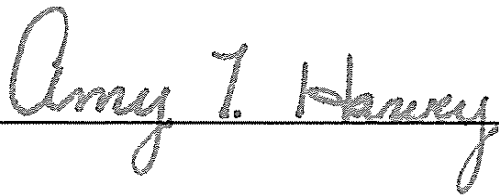


I, Amy T. Harvey, Deputy Town Clerk of the Town of Chapel Hill, North Carolina, hereby certify that the attached is a true and correct copy of (2022-01-26/O-1) enacted by the Chapel Hill Town Council on January 26, 2022.

This the 27th day of January, 2022.



**Amy T. Harvey
Deputy Town Clerk**



AN ORDINANCE CONCERNING THE AMENDMENT OF THE TOWN PAY PLAN FOR THE FISCAL YEAR BEGINNING JULY 1, 2021 (2022-01-26/O-1)

BE IT ORDAINED by the Council of the Town of Chapel Hill:

Section 6 of the Budget Ordinance Amendment dated June 9, 2021 approved the Classification and Pay Plan.

There is hereby amended, for Fiscal Year 2022, the Revised Position and Classification Pay Plan and Longevity Plan for Town Employees as contained in Attachment 1. The Town Manager may make changes to the pay and classification plan within the established number of positions and the approved budget.

This the 26th day of January, 2022.

Proposed Pay Plans
Chapel Hill, NC

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mid</i>	<i>Hrly Max</i>
Senior Management							
I		\$77,517	\$100,884	\$124,252	\$37.27	\$48.50	\$59.74
1013	OPERATIONS MANAGER-HOUSING						
II		\$81,393	\$105,929	\$130,464	\$39.13	\$50.93	\$62.72
0625	ASSISTANT FIRE CHIEF						
0128	COMMUNITY RESILIENCE OFFICER						
0719	POLICE LEGAL ADVISOR						
1112	SR MANAGER/PARK PLANNING & OPS						
III		\$89,735	\$116,786	\$143,837	\$43.14	\$56.15	\$69.15
1012	ASSISTANT DIR-AFFORDABLE HOUSING & COMMUNITY CONNECTIONS						
0920	ASSISTANT DIR-BUILDING & DEVELOPMENT SERVICES						
0315	ASSISTANT DIR-BUSINESS MANAGEMENT						
1011	ASSISTANT DIR-HOUSING						
0424	ASSISTANT DIR-HRD						
1213	ASSISTANT DIR-LIBRARY						
1111	ASSISTANT DIR-P&R-REC OPS						
0811	ASSISTANT DIR-PLANNING						
1320	ASSISTANT DIR-PUBLIC WORKS						
XXXX	ASSISTANT DIR-TRANSIT ADMIN						
0512	ASSISTANT DIR-TRANSPORTATION						
0132	DIVERSITY EQUITY & INCLUSION OFFICER						
0614	EMERGENCY MGMT COORDINATOR						
0615	FIRE CHIEF-DEPUTY						
0863	MANAGER OF ENGINEERING INFRAST						
0121	OMBUDS-SR.						
IV		\$109,074	\$141,955	\$174,835	\$52.44	\$68.25	\$84.06
0711	POLICE CHIEF-ASSISTANT						
0718	POLICE LEGAL ADVISOR-SR						
V		\$126,267	\$164,331	\$202,394	\$60.71	\$79.01	\$97.30
1008	DIR-AFFORDABLE HOUSING & COMMUNITY CONNECTIONS						
0909	DIR-BUILDING & DEV SERVICES						
0310	DIR-BUSINESS MANAGEMENT						
0210	DIR-COMMUNICATIONS-PUBLIC						
0116	DIR-ECONOMIC DEVELOPMENT						
1010	DIR-HOUSING						
0410	DIR-HUMAN RESOURCE DEVELOPMENT						
1110	DIR-PARKS AND REC						
0810	DIR-PLANNING						
1310	DIR-PUBLIC WORKS						
0510	DIR-TRANSPORTATION						
1209	EXEC DIR-COMM ARTS & CULTURE						
0848	EXEC DIR-TECHNOLOGY SOLUTIONS						
0610	FIRE CHIEF						
0709	POLICE CHIEF						
VI		\$132,581	\$172,547	\$212,514	\$63.74	\$82.96	\$102.17
VII		\$146,170	\$190,233	\$234,296	\$70.27	\$91.46	\$112.64
0114	TOWN MANAGER-DEPUTY						

