



# Town of Chapel Hill NC

Effective Date : July 1, 2019  
 Revised Date: May 23, 2019

Approved By:

Maurice Jones, Town Manager

## Senior Management Structure

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Title</u>
I	\$67,814	\$88,837	\$109,859	ADMINISTRATIVE CHIEF ASSISTANT FIRE CHIEF ASST DIR-HOUSING & COMMUNITY FIRE MARSHAL OPERATIONS MANAGER-HOUSING PLANNING & DEVELOPMENT MANAGER
II	\$72,561	\$95,055	\$117,549	ASST DIR P&R-REC OPS ASST DIR-LIB/HEAD PUBLIC SERV COMMUNITY RESILIENCE OFFICER OPERATIONS MANAGER-PW PLANNING OPERATIONS MANAGER POLICE LEGAL ADVISOR
III	\$77,641	\$101,709	\$125,778	ASST DIR-BUSINESS MANAGEMENT ASST DIR-TRANSPORTATION EMERGENCY MANAGEMENT COORD FIRE CHIEF-DEPUTY OPERATIONS MANAGER OF ENGINEERING INFRASTR OMBUDS-SR. POLICE CHIEF-ASSISTANT
IV	\$85,405	\$111,880	\$138,355	DIR-COMMUNICATIONS-PUBLIC DIR-HOUSING DIR-HUMAN RESOURCE DEVELOPMENT DIR-PARKS AND REC DIR-PLANNING & DEVELOPMENT SVC DIR-POLICY & STRATEGIC INITIAT DIR-TECHNOLOGY SOLUTIONS LEGAL ADVISOR-SR
V	\$99,069	\$129,781	\$160,492	ASST TOWN MANAGER DIR-BUSINESS MANAGEMENT DIR-PUBLIC WORKS DIR-TRANSPORTATION EXE. DIR.-HOUSING & COMMUNITY EXE. DIR.-PLANNING & SUST. EXE. DIR-COMM ARTS & CULTURE EXE. DIR-TECHNOLOGY SOL FIRE CHIEF POLICE CHIEF\EXE DIR COMM SAFE
VI	\$116,902	\$153,141	\$189,381	TOWN MANAGER-DEPUTY

## Exempt Structure

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Title</u>
108	\$37,403	\$49,352	\$60,593	HOUSING OFFICER II
109	\$40,395	\$53,300	\$65,440	ADMINISTRATIVE COORDINATOR COMMUNITY CONNECTIONS COORD PLANNER RECREATION SUPERVISOR

110	\$43,627	\$57,564	\$70,675	<p>TRAINING COORDINATOR</p> <p>ADAPTAVE RECREATION COORD  CODE ENFORCEMENT OFFICER-SR  CULTURAL ARTS COORDINATOR  ENERGY MANAGEMENT SPECIALIST  ENGINEERING INSPECTOR-SR  LIBRARY ACCOUNTS COORDINATOR  MARKETING &amp; COMMUNICATIONS COO  MECHANIC SUPERVISOR-BUS  PLANNER II  POLICE ANALYST  SPECIAL EVENTS COORDINATOR  STORMWATER ANALYST</p>
111	\$47,117	\$62,170	\$76,329	<p>ACCOUNTANT-HOUSING  ACCOUNTS PAYABLE SUPERVISOR  ADMIN ANALYST  ASSISTANT MAINTENANCE MANAGER  ASST OPS MGR-TR DEM RESP  BUDGET ANALYST  CHILD. &amp; FAM OUTREACH COORD  COMM. DEVEL. PROGRAM MANAGER  COMMUNITY OUTREACH MANAGER  CRISIS COUNSELOR  DEPUTY TOWN CLERK  DRAINAGE MAINT SUPERVISOR  ENGINEER I  GRANTS COMPLIANCE MANAGER  HR CONSULTANT  HUMAN SERVICES COORD  INSPECTOR SUPERVISOR  LANDSCAPE ARCHITECT  LIFELONG LEARNING COORDINATOR  OCC HEALTH &amp; SAFETY OFFICER  PAYROLL COORDINATOR  PROJECT MANAGER  READER SERVICE COORDINATOR  REFERENCE LIBRARIAN  SENIOR PLANNER  STREETS SUPERVISOR  SURVEY/PROJECT COORD  TEEN ENGAGEMENT COORDINATOR  TRAINING &amp; DEVELOPMENT COORD</p>
112	\$50,886	\$67,143	\$82,436	<p>ACQUISITIONS &amp; COLL. MANAGER  AFFORDABLE HOUSING OFFICER  ASSISTANT TO TOWN ATTORNEY  CHIEF BUILDING INSPECTOR  DEMAND RESPONSE MANAGER  ENGINEER II  FACILITIES SUPERVISOR  FLEET MANAGER  GIS ANALYST II  LIBRARY EXPERIENCE MANAGER  LIBRARY SYSTEMS MANAGER  MARKETING &amp; COMMUNICATIONS MGR  NETWORK ADMINISTRATOR  PLANNER-PRINCIPAL  PURCHASING &amp; CONTRACTS MANAGER  SYSTEMS ADMINISTRATOR  WEB ADMINISTRATOR  YOUTH &amp; FAMILY EXP. MANAGER</p>
113	\$55,466	\$73,186	\$89,855	<p>ACCTG SUPV-PAYROLL &amp; PAYABLES  ACCTG SUPV-REVENUE</p>

