



Town of Chapel Hill, NC

Approved By:

Effective Date: July 1, 2026

Revised Date: June 3, 2026

Theodore Voorhees, Town
Manager

Senior Leadership Employees

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
S02	\$81,900	\$106,470	\$131,040	PD04	POLICE ASSISTANT GENERAL COUNS
S03	\$90,909	\$117,527	\$144,144	BM02	ASST DIR BUS MANAGEMENT
				BD02	ASST DIR-BUILDG & DEV SCS
				HR02	ASST DIR-HRD
				HC02	ASST DIR-HSG & COMM DEVEL
				LB02	ASST DIR-LIBRARY COMM ARTS
				PR02	ASST DIR-P&R-REC OPS
				PL04	ASST DIR-PLANNING
				TR03	ASST DIR-TRANSIT
				TM07	OMBUDS
				TW11	PROGRAM DIRECTOR
				PR03	SENIOR PARKS OPERATIONS MANAGE
				GS01	TOWN CLERK
				PW03	TOWN ENGINEER
S04	\$112,613	\$146,396	\$180,180	PW02	DEPUTY DIR - PUBLIC WORKS
				TR02	DEPUTY TRANSIT DIRECTOR
S05	\$129,504	\$168,356	\$207,207	TA02	ASSISTANT TOWN ATTORNEY
				TS01	DIR - TECHNOLOGY SOLUTIONS
				BD01	DIR-BUILDING & DEV SERVICES
				BM01	DIR-BUSINESS MANAGEMENT
				TM05	DIR-ECONOMIC DEVELOPMENT
				HC01	DIR-HOUSING & COMM DEVELOPMENT
				HR01	DIR-HUMAN RESOURCE DEVELOPMENT
				LB01	DIR-LIBRARY COMM ARTS
				PR01	DIR-PARKS AND REC
				PL01	DIR-PLANNING
				PW01	DIR-PUBLIC WORKS
				TM03	DIR-STRATEGIC COMMS
				TR01	DIR-TRANSIT
				FD01	FIRE CHIEF
				PD01	POLICE CHIEF

S07 \$149,659 \$194,556 \$239,454

TM02 TOWN MANAGER-DEPUTY

Exempt Employees

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
E02	\$50,400	\$65,520	\$80,640	TW09 GS03	ADMINISTRATIVE COORDINATOR ASSISTANT TOWN CLERK
E03	\$52,920	\$68,796	\$84,672	HS04	HOUSING OFFICER
E04	\$55,566	\$72,236	\$88,906	PD19	CRIME ANALYST
E05	\$58,344	\$75,848	\$93,351	MD05	PLANNER
E06	\$61,262	\$80,340	\$99,418	PD25 TW10 TW15 PW10 PR04	COMM SAFE PUBLIC INFO OFFICER MARKETING & COMMUNICATIONS COO PROGRAM COORDINATOR I PW INSPECTOR II SPECIALIZED RECREATION COORDIN
E07	\$64,325	\$84,357	\$104,388	BM04 TW13 TW16 TM12 GS02 PR05 MD04 TR22	ACCOUNTANT ADMINISTRATIVE ANALYST COORDINATOR II DEPUTY EMERGENCY MGNT MGR DEPUTY TOWN CLERK PARK MAINTENANCE SUPV SAFETY OFFICER TRANSIT TRAINING MANAGER
E08	\$67,541	\$88,575	\$109,608	TW04 BD03 TW19 PL02	ANALYST I PLANS REVIEWER II PROJECT MANAGER I SENIOR PLANNER
E09	\$70,918	\$92,193	\$113,469	TW02 TR08 PW09 HR04 PW08	ANALYST II ASSISTANT OPERATIONS MGR FACILITIES SUPERVISOR HR GENERALIST I PROFESSIONAL LAND SURVEYOR