39 Active Proposed Classes in the Senior Management Pay Plan

Proposed Pay Plans
Chapel Hill, NC

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mid</i>	<i>Hrly Max</i>
Exempt							
108		\$42,829	\$56,741	\$70,654	\$20.59	\$27.28	\$33.97
1025	HOUSING OFFICER II						
109		\$44,969	\$59,578	\$74,186	\$21.62	\$28.64	\$35.67
	NONE						
110		\$47,218	\$62,557	\$77,896	\$22.70	\$30.08	\$37.45
2111	ADMINISTRATIVE COORDINATOR						
0926	ENGINEERING INSPECTOR-SF						
111		\$49,579	\$65,685	\$81,791	\$23.84	\$31.58	\$39.32
0226	ASSISTANT TOWN CLERK						
1035	COMMUNITY CONNECTIONS COORD						
2112	POLICE ANALYST						
2177	RECORDS RETENTION MANAGER						
1133	SPECIALIZED RECREATION COORD						
0893	STORMWATER ANALYST						
112		\$52,058	\$68,969	\$85,880	\$25.03	\$33.16	\$41.29
0329	ACCOUNTANT - HOUSING						
1021	COMM. DEVEL. PROGRAM MANAGER						
0534	COMMUNITY OUTREACH MANAGER						
0755	CRISIS COUNSELOR						
2176	GRAPHIC ARTIST						
1709	HOUSING MAINTENANCE SUPERVISOR						
1020	HUMAN SERVICES COORDINATOR						
XXXX	PERMIT CENTER SUPERVISOR						
0835	PLANNER I						
1132	SPECIALIZED RECREATION COORD-CERT						
113		\$54,661	\$72,418	\$90,174	\$26.28	\$34.82	\$43.35
2110	ADMINISTRATIVE ANALYST						
1268	CHILD & FAMILY OUTREACH COORD						
0225	COMMUNICATIONS SPECIALIST						
1349	COMMUNITY HISTORY COORD						
0859	GIS ANALYST						
0936	INSPECTION SUPERVISOR						
0751	LEAD CRISIS COUNSELOR						
1265	LIBRARY ACCOUNTS COORDINATOR						
1140	MARKETING & RESOURCE DEVELOPMENT ADMIN						
1251	MARKETING & COMM COORD						
0875	NETWORK ADMINISTRATOR						
1336	OCC HEALTH & SAFETY OFFICER						
1455	PARK MAINTENANCE SUPV						
0834	PLANNER II						
1117	PUBLIC ART COORDINATOR						
1349	PROJECT MANAGER						
1130	RECREATION SUPERVISOR						
1273	SPECIAL EVENTS COORDINATOR						
0929	SR. COMMERCIAL PLANS REVIEWER						
1451	STORMWATER MAINT SUPERVISOR						
1450	STREETS SUPERVISOR						
0880	SURVEY PROJECT COORDINATOR						
0852	SYSTEMS ADMINISTRATOR						
0859	SYSTEMS SPECIALIST						
0525	TRAINING COORDINATOR						
1272	TRAINING & DEVELOPMENT COORD - LIBRARY						
0130	URBAN DESIGNER						
0872	WEB ADMINISTRATOR						

