

Approved By:



Town of Chapel Hill, NC

Maurice Jones, Town Manager

Effective Date: July 1, 2020

Revised Date: June 3, 2020

Senior Management Structure

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Title</u>
I	\$67,814	\$88,837	\$109,859	ADMINISTRATIVE CHIEF ASSISTANT FIRE CHIEF- OPERATIONS ASSISTANT FIRE CHIEF-TRAINING ASST DIR-HOUSING & COMMUNITY EMERGENCY MANAGEMENT COORD FIRE MARSHAL OPERATIONS MANAGER-HOUSING PLANNING & DEVELOPMENT MANAGER
II	\$72,561	\$95,055	\$117,549	ASST DIR P&R-REC OPS ASST DIR-LIB/HEAD PUBLIC SERV COMMUNITY RESILIENCE OFFICER OPERATIONS MANAGER-PW PLANNING OPERATIONS MANAGER POLICE LEGAL ADVISOR
III	\$77,641	\$101,709	\$125,778	ASST DIR-BUSINESS MANAGEMENT ASST DIR-TRANSPORTATION MANAGER OF ENGINEERING INFRASTR OMBUDS-SR. ASSISTANT POLICE CHIEF
IV	\$85,405	\$111,800	\$138,355	DIR-BUILDING SERVICES DIR-COMMUNICATIONS-PUBLIC DIR-HOUSING DIR-HUMAN RESOURCE DEVELOPMENT DIR-PARKS AND REC DIR-PLANNING & DEVELOPMENT SVC DIR-POLICY & STRATEGIC INITIAT LEGAL ADVISOR-SR
V	\$99,069	\$129,781	\$160,492	ASST TOWN MANAGER DIR-BUSINESS MANAGEMENT DIR-PUBLIC WORKS DIR-TRANSPORTATION EXE. DIR.-HOUSING & COMMUNITY EXE. DIR-COMM ARTS & CULTURE EXE. DIR-TECHNOLOGY SOL FIRE CHIEF POLICE CHIEF\EXE DIR COMM SAFE
VI	\$116,902	\$153,141	\$189,381	TOWN MANAGER-DEPUTY

Exempt Structure

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Title</u>
108	\$37,403	\$49,352	\$60,593	HOUSING OFFICER II

109	\$40,395	\$53,300	\$65,440	ADMINISTRATIVE COORDINATOR COMMUNITY CONNECTIONS COORD PLANNER RECREATION SUPERVISOR TRAINING COORDINATOR
110	\$43,627	\$57,564	\$70,675	ADAPTIVE RECREATION COORD CODE ENFORCEMENT OFFICER-SR CULTURAL ARTS COORDINATOR ENERGY MANAGEMENT SPECIALIST ENGINEERING INSPECTOR-SR LIBRARY ACCOUNTS COORDINATOR MARKETING & COMMUNICATIONS COO MECHANIC SUPERVISOR-BUS PLANNER II POLICE ANALYST SPECIAL EVENTS COORDINATOR STORMWATER ANALYST
111	\$47,117	\$62,170	\$76,329	ACCOUNTANT-HOUSING ACCOUNTS PAYABLE SUPERVISOR ADMIN ANALYST ASSISTANT MAINTENANCE MANAGER ASST OPS MGR-TR DEM RESP BUDGET ANALYST CHILD. & FAM OUTREACH COORD COMM. DEVEL. PROGRAM MANAGER COMMUNITY OUTREACH MANAGER CRISIS COUNSELOR DEPUTY TOWN CLERK DRAINAGE MAINT SUPERVISOR ENGINEER I GRANTS COMPLIANCE MANAGER HR CONSULTANT HUMAN SERVICES COORD INSPECTOR SUPERVISOR OCC HEALTH & SAFETY OFFICER PAYROLL COORDINATOR READER SERVICE COORDINATOR SENIOR PLANNER STREETS SUPERVISOR SURVEY/PROJECT COORD TEEN ENGAGEMENT COORDINATOR TRAINING & DEVELOPMENT COORD
112	\$50,886	\$67,143	\$82,436	ACQUISITIONS & COLL. MANAGER AFFORDABLE HOUSING OFFICER ASSISTANT TO TOWN ATTORNEY CHIEF BUILDING INSPECTOR DEMAND RESPONSE MANAGER ECONOMIC DEVELOPMENT SPLST ENGINEER II FACILITIES SUPERVISOR GIS ANALYST II LIBRARY SYSTEMS MANAGER MARKETING & COMMUNICATIONS MGR NETWORK ADMINISTRATOR PLANNER-PRINCIPAL PURCHASING & CONTRACTS MANAGER SYSTEMS ADMINISTRATOR URBAN DESIGNER WEB ADMINISTRATOR YOUTH & FAMILY EXP. MANAGER

