

CITY OF WINSTON-SALEM

GENERAL PAY PLAN

COMPETITIVE MARKET REFERENCE RANGE

JOB CODE	ALPHA LISTING OF CLASS TITLE	LABOR MARKET	WORK WEEK	FLSA (N/E)	BAND	COMPETITIVE MARKET REFERENCE RANGE					
						90% MRP		100% MRP		110% MRP	
						HRLY	ANNUAL	HRLY	ANNUAL	HRLY	ANNUAL
502	ACCOUNTING CLERK	LOCAL	40	N	3	10.6875	\$22,230	11.8750	\$24,700	13.0625	\$27,170
077	ACCOUNTING SUPERVISOR	STATE	40	E	7	24.8366	\$51,660	27.5962	\$57,400	30.3558	\$63,140
505	ACCOUNTING TECHNICIAN	LOCAL	40	N	5	13.4087	\$27,890	14.8985	\$30,989	16.3884	\$34,088
078	ADMINISTRATIVE ASSISTANT	LOCAL	40	E	5	15.4568	\$32,150	17.1742	\$35,722	18.8916	\$39,295
079	ADMINISTRATIVE ASST TO CITY MANAGER	LOCAL	40	E	6	18.2597	\$37,980	20.2886	\$42,200	22.3174	\$46,420
508	ADMINISTRATIVE CLERK	LOCAL	40	N	4	12.0289	\$25,020	13.3654	\$27,800	14.7020	\$30,580
506	ADMINISTRATIVE COUNCIL CLERK	LOCAL	40	N	5	12.4857	\$25,970	13.8730	\$28,856	15.2603	\$31,741
507	ADMINISTRATIVE INTERN	LOCAL	40	N	3	9.9520	\$20,700	11.0578	\$23,000	12.1636	\$25,300
509	ADMINISTRATIVE SECRETARY	LOCAL	40	N	5	12.4857	\$25,970	13.8730	\$28,856	15.2603	\$31,741
081	ADULT RECREATION PROG SUPV	TRIAD	40	E	5	16.5337	\$34,390	18.3707	\$38,211	20.2078	\$42,032
703	ASSISTANT CEMETERY CARETAKER	LOCAL	40	N	4	11.2500	\$23,400	12.5000	\$26,000	13.7500	\$28,600
255	ASSISTANT CHEMIST	TRIAD	40	N	5	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620
084	ASSISTANT CITY ATTORNEY	STATE	40	E	7	31.1539	\$64,800	34.6153	\$72,000	38.0769	\$79,200
003	ASSISTANT CITY MANAGER	NATIONAL	40	E	9	50.7309	\$105,520	56.3675	\$117,244	62.0043	\$128,969
750	ASSISTANT COMPLEX DIRECTOR	REGIONAL	40	E	7	24.8366	\$51,660	27.5962	\$57,400	30.3558	\$63,140
749	ASSISTANT COMPLEX OPERATIONS SUPV	LOCAL	40	E	7	22.2837	\$46,350	24.7597	\$51,500	27.2356	\$56,650
106	ASSISTANT CONTACT CENTER DIRECTOR	STATE	40	E	7	22.2837	\$46,350	24.7596	\$51,500	27.2356	\$56,650
678	ASSISTANT CURBSIDE COLLECTION SUPV	LOCAL	40	E	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
094	ASSISTANT FACILITIES MANAGEMENT DIR	STATE	40	E	7	24.3510	\$50,650	27.0566	\$56,278	29.7623	\$61,906
115	ASSISTANT FINANCIAL OFFICER	STATE	40	E	8	31.1394	\$64,770	34.5994	\$71,967	38.0593	\$79,163
056	ASSISTANT FIRE MARSHAL	STATE	40	N	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
258	ASSISTANT GOLF PROFESSIONAL	STATE	40	N	5	14.9856	\$31,170	16.6506	\$34,633	18.3157	\$38,097
083	ASSISTANT HISTORIC PARKS SUPERVISOR	STATE	40	E	5	16.7212	\$34,780	18.5791	\$38,644	20.4370	\$42,509
088	ASSISTANT INSPECTIONS DIRECTOR	STATE	40	E	7	25.1202	\$52,250	27.9113	\$58,056	30.7025	\$63,861
095	ASSISTANT NEIGHBORHOOD SERVICES DIR	STATE	40	E	7	29.8798	\$62,150	33.1998	\$69,056	36.5198	\$75,961
357	ASSISTANT PARKING CONTROL SUPV	LOCAL	40	N	5	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
092	ASSISTANT PLANNER	TRIAD	40	N	5	16.0481	\$33,380	17.8312	\$37,089	19.6143	\$40,798
009	ASSISTANT POLICE CHIEF	STATE	40	E	8	32.6442	\$67,900	36.2714	\$75,444	39.8985	\$82,989
097	ASSISTANT RECREATION CENTER SUPV	LOCAL	40	N	4	13.4423	\$27,960	14.9359	\$31,067	16.4295	\$34,173
011	ASSISTANT RECREATION DIRECTOR	REGIONAL	40	E	7	28.9472	\$60,210	32.1634	\$66,900	35.3798	\$73,590
100	ASSISTANT STREETS DIRECTOR	TRIAD	40	E	7	24.8366	\$51,660	27.5962	\$57,400	30.3558	\$63,140
257	ASSISTANT STREETS SUPERVISOR	TRIAD	40	N	5	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620
101	ASSISTANT TO FAIR DIRECTOR	TRIAD	40	E	6	17.4808	\$36,360	19.4231	\$40,400	21.3654	\$44,440
080	ASSISTANT TO THE MAYOR	LOCAL	40	E	6	17.8318	\$37,090	19.8131	\$41,211	21.7944	\$45,332
261	ASSISTANT TRAFFIC MAINT SUPV/MARK	LOCAL	40	N	5	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
260	ASSISTANT TRAFFIC MAINT SUPV/SIGNAL	LOCAL	40	N	5	17.9904	\$37,420	19.9893	\$41,578	21.9882	\$45,736
605	ASSISTANT UTIL PLANT MECHANIC	TRIAD	40	N	4	12.0289	\$25,020	13.3654	\$27,800	14.7020	\$30,580
242	ASSISTANT UTILITY PLANT SUPT	STATE	40	E	7	24.8366	\$51,660	27.5962	\$57,400	30.3558	\$63,140
263	ASSISTANT UTILITY PLANT SUPV	STATE	40	E	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
268	ASSOCIATE ENGINEERING TECHNICIAN	LOCAL	40	N	4	13.4568	\$27,990	14.9520	\$31,100	16.4472	\$34,210
606	ASSOCIATE FLEET TECHNICIAN	TRIAD	40	N	4	10.6875	\$22,230	11.8750	\$24,700	13.0625	\$27,170

