

SUBSTITUTE NO. 1 TO ORDINANCE NO. 25-009

AN ORDINANCE ADOPTING THE ANNUAL OPERATING BUDGET FOR THE FISCAL YEAR BEGINNING ON JULY 1, 2025 AND ENDING ON JUNE 30, 2026

**Rev. 1
#0022**

Sponsor:

**Council
Member
Harlee**

WHEREAS, as prescribed in City Charter Section 4-101, on March 20, 2025, the Mayor submitted his annual operating budget message and a proposed annual operating budget ordinance to City Council for the fiscal year beginning on July 1, 2025 and ending on June 30, 2026 (“Fiscal Year 2026”); and

WHEREAS, pursuant to City Charter Section 2-300, City Council deems it necessary and proper to adopt the Annual Operating Budget Ordinance for Fiscal Year 2026, as set forth herein.

**NOW, THEREFORE, THE COUNCIL OF THE CITY OF WILMINGTON
HEREBY ORDAINS:**

SECTION 1. The following financial program is hereby adopted for Fiscal Year 2026, and appropriations are hereby made from the various operating and special funds to the City Council, the Mayor, and all offices, departments, boards, and commissions, as indicated in the following sections.

SECTION 2. Appropriations in the sum of \$218,007,917 are hereby made from a general fund, as follows:

TO THE MAYOR:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$4,253,463	\$149,299	\$4,402,762
Materials, Supplies, and Equipment	2,310,662	0	2,310,662
Debt Service	1,168,350	0	1,168,350
Total	\$7,732,475	\$149,299	\$7,881,774

TO THE DIRECTOR OF THE OFFICE OF MANAGEMENT AND BUDGET - CONTINGENCIES:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Contingent Reserves	\$500,000	\$0	\$500,000
Total	\$500,000	\$0	\$500,000

The Director of the Office of Management and Budget is authorized to transfer to each office, department, board, or commission such portions of the Contingent Reserves that will be sufficient to pay for unanticipated budgetary expenses.

TO THE DIRECTOR OF THE OFFICE OF MANAGEMENT AND BUDGET - SNOW AND WEATHER EMERGENCIES:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Snow and Weather Emergencies	\$172,000	\$0	\$172,000
Total	\$172,000	\$0	\$172,000

The Director of the Office of Management and Budget is authorized to transfer to each office, department, board, or commission such portions of the foregoing sum that, taken with amounts otherwise available to each such office, department, board, or commission, will be sufficient to pay for the contractual cost, overtime cost, materials, supplies, and equipment cost of emergency snow removal and weather emergencies.

TO THE LAND USE & PLANNING DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$3,314,633	\$0	\$3,314,633
Materials, Supplies, and Equipment	1,247,842	0	1,247,842
Debt Service	278,365	0	278,365
Total	\$4,840,840	\$0	\$4,840,840

TO THE CITY COUNCIL:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,142,075	\$846,910	\$2,988,985
Materials, Supplies, and Equipment	1,101,326	167,519	1,268,845
Debt Service	0	22,631	22,631
Special Purpose	16,500	0	16,500
Total	\$3,259,901	\$1,037,060	\$4,296,961

TO THE CITY TREASURER:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$406,496	\$563,863	\$970,359
Materials, Supplies, and Equipment	117,192	6,252,713	6,369,905
Total	\$523,688	\$6,816,576	\$7,340,264

TO THE AUDITING DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$932,387	\$0	\$932,387
Materials, Supplies, and Equipment	274,192	0	274,192
Total	\$1,206,579	\$0	\$1,206,579

TO THE LAW DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,432,267	\$0	\$2,432,267
Materials, Supplies, and Equipment	483,932	0	483,932
Total	\$2,916,199	\$0	\$2,916,199

TO THE DEPARTMENT OF FINANCE:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$5,784,322	\$0	\$5,784,322
Materials, Supplies, and Equipment	5,316,867	0	5,316,867
Debt Service	164,663	0	164,663
Total	\$11,265,852	\$0	\$11,265,852