113	\$55,466	\$73,186	\$89,855	ACCTG SUPV-PAYROLL & PAYABLES ACCTG SUPV-REVENUE ACCTG SUPV-TREASURY ADMINISTRATIVE SVCS MANAGER ASST BUILDING OPS MANAGER ASST MANAGER-TRANSIT BUSINESS ANALYST CRISIS UNIT SUPERVISOR ENGINEERING COORDINATOR-SR FINANCIAL SYSTEMS ADMINISTRATO FLEET MANAGER MANAGEMENT ANALYST RECREATION MANAGER-P&R SENIOR-HRD CONSULTANT SR. COMMERCIAL PLANS REVIEWER TRAFFIC SIGNAL SYSTEM ENGINEER TRANSIT DEVELOPMENT MGR TRANSIT PLANNING MANAGER
114	\$60,458	\$79,773	\$97,942	AFFORDABLE HOUSING MANAGER ASSISTANT TO THE MANAGER COMMUNICATIONS MANAGER COMMUNITY SERVICES PLANNER ENGINEER III FACILITIES MANAGER HUMAN RESOURCES MANAGER LEGAL SERVICES ADMINISTRATOR MAINTENANCE MANAGER OMBUDS PARK MAINTENANCE SUPT PLANNING MANAGER PROJECT MANAGER PROJECT MANAGER-PARKS & REC RISK MANAGER SENIOR ANALYST SOLID WASTE SERVICES MANAGER SUPT-ST & CONT SVCS SYSTEMS & SUPPORT MANAGER TECHNICAL SERVICES MANAGER
115	\$65,899	\$86,952	\$106,756	BUILDING INSPECTOR MANAGER CAPITAL PROJECTS MANAGER CODE COMPLIANCE OFFICER SENIOR ENGINEER TRAFFIC ENGINEERING MANAGER
116	\$71,830	\$94,778	\$116,365	ASST DIR TR-ADMIN SVCS ECONOMIC DEVLMT COORDINATOR MANAGER-TRANSIT OPERATIONS

Non-Exempt Structure

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Title</u>
204	\$26,520	\$32,959	\$40,465	SERVICE ATTENDANT
205	\$26,520	\$33,948	\$41,679	AQUATICS SPECIALIST
206	\$26,757	\$35,305	\$43,347	CONSTRUCTION WORKER I MAINTENANCE ASST MAINTENANCE REPAIR WORKER PARK MAINTENANCE SPLST PARKING ATTENDANT
207	\$27,827	\$36,718	\$45,080	MAINT. MECHANIC I-HOUSING

208	\$29,219	\$38,554	\$47,334	MECHANIC HELPER OFFICE ASSISTANT OFFICE ASSISTANT-PT PARTS CLERK SOLID WASTE COLLECTOR TRANSIT OP FIXED ROUTE-PT TRANSIT OPERATOR-DEM RES PT TRANSIT OPERATOR-FIXED ROUTE
209	\$30,680	\$40,481	\$49,701	BUS SERVICE TECHNICIAN CONSTRUCTION WORKER II CUSTOMER SERVICE TECH LIBRARY EXPERIENCE ASSISTANT LIBRARY EXPERIENCE ASST.-PT MAINT. MECHANIC II-HOUSING MAINTENANCE MECHANIC-HOUSING RECREATION ASSISTANT RECREATION ASSISTANT-PT SIGN & MARKING TECH I SOLID WASTE EQUIP OP I TRANSIT OPERATOR-DEMAND RESPON
210	\$32,214	\$42,505	\$52,186	ACCOUNTING TECH I ADMIN ASSISTANT BLDG MAINT MECH I MAINT. MECH III-HOUSING MECHANIC I MECHANIC I-BUS PARK MAINTENANCE SPLST-CERT PARKING ATTENDANT-SR PARKING ENFORCEMENT OFFICER PERMIT TECHNICIAN PLANNING TECHNICIAN RECORDS TECH RECORDS TECH-PT SCHEDULING & RUN CUT COORD
211	\$33,824	\$44,631	\$54,796	ASSISTANT HOUSING OFFICER ASST ARBORIST COMM. SAFE. OUT. COORD CONSTRUCTION WORKER III CUSTOMER SERVICE COORDINATOR PERMITTING SYSTEMS TECH PROCESSING TECHNICIAN SOLID WASTE EQUIP OP II STREET SWEEPER EQUIP OP TRAFFIC SIGNAL TECH I
				BLDG MAINT MECH II CODE ENFORCEMENT OFFICER CONSTRUCTION WORKER IV FESTIVAL & EVENTS TECHNICIAN HUMAN RESOURCES TECHNICIAN LIBRARY EXPERIENCE SPECIALIST LIBRARY EXPERIENCE SPLST-PT MECHANIC II MECHANIC II-BUS RECORDS SUPERVISOR RECREATION SPECIALIST RECREATION SPECIALIST I-PT SENIOR HEAVY EQUIPMENT OPER SIGN & MARKING TECH II SOLID WASTE EQUIP OP III SR TRANSIT OPERATOR STREET SWEEPER EQUIP OP

