



**FY25 Employee
Compensation
and Benefits**

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FY25 EMPLOYEE COMPENSATION AND BENEFITS RECOMMENDATIONS

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FY25 COMPENSATION AND BENEFITS RECOMMENDATIONS

Background

The City of Raleigh recognizes the importance of providing a fair and competitive compensation and benefits package for its employees' well-being. In February 2016, the City Council adopted a Compensation Philosophy that guides the development and administration of compensation and benefits programs to strive to maintain internal and external equity, acknowledge sustained contributions and performance within the organization, and offer growth opportunities.

Market Conditions

The City of Raleigh, in its pursuit of attracting and retaining top talent, recognizes the importance of remaining competitive in the job market. On an annual basis, Human Resources staff, review local, regional, and national compensation and benefit trends. These results are used to develop compensation and benefits for the upcoming year.

- In 2024, salary trend surveys by the Society of Human Resources Management (SHRM), Mercer, PayScale, and Willis Towers Watson reported planned base salary increases of 3.5% to 4.0%, consistent with local and regional comparators.
- USI, the City's benefits broker, projected a 6.1% to 8.1% increase in medical and pharmacy costs in their 2024 Trend Survey report.

Classification and Compensation Study

The City of Raleigh holds its employees as its most valuable asset and is committed to recruiting and retaining top talent to deliver excellent services to its citizens. As a part of the FY24 budget, the City Council approved a comprehensive Compensation and Classification Study, which commenced in January 2024.

The City has engaged The Segal Company (Eastern States) Inc. as the Consultant for this study, which is being conducted in multiple phases over the next twelve (12) months.

Once the study is complete, Segal, the consultant, will provide the City with recommendations for its classification and compensation system with the FY26 budget.

FY25 COMPENSATION RECOMMENDATIONS

The City of Raleigh adopted the following compensation adjustments based on City policy. Employees who are eligible for a market adjustment will see the updated pay reflected in their August 2, 2024, paycheck.

Market Adjustments

Annually, Human Resources staff completes a market review to compare City jobs to our peer market group. For FY25 recommendations, Human Resources staff completed market analyses for certain positions in the City's Public Safety departments, which include Police, Fire, and Emergency Communications. Staff also reviewed certain Maintenance and Operations Job positions due to unique market pressures. The review of these positions will impact several departments, including Parks, Recreation and Cultural Resources, Raleigh Convention & Performing Arts Complex, Raleigh Water, Solid Waste Services, and Transportation.

Recommendations for market increases for these positions were made to more closely align pay with the market. Additionally, all full-time City employees who were not included in the analyses for Public Safety and the Maintenance and Operations job family will also receive a one-time market adjustment.

The market adjustments will be effective July 13, 2024 (July 11 for Emergency Communications employees), and full-time employees receiving a market adjustment will see the updated pay reflected in their August 2, 2024 paycheck.

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 Open Range Pay Structures who “Successfully Meets Expectations” on their annual performance evaluation and have at least six months of continuous service on June 30, 2024, will receive an annual pay increase in FY25. Employees receiving an annual pay increase will see the new pay reflected in their October 11, 2024, paycheck.

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

Determination of annual pay increase for Police and Fire Open Range employees:

In compliance with Standard Operating Procedure 300-8 Performance Evaluation System, full-time employees with a performance rating of "Successfully Meets Expectations" or higher will receive a 5% annual pay increase.

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

Eligible full-time employees who receive an overall rating of “Needs Improvement” will not be eligible for an annual pay increase in accordance with Standard Operating Procedure 300-8 Performance Evaluation System. To be eligible for an annual increase, full-time employees must have been actively at work for at least 50% of their scheduled workdays and receive a “Successfully Meets Expectations” or higher on their annual performance evaluation. Exceptions to this policy may include qualifying military service leave required by USERRA, approved Family and Medical Leave (FMLA), leave as an ADA accommodation, other reasons reviewed and supported by the Human Resources Director, and when necessary to comply with local, state, and federal law.

If you have any questions regarding eligibility, please contact your Human Resources Business Partner to discuss this further and ensure the eligibility review has been completed.

Annual Pay Increase Guidelines for General Pay Structure

Full-time employees in the General Pay Structures who “Successfully Meets Expectations” on their annual performance evaluation and have at least six months of continuous service on June 30, 2024, will receive an annual pay increase in FY25. Employees receiving an annual pay increase will see the new pay reflected in their October 11, 2024, paycheck.

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

Determination of annual pay increase for General Range employees:

In compliance with Standard Operating Procedure 300-8 Performance Evaluation System, full-time employees with a performance rating of "Successfully Meets Expectations" or higher will receive a 5% annual pay increase.

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

Eligible full-time employees who receive an overall rating of “Needs Improvement” will not be eligible for an annual pay increase in accordance with Standard Operating Procedure 300-8 Performance Evaluation System. To be eligible for an annual increase, full-time employees must have been actively at work for at least 50% of their scheduled workdays and receive a “Successfully Meets Expectations” or higher on their annual performance evaluation. Exceptions to this policy may include qualifying military service leave required by USERRA, approved Family and Medical Leave (FMLA), leave as an ADA accommodation, or other reasons reviewed and supported by the Human Resources Director, and when necessary to comply with local, state, and federal law.

If you have any questions regarding eligibility, please contact your Human Resources Business Partner to discuss this further and ensure the eligibility review has been completed.

Annual Pay Increase Guidelines for Broadband Pay Structure

Full-time employees in the Broadband Pay Structure who “Successfully Meets Expectations” on their annual performance evaluation and have at least six months of continuous service on June 30, 2024, will receive an annual pay increase in FY25. Employees receiving an annual pay increase will see the new pay reflected in their October 11, 2024, paycheck.

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

Determination of annual pay increase for Broadband employees:

In compliance with Standard Operating Procedure 300-8 Performance Evaluation System, full-time employees with a performance rating of “Successfully Meets Expectations” or higher will receive an annual pay increase as follows:

- There are no general pay increases for employees in this pay structure. Instead, the annual pay increase range is a variable pay increase of between 1% and 6%, based on the employee’s performance during the performance period.
- Employees assigned to the Broadband pay structure will receive annual pay increases approved by their department directors.
- Department Directors will be given a 3.5% annual pay increase budget and will be held accountable for staying within the allocated funds.
- Once the maximum of the pay range is reached, the balance of any pay increase will be awarded in a one-time lump sum payment.