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						90% MRP		100% MRP		110%MRP	
						HRLY	ANNUAL	HRLY	ANNUAL	HRLY	ANNUAL
470	BACKGROUND INVESTIGATOR	LOCAL	40	N	5	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620
514	BENEFITS SPECIALIST	LOCAL	40	N	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
592	BILLING SUPERVISOR	LOCAL	40	N	6	18.3558	\$38,180	20.3953	\$42,422	22.4348	\$46,664
512	BOX OFFICE ASSISTANT	REGIONAL	40	N	3	10.6875	\$22,230	11.8750	\$24,700	13.0625	\$27,170
515	BOX OFFICE COORDINATOR	REGIONAL	40	E	6	19.5577	\$40,680	21.7308	\$45,200	23.9039	\$49,720
112	BUDGET/EVALUATION ANALYST	STATE	40	E	7	23.9567	\$49,830	26.6186	\$55,367	29.2804	\$60,903
012	BUDGET/EVALUATION DIRECTOR	REGIONAL	40	E	9	41.1058	\$85,500	45.6731	\$95,000	50.2404	\$104,500
251	BUDGET/EVALUATION TECHNICIAN	LOCAL	40	N	5	18.9423	\$39,400	21.0470	\$43,778	23.1517	\$48,156
111	BUILDING CONSTRUCTION ENGINEER	REGIONAL	40	E	7	27.3029	\$56,790	30.3366	\$63,100	33.3702	\$69,410
285	BUILDING CONSTRUCTION SPECIALIST	STATE	40	N	6	17.4808	\$36,360	19.4231	\$40,400	21.3654	\$44,440
272	BUILDING INSPECTOR	STATE	40	N	6	18.6298	\$38,750	20.6998	\$43,056	22.7698	\$47,361
287	BUILDING MAINT COORDINATOR	LOCAL	40	E	5	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
616	BUILDING MAINT MECHANIC	TRIAD	40	N	4	13.8895	\$28,890	15.4327	\$32,100	16.9759	\$35,310
707	BUILDING MAINT SPECIALIST	LOCAL	40	N	4	13.4568	\$27,990	14.9520	\$31,100	16.4472	\$34,210
271	BUILDING MAINT SUPERVISOR	LOCAL	40	E	6	20.2933	\$42,210	22.5481	\$46,900	24.8029	\$51,590
296	BULK CONTAINER SUPERVISOR	LOCAL	40	E	5	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
270	BUSINESS LICENSE INSPECTOR	STATE	40	N	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
317	BUSINESS OFFICE COORDINATOR	STATE	40	E	6	21.5577	\$44,840	21.7308	\$45,200	23.9039	\$49,720
518	BUYER	TRIAD	40	E	5	16.2212	\$33,740	18.0235	\$37,489	19.8259	\$41,238
446	BUYER/CONSTRUCTION SPECIALIST	TRIAD	40	E	5	19.5625	\$40,690	21.7361	\$45,211	23.9097	\$49,732
128	CAPITAL PROJECTS ENGINEER	STATE	40	E	7	22.2837	\$46,350	24.7597	\$51,500	27.2356	\$56,650
445	CEMETERY SUPERVISOR	STATE	40	E	6	18.2597	\$37,980	20.2886	\$42,200	22.3174	\$46,420
447	CENTRAL WAREHOUSE SUPERVISOR	LOCAL	40	N	5	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620
114	CHEMIST	TRIAD	40	E	6	18.2597	\$37,980	20.2886	\$42,200	22.3174	\$46,420
041	CHIEF FINANCIAL OFFICER	NATIONAL	40	E	9	45.6250	\$94,900	50.6944	\$105,444	55.7639	\$115,989
050	CHIEF INFORMATION OFFICER	NATIONAL	40	E	9	46.2981	\$96,300	51.4423	\$107,000	56.5865	\$117,700
712	CHIPPER OPERATOR	LOCAL	40	N	3	9.9520	\$20,700	11.0578	\$23,000	12.1636	\$25,300
020	CITY ENGINEER	NATIONAL	40	E	8	39.7212	\$82,620	44.1347	\$91,800	48.5481	\$100,980
116	CITY REVENUE COLLECTOR	STATE	40	E	7	26.5962	\$55,320	29.5513	\$61,467	32.5064	\$67,613
023	CITY SECRETARY	STATE	40	E	8	26.3125	\$54,730	29.2361	\$60,811	32.1597	\$66,892
409	CITY SURVEYOR	STATE	40	E	7	22.9712	\$47,780	25.5235	\$53,089	28.0759	\$58,398
117	CITY TREASURER	STATE	40	E	7	24.8366	\$51,660	27.5962	\$57,400	30.3558	\$63,140
018	CITY/COUNTY PURCHASE DIRECTOR	REGIONAL	40	E	7	29.3413	\$61,030	32.6015	\$67,811	35.8616	\$74,592
075	CITY/COUNTY UTILITIES DIRECTOR	REGIONAL	40	E	8	48.2838	\$100,430	53.6485	\$111,589	59.0134	\$122,748
118	CIVIL ENGINEER	STATE	40	E	7	22.2837	\$46,350	24.7597	\$51,500	27.2356	\$56,650
119	CIVIL ENGINEERING COORDINATOR	REGIONAL	40	E	7	24.8366	\$51,660	27.5962	\$57,400	30.3558	\$63,140
130	CIVIL ENGINEERING DESIGN MANAGER	REGIONAL	40	E	7	29.2933	\$60,930	32.5481	\$67,700	35.8029	\$74,470
138	CIVIL ENGINEERING FIELD MANAGER	STATE	40	E	7	29.2933	\$60,930	32.5481	\$67,700	35.8029	\$74,470
142	CIVIL ENGINEERING FINANCIAL MANAGER	STATE	40	E	7	29.2933	\$60,930	32.5481	\$67,700	35.8029	\$74,470
121	CIVIL ENGINEERING SUPERVISOR	REGIONAL	40	E	7	28.9472	\$60,210	32.1634	\$66,900	35.3798	\$73,590
523	CLERK	LOCAL	40	N	2	9.0000	\$18,720	10.0000	\$20,800	11.0000	\$22,880

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						90% MRP		100% MRP		110%MRP	
						HRLY	ANNUAL	HRLY	ANNUAL	HRLY	ANNUAL
591	CNA/MEDICAL OFFICE ASSISTANT	LOCAL	40	N	5	12.4857	\$25,970	13.8730	\$28,856	15.2603	\$31,741
212	CODE ENFORCEMENT PROJECT SUPERVISOR	STATE	40	E	6	27.1635	\$56,500	30.1816	\$62,778	33.1998	\$69,056
030	COLISEUM COMPLEX DIRECTOR	NATIONAL	40	E	8	43.8962	\$91,304	48.7736	\$101,449	53.6509	\$111,594
622	COLISEUM MAINTENANCE SUPV	TRIAD	40	E	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
525	COLLECTIONS SUPERVISOR	STATE	40	E	5	18.3558	\$38,180	20.3953	\$42,422	22.4349	\$46,665
134	COMMUNICATION SYSTEMS ENGINEER	STATE	40	E	7	22.2837	\$46,350	24.7597	\$51,500	27.2356	\$56,650
350	COMMUNITY EDUCATOR	TRIAD	40	N	5	13.8895	\$28,890	15.4328	\$32,100	16.9761	\$35,310
371	COMMUNITY SERVICE PROJECT ADVISOR	TRIAD	40	N	5	13.8895	\$28,890	15.4328	\$32,100	16.9761	\$35,310
211	COMMUNITY SERVICE PROJECT SUPV	STATE	40	E	6	18.2597	\$37,980	20.2886	\$42,200	22.3174	\$46,420
140	COMPLEX FINANCE OFFICER	REGIONAL	40	E	7	24.8366	\$51,660	27.5962	\$57,400	30.3558	\$63,140
751	COMPLEX MARKETING DIRECTOR	REGIONAL	40	E	7	24.8366	\$51,660	27.5962	\$57,400	30.3558	\$63,140
120	COMPLEX OPERATIONS SUPERVISOR	REGIONAL	40	E	7	24.8366	\$51,660	27.5962	\$57,400	30.3558	\$63,140
122	COMPUTER INFORMATION ANALYST	TRIAD	40	E	6	18.2597	\$37,980	20.2886	\$42,200	22.3174	\$46,420
529	COMPUTER OPERATION COORDINATOR	STATE	40	N	5	18.1731	\$37,800	20.1923	\$42,000	22.2116	\$46,200
624	CONCRETE FINISHER	LOCAL	40	N	4	11.2500	\$23,400	12.5000	\$26,000	13.7500	\$28,600
281	CONSTRUCTION INSPECTIONS TRAINEE	LOCAL	40	N	5	12.4857	\$25,970	13.8730	\$28,856	15.2603	\$31,741
279	CONSTRUCTION INSPECTOR	STATE	40	N	6	16.8846	\$35,120	18.7607	\$39,022	20.6368	\$42,924
280	CONSTRUCTION INSPECTOR SUPERVISOR	STATE	40	E	6	19.4183	\$40,390	21.5759	\$44,878	23.7334	\$49,366
216	CONSTRUCTION MANAGEMENT PROJECT SUPV	STATE	40	E	6	27.1635	\$56,500	30.1816	\$62,778	33.1998	\$69,056
157	CONTACT CENTER DIRECTOR	STATE	40	E	7	28.9472	\$60,210	32.1634	\$66,900	35.3798	\$73,590
597	CONTACT CENTER REPRESENTATIVE	LOCAL	40	N	5	13.8895	\$28,890	15.4328	\$32,100	16.9761	\$35,310
596	CONTACT CENTER TEAM LEAD	LOCAL	40	E	5	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620
522	CRAFT SHOP COORDINATOR	LOCAL	40	N	4	13.4423	\$27,960	14.9359	\$31,067	16.4295	\$34,173
524	CRAFT SHOP WORKER	LOCAL	40	N	2	10.0817	\$20,970	11.2019	\$23,300	12.3221	\$25,630
628	CREW COORDINATOR	LOCAL	40	N	5	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620
711	CREW LEADER	LOCAL	40	N	4	11.2500	\$23,400	12.5000	\$26,000	13.7500	\$28,600
341	CRIME SCENE TECHNICIAN	STATE	40	N	5	15.4183	\$32,070	17.1314	\$35,633	18.8446	\$39,197
395	CURBSIDE COLLECTIONS SUPV	LOCAL	40	E	5	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
729	CUSTODIAL ASSISTANT	LOCAL	40	N	2	9.0000	\$18,720	10.0000	\$20,800	11.0000	\$22,880
713	CUSTODIAN	LOCAL	40	N	2	9.0000	\$18,720	10.0000	\$20,800	11.0000	\$22,880
714	CUSTODIAN COORDINATOR	LOCAL	40	N	4	11.2500	\$23,400	12.5000	\$26,000	13.7500	\$28,600
630	CUSTODIAN SUPERVISOR	LOCAL	40	E	4	11.2500	\$23,400	12.5000	\$26,000	13.7500	\$28,600
526	CUSTOMER SERVICE CLERK	LOCAL	40	N	3	10.6875	\$22,230	11.8750	\$24,700	13.0625	\$27,170
527	CUSTOMER SERVICE SUPERVISOR	LOCAL	40	N	5	17.4808	\$36,360	19.4231	\$40,400	21.3654	\$44,440
530	DATA ENTRY OPERATOR	LOCAL	40	N	2	9.0000	\$18,720	10.0000	\$20,800	11.0000	\$22,880
316	DATA TECHNICIAN	TRIAD	40	N	5	13.4568	\$27,990	14.9519	\$31,100	16.4471	\$34,210
715	DEAD ANIMAL CONTROL WORKER	LOCAL	40	N	3	9.9520	\$20,700	11.0578	\$23,000	12.1636	\$25,300
027	DEPUTY BUDGET DIRECTOR	STATE	40	E	7	31.1394	\$64,770	34.5994	\$71,967	38.0593	\$79,163
032	DEPUTY CITY ATTORNEY	STATE	40	E	7	38.0625	\$79,170	42.2917	\$87,967	46.5208	\$96,763
002	DEPUTY CITY MANAGER	NATIONAL	40	E	9	53.2692	\$110,800	59.1880	\$123,111	65.1068	\$135,422
024	DEPUTY CITY SECRETARY	LOCAL	40	E	6	18.4567	\$38,390	20.5075	\$42,656	22.5582	\$46,921