TO THE DEPARTMENT OF COMMERCE:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Debt Service	\$217,056	\$0	\$217,056
Total	\$217,056	\$0	\$217,056

TO THE HUMAN RESOURCES DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,120,305	\$0	\$2,120,305
Materials, Supplies, and Equipment	566,223	0	566,223
Debt Service	34,895	0	34,895
Total	\$2,721,423	\$0	\$2,721,423

TO THE DEPARTMENT OF LICENSES AND INSPECTIONS (L&I):			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,899,777	\$0	\$2,899,777
Materials, Supplies, and Equipment	581,208	0	581,208
Debt Service	2,187	0	2,187
Total	\$3,483,172	\$0	\$3,483,172

TO THE DEPARTMENT OF L&I FOR ANIMAL CONTROL:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Special Purpose	\$301,301	\$0	\$301,301
	\$301,301	\$0	\$301,301
DEPARTMENT OF L&I TOTAL	\$3,784,473	\$0	\$3,784,473

TO THE DEPARTMENT OF PARKS AND RECREATION:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$5,654,184	\$1,378,465	\$7,032,649
Materials, Supplies, and Equipment	3,079,224	897,888	3,977,112
Debt Service	2,937,209	0	2,937,209
Total	\$11,670,617	\$2,276,353	\$13,946,970

TO THE FIRE DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$29,353,649	\$0	\$29,353,649
Materials, Supplies, and Equipment	5,276,945	198,000	5,474,945
Debt Service	1,404,862	0	1,404,862
Total	\$36,035,456	\$198,000	\$36,233,456

TO THE POLICE DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$58,185,668	\$651,906	\$58,837,574
Materials, Supplies, and Equipment	11,218,987	0	11,218,987
Debt Service	136,515	0	136,515
Total	\$69,541,170	\$651,906	\$70,193,076

TO THE DEPARTMENT OF PUBLIC WORKS:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$10,713,165	\$0	\$10,713,165
Materials, Supplies, and Equipment	14,399,531	1,170,154	15,569,685
Debt Service	6,005,668	0	6,005,668
Total	\$31,118,364	\$1,170,154	\$32,288,518

TO THE DEPARTMENT OF REAL ESTATE AND HOUSING:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$306,625	\$749,169	\$1,055,794
Materials, Supplies, and Equipment	1,685,741	145,500	1,831,241
Debt Service	685,945	0	685,945
Programs and Activities	0	3,026,597	3,026,597
Total	\$2,678,311	\$3,921,266	\$6,599,577

TO THE DEPARTMENT OF INFORMATION TECHNOLOGIES:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,436,048	\$0	\$2,436,048
Materials, Supplies, and Equipment	8,257,042	0	8,257,042
Debt Service	909,809	0	909,809
Total	\$11,602,899	\$0	\$11,602,899

SECTION 3. The Director of Finance is authorized upon transfer of any function from one office, department, board, or commission to another office, department, board, or commission to transfer to the successor office, department, board, or commission those portions that pertain to the function transferred.

SECTION 4. Whenever, pursuant to the provisions of Section 8-401 of the Charter, employees of any office, department, board, or commission are used by another office, department, board, or commission, the compensation of such employees for the period of such use may, at the discretion of the Director of Finance, be charged against the applicable appropriations to the using office, department, board, or commission.

