Structures for Police and Fire are provided as Attachment A. Emergency Communications' classifications are included in the General Pay Structure and Broadband Pay Structure in Attachment B and C.

Temporary and Permanent Part-Time Pay Implementation

Temporary positions were last reviewed in 2008. To address recruitment challenges, staff conducted a study to evaluate the hourly pay for temporary employees, or those working 999 hours or less in a 12-month period. As a result of the study, the minimum hourly pay for temporary positions will move from \$8.25 per hour to \$11.00 per hour.

To increase stability of service delivery, improve recruitment and retention, and maintain programming and services, a Permanent Part-Time (PPT) classification was established with the Fiscal Year 2023 Budget. Permanent Part-Time employees are those who work 20, 25, or 30 hours a week in a permanent budgeted position. All PPT employees contribute to LGERS (6% employee contribution), and PPT employees working 30 hours per week are eligible for Plan B health coverage options outlined under the Benefits Recommendations.

Market Adjustments

Annually, staff completes a market review to compare City jobs to our peer market group. For FY2023, 118 benchmark jobs comprised of general employees, public safety, and executive jobs were compared to our peer market groups. Market groups were customized to address challenges faced by the City to attract and retain talent. The market review showed that most jobs were competitive with our peer market groups. The City also trends very well with other market indicators. If any benchmark jobs were below the market midpoint by 7% or more compared to 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 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 Police and Fire Pay Structures

Full-time employees in the Police and Fire Pay Structures that successfully meet expectations on their annual performance evaluation and have at least six months of continuous service on June 30, 2022 will receive a merit pay increase in FY2023. Merit pay increases for Police and Fire will take effect on July 30, 2022, and full-time employees receiving a compensation adjustment will see the new pay reflected in their August 19, 2022 paycheck.

A full-time 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 for Open Range employees:

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

- Eligible full-time employees at or below the midpoint for their salary range will receive a merit pay increase of 5%.
- Eligible full-time employees above the midpoint for their salary range will receive a merit pay increase of 3%.
- Eligible full-time employees at or above the maximum for their salary range will receive a one-time lump sum payment of 3%.
- 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 3%

Full-time 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. Full-time employees must have been actively at work for 50% of their scheduled workdays 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 General Pay Structure

Full-time 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, 2022 will receive a merit pay increase in FY2023. The merit pay increase will take effect on September 10, 2022, and employees receiving a compensation adjustment will see the new pay reflected in their September 30, 2022 paycheck. The merit pay increase for Emergency Communications positions will take effect on July 28, 2022. Merit pay increases for Police and Fire will take effect with the payroll beginning July 30, 2022. All Public Safety employees receiving a merit adjustment will see the new pay reflected in their August 19, 2022 paycheck.

A full-time 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, full-time employees whose performance rating *Successfully Meets Expectations* or above will receive a merit increase as follows:

- Eligible full-time employees at or below the midpoint for their salary range will receive a merit pay increase of 5%.
- Eligible full-time employees above the midpoint for their salary range will receive a merit pay increase of 3%.
- Eligible full-time employees at or above the maximum for their salary range will receive a one-time lump sum payment of 3%.
- 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 3%

Full-time 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 workdays 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

Full-time 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, 2022 are eligible for a merit increase in FY2023. The merit pay increase will take effect on September 10, 2022, and full-time employees receiving a compensation adjustment will see the new pay reflected in their September 30, 2022 paycheck. The merit pay increase for Emergency Communications positions will take effect on July 28, 2022. Merit pay increases for Police and Fire will take effect with the payroll beginning July 30, 2022. All Public Safety employees receiving a merit adjustment will see the new pay reflected in their August 19, 2022 paycheck.

A full-time 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, full-time 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.

Full-time 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 workdays 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

Permanent Part-Time and Temporary Employee Pay Increases

Permanent Part-Time and temporary employees who regularly work each week throughout the year will receive a 1% pay increase up to the maximum of their pay range. These employees do not receive lump sum payments above 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 fiscal year.
- To be eligible to receive an increase, the employee must have worked six months of continuous service without a break in service in a fiscal year.
- 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, 2022 and March 31, 2022, 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 2022.
- 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 employees are covered under the North Carolina Local Governmental Employees' Retirement System (NCLGERS). State laws set out eligibility criteria for NCLGERS.

