## ATTACHMENT 1



Town of Chapel Hill, NC

Effective Date: July 1, 2025 Revised Date: July 1, 2025

Approved By:

Mary Jane Nirdlinger Interim, Town Manager

			Senior M	lanagement Struct	ure
<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	Job Class Code	<u>Title</u>
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		
				0424	ASSISTANT DIR-HRD
				1213	ASSISTANT DIR-LIBRARY
				1111	ASSISTANT DIR-P&R-REC OPS
				0811	ASSISTANT DIR-PLANNING
				0549	ASSISTANT DIR-TRANSIT ADMIN
				0315	ASST DIR BUS MANAGEMENT
				1012	ASST DIR-AFF HOUS & COMM CONN
				0920	ASST DIR-BUILDG & DEV SCS
				1011	AST DIR OF ADMINISTRATION
				0128	COMMUNITY SUSTAINABILTY MGR
				0615	FIRE CHIEF-DEPUTY
				0132	HUMAN RELATIONS OFFICER
				0863	MANAGER OF ENGINEERING INFRAST
				0123	OMBUDS
				0211	TOWN CLERK
IV	\$109,074	\$141,955	\$174,835		
1 4	\$10 <i>5</i> ,074	71-1,555	717-7,000	1320	ASSISTANT DIR-PUBLIC WORKS
				0512	DEPUTY TRANSIT DIRECTOR
				0718	LEGAL ADVISOR-SR
				0711	POLICE CHIEF-ASSISTANT
				0711	TOLICE CITEL AGGISTANT
V	\$126,267	\$164,422	\$202,576		
	. ,	. ,	. ,	0134	ASSISTANT TOWN ATTORNEY
				1008	DIR-AFF HOUS & COMM CONN
				0909	DIR-BUILDING & DEV SERVICES
				0310	DIR-BUSINESS MANAGEMENT
				0116	DIR-ECONOMIC DEVELOPMENT
				0144	DIR-EMR PREP & RISK MGMT
				0410	DIR-HUMAN RESOURCE DEVELOPMENT
				1209	DIR-LIBRARY COMM ARTS
				1110	DIR-PARKS AND REC
				0810	DIR-PLANNING

				1310 0510 1208 0848 0610	DIR-PUBLIC WORKS DIR-TRANSPORTATION EXEC DIR-STRATEGIC COMMS EXEC DIR-TECHNOLOGY SOLUTIONS FIRE CHIEF
				0709	POLICE CHIEF
VII	\$146,170	\$190,233	\$234,296		
				0114	TOWN MANAGER-DEPUTY