SECTION 5. Appropriations in the sum of \$95,190,449 are made from the Water/Sewer Fund as follows:

TO THE DEPARTMENT OF FINANCE:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$3,259,986	\$0	\$3,259,986
Materials, Supplies, and Equipment	6,102,795	0	6,102,795
Debt Service	32,497	0	32,497
Total	\$9,395,278	\$0	\$9,395,278

TO THE AUDITING DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Materials, Supplies, and Equipment	\$139,230	\$0	\$139,230
Total	\$139,230	\$0	\$139,230

TO THE DEPARTMENT OF PUBLIC WORKS:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$11,085,120	\$0	\$11,085,120
Materials, Supplies, and Equipment	70,495,000	0	70,495,000
Debt Service	4,075,821	0	4,075,821
Total	\$85,655,941	\$0	\$85,655,941

SECTION 6. Appropriations in the sum of \$45,625,668 are made from the Intragovernmental Service Fund as follows:

TO THE DEPARTMENT OF PUBLIC WORKS:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Materials, Supplies, and Equipment	\$9,493,716	\$0	\$9,493,716
Debt Service	13,523	0	13,523
Total	\$9,507,239	\$0	\$9,507,239

TO THE HUMAN RESOURCES DEPARTMENT			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$1,560,456	\$0	\$1,560,456
Materials, Supplies, and Equipment	6,433,408	0	6,433,408
Special Purpose	28,124,565	0	28,124,565
Total	\$36,118,429	\$0	\$36,118,429

The personal services, materials, supplies, and equipment provided for herein shall be allocated among and paid for by the departments receiving intragovernmental services. The Director of Finance is hereby authorized to transfer funds from the accounts of departments using such intragovernmental services and to adjust upwards the appropriations contained herein for intragovernmental services so long as appropriated funds are available to pay for such services. The appropriations made herein shall be wholly payable from the appropriations for materials, supplies, and equipment made to departments receiving intragovernmental services and the limitations of Wilmington Charter Section 2-300(6) shall not apply.

Appropriations to the Human Resources Department include ongoing funding of the Risk Management Program, pursuant to the provisions of Wilmington City Code, Chapter 2, Article VI, Division 8.

SECTION 7. Appropriations in the sum of \$16,220,614, not subject to the limitations of Wilmington Charter Section 2-300(6), are included in the appropriations of Sections 2, 5, and

6, under the heading “Special”. These appropriations of special funds are made contingent upon the receipt of funds and shall be utilized in the manner prescribed by the statutes, ordinances, regulations, resolutions, and/or grants from which they derive. In the event new funds are received or funds are received in greater or lesser amounts than appropriated above, spending shall be adjusted upward or downward in accordance with the funds available. In no event shall spending of the special funds herein provided for exceed the amounts actually received or otherwise made available.

SECTION 8. Except as otherwise provided by this Substitute Ordinance, special funds, heretofore established pursuant to any ordinances, statutes, resolutions, and/or grants shall continue to be utilized in Fiscal Year 2026 for the purpose and in the manner prescribed by such ordinances, statutes, resolutions, and/or grants to the extent that they are consistent with the provisions of the Wilmington Home Rule Charter.

When, under the Charter, an appropriation is a prerequisite to the payment of money from such special funds, this Section shall be construed as an appropriation of the full proceeds of such funds for the purposes heretofore authorized by such ordinances, statutes, resolutions and/or grants.

SECTION 9. The amounts herein appropriated for materials, supplies, and equipment shall be deemed to be available for encumbrance upon the effective date of this Substitute Ordinance, to the extent necessary to facilitate the operations of the various offices, departments, boards, and commissions for Fiscal Year 2026, provided that no services shall be rendered prior to July 1, 2025, and no materials, supplies, and equipment acquired shall be used in Fiscal Year 2025, (being July 1, 2024 through June 30, 2025), except to the extent required to prepare for Fiscal Year 2026 operations.

SECTION 10. A. Position Allocation. Attachment “A” hereto sets forth the positions authorized to be filled during Fiscal Year 2026. Pursuant to Section 40-36 of the City Code, any previously existing classifications and allocation of classifications are hereby abolished. Hereinafter, no additional positions shall be created or allocated without review by the Administrative Board and designation by ordinance of City Council, except that nothing in this Substitute Ordinance shall preclude the hiring and payment of employees filling positions where monies other than those appropriated by this Substitute Ordinance are available.