Proposed Pay Plans
Chapel Hill, NC

Exempt	Code	Proposed Class Title	Ann Min	Mid	Ann Max	Hrly Min	Mid	Hrly Max
114			\$60,264	\$79,841	\$99,418	\$28.97	\$38.38	\$47.80
	0338	ACCOUNTS PAYABLE COORDINATOR						
	1023	AFFORDABLE HOUSING DEVELOPMENT OFFICER						
	0871	BUSINESS ANALYST						
	2227	DEPUTY TOWN CLERK						
	1410	FACILITIES SUPERVISOR						
	0438	HR CONSULTANT						
	0326	PAYROLL COORDINATOR						
	0830	SENIOR PLANNER						
	1445	SOLID WASTE OPERATIONS SVCS COORD						
	0859	GIS ANALYST						
	0135	SUSTAINABILITY PROGRAM ANALYST						
	0532	TRANSIT DEVELOPMENT MGR I						
115			\$63,277	\$83,832	\$104,388	\$30.42	\$40.30	\$50.19
	0516	ADMINISTRATIVE SVCS MANAGER						
	1332	ASSISTANT MAINTENANCE MANAGER						
	XXXX	SENIOR GIS ANALYST						
	0318	BUDGET & MANAGEMENT ANALYST						
	0136	ECONOMIC DEVELOPMENT MANAGER						
	2109	MANAGEMENT ANALYST						
	0133	PARKING OPERATIONS ADMINISTRATOR						
	1351	PROJECT MANAGER-SR						
	XXXX	RECREATION SUPERVISOR-SR						
	0437	SENIOR-HRD CONSULTANT						
	1613	TRAFFIC SIGNAL SYSTEM ENGINEER						
116			\$66,441	\$88,024	\$109,608	\$31.94	\$42.32	\$52.70
	0316	ACCOUNTING SUPV-PAYROLL & PAYABLES						
	1270	ACQUISITIONS & COLL. MANAGER						
	0553	ASST OPERATIONS MANAGER-DEMAND						
	XXXX	BUSINESS OPERATIONS MANAGER						
	0750	CRISIS UNIT SUPERVISOR						
	0525	DEPUTY OPERATIONS MANAGER						
	0527	GRANTS COMPLIANCE MANAGER						
	0129	LEGAL SERVICES ADMINISTRATOR						
	1271	LIBRARY EXPERIENCE MANAGER						
	0123	OMBUDS						
	0825	PRINCIPAL PLANNER						
	0360	PURCHASING & CONTRACTS MANAGER						
	0539	TRANSIT DEVELOPMENT MGR II						
	1269	YOUTH & FAMILY EXP. MANAGER						
117			\$69,763	\$92,425	\$115,088	\$33.54	\$44.44	\$55.33
	1027	AFFORDABLE HOUSING MANAGER						
	0762	COMMUNITY SERVICES PLANNER						
	0867	ENGINEER III						
	0000	ENGINEERING COORDINATOR-SF						
	XXXX	GIS MANAGER						
118			\$73,251	\$97,047	\$120,842	\$35.22	\$46.66	\$58.10
	1401	FACILITIES MANAGER						
	1425	FLEET MANAGER						
	0422	RISK MANAGER						
119			\$76,914	\$101,899	\$126,884	\$36.98	\$48.99	\$61.00
	0323	ACCOUNTING MANAGER						
	XXXX	ACCOUNTING PROJECTS MANAGER						
	0911	BUILDING OPERATIONS MANAGER						
	0869	BUSINESS ANALYST-SR						
	1352	CAPITAL PROJECT MANAGER						
	0224	COMMUNICATIONS MANAGER						
	0321	FINANCIAL SYSTEMS MANAGER						
	0879	IT OPERATIONS MANAGER						
	1329	MAINTENANCE MANAGER						
	0521	MANAGER-TRANSIT OPERATIONS						
	1350	PARK MAINTENANCE SUPT						
	0815	PLANNING MANAGER						
	1120	RECREATION MANAGER						
	0868	SENIOR ENGINEER						
	0869	BUSINESS SERVICES MANAGER						
	1440	SOLID WASTE SERVICES MANAGER						
	1326	STREETS & CONSTRUCTION SVCS SUPT						
	1607	TRAFFIC ENGINEERING MANAGER						
	0538	TRANSIT PLANNING MANAGER						
120			\$80,759	\$106,994	\$133,229	\$38.83	\$51.44	\$64.05
	0119	ASSISTANT TO THE MANAGER						
	0877	CHIEF INFORMATION SECURITY OFFICER						

