



FY 2024

# EMPLOYEE COMPENSATION AND BENEFITS RECOMMENDATION

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# 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 (at median) 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.

- In 2023, leading salary trend surveys done by Society of Human Resources Management (SHRM) reported planned base salary increases of 3.8% to 4.1%. 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 5% increase for FY24.

### FY24 COMPENSATION RECOMMENDATIONS

The City of Raleigh recommends the following compensation adjustments based on City policy. Employees receiving a compensation adjustment will see the new pay reflected in their October 13, 2023, 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 FY24, the living wage increased from \$37,850 to \$40,860.

Employees below the new living wage rate will receive their annual pay increase and/or any remaining adjustment needed to move them to the new living wage rate, which will be reflected in their October 13, 2023, paycheck.

#### Market Adjustments

Annually, staff completes a market review to compare City jobs to our peer market group. For FY24, 110 benchmark 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 10% 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.

Attachment D includes the City's job classification titles and salary ranges. The positions impacted by the market review are in bold.

### Annual Pay Increase 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, 2023, will receive an annual pay increase in FY24. Employees receiving a compensation adjustment will see the new pay reflected in the October 13, 2023, 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 annual pay increase will be awarded in a one-time lump sum payment not to exceed the total annual pay increase amount.

Determination of annual pay 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 an annual pay increase of 5%.

- Eligible full-time employees at or above the maximum for their salary range will receive a one-time lump sum payment of 5%.
- Once the pay range maximum is reached, the balance of any pay increase will be awarded in a one-time lump sum payment not to exceed the annual pay increase amount of 5%.

Full-time employees who receive a rating of *Needs Improvement* will not be eligible for an annual 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 an annual increase. Exceptions may include qualifying military service leave required by USERRA, approved Family and Medical Leave (FMLA), 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.

### Annual Pay Increase 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, 2023, will receive an annual pay increase in FY24. Employees receiving a compensation adjustment will see the new pay reflected in the October 13, 2023, 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 pay increase will be awarded in a one-time lump sum payment not to exceed the total annual pay increase amount.

Determination of annual pay 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 an annual pay increase of 5%.

- Eligible full-time employees at or above the maximum for their salary range will receive a one-time lump sum payment of 5%.
- Once the pay range maximum is reached, the balance of any pay increase will be awarded in a one-time lump sum payment not to exceed the annual pay increase amount of 5%

Full-time employees who receive a rating of *Needs Improvement* will not be eligible for an annual 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 an annual pay 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.



### Annual Pay Increase Guidelines for Broadband Pay Structure

Full-time employees in the Broadband Pay Structure that successfully meet expectations on their annual performance evaluation and have at least six months of continuous service on June 30, 2023, are eligible for an annual pay increase in FY24. Employees receiving a compensation adjustment will see the new pay reflected in the October 13, 2023, 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 pay increase will be awarded in a one-time lump sum payment not to exceed the total annual pay increase amount.

Determination of annual pay 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 an annual pay increase as follows:

- There is no general pay adjustment for employees in this pay structure. The annual pay increase range is a variable pay increase of between 1% and 6% and is based on the employee's performance during the performance period.
- Department Directors will be responsible for approving annual pay increases for employees assigned to the Broadband pay structure.
- Department Directors will have a 3.5% annual pay increase pool and will be held accountable for staying within budgeted funds.
- Once the pay range maximum is reached, the balance of any pay 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 an annual 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 an annual pay 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, 2023, and March 31, 2023, 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 2023.
- 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 12.85% for regular full-time and permanent part-time employees.
- The City contribution is 14.04% for sworn law enforcement employees.
- The City's contribution increases 0.75% for regular employees and 0.94% for law enforcement employees in FY24 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.
- Beginning with the pay date of October 13, 2023, all regular full-time employees will receive a City contribution of 3% with no matching contribution required. Sworn law enforcement officers do not receive the City contribution but are eligible to contribute. See special contribution under N.C. 401(k) Plan for sworn law enforcement officers.
- Permanent part-time employees may contribute to the 457 Plan. No City contribution is offered for permanent part-time employees.
- 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 2024 holiday schedule. No changes are proposed for Calendar Year 2024. 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)

## FY24 BENEFITS RECOMMENDATIONS

The proposed budget maintains our highly competitive package of employee benefits. The City expects our health plan claims to increase by 5% in FY24, driven by medical claims and pharmacy costs. While some of the cost increases will be passed to employees through slight premium increases, the City is absorbing most of the cost increase in the proposed budget. Depending on the plan type and coverage, employee increases will range between \$3.00 and \$33.00 per month. The premium increases will take effect January 1, 2024. The proposed budget maintains the no-premium employee-only plan (Plan B) for full-time employees, which covers 38% of our employees. The City also proposes increases to plan deductibles and out-of-pocket maximums, which should have a minimal impact on 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 to 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 benefit consultant, who provides industry expertise in benefit plan development and management.

