



Town of Chapel Hill, NC

Effective Date: July 1, 2025

Revised Date: July 1, 2025

ATTACHMENT 1

Approved By:

Mary Jane Nirdlinger Interim, Town Manager

Senior Management Structure

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
II	\$81,393	\$105,929	\$130,464	0625	ASSISTANT FIRE CHIEF
				0719	POLICE LEGAL ADVISOR
				1112	SR PARK PLNG & OPS MANAGER
III	\$89,735	\$116,786	\$143,837	0424	ASSISTANT DIR-HRD
				1213	ASSISTANT DIR-LIBRARY
				1111	ASSISTANT DIR-P&R-REC OPS
				0811	ASSISTANT DIR-PLANNING
				0549	ASSISTANT DIR-TRANSIT ADMIN
				0315	ASST DIR BUS MANAGEMENT
				1012	ASST DIR-AFF HOUS & COMM CONN
				0920	ASST DIR-BUILDG & DEV SCS
				1011	AST DIR OF ADMINISTRATION
				0128	COMMUNITY SUSTAINABILTY MGR
				0615	FIRE CHIEF-DEPUTY
				0132	HUMAN RELATIONS OFFICER
				0863	MANAGER OF ENGINEERING INFRAST
				0123	OMBUDS
				0211	TOWN CLERK
IV	\$109,074	\$141,955	\$174,835	1320	ASSISTANT DIR-PUBLIC WORKS
				0512	DEPUTY TRANSIT DIRECTOR
				0718	LEGAL ADVISOR-SR
				0711	POLICE CHIEF-ASSISTANT
V	\$126,267	\$164,422	\$202,576	0134	ASSISTANT TOWN ATTORNEY
				1008	DIR-AFF HOUS & COMM CONN
				0909	DIR-BUILDING & DEV SERVICES
				0310	DIR-BUSINESS MANAGEMENT
				0116	DIR-ECONOMIC DEVELOPMENT
				0144	DIR-EMR PREP & RISK MGMT
				0410	DIR-HUMAN RESOURCE DEVELOPMENT
				1209	DIR-LIBRARY COMM ARTS
				1110	DIR-PARKS AND REC
				0810	DIR-PLANNING

1310	DIR-PUBLIC WORKS
0510	DIR-TRANSPORTATION
1208	EXEC DIR-STRATEGIC COMMS
0848	EXEC DIR-TECHNOLOGY SOLUTIONS
0610	FIRE CHIEF
0709	POLICE CHIEF

VII	\$146,170	\$190,233	\$234,296
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0114	TOWN MANAGER-DEPUTY
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Exempt Structure

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
108	\$42,829	\$56,741	\$70,654	1025	HOUSING OFFICER
110	\$47,218	\$62,557	\$77,896	2111	ADMINISTRATIVE COORDINATOR
				0941	CODE ENFORCEMENT OFFICER- SR
				0926	ENGINEERING INSPECTOR-SR
				0939	PERMIT CENTER COORDINATOR
111	\$49,579	\$65,685	\$81,791	0226	ASSISTANT TOWN CLERK
				1035	COMMUNITY CONNECTIONS COORD
				0886	COMMUNITY EDUCATION COORD
				2112	POLICE ANALYST
				0754	POLICE WELLNESS COORDINATOR
				2177	RECORDS RETENTION MANAGER
				1133	SPECIALIZED RECREATION COORD
				0137	SUSTAINABILITY OUTREACH COORDI
112	\$52,058	\$69,777	\$87,496	0755	CRISIS COUNSELOR
				0561	CRISIS COUNSELOR-TRANSIT LIAIS
				1021	FUNDINGS PROGRAM COORDINATOR
				2176	GRAPHIC ARTIST
				0431	HUMAN RELATIONS PRGM MGR
				0835	PLANNER I
				1132	SPECIALIZED REC COORD-CERT
113	\$54,661	\$72,418	\$90,174	0361	ADMIN ANALYST PROC
				2110	ADMINISTRATIVE ANALYST
				0751	LEAD CRISIS COUNSELOR
				1336	OCC HEALTH & SAFETY OFFICER
				1455	PARK MAINTENANCE SUPV
				0834	PLANNER II
				1130	RECREATION SUPERVISOR