By law, all full-time and Permanent Part-Time employees contribute 6% of their annual salary on a tax-deferred basis.

- The City contribution is 12.10% for regular full-time and Permanent Part-Time employees.
- The City contribution is 13.10% for sworn law enforcement employees.
- The City's contribution increases 0.75% for regular employees and 1.00% for law enforcement employees in FY2023 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 and Permanent Part-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

- 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%. Permanent Part-Time employees may contribute to the 457 Plan. No matching contribution is offered for Permanent Part-Time employees.
- 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 or both.
- 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 or Permanent Part-Time employees.
- Contributions can be made on a tax-deferred or after-tax basis or both.

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 2023 holiday schedule. No changes are proposed for Calendar Year 2023. 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 2023 BENEFITS RECOMMENDATIONS

The proposed budget maintains our highly competitive package of employee benefits. The City expects our health plan claims to increase by 4% in FY2023, driven by medical claims and pharmacy costs. The proposed budget has the City absorbing the full cost increase with no monthly premium changes for FY2023. The City proposes no changes to out-of-pocket maximums and will maintain the no-premium employee-only plan (Plan B) for full-time employees that covers 40% 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 full-time employees or retirees.
- Effective with the Permanent-Part Time implementation, employees working 30 hours per week are eligible for Plan B health coverage for employee only, employee plus child, and employee plus children. The Permanent Part-Time employee compliant monthly premiums are:

Plan Type	Plan B
Employee Only	\$25.00
Employee + Child	\$133.00
Employee + Children	\$177.00

- Effective January 1, 2023, the employee compliant monthly premiums for full time employees 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

FY2023 EMPLOYEE COMPENSATION AND BENEFITS RECOMMENDATIONS

- 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, full-time employees, Permanent Part-Time employees working 30 hours per week, retirees, and covered spouses must complete the Annual Wellness Assessment requirements, provide proof of COVID-19 vaccination, or provide a religious or medical exemption, and submit the Non-Tobacco Use Attestation 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 Plan A and Plan B participants, including Permanent Part-Time employees receiving Plan B coverage. The \$50 per month non-compliant rates will apply to each wellness compliant category listed above.
- 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, 2023, 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 Structures**

The Police and Fire Pay Structures include a 2% Cost of Living Adjustment for all full-time positions adopted by City Council in April 2022. Police and Fire pay range minimums were moved to the average of Wake County municipalities plus 6%. The pay range maximums were increased accordingly. Pay adjustments for Police and Fire will be effective July 30, 2022. Employees receiving a compensation adjustment will see their new pay reflected in their August 19, 2022 paycheck.

Attachment B – **Recommended General Pay Structure**

The General Pay Structure includes a 2% Cost of Living Adjustment for all full-time positions adopted by City Council in April 2022. The living wage increase will be effective September 10, 2022 along with other employee compensation adjustments. Pay adjustments for Emergency Communications will be effective July 28, 2022. Pay adjustments for Police and Fire will be effective July 30, 2022. All Public Safety employees receiving a compensation adjustment will see their new pay reflected in their August 19, 2022 paycheck.

Attachment C – **Recommended Broadband Pay Structure**

The Broadband Pay Structure includes a 2% Cost of Living Adjustment for all full-time positions adopted by City Council in April 2022. Pay adjustments for Emergency Communications will be effective July 28, 2022. Pay adjustments for Police and Fire will be effective July 30, 2022. All Public Safety employees receiving a compensation adjustment will see the new pay reflected in their August 19, 2022 paycheck.

Attachment D – **Job Classifications**

The Job Classifications table is updated annually to include all recommended classification and compensation adjustments. These include living wage, cost of living adjustments, classifications impacted by the annual market review, and the public safety pay plan adjustments. Classifications in bold were adjusted based on the results of the market review.

Attachment E – **Calendar Year 2023 Holiday Schedule**

City Council annually approves the Holiday Schedule for employees. No changes are proposed for Calendar Year 2023.

