



## Town of Chapel Hill, NC

Approved By:

Effective Date: July 1, 2024

Revised Date: June 30, 2024

Chris Blue, 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>
I	\$77,517	\$100,884	\$124,252		
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	0121	OMBUDS-SR.
				1011	AST DIR OF ADMINISTRATION
				1012	ASST DIR-AFF HOUS & COMM CONN
				0315	ASST DIR BUS MANAGEMENT
				0920	ASST DIR-BUILDG & DEV SCS
				0424	ASSISTANT DIR-HRD
				1213	ASSISTANT DIR-LIBRARY
				0811	ASSISTANT DIR-PLANNING
				1111	ASSISTANT DIR-P&R-REC OPS
				1320	ASSISTANT DIR-PUBLIC WORKS
				0549	ASSISTANT DIR-TRANSIT ADMIN
				0128	COMMUNITY SUSTAINABILTY MGR
				0132	DEI OFFICER
				0614	EMERGENCY MGMT COORDINATOR
				0615	FIRE CHIEF-DEPUTY
				0863	MANAGER OF ENGINEERING INFRASTR
				0123	OMBUDS
IV	\$109,074	\$141,955	\$174,835	0512	DEPUTY TRANSIT DIRECTOR
				0718	LEGAL ADVISOR-SR
				0711	POLICE CHIEF-ASSISTANT
V	\$126,267	\$164,331	\$202,394	0134	ASSISTANT TOWN ATTORNEY
				1008	DIR-AFF HOUS & COMM CONN/PUB HOUSING
				0909	DIR-BUILDING & DEV SERVICES
				0310	DIR-BUSINESS MANAGEMENT

0116 DIR-ECONOMIC DEVELOPMENT  
 0124 DIR- EMPLOYEE ENGAGEMENT  
 0210 DIR-GOVERNANCE SERVICES  
 0410 DIR-HUMAN RESOURCE DEVELOPMENT  
 1209 DIR-LIBRARY COMM ARTS  
 1110 DIR-PARKS AND REC  
 0810 DIR-PLANNING  
  
 1310 DIR-PUBLIC WORKS  
 0848 DIR-TECHNOLOGY SOLUTIONS  
 0510 DIR-TRANSPORTATION  
 1208 EXEC DIR-STRATEGIC COMMS  
 0610 FIRE CHIEF  
 0709 POLICE CHIEF

VII \$146,170 \$190,233 \$234,296

0114 TOWN MANAGER-DEPUTY

**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 0941 0926 0939	ADMINISTRATIVE COORDINATOR CODE ENFORCEMENT OFFICER- SR ENGINEERING INSPECTOR-SR PERMIT CENTER COORDINATOR
111	\$49,579	\$65,685	\$81,791	0226 0886 1035 0759 2112 0754 2177 1133 0137	ASSISTANT TOWN CLERK COMMUNITY EDUCATION COORD COMMUNITY CONNECTIONS COORD DIVERSION SOCIAL WORKER POLICE ANALYST POLICE WELLNESS COORDINATOR RECORDS RETENTION MANAGER SPECIALIZED RECREATION COORD SUSTAINABILITY OUTREACH COORDI
112	\$52,058	\$68,969	\$85,880	1021 0755 0561 0431 2176 1020	COMM. DEVEL. PROGRAM MANAGER CRISIS COUNSELOR CRISIS COUNSELOR-TRANSIT LIAIS DEI PROGRAM MANAGER GRAPHIC ARTIST HUMAN SERVICES COORDINATOR

0835 PLANNER I  
1132 SPECIALIZED REC COORD-CERT

113 \$54,661 \$72,418 \$90,174

2110 ADMINISTRATIVE ANALYST  
0361 ADMIN ANALYST PROC  
0225 COMMUNICATIONS SPECIALIST  
1275 COMMUNITY HISTORY COORD  
0936 INSPECTION SUPERVISOR  
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  
0880 SURVEY PROJECT COORDINATOR  
0533 TRAINING COORDINATOR

