



Town of Chapel Hill Pay Plan
Effective January 5, 2026

Signed by: *Theodore L. Voorhees*

Theodore L. Voorhees, Town Manager

Pay Grade	Minimum	Midpoint	Maximum	Financial System Title	Department(s)
E01	\$48,000	\$62,400	\$76,800	No current jobs	None
E02	\$50,400	\$65,520	\$80,640	Administrative Coordinator	Multiple - AHCC, Library, Parks & Rec, TS, Town Manager, Transit
E02	\$50,400	\$65,520	\$80,640	Assistant Town Clerk	Town Manager
E03	\$52,920	\$68,796	\$84,672	Housing Officer	H&CD
E04	\$55,566	\$72,236	\$88,906	Crime Analyst	Police
E04	\$55,566	\$72,236	\$88,906	Graphic Designer	Town Manager
E05	\$58,344	\$75,848	\$93,351	Parks Maintenance Supervisor	Parks & Rec
E05	\$58,344	\$75,848	\$93,351	Planner	Multiple - Planning, Transit, B&DS
E06	\$61,262	\$80,340	\$99,418	Marketing & Communications Coordinator	Multiple - Library / CA&C, Parks & Rec, Police, Town Manager
E06	\$61,262	\$80,340	\$99,418	Program Coordinator I	Multiple - H&CD, Town Manager, PW, Library / CA&C, B&DS, Police
E06	\$61,262	\$80,340	\$99,418	Specialized Recreation Coordinator	Parks & Rec
E06	\$61,262	\$80,340	\$99,418	Public Works Inspector II	PW
E07	\$64,325	\$84,357	\$104,388	Accountant	BMD
E07	\$64,325	\$84,357	\$104,388	Administrative Analyst	Multiple - BMD, Fire, PW, Transit
E07	\$64,325	\$84,357	\$104,388	Coordinator II	Multiple - BMD, Library / CA&C, Parks & Rec, PW, Transit
E07	\$64,325	\$84,357	\$104,388	Deputy Emergency Management Manager	Town Manager
E07	\$64,325	\$84,357	\$104,388	Deputy Town Clerk I	Town Manager
E07	\$64,325	\$84,357	\$104,388	Deputy Town Clerk II	Town Manager
E07	\$64,325	\$84,357	\$104,388	Safety Officer	Town Manager
E07	\$64,325	\$84,357	\$104,388	Transit Training Manager	Transit
E08	\$67,541	\$88,575	\$109,608	Analyst I	Multiple - BMD, PW, Town Manager, Tech Solutions, H&CD, Police
E08	\$67,541	\$88,575	\$109,608	Plans Reviewer II	B&DS
E08	\$67,541	\$88,575	\$109,608	Project Manager I	Transit
E08	\$67,541	\$88,575	\$109,608	Senior Planner	Planning