B. Executive and Managerial Salary Program and Salary Review Matrix. Attachment “B” hereto sets forth for Fiscal Year 2026 the positions that are in the executive and management salary program, the salary review matrix, and the declared maximum salary rates for Department Heads, pursuant to the provisions of Wilmington City Code, Chapter 40, Article II, Division 3, as amended by Substitute No. 1 to Ordinance No. 04-010.

C. Non-Union Employee Salaries. Attachment “C” hereto sets forth the Non-Union Salaries and the Grades and Steps for the same for Fiscal Year 2026.

SECTION 11. All unencumbered balances on hand as of July 1, 2026, held by any office, department, board, or commission named in Sections 2, 5, and 6 of this Substitute Ordinance shall revert to the City of Wilmington Current Account.

SECTION 12. Use of CATV Fund Balance. The use of up to \$257,600 in CATV Fund Balance is hereby authorized in Fiscal Year 2026 to balance the CATV operating budget and to provide a \$42,000 appropriation in Materials, Supplies, and Equipment for costs related to the third-party operator.

SECTION 13. Transfer to Neighborhood Stabilization Fund. A fund balance transfer of \$2.5 million from the Tax Stabilization Reserve portion of General Fund Balance to the Neighborhood Stabilization Fund is hereby authorized for Fiscal Year 2026, of which \$500,000

will be allocated for the Wilmington Neighborhood Conservancy Land Bank.

SECTION 14. Transfer to the Economic Strategic Fund. A fund balance transfer of \$350,000 from the Tax Stabilization Reserve portion of General Fund Balance to the Economic Strategic Fund, to be allocated for the Minority Business Development Program, is hereby authorized for Fiscal Year 2026.

SECTION 15. Effective Date. This Substitute Ordinance shall be deemed effective as of its date of passage by City Council and approval by the Mayor.

First Reading.....March 20, 2025
Second Reading.....March 20, 2025
Third Reading.....

Passed by City Council,

President of City Council

ATTEST: _____
City Clerk

Approved this ____ day of _____ 2025.

Mayor

SYNOPSIS: This Substitute Ordinance enacts the Annual Operating Budget for Fiscal Year 2026.

W0128944

ATTACHMENT A

Fiscal Year 2026
DEPARTMENTAL POSITION ALLOCATION LIST
Approved

Fund: General

Department: Mayor's Office

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Mayor	1.00	Ext	1.00	0.00
Mayor's Chief of Staff	1.00	E 11	1.00	0.00
Director of Economic Development	1.00	E 09	1.00	0.00
Deputy Chief of Staff for Policy and Communications	1.00	E 08	1.00	0.00
Deputy Chief of Staff of Operations	1.00	E 08	1.00	0.00
Director of Special Projects	1.00	E 07	1.00	0.00
Emergency Management Director	1.00	E 07	0.50	0.50
Special Assistant to the Mayor	1.00	E 07	1.00	0.00
Director of Cultural Affairs	1.00	E 06	1.00	0.00
311 Administrator	1.00	E 05	1.00	0.00
Director of Communications	1.00	E 05	1.00	0.00
Economic Development Project Manager I	1.00	E 05	1.00	0.00
Arts Program Administrator	1.00	E 04	1.00	0.00
Deputy Director of Communications	1.00	E 04	1.00	0.00
Mayor's Office - Director of Operations	1.00	E 04	1.00	0.00
Senior Constituent Services Officer	1.00	E 04	1.00	0.00
Special Assistant for Community Engagement	2.00	E 04	2.00	0.00
Constituent Services Officer	2.00	E 03	2.00	0.00
Events Permitting and Special Projects Assistant	1.00	E 03	1.00	0.00
Administrative Assistant	1.00	E 02	1.00	0.00
Mayor's Office Receptionist	1.00	E 01	1.00	0.00
Budget Director	1.00	M 08	1.00	0.00
Assistant Budget Director	1.00	M 07	1.00	0.00
Small and Minority Business Development Manager	1.00	M 06	1.00	0.00
Emergency Management Planner	1.00	10	0.50	0.50
Fiscal & Operations Analyst	3.00	10	3.00	0.00
Disadvantaged Business Enterprise Analyst	1.00	8	1.00	0.00
DEPARTMENT TOTAL	31.00		30.00	1.00