Pay Structures

POLICE AND FIRE PAY STRUCTURES

	Classification	Minimum	Midpoint	Maximum
Open Range	Police Officer	50,301	64,046	77,791
	Senior Police Officer	56,190	72,302	88,414
	Police Detective	60,903	78,366	95,828
	Police Sergeant	75,475	87,942	100,409
Broadband	Police Lieutenant	83,022	95,038	107,053
	Police Captain	91,324	102,584	113,844
	Police Major	100,456	117,641	134,826
	Deputy Police Chief	110,501	136,549	162,597

	Classification	Minimum	Midpoint	Maximum
Open Range	Firefighter	46,540	60,080	73,620
	Senior Firefighter	49,378	64,312	79,245
	Fire Lieutenant	57,044	74,145	91,245
	Deputy Fire Marshal	58,120	75,544	92,967
	Fire Captain	74,535	87,052	99,569
Broadband	Assistant Fire Marshal	81,988	93,471	104,954
	Fire Battalion Chief	90,186	102,015	113,844
	Division Fire Chief	99,205	113,317	127,428
	Fire Marshal / Assistant Fire Chief	110,501	136,549	162,597

- These Pay Structures apply to the City's sworn police up to the rank of Deputy Chief and uniform fire positions up to the rank of Fire Marshal/Assistant Fire Chief.
- Police Recruits start at the minimum salary of the Police Officer classification.
- Fire Recruits start at the minimum of the Firefighter classification.
- Advancement through the range requires successful job performance, achieving specific skills and certifications, or a combination of these requirements.

Minimum	Midpoint	Maximum
37,850	42,524	47,198
37,850	43,704	49,557
37,875	45,740	53,605
39,012	48,816	58,619
41,203	52,134	63,065
41,526	54,332	67,137
44,358	58,037	71,716
47,440	62,070	76,700
51,949	67,969	83,988

- General Pay Structure is a salary structure that provides salary increases as an employee progresses through the range based on successful job performance.
- The lowest salary is \$37,850, which matches the City's Living Wage Policy adjustment effective September 10, 2022.
- 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	44,860	63,926	82,992
	48,860	69,625	90,390
	52,858	75,323	97,788
	57,866	82,460	107,053
	61,537	87,691	113,844
	65,208	92,922	120,636
Managers	68,879	98,154	127,428
	72,879	103,853	134,826
	76,877	109,550	142,223
	81,885	116,687	151,488
	87,890	125,244	162,597
Directors and Executives	92,898	132,380	171,861
	97,543	138,999	180,455
	102,420	145,949	189,478
	107,541	153,247	198,952
	112,919	160,910	208,900
	129,856	185,045	240,234
	142,841	203,550	264,258
	157,126	223,905	290,683