Eligible full-time employees who receive an overall rating of “Needs Improvement” will not be eligible for an annual pay increase in accordance with Standard Operating Procedure 300-8 Performance Evaluation System. To be eligible for an annual increase, full-time employees must have been actively at work for at least 50% of their scheduled workdays and receive a “Successfully Meets Expectations” or higher on their annual performance evaluation. Exceptions to this policy may include qualifying military service leave required by USERRA, approved Family and Medical Leave (FMLA), leave as an ADA accommodation, other reasons reviewed and supported by the Human Resources Director, and when necessary to comply with local, state, and federal law.

If you have any questions regarding eligibility, please contact your Human Resources Business Partner to discuss this further and ensure the eligibility review has been completed.

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 pay increase of 1% up to the maximum of their pay range. They will not receive lump sum payments exceeding their pay range's maximum.

- “Regularly work” is defined as having a job scheduled to work at least eight hours each week and at least 26 weeks in a fiscal year.
- To be eligible for a salary increase, an employee must work continuously for six months without any service break during the fiscal year.
- For employees with multiple incumbencies, the increase will only apply to their 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, 2024, and March 31, 2024, will be eligible for a one-time payment of 1%. To qualify for this payment, these employees must be on track to receive a performance evaluation rating of "Successfully Meets Expectations" or higher as part of the performance review cycle. An employee on a performance improvement plan will not be eligible for the lump sum payment.

Award for Service

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

- Regular full-time employees hired prior to July 1, 2011, are eligible for this benefit. Payment to eligible employees will be made in December 2024.
- Full-time employees hired on or before June 30, 1993, will be awarded 4.2% of their annual base for ten or more years of continuous service.
- Full-time employees hired on or after July 1, 1993, will be awarded 1% of their annual base pay for five or more years of continuous service and 2% for ten or more years of continuous service.
- This benefit is not available to any employees hired or rehired on or after July 1, 2011.

Other Pay Adjustment Guidelines

All compensation system recommendations are subject to change based on future appropriations, available funding, and policy direction, as with all City programs. The pay adjustment guidelines are made with the understanding that the City Council may implement changes as it deems appropriate at any time and may revise, rescind, or modify programs and funding at its sole discretion. These guidelines are not guaranteed and do not create any contract or contractual obligation but reflect the City's plans and goals for employee compensation of its at-will employees.

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

All regular employees are covered under the North Carolina Local Governmental Employees' Retirement System (NCLGERS). State laws determine the eligibility criteria for NCLGERS.

By law, all full-time and permanent part-time employees must contribute 6% of their annual salary on a tax-deferred basis.

- The city's contribution for regular full-time and permanent part-time employees is 13.60%.
- The City's contribution for sworn law enforcement employees is 15.10%.
- The LGERS Board of Trustees has determined that the City's contribution will increase by 0.75% for regular employees and 1.06% for law enforcement employees in FY25. No changes are proposed for 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 will be paid as required by law.

Supplemental Retirement Plans

Eligible employees may participate in the City's 457 Supplemental Retirement Plan and/or the North Carolina 401(k) Supplemental Retirement Plan to maximize retirement income.

City of Raleigh 457 Supplemental Retirement Plan

- Participation in this plan is voluntary.
- Regular full-time employees receive a City contribution of 3% of their annual salary with no matching contribution required. Sworn law enforcement officers do not receive the City contribution but are eligible to contribute. See special contribution under N.C. 401(k) Plan for sworn law enforcement officers.
- Permanent part-time employees are eligible to contribute to the 457 Plan, but the City does not provide a contribution.
- Voluntary contributions can be made on a tax-deferred basis, an after-tax basis, or both.
- Upon enrollment, employees receive full vesting for employee and employer contributions and interest earned.

N.C. 401(k) Supplemental Retirement 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 City contribution is offered for regular full-time or permanent part-time employees.
- Voluntary contributions can be made on a tax-deferred basis, an after-tax basis, or both.

FY25 EMPLOYEE COMPENSATION AND BENEFITS RECOMMENDATIONS

Holiday Schedule

The City Council annually approves the Holiday Schedule for employees. Attachment E contains the Calendar Year 2025 holiday schedule. No changes are proposed for Calendar Year 2025. 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)

Leave

The City recognizes the importance of maintaining a healthy work-life balance for our employees. To ensure this, we benchmark our leave policies and options against similar cities and governmental entities. As part of the budget process, effective July 1, 2024, the City is providing regular full-time employees with additional leave options to include:



Bereavement Leave: Regular full-time employees are provided up to three consecutive days (one day is equivalent to one day of vacation accrual) off in the event of the death of an employee's immediate family. Employees may be required to provide documentation concerning the use of bereavement leave.



Birthday Leave: Regular full-time employees are provided one day of birthday leave. (one day is equivalent to one day of vacation accrual.)



Personal Leave: Regular full-time employees are provided three days of personal leave (one day is equivalent to one day of vacation accrual) each calendar year. Personal leave may be used for individual or family obligations, religious holidays that fall on an employee's normally scheduled workday, and any other matter of a personal nature.



Well-being Leave: Regular full-time employees are provided one day of well-being leave (one day is equivalent to one day of vacation accrual) each calendar year. This leave supports the employee's physical, mental, and emotional well-being.

This leave will be effective July 1, 2024, and will accrue thereafter on an employee's anniversary date in 2025. Please see Leave Policy 300-9A for additional information on leave. The additional leave types do not have any cash value and do not roll over from year to year.

FY25 BENEFITS RECOMMENDATIONS

The adopted budget for our organization aims to maintain our highly competitive employee benefits package. Despite the projected increase in medical claims and pharmacy expenses, the City is pleased to announce that there will be no increase in employee medical or dental premiums for 2025. Also, the City adopted some expansions to our health and dental plans to improve coverage for employees. The details of these enhancements are outlined below so that our employees can make informed decisions about their healthcare.

Benefit Expansions

- Infertility Treatment coverage under Medical Plan A.
- Musculoskeletal Program coverage under Medical Plan A & B.
- Orthodontia coverage expanded to adults under the Buy-Up Dental Plan.

Health Coverage

The City medical insurance plan is self-funded for active and retired employees. To mitigate the risk of catastrophic claims that exceed \$375,000 per individual in a plan year, the City purchases stop-loss insurance. The City uses third-party claims administrators to provide medical administration services and to pay medical and prescription drug claims. Blue Cross Blue Shield of North Carolina administers medical claims, and Prime Therapeutics—Blue Cross Blue Shield of North Carolina administers the prescription drug plan.