Pay Grade	Minimum	Midpoint	Maximum	Financial System Title	Department(s)
E09	\$70,918	\$92,193	\$113,469	Analyst II	Multiple - BMD, Tech Solutions
E09	\$70,918	\$92,193	\$113,469	Assistant Operations Manager	Transit
E09	\$70,918	\$92,193	\$113,469	Facilities Supervisor	PW
E09	\$70,918	\$92,193	\$113,469	HR Generalist I	HRD
E09	\$70,918	\$92,193	\$113,469	Professional Land Surveyor	PW
E10	\$74,464	\$97,653	\$120,842	Assistant Transportation Engineer	PW
E10	\$74,464	\$97,653	\$120,842	Assistant Maintenance Manager	Transit
E10	\$74,464	\$97,653	\$120,842	Code Compliance Manager	B&DS
E10	\$74,464	\$97,653	\$120,842	Deputy Operations Manager	Transit
E10	\$74,464	\$97,653	\$120,842	Engineer	Multiple - Planning, PW
E10	\$74,464	\$97,653	\$120,842	Engineering Coordinator	PW
E10	\$74,464	\$97,653	\$120,842	Grants Manager	Transit
E10	\$74,464	\$97,653	\$120,842	HR Generalist II	HRD
E10	\$74,464	\$97,653	\$120,842	Parking Services Manager	Police
E10	\$74,464	\$97,653	\$120,842	Principal Planner	Multiple - Planning, Parks & Rec
E10	\$74,464	\$97,653	\$120,842	Project Manager II	Multiple - PW, Transit
E11	\$78,187	\$102,536	\$126,884	Accounting Supervisor	BMD
E11	\$78,187	\$102,536	\$126,884	Administrative Services Manager	Multiple - Library, Parks & Rec, PW, Town Manager
E11	\$78,187	\$102,536	\$126,884	Engineer III	Multiple - Planning, PW
E11	\$78,187	\$102,536	\$126,884	Housing Maintenance Supervisor	H&CD
E11	\$78,187	\$102,536	\$126,884	Network Engineer	Tech Solutions
E11	\$78,187	\$102,536	\$126,884	Paralegal	Town Attorney
E11	\$78,187	\$102,536	\$126,884	Systems Administrator	Tech Solutions
E11	\$78,187	\$102,536	\$126,884	Urban Designer	Town Manager
E12	\$82,096	\$107,663	\$133,229	Program Manager	Multiple - Parks & Rec, Town Manager
E12	\$82,096	\$107,663	\$133,229	Risk Manager	Town Manager
E12	\$82,096	\$107,663	\$133,229	Transit Planning Manager	Transit
E13	\$86,201	\$112,061	\$137,922	Capital Project Manager	PW

Pay Grade	Minimum	Midpoint	Maximum	Financial System Title	Department(s)
E13	\$86,201	\$112,061	\$137,922	Division Manager	Multiple - BMD, H&CD, B&DS, Tech Solutions, Library / CA&C, Parks & Rec, PW, Transit, Planning
E14	\$90,511	\$117,665	\$144,818	Strategic Project Manager	Town Manager
E15	\$95,037	\$123,548	\$152,059	No current jobs	None
FN0	\$50,000	\$50,000	\$50,000	Firefighter Recruit	Fire
FN1	\$52,500	\$68,220	\$83,939	Firefighter I	Fire
FN2	\$56,134	\$72,974	\$89,814	Firefighter II	Fire
FN3	\$60,063	\$78,082	\$96,101	Fire Engineer	Fire
FN4	\$64,268	\$83,548	\$102,828	Community Risk Reduction Specialist	Fire
FN4	\$64,268	\$83,548	\$102,828	Fire Inspector I	Fire
FN4	\$64,268	\$83,548	\$102,828	Fire Lieutenant	Fire
FN5	\$67,481	\$87,725	\$107,970	Fire Inspector II	Fire
FN6	\$70,855	\$92,112	\$113,368	Assistant Fire Marshal	Fire
FN6	\$70,855	\$92,112	\$113,368	Fire Captain	Fire
FN6	\$70,855	\$92,112	\$113,368	Fire Logistics Officer	Fire
FN7	\$77,941	\$101,323	\$124,705	Battalion Commander	Fire
FN8	\$85,735	\$111,455	\$137,175	Battalion Chief	Fire
FN8	\$85,735	\$111,455	\$137,175	Deputy Fire Marshal	Fire
FE9	\$94,308	\$122,972	\$151,635	Assistant Fire Chief	Fire
FE10	\$112,613	\$146,396	\$180,180	Deputy Fire Chief	Fire
N01	\$33,280	\$43,264	\$53,248	No current jobs	None
N02	\$34,944	\$45,561	\$56,177	No current jobs	None
N03	\$36,691	\$47,699	\$58,706	Administrative Technician	HRD
N03	\$36,691	\$47,699	\$58,706	Building Inspector Apprentice	B&DS
N04	\$38,526	\$50,346	\$62,166	Solid Waste Collector	PW
N05	\$40,452	\$52,588	\$64,723	Groundskeeper	Parks & Rec
N05	\$40,452	\$52,588	\$64,723	Recreation Assistant	Parks & Rec
N06	\$42,475	\$55,217	\$67,959	Administrative Assistant	Multiple - B&DS, Fire, HRD, Parks & Rec, Police, PW, Transit
N06	\$42,475	\$55,217	\$67,959	Building Maintenance Mechanic I	PW