			Ех	empt Structure	
<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	Job Class Code	<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		
111	<del>, 1</del> 2,272	703,003	Ç01,7 <i>3</i> 1	0226	ASSISTANT TOWN CLERK
				1035	COMMUNITY CONNECTIONS COORD
				0886	COMMUNITY EDUCATION COORD
				2112	POLICE ANALYST
				0754	POLICE WELLNESS COORDINATOR
				2177	RECORDS RETENTION MANAGER
				1133	SPECIALIZED RECREATION COORD
				0137	SUSTAINABILITY OUTREACH COORDI
442	452.050	460 777	407.406		
112	\$52,058	\$69,777	\$87,496	0755	CDICIC COLINICAL OD
				0755 0561	CRISIS COUNSELOR CRISIS COUNSELOR-TRANSIT LIAIS
				1021	FUNDINGS PROGRAM COORDINATOR
				2176	GRAPHIC ARTIST
				0431	HUMAN RELATIONS PRGM MGR
				0835	PLANNER I
				1132	SPECIALIZED REC COORD-CERT
113	\$54,661	\$72,418	\$90,174		
				0361	ADMIN ANALYST PROC
				2110	ADMINISTRATIVE ANALYST
				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
				0533	TRAINING COORDINATOR
114	\$60,264	\$79,841	\$99,418		
				0329	ACCOUNTANT - HOUSING
				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
				0225	DIGITAL CONTENT COORDINATOR
				0624	EM MGMT COORDINATOR
				1410	FACILITIES SUPERVISOR
				0859	GIS ANALYST
				1028	HOUSING PROGRAMS COORDINATOR
				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
				0143	MKTG & COMMUNICATIONS COORD
				0326	PAYROLL COORDINATOR
				1349	PROJECT MANAGER
				1117	PUBLIC ART COORDINATOR
				0363	REVENUE COORDINATOR
				0829	SAFE ROUTES TO SCHOOL COORD
				0830	SENIOR PLANNER
				1445	SOLID WASTE OPS SVCS COORD
				1273	SPECIAL EVENTS COORDINATOR
				0929	SR. COMMERCIAL PLANS REVIEWER
				0893	STORMWATER ANALYST
				0135	SUSTAINABILITY PROGRAM ANALYST
				0895	SYSTEMS SPECIALIST
				1606	TRAFFIC OPS SERVICES COORD
				0532	TRANSIT DEVELOPMENT MGR I
				0832	VISION ZERO COORDINATOR
115	\$63,277	\$83,833	\$104,388		
				0516	ADMINISTRATIVE SVCS MANAGER
				1613	ASSISTANT TRANSPORTATION ENGIN
				0318	BUDGET & MANAGEMENT ANALYST
				0881	BUSINESS ANALYST SR
				0345	DATA & ANALYTICS ANALYST
				0136	ECONOMIC DEVELOPMENT MGR
				0866	ENGINEER II

				0333 2109 0133 0334 0557 1134 0864 0437	FINANCIAL SYSTEMS ANALYST MANAGEMENT ANALYST PARKING OPS ADMIN PAYROLL & HR SYSTEMS ANALYST QUALITY ASSUR./QUALITY CONTRL RECREATION SUPERVISOR-SR SENIOR GIS ANALYST SENIOR-HRD CONSULTANT
116	\$66,441	\$88,025	\$109,608	0316 1332 0553 1147 0750 0525 1709 0825 1351 0880 0539 0130	ACCT SUPV-PAYROLL & PAYABLES ASSISTANT MAINTENANCE MANAGER ASST OPERATIONS MANAGER-DEMAND BUSINESS OPERATIONS MANAGER CRISIS UNIT SUPERVISOR DEPUTY OPERATIONS MANAGER HOUSING MAINTENANCE SUPERVISOR PRINCIPAL PLANNER PROJECT MANAGER - SR SURVEY PROJECT COORDINATOR TRANSIT DEVELOPMENT MGR II URBAN DESIGNER
117	\$69,763	\$94,564	\$119,365	1270 0928 0762 0867 0870 1271 0875 0113 0852 1269	ACQUISITIONS & COLL. MANAGER CODE COMPLIANCE MANAGER COMMUNITY SERVICES PLANNER ENGINEER III ENGINEERING COORDINATOR-SR LIBRARY EXPERIENCE MANAGER NETWORK ENGINEER STRATEGIC OPERATIONS ANALYST SYSTEMS ADMINISTRATOR YOUTH & FAMILY EXP. MANAGER
118	\$73,251	\$97,047	\$120,842	0527 0129 0422 0119	GRANTS COMPLIANCE MANAGER LEGAL SERVICES ADMINISTRATOR RISK MANAGER STRATEGIC PROJECT MANAGER
119	\$76,914	\$101,899	\$126,884	0323 0362 1022 0911 0566 1352 1027	ACCOUNTING MANAGER ACCOUNTING PROJECTS MANAGER AFFORDABLE HOUSING MANAGER BUILDING OPERATIONS MANAGER BUSINESS SERVICES MANAGER CAPITAL PROJECT MANAGER 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
				0224	MEDIA RELATIONS MGR
				1350	PARK MAINTENANCE SUPT
				0815	PLANNING MANAGER
				0360	PURCHASING & CONTRACTS MANAGER
				1120	RECREATION MANAGER
				0868	SENIOR ENGINEER
					SOLID WASTE SERVICES MANAGER
				1440	
				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>Market</u>	<u>Maximum</u>	Job Class Code	<u>Title</u>	
206	\$31,959	\$42,341	\$52,723			
				1906	CONSTRUCTION WORKER I	
				1705	HOUS MAINT MECH HELPER	
				2174	OFFICE ASSISTANT	
207	\$33,558	\$45,102	\$56,647			
207	755,556	743,102	750,047	2219	COMMUNITY SAFETY SPECIALIST	
				0575	PARKING ENFORCEMENT OFFICER	
				2215	RECORDS TECHNICIAN	
				2015	SOLID WASTE COLLECTOR	
208	\$35,235	\$46,681	\$58,127			
200	Ų33,233	Ψ 10,001	<b>730,127</b>	1907	CONSTRUCTION WORKER II	
				1262	LIBRARY EXPERIENCE ASSTPT	
				2020	PARK MAINTENANCE SPECIALIST	
				1645	SIGN & MARKING TECH I	
				2010	SOLID WASTE EQUIP OP I	
209	\$36,997	\$49,844	\$62,690			
209	,50,55 <i>1</i>	343,0 <del>44</del>	302,090	2157	ADMINISTRATIVE ASSISTANT	
				1416	BLDG MAINT MECH I	
				0766	CRASH ASSISTANCE RESPONDER	
				0765	DEVELOPMENT TECH I	
				0,03	52.225	