Monthly Medical Premiums:

Effective January 1, 2025, permanent part-time employees working 30 hours per week are eligible for Plan B health coverage for employee only, employee plus child, and employee plus children, and the employee-compliant monthly premiums are:

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

Effective January 1, 2025, 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

FY25 EMPLOYEE COMPENSATION AND BENEFITS RECOMMENDATIONS

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

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

Per City Council resolutions, the rates and dependent subsidies offered to retirees from the City of Raleigh depend on their hire date and years of service.

Service Retiree Coverage

- Retirees hired before July 1, 2008, are eligible for health insurance paid by the City until age 65.
- For those hired on or after July 1, 2008, those who retire with 15 years of service will be eligible to have 50% of their medical plan premium cost covered by the City until age 65. With 25 years of service, retirees will receive complete coverage paid by the City until age 65. At intervals between 15 and 25 years, an additional 5% of the employer contribution will be paid by the City in addition to the 15-year 50% amount.

Medical Coverage for Retiree Spouses and Dependents

- Retirees hired before July 1, 2007, are eligible for the City to pay a portion of the cost for spousal and dependent medical coverage.
- Retirees hired on or after July 1, 2007, retirees must fund 100% of the cost to the City for elected spousal or dependent medical coverage.

Wellness Plan Changes Effective January 1, 2025

At the City of Raleigh, we prioritize promoting well-being through preventative wellness programs that aim at reducing chronic illness and disability and improving productivity and health outcomes. Employees and retirees (and covered spouses) can participate annually in the City's Wellness Program from January 1 through December 31 to earn an insurance premium discount. In 2025, employees, retirees, and covered spouses (if applicable) on the City's Health Insurance plan are individually required to complete the following annual wellness assessment (AWA) requirements to qualify for the premium discount effective January 1, 2026:

AWA Requirements	Monthly Premium Discount
1. Biometric Screening	\$50.00
2. Online Health Risk Assessment (HRA)	
3. One Additional Wellness Calendar Activity	\$50.00
Total Discount:	\$100.00

FY25 EMPLOYEE COMPENSATION AND BENEFITS RECOMMENDATIONS

Dental Coverage

The City dental plan is self-funded for active employees. Delta Dental is the City's third-party claims administrator, providing dental administrative services and paying for dental claims.

Monthly Dental Premiums:

Effective January 1, 2025, the monthly dental premiums for full-time and permanent part-time employees working 30 hours per week are:

Plan Type	Core	Buy-Up Plan
Employee Only	\$0.00	\$10.25
Employee + Spouse	\$13.10	\$34.33
Employee + Child	\$7.15	\$25.74
Employee + Children	\$9.52	\$28.88
Family	\$27.20	\$63.04

Vision Coverage

The City offers a voluntary, employee-paid vision plan that gives employees access to a meaningful benefit. Employees must enroll in the plan for coverage.

Monthly Vision Premiums:

Effective January 1, 2025, monthly vision premiums for full-time and permanent part-time employees working 30 hours per week are:

Plan Type	Base Plan	Buy-Up Plan
Employee Only	\$2.10	\$3.97
Employee + Spouse	\$4.20	\$7.92
Employee + Child	\$4.50	\$8.49
Employee + Children	\$7.18	\$13.59

Permanent Part-Time (30-Hour) Employee Benefit Expansion

We value our employees and their contributions and want to ensure our benefits package remains competitive. The City has expanded benefits offerings for part-time employees working 30 hours per week. Beginning January 1, 2025, part-time employees working 30 hours per week will be eligible for the following benefits:

- Dental
- Vision
- Employee Assistance Program (Eight (8) Sessions per year)
- Paid Basic Life Insurance (1X Salary)
- Supplemental Life Insurance
- Flexible Spending

ATTACHMENTS

Attachment A – Recommended Police and Fire Pay Structures

Attachment B – Recommended General Pay Structure

Attachment C – Recommended Broadband Pay Structure

Attachment D – Job Classifications

The Job Classifications table is updated annually to include all recommended classification and compensation adjustments, including the special market review. Classifications in bold were reviewed as part of the 2024 special market review.

Attachment E – Calendar Year 2025 Holiday Schedule

The City Council annually approves the Holiday Schedule for employees. No changes are proposed for Calendar Year 2025.

Attachment F – Glossary of Compensation and Benefits Terms

PAY STRUCTURES

Attachment A (Effective 9/21/2024) **POLICE AND FIRE PAY STRUCTURES**

	Classification	Minimum	Midpoint	Maximum
Open Range	Police Officer	\$55,331	\$70,450	\$85,570
	Senior Police Officer	\$61,809	\$79,532	\$97,255
	Police Detective	\$66,993	\$86,202	\$105,410
	Police Sergeant	\$83,022	\$96,736	\$110,449
Broadband	Police Lieutenant	\$91,324	\$104,541	\$117,758
	Police Captain	\$100,456	\$112,842	\$125,228
	Police Major	\$110,501	\$129,405	\$148,308
	Deputy Police Chief	\$121,551	\$144,093	\$166,636

	Classification	Minimum	Midpoint	Maximum
Open Range	Firefighter	\$51,194	\$66,088	\$80,982
	Senior Firefighter	\$54,315	\$70,742	\$87,169
	Fire Lieutenant	\$62,748	\$81,558	\$100,369
	Deputy Fire Marshal	\$63,932	\$83,097	\$102,263
	Fire Captain	\$81,988	\$95,757	\$109,525
Broadband	Assistant Fire Marshal	\$90,186	\$102,818	\$115,449
	Fire Battalion Chief	\$99,204	\$112,216	\$125,228
	Division Fire Chief	\$109,125	\$124,648	\$140,170
	Fire Marshal / Assistant Fire Chief	\$120,038	\$143,337	\$166,636

- These pay structures apply to sworn police personnel up to the rank of Deputy Chief and uniformed fire positions up to the rank of Fire Marshal/Assistant Fire Chief.
- Advancement within the pay range requires successful job performance, specific skills, certifications, or a combination of these criteria.
- Police recruits begin their careers at the starting pay adopted by City Council after the 2024 special market review for the Police Officer classification. This change is effective 10/05/2024.
- Fire recruits begin their careers at the starting pay adopted by City Council after the 2024 special market review for the Firefighter classification. This change is effective 10/05/2024.