Pay Grade	Minimum	Midpoint	Maximum	Financial System Title	Department(s)
N06	\$42,475	\$55,217	\$67,959	Construction Worker I	PW
N06	\$42,475	\$55,217	\$67,959	Development Technician I	Multiple - B&DS, Planning
N06	\$42,475	\$55,217	\$67,959	Parking Enforcement Officer	Police
N06	\$42,475	\$55,217	\$67,959	Sign & Marking Technician I	PW
N06	\$42,475	\$55,217	\$67,959	Virtual Report Technician	Police
N07	\$44,598	\$57,978	\$71,357	Solid Waste Operator I	PW
N08	\$46,828	\$61,336	\$75,844	Building Maintenance Mechanic II	PW
N08	\$46,828	\$61,336	\$75,844	Construction Worker II	PW
N08	\$46,828	\$61,336	\$75,844	Development Technician II	Multiple - B&DS, Planning
N08	\$46,828	\$61,336	\$75,844	Housing Maintenance Mechanic	H&CD
N08	\$46,828	\$61,336	\$75,844	HR Assistant	Transit
N08	\$46,828	\$61,336	\$75,844	Library Associate I	Library / CA&C
N08	\$46,828	\$61,336	\$75,844	Payroll Specialist	Transit
N08	\$46,828	\$61,336	\$75,844	Revenue Collector	BMD
N08	\$46,828	\$61,336	\$75,844	Sign & Marking Technician II	PW
N08	\$46,828	\$61,336	\$75,844	Solid Waste Operator II	PW
N08	\$46,828	\$61,336	\$75,844	Stormwater Specialist	PW
N08	\$46,828	\$61,336	\$75,844	Traffic Signal Technician I	PW
N09	\$49,170	\$63,921	\$78,672	Accounting Technician	PW
N09	\$49,170	\$63,921	\$78,672	Assistant Parking Services Supervisor	Police
N09	\$49,170	\$63,921	\$78,672	Construction Worker III	PW
N09	\$49,170	\$63,921	\$78,672	HR Specialist	Multiple - HRD, Transit
N09	\$49,170	\$63,921	\$78,672	Library Associate II	Library / CA&C
N09	\$49,170	\$63,921	\$78,672	Peer Support Specialist	Police
N09	\$49,170	\$63,921	\$78,672	Sign & Marking Technician III	PW
N09	\$49,170	\$63,921	\$78,672	Solid Waste Operator III	PW
N09	\$49,170	\$63,921	\$78,672	Traffic Signal Technician II	PW
N10	\$51,628	\$67,117	\$82,605	Accounts Payable Specialist	BMD
N10	\$51,628	\$67,117	\$82,605	Building Maintenance Mechanic III	PW
N10	\$51,628	\$67,117	\$82,605	Code Compliance Officer I	B&DS
N10	\$51,628	\$67,117	\$82,605	Construction Worker IV	PW
N10	\$51,628	\$67,117	\$82,605	Fleet Technician I	PW