- 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	RANGE MINIMUM	HIRING MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
Administrative Specialist	N	41,203	41,203	52,134	63,065
Administrative Supervisor	E	57,866	57,866	82,460	107,053
Administrative Support Supervisor	N	44,358	44,358	58,037	71,716
Administrative Technician	N	37,875	37,875	45,740	53,605
Animal Control Officer	N	39,012	39,012	48,816	58,619
Animal Control Officer, Senior	N	41,203	41,203	52,134	63,065
Animal Control Supervisor	N	44,358	44,358	58,037	71,716
Arts and Cultural Services Supervisor, Senior	E	61,537	61,537	87,691	113,844
Assistant City Clerk	N	51,949	51,949	67,969	83,988
Assistant City Manager	E	142,841	142,841	203,550	264,258
Assistant Department Director I	E	87,890	87,890	125,244	162,597
Assistant Department Director II	E	92,898	92,898	132,380	171,861
Deputy Police Chief	E	110,501	110,501	136,549	162,597
Assistant Fire Chief	E	110,501	110,501	136,549	162,597
Assistant Fire Marshal	E	81,988	81,988	93,471	104,954
Associate City Attorney	E	98,420	98,420	140,250	182,079
Box Office Operations Supervisor	E	44,860	44,860	63,926	82,992
Box Office Technician	N	39,012	39,012	48,816	58,619
Business Systems Analyst*	E	48,860	55,000	69,625	90,390
Business Systems Analyst, Senior*	E	57,866	62,000	82,460	107,053
Business Systems Specialist	N	41,203	41,203	52,134	63,065
Chief Building Official	E	72,879	72,879	103,853	134,826
Chief Inspection Compliance Officer	E	52,858	52,858	75,323	97,788
Chief Officer I	E	112,919	112,919	160,910	208,900
Chief Officer II	E	129,856	129,856	185,045	240,234
City Clerk	E	129,856	129,856	185,045	240,234
Code Compliance Officer	N	44,358	44,358	58,037	71,716
Communications Administrator*	E	61,537	69,380	87,691	113,844
Communications Analyst*	E	44,860	50,138	63,926	82,992
Communications Analyst, Senior	E	52,858	52,858	75,323	97,788
Communications and Marketing Supervisor	E	61,537	61,537	87,691	113,844
Communications Manager	E	68,879	68,879	98,154	127,428
Communications Relations Coordinator	N	47,440	47,440	62,070	76,700
Community Development Planner/Analyst	E	44,860	44,860	63,926	82,992
Community Development Planner/Analyst, Sr	E	52,858	52,858	75,323	97,788
Community Development Coordinator	N	44,358	44,358	58,037	71,716
Community Development Supervisor I*	E	57,866	63,000	82,460	107,053
Community Development Supervisor II*	E	61,537	63,000	87,691	113,844
Community Relations Analyst*	E	44,860	50,138	63,926	82,992

JOB CLASSIFICATIONS

JOB CLASSIFICATION TITLE	FLSA	RANGE MINIMUM	HIRING MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
Community Relations Analyst, Senior	E	52,858	52,858	75,323	97,788
Community Relations Coordinator	N	47,440	47,440	62,070	76,700
Community Relations Specialist	N	41,203	41,203	52,134	63,065
Community Relations Supervisor	E	57,866	57,866	82,460	107,053
Compliance/Inspection Supervisor	E	52,858	52,858	75,323	97,788
Curator	E	48,860	48,860	69,625	90,390
Curator, Senior	E	52,858	52,858	75,323	97,788
Customer Service Representative	N	37,875	37,875	45,740	53,605
Customer Service Supervisor	N	44,358	44,358	58,037	71,716
Customer Service Technician	N	39,012	39,012	48,816	58,619
Customer Service Technician, Senior	N	41,203	41,203	52,134	63,065
Department Director I	E	97,543	97,543	138,999	180,455
Department Director II	E	107,541	107,541	153,247	198,952
Deputy City Attorney	E	119,089	119,089	169,702	220,315
Deputy City Clerk	E	57,866	57,866	82,460	107,053
Deputy City Manager	E	157,126	157,126	223,905	290,683
Deputy Fire Marshal	N	58,120	58,120	75,544	92,967
Development Services Manager	E	68,879	68,879	98,154	127,428
Development Services Operations Supervisor	E	48,860	48,860	69,625	90,390
Development Services Specialist	N	44,358	44,358	58,037	71,716
Development Services Specialist, Senior	N	47,440	47,440	62,070	76,700
Development Services Supervisor	E	52,858	52,858	75,323	97,788
Development Services Supervisor, Senior	E	68,879	68,879	98,154	127,428
Development Services Tech	N	39,012	39,012	48,816	58,619
Division Fire Chief	E	99,205	99,205	113,317	127,428
Economic Development Analyst	E	48,860	48,860	69,625	90,390
Economic Development Analyst, Senior	E	52,858	52,858	75,323	97,788
Economic Development Coordinator	N	47,440	47,440	62,070	76,700
Electrician	N	41,526	41,526	54,332	67,137
Electrician, Senior	N	44,358	44,358	58,037	71,716
Emergency Communications Call Taker Recruit	N	41,203	41,203	-	-
Emergency Communications Call Taker	N	41,203	41,203	52,134	63,065
Emergency Communications Operations Manager	E	57,866	57,866	82,460	107,053
Emergency Communications Specialist	N	51,949	51,949	67,969	83,988
Emergency Communications Supervisor	N	52,858	52,858	75,323	97,788
Emergency Telecomm Recruit	N	44,358	44,358	-	-
Emergency Telecommunicator	N	44,358	44,358	58,037	71,716
Emergency Telecommunicator Senior	N	47,440	47,440	62,070	76,700
Engineer*	E	52,858	56,045	75,323	97,788
Engineer, Senior*	E	57,866	59,595	82,460	107,053