Attachment B (Effective 9/21/2024) GENERAL PAY STRUCTURE

Minimum	Midpoint	Maximum
\$41,677	\$46,887	\$52,097
\$41,764	\$48,446	\$55,128
\$41,851	\$50,012	\$58,173
\$41,939	\$51,585	\$61,232
\$42,027	\$53,177	\$64,326
\$42,357	\$55,418	\$68,480
\$45,245	\$59,198	\$73,150
\$48,389	\$63,311	\$78,234
\$52,988	\$69,328	\$85,668

- The General Pay Structure applies to approximately 2,000 full-time administration, skilled trade, and labor positions within the City.
- This structure offers salary increases based on job performance as employees advance through the range.
- Adherence to predetermined pay grades helps the City ensure fair, honest, and unbiased pay progression and provides room for employee growth.
- The City Council has the authority to modify the structure of the compensation programs at any time.

Attachment C (Effective 9/21/2024) BROADBAND PAY STRUCTURE

	Minimum	Midpoint	Maximum
Supervisors and Technical Positions	\$45,757	\$65,205	\$84,652
	\$49,837	\$71,018	\$92,198
	\$53,915	\$76,829	\$99,744
	\$59,023	\$84,109	\$109,194
	\$62,768	\$89,444	\$116,121
	\$66,512	\$94,780	\$123,049
Managers	\$70,257	\$100,117	\$129,977
	\$74,337	\$105,930	\$137,523
	\$78,415	\$111,741	\$145,067
	\$83,523	\$119,020	\$154,518
	\$89,648	\$127,748	\$165,849
Directors and Executives	\$94,756	\$135,027	\$175,298
	\$99,494	\$141,779	\$184,064
	\$104,468	\$148,868	\$193,268
	\$109,692	\$156,311	\$202,931
	\$115,177	\$164,128	\$213,078
	\$132,453	\$188,746	\$245,039
	\$145,698	\$207,620	\$269,543
\$160,269	\$228,383	\$296,497	

- The broadband pay structure applies to approximately 1,000 full-time technical, supervisory, managerial, and executive positions.
- This structure has fewer pay levels and broader pay ranges. This reduces the need for reclassifications and offers employees longer-term salary potential in the same position.
- The broad salary ranges provide managers with the flexibility to hire employees with varying levels of experience based on organizational needs.
- Pay increases are determined based on an individual's performance, including certifications and contributions to the organization, rather than solely on experience.

Attachment D (Effective 9/21/2024)
JOB CLASSIFICATIONS

Attachment D (Effective 09/21/2024) - JOB CLASSIFICATIONS

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Administrative Specialist	N	\$42,027	\$42,027	\$53,177	\$64,326
Administrative Supervisor	E	\$59,023	\$59,023	\$84,109	\$109,194
Administrative Support Supervisor	N	\$48,389	\$48,389	\$63,311	\$78,234
Administrative Technician	N	\$41,851	\$41,851	\$50,012	\$58,173
Animal Control Officer	N	\$41,939	\$41,939	\$51,585	\$61,232
Animal Control Officer, Senior	N	\$42,027	\$42,027	\$53,177	\$64,326
Animal Control Supervisor	N	\$48,389	\$48,389	\$63,311	\$78,234
Arts and Cultural Services Supervisor, Senior	E	\$62,768	\$62,768	\$89,444	\$116,121
Assistant City Clerk	N	\$52,988	\$52,988	\$69,328	\$85,668
Assistant City Manager	E	\$145,698	\$145,698	\$207,620	\$269,543
Assistant Department Director I	E	\$89,648	\$89,648	\$127,748	\$165,849
Assistant Department Director II	E	\$94,756	\$94,756	\$135,027	\$175,298
Assistant Fire Chief	E	\$121,551	\$121,551	\$150,204	\$178,857
Assistant Fire Marshal	E	\$90,187	\$90,187	\$102,818	\$115,449
Associate City Attorney	E	\$100,388	\$100,388	\$143,054	\$185,721
Box Office Operations Supervisor	E	\$45,757	\$45,757	\$65,205	\$84,652
Box Office Technician	N	\$41,939	\$41,939	\$51,585	\$61,232
Business Services Manager	E	\$70,257	\$70,257	\$100,117	\$129,977
Business Systems Analyst*	E	\$53,915	\$56,100	\$76,829	\$99,744
Business Systems Analyst, Senior*	E	\$59,023	\$63,240	\$84,109	\$109,194
Business Systems Specialist	N	\$42,027	\$42,027	\$53,177	\$64,326
Chief Building Official	E	\$74,337	\$74,337	\$105,930	\$137,523
Chief Inspection Compliance Officer	E	\$62,768	\$62,768	\$89,444	\$116,121
Chief Officer I	E	\$115,177	\$115,177	\$164,128	\$213,078
Chief Officer II	E	\$132,453	\$132,453	\$188,746	\$245,039
Code Compliance Officer	E	\$45,245	\$45,245	\$59,198	\$73,150
Communications Administrator*	E	\$62,768	\$70,768	\$89,444	\$116,121
Communications Analyst*	E	\$45,757	\$51,141	\$65,205	\$84,652
Communications Analyst, Senior	E	\$53,915	\$53,915	\$76,829	\$99,744
Communications and Marketing Supervisor	E	\$62,768	\$62,768	\$89,444	\$116,121
Communications Manager	E	\$70,257	\$70,257	\$100,117	\$129,977
Communications Relations Coordinator	N	\$48,389	\$48,389	\$63,311	\$78,234
Community Development Coordinator	N	\$45,245	\$45,245	\$59,198	\$73,150
Community Development Planner Analyst	E	\$49,837	\$49,837	\$71,018	\$92,198
Community Development Planner Analyst, Senior	E	\$53,915	\$53,915	\$76,829	\$99,744
Community Development Supervisor I*	E	\$59,023	\$64,260	\$84,109	\$109,194
Community Development Supervisor II*	E	\$62,768	\$64,260	\$89,444	\$116,121
Community Relations Analyst*	E	\$45,757	\$51,141	\$65,205	\$84,652
Community Relations Analyst, Senior	E	\$53,915	\$53,915	\$76,829	\$99,744
Community Relations Coordinator	N	\$48,389	\$48,389	\$63,311	\$78,234