109 Active Proposed Classes in the Exempt Pay Plan

Proposed Pay Plans
Chapel Hill, NC

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mid</i>	<i>Hrly Max</i>
NonExempt							
204		\$28,988	\$38,405	\$47,822	\$13.94	\$18.46	\$22.99
	None						
205		\$30,438	\$40,325	\$50,213	\$14.63	\$19.39	\$24.14
	None						
206		\$31,959	\$42,341	\$52,723	\$15.36	\$20.36	\$25.35
	1906 CONSTRUCTION WORKER						
	1705 HOUSING MAINTENANCE MECHANIC HELPER						
	2174 OFFICE ASSISTANT						
	1837 PARTS CLERK						
	1845 SERVICE ATTENDANT						
207		\$33,558	\$44,459	\$55,360	\$16.13	\$21.37	\$26.62
	0575 PARKING ENFORCEMENT OFFICER						
	2215 RECORDS TECHNICIAN						
	1645 SIGN & MARKING TECH I						
	2015 SOLID WASTE COLLECTOR						
208		\$35,235	\$46,681	\$58,127	\$16.94	\$22.44	\$27.95
	1840 BUS SERVICE TECHNICIAN						
	1907 CONSTRUCTION WORKER I						
	2020 PARK MAINTENANCE SPECIALIST						
	2010 SOLID WASTE EQUIP OP I						
209		\$36,997	\$49,015	\$61,034	\$17.79	\$23.57	\$29.34
	2157 ADMINISTRATIVE ASSISTANT						
	1416 BLDG MAINT MECH I						
	1818 FLEET TECHNICIAN I						
	1827 MECHANIC I-BUS						
	0765 DEVELOPMENT TECH I						
	1145 RECREATION ASSISTANT						
	1612 TRAFFIC SIGNAL TECH I						
210		\$38,847	\$51,466	\$64,085	\$18.68	\$24.74	\$30.81
	1143 AQUATICS SPECIALIST						
	1261 LIBRARY EXPERIENCE ASSISTANT						
	2022 PARK MAINTENANCE SPLST-CERT						
	XXXX DEVELOPMENT TECH II						
	1036 RESIDENT SERVICES COORDINATOR						
	1640 SIGN & MARKING TECH II						
	1915 SOLID WASTE EQUIP OP II						
	0540 TRANSIT OPERATOR-DEMAND RESPONSE						
	0545 TRANSIT OPERATOR-FIXED ROUTE						
211		\$40,789	\$54,039	\$67,289	\$19.61	\$25.98	\$32.35
	1417 BLDG MAINT MECH II						
	1908 CONSTRUCTION WORKER II						
	1820 FLEET TECHNICIAN II						
	1030 HOUSING OFFICER I						
	2157 HRD TECHNICIAN						
	XXXX DEVELOPMENT TECH - SENIOR						
	0763 RECORDS SUPERVISOR						
	1639 SIGN & MARKING TECH III						
	1910 SOLID WASTE EQUIP OP III						
	1934 STREET SWEEPER EQUIP OP						
	1610 TRAFFIC SIGNAL TECH II						
212		\$42,828	\$56,741	\$70,654	\$20.59	\$27.28	\$33.97
	0339 ACCOUNTING TECH II						
	0571 ASSISTANT PARKING SVCS SUPV						
	0942 CODE ENFORCEMENT OFFICER						
	0764 COMMUNITY SAFETY OUTREACH COORD.						
	1909 CONSTRUCTION WORKER IV						
	1929 LEAD CONSTRUCTION WORKER						
	1263 LIBRARY EXPERIENCE SPECIALIST						
	1821 MECHANIC II-BUS						
	1125 RECREATION SPECIALIST						
	0365 REVENUE COLLECTOR						
	2022 SR HEAVY EQUIPMENT OPERATOR						
	0543 TRANSIT OPERATOR - SENIOR						

Proposed Pay Plans
Chapel Hill, NC

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mid</i>	<i>Hrly Max</i>
NonExempt							
213		\$44,969	\$59,578	\$74,186	\$21.62	\$28.64	\$35.67
1135	ASSISTANT RECREATION SUPV						
1418	BLDG MAINT MECH III						
0941	CODE ENFORCEMENT OFFICER - SENIOR						
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						
1819	MECHANIC III-BUS						
2021	PARK MAINTENANCE CREW LEADER						
0344	PAYROLL SPECIALIST						
1818	SENIOR FLEET TECHNICIAN						
1449	SOLID WASTE SVCS CREW SUPV						
0891	STORMWATER SPECIALIST						
1465	STREET INSPECTOR						
1490	STREETS CREW SUPERVISOR						
1609	TRAFFIC SIGNAL TECH III						
0518	TRANS DEM. MGMT COM MGR						
214		\$47,218	\$62,557	\$77,896	\$22.70	\$30.08	\$37.45
1630	ASSISTANT ARBORIST						
0886	COMMUNITY EDUCATION COORD						
1263	LIBRARY EXPERIENCE TECHNICIAN						
1611	LEAD TRAFFIC SIGNAL TECH						
215		\$49,579	\$65,685	\$81,791	\$23.84	\$31.58	\$39.32
1414	FACILITIES SYSTEMS TECHNICIAN						
2217	FLEET SYSTEMS TECHNICIAN						
0855	INFORMATION TECH ANALYST						
0935	INSPECTOR I						
0570	PARKING SERVICES SUPERVISOR						
1835	PARTS SUPERVISOR						
0361	PURCHASING SPECIALIST						
0440	RISK CLAIMS ADMINISTRATOR						
1701	SR HOUSING MAINTENANCE MECHANIC						
0530	SUPERVISOR-TRANSIT						
1608	TRAFFIC SIGNAL SYSTEMS ANALYST						
0552	TRAINING & SAFETY SPECIALIST - TRANSIT						
216		\$52,058	\$68,969	\$85,880	\$25.03	\$33.16	\$41.29
1431	FLEET SUPERVISOR						
0857	INFORMATION TECH ANALYST-SR						
XXXX	INSPECTOR II						
0554	LEAD TRANSIT SUPERVISOR						
1430	MECHANIC SUPERVISOR - BUS						
217		\$54,661	\$72,418	\$90,174	\$26.28	\$34.82	\$43.35
0930	INSPECTOR - SENIOR						
1625	MUNICIPAL ARBORIST						