ACCTG SUPV-TREASURY  
 ADMINISTRATIVE SVCS MANAGER  
 ASST MANAGER-TRANSIT  
 BUSINESS ANALYST  
 CRISIS UNIT SUPERVISOR  
 ENGINEERING COORDINATOR-SR  
 FINANCIAL SYSTEMS ADMINISTRATO  
 LEARNING & DEVELOPMENT MGR  
 MANAGEMENT ANALYST  
 RECREATION MANAGER-P&R  
 SENIOR-HRD CONSULTANT  
 SR. COMMERCIAL PLANS REVIEWER  
 TRAFFIC SIGNAL SYSTEM ENGINEER  
 TRANSIT DEVELOPMENT MGR  
 TRANSIT PLANNING MANAGER

114 \$60,458 \$79,773 \$97,942

AFFORDABLE HOUSING MANAGER  
 ASSISTANT TO THE MANAGER  
 COMMUNICATIONS MANAGER  
 COMMUNITY SERVICES PLANNER  
 ENGINEER III  
 FACILITIES MANAGER  
 HUMAN RESOURCES MANAGER  
 LEGAL SERVICES ADMINISTRATOR  
 MAINTENANCE MANAGER  
 OMBUDS  
 PARK MAINTENANCE SUPT  
 PLANNING MANAGER  
 PROJECT MANAGER-PARKS & REC  
 RISK MANAGER  
 SENIOR ANALYST  
 SOLID WASTE SERVICES MANAGER  
 SUPT-ST & CONT SVCS  
 SYSTEMS & SUPPORT MANAGER  
 TECHNICAL SERVICES MANAGER

115 \$65,899 \$86,952 \$106,756

BUDGET MANAGER  
 BUILDING INSPECTOR MANAGER  
 CODE COMPLIANCE OFFICER  
 PROJECT MANAGER-PW  
 SENIOR ENGINEER  
 TRAFFIC ENGINEERING MANAGER

116 \$71,830 \$94,778 \$116,365

ASST DIR TR-ADMIN SVCS  
 ECONOMIC DEVLMT COORDINATOR  
 MANAGER-TRANSIT OPERATIONS

**Non-Exempt Structure**

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Title</u>
204	\$26,520	\$32,959	\$40,465	SERVICE ATTENDANT
205	\$26,520	\$33,948	\$41,679	AQUATICS SPECIALIST
206	\$26,757	\$35,305	\$43,347	CONSTRUCTION WORKER I MAINTENANCE ASST MAINTENANCE MECHANIC-HOUSING MAINTENANCE REPAIR WORKER PARK MAINTENANCE SPLST PARKING ATTENDANT
207	\$27,827	\$36,718	\$45,080	MAINT. MECHANIC I-HOUSING MECHANIC HELPER OFFICE ASSISTANT OFFICE ASSISTANT-PT PARTS CLERK

208	\$29,219	\$38,554	\$47,334	<p>SOLID WASTE COLLECTOR TRANSIT OP FIXED ROUTE-PT TRANSIT OPERATOR-DEM RES PT TRANSIT OPERATOR-FIXED ROUTE</p> <p>BUS SERVICE TECHNICIAN CONSTRUCTION WORKER II CUSTOMER SERVICE TECH LIBRARY EXPERIENCE ASSISTANT LIBRARY EXPERIENCE ASST.-PT MAINT. MECHANIC II-HOUSING RECREATION ASSISTANT RECREATION ASSISTANT-PT SIGN &amp; MARKING TECH I SOLID WASTE EQUIP OP I TRANSIT OPERATOR-DEMAND RESPON</p>
209	\$30,680	\$40,481	\$49,701	<p>ACCOUNTING TECH I ADMIN ASSISTANT BLDG MAINT MECH I MAINT. MECH III-HOUSING MECHANIC I MECHANIC I-BUS PARK MAINTENANCE SPLST-CERT PARKING ATTENDANT-SR PARKING ENFORCEMENT OFFICER PERMIT TECHNICIAN PLANNING TECHNICIAN RECORDS TECH RECORDS TECH-PT SCHEDULING &amp; RUN CUT COORD</p>
210	\$32,214	\$42,505	\$52,186	<p>ASSISTANT HOUSING OFFICER ASST ARBORIST COMM. SAFE. OUT. COORD CONSTRUCTION WORKER III CUSTOMER SERVICE COORDINATOR PERMITTING SYSTEMS TECH PROCESSING TECHNICIAN SOLID WASTE EQUIP OP II STREET SWEEPER EQUIP OP TRAFFIC SIGNAL TECH I</p>
211	\$33,824	\$44,631	\$54,796	<p>BLDG MAINT MECH II CODE ENFORCEMENT OFFICER CONSTRUCTION WORKER IV FESTIVAL &amp; EVENTS TECHNICIAN HUMAN RESOURCES TECHNICIAN LIBRARY EXPERIENCE SPECIALIST LIBRARY EXPERIENCE SPLST-PT MECHANIC II MECHANIC II-BUS RECORDS SUPERVISOR RECREATION SPECIALIST RECREATION SPECIALIST I-PT SENIOR HEAVY EQUIPMENT OPER SIGN &amp; MARKING TECH II SOLID WASTE EQUIP OP III SR TRANSIT OPERATOR STREET SWEEPER EQUIP OP</p>
212	\$35,516	\$46,862	\$57,535	<p>ACCOUNTING TECH II ASST PARKING SVCS SUPV ASST RECREATION SUPV GIS TECHNICIAN</p>