Attachment D (Effective 09/21/2024) - JOB CLASSIFICATIONS

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Community Relations Specialist	N	\$42,357	\$42,357	\$55,418	\$68,480
Community Relations Supervisor	E	\$59,023	\$59,023	\$84,109	\$109,194
Compliance/Inspection Supervisor	E	\$62,768	\$62,768	\$89,444	\$116,121
Curator	E	\$49,837	\$49,837	\$71,018	\$92,198
Curator, Senior	E	\$53,915	\$53,915	\$76,829	\$99,744
Customer Service Representative	N	\$41,851	\$41,851	\$50,012	\$58,173
Customer Service Supervisor	N	\$48,389	\$48,389	\$63,311	\$78,234
Customer Service Technician	N	\$41,939	\$41,939	\$51,585	\$61,232
Customer Service Technician, Senior	N	\$42,027	\$42,027	\$53,177	\$64,326
Department Director I	E	\$99,494	\$99,494	\$141,779	\$184,064
Department Director II	E	\$109,692	\$109,692	\$156,311	\$202,931
Deputy City Attorney	E	\$121,471	\$121,471	\$173,096	\$224,721
Deputy City Clerk	E	\$59,023	\$59,023	\$84,109	\$109,194
Deputy City Manager	E	\$160,269	\$160,269	\$228,383	\$296,497
Deputy Fire Marshal	N	\$63,932	\$63,932	\$83,098	\$102,264
Deputy Police Chief	E	\$121,551	\$121,551	\$150,204	\$178,857
Development Services Manager	E	\$70,257	\$70,257	\$100,117	\$129,977
Development Services Operations Supervisor	E	\$53,915	\$53,915	\$76,829	\$99,744
Development Services Specialist	N	\$45,245	\$45,245	\$59,198	\$73,150
Development Services Specialist, Senior	N	\$48,389	\$48,389	\$63,311	\$78,234
Development Services Supervisor	E	\$62,768	\$62,768	\$89,444	\$116,121
Development Services Supervisor, Senior	E	\$70,257	\$70,257	\$100,117	\$129,977
Development Services Technician	N	\$41,939	\$41,939	\$51,585	\$61,232
Division Fire Chief	E	\$109,126	\$109,126	\$124,648	\$140,171
Economic Development Analyst	E	\$49,837	\$49,837	\$71,018	\$92,198
Economic Development Analyst, Senior	E	\$53,915	\$53,915	\$76,829	\$99,744
Economic Development Coordinator	N	\$48,389	\$48,389	\$63,311	\$78,234
Electrician	N	\$42,357	\$42,357	\$55,418	\$68,480
Electrician, Senior	N	\$45,245	\$45,245	\$59,198	\$73,150
Emergency Communications Call Taker*	N	\$42,027	\$45,323	\$53,177	\$64,326
Emergency Communications Manager	E	\$70,257	\$70,257	\$100,117	\$129,977
Emergency Communications Operations Manager	E	\$59,023	\$59,023	\$84,109	\$109,194
Emergency Communications Specialist	E	\$52,988	\$52,988	\$69,328	\$85,668
Emergency Communications Supervisor	E	\$53,915	\$53,915	\$76,829	\$99,744
Emergency Telecommunicator	E	\$45,245	\$45,245	\$59,198	\$73,150
Emergency Telecommunicator, Senior	N	\$48,389	\$48,389	\$63,311	\$78,234
Engineer*	E	\$53,915	\$57,166	\$76,829	\$99,744
Engineer, Senior	E	\$62,768	\$62,768	\$89,444	\$116,121
Engineering Manager*	E	\$78,415	\$87,455	\$111,741	\$145,067
Engineering Specialist	N	\$48,389	\$48,389	\$63,311	\$78,234

Attachment D (Effective 09/21/2024) - JOB CLASSIFICATIONS

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Engineering Specialist, Senior	N	\$52,988	\$52,988	\$69,328	\$85,668
Engineering Supervisor	E	\$66,512	\$66,512	\$94,780	\$123,049
Engineering Supervisor, Senior*	E	\$70,257	\$73,845	\$100,117	\$129,977
Engineering Support Supervisor	N	\$49,837	\$49,837	\$71,018	\$92,198
Engineering Technician	N	\$42,357	\$42,357	\$55,418	\$68,480
Engineering Technician, Senior	N	\$45,245	\$45,245	\$59,198	\$73,150
Environmental and Sustainability Analyst*	E	\$49,837	\$56,100	\$71,018	\$92,198
Environmental and Sustainability Analyst, Senior*	E	\$53,915	\$61,200	\$76,829	\$99,744
Environmental and Sustainability Specialist	N	\$45,245	\$45,245	\$59,198	\$73,150
Events Coordinator	N	\$45,245	\$45,245	\$59,198	\$73,150
Events Planner	E	\$49,837	\$49,837	\$71,018	\$92,198
Events Planner, Senior	E	\$53,915	\$53,915	\$76,829	\$99,744
Events Supervisor	E	\$66,512	\$66,512	\$94,780	\$123,049
Events Technician	N	\$41,851	\$41,851	\$50,012	\$58,173
Executive Management Coordinator	N	\$48,389	\$48,389	\$63,311	\$78,234
Executive Management Coordinator, Senior	E	\$49,837	\$49,837	\$71,018	\$92,198
Fire Battalion Chief	E	\$99,205	\$99,205	\$112,217	\$125,228
Fire Captain	N	\$81,989	\$81,989	\$95,757	\$109,526
Fire Lieutenant	N	\$62,748	\$62,748	\$81,559	\$100,370
Fire Marshal	E	\$120,039	\$120,039	\$143,338	\$166,637
Firefighter	N	\$51,194	\$51,194	\$66,088	\$80,982
Firefighter Recruit	N	\$51,194	\$51,194	-	-
Fiscal Analyst	E	\$53,915	\$53,915	\$76,829	\$99,744
Fiscal Analyst, Senior*	E	\$59,023	\$60,787	\$84,109	\$109,194
Fiscal Manager I	E	\$70,257	\$70,257	\$100,117	\$129,977
Fiscal Manager II	E	\$74,337	\$74,337	\$105,930	\$137,523
Fiscal Specialist	N	\$42,027	\$42,027	\$53,177	\$64,326
Fiscal Specialist, Senior	N	\$42,357	\$42,357	\$55,418	\$68,480
Fiscal Supervisor*	E	\$62,768	\$66,546	\$89,444	\$116,121
Fiscal Support Supervisor	N	\$45,245	\$45,245	\$59,198	\$73,150
Fleet Maintenance Manager*	E	\$62,768	\$68,340	\$89,444	\$116,121
Fleet Maintenance Operations Supervisor*	N	\$52,988	\$54,919	\$69,328	\$85,668
Fleet Maintenance Specialist	N	\$42,357	\$42,357	\$55,418	\$68,480
Fleet Maintenance Specialist, Senior	N	\$48,389	\$48,389	\$63,311	\$78,234
Fleet Maintenance Superintendent	E	\$59,023	\$59,023	\$84,109	\$109,194
Fleet Maintenance Supervisor	E	\$59,023	\$59,023	\$84,109	\$109,194
Fleet Maintenance Technician	N	\$41,939	\$41,939	\$51,585	\$61,232
Fleet Maintenance Technician, Senior	N	\$42,027	\$42,027	\$53,177	\$64,326
GIS Analyst*	E	\$53,915	\$56,100	\$76,829	\$99,744
GIS Analyst, Senior*	E	\$59,023	\$63,240	\$84,109	\$109,194