87 Active Proposed Classes in the NonExempt Pay Plan

Proposed Pay Plans
Chapel Hill, NC

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mid</i>	<i>Hrly Max</i>
Fire							
F1		\$39,400			\$18.94		
0651	FIREFIGHTER RECRUIT						
F2		\$43,678	\$56,844	\$70,010	\$15.00	\$19.52	\$24.04
0650	FIREFIGHTER LEVEL I						
F3		\$45,862	\$59,687	\$73,512	\$15.75	\$20.50	\$25.24
0645	FIREFIGHTER-MASTER						
F4		\$48,154	\$62,670	\$77,187	\$16.54	\$21.52	\$26.51
0635	FIRE EQUIPMENT OPERATOR						
F5		\$53,090	\$69,094	\$85,099			
0636	FIRE INSPECTOR I				\$18.23	\$23.73	\$29.22
0633	FIRE LIEUTENANT				\$25.52	\$33.22	\$40.91
F6		\$55,745	\$72,549	\$89,354	\$26.80	\$34.88	\$42.96
0637	FIRE INSPECTOR II						
F7		\$59,960	\$78,035	\$96,109	\$28.83	\$37.52	\$46.21
0624	EMERGENCY MGMT PLANNER				\$28.83	\$37.52	\$46.21
0630	FIRE CAPTAIN				\$20.59	\$26.80	\$33.01
0000	FIRE LOGISTICS OFFICER				\$28.83	\$37.52	\$46.21
0632	FIRE MARSHAL - ASSISTANT				\$28.83	\$37.52	\$46.21
0655	FIRE TECHNOLOGY OFFICER				\$28.83	\$37.52	\$46.21
F8		\$66,106	\$86,033	\$105,961	\$31.78	\$41.36	\$50.94
0631	FIRE MARSHAL- DEPUTY						
F9		\$72,882	\$94,852	\$116,821	\$25.03	\$32.57	\$40.12
0620	BATTALION CHIEF						

14 Active Proposed Classes in the Fire Pay Plan

Proposed Pay Plans
Chapel Hill, NC

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mid</i>	<i>Hrly Max</i>
Police							
P1		\$50,000			\$24.04		
0746	POLICE OFFICER RECRUIT						
P2		\$50,000	\$51,462	\$52,923	\$22.89	\$23.56	\$24.23
0745	POLICE OFFICER I						
P3		\$55,000	\$58,500	\$62,000	\$25.18	\$26.79	\$28.39
0740	POLICE OFFICER II						
P4		\$65,000	\$70,000	\$75,000	\$29.76	\$32.05	\$34.34
0735	POLICE OFFICER III						
P5		\$69,230	\$79,615	\$90,000	\$31.70	\$36.45	\$41.21
0730	POLICE OFFICER IV						
P6		\$76,153	\$85,672	\$95,191	\$34.87	\$39.23	\$43.59
0725	POLICE SERGEANT						
P7		\$83,768	\$94,239	\$104,710	\$38.36	\$43.15	\$47.94
0720	POLICE LIEUTENANT						
P8		\$92,145	\$103,663	\$115,181	\$44.30	\$49.84	\$55.38
0715	POLICE CAPTAIN						

8 Active Proposed Classes in the Police Pay Plan

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mid</i>	<i>Hrly Max</i>
257 Active Proposed Classes in Chapel Hill, NC							