

# Proposed General Employee Pay Scale FY2023



# Core Priorities:

## **1. Recognize Years of Service**

- Years of unfair merit system have left many senior employees' wages behind.
- Other local area cities brought employees up to years of service when they implemented their Step Pay Plans (Charlotte in FY17, Raleigh in FY18 and Durham in FY19).
- Place employees on the pay step that corresponds to their years of service (1:1).

## **2. Adjust pay scale by 8% to account for inflation and cost-of-living**

- Year-over-year the current inflation is roughly 8.8%.
- Raises less than this result in effect wage cuts.

## **3. Expand pay range to at least 55% wide**

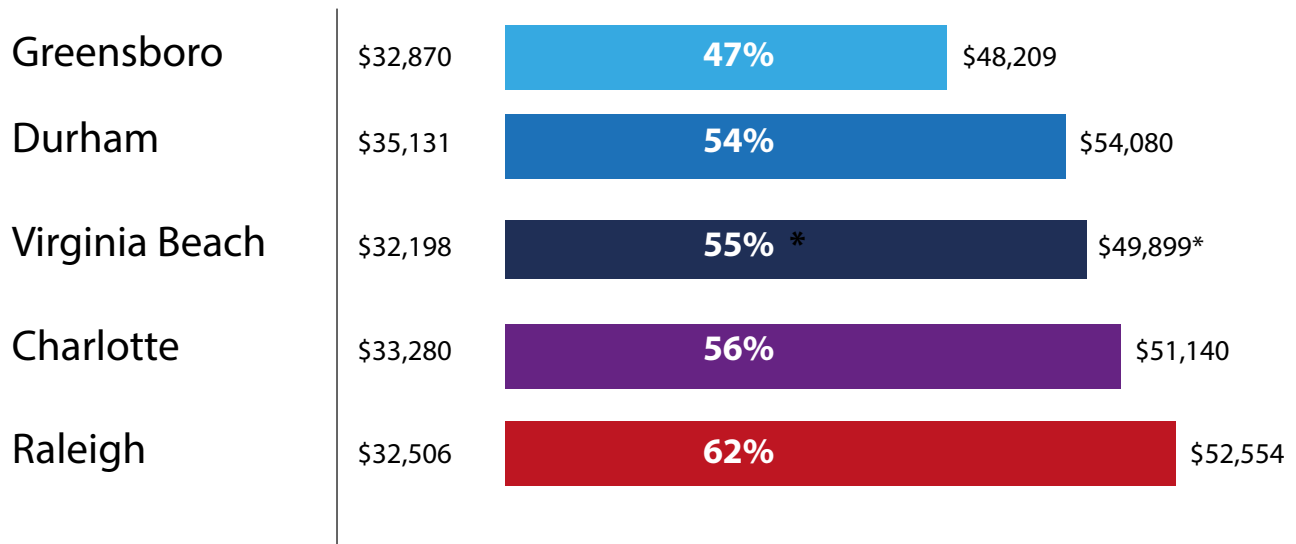
- Current range width is 47%.
- Wider ranges are aligned with market practices to allow more pay growth over a career.

# Pay Scale Design

**Most Market Peer cities have wider pay ranges than Greensboro**  
(See Appendices A-D)

**Recommend to Adjust Pay Range to be 55% Wide**

For example:



\*Proposed Pay Plan for FY2023

# Proposed New Pay Scale



## FY 2021-22 General Step Salary Structure

Effective October 01, 2021 through November 30, 2022

GRADE	← RANGE MINIMUM				← GREEN ZONE MIN					CONTROL POINT	GREEN ZONE MAX →					RANGE MAXIMUM →		CP PROGRESSION
	75%	79%	83%	87%	90%	92%	94%	96%	98%		100%	102%	104%	106%	108%	110%	110% to MAX	
Range Steps by %	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	MAX		
S10	32,870	34,623	36,376	37,983	39,443	40,320	41,196	42,073	42,949	43,826	44,703	45,579	46,456	47,332	48,209	Subject to City's Merit/COLA/ Probationary Increase Guidelines	54,783	7%
S09	31,200	32,358	33,996	35,498	36,863	37,682	38,501	39,321	40,140	40,959	41,778	42,597	43,417	44,236	45,055		51,199	7%
S08		31,200	31,772	33,176	34,452	35,218	35,983	36,749	37,514	38,280	39,046	39,811	40,577	41,342	42,108		47,850	7%
S07				31,200	32,198	32,913	33,629	34,344	35,060	35,775	36,491	37,206	37,922	38,637	39,353		44,719	6%
S06						31,200	31,726	32,401	33,076	33,751	34,426	35,101	35,776	36,451	37,126		42,189	
Step Progression		5.3%	5.1%	4.4%	3.8%	2.2%	2.2%	2.1%	2.1%	2.0%	2.0%	2.0%	1.9%	1.9%	1.9%			