Attachment D (Effective 09/21/2024) - JOB CLASSIFICATIONS

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
GIS Specialist	N	\$48,389	\$48,389	\$63,311	\$78,234
GIS Technician	N	\$45,245	\$45,245	\$59,198	\$73,150
Greenway Manager	E	\$59,023	\$59,023	\$84,109	\$109,194
Health and Safety Analyst*	E	\$45,757	\$49,980	\$65,205	\$84,652
Health and Safety Analyst, Senior*	E	\$49,837	\$54,060	\$71,018	\$92,198
Health and Safety Specialist	N	\$45,245	\$45,245	\$59,198	\$73,150
Health and Safety Specialist, Senior	N	\$48,389	\$48,389	\$63,311	\$78,234
Housing Compliance Inspector	N	\$48,389	\$48,389	\$63,311	\$78,234
Housing Compliance Inspector, Senior	N	\$52,988	\$52,988	\$69,328	\$85,668
Housing Compliance Officer	N	\$45,245	\$45,245	\$59,198	\$73,150
Housing Inspection Administrator	E	\$66,512	\$66,512	\$94,780	\$123,049
Human Resources Analyst	E	\$49,837	\$49,837	\$71,018	\$92,198
Human Resources Analyst, Senior*	E	\$53,915	\$59,201	\$76,829	\$99,744
Human Resources Coordinator	N	\$48,389	\$48,389	\$63,311	\$78,234
Human Resources Manager	E	\$70,257	\$70,257	\$100,117	\$129,977
Human Resources Supervisor*	E	\$59,023	\$68,283	\$84,109	\$109,194
Internal Auditor	E	\$53,915	\$53,915	\$76,829	\$99,744
Internal Auditor, Senior	E	\$59,023	\$59,023	\$84,109	\$109,194
Inventory and Warehouse Supervisor	E	\$45,245	\$45,245	\$59,198	\$73,150
Inventory Technician	N	\$41,851	\$41,851	\$50,012	\$58,173
Laboratory Scientist	E	\$45,757	\$45,757	\$65,205	\$84,652
Laboratory Scientist Supervisor	E	\$59,023	\$59,023	\$84,109	\$109,194
Laboratory Scientist, Senior	E	\$49,837	\$49,837	\$71,018	\$92,198
Laboratory Specialist	N	\$42,027	\$42,027	\$53,177	\$64,326
Landscape Architect	E	\$59,023	\$59,023	\$84,109	\$109,194
Maintenance and Operations Crew Supervisor	N	\$48,389	\$48,389	\$63,311	\$78,234
Maintenance and Operations Manager	E	\$70,257	\$70,257	\$100,117	\$129,977
Maintenance and Operations Superintendent*	E	\$49,837	\$54,336	\$71,018	\$92,198
Maintenance and Operations Supervisor	E	\$59,023	\$59,023	\$84,109	\$109,194
Maintenance Specialist	N	\$42,357	\$42,357	\$55,418	\$68,480
Maintenance Specialist, Senior	N	\$45,245	\$45,245	\$59,198	\$73,150
Maintenance Technician	N	\$41,939	\$41,939	\$51,585	\$61,232
Maintenance Technician, Senior	N	\$42,027	\$42,027	\$53,177	\$64,326
Maintenance Worker	N	\$41,851	\$41,851	\$50,012	\$58,173
Natural Resources and Parks Crew Supervisor	N	\$52,988	\$52,988	\$69,328	\$85,668
Natural Resources and Parks Operations Supervisor	E	\$49,837	\$49,837	\$71,018	\$92,198
Natural Resources and Parks Specialist	N	\$42,357	\$42,357	\$55,418	\$68,480
Natural Resources and Parks Specialist, Senior	N	\$48,389	\$48,389	\$63,311	\$78,234
Natural Resources and Parks Superintendent	E	\$59,023	\$59,023	\$84,109	\$109,194
Natural Resources and Parks Supervisor	E	\$62,768	\$62,768	\$89,444	\$116,121