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						HRLY	ANNUAL	HRLY	ANNUAL	HRLY	ANNUAL
073	DEPUTY DIRECTOR OF TRANSPORTATION	STATE	40	E	7	32.2741	\$67,130	35.8600	\$74,589	39.4460	\$82,048
007	DEPUTY FINANCIAL OFFICER	STATE	40	E	8	30.8943	\$64,260	34.3269	\$71,400	37.7596	\$78,540
033	DEPUTY FIRE CHIEF	STATE	40	E	8	32.1779	\$66,930	35.7532	\$74,367	39.3285	\$81,803
021	DEPUTY FIRE MARSHALL	STATE	40	E	7	23.6058	\$49,100	26.2286	\$54,556	28.8515	\$60,011
055	DEPUTY HUMAN RESOURCES DIRECTOR	STATE	40	E	7	28.9472	\$60,210	32.1634	\$66,900	35.3798	\$73,590
093	DEPUTY INFORMATION SYSTEMS DIR	REGIONAL	40	E	8	37.7308	\$78,480	41.9231	\$87,200	46.1154	\$95,920
025	DEPUTY MARKETING & COMM DIR	REGIONAL	40	E	7	27.3029	\$56,790	30.3366	\$63,100	33.3702	\$69,410
034	DEPUTY PLANNING DIRECTOR	REGIONAL	40	E	8	35.8510	\$74,570	39.8344	\$82,856	43.8178	\$91,141
240	DEPUTY UTILITIES DIRECTOR	STATE	40	E	8	38.2308	\$79,520	42.4786	\$88,356	46.7265	\$97,191
036	DEVELOPMENT DIRECTOR	REGIONAL	40	E	8	41.2068	\$85,710	45.7853	\$95,233	50.3638	\$104,757
072	DIRECTOR OF TRANSPORTATION	REGIONAL	40	E	8	46.3511	\$96,410	51.5011	\$107,122	56.6512	\$117,834
135	DISTRICT RECREATION SUPERVISOR	STATE	40	E	6	21.5769	\$44,880	23.9744	\$49,867	26.3718	\$54,853
028	DOWNTOWN DEVELOPMENT ADM	STATE	40	E	7	31.1539	\$64,800	34.6153	\$72,000	38.0769	\$79,200
286	DRIVEWAY INSPECTOR	STATE	40	N	5	12.4857	\$25,970	13.8730	\$28,856	15.2603	\$31,741
679	DYER TECHNICIAN	LOCAL	40	N	5	14.9327	\$31,060	16.5919	\$34,511	18.2511	\$37,962
137	ECONOMIC DEVELOPMENT SPECIALIST	STATE	40	E	7	23.9038	\$49,720	26.5598	\$55,244	29.2158	\$60,769
288	ELECTRICAL INSPECTOR	STATE	40	N	6	18.6298	\$38,750	20.6998	\$43,056	22.7698	\$47,361
635	ELECTRICAL SPECIALIST	TRIAD	40	N	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
633	ELECTRICIAN	TRIAD	40	N	5	13.8895	\$28,890	15.4328	\$32,100	16.9761	\$35,310
431	ELECTRICIAN, SENIOR	TRIAD	40	N	6	17.4808	\$36,360	19.4231	\$40,400	21.3654	\$44,440
107	EMERGENCY MANAGEMENT COORDINATOR	TRIAD	40	N	6	22.5048	\$46,810	25.0053	\$52,011	27.5059	\$57,212
037	EMERGENCY MANAGEMENT DIRECTOR	STATE	40	E	7	28.5192	\$59,320	31.6880	\$65,911	34.8568	\$72,502
136	EMERGENCY MANAGEMENT OFFICER	STATE	40	E	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
038	EMPLOYEE SAFETY ADMINISTRATOR	REGIONAL	40	E	7	27.5962	\$57,400	30.6624	\$63,778	33.7286	\$70,156
358	ENERGY MANAGEMENT COORDINATOR	STATE	40	E	6	22.2837	\$46,350	24.7596	\$51,500	27.2356	\$56,650
319	ENGINEERING SUPERVISOR	STATE	40	E	7	28.9472	\$60,210	32.1634	\$66,900	35.3798	\$73,590
292	ENGINEERING TECHNICIAN	LOCAL	40	N	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
294	ENVIRONMENTAL CONTROL OFFICER	LOCAL	40	N	4	15.4663	\$32,170	17.1848	\$35,744	18.9033	\$39,319
297	EQUIPMENT MAINTENANCE TECH	TRIAD	40	N	5	13.8895	\$28,890	15.4328	\$32,100	16.9761	\$35,310
643	EQUIPMENT MECHANIC, LIGHT	LOCAL	40	N	3	10.6875	\$22,230	11.8750	\$24,700	13.0625	\$27,170
637	EQUIPMENT OPERATOR/HEAVY	TRIAD	40	N	4	12.0289	\$25,020	13.3654	\$27,800	14.7020	\$30,580
716	EQUIPMENT OPERATOR/LIGHT	LOCAL	40	N	3	9.9520	\$20,700	11.0578	\$23,000	12.1636	\$25,300
638	EQUIPMENT OPERATOR/MEDIUM	LOCAL	40	N	3	10.6875	\$22,230	11.8750	\$24,700	13.0625	\$27,170
139	EROSION CONTROL ENGINEER	STATE	40	E	6	23.1250	\$48,100	25.6944	\$53,444	28.2639	\$58,789
299	EROSION CONTROL INSPECTOR	STATE	40	N	5	18.4038	\$38,280	20.4487	\$42,533	22.4936	\$46,787
143	EVENT SALES COORDINATOR	STATE	40	E	5	15.9231	\$33,120	17.6923	\$36,800	19.4615	\$40,480
141	EVENTS COORDINATOR	STATE	40	E	5	16.4663	\$34,250	18.2959	\$38,056	20.1255	\$41,861
717	EVENTS MAINTENANCE LEADER	LOCAL	40	N	3	9.9520	\$20,700	11.0578	\$23,000	12.1636	\$25,300
061	FACILITIES MANAGEMENT DIRECTOR	STATE	40	E	7	28.9472	\$60,210	32.1634	\$66,900	35.3798	\$73,590
399	FACILITIES MANAGEMENT PROJECT COORD	TRIAD	40	N	6	20.0577	\$41,720	22.2863	\$46,356	24.5150	\$50,991
039	FAIR DIRECTOR	REGIONAL	40	E	8	29.3799	\$61,110	32.6442	\$67,900	35.9086	\$74,690