## Proposed FY 2022 - 23 General Step Salary Structure

Grade	← RANGE MINIMUM				← GREEN ZONE MIN					CONTROL POINT	GREEN ZONE MAX →					RANGE MAXIMUM →	CP PROGRESSION
	72.30%	76.20%	80.10%	84.00%	87.90%	90.30%	92.70%	95.10%	97.60%		100.00%	102.40%	104.90%	107.30%	109.70%		
Range Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	MAX	
S13	43462	45807	48151	50496	52840	54295	55750	57204	58659	60114	61557	63060	64502	65945	67328	Subject to City's Merit/COLA/ Probationary Increase Guidelines	
S12	40619	42810	45001	47192	49383	50743	52102	53462	54821	56181	57529	58934	60282	61631	62923		
S11	37962	40010	42057	44105	46153	47424	48694	49933	51246	52506	53766	55079	56339	57599	58807		
S10	35499	37404	39309	41213	43118	44309	45499	46690	47880	49071	50262	51452	52643	53833	55024		
S09	33696	34946	36735	38523	40312	41412	42513	43614	44760	45861	46916	48108	49209	50310	51364		
S08		33696	34331	36003	37674	38703	39732	40761	41832	42861	43847	44961	45990	47019	48004		
S07				33696	35210	36171	37133	38094	39096	40057	40978	42020	42981	43943	44864		
S06						33696	34703	35602	36538	37436	38297	39270	40169	41067	41928		

1. Accounts for pay grades S06-S13 in alignment with City's stated goals.
2. Adjusts Control Point up by 8% to account for inflation.
3. Expands Pay Range to be 55% wide.

## Appendix A: City of Durham Step Pay Plan for General Employees (as Adopted in FY2019)

### Notes:

1. Range Spread of 54%
2. Reach Range max by 12 years
3. 4% interval between steps
4. All employees brought up into scale based on years of service upon implementation in FY2019

Pay Model: Bands A & B based on the 60th Percentile of the Actual Salary

DBM Rating	1	2	3	4	5	6	7	8	9	10	11	12	Range Spread
A11	\$15.46	\$16.08	\$16.72	\$17.39									12%
A12	\$16.89	\$17.56	\$18.27	\$19.00	\$19.76	\$20.55	\$21.37	\$22.23	\$23.11	\$24.04	\$25.00	\$26.00	54%
A13	\$17.99	\$18.71	\$19.46	\$20.23	\$21.04	\$21.88	\$22.76	\$23.67	\$24.62	\$25.60	\$26.63	\$27.69	54%
B21	\$19.16	\$19.93	\$20.72	\$21.55	\$22.41	\$23.31	\$24.24	\$25.21	\$26.22	\$27.27	\$28.36	\$29.50	54%
B22	\$20.41	\$21.22	\$22.07	\$22.95	\$23.87	\$24.83	\$25.82	\$26.85	\$27.93	\$29.04	\$30.21	\$31.41	54%
B23	\$21.73	\$22.60	\$23.51	\$24.45	\$25.42	\$26.44	\$27.50	\$28.60	\$29.74	\$30.93	\$32.17	\$33.46	54%
B24/B31	\$23.52	\$24.46	\$25.43	\$26.45	\$27.51	\$28.61	\$29.75	\$30.94	\$32.18	\$33.47	\$34.81	\$36.20	54%
B25/B32	\$25.85	\$26.88	\$27.96	\$29.08	\$30.24	\$31.45	\$32.71	\$34.01	\$35.37	\$36.79	\$38.26	\$39.79	54%

4% between steps

# Appendix B: City of Charlotte Adopted Pay Plan for General Employees in FY2022

## Notes:

1. Range Spread of 56.2%
2. All employees brought up into scale based on years of service upon implementation in FY2017



### Hourly Pay Plan Structure Effective December 4, 2021

Range	Minimum	Midpoint	Maximum
Range 1	\$33,280	\$33,658	\$42,073
Range 2	\$33,280	\$35,341	\$44,177
Range 3	\$33,280	\$37,108	\$46,386
Range 4	\$33,280	\$38,963	\$48,704
Range 5	\$33,280	\$40,912	\$51,140
Range 6	\$34,365	\$42,957	\$53,696
Range 7	\$36,084	\$45,105	\$56,381
Range 8	\$37,888	\$47,360	\$59,200
Range 9	\$39,782	\$49,728	\$62,160
Range 10	\$41,772	\$52,215	\$65,268
Range 11	\$43,861	\$54,826	\$68,533
Range 12	\$46,054	\$57,568	\$71,960
Range 13	\$48,357	\$60,446	\$75,558
Range 14	\$50,775	\$63,469	\$79,336
Range 15	\$53,313	\$66,642	\$83,302
Range 16	\$55,980	\$69,975	\$87,469
Range 17	\$58,779	\$73,474	\$91,842
Range 18	\$61,718	\$77,147	\$96,434
Range 19	\$64,803	\$81,004	\$101,255
Range 20	\$68,043	\$85,054	\$106,317

Note: Minimum pay will change to \$38,090 by the end of FY 2022

# Appendix C: City of Raleigh Step Pay Plan for General Employees (as Adopted in FY2018)

## Notes:

1. Range Spread of 61.6%
2. Reach Range max by 14 years
3. 5% interval between steps at beginning, 3% after 5 years.
4. All employees brought up into scale based on years of service upon implementation in FY2018



City of Raleigh

## Proposed General Step Pay Structure \*

\* All numbers are proposed and subject to change, based on policy decisions and funding availability.