Attachment D (Effective 09/21/2024) - JOB CLASSIFICATIONS

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Natural Resources and Parks Supervisor, Senior	E	\$66,512	\$66,512	\$94,780	\$123,049
Nurse	E	\$49,837	\$49,837	\$71,018	\$92,198
Office Assistant	N	\$41,764	\$41,764	\$48,446	\$55,128
Paralegal	N	\$45,245	\$45,245	\$59,198	\$73,150
Parking Enforcement Rep	N	\$41,851	\$41,851	\$50,012	\$58,173
Parking Manager	E	\$70,257	\$70,257	\$100,117	\$129,977
Parking Operations Supervisor	N	\$48,389	\$48,389	\$63,311	\$78,234
Parking Specialist	N	\$42,027	\$42,027	\$53,177	\$64,326
Parking Superintendent	E	\$45,757	\$45,757	\$65,205	\$84,652
Physician Assistant	E	\$74,337	\$74,337	\$105,930	\$137,523
Planner*	E	\$45,757	\$49,795	\$65,205	\$84,652
Planner, Senior	E	\$59,023	\$59,023	\$84,109	\$109,194
Planning Manager	E	\$70,257	\$70,257	\$100,117	\$129,977
Planning Specialist	N	\$45,245	\$45,245	\$59,198	\$73,150
Planning Supervisor*	E	\$62,768	\$64,770	\$89,444	\$116,121
Plans Examiner	N	\$52,988	\$52,988	\$69,328	\$85,668
Plans Examiner Multi Trade	N	\$52,988	\$52,988	\$69,328	\$85,668
Plans Examiner Multi Trade, Senior*	N	\$49,837	\$56,100	\$71,018	\$92,198
Plans Examiner, Senior*	N	\$49,837	\$56,100	\$71,018	\$92,198
Plant Operations Manager	E	\$78,415	\$78,415	\$111,741	\$145,067
Plant Operations Specialist	N	\$42,357	\$42,357	\$55,418	\$68,480
Plant Operations Specialist, Senior	N	\$45,245	\$45,245	\$59,198	\$73,150
Plant Operations Superintendent	E	\$62,768	\$62,768	\$89,444	\$116,121
Plant Operations Supervisor*	E	\$49,837	\$54,570	\$71,018	\$92,198
Police Captain	E	\$100,456	\$100,456	\$112,842	\$125,228
Police Detective	N	\$66,993	\$66,993	\$86,202	\$105,411
Police Lieutenant	E	\$91,324	\$91,324	\$104,541	\$117,758
Police Major	E	\$110,502	\$110,502	\$129,405	\$148,309
Police Officer	N	\$55,331	\$55,331	\$70,451	\$85,570
Police Officer Recruit	N	\$55,331	\$55,331	-	-
Police Sergeant	E	\$83,023	\$83,023	\$96,736	\$110,450
Procurement Analyst	E	\$49,837	\$49,837	\$71,018	\$92,198
Procurement Analyst, Senior	E	\$53,915	\$53,915	\$76,829	\$99,744
Procurement Manager	E	\$70,257	\$70,257	\$100,117	\$129,977
Procurement Supervisor	E	\$59,023	\$59,023	\$84,109	\$109,194
Psychologist	E	\$62,768	\$62,768	\$89,444	\$116,121
Public Safety Analyst	E	\$49,837	\$49,837	\$71,018	\$92,198
Public Safety Specialist	N	\$42,027	\$42,027	\$53,177	\$64,326
Public Safety Specialist, Senior	N	\$45,245	\$45,245	\$59,198	\$73,150
Public Safety Technician	N	\$41,851	\$41,851	\$50,012	\$58,173

Attachment D (Effective 09/21/2024) - JOB CLASSIFICATIONS

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Public Safety Technician, Senior	N	\$41,939	\$41,939	\$51,585	\$61,232
Real Estate Analyst	E	\$45,757	\$45,757	\$65,205	\$84,652
Real Estate Analyst, Senior	E	\$53,915	\$53,915	\$76,829	\$99,744
Real Estate Manager	E	\$70,257	\$70,257	\$100,117	\$129,977
Real Estate Supervisor	E	\$62,768	\$62,768	\$89,444	\$116,121
Records Supervisor	N	\$45,245	\$45,245	\$59,198	\$73,150
Records Technician	N	\$41,939	\$41,939	\$51,585	\$61,232
Recreation Programs Analyst	E	\$45,757	\$45,757	\$65,205	\$84,652
Recreation Programs Assistant	N	\$41,677	\$41,677	\$46,887	\$52,097
Recreation Programs Specialist	N	\$42,027	\$42,027	\$53,177	\$64,326
Recreation Programs Supervisor	E	\$59,023	\$59,023	\$84,109	\$109,194
Recreation Progs Analyst, Senior	E	\$53,915	\$53,915	\$76,829	\$99,744
Risk Management Analyst*	E	\$49,837	\$54,060	\$71,018	\$92,198
Risk Management Specialist	N	\$45,245	\$45,245	\$59,198	\$73,150
Risk Manager	E	\$66,512	\$66,512	\$94,780	\$123,049
Sales and Marketing Analyst*	E	\$49,837	\$52,935	\$71,018	\$92,198
Sales and Marketing Analyst, Senior	E	\$53,915	\$53,915	\$76,829	\$99,744
Sales and Marketing Specialist	N	\$45,245	\$45,245	\$59,198	\$73,150
Sales and Marketing Supervisor	E	\$62,768	\$62,768	\$89,444	\$116,121
Sales and Marketing Supervisor, Senior	E	\$70,257	\$70,257	\$100,117	\$129,977
Security Guard	N	\$41,764	\$41,764	\$48,446	\$55,128
Security Manager	E	\$59,023	\$59,023	\$84,109	\$109,194
Security Supervisor	E	\$49,837	\$49,837	\$71,018	\$92,198
Senior Associate City Attorney	E	\$110,427	\$110,427	\$157,360	\$204,293
Senior Deputy City Attorney	E	\$145,765	\$145,765	\$207,715	\$269,666
Senior Firefighter	N	\$59,748	\$59,748	\$73,459	\$87,170
Senior Manager	E	\$83,523	\$83,523	\$119,020	\$154,518
Senior Police Officer	N	\$61,809	\$61,809	\$79,532	\$97,255
Senior Video Prod Engineer	E	\$53,915	\$53,915	\$76,829	\$99,744
Special Events Coordinator	N	\$45,245	\$45,245	\$59,198	\$73,150
Special Events Planner	E	\$49,837	\$49,837	\$71,018	\$92,198
Technology Analyst*	E	\$62,768	\$67,320	\$89,444	\$116,121
Technology Analyst, Senior*	E	\$66,512	\$70,380	\$94,780	\$123,049
Technology Manager*	E	\$83,523	\$84,660	\$119,020	\$154,518
Technology Project Manager*	E	\$70,257	\$76,500	\$100,117	\$129,977
Technology Specialist	N	\$48,389	\$48,389	\$63,311	\$78,234
Technology Specialist, Senior	N	\$52,988	\$52,988	\$69,328	\$85,668
Technology Supervisor*	E	\$70,257	\$76,500	\$100,117	\$129,977
Technology Systems Admin*	E	\$59,023	\$63,240	\$84,109	\$109,194
Technology Technician	N	\$42,027	\$42,027	\$53,177	\$64,326