Staff recommend the following take effect with the health plan year beginning January 1, 2024:

#### Monthly Medical Premiums:

- Permanent part-time (PPT) employees working 30 hours per week are eligible for Plan B health coverage for employee only, employee plus child, and employee plus children. Effective January 1, 2024, the compliant monthly premiums for permanent part-time employees are:

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

- Effective January 1, 2024, the employee compliant monthly premiums for full time employees are:

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

## FY24 EMPLOYEE COMPENSATION AND BENEFITS RECOMMENDATIONS

For retirees hired before 7/1/2007, the compliant monthly premiums are:

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

- Per City Council resolutions, the rates and dependent subsidies offered to retirees from the City of Raleigh 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 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 no longer 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, 2024, the monthly dental 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

## Vision Coverage

Beginning January 1, 2024, the City will offer a voluntary, employee paid vision plan that will replace the limited vision coverage currently available on the medical plan. The voluntary vision plan will provide employees with greater flexibility and increased options in vision benefits.

For specific rate information, please contact Human Resources staff.

### Attachments

#### Attachment A – **Recommended Police and Fire Pay Structures**

No change is proposed.

#### Attachment B – **Recommended General Pay Structure**

The living wage increase will be reflected in the October 13, 2023 paycheck, along with other employee compensation adjustments. Change in Living Wage impacts the four bottom pay ranges of the General Pay Structure highlighted in bold.

#### Attachment C – **Recommended Broadband Pay Structure**

No change is proposed.

#### 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, and classifications impacted by the annual market review. The Job Classifications table also includes five new job classifications which are effective July 1, 2023. Classifications in bold were adjusted based on the results of the market review.

#### Attachment E – **Calendar Year 2024 Holiday Schedule**

City Council annually approves the Holiday Schedule for employees. No changes are proposed for Calendar Year 2024.



# 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
<b>40,860</b>	<b>45,968</b>	<b>51,075</b>
<b>40,945</b>	<b>47,496</b>	<b>54,047</b>
<b>41,030</b>	<b>49,031</b>	<b>57,032</b>
<b>41,117</b>	<b>50,574</b>	<b>60,031</b>
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 \$40,860, which matches the City's Living Wage Policy adjustment effective September 21, 2023.
- 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.

## BROADBAND PAY STRUCTURE

	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 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
<b>Administrative Support Supervisor</b>	N	47,440	47,440	62,070	76,700
Administrative Technician	N	41,030	41,030	49,031	57,032
Animal Control Officer	N	41,117	41,117	50,574	60,031
Animal Control Officer, Senior	N	41,203	41,203	52,134	63,065
<b>Animal Control Supervisor</b>	N	47,440	47,440	62,070	76,700
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	41,117	41,117	50,574	60,031
Business Services Manager**	E	68,879	68,879	98,154	127,428
<b>Business Systems Analyst*</b>	E	52,858	55,000	75,323	97,788
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
<b>Chief Inspection Compliance Officer</b>	E	61,537	61,537	87,691	113,844
Chief Officer I	E	112,919	112,919	160,910	208,900
Chief Officer II	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
<b>Community Development Planner/Analyst</b>	E	48,860	48,860	69,625	90,390
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 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
<b>Community Relations Specialist</b>	N	41,526	41,526	54,332	67,137
Community Relations Supervisor	E	57,866	57,866	82,460	107,053
<b>Compliance/Inspection Supervisor</b>	E	61,537	61,537	87,691	113,844
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	41,030	41,030	49,031	57,032
<b>Customer Service Supervisor</b>	N	47,440	47,440	62,070	76,700
Customer Service Technician	N	41,117	41,117	50,574	60,031
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
<b>Development Services Operations Supervisor</b>	E	52,858	52,858	75,323	97,788
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
<b>Development Services Supervisor</b>	E	61,537	61,537	87,691	113,844
Development Services Supervisor, Senior	E	68,879	68,879	98,154	127,428
Development Services Tech	N	41,117	41,117	50,574	60,031
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	N	41,203	41,203	52,134	63,065
Emergency Communications Manager**	E	68,879	68,879	98,154	127,428
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 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
<b>Engineer, Senior</b>	E	61,537	61,537	87,691	113,844
<b>Engineering Manager*</b>	E	76,877	85,740	109,550	142,223
Engineering Specialist	N	47,440	47,440	62,070	76,700