Fund: General
Department: Information Technologies
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Director of Information Technologies	1.00	M 09	1.00	0.00
Application Support Specialist II	4.00	10	4.00	0.00
Mapping & Graphics Manager	1.00	10	1.00	0.00
Information Systems Administrator	1.00	9	1.00	0.00
Network Technician	2.00	9	2.00	0.00
Senior Information Desktop Engineer	1.00	8	1.00	0.00
Telephony Analyst	1.00	8	1.00	0.00
Information Analyst I	1.00	7	1.00	0.00
Information Desktop Engineer	1.00	7	1.00	0.00
Information Help Desk Engineer	3.00	7	3.00	0.00
IT Office Coordinator	1.00	6	1.00	0.00
Mapping Technician II	1.00	6	1.00	0.00
Document Management Technician	1.00	4	1.00	0.00
IT Support Services Technician	2.00	2	2.00	0.00
DEPARTMENT TOTAL	21.00		21.00	0.00

Fund: General
Department: Land Use & Planning
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Director Land Use & Planning	1.00	E 09	1.00	0.00
Deputy Director of Land Use & Planning	1.00	E 07	1.00	0.00
Land Use & Planning Office Manager	1.00	E 04	1.00	0.00
Administrative Assistant	1.00	E 02	1.00	0.00
Planning Manager	1.00	M 06	1.00	0.00
Senior Planner Design & Review	1.00	11	1.00	0.00
Building Code Enforcement Inspector	5.00	10	5.00	0.00
Mechanical Code Enforcement Inspector	2.00	10	2.00	0.00
Senior Planner III	1.00	10	1.00	0.00
Zoning Manager	1.00	10	1.00	0.00
Business Compliance Officer	1.00	9	1.00	0.00
Senior Planner II	2.00	9	2.00	0.00
Zoning Compliance Officer	1.00	9	1.00	0.00
Planner II	2.00	8	2.00	0.00
Plans Examiner	1.00	7	1.00	0.00
Permits Coordinator	2.00	5	2.00	0.00
Planner I	1.00	5	1.00	0.00
Administrative Clerk I	2.00	3	2.00	0.00
Records Clerk	1.00	2	1.00	0.00
DEPARTMENT TOTAL	28.00		28.00	0.00

Fund: General
Department: City Council
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
President of City Council	1.00	Ext	1.00	0.00
Finance Chairman	1.00	Ext	1.00	0.00
President Pro Tempore	1.00	Ext	1.00	0.00
Council Members	10.00	Ext	10.00	0.00
Chief of Staff	1.00	Ext	0.75	0.25
City Clerk	1.00	Ext	1.00	0.00
Digital Media & Web Content Coordinator	1.00	Ext	0.00	1.00
Director of Communications	1.00	Ext	0.65	0.35
Director of Educational Advocacy	1.00	Ext	1.00	0.00
Executive Administrative Assistant	1.00	Ext	1.00	0.00
Legislative Administrative Assistant	1.00	Ext	1.00	0.00
Legislative Administrative Assistant/Deputy City Clerk	1.00	Ext	1.00	0.00
Legislative Aide/Financial Controller	1.00	Ext	0.75	0.25
Legislative Research & Policy Director	1.00	Ext	1.00	0.00
Producer	2.00	Ext	0.00	2.00
Production Coordinator	1.00	Ext	0.00	1.00
Senior Legislative Advisor & Chief Financial Officer	1.00	Ext	0.75	0.25
Senior Producer	1.00	Ext	0.00	1.00
Station Manager-WITN	1.00	Ext	0.00	1.00
DEPARTMENT TOTAL	29.00		21.90	7.10