Pay Grade	Minimum	Midpoint	Maximum	Financial System Title	Department(s)
N10	\$51,628	\$67,117	\$82,605	Heavy Equipment Operator	Multiple - Parks & Rec, PW
N10	\$51,628	\$67,117	\$82,605	Housing Maintenance Mechanic III	H&CD
N10	\$51,628	\$67,117	\$82,605	Library Technician	Library / CA&C
N10	\$51,628	\$67,117	\$82,605	Program Specialist	Multiple - Parks & Rec, Library / CA&C, Town Manager
N10	\$51,628	\$67,117	\$82,605	Sign & Marking Supervisor	PW
N10	\$51,628	\$67,117	\$82,605	Traffic Signal Technician III	PW
N11	\$54,210	\$70,473	\$86,735	Assistant Arborist	Parks & Rec
N11	\$54,210	\$70,473	\$86,735	Assistant Recreation Supervisor	Parks & Rec
N11	\$54,210	\$70,473	\$86,735	Building Inspector I	B&DS
N11	\$54,210	\$70,473	\$86,735	Engineering Technician	PW
N11	\$54,210	\$70,473	\$86,735	Fleet Technician II	PW
N11	\$54,210	\$70,473	\$86,735	Groundskeeper Crew Leader	Parks & Rec
N11	\$54,210	\$70,473	\$86,735	IT Analyst I	Multiple - Tech Solutions, Transit
N11	\$54,210	\$70,473	\$86,735	Parking Services Supervisor	Police
N11	\$54,210	\$70,473	\$86,735	Public Works Crew Supervisor	PW
N11	\$54,210	\$70,473	\$86,735	Public Works Inspector I	PW
N11	\$54,210	\$70,473	\$86,735	Traffic Signal Supervisor	PW
N12	\$56,920	\$75,358	\$93,795	Building Inspector II	B&DS
N12	\$56,920	\$75,358	\$93,795	Code Compliance Officer II	B&DS
N12	\$56,920	\$75,358	\$93,795	Facilities Systems Technician	PW
N13	\$59,766	\$77,994	\$96,222	Arborist	Parks & Rec
N13	\$59,766	\$77,994	\$96,222	Fleet Systems Technician	PW
N13	\$59,766	\$77,994	\$96,222	Fleet Technician III	PW
N13	\$59,766	\$77,994	\$96,222	IT Analyst II	Tech Solutions
N13	\$59,766	\$77,994	\$96,222	Parks Outreach Specialist	Parks & Rec
N13	\$59,766	\$77,994	\$96,222	Traffic Signal Systems Analyst	PW
N14	\$63,277	\$83,833	\$104,388	Building Inspector III	B&DS
N15	\$65,892	\$85,660	\$105,427	Fleet Technician Supervisor	PW
N15	\$65,892	\$85,660	\$105,427	IT Analyst III	Tech Solutions
PN0	\$50,000	\$51,250	\$52,500	Community Safety Support Technician	Police