**CITY OF WINSTON-SALEM
GENERAL PAY PLAN**

JOB CODE	ALPHA LISTING OF CLASS TITLE	LABOR MARKET	WORK WEEK	FLSA (N/E)	BAND	COMPETITIVE MARKET REFERENCE RANGE					
						90% MRP		100% MRP		110% MRP	
						HRLY	ANNUAL	HRLY	ANNUAL	HRLY	ANNUAL
471	FALSE ALARM COORDINATOR	LOCAL	40	N	5	12.4857	\$25,970	13.8730	\$28,856	15.2603	\$31,741
450	FIELD ZONING INSPECTOR	STATE	40	N	5	17.0962	\$35,560	18.9957	\$39,511	20.8953	\$43,462
076	FINANCIAL ANALYST	STATE	40	E	6	18.3269	\$38,120	20.3632	\$42,356	22.3996	\$46,591
536	FINANCIAL CLERK	LOCAL	40	N	3	12.1587	\$25,290	13.5097	\$28,100	14.8606	\$30,910
537	FINANCIAL TECHNICIAN	LOCAL	40	N	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
639	FIRE APPARATUS MAINT SUPV	TRIAD	40	N	6	18.5769	\$38,640	20.6410	\$42,933	22.7051	\$47,227
640	FIRE APPARATUS MECHANIC	TRIAD	40	N	5	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620
043	FIRE CHIEF	REGIONAL	40	E	9	41.1058	\$85,500	45.6731	\$95,000	50.2404	\$104,500
145	FIRE MARSHAL	STATE	40	E	8	29.3990	\$61,150	32.6656	\$67,944	35.9322	\$74,739
147	FIRE PLANNING OFFICER	STATE	40	E	6	18.2597	\$37,980	20.2886	\$42,200	22.3174	\$46,420
533	FIRE RECORDS SPECIALIST	TRIAD	40	N	5	12.4857	\$25,970	13.8730	\$28,856	15.2603	\$31,741
149	FISCAL PROGRAM COORDINATOR	TRIAD	40	E	6	17.4808	\$36,360	19.4231	\$40,400	21.3654	\$44,440
534	FISCAL PROGRAM TECHNICIAN	LOCAL	40	N	4	13.4568	\$27,990	14.9520	\$31,100	16.4472	\$34,210
607	FLEET ATTENDANT	LOCAL	40	N	3	9.9520	\$20,700	11.0578	\$23,000	12.1636	\$25,300
659	FLEET DATA TECHNICIAN	TRIAD	40	N	5	13.4568	\$27,990	14.9519	\$31,100	16.4471	\$34,210
026	FLEET MAINTENANCE MANAGER	STATE	40	E	7	22.2837	\$46,350	24.7597	\$51,500	27.2356	\$56,650
390	FLEET SERVICES SUPERVISOR	STATE	40	E	6	19.5577	\$40,680	21.7308	\$45,200	23.9039	\$49,720
010	GENERAL SERVICES DIRECTOR	REGIONAL	40	E	8	33.4904	\$69,660	37.2116	\$77,400	40.9327	\$85,140
301	GOLF COURSE MAINT SUPERVISOR	STATE	40	E	6	19.5577	\$40,680	21.7308	\$45,200	23.9039	\$49,720
151	GOLF PROFESSIONAL	STATE	40	E	5	17.6298	\$36,670	19.5887	\$40,744	21.5475	\$44,819
156	GRANTS ANALYST	STATE	40	E	6	18.2597	\$37,980	20.2886	\$42,200	22.3174	\$46,420
303	GRAPHIC ARTIST	TRIAD	40	N	5	15.2644	\$31,750	16.9605	\$35,278	18.6565	\$38,806
304	GRAPHIC DESIGN COORDINATOR	TRIAD	40	N	6	16.0288	\$33,340	17.8098	\$37,044	19.5908	\$40,749
154	HEALTH SERVICES COORDINATOR	TRIAD	40	E	6	21.8558	\$45,460	24.2842	\$50,511	26.7126	\$55,562
155	HISTORIC PARKS SUPERVISOR	STATE	40	E	6	20.9038	\$43,480	23.2265	\$48,311	25.5491	\$53,142
044	HOUSING & DEVELOPMENT DIRECTOR	REGIONAL	40	E	8	37.7885	\$78,600	41.9872	\$87,333	46.1859	\$96,067
223	HOUSING & DEVELOPMENT PROGRAM COORD	STATE	40	E	6	19.7596	\$41,100	21.7308	\$45,200	23.9039	\$49,720
225	HOUSING & DEVELOPMENT PROGRAM SUPV	STATE	40	E	7	24.8365	\$51,660	27.5962	\$57,400	30.3558	\$63,140
308	HOUSING INSPECTOR SUPERVISOR	STATE	40	E	7	19.2308	\$40,000	21.3676	\$44,445	23.5043	\$48,889
309	HOUSING RECORDS COORDINATOR	TRIAD	40	N	4	13.4568	\$27,990	14.9520	\$31,100	16.4472	\$34,210
045	HUMAN RELATION DIRECTOR	STATE	40	E	8	34.8030	\$72,390	38.6699	\$80,433	42.5369	\$88,477
159	HUMAN RELATION SPECIALIST	LOCAL	40	N	5	16.4760	\$34,270	18.3066	\$38,078	20.1373	\$41,886
189	HUMAN RESOURCES ANALYST	STATE	40	E	6	19.6154	\$40,800	21.7949	\$45,333	23.9744	\$49,867
052	HUMAN RESOURCES DIRECTOR	REGIONAL	40	E	8	42.5482	\$88,500	47.2756	\$98,333	52.0032	\$108,167
187	HUMAN RESOURCES PROGRAM MANAGER	STATE	40	E	7	28.9472	\$60,210	32.1634	\$66,900	35.3798	\$73,590
340	HUMAN RESOURCES SPECIALIST	LOCAL	40	N	5	15.9663	\$33,210	17.7404	\$36,900	19.5144	\$40,590
552	HUMAN RESOURCES TECHNICIAN	LOCAL	40	N	4	13.8558	\$28,820	15.3953	\$32,022	16.9349	\$35,225
311	HVAC COORDINATOR	TRIAD	40	E	6	20.2933	\$42,210	22.5481	\$46,900	24.8029	\$51,590
167	INDUSTRIAL WASTE CONTROL SUPV	STATE	40	E	7	19.2308	\$40,000	21.3676	\$44,445	23.5043	\$48,889
314	INDUSTRIAL WASTE CONTROL TECH	LOCAL	40	N	4	13.6395	\$28,370	15.1550	\$31,522	16.6705	\$34,675
048	INSPECTIONS DIRECTOR	REGIONAL	40	E	8	33.4904	\$69,660	37.2116	\$77,400	40.9327	\$85,140

CITY OF WINSTON-SALEM

GENERAL PAY PLAN

COMPETITIVE MARKET REFERENCE RANGE

JOB CODE	ALPHA LISTING OF CLASS TITLE	LABOR MARKET	WORK WEEK	FLSA (N/E)	BAND	90% MRP		100% MRP		110%MRP	
						HRLY	ANNUAL	HRLY	ANNUAL	HRLY	ANNUAL
328	INSPECTIONS RECORDS SPECIALIST	TRIAD	40	N	5	12.4857	\$25,970	13.8730	\$28,856	15.2603	\$31,741
321	INSPECTIONS TRAINEE	LOCAL	40	N	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
277	INSPECTOR ASSISTANT	LOCAL	40	N	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
320	INSTRUMENTATION TECHNICIAN	TRIAD	40	N	5	17.0193	\$35,400	18.9103	\$39,333	20.8014	\$43,267
324	INSTRUMENTATION TECHNICIAN , SR	TRIAD	40	N	6	20.4231	\$42,480	22.6923	\$47,200	24.9615	\$51,920
329	INSTRUMENTATION TECHNOLOGY MANAGER	STATE	40	E	7	25.5817	\$53,210	28.4241	\$59,122	31.2666	\$65,034
040	INTERNAL AUDIT ADMINISTRATOR	STATE	40	E	7	24.8750	\$51,740	27.6389	\$57,489	30.4028	\$63,238
504	INTERNAL AUDIT TECHNICIAN	LOCAL	40	N	5	13.4087	\$27,890	14.8985	\$30,989	16.3884	\$34,088
169	INTERNAL AUDITOR	STATE	40	E	6	21.6298	\$44,990	24.0331	\$49,989	26.4364	\$54,988
160	INVESTMENT ANALYST	STATE	40	E	7	25.1538	\$52,320	27.9487	\$58,133	30.7436	\$63,947
124	IS ADMINISTRATOR	STATE	40	E	7	24.3606	\$50,670	27.0673	\$56,300	29.7740	\$61,930
170	IS ANALYST	STATE	40	E	7	24.3606	\$50,670	27.0673	\$56,300	29.7740	\$61,930
275	IS APPLICATIONS SUPPORT TECHNICIAN	TRIAD	40	E	6	20.8558	\$43,380	23.1731	\$48,200	25.4904	\$53,020
416	IS COMMUNICATIONS ANALYST	STATE	40	E	7	24.3606	\$50,670	27.0673	\$56,300	29.7740	\$61,930
089	IS PROJECT COORDINATOR	REGIONAL	40	E	7	32.8413	\$68,310	36.4904	\$75,900	40.1394	\$83,490
164	IS SUPERVISOR	REGIONAL	40	E	7	34.3365	\$71,420	38.1517	\$79,356	41.9669	\$87,291
244	KEEP W-S BEAUTIFUL COORDINATOR	LOCAL	40	E	5	18.6442	\$38,780	20.7158	\$43,089	22.7874	\$47,398
323	LABORATORY TECHNICIAN	TRIAD	40	N	4	12.0289	\$25,020	13.3654	\$27,800	14.7020	\$30,580
330	LABORATORY TECHNICIAN/SENIOR	TRIAD	40	N	4	13.4568	\$27,990	14.9520	\$31,100	16.4472	\$34,210
723	LABORER	LOCAL	40	N	2	9.0000	\$18,720	10.0000	\$20,800	11.0000	\$22,880
541	LAKE ATTENDANT	LOCAL	40	N	3	9.9520	\$20,700	11.0578	\$23,000	12.1636	\$25,300
472	LAKES PROGRAM SUPERVISOR	TRIAD	40	E	5	16.5337	\$34,390	18.3707	\$38,211	20.2078	\$42,032
644	LANDFILL MECHANIC	LOCAL	40	N	4	12.0289	\$25,020	13.3654	\$27,800	14.7020	\$30,580
322	LANDSCAPE INSPECTOR	TRIAD	40	N	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
325	LANDSCAPE TECHNICIAN	TRIAD	40	N	4	13.4568	\$27,990	14.9520	\$31,100	16.4472	\$34,210
326	LEGAL ASSISTANT	LOCAL	40	N	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
727	MAINTENANCE WORKER	LOCAL	40	N	3	9.5193	\$19,800	10.5769	\$22,000	11.6346	\$24,200
064	MARKETING & COMMUNICATIONS DIR	REGIONAL	40	E	8	35.1939	\$73,203	39.1042	\$81,337	43.0146	\$89,470
647	MASTER ELECTRICIAN	TRIAD	40	N	5	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620
648	MASTER FLEET TECHNICIAN	TRIAD	40	N	5	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620
305	MECHANICAL INSPECTOR	STATE	40	N	6	18.6298	\$38,750	20.6998	\$43,056	22.7698	\$47,361
545	METER READER	LOCAL	40	N	3	10.6875	\$22,230	11.8750	\$24,700	13.0625	\$27,170
572	METER READER, SENIOR	LOCAL	40	N	5	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620
666	METER REPAIRER	LOCAL	40	N	4	11.2500	\$23,400	12.5000	\$26,000	13.7500	\$28,600
575	METER REPAIRER, SENIOR	LOCAL	40	N	5	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620
158	NEIGHBORHOOD ASSISTANT SPECIALIST	TRIAD	40	E	7	24.5192	\$51,000	27.2436	\$56,667	29.9679	\$62,333
307	NEIGHBORHOOD CONSERVATION OFFICER	STATE	40	N	5	16.2837	\$33,870	18.0929	\$37,633	19.9022	\$41,397
184	NEIGHBORHOOD OFFICE SUPERVISOR	TRIAD	40	E	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
047	NEIGHBORHOOD SERVICES DIRECTOR	REGIONAL	40	E	8	35.7452	\$74,350	39.7169	\$82,611	43.6886	\$90,872
327	OCCUPATIONAL SAFETY INSPECTOR	TRIAD	40	E	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
546	OFFICE ASSISTANT	LOCAL	40	N	3	10.3510	\$21,530	11.5011	\$23,922	12.6512	\$26,314