JOB CLASSIFICATIONS

JOB CLASSIFICATION TITLE	FLSA	RANGE MINIMUM	HIRING MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
Engineering Manager*	E	72,879	85,740	103,853	134,826
Engineering Specialist	N	47,440	47,440	62,070	76,700
Engineering Specialist, Senior	N	51,949	51,949	67,969	83,988
Engineering Supervisor*	E	61,537	64,674	87,691	113,844
Engineering Supervisor, Senior*	E	65,208	72,397	92,922	120,636
Engineering Support Supervisor	N	48,860	48,860	69,625	90,390
Engineering Technician	N	41,526	41,526	54,332	67,137
Engineering Technician, Senior	N	44,358	44,358	58,037	71,716
Environmental & Sustainability Analyst*	E	48,860	55,000	69,625	90,390
Environmental & Sustainability Analyst, Senior*	E	52,858	60,000	75,323	97,788
Environmental & Sustainability Specialist	N	41,203	41,203	52,134	63,065
Events Coordinator	N	44,358	44,358	58,037	71,716
Events Planner	E	48,860	48,860	69,625	90,390
Events Supervisor	E	57,866	57,866	82,460	107,053
Events Technician	N	37,875	37,875	45,740	53,605
Executive Management Coordinator	N	47,440	47,440	62,070	76,700
Executive Management Coordinator, Senior	E	48,860	48,860	69,625	90,390
Fire Battalion Chief	E	90,186	90,186	102,015	113,844
Fire Captain	N	74,535	74,535	87,052	99,569
Fire Lieutenant	N	57,044	57,044	74,145	91,245
Fire Marshal	E	109,126	109,126	130,307	151,488
Firefighter	N	46,540	46,540	60,080	73,620
Firefighter Recruit	N	46,540	46,540	-	-
Fiscal Analyst	E	48,860	48,860	69,625	90,390
Fiscal Analyst, Senior*	E	52,858	59,595	75,323	97,788
Fiscal Manager I	E	68,879	68,879	98,154	127,428
Fiscal Manager II	E	72,879	72,879	103,853	134,826
Fiscal Specialist	N	41,203	41,203	52,134	63,065
Fiscal Specialist, Senior	N	41,526	41,526	54,332	67,137
Fiscal Supervisor*	E	57,866	65,241	82,460	107,053
Fiscal Support Supervisor	N	44,358	44,358	58,037	71,716
Fleet Maintenance Manager*	E	61,537	67,000	87,691	113,844
Fleet Maintenance Operations Supervisor*	N	51,949	53,842	67,969	83,988
Fleet Maintenance Specialist	N	41,526	41,526	54,332	67,137
Fleet Maintenance Specialist, Senior	N	44,358	44,358	58,037	71,716
Fleet Maintenance Superintendent*	E	57,866	63,500	82,460	107,053
Fleet Maintenance Supervisor	E	57,866	57,866	82,460	107,053
Fleet Maintenance Technician, Senior	N	39,012	39,012	48,816	58,619
Fleet Maintenance Technician	N	37,875	37,875	45,740	53,605
GIS Analyst*	E	52,858	55,000	75,323	97,788
GIS Analyst, Senior*	E	57,866	62,000	82,460	107,053