				1825	FLEET TECHNICIAN I
				1837	PARTS CLERK
				0845	PLANNING TECHNICIAN
				1145	RECREATION ASSISTANT
				1612	TRAFFIC SIGNAL TECH I
210	\$38,847	\$51,466	\$64,085		
				1848	BUS SHELTER AND AMENTITIES ATT
				0944	DEVELOPMENT TECH II
				2225	HR ASSISTANT
				1261	LIBRARY EXPERIENCE ASSISTANT
				2022	PARK MAINTENANCE SPLST-CERT
				1036	RESIDENT SERVICES COORDINATOR
				1845	SERVICE ATTENDANT
				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
				1840	BUS SERVICE TECHNICIAN
				1908	CONSTRUCTION WORKER III
				0945	DEVELOPMENT TECH - SENIOR
				1030	HOUSING OFFICER I
				0433	HRD TECHNICIAN
				2210	PERMIT TECHNICIAN-SENIOR
				1639	SIGN & MARKING TECH III
				1910	SOLID WASTE EQUIP OP III
				1934	STREET SWEEPER EQUP OP
				1610	TRAFFIC SIGNAL TECH II
212	\$42,828	\$56,980	\$71,131		
212	742,020	750,560	\$71,131	0339	ACCOUNTING TECH II
				0367	ADMINISTRATIVE SPECIALIST
				0571	ASSISTANT PARKING SVCS SUPV
				0942	CODE ENFORCEMENT OFFICER
				1909	CONSTRUCTION WORKER IV
				0948	INSPECTOR APPRENTICE
				1929	LEAD CONSTRUCTION WORKER
				1263	LIBRARY EXPERIENCE SPECIALIST
				0764	PEER SUPPORT SPECIALIST
				0764	REVENUE COLLECTOR
				1926	SR HEAVY EQUIPMENT OPERATOR
				0543	TRANSIT OPERATOR - SENIOR
				UJ <del>4</del> 3	TIMINOT OF LIMITOR - SEINIOR
213	\$44,969	\$60,729	\$76,489		
				1143	AQUATICS SPECIALIST