CITY OF WINSTON-SALEM

GENERAL PAY PLAN

COMPETITIVE MARKET REFERENCE RANGE

JOB CODE	ALPHA LISTING OF CLASS TITLE	LABOR MARKET	WORK WEEK	FLSA (N/E)	BAND	90% MRP		100% MRP		110%MRP	
						HRLY	ANNUAL	HRLY	ANNUAL	HRLY	ANNUAL
550	OFFICE CLERK	LOCAL	40	N	2	9.0000	\$18,720	10.0000	\$20,800	11.0000	\$22,880
649	PAINTER	LOCAL	40	N	3	9.9520	\$20,700	11.0578	\$23,000	12.1636	\$25,300
650	PAINTER COORDINATOR	LOCAL	40	N	4	11.2500	\$23,400	12.5000	\$26,000	13.7500	\$28,600
476	PARK RANGER	LOCAL	40	N	3	9.9520	\$20,700	11.0578	\$23,000	12.1636	\$25,300
549	PARKING ATTENDANT	LOCAL	40	N	2	9.2549	\$19,250	10.2832	\$21,389	11.3115	\$23,528
331	PARKING CONTROL SUPERVISOR	LOCAL	40	E	5	20.8991	\$43,470	23.2212	\$48,300	25.5433	\$53,130
482	PARKING ENFORCEMENT OFFICER	LOCAL	40	N	2	9.0000	\$18,720	10.0000	\$20,800	11.0000	\$22,880
333	PARKING EQUIPMENT TECHNICIAN	LOCAL	40	N	3	10.6875	\$22,230	11.8750	\$24,700	13.0625	\$27,170
478	PARKING SECURITY ATTENDANT	LOCAL	40	N	2	9.0000	\$18,720	10.0000	\$20,800	11.0000	\$22,880
099	PARKS MAINTENANCE SUPERVISOR	TRIAD	40	E	7	22.2837	\$46,350	24.7596	\$51,500	27.2356	\$56,650
049	PARKS SUPERINTENDENT	REGIONAL	40	E	7	31.7885	\$66,120	35.3205	\$73,467	38.8526	\$80,813
651	PARTS TEAM LEADER	TRIAD	40	N	5	13.8895	\$28,890	15.4328	\$32,100	16.9761	\$35,310
652	PARTS TECHNICIAN	TRIAD	40	N	4	12.0289	\$25,020	13.3654	\$27,800	14.7020	\$30,580
213	PERMIT OFFICE SUPERVISOR	TRIAD	40	E	6	18.5817	\$38,650	20.6464	\$42,944	22.7110	\$47,239
451	PERMIT TECHNICIAN	STATE	40	N	5	12.5625	\$26,130	13.9583	\$29,033	15.3542	\$31,937
192	PLANNER	STATE	40	E	6	18.4038	\$38,280	20.4487	\$42,533	22.4936	\$46,787
335	PLANNING AIDE	LOCAL	40	N	2	9.0000	\$18,720	10.0000	\$20,800	11.0000	\$22,880
193	PLANNING DEVELOPMENT COORD	STATE	40	E	7	29.2404	\$60,820	32.4893	\$67,578	35.7382	\$74,336
054	PLANNING DIRECTOR	NATIONAL	40	E	8	39.7212	\$82,620	44.1347	\$91,800	48.5481	\$100,980
310	PLANNING GRAPHICS COORDINATOR	TRIAD	40	E	6	16.0288	\$33,340	17.8098	\$37,044	19.5908	\$40,749
334	PLANS EXAMINER	STATE	40	E	6	19.8846	\$41,360	22.0940	\$45,956	24.3034	\$50,551
191	PLANS REVIEW COORDINATOR	REGIONAL	40	N	6	18.6298	\$38,750	20.6998	\$43,056	22.7698	\$47,361
339	PLUMBING INSPECTOR	STATE	40	N	6	18.6298	\$38,750	20.6998	\$43,056	22.7698	\$47,361
199	POLICE APPLICATIONS SPECIALIST	TRIAD	40	E	5	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
485	POLICE CADET	TRIAD	40	N	4	10.1924	\$21,200	11.3249	\$23,556	12.4574	\$25,911
057	POLICE CHIEF	REGIONAL	40	E	9	41.1058	\$85,500	45.6731	\$95,000	50.2404	\$104,500
354	POLICE CRIME SCENE SUPV	TRIAD	40	E	6	18.5000	\$38,480	20.5556	\$42,756	22.6111	\$47,031
388	POLICE EVIDENCE ASSISTANT SUPV	TRIAD	40	N	5	15.9712	\$33,220	17.7458	\$36,911	19.5204	\$40,602
554	POLICE EVIDENCE SPECIALIST	TRIAD	40	N	5	13.8895	\$28,890	15.4328	\$32,100	16.9761	\$35,310
342	POLICE EVIDENCE SUPV	STATE	40	E	6	21.8414	\$45,430	24.2682	\$50,478	26.6950	\$55,526
318	POLICE FISCAL ANALYST	STATE	40	E	6	21.5577	\$44,840	23.9530	\$49,822	26.3483	\$54,804
344	POLICE ID SUPERVISOR	STATE	40	E	6	20.2933	\$42,210	22.5481	\$46,900	24.8029	\$51,590
556	POLICE PROCESSING TECHNICIAN	REGIONAL	40	N	4	12.4856	\$25,970	13.8729	\$28,856	15.2602	\$31,741
555	POLICE RECORDS SPECIALIST	TRIAD	40	N	5	12.4857	\$25,970	13.8730	\$28,856	15.2603	\$31,741
574	POLICE RECORDS SQUAD SUPV	TRIAD	40	N	5	14.3606	\$29,870	15.9562	\$33,189	17.5518	\$36,508
345	POLICE RECORDS SUPV	STATE	40	E	6	20.2933	\$42,210	22.5481	\$46,900	24.8029	\$51,590
730	POOL MAINTENANCE COORDINATOR	LOCAL	40	N	4	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620
420	POOL MAINTENANCE SPECIALIST	LOCAL	40	N	4	10.1924	\$21,200	11.3249	\$23,556	12.4574	\$25,911
188	PRINCIPAL PLANNER	STATE	40	E	7	28.1154	\$58,480	31.2393	\$64,978	34.3632	\$71,476
347	PRINTING & DISTRIBUTION SUPV	TRIAD	40	E	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
473	PRODUCTION TECHNICIAN	TRIAD	40	N	5	13.8895	\$28,890	15.4328	\$32,100	16.9761	\$35,310