JOB CLASSIFICATIONS

JOB CLASSIFICATION TITLE	FLSA	RANGE MINIMUM	HIRING MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
GIS Specialist	N	47,440	47,440	62,070	76,700
GIS Technician	N	44,358	44,358	58,037	71,716
Greenway Manager	E	57,866	57,866	82,460	107,053
Health and Safety Analyst*	E	44,860	49,000	63,926	82,992
Health and Safety Analyst, Senior*	E	48,860	53,000	69,625	90,390
Health and Safety Specialist	N	41,203	41,203	52,134	63,065
Health and Safety Specialist, Senior	N	41,526	41,526	54,332	67,137
Housing Compliance Inspector, Senior	N	51,949	51,949	67,969	83,988
Housing Compliance Inspector	N	47,440	47,440	62,070	76,700
Housing Compliance Officer	N	44,358	44,358	58,037	71,716
Housing Inspection Administrator	E	57,866	57,866	82,460	107,053
Human Resources Analyst	E	48,860	48,860	69,625	90,390
Human Resources Analyst, Senior*	E	52,858	58,040	75,323	97,788
Human Resources Coordinator	N	47,440	47,440	62,070	76,700
Human Resources Manager	E	68,879	68,879	98,154	127,428
Human Resources Supervisor*	E	57,866	66,944	82,460	107,053
Internal Auditor	E	52,858	52,858	75,323	97,788
Internal Auditor Senior	E	57,866	57,866	82,460	107,053
Inventory and Warehouse Supervisor	N	44,358	44,358	58,037	71,716
Inventory Technician	N	37,875	37,875	45,740	53,605
Laboratory Scientist	E	44,860	44,860	63,926	82,992
Laboratory Scientist Supervisor	E	57,866	57,866	82,460	107,053
Laboratory Scientist, Senior	E	48,860	48,860	69,625	90,390
Laboratory Specialist	N	41,203	41,203	52,134	63,065
Landscape Architect	E	57,866	57,866	82,460	107,053
Maintenance and Operations Crew Supervisor	N	47,440	47,440	62,070	76,700
Maintenance and Operations Manager	E	68,879	68,879	98,154	127,428
Maintenance and Operations Superintendent*	E	48,860	53,271	69,625	90,390
Maintenance and Operations Supervisor	E	57,866	57,866	82,460	107,053
Maintenance Specialist	N	41,526	41,526	54,332	67,137
Maintenance Specialist, Senior	N	44,358	44,358	58,037	71,716
Maintenance Technician	N	39,012	39,012	48,816	58,619
Maintenance Technician, Senior	N	41,203	41,203	52,134	63,065
Maintenance Worker	N	37,875	37,875	45,740	53,605
Natural Resources and Parks Crew Supervisor	N	51,949	51,949	67,969	83,988
Natural Resources and Parks Operations Supervisor	E	48,860	48,860	69,625	90,390
Natural Resources and Parks Specialist	N	41,526	41,526	54,332	67,137
Natural Resources and Parks Specialist, Senior	N	47,440	47,440	62,070	76,700
Natural Resources and Parks Superintendent	E	57,866	57,866	82,460	107,053
Natural Resources and Parks Supervisor	E	61,537	61,537	87,691	113,844
Natural Resources and Parks Supervisor, Senior	E	65,208	65,208	92,922	120,636

