



Town of Chapel Hill, NC

Effective Date: July 1, 2024
Revised Date: August 16, 2024

Approved By:

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 INFRAST
				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	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
				0886	COMMUNITY EDUCATION COORD
				1035	COMMUNITY CONNECTIONS COORD
				0759	DIVERSION SOCIAL WORKER
				2112	POLICE ANALYST
				0754	POLICE WELLNESS COORDINATOR
				2177	RECORDS RETENTION MANAGER
				1133	SPECIALIZED RECREATION COORD
				0137	SUSTAINABILITY OUTREACH COORDI
112	\$52,058	\$69,432	\$86,806	1021	COMM. DEVEL. PROGRAM MANAGER
				0755	CRISIS COUNSELOR
				0561	CRISIS COUNSELOR-TRANSIT LIAIS
				0431	DEI PROGRAM MANAGER
				2176	GRAPHIC ARTIST

1020 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 \$94,564 \$119,365

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

<u>Grade</u>	<u>Minimum</u>	<u>Market</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
2170 OFFICE ASSISTANT-PT

207 \$33,558 \$44,868 \$56,177

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 \$49,582 \$62,166

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 \$60,407 \$75,844

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	\$74,228	\$93,795	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	\$59,768	\$73,674	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	\$52,749	\$55,497	0745	POLICE OFFICER I
P3	\$55,000	\$59,095	\$63,190	0740	POLICE OFFICER II
P4	\$65,000	\$70,250	\$75,500	0735	POLICE OFFICER III
P5	\$69,230	\$81,606	\$93,981	0730	POLICE OFFICER IV
P6	\$76,153	\$86,601	\$97,048	0725	POLICE SERGEANT
P7	\$83,768	\$94,266	\$104,763	0720	POLICE LIEUTENANT
P8	\$92,145	\$104,652	\$117,428	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