CITY OF WINSTON-SALEM

GENERAL PAY PLAN

COMPETITIVE MARKET REFERENCE RANGE

JOB CODE	ALPHA LISTING OF CLASS TITLE	LABOR MARKET	WORK WEEK	FLSA (N/E)	BAND	90% MRP		100% MRP		110%MRP	
						HRLY	ANNUAL	HRLY	ANNUAL	HRLY	ANNUAL
197	PROJECT ANALYST	TRIAD	40	N	6	19.5577	\$40,680	21.7308	\$45,200	23.9039	\$49,720
186	PROJECT PLANNER	STATE	40	E	6	22.1394	\$46,050	24.5994	\$51,167	27.0593	\$56,283
201	PROJECT SUPERVISOR	STATE	40	E	6	19.5577	\$40,680	21.7308	\$45,200	23.9039	\$49,720
204	PROMOTIONS COORDINATOR	STATE	40	E	7	19.2308	\$40,000	21.3676	\$44,445	23.5043	\$48,889
352	PUBLIC SAFETY COMMUNICATIONS OPERATOR	TRIAD	40	N	5	13.8895	\$28,890	15.4328	\$32,100	16.9761	\$35,310
200	PUBLIC SAFETY ATTORNEY	STATE	40	E	7	31.1539	\$64,800	34.6153	\$72,000	38.0769	\$79,200
353	PUBLIC SAFETY COMMUNICATIONS SQUAD SUPV	TRIAD	40	E	6	19.9087	\$41,410	22.1207	\$46,011	24.3328	\$50,612
351	PUBLIC SAFETY COMMUNICATIONS SUPV	TRIAD	40	E	6	23.3510	\$48,570	25.9455	\$53,967	28.5401	\$59,363
488	PUBLIC SAFETY COMMUNICATIONS TRAINEE	TRIAD	40	N	5	12.4857	\$25,970	13.8730	\$28,856	15.2603	\$31,741
175	PUBLIC SAFETY IS MANAGER	REGIONAL	40	E	7	35.8462	\$74,560	39.8291	\$82,844	43.8120	\$91,129
355	PUBLIC SAFETY RESEARCH ANALYST	TRIAD	40	N	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
359	PUBLIC WORKS DISPATCHER	LOCAL	40	N	4	13.2837	\$27,630	14.7597	\$30,700	16.2356	\$33,770
203	REAL ESTATE ADMINISTRATOR	REGIONAL	40	E	8	29.3799	\$61,110	32.6442	\$67,900	35.9086	\$74,690
067	RECREATION & PARKS DIRECTOR	REGIONAL	40	E	8	42.2789	\$87,940	46.9765	\$97,711	51.6741	\$107,482
090	RECREATION ADMINISTRATIVE MANAGER	STATE	40	E	7	24.8365	\$51,660	27.5962	\$57,400	30.3558	\$63,140
205	RECREATION CENTER SUPERVISOR	TRIAD	40	N	5	16.5337	\$34,390	18.3707	\$38,211	20.2078	\$42,032
365	RECREATION LEADER	LOCAL	40	N	2	10.0817	\$20,970	11.2019	\$23,300	12.3221	\$25,630
656	RECREATION MAINTENANCE COORDINATOR	TRIAD	40	N	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
658	RECREATION MAINTENANCE MECHANIC	LOCAL	40	N	4	13.4568	\$27,990	14.9520	\$31,100	16.4472	\$34,210
657	RECREATION MAINTENANCE SUPERVISOR	LOCAL	40	E	6	19.5577	\$40,680	21.7308	\$45,200	23.9039	\$49,720
364	RECREATION PROGRAM ASSISTANT	LOCAL	40	N	4	12.0289	\$25,020	13.3654	\$27,800	14.7020	\$30,580
206	RECREATION SUPV/AQUATIC	STATE	40	E	6	19.5577	\$40,680	21.7308	\$45,200	23.9039	\$49,720
207	RECREATION SUPV/HANDICAPPED	STATE	40	E	6	19.5577	\$40,680	21.7308	\$45,200	23.9039	\$49,720
560	RECREATION WAREHOUSE CLERK	LOCAL	40	N	3	10.6875	\$22,230	11.8750	\$24,700	13.0625	\$27,170
733	RECRETION MAINTENANCE SPECIALIST	LOCAL	40	N	4	10.1924	\$21,200	11.3249	\$23,556	12.4574	\$25,911
210	RECYCLING PROGRAM ADMINISTRATOR	STATE	40	E	6	19.3077	\$40,160	21.4530	\$44,622	23.5983	\$49,084
208	REGISTERED NURSE	LOCAL	40	E	6	19.0048	\$39,530	21.1165	\$43,922	23.2281	\$48,314
368	REHABILITATION CONSTRUCTION ADVISOR	TRIAD	40	N	6	17.0962	\$35,560	18.9957	\$39,511	20.8953	\$43,462
369	REHABILITATION CONSTRUCTION SUPV	STATE	40	E	6	17.4808	\$36,360	19.4231	\$40,400	21.3654	\$44,440
370	REHABILITATION LOAN OFFICER	TRIAD	40	N	5	16.6490	\$34,630	18.4989	\$38,478	20.3488	\$42,326
201	REHABILITATION PROJECT SUPV	STATE	40	E	6	27.1635	\$56,500	30.1816	\$62,778	33.1998	\$69,056
068	RISK ADMINISTRATOR	STATE	40	E	7	29.3413	\$61,030	32.6015	\$67,811	35.8616	\$74,592
372	RISK MANAGEMENT SPECIALIST	TRIAD	40	N	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
384	SAFETY & LOSS CLAIMS ADJUSTER	STATE	40	E	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
380	SAFETY INSPECTOR	TRIAD	40	E	6	20.2740	\$42,170	22.5267	\$46,856	24.7794	\$51,541
069	SANITATION DIRECTOR	REGIONAL	40	E	8	33.4904	\$69,660	37.2116	\$77,400	40.9327	\$85,140
412	SANITATION EQUIP OPERATOR, SR	LOCAL	40	N	4	11.2500	\$23,400	12.5000	\$26,000	13.7500	\$28,600
601	SANITATION EQUIPMENT OPERATOR	LOCAL	40	N	3	10.6875	\$22,230	11.8750	\$24,700	13.0625	\$27,170
738	SANITATION LABORER	LOCAL	40	N	2	9.0000	\$18,720	10.0000	\$20,800	11.0000	\$22,880
394	SANITATION OPERATIONS SUPV	STATE	40	E	6	18.3894	\$38,250	20.4327	\$42,500	22.4760	\$46,750
366	SANITATION SUPERVISOR	STATE	40	E	5	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580

CITY OF WINSTON-SALEM

GENERAL PAY PLAN

JOB CODE	ALPHA LISTING OF CLASS TITLE	LABOR MARKET	WORK WEEK	FLSA (N/E)	BAND	COMPETITIVE MARKET REFERENCE RANGE					
						90% MRP		100% MRP		110%MRP	
						HRLY	ANNUAL	HRLY	ANNUAL	HRLY	ANNUAL
563	SECRETARY TO CITY MANAGER	TRIAD	40	N	5	13.8895	\$28,890	15.4328	\$32,100	16.9761	\$35,310
566	SENIOR ACCOUNTING CLERK	LOCAL	40	N	4	12.6443	\$26,300	14.0492	\$29,222	15.4541	\$32,145
110	SENIOR ADMIN ASSIST TO CITY MANAGER	LOCAL	40	E	6	19.5577	\$40,680	21.7308	\$45,200	23.9039	\$49,720
521	SENIOR ADMIN COUNCIL CLERK	LOCAL	40	N	5	13.8894	\$28,890	15.4327	\$32,100	16.9760	\$35,310
215	SENIOR ADMINISTRATIVE ASSISTANT	LOCAL	40	E	6	17.4808	\$36,360	19.4231	\$40,400	21.3654	\$44,440
217	SENIOR BUDGET/EVALUATION ANALYST	STATE	40	E	7	24.8366	\$51,660	27.5962	\$57,400	30.3558	\$63,140
374	SENIOR BUILDING INSPECTOR	STATE	40	E	6	19.8846	\$41,360	22.0940	\$45,956	24.3034	\$50,551
220	SENIOR BUSINESS OFFICE COORDINATOR	STATE	40	E	7	22.2837	\$46,350	24.7597	\$51,500	27.2356	\$56,650
096	SENIOR BUYER	TRIAD	40	E	6	19.5577	\$40,680	21.7308	\$45,200	23.9039	\$49,720
218	SENIOR CHEMIST	TRIAD	40	E	6	19.5577	\$40,680	21.7308	\$45,200	23.9039	\$49,720
219	SENIOR CIVIL ENGINEER	STATE	40	E	7	24.5144	\$50,990	27.2382	\$56,656	29.9621	\$62,321
348	SENIOR COMMUNITY EDUCATOR	STATE	40	E	6	17.9856	\$37,410	19.9840	\$41,567	21.9824	\$45,723
393	SENIOR COMMUNITY SERVICE ADVISOR	TRIAD	40	E	5	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620
173	SENIOR COMPUTER INFORMATION ANALYST	TRIAD	40	E	7	22.2837	\$46,350	24.7597	\$51,500	27.2356	\$56,650
662	SENIOR CREW COORDINATOR	LOCAL	40	N	5	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
452	SENIOR CRIME ANALYST	STATE	40	N	6	20.2933	\$42,210	22.5481	\$46,900	24.8029	\$51,590
386	SENIOR CRIME SCENE TECHNICIAN	TRIAD	40	N	5	16.9568	\$35,270	18.8409	\$39,189	20.7250	\$43,108
567	SENIOR CUSTOMER SERVICE CLERK	LOCAL	40	N	4	11.2500	\$23,400	12.5000	\$26,000	13.7500	\$28,600
685	SENIOR DRYER TECHNICIAN	TRIAD	40	N	5	17.1154	\$35,600	19.0171	\$39,556	20.9188	\$43,511
378	SENIOR ELECTRICAL INSPECTOR	STATE	40	E	6	19.8846	\$41,360	22.0940	\$45,956	24.3034	\$50,551
664	SENIOR ELECTRICAL SPECIALIST	TRIAD	40	N	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
379	SENIOR ENGINEERING TECHNICIAN	TRIAD	40	N	6	17.5144	\$36,430	19.4605	\$40,478	21.4065	\$44,526
375	SENIOR ENVIRONMENT CONTROL OFFICER	LOCAL	40	E	5	12.4857	\$25,970	13.8730	\$28,856	15.2603	\$31,741
221	SENIOR EVENTS COORDINATOR	STATE	40	E	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
214	SENIOR FINANCIAL ANALYST	STATE	40	E	7	22.3654	\$46,520	24.8504	\$51,689	27.3355	\$56,858
568	SENIOR FINANCIAL CLERK	LOCAL	40	N	4	13.9808	\$29,080	15.5342	\$32,311	17.0876	\$35,542
590	SENIOR FINANCIAL TECHNICIAN	LOCAL	40	N	6	18.2597	\$37,980	20.2886	\$42,200	22.3174	\$46,420
665	SENIOR FLEET TECHNICIAN	LOCAL	40	N	5	13.8895	\$28,890	15.4328	\$32,100	16.9761	\$35,310
190	SENIOR HUMAN RESOURCES ANALYST	STATE	40	E	7	24.8366	\$51,660	27.5962	\$57,400	30.3558	\$63,140
381	SENIOR INDUSTRIAL WASTE CTRL TECH	TRIAD	40	N	5	13.8895	\$28,890	15.4328	\$32,100	16.9761	\$35,310
196	SENIOR INFORMATION SYSTEMS ANALYST	STATE	40	E	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
125	SENIOR IS ADMINISTRATOR	STATE	40	N	7	29.8558	\$62,100	33.1731	\$69,000	36.4904	\$75,900
171	SENIOR IS ANALYST	STATE	40	N	7	29.8558	\$62,100	33.1731	\$69,000	36.4904	\$75,900
396	SENIOR IS TECHNICIAN	STATE	40	N	5	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
382	SENIOR MECHANICAL INSPECTOR	STATE	40	E	6	19.8846	\$41,360	22.0940	\$45,956	24.3034	\$50,551
571	SENIOR OFFICE ASSISTANT	LOCAL	40	N	4	13.1106	\$27,270	14.5673	\$30,300	16.0241	\$33,330
573	SENIOR OFFICE CLERK	LOCAL	40	N	2	9.0000	\$18,720	10.0000	\$20,800	11.0000	\$22,880
383	SENIOR OFFSET PRINTING TECHNICIAN	LOCAL	40	N	4	12.0289	\$25,020	13.3654	\$27,800	14.7020	\$30,580
387	SENIOR P S COMMUNICATIONS OPERATOR	STATE	40	N	5	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620
389	SENIOR P S INFORMATION ANALYST	STATE	40	N	6	20.2933	\$42,210	22.5481	\$46,900	24.8029	\$51,590
489	SENIOR PARKING ENFORCEMENT OFFICER	LOCAL	40	N	4	13.4568	\$27,990	14.9520	\$31,100	16.4472	\$34,210