				1418	BLDG MAINT MECH III
				0518	COMMUTE SOLUTIONS MANAGER
				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
				1827	MECHANIC I-BUS
				2021	PARK MAINTENANCE CREW LDR
				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		
				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
				0530	SUPERVISOR-TRANSIT
				0552	TRAIN & SAFETY SPEC- TRANSIT
216	\$52,058	\$69,227	\$86,395		
				0857	INFORMATION TECH ANALYST-SR
				0946	INSPECTOR II
				0554	LEAD TRANSIT SUPERVISOR
217	\$54,661	\$75,442	\$96,222		
				0930	INSPECTOR - SENIOR
				1819	MECHANIC III-BUS
				1625	MUNICIPAL ARBORIST
				1620	PARKS OUTREACH SPECIALIST
				1835	PARTS SUPERVISOR

				1818 1608	SENIOR FLEET TECHNICIAN TRAFFIC SIGNAL SYSTEMS ANALYST
218	\$57,394	\$78,447	\$99,500	2217	FLEET SYSTEMS TECHNICIAN
220	\$63,277	\$83,833	\$104,388	1431 1430	FLEET SUPERVISOR MECHANIC SUPERVISOR - BUS
				Fire Structure	
<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	Job Class Code	<u>Title</u>
F1	\$43,678	\$43,678	\$43,678		
				0649	FIREFIGHTER RECRUIT
F2	\$43,678	\$56,844	\$70,010		
12	Ţ <del>-</del> 3,070	750,044	770,010	0650	FIREFIGHTER LEVEL I
F3	\$45,862	\$59,768	\$73,674		
				0645	FIREFIGHTER-MASTER
F4	¢40.154	\$62,670	¢77 107		
Г <del>4</del>	\$48,154	\$62,670	\$77,187	0635	FIRE EQUIPMENT OPERATOR
				0033	TIME EQUILIVENT OF ENVIOR
F5	\$53,090	\$69,094	\$85,099		
				0638	COMMUNITY RISK REDUCTION COORD
				0636	FIRE INSPECTOR I
				0633	FIRE LIEUTENANT
E.C.	¢EE 74E	¢72 E40	¢00.2E4		
F6	\$55,745	\$72,549	\$89,354	0637	FIRE INSPECTOR II
				0037	TIME INSTITUTE IN
F7	\$59,960	\$78,035	\$96,109		
				0630	FIRE CAPTAIN
				0656	FIRE LOGISTICS OFFICER
				0632	FIRE MARSHAL - ASSISTANT
F8	\$66,106	\$86,033	\$105,961		
10	300,100	780,033	\$105,501	0631	FIRE MARSHAL- DEPUTY
				0001	
F9	\$72,882	\$94,852	\$116,821		
				0620	BATTALION CHIEF
			P	olice Structure	
<u>Grade</u>	Minimum	<u>Market</u>	<u>Maximum</u>	Job Class Code	<u>Title</u>
P1	\$50,000	\$51,500	\$53,000	0746	POLICE OFFICER RECRUIT
				0/40	I OLICE OFFICER RECROIT

P2	\$50,000	\$54,249	\$58,497	0745	POLICE OFFICER I
Р3	\$55,000	\$60,095	\$65,190		
P4	\$65,000	\$70,600	\$76,200	0740	POLICE OFFICER II
	<b>403,000</b>	<i>\$76,666</i>	ψ10,200	0735	POLICE OFFICER III
P5	\$69,230	\$82,225	\$95,219	0730	POLICE OFFICER IV
Р6	\$76,153	\$89,199	\$102,245	0725	POLICE SERGEANT
Р7	\$83,768	\$95,746	\$107,724		
P8	\$92,145	\$105,335	\$118,524	0720	POLICE LIEUTENANT
. 0	ψ32,1 · · 3	¥ 103/333	7110,02	0715	POLICE CAPTAIN
				Other	

				Other	
<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	Job Class Code	<u>Title</u>
	\$37,403	\$48,998	\$60,593	0215	CHIEF OF STAFF
	\$97,498	\$0	\$300,000	9509	INTERIM TOWN MANAGER
	\$90,000	\$0	\$200,000	0120	TOWN ATTORNEY
	\$97,498	\$0	\$300,000	0110	TOWN MANAGER