Fund: General
Department: City Treasurer
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
City Treasurer	1.00	Ext	0.50	0.50
Deputy Treasurer	1.00	Ext	0.50	0.50
Administrative Assistant to the City Treasurer	1.00	Ext	0.50	0.50
Retirement Benefits & Pension Manager	1.00	Ext	0.00	1.00
Cash & Investments Portfolio Manager	1.00	Ext	0.50	0.50
Senior Treasury Analyst	2.00	9	1.00	1.00
DEPARTMENT TOTAL	7.00		3.00	4.00

Fund: General
Department: City Auditor
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
City Auditor	1.00	E 09	1.00	0.00
Auditing Manager	1.00	M 08	1.00	0.00
Senior Auditor	3.00	9	3.00	0.00
Senior Auditor - IT	1.00	9	1.00	0.00
DEPARTMENT TOTAL	6.00		6.00	0.00

Fund: General
Department: Law
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
City Solicitor	1.00	E 10	1.00	0.00
Deputy City Solicitor	1.00	E 09	1.00	0.00
Senior Assistant City Solicitor	3.00	E 08	3.00	0.00
Assistant City Solicitor	5.00	E 07	5.00	0.00
Legal Office Administrator	1.00	M 04	1.00	0.00
Legal Assistant II	1.00	8	1.00	0.00
Litigation Assistant	1.00	8	1.00	0.00
Nuisance Property Administrator	1.00	7	1.00	0.00
Real Estate Legal Coordinator	1.00	7	1.00	0.00
Legal Assistant I	1.00	6	1.00	0.00
DEPARTMENT TOTAL	16.00		16.00	0.00

Fund: General
Department: Finance
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
Director of Finance	0.50	E 10	0.50	0.00
Deputy Director of Finance	0.60	E 09	0.60	0.00
Administrative Assistant	0.75	E 02	0.75	0.00
Accounting Manager	0.65	M 08	0.65	0.00
Senior Financial Officer	0.50	M 08	0.50	0.00
Tax Manager	1.00	M 08	1.00	0.00
Customer Service Manager	0.50	M 07	0.50	0.00
Procurement Manager	1.00	M 07	1.00	0.00
Principal Analyst	0.50	M 06	0.50	0.00
Delinquent Accounts Manager	0.50	11	0.50	0.00
Revenue Supervisor	0.50	11	0.50	0.00
Senior Procurement Specialist	1.00	11	1.00	0.00
Tax Supervisor	1.00	11	1.00	0.00
Billing Consultant	0.20	10	0.20	0.00
Billing Manager	0.20	10	0.20	0.00
Database Manager	0.35	10	0.35	0.00
Purchasing Agent II	1.00	10	1.00	0.00
Senior Accountant	2.00	10	2.00	0.00
Assistant Tax Supervisor	1.00	9	1.00	0.00
Parking Services Manager	1.00	9	1.00	0.00
Revenue Audit Agent	2.00	9	2.00	0.00
Sheriff Sale Administrator	0.10	9	0.10	0.00
Real Estate Tax Coordinator	1.00	8	1.00	0.00
Accounts Payable Supervisor	0.50	7	0.50	0.00
Grant Accountant	0.75	7	0.75	0.00
Grant Coordinator	0.75	7	0.75	0.00
Senior EIT Agent	2.00	7	2.00	0.00
Settlement Clerk	0.60	7	0.60	0.00
Staff Accountant	0.50	7	0.50	0.00
Assistant Central Cashiering Supervisor	0.50	6	0.50	0.00
Assistant Revenue Audit Agent	1.00	6	1.00	0.00
Delinquent Accounts Agent	2.50	6	2.50	0.00
EIT Agent	4.00	6	4.00	0.00
Purchasing Technician	1.00	6	1.00	0.00
Account Entry Clerk	3.50	5	3.50	0.00
Billing Clerk	0.20	5	0.20	0.00
Senior Parking Regulations Enforcement Officer	1.00	5	1.00	0.00
Assistant EIT Agent	1.00	4	1.00	0.00
Customer Service Representative II	3.50	4	3.50	0.00