CITY OF WINSTON-SALEM

GENERAL PAY PLAN

COMPETITIVE MARKET REFERENCE RANGE

JOB CODE	ALPHA LISTING OF CLASS TITLE	LABOR MARKET	WORK WEEK	FLSA (N/E)	BAND	COMPETITIVE MARKET REFERENCE RANGE					
						90% MRP		100% MRP		110% MRP	
						HRLY	ANNUAL	HRLY	ANNUAL	HRLY	ANNUAL
490	SENIOR PARKING SECURITY ATTENDANT	LOCAL	40	N	3	10.6875	\$22,230	11.8750	\$24,700	13.0625	\$27,170
668	SENIOR PLUMBER	TRIAD	40	N	4	13.4568	\$27,990	14.9520	\$31,100	16.4472	\$34,210
343	SENIOR PLUMBING INSPECTOR	STATE	40	N	6	19.8846	\$41,360	22.0940	\$45,956	24.3034	\$50,551
209	SENIOR PROJECT SUPERVISOR	STATE	40	E	7	24.8366	\$51,660	27.5962	\$57,400	30.3558	\$63,140
391	SENIOR REAL ESTATE AGENT	LOCAL	40	E	6	17.4808	\$36,360	19.4231	\$40,400	21.3654	\$44,440
222	SENIOR RECREATION CENTER SUPV	STATE	40	E	6	18.6010	\$38,690	20.6677	\$42,989	22.7345	\$47,288
392	SENIOR RECREATION LEADER	LOCAL	40	N	3	11.1490	\$23,190	12.3878	\$25,767	13.6266	\$28,343
367	SENIOR REHABILITATION CONSTRUCTION ADV	STATE	40	N	6	18.2597	\$37,980	20.2886	\$42,200	22.3174	\$46,420
406	SENIOR REHABILITATION LOAN OFFICER	LOCAL	40	E	6	18.2597	\$37,980	20.2886	\$42,200	22.3174	\$46,420
609	SENIOR TECHNICIAN	LOCAL	40	N	4	12.0289	\$25,020	13.3654	\$27,800	14.7020	\$30,580
397	SENIOR TRAFFIC SIGNAL TECHNICIAN	LOCAL	40	N	5	15.2788	\$31,780	16.9765	\$35,311	18.6741	\$38,842
401	SENIOR UTILITIES PLANT OPERATOR	STATE	40	N	5	17.2741	\$35,930	19.1934	\$39,922	21.1128	\$43,915
433	SENIOR UTILITY PLANT SUPERVISOR	STATE	40	E	6	22.8365	\$47,500	25.3739	\$52,778	27.9113	\$58,056
429	SENIOR VIDEO PRODUCTIONS SPEC	TRIAD	40	N	6	17.4808	\$36,360	19.4231	\$40,400	21.3654	\$44,440
578	SENIOR WAREHOUSE CLERK	LOCAL	40	N	3	12.1587	\$25,290	13.5097	\$28,100	14.8606	\$30,910
577	SENIOR WEIGHMASTER	LOCAL	40	N	5	12.4857	\$25,970	13.8730	\$28,856	15.2603	\$31,741
398	SENIOR ZONING INSPECTOR	STATE	40	E	5	18.5817	\$38,650	20.6464	\$42,944	22.7110	\$47,239
675	SERVICE WRITER	TRIAD	40	N	5	13.4568	\$27,990	14.9519	\$31,100	16.4471	\$34,210
458	SIDEWALK PROJECT SPECIALIST	TRIAD	40	N	6	17.5144	\$36,430	19.4605	\$40,478	21.4065	\$44,526
182	SOLID WASTE ADMINISTRATION SUPV	STATE	40	E	7	23.3990	\$48,670	25.9989	\$54,078	28.5988	\$59,486
228	SOLID WASTE ADMINISTRATOR	REGIONAL	40	E	7	31.6538	\$65,840	35.1709	\$73,156	38.6880	\$80,471
448	SOLID WASTE ENGINEERING SUPV	STATE	40	E	7	22.8365	\$47,500	25.3739	\$52,778	27.9113	\$58,056
183	SOLID WASTE OPERATIONS ANALYST	STATE	40	E	7	22.2837	\$46,350	24.7596	\$51,500	27.2356	\$56,650
539	SOLID WASTE OPERATIONS SPECIALIST	LOCAL	40	N	5	16.7212	\$34,780	18.5791	\$38,644	20.4370	\$42,509
108	SPECIAL FACILITIES/ATHLETIC SUPV	STATE	40	E	6	20.9038	\$43,480	23.2265	\$48,311	25.5491	\$53,142
227	SPECIAL PROJECTS COORDINATOR	STATE	40	E	7	22.2837	\$46,350	24.7597	\$51,500	27.2356	\$56,650
017	STORMWATER DIRECTOR	STATE	40	E	8	31.7885	\$66,120	35.3205	\$73,467	38.8526	\$80,813
461	STORMWATER OPERATION ANALYST	STATE	40	E	7	22.2837	\$46,350	24.7597	\$51,500	27.2356	\$56,650
295	STORMWATER OPERATIONS SUPV	LOCAL	40	E	7	19.4904	\$40,540	21.6560	\$45,044	23.8216	\$49,549
459	STORMWATER TECHNICIAN	LOCAL	40	N	5	16.9519	\$35,260	18.8355	\$39,178	20.7190	\$43,096
404	STREET LIGHTING SPECIALIST	LOCAL	40	E	5	16.6058	\$34,540	18.4509	\$38,378	20.2959	\$42,216
071	STREETS DIRECTOR	REGIONAL	40	E	8	33.4904	\$69,660	37.2116	\$77,400	40.9327	\$85,140
403	STREETS SUPERVISOR	STATE	40	E	6	18.2597	\$37,980	20.2886	\$42,200	22.3174	\$46,420
581	SUPPLY COURIER	LOCAL	40	N	2	9.0000	\$18,720	10.0000	\$20,800	11.0000	\$22,880
407	SURVEY PARTY CHIEF	STATE	40	N	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
411	SURVEY TECHNICIAN	TRIAD	40	N	4	12.0289	\$25,020	13.3654	\$27,800	14.7020	\$30,580
413	SURVEY WORKER	LOCAL	40	N	3	9.9520	\$20,700	11.0578	\$23,000	12.1636	\$25,300
681	TEAM LEADER	TRIAD	40	N	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
576	TELEPHONE RESPONSE OPERATOR	LOCAL	40	N	4	11.2500	\$23,400	12.5000	\$26,000	13.7500	\$28,600
236	THERAPEUTIC RECREATION PROGRAM SUPV	TRIAD	40	E	5	17.7933	\$37,010	19.7703	\$41,122	21.7473	\$45,234
740	TRADES HELPER	LOCAL	40	N	3	9.9520	\$20,700	11.0578	\$23,000	12.1636	\$25,300