				1451	STORMWATER MAINT SUPERVISOR
				1450	STREETS SUPERVISOR
				0533	TRAINING COORDINATOR
114	\$60,264	\$79,841	\$99,418		
				0329	ACCOUNTANT - HOUSING
				0338	ACCOUNTS PAYABLE COORDINATOR
				1023	AFFORDABLE HSG DEVEL OFFICER
				0871	BUSINESS ANALYST
				1268	CHILD & FAMILY OUTREACH COORD
				0534	COMMUNITY OUTREACH MANAGER
				2227	DEPUTY TOWN CLERK
				0225	DIGITAL CONTENT COORDINATOR
				0624	EM MGMT COORDINATOR
				1410	FACILITIES SUPERVISOR
				0859	GIS ANALYST
				1028	HOUSING PROGRAMS COORDINATOR
				0438	HR CONSULTANT
				1265	LIBRARY ACCOUNTS COORDINATOR
				1272	LIBRARY EXP COORD ADULT PROG
				1251	LIBRARY MARKETING & COMM COORD
				1232	LIBRARY SYSTEMS COORDINATOR
				1274	MARKETING & COMM COORD
				1140	MARKTNG & RES DEVELOP ADMIN
				0143	MKTG & COMMUNICATIONS COORD
				0326	PAYROLL COORDINATOR
				1349	PROJECT MANAGER
				1117	PUBLIC ART COORDINATOR
				0363	REVENUE COORDINATOR
				0829	SAFE ROUTES TO SCHOOL COORD
				0830	SENIOR PLANNER
				1445	SOLID WASTE OPS SVCS COORD
				1273	SPECIAL EVENTS COORDINATOR
				0929	SR. COMMERCIAL PLANS REVIEWER
				0893	STORMWATER ANALYST
				0135	SUSTAINABILITY PROGRAM ANALYST
				0895	SYSTEMS SPECIALIST
				1606	TRAFFIC OPS SERVICES COORD
				0532	TRANSIT DEVELOPMENT MGR I
				0832	VISION ZERO COORDINATOR
115	\$63,277	\$83,833	\$104,388		
				0516	ADMINISTRATIVE SVCS MANAGER
				1613	ASSISTANT TRANSPORTATION ENGIN
				0318	BUDGET & MANAGEMENT ANALYST
				0881	BUSINESS ANALYST SR
				0345	DATA & ANALYTICS ANALYST
				0136	ECONOMIC DEVELOPMENT MGR
				0866	ENGINEER II

				0333	FINANCIAL SYSTEMS ANALYST
				2109	MANAGEMENT ANALYST
				0133	PARKING OPS ADMIN
				0334	PAYROLL & HR SYSTEMS ANALYST
				0557	QUALITY ASSUR./QUALITY CONTRL
				1134	RECREATION SUPERVISOR-SR
				0864	SENIOR GIS ANALYST
				0437	SENIOR-HRD CONSULTANT
116	\$66,441	\$88,025	\$109,608		
				0316	ACCT SUPV-PAYROLL & PAYABLES
				1332	ASSISTANT MAINTENANCE MANAGER
				0553	ASST OPERATIONS MANAGER-DEMAND
				1147	BUSINESS OPERATIONS MANAGER
				0750	CRISIS UNIT SUPERVISOR
				0525	DEPUTY OPERATIONS MANAGER
				1709	HOUSING MAINTENANCE SUPERVISOR
				0825	PRINCIPAL PLANNER
				1351	PROJECT MANAGER - SR
				0880	SURVEY PROJECT COORDINATOR
				0539	TRANSIT DEVELOPMENT MGR II
				0130	URBAN DESIGNER
117	\$69,763	\$94,564	\$119,365		
				1270	ACQUISITIONS & COLL. MANAGER
				0928	CODE COMPLIANCE MANAGER
				0762	COMMUNITY SERVICES PLANNER
				0867	ENGINEER III
				0870	ENGINEERING COORDINATOR-SR
				1271	LIBRARY EXPERIENCE MANAGER
				0875	NETWORK ENGINEER
				0113	STRATEGIC OPERATIONS ANALYST
				0852	SYSTEMS ADMINISTRATOR
				1269	YOUTH & FAMILY EXP. MANAGER
118	\$73,251	\$97,047	\$120,842		
				0527	GRANTS COMPLIANCE MANAGER
				0129	LEGAL SERVICES ADMINISTRATOR
				0422	RISK MANAGER
				0119	STRATEGIC PROJECT MANAGER
119	\$76,914	\$101,899	\$126,884		
				0323	ACCOUNTING MANAGER
				0362	ACCOUNTING PROJECTS MANAGER
				1022	AFFORDABLE HOUSING MANAGER
				0911	BUILDING OPERATIONS MANAGER
				0566	BUSINESS SERVICES MANAGER
				1352	CAPITAL PROJECT MANAGER
				1027	COMMUNITY CONNECTIONS MANAGER