114 \$60,264 \$79,841 \$99,418

0329 ACCOUNTANT - HOUSING  
0338 ACCOUNTS PAYABLE COORDINATOR  
1023 AFFORDABLE HSG DEVEL OFFICER  
1268 CHILD & FAMILY OUTREACH COORD  
0534 COMMUNITY OUTREACH MANAGER  
2227 DEPUTY TOWN CLERK  
0140 ECON DEV PROG ANALYST  
0624 EM MGMT DEPUTY COORDINATOR  
1410 FACILITIES SUPERVISOR  
1709 HOUSING MAINTENANCE SUPERVISOR  
0438 HR CONSULTANT  
0859 GIS ANALYST  
0139 GRANTS ADMINISTRATOR  
1265 LIBRARY ACCOUNTS COORDINATOR  
1272 LIBRARY EXP COORD ADULT PROG  
1251 LIBRARY MARKETING & COMM COORD  
1232 LIBRARY SYSTEMS COORDINATOR  
0871 MANAGEMENT ANALYST  
1274 MARKETING & COMM COORD  
1140 MARKTNG & RES DEVELOP ADMIN  
0326 PAYROLL COORDINATOR  
1349 PROJECT MANAGER  
1117 PUBLIC ART COORDINATOR

0363 REVENUE COORDINATOR  
 0829 SAFE ROUTES TO SCHOOL COORD  
 0929 SR. COMMERCIAL PLANS REVIEWER  
 0830 SENIOR PLANNER  
 1445 SOLID WASTE OPS SVCS COORD  
 1273 SPECIAL EVENTS COORDINATOR  
 0893 STORMWATER ANALYST  
 0135 SUSTAINABILITY PROGRAM ANALYST  
 0895 SYSTEMS SPECIALIST  
 0532 TRANSIT DEVELOPMENT MGR I  
 0832 VISION ZERO COORDINATOR  
 0872 WEB ADMINISTRATOR

115 \$63,277 \$83,832 \$104,388

0516 ADMINISTRATIVE SVCS MANAGER  
 1613 ASSISTANT TRANSPORTATION ENGIN  
 0345 DATA & ANALYTICS ANALYST  
 0866 ENGINEER II  
 0333 FINANCIAL SYSTEMS ANALYST  
 2109 MANAGEMENT ANALYST  
 0133 PARKING OPS ADMIN  
 1134 RECREATION SUPERVISOR-SR  
 0864 SENIOR GIS ANALYST  
 0437 SENIOR-HRD CONSULTANT

116 \$66,441 \$88,024 \$109,608

0316 ACCT SUPV-PAYROLL & PAYABLES  
 1332 ASSISTANT MAINTENANCE MANAGER  
 0553 ASST OPERATIONS MANAGER-DEMAND  
 1147 BUSINESS OPERATIONS MANAGER  
 0874 CHIEF INFO SECURITY OFFICER  
 0750 CRISIS UNIT SUPERVISOR  
 0525 DEPUTY OPERATIONS MANAGER  
 0825 PRINCIPAL PLANNER  
 1351 PROJECT MANAGER-SR  
 0539 TRANSIT DEVELOPMENT MGR II  
 0130 URBAN DESIGNER

117 \$69,763 \$92,425 \$115,088

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

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  
 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

0119      ASSISTANT TO THE MANAGER  
0877      CHIEF INFORM SECURITY OFF

**Non-Exempt Structure**

Grade      Minimum      Market      Maximum      Job Class Code      Title  
206      \$31,959      \$42,341      \$52,723

1906      CONSTRUCTION WORKER I  
1705      HOUS MAINT MECH HELPER  
2174      OFFICE ASSISTANT  
2170      OFFICE ASSISTANT-PT

207      \$33,558      \$44,459      \$55,360

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  
2020      PARK MAINTENANCE SPECIALIST  
1645      SIGN & MARKING TECH I  
2010      SOLID WASTE EQUIP OP I

209      \$36,997      \$49,015      \$61,034

2157      ADMINISTRATIVE ASSISTANT  
1416      BLDG MAINT MECH I  
0765      DEVELOPMENT TECH I  
1825      FLEET TECHNICIAN I  
1837      PARTS CLERK  
2212      PERMIT TECH I  
0845      PLANNING TECHNICIAN  
2216      RECORDS TECH-PT  
1145      RECREATION ASSISTANT  
1612      TRAFFIC SIGNAL TECH I