JOB CLASSIFICATIONS

JOB CLASSIFICATION TITLE	FLSA	RANGE MINIMUM	HIRING MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
Nurse*	E	48,860	53,000	69,625	90,390
Office Assistant	N	37,850	37,850	43,704	49,557
Paralegal	N	44,358	44,358	58,037	71,716
Parking Enforcement Representative	N	37,875	37,875	45,740	53,605
Parking Manager	E	68,879	68,879	98,154	127,428
Parking Operations Supervisor	N	47,440	47,440	62,070	76,700
Parking Specialist	N	41,203	41,203	52,134	63,065
Parking Superintendent	E	44,860	44,860	63,926	82,992
Physician Assistant	E	72,879	72,879	103,853	134,826
Planner*	E	44,860	48,819	63,926	82,992
Planner, Senior	E	52,858	52,858	75,323	97,788
Planning Manager	E	68,879	68,879	98,154	127,428
Planning Specialist	N	41,526	41,526	54,332	67,137
Planning Supervisor*	E	57,866	63,500	82,460	107,053
Plans Exam/Multi Trade, Senior*	N	48,860	55,000	69,625	90,390
Plans Examiner	N	51,949	51,949	67,969	83,988
Plans Examiner, Senior*	N	48,860	55,000	69,625	90,390
Plans Examiner/ Multi Trade	N	51,949	51,949	67,969	83,988
Plant Operations Manager	E	68,879	68,879	98,154	127,428
Plant Operations Specialist	N	41,526	41,526	54,332	67,137
Plant Operations Specialist, Senior	N	44,358	44,358	58,037	71,716
Plant Operations Superintendent	E	57,866	57,866	82,460	107,053
Plant Operations Supervisor*	E	48,860	53,500	69,625	90,390
Police Captain	E	91,324	91,324	102,584	113,844
Police Detective	N	60,903	60,903	78,366	95,828
Police Lieutenant	E	83,022	83,022	95,038	107,053
Police Major	E	100,456	100,456	117,641	134,826
Police Officer Recruit	N	50,301	50,301	-	-
Police Officer Recruit Lat	N	51,810	51,810	58,967	66,124
Police Sergeant	E	75,475	75,475	87,942	100,409
Police Officer	N	50,301	50,301	64,046	77,791
Procurement Analyst	E	48,860	48,860	69,625	90,390
Procurement Analyst, Senior	E	52,858	52,858	75,323	97,788
Procurement Manager	E	68,879	68,879	98,154	127,428
Procurement Supervisor	E	57,866	57,866	82,460	107,053
Psychologist	E	61,537	61,537	87,691	113,844
Public Safety Analyst	E	48,860	48,860	69,625	90,390
Public Safety Specialist	N	41,203	41,203	52,134	63,065
Public Safety Specialist, Senior	N	44,358	44,358	58,037	71,716
Public Safety Technician	N	37,875	37,875	45,740	53,605
Public Safety Technician, Senior	N	39,012	39,012	48,816	58,619

JOB CLASSIFICATIONS

JOB CLASSIFICATION TITLE	FLSA	RANGE MINIMUM	HIRING MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
Real Estate Analyst	E	44,860	44,860	63,926	82,992
Real Estate Analyst, Senior	E	52,858	52,858	75,323	97,788
Real Estate Manager	E	68,879	68,879	98,154	127,428
Real Estate Supervisor	E	57,866	57,866	82,460	107,053
Records Supervisor	N	44,358	44,358	58,037	71,716
Records Technician	N	39,012	39,012	48,816	58,619
Recreation Programs Analyst	E	44,860	44,860	63,926	82,992
Recreation Programs Assistant	N	37,850	37,850	42,524	47,198
Recreation Programs Specialist	N	41,203	41,203	52,134	63,065
Recreation Programs Supervisor	E	57,866	57,866	82,460	107,053
Recreation Progs Analyst, Senior	E	52,858	52,858	75,323	97,788
Risk Management Analyst*	E	48,860	53,000	69,625	90,390
Risk Management Specialist	N	44,358	44,358	58,037	71,716
Risk Manager	E	61,537	61,537	87,691	113,844
Sales and Marketing Analyst*	E	44,860	51,897	63,926	82,992
Sales and Marketing Specialist	N	41,203	41,203	52,134	63,065
Sales and Marketing Supervisor	E	61,537	61,537	87,691	113,844
Sales and Marketing Supervisor, Senior	E	65,208	65,208	92,922	120,636
Security Guard	N	37,850	37,850	43,704	49,557
Security Manager	E	57,866	57,866	82,460	107,053
Security Supervisor	E	48,860	48,860	69,625	90,390
Senior Associate City Attorney	E	108,262	108,262	154,275	200,287
Senior Deputy City Attorney	E	142,907	142,907	203,643	264,378
Senior Firefighter	N	49,378	49,378	64,312	79,245
Senior Manager	E	81,885	81,885	116,687	151,488
Senior Police Officer	N	56,190	56,190	72,302	88,414
Senior Video Production Engineer	E	52,858	52,858	75,323	97,788
Special Events Coordinator	N	44,358	44,358	58,037	71,716
Special Events Planner	E	48,860	48,860	69,625	90,390
Technology Analyst*	E	61,537	66,000	87,691	113,844
Technology Analyst, Senior*	E	65,208	69,000	92,922	120,636
Technology Manager*	E	81,885	83,000	116,687	151,488
Technology Project Manager*	E	68,879	75,000	98,153	127,428
Technology Specialist	N	47,440	47,440	62,070	76,700
Technology Specialist, Senior	N	51,949	51,949	67,969	83,988
Technology Supervisor*	E	68,879	75,000	98,153	127,428
Technology Systems Administrator*	E	57,866	62,000	82,460	107,053
Technology Technician	N	41,203	41,203	52,134	63,065
Technology Technician, Senior	N	41,526	41,526	54,332	67,137
Ticket Seller	N	37,875	37,875	45,740	53,605
Trades Inspector	N	47,440	47,440	62,070	76,700