0138	COMMUNITY RELATIONS MANAGER
1401	FACILITIES MANAGER
0321	FINANCIAL SYSTEMS MANAGER
1425	FLEET MANAGER
0847	GIS MANAGER
0869	IT MANAGER- SOLUTIONS ARC &APP
0879	IT OPERATIONS MANAGER
1329	MAINTENANCE MANAGER
0521	MANAGER-TRANSIT OPERATIONS
0224	MEDIA RELATIONS MGR
1350	PARK MAINTENANCE SUPT
0815	PLANNING MANAGER
0360	PURCHASING & CONTRACTS MANAGER
1120	RECREATION MANAGER
0868	SENIOR ENGINEER
1440	SOLID WASTE SERVICES MANAGER
1326	STREETS & CONS SVCS SUPT
0538	TRANSIT PLANNING MANAGER
1607	TRANSPORT. ENGINEERING MANAGER

120	\$80,759	\$106,994	\$133,229
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0877	CHIEF INFORM SECURITY OFF
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Non-Exempt Structure

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
206	\$31,959	\$42,341	\$52,723	1906	CONSTRUCTION WORKER I
				1705	HOUS MAINT MECH HELPER
				2174	OFFICE ASSISTANT
207	\$33,558	\$45,102	\$56,647	2219	COMMUNITY SAFETY SPECIALIST
				0575	PARKING ENFORCEMENT OFFICER
				2215	RECORDS TECHNICIAN
				2015	SOLID WASTE COLLECTOR
208	\$35,235	\$46,681	\$58,127	1907	CONSTRUCTION WORKER II
				1262	LIBRARY EXPERIENCE ASST.-PT
				2020	PARK MAINTENANCE SPECIALIST
				1645	SIGN & MARKING TECH I
				2010	SOLID WASTE EQUIP OP I
209	\$36,997	\$49,844	\$62,690	2157	ADMINISTRATIVE ASSISTANT
				1416	BLDG MAINT MECH I
				0766	CRASH ASSISTANCE RESPONDER
				0765	DEVELOPMENT TECH I

				1825	FLEET TECHNICIAN I
				1837	PARTS CLERK
				0845	PLANNING TECHNICIAN
				1145	RECREATION ASSISTANT
				1612	TRAFFIC SIGNAL TECH I
210	\$38,847	\$51,466	\$64,085		
				1848	BUS SHELTER AND AMENITIES ATT
				0944	DEVELOPMENT TECH II
				2225	HR ASSISTANT
				1261	LIBRARY EXPERIENCE ASSISTANT
				2022	PARK MAINTENANCE SPLST-CERT
				1036	RESIDENT SERVICES COORDINATOR
				1845	SERVICE ATTENDANT
				1640	SIGN & MARKING TECH II
				1915	SOLID WASTE EQUIP OP II
				0540	TRANSIT OPERATOR-DEM RESP
				0545	TRANSIT OPERATOR-FIXED ROUTE
				0546	TRANSIT OP-FIXED ROUTE- PT
211	\$40,789	\$54,039	\$67,289		
				1417	BLDG MAINT MECH II
				1840	BUS SERVICE TECHNICIAN
				1908	CONSTRUCTION WORKER III
				0945	DEVELOPMENT TECH - SENIOR
				1030	HOUSING OFFICER I
				0433	HRD TECHNICIAN
				2210	PERMIT TECHNICIAN-SENIOR
				1639	SIGN & MARKING TECH III
				1910	SOLID WASTE EQUIP OP III
				1934	STREET SWEEPER EQUIP OP
				1610	TRAFFIC SIGNAL TECH II
212	\$42,828	\$56,980	\$71,131		
				0339	ACCOUNTING TECH II
				0367	ADMINISTRATIVE SPECIALIST
				0571	ASSISTANT PARKING SVCS SUPV
				0942	CODE ENFORCEMENT OFFICER
				1909	CONSTRUCTION WORKER IV
				0948	INSPECTOR APPRENTICE
				1929	LEAD CONSTRUCTION WORKER
				1263	LIBRARY EXPERIENCE SPECIALIST
				0764	PEER SUPPORT SPECIALIST
				0365	REVENUE COLLECTOR
				1926	SR HEAVY EQUIPMENT OPERATOR
				0543	TRANSIT OPERATOR - SENIOR
213	\$44,969	\$60,729	\$76,489		
				1143	AQUATICS SPECIALIST