E10	\$74,464	\$97,653	\$120,842	TR06	ASSISTANT MAINTENANCE MANAGER
				PW06	ASSISTANT TRANSPORTATION ENGIN
				BD04	CODE COMPLIANCE MANAGER
				TR07	DEPUTY OPERATIONS MANAGER
				MD02	ENGINEER
				PW07	ENGINEERING COORDINATOR
				TR05	GRANTS MANAGER
				HR03	HR GENERALIST II
				PK01	PARKING SERVICES MANAGER
				MD03	PRINCIPAL PLANNER
				TW01	PROJECT MANAGER II
E11	\$78,187	\$102,536	\$126,884	BM03	ACCOUNTING SUPERVISOR
				TW07	ADMINISTRATIVE SERVICES MANAGE
				MD01	ENGINEER-III
				HS03	HOUSING MAINTENANCE SUPERVISOR
				TS05	NETWORK ENGINEER
				TA03	PARALEGAL
				TS06	SYSTEMS ADMINISTRATOR
				TM10	URBAN DESIGNER
E12	\$82,096	\$107,663	\$133,229	TM13	COMMUNICATIONS MANAGER
				TW08	PROGRAM MANAGER
				TM09	RISK MANAGER
				TR04	TRANSIT PLANNING MANAGER
E13	\$86,201	\$112,061	\$137,922	PW04	CAPITAL PROJECT MANAGER
				TW17	DIVISION MANAGER
				PW05	FACILITIES MANAGER
E14	\$90,511	\$117,665	\$144,818	TM08	STRATEGIC PROJECT MANAGER

Non-Exempt Employees

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
N03	\$36,691	\$47,699	\$58,706	TW06	ADMINISTRATIVE TECHNICIAN
				BD05	BUILDING INSPECTOR APPRENTICE
N04	\$38,526	\$50,346	\$62,166	PW35	SOLID WASTE COLLECTOR
N05	\$40,452	\$52,588	\$64,723	PR12	RECREATION ASSISTANT

N06	\$42,475	\$55,217	\$67,959	TW18 PW34 PW32 MD09 PR11 PK04 PW33 PD21	ADMINISTRATIVE ASSISTANT BLDG MAINT MECH I CONSTRUCTION WORKER I DEVELOPMENT TECHNICIAN I GROUNDSKEEPER PARKING ENFORCEMENT OFFICER SIGN & MARKING TECH I VIRTUAL REPORT TECHNICIAN
N07	\$44,598	\$57,978	\$71,357	PW31	SOLID WASTE OPERATOR I
N08	\$46,828	\$61,336	\$75,844	PW39 PW28 MD08 HS06 TR23 LB06 TR24 BM07 PW41 PW29 PW30 PW36	BLDG MAINT MECH II CONSTRUCTION WORKER II DEVELOPMENT TECHNICIAN II HOUSING MAINTENANCE MECHANIC HR ASSISTANT LIBRARY ASSOCIATE I PAYROLL SPECIALIST REVENUE COLLECTOR SIGN & MARKING TECH II SOLID WASTE OPERATOR II STORMWATER SPECIALIST TRAFFIC SIGNAL TECH I
N09	\$49,170	\$63,921	\$78,672	MD07 PW26 HR05 LB05 PK03 MD10 PD20 PW37 PW42 PW40	ACCOUNTS PAYABLE SPECIALIST I CONSTRUCTION WORKER III HR SPECIALIST-PAYROLL LIBRARY ASSOCIATE II PARKING SERVICES SUPV-ASST PAYROLL SPECIALIST PEER SUPPORT SPECIALIST SIGN & MARKING TECH III SOLID WASTE OPERATOR III TRAFFIC SIGNAL TECH II
N10	\$51,628	\$67,117	\$82,605	BM06 PW21 BD06 PW22 PW23 MD06 HS05 LB04	ACCOUNTS PAYABLE SPECIALIST II BLDG MAINT MECH III CODE COMPLIANCE OFFICER I CONSTRUCTION WORKER IV FLEET TECHNICIAN I HEAVY EQUIPMENT OPERATOR HOUSING MAINTENANCE MECH-III LIBRARY TECHNICIAN

				TW05	PROGRAM SPECIALIST
				PW24	SIGN & MARKING SUPERVISOR
				PW25	TRAFFIC SIGNAL TECH III
N11	\$54,210	\$70,473	\$86,735		
				PR09	ASSISTANT ARBORIST
				PR10	ASSISTANT RECREATION SUPV
				BD07	BUILDING INSPECTOR I
				PW17	ENGINEERING TECHNICIAN
				PW15	FLEET TECHNICIAN II
				PR08	GROUNDSKEEPER CREW LEADER
				TS10	IT ANALYST I
				PK02	PARKING SERVICES SUPERVISOR
				PW18	PUBLIC WORKS CREW SUPERVISOR
				PW19	PW INSPECTOR I
				PW20	TRAFFIC SIGNAL SUPERVISOR
N12	\$56,920	\$75,358	\$93,795		
				BD10	BUILDING INSPECTOR II
				BD08	CODE COMPLIANCE OFFICER II
				PW13	FACILITIES SYSTEMS TECHNICIAN
N13	\$59,766	\$77,994	\$96,222		
				PR06	ARBORIST
				PW16	FLEET SYSTEMS TECHNICIAN
				PW14	FLEET TECHNICIAN III
				TS09	IT ANALYST II
				PR07	PARKS OUTREACH SPECIALIST
				PW12	TRAFFIC SIGNAL SYSTEMS ANALYST
N14	\$63,277	\$83,833	\$104,388		
				BD09	BUILDING INSPECTOR III
N15	\$65,892	\$85,660	\$105,427		
				PW11	FLEET TECHNICIAN SUPERVISOR
				TS08	IT ANALYST III