213	\$37,291	\$49,205	\$60,412	HOUSING OFFICER I INSPECTOR LANDSCAPE CREW LEADER LEAD CONSTRUCTION WORKER MUNICIPAL ARBORIST PAYROLL TECHNICIAN PURCHASING SPECIALIST REVENUE COLLECTOR SENIOR MAINT MECHANIC-HOUSING SIGN & MARKING TECH III TRAFFIC SIGNAL TECH II
214	\$39,156	\$51,666	\$63,433	ASSISTANT HR CONSULTANT BLDG MAINT MECH III CONSTRUCTION CREW SUPERVISOR DRAINAGE CREW SUPERVISOR ENGINEERING INSPECTOR ENGINEERING TECHNICIAN GRAPHIC ARTIST LEAD SIGN & MARKING TECH LIBRARY EXP SPLST-TECH MECHANIC III MECHANIC III-BUS PARTS MANAGER PAYROLL SPECIALIST PERMITTING SYSTEMS ADMIN SOLID WASTE INSPECTOR SOLID WASTE SVCS CREW SUPV SR MAINT MECH-HOUSING, CERT STORMWATER SPECIALIST STREET CREW SUPERVISOR STREET INSPECTOR SUPERVISOR-PARKING SERVICES SUPERVISOR-TRANSIT
215	\$41,114	\$54,249	\$66,604	GIS TECHNICIAN-SR SENIOR ENGINEERING TECHNICIAN SPECIAL OLYMPICS COORDINATOR TRAFFIC SIGNAL TECH III TRAINING & SAFETY SPECIALIST
216	\$43,581	\$57,504	\$70,601	ASSISTANT TOWN CLERK COMMUNICATIONS SPECIALIST COMMUNITY EDUCATION COORD FACILITIES SYSTEMS TECHNICIAN GRANTS COORD LEAD TRAFFIC SIGNAL TECH MARKETING & SPONSORSHIP COORD PARK MAINTENANCE SUPV PROCUREMENT SPECIALIST RECORDS MANAGER RISK CLAIMS ADMINISTRATOR TRANS DEM. MGMT COM MGR
217	\$46,195	\$60,954	\$74,837	FORENSIC & EVIDENCE SPECIALIST INFORMATION TECH ANALYST MAINTENANCE MECHANIC SUPERVISOR MECHANIC SUPERVISOR SOLID WASTE SERV SUPERVISOR
218	\$48,966	\$64,611	\$79,327	INSPECTOR-SR PLANS REVIEWER TRAFFIC SIGNAL SYSTEMS ANALYST FIRE PROTECTION SPECIALIST

**Fire Structure**

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Title</u>
F1	\$35,436	\$44,941	\$54,080	FIREFIGHTER LEVEL I
F2	\$37,952	\$48,132	\$57,919	FIREFIGHTER-MASTER
F3	\$42,887	\$54,391	\$64,040	FIRE EQUIPMENT OPERATOR
F4	\$49,647	\$61,730	\$72,729	FIRE INSPECTOR FIRE LIEUTENANT
F5	\$53,027	\$67,251	\$79,553	FIRE INSPECTOR II
F6	\$55,679	\$70,614	\$83,530	EMERGENCY MGMT PLANNER FIRE CAPTAIN FIRE COMMUNICATIONS TECH OFFIC FIRE MARSHAL-ASSISTANT
F7	\$57,473	\$71,460	\$83,707	FIRE MARSHAL-DEPUTY
F8	\$62,042	\$80,258	\$96,065	BATTALION CHIEF

**Police Structure**

<u>Grade</u>	<u>Minimum</u>	<u>Market</u>	<u>Maximum</u>	<u>Title</u>
P1	\$42,000	\$44,100	\$46,200	POLICE OFFICER I
P2	\$44,100	\$53,193	\$62,286	POLICE OFFICER II
P3	\$46,305	\$55,215	\$64,124	POLICE OFFICER III
P4	\$48,620	\$61,746	\$74,872	POLICE OFFICER IV
P5	\$53,604	\$67,982	\$82,359	POLICE SERGEANT
P6	\$60,735	\$77,027	\$91,326	POLICE LIEUTENANT
P7	\$63,943	\$84,371	\$101,731	POLICE CAPTAIN