212	\$35,516	\$46,862	\$57,535	ACCOUNTING TECH II ASST PARKING SVCS SUPV ASST RECREATION SUPV GIS TECHNICIAN HOUSING OFFICER I INSPECTOR LANDSCAPE CREW LEADER LEAD CONSTRUCTION WORKER MUNICIPAL ARBORIST PURCHASING SPECIALIST REVENUE COLLECTOR SENIOR MAINT MECHANIC-HOUSING SIGN & MARKING TECH III TRAFFIC SIGNAL TECH II
213	\$37,291	\$49,205	\$60,412	ASSISTANT HR CONSULTANT BLDG MAINT MECH III CONSTRUCTION CREW SUPERVISOR DRAINAGE CREW SUPERVISOR ENGINEERING INSPECTOR ENGINEERING TECHNICIAN GRAPHIC ARTIST LEAD SIGN & MARKING TECH LIBRARY EXP SPLST-TECH MECHANIC III MECHANIC III-BUS PARTS MANAGER PAYROLL SPECIALIST PERMITTING SYSTEMS ADMIN SOLID WASTE INSPECTOR SOLID WASTE SVCS CREW SUPV SR MAINT MECH-HOUSING, CERT STORMWATER SPECIALIST STREET CREW SUPERVISOR STREET INSPECTOR SUPERVISOR-PARKING SERVICES SUPERVISOR-TRANSIT
214	\$39,156	\$51,666	\$63,433	GIS TECHNICIAN-SR SENIOR ENGINEERING TECHNICIAN SPECIAL OLYMPICS COORDINATOR TRAFFIC SIGNAL TECH III TRAINING & SAFETY SPECIALIST
215	\$41,114	\$54,249	\$66,604	ASSISTANT TOWN CLERK COMMUNICATIONS SPECIALIST COMMUNITY EDUCATION COORD FACILITIES SYSTEMS TECHNICIAN GRANTS COORD LEAD TRAFFIC SIGNAL TECH MARKETING & SPONSORSHIP COORD PARK MAINTENANCE SUPV PROCUREMENT SPECIALIST RECORDS MANAGER RISK CLAIMS ADMINISTRATOR TRANS DEM. MGMT COM MGR
216	\$43,581	\$57,504	\$70,601	FORENSIC & EVIDENCE SPECIALIST INFORMATION TECH ANALYST MAINTENANCE MECHANIC SUPERVISOR MECHANIC SUPERVISOR SOLID WASTE SERV SUPERVISOR
217	\$46,195	\$60,954	\$74,837	INSPECTOR-SR

PLANS REVIEWER
TRAFFIC SIGNAL SYSTEMS ANALYST

218 \$48,966 \$64,611 \$79,327

FIRE PROTECTION SPECIALIST
INFORMATION TECH ANALYST-SR

Fire Structure

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Title</u>
F1	\$37,128	\$44,941	\$54,080	FIREFIGHTER LEVEL I
F2	\$38,985	\$48,132	\$57,919	FIREFIGHTER-MASTER
F3	\$42,887	\$54,391	\$64,040	FIRE EQUIPMENT OPERATOR
F4	\$49,647	\$61,730	\$72,729	FIRE INSPECTOR FIRE LIEUTENANT
F5	\$53,027	\$67,251	\$79,553	FIRE INSPECTOR II
F6	\$55,679	\$70,614	\$83,530	EMERGENCY MGMT PLANNER FIRE CAPTAIN FIRE COMMUNICATIONS TECH OFFIC FIRE MARSHAL-ASSISTANT
F7	\$57,473	\$71,460	\$83,707	FIRE MARSHAL-DEPUTY
F8	\$62,042	\$80,258	\$96,065	BATTALION CHIEF

Police Structure

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Title</u>
P1	\$42,000	\$44,100	\$46,200	POLICE OFFICER I
P2	\$44,100	\$53,193	\$62,286	POLICE OFFICER II
P3	\$46,305	\$55,215	\$64,124	POLICE OFFICER III
P4	\$48,620	\$61,746	\$74,872	POLICE OFFICER IV
P5	\$53,604	\$67,982	\$82,359	POLICE SERGEANT
P6	\$60,735	\$77,027	\$91,326	POLICE LIEUTENANT
P7	\$63,943	\$84,371	\$101,731	POLICE CAPTAIN