Fund: General (Continued)
Department: Finance
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Parking Enforcement Administrator	1.00	4	1.00	0.00
Scofflaw Enforcer	2.00	4	2.00	0.00
Account Clerk III	0.50	4	0.50	0.00
Administrative Clerk I	2.50	3	2.50	0.00
Parking Regulations Enforcement Officer	8.00	3	8.00	0.00
DEPARTMENT TOTAL	55.15		55.15	0.00

Fund: Water and Sewer
Department: Finance
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Director of Finance	0.50	E 10	0.50	0.00
Deputy Director of Finance	0.40	E 09	0.40	0.00
Administrative Assistant	0.25	E 02	0.25	0.00
Accounting Manager	0.35	M 08	0.35	0.00
Senior Financial Officer	0.50	M 08	0.50	0.00
Customer Service Manager	0.50	M 07	0.50	0.00
Principal Analyst	0.50	M 06	0.50	0.00
Delinquent Accounts Manager	0.50	11	0.50	0.00
Revenue Supervisor	0.50	11	0.50	0.00
Billing Consultant	2.80	10	2.80	0.00
Billing Manager	0.80	10	0.80	0.00
Database Manager	0.65	10	0.65	0.00
Senior Accountant	2.00	10	2.00	0.00
Senior Billing Analyst	1.00	9	1.00	0.00
Sheriff Sale Administrator	0.90	9	0.90	0.00
Billing Analyst	1.00	8	1.00	0.00
Accounts Payable Supervisor	0.50	7	0.50	0.00
Grant Accountant	0.25	7	0.25	0.00
Grant Coordinator	0.25	7	0.25	0.00
Settlement Clerk	2.40	7	2.40	0.00
Staff Accountant	1.50	7	1.50	0.00
Assistant Central Cashiering Supervisor	0.50	6	0.50	0.00
Delinquent Accounts Agent	2.50	6	2.50	0.00
Meter Reader Service Coordinator	1.00	6	1.00	0.00
Account Entry Clerk	0.50	5	0.50	0.00
Billing Clerk	0.80	5	0.80	0.00
Account Clerk III	0.50	4	0.50	0.00
Customer Service Representative II	3.50	4	3.50	0.00
Administrative Clerk I	0.50	3	0.50	0.00
Meter Reader	1.00	3	1.00	0.00
DEPARTMENT TOTAL	28.85		28.85	0.00

Fund: General
Department: Human Resources
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Director of Human Resources	0.55	E 10	0.55	0.00
Deputy Director of Human Resources	0.55	E 09	0.55	0.00
Administrative Assistant	1.00	E 02	1.00	0.00
Director of Classification & Compensation	1.00	M 08	1.00	0.00
Director of Employment Services	1.00	M 07	1.00	0.00
Payroll Manager	1.00	M 06	1.00	0.00
Human Resources Business Partner	3.00	11	3.00	0.00
Human Resources Information Systems Administrator	1.00	11	1.00	0.00
Learning and Development Manager	1.00	10	1.00	0.00
Human Resources Information Systems Analyst	1.00	9	1.00	0.00
Labor & Employee Relations Specialist	1.00	9	1.00	0.00
Compensation Specialist	1.00	8	1.00	0.00
Leave of Absence Program Manager	1.00	8	1.00	0.00
HRIS Coordinator	1.00	6	1.00	0.00
Human Resources Specialist	1.00	6	1.00	0.00
Human Resources Office Assistant	1.00	2	1.00	0.00
DEPARTMENT TOTAL	17.10		17.10	0.00