				1418	BLDG MAINT MECH III
				0518	COMMUTE SOLUTIONS MANAGER
				1922	CONSTRUCTION CREW SUPERVISOR
				1928	DRAINAGE CREW SUPERVISOR
				0925	ENGINEERING INSPECTOR
				0884	ENGINEERING TECHNICIAN
				0761	FORENSIC & EVIDENCE SPECIALIST
				1701	HOUSING MAINTENANCE MECHANIC
				0434	HRD SPECIALIST
				1638	LEAD SIGN & MARKING TECH
				1827	MECHANIC I-BUS
				2021	PARK MAINTENANCE CREW LDR
				0344	PAYROLL SPECIALIST
				1125	RECREATION SPECIALIST
				1449	SOLID WASTE SVCS CREW SUPV
				0891	STORMWATER SPECIALIST
				1465	STREET INSPECTOR
				1490	STREETS CREW SUPERVISOR
				1609	TRAFFIC SIGNAL TECH III
214	\$47,218	\$62,557	\$77,896		
				1630	ASSISTANT ARBORIST
				1611	LEAD TRAFFIC SIGNAL TECH
				1259	LIBRARY EXPERIENCE TECHNICIAN
215	\$49,579	\$65,685	\$81,791		
				1135	ASSISTANT RECREATION SUPV
				1414	FACILITIES SYSTEMS TECHNICIAN
				1820	FLEET TECHNICIAN II
				0855	INFORMATION TECH ANALYST
				0935	INSPECTOR I
				1821	MECHANIC II-BUS
				0570	PARKING SERVICES SUPERVISOR
				0440	RISK CLAIMS ADMINISTRATOR
				1702	SR HOUSING MAINTENANCE MECH
				0530	SUPERVISOR-TRANSIT
				0552	TRAIN & SAFETY SPEC- TRANSIT
216	\$52,058	\$69,227	\$86,395		
				0857	INFORMATION TECH ANALYST-SR
				0946	INSPECTOR II
				0554	LEAD TRANSIT SUPERVISOR
217	\$54,661	\$75,442	\$96,222		
				0930	INSPECTOR - SENIOR
				1819	MECHANIC III-BUS
				1625	MUNICIPAL ARBORIST
				1620	PARKS OUTREACH SPECIALIST
				1835	PARTS SUPERVISOR

				1818 1608	SENIOR FLEET TECHNICIAN TRAFFIC SIGNAL SYSTEMS ANALYST
218	\$57,394	\$78,447	\$99,500	2217	FLEET SYSTEMS TECHNICIAN
220	\$63,277	\$83,833	\$104,388	1431 1430	FLEET SUPERVISOR MECHANIC SUPERVISOR - BUS
Fire Structure					
<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
F1	\$43,678	\$43,678	\$43,678	0649	FIREFIGHTER RECRUIT
F2	\$43,678	\$56,844	\$70,010	0650	FIREFIGHTER LEVEL I
F3	\$45,862	\$59,768	\$73,674	0645	FIREFIGHTER-MASTER
F4	\$48,154	\$62,670	\$77,187	0635	FIRE EQUIPMENT OPERATOR
F5	\$53,090	\$69,094	\$85,099	0638 0636 0633	COMMUNITY RISK REDUCTION COORD FIRE INSPECTOR I FIRE LIEUTENANT
F6	\$55,745	\$72,549	\$89,354	0637	FIRE INSPECTOR II
F7	\$59,960	\$78,035	\$96,109	0630 0656 0632	FIRE CAPTAIN FIRE LOGISTICS OFFICER FIRE MARSHAL - ASSISTANT
F8	\$66,106	\$86,033	\$105,961	0631	FIRE MARSHAL- DEPUTY
F9	\$72,882	\$94,852	\$116,821	0620	BATTALION CHIEF
Police Structure					
<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
P1	\$50,000	\$51,500	\$53,000	0746	POLICE OFFICER RECRUIT

P2	\$50,000	\$54,249	\$58,497	0745	POLICE OFFICER I
P3	\$55,000	\$60,095	\$65,190	0740	POLICE OFFICER II
P4	\$65,000	\$70,600	\$76,200	0735	POLICE OFFICER III
P5	\$69,230	\$82,225	\$95,219	0730	POLICE OFFICER IV
P6	\$76,153	\$89,199	\$102,245	0725	POLICE SERGEANT
P7	\$83,768	\$95,746	\$107,724	0720	POLICE LIEUTENANT
P8	\$92,145	\$105,335	\$118,524	0715	POLICE CAPTAIN

Other

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
	\$37,403	\$48,998	\$60,593	0215	CHIEF OF STAFF
	\$97,498	\$0	\$300,000	9509	INTERIM TOWN MANAGER
	\$90,000	\$0	\$200,000	0120	TOWN ATTORNEY
	\$97,498	\$0	\$300,000	0110	TOWN MANAGER