Pay Grade	Minimum	Midpoint	Maximum	Financial System Title	Department(s)
PN1	\$57,164	\$60,577	\$63,990	Police Officer Recruit	Police
PN1	\$57,164	\$60,577	\$63,990	Police Officer I	Police
PN2	\$61,451	\$70,669	\$79,886	Crisis Counselor I	Multiple - Police, Transit
PN2	\$61,451	\$70,669	\$79,886	Police Officer II	Police
PN3	\$66,060	\$75,969	\$85,878	Crisis Counselor II	Police
PN3	\$66,060	\$75,969	\$85,878	Police Officer III	Police
PN4	\$71,015	\$88,098	\$105,181	Crisis Counselor III	Police
PN4	\$71,015	\$88,098	\$105,181	Forensic & Evidence Specialist	Police
PN4	\$71,015	\$88,098	\$105,181	Police Officer IV	Police
PN5	\$81,899	\$98,278	\$114,658	Crisis Counselor Coordinator	Police
PN5	\$81,899	\$98,278	\$114,658	Police Sergeant	Police
PN6	\$94,184	\$113,020	\$131,857	Police Lieutenant	Police
PE7	\$108,311	\$129,973	\$151,635	Community Safety Division Manager	Police
PE7	\$108,311	\$129,973	\$151,635	Crisis Division Manager	Police
PE7	\$108,311	\$129,973	\$151,635	Police Captain	Police
PE8	\$116,434	\$148,307	\$180,180	Police Assistant Chief	Police
TN1	\$38,526	\$50,084	\$61,641	Bus Shelter Attendant	Transit
TN1	\$38,526	\$50,084	\$61,641	Parts Clerk	Transit
TN2	\$42,475	\$55,217	\$67,959	Bus Service Technician I	Transit
TN2	\$42,475	\$55,217	\$67,959	Bus Service Technician II	Transit
TN3	\$44,598	\$57,978	\$71,357	Transit Operator I	Transit
TN4	\$46,828	\$60,877	\$74,925	Transit Operator II	Transit
TN5	\$51,628	\$67,117	\$82,605	Bus Technician I	Transit
TN6	\$54,210	\$70,473	\$86,735	Bus Technician II	Transit
TN7	\$59,766	\$77,994	\$96,222	Bus Technician III	Transit
TN7	\$59,766	\$77,994	\$96,222	Transit Safety & Training Specialist	Transit
TN7	\$59,766	\$77,994	\$96,222	Transit Supervisor	Transit
TN8	\$65,892	\$85,660	\$105,427	Bus Technician Supervisor	Transit
TN8	\$65,892	\$85,660	\$105,427	Lead Transit Supervisor	Transit
TN8	\$65,892	\$85,660	\$105,427	Parts Supervisor	Transit
S1	\$78,000	\$101,400	\$124,800	No current jobs	None

Pay Grade	Minimum	Midpoint	Maximum	Financial System Title	Department(s)
S2	\$81,900	\$106,470	\$131,040	Police Assistant General Counsel	Police
S3	\$90,909	\$117,527	\$144,144	Assistant Director	Multiple - BMD, B&DS, H&CD, HRD, Library, Parks & Rec, Planning, Transit
S3	\$90,909	\$117,527	\$144,144	Ombuds	Town Manager
S3	\$90,909	\$117,527	\$144,144	Program Director	Town Manager
S3	\$90,909	\$117,527	\$144,144	Senior Parks Operations Manager	Parks & Rec
S3	\$90,909	\$117,527	\$144,144	Town Clerk	Town Manager
S3	\$90,909	\$117,527	\$144,144	Town Engineer	PW
S4	\$112,613	\$146,396	\$180,180	Deputy Director	Multiple - PW, Transit
S5	\$129,504	\$168,356	\$207,207	Assistant Town Attorney	Town Attorney
S5	\$129,504	\$168,356	\$207,207	Director	Multiple - BMD, B&DS, H&CD, HRD, Library, Parks & Rec, Planning, PW, Tech Solutions, Town Manager, Transit
S5	\$129,504	\$168,356	\$207,207	Fire Chief	Fire
S5	\$129,504	\$168,356	\$207,207	Police Chief	Police
S6	\$139,217	\$180,982	\$222,748	Assistant Town Manager	Town Manager
S7	\$149,659	\$194,556	\$239,454	Deputy Town Manager	Town Manager






Signature Needed: January 5 2026 Pay Plan for External Website

Final Audit Report

2025-12-19

Created:	2025-12-19
By:	Samantha Slayer (sslayers@townofchapelhill.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAA9u-gXD-qAIXNhCuwOon5_GjT2vkyELeF

"Signature Needed: January 5 2026 Pay Plan for External Website" History

-  Document created by Samantha Slayer (sslayers@townofchapelhill.org)
2025-12-19 - 3:07:51 PM GMT
-  Document emailed to Theodore Voorhees (tvoorhees@townofchapelhill.org) for signature
2025-12-19 - 3:07:55 PM GMT
-  Email viewed by Theodore Voorhees (tvoorhees@townofchapelhill.org)
2025-12-19 - 6:20:16 PM GMT
-  Document e-signed by Theodore Voorhees (tvoorhees@townofchapelhill.org)
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