210      \$38,847      \$51,466      \$64,085

0944      DEVELOPMENT TECH II  
1261      LIBRARY EXPERIENCE ASSISTANT  
1262      LIBRARY EXPERIENCE ASST.-PT  
2022      PARK MAINTENANCE SPLST-CERT  
1036      RESIDENT SERVICES COORDINATOR  
1845      SERVICE ATTENDANT  
1640      SIGN & MARKING TECH II  
1915      SOLID WASTE EQUIP OP II  
1935      STREET SWEEPER EQUIP OP  
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  
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

0339      ACCOUNTING TECH II  
0367      ADMINISTRATIVE SPECIALIST  
0571      ASSISTANT PARKING SVCS SUPV  
0942      CODE ENFORCEMENT OFFICER  
1909      CONSTRUCTION WORKER IV  
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      \$59,578      \$74,186

1143      AQUATICS SPECIALIST  
1418      BLDG MAINT MECH III  
0518      COMMUTE SOLUTIONS MANAGER  
0925      ENGINEERING INSPECTOR  
1922      CONSTRUCTION CREW SUPERVISOR  
1928      DRAINAGE CREW SUPERVISOR  
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 LEADER  
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

0530      SUPERVISOR-TRANSIT  
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  
0552      TRAIN & SAFETY SPEC- TRANSIT

216      \$52,058      \$68,969      \$85,880

0857      INFORMATION TECH ANALYST-SR  
0946      INSPECTOR II  
0554      LEAD TRANSIT SUPERVISOR



217	\$54,661	\$72,418	\$90,174	0930	INSPECTOR - SENIOR
				1819	MECHANIC III-BUS
				1625	MUNICIPAL ARBORIST
				1620	PARKS OUTREACH SPECIALIST
				1835	PARTS SUPERVISOR
				1818	SENIOR FLEET TECHNICIAN
				1608	TRAFFIC SIGNAL SYSTEMS ANALYST
218	\$57,394	\$76,039	\$94,683	2217	FLEET SYSTEMS TECHNICIAN
220	\$63,277	\$83,832	\$104,388	1430	MECHANIC SUPERVISOR - BUS
				1431	FLEET SUPERVISOR

**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	\$59,687	\$73,512	0645	FIREFIGHTER-MASTER
F4	\$48,154	\$62,670	\$77,187	0635	FIRE EQUIPMENT OPERATOR
F5	\$53,090	\$69,094	\$85,099	0633	FIRE LIEUTENANT
				0636	FIRE INSPECTOR I
				0638	COMMUNITY RISK REDUCTION COORD
F6	\$55,745	\$72,549	\$89,354	0637	FIRE INSPECTOR II
F7	\$59,960	\$78,035	\$96,109	0630	FIRE CAPTAIN
				0632	FIRE MARSHAL - ASSISTANT
				0655	FIRE TECHNOLOGY OFFICER
				0656	FIRE LOGISTICS OFFICER

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	\$50,000	\$50,000	0746	POLICE OFFICER RECRUIT
P2	\$50,000	\$51,462	\$52,923	0745	POLICE OFFICER I
P3	\$55,000	\$58,500	\$62,000	0740	POLICE OFFICER II
P4	\$65,000	\$70,000	\$75,000	0735	POLICE OFFICER III
P5	\$69,230	\$79,615	\$90,000	0730	POLICE OFFICER IV
P6	\$76,153	\$85,672	\$95,191	0725	POLICE SERGEANT
P7	\$83,768	\$94,239	\$104,710	0720	POLICE LIEUTENANT
P8	\$92,145	\$103,663	\$115,181	0715	POLICE CAPTAIN

**Other**

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
	\$97,498	\$0	\$300,000	0110	TOWN MANAGER
	\$90,000	\$0	\$200,000	0120	TOWN ATTORNEY
	\$37,403	\$49,352	\$60,593	0215	CHIEF OF STAFF