

Approved By:



Town of Chapel Hill, NC

Effective Date: July 1, 2023

Christopher Blue, Interim Town Manager

Revised Date: July 1, 2023

Senior Management Structure

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</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 0719 1112	ASSISTANT FIRE CHIEF POLICE LEGAL ADVISOR SR PARK PLNG & OPS MANAGER
III	\$89,735	\$116,786	\$143,837	1011 0424 1213 1111 0811 1320 0549 0315 1012 0920 0128 0132 0614 0615 0863 0121 0124	ASSISTANT DIR-HOUSING ASSISTANT DIR-HRD ASSISTANT DIR-LIBRARY ASSISTANT DIR-P&R-REC OPS ASSISTANT DIR-PLANNING ASSISTANT DIR-PUBLIC WORKS ASSISTANT DIR-TRANSIT ADMIN ASST DIR BUS MANAGEMENT ASST DIR-AFF HOUS & COMM CONN ASST DIR-BUILDG & DEV SCS COMMUNITY SUSTAINABILTY MGR DEI OFFICER EMERGENCY MGMT COORDINATOR FIRE CHIEF-DEPUTY MANAGER OF ENGINEERING INFRASTR OMBUDS-SR. STRATEGIC OPERATIONS MANAGER
IV	\$109,074	\$141,955	\$174,835	0512 0718 0711	DEPUTY TRANSIT DIRECTOR LEGAL ADVISOR-SR POLICE CHIEF-ASSISTANT
V	\$126,267	\$164,331	\$202,394	0134 1008 0909 0310 0210 0116 1010 0410 1110 0810 1310 0510 1209 0848 0610 0709	ASSISTANT TOWN ATTORNEY DIR-AFF HOUS & COMM CONN DIR-BUILDING & DEV SERVICES DIR-BUSINESS MANAGEMENT DIR-COMMUNICATIONS-PUBLIC DIR-ECONOMIC DEVELOPMENT DIR-HOUSING DIR-HUMAN RESOURCE DEVELOPMENT DIR-PARKS AND REC DIR-PLANNING DIR-PUBLIC WORKS DIR-TRANSPORTATION EXEC DIR-COMM ARTS & CULTURE EXEC DIR-TECHNOLOGY SOLUTIONS FIRE CHIEF POLICE CHIEF
VII	\$146,170	\$190,233	\$234,296	0114	TOWN MANAGER-DEPUTY

Exempt Structure

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</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
				2177	RECORDS RETENTION MANAGER
				1133	SPECIALIZED RECREATION COORD
				0137	SUSTAINABILITY OUTREACH COORDI
112	\$52,058	\$68,969	\$85,880		
				0329	ACCOUNTANT - HOUSING
				1021	COMM. DEVEL. PROGRAM MANAGER
				0755	CRISIS COUNSELOR
				0561	CRISIS COUNSELOR-TRANSIT LIAIS
				0431	DEI PROGRAM ANALYST
				2176	GRAPHIC ARTIST
				1709	HOUSING MAINTENANCE SUPERVISOR
				1020	HUMAN SERVICES COORDINATOR
				0835	PLANNER I
				1132	SPECIALIZED REC COORD-CERT
113	\$54,661	\$72,418	\$90,174		
				2110	ADMINISTRATIVE ANALYST
				0225	COMMUNICATIONS SPECIALIST
				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		
				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
				0624	EM MGMT DEPUTY COORDINATOR
				1410	FACILITIES SUPERVISOR
				0859	GIS ANALYST
				0139	GRANTS ADMINISTRATOR
				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
				0875	NETWORK ADMINISTRATOR
				0326	PAYROLL COORDINATOR
				1349	PROJECT MANAGER
				1117	PUBLIC ART COORDINATOR
				0363	REVENUE COORDINATOR
				0830	SENIOR PLANNER/GREENWAY MOBILITY
					PROJECT MANAGER
				1445	SOLID WASTE OPS SVCS COORD