CITY OF WINSTON-SALEM

GENERAL PAY PLAN

COMPETITIVE MARKET REFERENCE RANGE

JOB CODE	ALPHA LISTING OF CLASS TITLE	LABOR MARKET	WORK WEEK	FLSA (N/E)	BAND	90% MRP		100% MRP		110%MRP	
						HRLY	ANNUAL	HRLY	ANNUAL	HRLY	ANNUAL
415	TRAFFIC ELECTRONICS TECHNICIAN	LOCAL	40	N	5	17.4952	\$36,390	19.4391	\$40,433	21.3830	\$44,477
742	TRAFFIC MAINTENANCE COORDINATOR	LOCAL	40	N	4	12.0289	\$25,020	13.3654	\$27,800	14.7020	\$30,580
418	TRAFFIC MAINTENANCE SUPERVISOR	LOCAL	40	E	6	20.2404	\$42,100	22.4893	\$46,778	24.7382	\$51,456
743	TRAFFIC MAINTENANCE WORKER	LOCAL	40	N	3	9.9520	\$20,700	11.0578	\$23,000	12.1636	\$25,300
419	TRAFFIC OPERATIONS SPECIALIST	TRIAD	40	N	6	18.3558	\$38,180	20.3953	\$42,422	22.4348	\$46,664
682	TRAFFIC SIGN MAKER	LOCAL	40	N	4	12.6538	\$26,320	14.0598	\$29,244	15.4658	\$32,169
468	TRAFFIC SIGNAL SYSTEM SUPERVISOR	TRIAD	40	E	6	24.2885	\$50,520	26.9872	\$56,133	29.6859	\$61,747
511	TRAFFIC SIGNAL SYSTEMS TECHNICIAN	TRIAD	40	N	5	20.6635	\$42,980	22.9594	\$47,756	25.2553	\$52,531
421	TRAFFIC SIGNAL TECHNICIAN	TRIAD	40	N	5	13.8894	\$28,890	15.4327	\$32,100	16.9760	\$35,310
232	TRAINING COORDINATOR	STATE	40	E	6	19.5577	\$40,680	21.7308	\$45,200	23.9038	\$49,720
234	TRAINING SPECIALIST	STATE	40	E	6	18.3125	\$38,090	20.3472	\$42,322	22.3819	\$46,554
457	TRANSPORTATION PRINCIPAL PLANNER	STATE	40	E	7	28.1154	\$58,480	31.2393	\$64,978	34.3632	\$71,476
126	TRANSPORTATION ENGINEER	STATE	40	E	7	24.5144	\$50,990	27.2382	\$56,656	29.9621	\$62,321
456	TRANSPORTATION OPERATIONS MANAGER	REGIONAL	40	E	7	24.8366	\$51,660	27.5962	\$57,400	30.3558	\$63,140
455	TRANSPORTATION PLANNER	STATE	40	E	6	18.4038	\$38,280	20.4487	\$42,533	22.4936	\$46,787
460	TRANSPORTATION PROJECT PLANNER	STATE	40	E	6	22.1394	\$46,050	24.5994	\$51,167	27.0593	\$56,283
684	TREE TRIMMER	LOCAL	40	N	4	12.0289	\$25,020	13.3654	\$27,800	14.7020	\$30,580
243	URBAN FORESTER	STATE	40	E	6	20.7452	\$43,150	23.0502	\$47,944	25.3552	\$52,739
444	UTILITIES BILLING SYSTEM SPECIALIST	LOCAL	40	N	3	15.9231	\$33,120	17.6923	\$36,800	19.4615	\$40,480
239	UTILITIES CAPITAL PROJECT ENGINEER	STATE	40	E	7	29.2933	\$60,930	32.5481	\$67,700	35.8029	\$74,470
235	UTILITIES CONST & MAINT ENGINEER	STATE	40	E	7	33.9712	\$70,660	37.7458	\$78,511	41.5204	\$86,362
423	UTILITIES CONST SPECIALIST	LOCAL	40	N	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
273	UTILITIES ELECTRICAL SPECIALIST	TRIAD	40	N	5	17.4808	\$36,360	19.4231	\$40,400	21.3654	\$44,440
410	UTILITIES OPERATIONS SPECIALIST	LOCAL	40	N	4	13.4568	\$27,990	14.9520	\$31,100	16.4472	\$34,210
687	UTILITIES PLANT MECHANIC	TRIAD	40	N	5	13.8895	\$28,890	15.4328	\$32,100	16.9761	\$35,310
674	UTILITIES PLANT MECHANIC, SR	LOCAL	40	N	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
436	UTILITIES PLANT OPERATOR	TRIAD	40	N	5	14.3606	\$29,870	15.9562	\$33,189	17.5518	\$36,508
432	UTILITIES PLANT SUPERVISOR	STATE	40	E	6	20.8366	\$43,340	23.1518	\$48,156	25.4670	\$52,971
441	UTILITIES SERVICES COMMUNICATIONS COORD	STATE	40	E	7	22.2837	\$46,350	24.7596	\$51,500	27.2356	\$56,650
439	UTILITIES SERVICES COORDINATOR	STATE	40	E	7	22.2837	\$46,350	24.7597	\$51,500	27.2356	\$56,650
425	UTILITIES SUPERVISOR	STATE	40	E	6	20.5385	\$42,720	22.8206	\$47,467	25.1026	\$52,213
424	UTILITIES TECHNICIAN SPECIALIST	LOCAL	40	E	6	17.4808	\$36,360	19.4231	\$40,400	21.3654	\$44,440
070	VEGETATION MANAGEMENT DIRECTOR	REGIONAL	40	E	8	33.4904	\$69,660	37.2116	\$77,400	40.9327	\$85,140
360	VEGETATION MANAGEMENT SUPERVISOR	TRIAD	40	E	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
422	VEHICLE FOR HIRE INSPECTOR	LOCAL	40	N	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
745	VEHICLE OPERATOR	LOCAL	40	N	3	9.0000	\$18,720	10.0000	\$20,800	11.0000	\$22,880
500	VICTIM ASSISTANCE COORDINATOR	LOCAL	40	N	4	14.2933	\$29,730	15.8814	\$33,033	17.4696	\$36,337
426	VIDEO PRODUCTIONS COORDINATOR	TRIAD	40	E	6	17.4808	\$36,360	19.4231	\$40,400	21.3654	\$44,440
427	VIDEO PRODUCTIONS SPECIALIST	TRIAD	40	N	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
582	WAREHOUSE CLERK	LOCAL	40	N	3	10.6875	\$22,230	11.8750	\$24,700	13.0625	\$27,170
585	WAREHOUSE SUPERVISOR	LOCAL	40	N	5	14.7981	\$30,780	16.4423	\$34,200	18.0866	\$37,620

**CITY OF WINSTON-SALEM
GENERAL PAY PLAN**

JOB CODE	ALPHA LISTING OF CLASS TITLE	LABOR MARKET	WORK WEEK	FLSA (N/E)	BAND	COMPETITIVE MARKET REFERENCE RANGE					
						90% MRP		100% MRP		110%MRP	
						HRLY	ANNUAL	HRLY	ANNUAL	HRLY	ANNUAL
434	WASTE RESIDUALS TECHNICIAN	LOCAL	40	N	5	15.0674	\$31,340	16.7416	\$34,822	18.4157	\$38,305
428	WASTE TREATMENT FACILITY SUPV	STATE	40	N	5	15.9231	\$33,120	17.6923	\$36,800	19.4616	\$40,480
690	WASTE TREATMENT MECH MAINT COORD	LOCAL	40	N	5	12.4857	\$25,970	13.8730	\$28,856	15.2603	\$31,741
435	WASTEWATER COLLECTION SYS SUPV	STATE	40	E	6	22.8365	\$47,500	25.3739	\$52,778	27.9113	\$58,056
443	WASTEWATER COLLECTION SYSTEM ENGINEER	STATE	40	E	7	23.3990	\$48,670	25.9989	\$54,078	28.5988	\$59,486
241	WASTEWATER PLANT SUPT	STATE	40	E	7	31.7885	\$66,120	35.3206	\$73,467	38.8526	\$80,813
692	WASTEWATER PUMP STATION MECHANIC	LOCAL	40	N	4	12.0289	\$25,020	13.3654	\$27,800	14.7020	\$30,580
746	WATER METER REPAIRER	LOCAL	40	N	3	10.6875	\$22,230	11.8750	\$24,700	13.0625	\$27,170
438	WATER PLANT SUPERVISOR	STATE	40	E	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
440	WATER QUALITY CONTROL SUPV	STATE	40	E	7	19.2308	\$40,000	21.3676	\$44,445	23.5043	\$48,889
442	WATER SERVICE FIELD SUPERVISOR	LOCAL	40	E	5	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
748	WATER SERVICER	LOCAL	40	N	4	11.2500	\$23,400	12.5000	\$26,000	13.7500	\$28,600
676	WATER SERVICER, SENIOR	LOCAL	40	N	4	12.0289	\$25,020	13.3654	\$27,800	14.7020	\$30,580
437	WATER SYSTEM DISTRIBUTION SUPV	STATE	40	E	6	22.8365	\$47,500	25.3739	\$52,778	27.9113	\$58,056
246	WATER TREATMENT PLT SUPT	STATE	40	E	7	33.9712	\$70,660	37.7458	\$78,511	41.5204	\$86,362
109	WEB CONTENT COORDINATOR	STATE	40	E	6	19.7067	\$40,990	21.8964	\$45,544	24.0860	\$50,099
589	WEIGHMASTER	LOCAL	40	N	3	12.1587	\$25,290	13.5097	\$28,100	14.8606	\$30,910
695	WELDER	TRIAD	40	N	4	13.4568	\$27,990	14.9520	\$31,100	16.4472	\$34,210
046	WORKFORCE DEVELOPMENT DIR	REGIONAL	40	E	8	29.3799	\$61,110	32.6442	\$67,900	35.9086	\$74,690
402	ZONING CODE ENFORCEMENT SUPV	STATE	40	E	6	16.3558	\$34,020	18.1731	\$37,800	19.9904	\$41,580
449	ZONING PLANS EXAMINER	STATE	40	E	5	17.8942	\$37,220	19.8825	\$41,356	21.8707	\$45,491