JOB CLASSIFICATIONS

JOB CLASSIFICATION TITLE	FLSA	RANGE MINIMUM	HIRING MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
Trades Inspector, Senior	N	51,949	51,949	67,969	83,988
Trades Maintenance Specialist	N	41,526	41,526	54,332	67,137
Trades Maintenance Specialist, Senior	N	44,358	44,358	58,037	71,716
Training and Development Analyst	E	44,860	44,860	63,926	82,992
Training and Development Analyst, Senior	E	52,858	52,858	75,323	97,788
Training and Development Coordinator*	N	47,440	53,842	62,070	76,700
Training and Development Supervisor	E	57,866	57,866	82,460	107,053
Transportation Analyst	E	48,860	48,860	69,625	90,390
Transportation Analyst, Senior	E	52,858	52,858	75,323	97,788
Transportation Crew Supervisor	N	47,440	47,440	62,070	76,700
Transportation Manager	E	72,879	72,879	103,853	134,826
Transportation Specialist	N	41,526	41,526	54,332	67,137
Transportation Specialist, Senior	N	44,358	44,358	58,037	71,716
Transportation Superintendent	E	52,858	52,858	75,323	97,788
Transportation Supervisor	E	61,537	61,537	87,691	113,844
Transportation Technician	N	41,203	41,203	52,134	63,065
Transportation Worker	N	37,850	37,850	43,704	49,557
Utilities Analyst	E	44,860	44,860	63,926	82,992
Utilities Analyst, Senior	E	52,858	52,858	75,323	97,788
Utilities Coordinator	N	47,440	47,440	62,070	76,700
Utilities Crew Supervisor	N	47,440	47,440	62,070	76,700
Utilities Manager*	E	68,879	76,308	98,154	127,428
Utilities Specialist	N	41,526	41,526	54,332	67,137
Utilities Specialist, Senior	N	44,358	44,358	58,037	71,716
Utilities Technician	N	39,012	39,012	48,816	58,619
Utilities Technician, Senior	N	41,203	41,203	52,134	63,065
Utilities Worker	N	37,850	37,850	43,704	49,557
Video Producer	N	51,949	51,949	67,969	83,988
Video Production Administrator	E	61,537	61,537	87,691	113,844
Video Production Engineer	E	48,860	48,860	69,625	90,390
Video Production Supervisor	E	61,537	61,537	87,691	113,844
Welder	N	41,203	41,203	52,134	63,065

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.

City Manager and City Attorney jobs are unclassified.

All jobs above represent full-time classifications.

Holiday Schedule

**CALENDAR YEAR 2023
HOLIDAY SCHEDULE**

Holiday	Observance Date	Day of Week
New Year's Day	January 2, 2023	Monday
Martin Luther King, Jr. Birthday	January 16, 2023	Monday
Good Friday	April 7, 2023	Friday
Memorial Day	May 29, 2023	Monday
Juneteenth	June 19, 2023	Monday
Independence Day	July 4, 2023	Tuesday
Labor Day	September 4, 2023	Monday
Veterans Day	November 10, 2023	Friday
Thanksgiving	November 23 & 24, 2023	Thursday & Friday
Christmas	December 25, 26 & 27, 2023	Monday, Tuesday & Wednesday

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