Minimum					Midpoint								Maximum
1	2	3	4	5	6	7	8	9	10	11	12	13	14
28,621	30,052	31,554	33,132	34,789	36,528	37,624	38,753	39,915	41,113	42,346	43,617	44,925	46,273
30,052	31,554	33,132	34,789	36,528	38,355	39,505	40,690	41,911	43,168	44,464	45,797	47,171	48,586
32,506	34,131	35,838	37,630	39,511	41,487	42,731	44,013	45,334	46,694	48,095	49,537	51,024	52,554
35,546	37,324	39,190	41,149	43,207	45,367	46,728	48,130	49,574	51,061	52,593	54,171	55,796	57,470
38,242	40,154	42,162	44,270	46,483	48,808	50,272	51,780	53,333	54,933	56,581	58,279	60,027	61,828
40,712	42,748	44,885	47,129	49,486	51,960	53,519	55,124	56,778	58,481	60,236	62,043	63,904	65,821
43,488	45,663	47,946	50,343	52,860	55,503	57,168	58,883	60,650	62,469	64,343	66,274	68,262	70,310
46,510	48,836	51,278	53,842	56,534	59,360	61,141	62,975	64,865	66,811	68,815	70,879	73,006	75,196
50,930	53,476	56,150	58,958	61,906	65,001	66,951	68,959	71,028	73,159	75,354	77,614	79,943	82,341

- A step structure is a pay structure with standard progression rates established within a market-based pay range for a job, where every step corresponds to a salary increase based on experience and annual performance evaluation.
- This Step General structure applies to the City's skilled trade, labor, and administrative positions. All positions are Non-exempt and subject to the Civil Service Act. This structure applies to roughly 2,000 positions.
- The lowest salary range starts at \$28,621, consistent with the City's Living Wage Policy.

- Advancement through the steps requires successful job performance, achieving specific skills and certifications, or a combination of these requirements.
- The first five step increases (steps 1 up to 6) advance pay at an accelerated pace, 5% per step. This moves employees to the midpoint of the salary range more quickly, recognizing that employees generally become proficient in their jobs in five years. The remaining step increases (steps 6 to 14), advance pay at 3% per year. This offers consistent, predictable salary growth to tenured staff.

# Appendix D: City of Virginia Beach (proposed) General Employee Wage Scale FY2023

## Notes:

1. Range Spread of 55%
2. Other details still being debated

## Proposed General Scale—*Nonexempt Hourly*

Grade	Minimum	Midpoint	Maximum	Width	Interval
G.07	\$11.00	\$14.03	\$17.05	55%	
G.08	\$11.55	\$14.73	\$17.90	55%	5.0%
G.09	\$12.13	\$15.46	\$18.80	55%	5.0%
G.10	\$12.73	\$16.24	\$19.74	55%	5.0%
G.11	\$13.37	\$17.05	\$20.72	55%	5.0%
G.12	\$14.04	\$17.90	\$21.76	55%	5.0%
G.13	\$14.74	\$18.79	\$22.85	55%	5.0%
G.14	\$15.48	\$19.73	\$23.99	55%	5.0%
G.15	\$16.25	\$20.72	\$25.19	55%	5.0%
G.16	\$17.06	\$21.76	\$26.45	55%	5.0%
G.17	\$17.92	\$22.85	\$27.77	55%	5.0%
G.18	\$18.81	\$23.99	\$29.16	55%	5.0%
G.19	\$19.75	\$25.19	\$30.62	55%	5.0%
G.20	\$20.74	\$26.45	\$32.15	55%	5.0%
G.21	\$21.78	\$27.77	\$33.76	55%	5.0%
G.22	\$22.87	\$29.16	\$35.45	55%	5.0%
G.23	\$24.01	\$30.61	\$37.22	55%	5.0%
G.24	\$25.21	\$32.15	\$39.08	55%	5.0%
G.25	\$26.47	\$33.75	\$41.03	55%	5.0%
G.26	\$27.80	\$35.44	\$43.08	55%	5.0%
G.27	\$29.19	\$37.21	\$45.24	55%	5.0%

Compared with Current:

- Minimums increased by 0-1%
- Maximums increased by 6-7%

G.22-G.27 would with aligned with A.07-A.12