Fire Employees

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
FN0	\$50,000	\$50,000	\$50,000		
				FD16	FIREFIGHTER RECRUIT
FN1	\$53,500	\$69,250	\$85,000		
				FD14	FIREFIGHTER I
FN2	\$62,000	\$76,500	\$91,000		
				FD15	FIREFIGHTER II

FN3	\$65,000	\$81,000	\$97,000	FD13	FIRE ENGINEER
FN4	\$69,000	\$85,914	\$102,828	FD12 FD10 FD11	COMMUNITY RISK REDUCTION SPLST FIRE INSPECTOR I FIRE LIEUTENANT
FN5	\$72,000	\$89,985	\$107,970	FD09	FIRE INSPECTOR II
FN6	\$75,000	\$94,184	\$113,368	FD06 FD08 FD07	FIRE CAPTAIN FIRE LOGISTICS OFFICER FIRE MARSHAL - ASSISTANT
FN7	\$78,000	\$101,353	\$124,705	FD17	BATTALION COMMANDER
FN8	\$87,000	\$112,088	\$137,175	FD05 FD04	BATTALION CHIEF FIRE MARSHAL- DEPUTY
FE9	\$96,000	\$124,500	\$153,000	FD03	FIRE CHIEF-ASSISTANT
FE10	\$112,613	\$146,396	\$180,180	FD02	FIRE CHIEF-DEPUTY

Police Employees

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
PN0	\$50,000	\$51,250	\$52,500	PD18	COMM. SAFETY SUPPORT TECH.
PN1	\$57,164	\$60,577	\$63,990	PD13 PD14	POLICE OFFICER I POLICE OFFICER RECRUIT
PN2	\$61,451	\$70,669	\$79,886	PD17 PD12	CRISIS COUNSELOR I POLICE OFFICER II
PN3	\$66,060	\$75,969	\$85,878	PD22 PD11	CRISIS COUNSELOR II POLICE OFFICER III
PN4	\$71,015	\$88,098	\$105,181	PD16	CRISIS COUNSELOR III

				PD15 PD10	FORENSIC & EVIDENCE SPECIALIST POLICE OFFICER IV
PN5	\$81,899	\$98,278	\$114,658		
				PD23 PD09	CRISIS COUNSELOR COORDINATOR POLICE SERGEANT
PN6	\$94,184	\$113,020	\$131,857		
				PD08	POLICE LIEUTENANT
PE7	\$108,311	\$129,973	\$151,635		
				PD07 PD05 PD24 PD06	COMMUNITY SAFETY DIVISION MANA CRISIS DIVISION MANAGER EMERGENCY MANAGEMENT MANAGER POLICE CAPTAIN
PE8	\$116,434	\$148,307	\$180,180		
				PD02	POLICE CHIEF-ASSISTANT

Transit Employees

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
TN1	\$38,526	\$50,084	\$61,641	TR20 TR21	BUS SHELTER ATTENDANT PARTS CLERK
TN2	\$42,475	\$55,217	\$67,959	TR19	BUS SERVICE TECHNICIAN
TN3	\$44,598	\$57,978	\$71,357	TR18	TRANSIT OPERATOR I
TN4	\$46,828	\$60,877	\$74,925	TR16	TRANSIT OPERATOR II
TN5	\$51,628	\$67,117	\$82,605	TR17	BUS TECHNICIAN I
TN6	\$54,210	\$70,473	\$86,735	TR15	BUS TECHNICIAN II
TN7	\$59,766	\$77,994	\$96,222	TR14 TR12 TR13	BUS TECHNICIAN III SUPERVISOR-TRANSIT TRAIN & SAFETY SPEC- TRANSIT
TN8	\$65,892	\$85,660	\$105,427	TR09 TR10	BUS TECHNICIAN SUPERVISOR LEAD TRANSIT SUPERVISOR

Other

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Job Class Code</u>	<u>Title</u>
	\$0	\$0	\$0	MA01	CHIEF OF STAFF
	\$0	\$0	\$0	TA01	TOWN ATTORNEY
	\$0	\$0	\$0	TM01	TOWN MANAGER