				1273	SPECIAL EVENTS COORDINATOR
				0929	SR. COMMERCIAL PLANS REVIEWER
				0893	STORMWATER ANALYST
				0135	SUSTAINABILITY PROGRAM ANALYST
				0852	SYSTEMS ADMINISTRATOR
				0895	SYSTEMS SPECIALIST
				0532	TRANSIT DEVELOPMENT MGR I
				0872	WEB ADMINISTRATOR
115	\$63,277	\$83,832	\$104,388		
				0516	ADMINISTRATIVE SVCS MANAGER
				1332	ASSISTANT MAINTENANCE MANAGER
				1613	ASSISTANT TRANSPORTATION ENGIN
				0318	BUDGET & MANAGEMENT ANALYST
				0345	DATA & ANALYTICS ANALYST
				0136	ECONOMIC DEVELOPMENT MANAGER
				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
				0553	ASST OPERATIONS MANAGER-DEMAND
				1147	BUSINESS OPERATIONS MANAGER
				0750	CRISIS UNIT SUPERVISOR
				0525	DEPUTY OPERATIONS MANAGER
				0527	GRANTS COMPLIANCE MANAGER
				0129	LEGAL SERVICES ADMINISTRATOR
				0123	OMBUDS
				0825	PRINCIPAL PLANNER
				1351	PROJECT MANAGER-SR
				0360	PURCHASING & CONTRACTS MANAGER
				0539	TRANSIT DEVELOPMENT MGR II
				0130	URBAN DESIGNER
117	\$69,763	\$92,425	\$115,088		
				1270	ACQUISITIONS & COLL. MANAGER
				1027	COMMUNITY CONNECTIONS MANAGER
				0762	COMMUNITY SERVICES PLANNER
				0867	ENGINEER III
				0870	ENGINEERING COORDINATOR-SR
				0847	GIS MANAGER
				1271	LIBRARY EXPERIENCE MANAGER
				0113	STRATEGIC OPERATIONS ANALYST
				1269	YOUTH & FAMILY EXP. MANAGER
118	\$73,251	\$97,047	\$120,842		
				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
				0224	COMMUNICATIONS MANAGER
				0138	COMMUNITY RELATIONS MANAGER
				1401	FACILITIES MANAGER
				0321	FINANCIAL SYSTEMS MANAGER
				1425	FLEET 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
				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		
				0877	CHIEF INFORM SECURITY OFF
Non-Exempt Structure					
<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</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
				1837	PARTS CLERK
				1845	SERVICE ATTENDANT
207	\$33,558	\$44,459	\$55,360		
				2219	COMMUNITY SAFETY SPECIALIST
				2170	OFFICE ASSISTANT-PT
				0575	PARKING ENFORCEMENT OFFICER
				2215	RECORDS TECHNICIAN
				2015	SOLID WASTE COLLECTOR
208	\$35,235	\$46,681	\$58,127		
				1840	BUS SERVICE TECHNICIAN
				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
				1827	MECHANIC I-BUS
				2212	PERMIT TECH I
				0845	PLANNING TECHNICIAN
				1145	RECREATION ASSISTANT
				1612	TRAFFIC SIGNAL TECH I
210	\$38,847	\$51,466	\$64,085		
				0944	DEVELOPMENT TECH II
				1261	LIBRARY EXPERIENCE ASSISTANT
				2022	PARK MAINTENANCE SPLST-CERT
				1036	RESIDENT SERVICES COORDINATOR
				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
				1908	CONSTRUCTION WORKER III
				0945	DEVELOPMENT TECH - SENIOR
				1820	FLEET TECHNICIAN II
				1030	HOUSING OFFICER I
				0555	HR TECHNICIAN TRANSIT
				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	\$56,741	\$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
				1821	MECHANIC II-BUS
				0764	PEER SUPPORT SPECIALIST

				0365	REVENUE COLLECTOR
				1926	SR HEAVY EQUIPMENT OPERATOR
213	\$44,969	\$59,578	\$74,186	0543	TRANSIT OPERATOR - SENIOR
				1143	AQUATICS SPECIALIST
				1418	BLDG MAINT MECH III
				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
				1125	RECREATION 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
214	\$47,218	\$62,557	\$77,896	0518	TRANS DEM. MGMT COM MGR
				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
				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
				1702	SR HOUSING MAINTENANCE MECH
				0530	SUPERVISOR-TRANSIT
216	\$52,058	\$68,969	\$85,880	0552	TRAIN & SAFETY SPEC- TRANSIT
				1431	FLEET SUPERVISOR
				0857	INFORMATION TECH ANALYST-SR
				0946	INSPECTOR II
				0554	LEAD TRANSIT SUPERVISOR
217	\$54,661	\$72,418	\$90,174	1430	MECHANIC SUPERVISOR - BUS
				0930	INSPECTOR - SENIOR
				1625	MUNICIPAL ARBORIST
				1620	PARKS OUTREACH SPECIALIST
				1608	TRAFFIC SIGNAL SYSTEMS ANALYST

Fire Structure

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
F1	\$43,678	\$43,678	\$43,678		
F2	\$43,678	\$56,844	\$70,010	0649	FIREFIGHTER RECRUIT
F3	\$45,862	\$59,687	\$73,512	0650	FIREFIGHTER LEVEL I
F4	\$48,154	\$62,670	\$77,187	0645	FIREFIGHTER-MASTER
F5	\$53,090	\$69,094	\$85,099	0635	FIRE EQUIPMENT OPERATOR
				0638	COMMUNITY RISK REDUCTION COORD
				0636	FIRE INSPECTOR I
				0633	FIRE LIEUTENANT
F6	\$55,745	\$72,549	\$89,354		

F7	\$59,960	\$78,035	\$96,109	0637	FIRE INSPECTOR II
				0630	FIRE CAPTAIN
				0656	FIRE LOGISTICS OFFICER
				0632	FIRE MARSHAL - ASSISTANT
F8	\$66,106	\$86,033	\$105,961		
F9	\$72,882	\$94,852	\$116,821	0631	FIRE MARSHAL- DEPUTY
				0620	BATTALION CHIEF

Police Structure

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</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

Others

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
	\$37,403	\$49,352	\$60,593		
				0215	ASSISTANT TO THE MAYOR
				9509	INTERIM TOWN MANAGER