JOB CLASSIFICATION TITLE	FLSA	RANGE MINIMUM	HIRING MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
Engineering Specialist, Senior	N	51,949	51,949	67,969	83,988
<b>Engineering Supervisor</b>	E	65,208	65,208	92,922	120,636
<b>Engineering Supervisor, Senior*</b>	E	68,879	72,397	98,154	127,428
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
<b>Environmental &amp; Sustainability Specialist</b>	N	44,358	44,358	58,037	71,716
Events Coordinator	N	44,358	44,358	58,037	71,716
Events Planner	E	48,860	48,860	69,625	90,390
Events Planner, Senior**	E	52,858	52,858	75,323	97,788
<b>Events Supervisor</b>	E	65,208	65,208	92,922	120,636
Events Technician	N	41,030	41,030	49,031	57,032
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	-	-
<b>Fiscal Analyst</b>	E	52,858	52,858	75,323	97,788
<b>Fiscal Analyst, Senior*</b>	E	57,866	59,595	82,460	107,053
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
<b>Fiscal Supervisor*</b>	E	61,537	65,241	87,691	113,844
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
<b>Fleet Maintenance Specialist, Senior</b>	N	47,440	47,440	62,070	76,700
Fleet Maintenance Superintendent*	E	57,866	63,500	82,460	107,053
Fleet Maintenance Supervisor	E	57,866	57,866	82,460	107,053
<b>Fleet Maintenance Technician, Senior</b>	N	41,203	41,203	52,134	63,065
<b>Fleet Maintenance Technician</b>	N	41,117	41,117	50,574	60,031
GIS Analyst*	E	52,858	55,000	75,323	97,788
GIS Analyst, Senior*	E	57,866	62,000	82,460	107,053

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
<b>Health and Safety Specialist</b>	N	44,358	44,358	58,037	71,716
<b>Health and Safety Specialist, Senior</b>	N	47,440	47,440	62,070	76,700
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
<b>Housing Inspection Administrator</b>	E	65,208	65,208	92,922	120,636
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	41,030	41,030	49,031	57,032
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	41,117	41,117	50,574	60,031
Maintenance Technician, Senior	N	41,203	41,203	52,134	63,065
Maintenance Worker	N	41,030	41,030	49,031	57,032
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	40,945	40,945	47,496	54,047
Paralegal	N	44,358	44,358	58,037	71,716
Parking Enforcement Representative	N	41,030	41,030	49,031	57,032
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
<b>Planner, Senior</b>	E	57,866	57,866	82,460	107,053
Planning Manager	E	68,879	68,879	98,154	127,428
<b>Planning Specialist</b>	N	44,358	44,358	58,037	71,716
<b>Planning Supervisor*</b>	E	61,537	63,500	87,691	113,844
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
<b>Plant Operations Manager</b>	E	76,877	76,877	109,550	142,223
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
<b>Plant Operations Superintendent</b>	E	61,537	61,537	87,691	113,844
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 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	41,030	41,030	49,031	57,032
Public Safety Technician, Senior	N	41,117	41,117	50,574	60,031



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
<b>Real Estate Supervisor</b>	E	61,537	61,537	87,691	113,844
Records Supervisor	N	44,358	44,358	58,037	71,716
Records Technician	N	41,117	41,117	50,574	60,031
Recreation Programs Analyst	E	44,860	44,860	63,926	82,992
Recreation Programs Assistant	N	40,860	40,860	45,968	51,075
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
<b>Risk Manager</b>	E	65,208	65,208	92,922	120,636
<b>Sales and Marketing Analyst*</b>	E	48,860	51,897	69,625	90,390
Sales and Marketing Analyst, Senior**	E	52,858	52,858	75,323	97,788
<b>Sales and Marketing Specialist</b>	N	44,358	44,358	58,037	71,716
Sales and Marketing Supervisor	E	61,537	61,537	87,691	113,844
<b>Sales and Marketing Supervisor, Senior</b>	E	68,879	68,879	98,154	127,428
Security Guard	N	40,945	40,945	47,496	54,047
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	41,030	41,030	49,031	57,032
Trades Inspector	N	47,440	47,440	62,070	76,700

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
<b>Training and Development Coordinator*</b>	N	51,949	53,842	67,969	83,988
<b>Training and Development Supervisor</b>	E	61,537	61,537	87,691	113,844
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 Supervisor, Senior**	E	68,879	68,879	98,154	127,428
Transportation Technician	N	41,203	41,203	52,134	63,065
Transportation Worker	N	40,945	40,945	47,496	54,047
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	41,117	41,117	50,574	60,031
Utilities Technician, Senior	N	41,203	41,203	52,134	63,065
Utilities Worker	N	40,945	40,945	47,496	54,047
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

\*Represents jobs with a special minimum hiring rate.

\*\* Denotes new job classes added which are effective July 1, 2023.

Jobs in **bold** were moved to a higher pay range because of the annual market review.

City Manager and City Attorney jobs are unclassified.

All jobs above represent full-time classifications.

# Holiday Schedule

**CALENDAR YEAR 2024  
HOLIDAY SCHEDULE**

<b>Holiday</b>	<b>Observance Date</b>	<b>Day of Week</b>
New Year's Day	January 1, 2024	Monday
Martin Luther King, Jr. Birthday	January 15, 2024	Monday
Good Friday	March 29, 2024	Friday
Memorial Day	May 27, 2024	Monday
Juneteenth	June 19, 2024	Wednesday
Independence Day	July 4, 2024	Thursday
Labor Day	September 2, 2024	Monday
Veterans Day	November 11, 2024	Monday
Thanksgiving	November 28 & 29, 2024	Thursday & Friday
Christmas	December 24, 25 & 26, 2024	Tuesday, Wednesday & Thursday