Attachment D (Effective 09/21/2024) - JOB CLASSIFICATIONS

Job Classification Title	FLSA	Range Minimum	Hiring Minimum	Range Midpoint	Range Maximum
Technology Technician, Senior	N	\$42,357	\$42,357	\$55,418	\$68,480
Ticket Seller	N	\$41,851	\$41,851	\$50,012	\$58,173
Trades Inspector	N	\$48,389	\$48,389	\$63,311	\$78,234
Trades Inspector, Senior	N	\$52,988	\$52,988	\$69,328	\$85,668
Trades Maintenance Specialist	N	\$42,357	\$42,357	\$55,418	\$68,480
Trades Maintenance Specialist, Senior	N	\$45,245	\$45,245	\$59,198	\$73,150
Training and Development Analyst	E	\$45,757	\$45,757	\$65,205	\$84,652
Training and Development Analyst, Senior	E	\$53,915	\$53,915	\$76,829	\$99,744
Training and Development Coordinator*	N	\$52,988	\$54,919	\$69,328	\$85,668
Training and Development Supervisor	E	\$62,768	\$62,768	\$89,444	\$116,121
Transportation Analyst	E	\$49,837	\$49,837	\$71,018	\$92,198
Transportation Analyst, Senior	E	\$53,915	\$53,915	\$76,829	\$99,744
Transportation Crew Supervisor	N	\$48,389	\$48,389	\$63,311	\$78,234
Transportation Manager	E	\$74,337	\$74,337	\$105,930	\$137,523
Transportation Specialist	N	\$42,357	\$42,357	\$55,418	\$68,480
Transportation Specialist, Senior	N	\$45,245	\$45,245	\$59,198	\$73,150
Transportation Superintendent	E	\$53,915	\$53,915	\$76,829	\$99,744
Transportation Supervisor	E	\$62,768	\$62,768	\$89,444	\$116,121
Transportation Technician	N	\$42,027	\$42,027	\$53,177	\$64,326
Transportation Worker	N	\$41,764	\$41,764	\$48,446	\$55,128
Utilities Analyst	E	\$45,757	\$45,757	\$65,205	\$84,652
Utilities Analyst, Senior	E	\$53,915	\$53,915	\$76,829	\$99,744
Utilities Coordinator	N	\$48,389	\$48,389	\$63,311	\$78,234
Utilities Crew Supervisor	N	\$48,389	\$48,389	\$63,311	\$78,234
Utilities Manager*	E	\$70,257	\$77,834	\$100,117	\$129,977
Utilities Specialist	N	\$42,357	\$42,357	\$55,418	\$68,480
Utilities Specialist, Senior	N	\$45,245	\$45,245	\$59,198	\$73,150
Utilities Technician	N	\$41,939	\$41,939	\$51,585	\$61,232
Utilities Technician, Senior	N	\$42,027	\$42,027	\$53,177	\$64,326
Utilities Worker	N	\$41,764	\$41,764	\$48,446	\$55,128
Video Producer	N	\$52,988	\$52,988	\$69,328	\$85,668
Video Production Administrator	E	\$62,768	\$62,768	\$89,444	\$116,121
Video Production Engineer	N	\$49,837	\$49,837	\$71,018	\$92,198
Video Production Supervisor	E	\$62,768	\$62,768	\$89,444	\$116,121
Welder	N	\$42,027	\$42,027	\$53,177	\$64,326

*Represents jobs with a special minimum hiring rate.

Jobs in **bold** were reviewed as part of the 2024 special market review.

City Manager and City Attorney jobs are unclassified.

All jobs above represent full-time classifications

CALENDAR YEAR 2025 HOLIDAY SCHEDULE

Holiday	Observance Date	Day of Week
New Year's Day	January 1, 2025	Wednesday
Martin Luther King, Jr. Birthday	January 20, 2025	Monday
Good Friday	April 18, 2025	Friday
Memorial Day	May 26, 2025	Monday
Juneteenth	June 19, 2025	Thursday
Independence Day	July 4, 2025	Friday
Labor Day	September 1, 2025	Monday
Veterans Day	November 11, 2025	Tuesday
Thanksgiving	November 27 & 28, 2025	Thursday & Friday
Christmas	December 24, 25 & 26, 2025	Wednesday, Thursday, and Friday

Benefits Terms

Administrative Services Only (ASO): An agreement employers use when they fund their employee benefit plan but hire an outside vendor (e.g., insurer or third-party administrator) to administer it and pay claims. Also referred to as self-insured plans. The City is self-insured and pays all medical and dental expenses from the Trust.

Infertility Treatment: Coverage of advanced infertility procedures, including prescription drugs, that aim to achieve pregnancy.

Musculoskeletal Program: Programs to prevent/treat conditions that affect body movement or the musculoskeletal system.

Orthodontia: Treatment for misaligned teeth and gums involves using special devices such as braces.

Self-Insured Health Plan: This type of health plan is employed by the City, and we collect premiums from enrolled members and are responsible for paying employees' and dependents' health claims (e.g., medical, and dental). We also can contract insurance services such as enrollment, claims processing, and provider networks with a third-party administrator.

Specific Stop-Loss Insurance: A form of excess risk coverage that protects the City as a self-insured employer against a high claim on any individual. The City utilizes this coverage as we have opted to pay our employees' health benefits out-of-pocket up to a certain dollar amount instead of using traditional fully insured group health insurance. With stop-loss insurance, the City can receive reimbursement from the stop-loss insurer for claims that exceed a pre-determined level. The City sets specific dollar amounts at renewal with the stop-loss insurer (Also known as individual stop-loss).

Compensation Terms

Annual Pay Increase: A percentage increase in base pay that employees who have met specified criteria receive based upon their annual performance evaluation on an effective date established by City policy or set by the City Council.

Base Pay: Base pay, also commonly referred to as base salary or basic salary, is a fixed amount that the City agrees to pay an employee in exchange for time and services agreed upon before the employee begins working. Base compensation is often expressed as an hourly rate, monthly income, or annual salary.

Broadband Pay Range Structure: Broadband pay range structures are more flexible and consolidate classifications into fewer pay ranges (or pay grades) with wider spreads and distances between ranges.

Compensation: Compensation refers to monetary payment given to an employee for services rendered. It includes components like Acting Pay, Base Pay, Bonus (if any), Certification Pay, Extra Duty Pay, Incentives, and Lump sum payment.

Job Classification: A system for objectively and accurately defining and evaluating a job's duties, responsibilities, tasks, and authority level.

Open Pay Range Structure: The open pay range structure has multiple pay ranges (or pay grades) with a relatively small distance between each range.

Pay Adjustment: A pay adjustment is an increase or decrease in an employee's base pay.

Pay Range (Minimum, Midpoint, Maximum): A Pay Range encompasses the minimum, midpoint, and maximum rates the City will pay for a job, usually determined through market analysis. The minimum rate typically represents the pay of an entry-level employee, and the maximum rate typically represents the pay of highly experienced employees. The range midpoint is an arithmetic mean of the minimum and maximum of the range, and it typically represents the market rate of the job.

Pay Structure: A pay structure is a collection of grades/pay ranges that define what each job role can be paid based on its value to the organization.

Reclassification: The assignment of a position from one job classification to a different one, based on a review and assessment of the position by the Human Resources Department and approved by the City Manager/Human







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