Fund: Internal Service
Department: Human Resources
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Director of Human Resources	0.45	E 10	0.45	0.00
Deputy Director of Human Resources	0.45	E 09	0.45	0.00
Risk Manager	1.00	E 08	1.00	0.00
Director of Employee Benefits	1.00	M 07	1.00	0.00
Occupational Health, Safety & Loss Prevention Programs Manager	1.00	M 06	1.00	0.00
Employee Benefits Analyst	1.00	10	1.00	0.00
Claims Supervisor	1.00	9	1.00	0.00
Occupational Health Nurse	1.00	9	1.00	0.00
Risk Management Analyst	1.00	9	1.00	0.00
Senior Employee Benefits Administrator	1.00	8	1.00	0.00
Human Resources Specialist	1.00	6	1.00	0.00
Medical Dispensary Coordinator	1.00	5	1.00	0.00
DEPARTMENT TOTAL	10.90		10.90	0.00

Fund: General
Department: Licenses and Inspections
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Commissioner of Licenses and Inspections	1.00	E 08	1.00	0.00
Administrative Assistant	1.00	E 02	1.00	0.00
Code Enforcement Supervisor	2.00	10	2.00	0.00
Code Enforcement Inspector	17.00	9	17.00	0.00
Administrative Supervisor	1.00	6	1.00	0.00
Code Enforcement Administrator	1.00	6	1.00	0.00
Administrative Clerk III	1.00	5	1.00	0.00
Administrative Clerk I	2.00	3	2.00	0.00
DEPARTMENT TOTAL	26.00		26.00	0.00

Fund: General
Department: Parks and Recreation
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Director of Parks and Recreation	1.00	E 09	1.00	0.00
Deputy Director of Parks and Recreation	1.00	E 07	1.00	0.00
Administrative Assistant	1.00	E 02	1.00	0.00
Superintendent of Maintenance, Parks & Recreation	1.00	M 05	1.00	0.00
Superintendent of Recreation	1.00	M 05	1.00	0.00
Youth & Families Manager	1.00	M 05	1.00	0.00
Recreation Program Coordinator	2.00	8	2.00	0.00
Activities Coordinator	1.00	7	1.00	0.00
Parks Financial Administrator	1.00	7	1.00	0.00
Parks Maintenance Supervisor	2.00	7	2.00	0.00
Physical Activities Coordinator	1.00	7	1.00	0.00
Labor Foreman III	5.00	6	5.00	0.00
Nutrition Program Coordinator	1.00	6	0.60	0.40
Pool and Maintenance Mechanic	1.00	6	1.00	0.00
Program and Grants Coordinator	1.00	6	1.00	0.00
Senior Equipment Operator	3.00	6	3.00	0.00
Youth & Families Program Administrator	1.00	6	1.00	0.00
Equipment Operator	2.00	5	2.00	0.00
Equipment and Transportation Assistant	1.00	4	1.00	0.00
Labor Foreman I	3.00	4	3.00	0.00
Accounts & Program Support Coordinator	1.00	3	1.00	0.00
Administrative Clerk I	1.00	3	0.00	1.00
Clerk II	1.00	3	1.00	0.00
General Laborer I	6.00	1	6.00	0.00
DEPARTMENT TOTAL	40.00		38.60	1.40

Fund: General
Department: Fire
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Chief of Fire	1.00	E 09	1.00	0.00
Deputy Chief	2.00	E 08	2.00	0.00
Administrative Assistant	1.00	E 02	1.00	0.00
EMS Manager	1.00	M 05	1.00	0.00
Battalion Chief	9.00		9.00	0.00
Captain	10.00		10.00	0.00
Lieutenant	21.00		21.00	0.00
Firefighter	143.00		143.00	0.00
Executive Assistant to the Chief	1.00	8	1.00	0.00
Fiscal Administrator	1.00	5	1.00	0.00
Administrative Clerk II	1.00	4	1.00	0.00
DEPARTMENT TOTAL	191.00		191.00	0.00

Fund: General
Department: Police
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
Chief of Police	1.00	E 11	1.00	0.00
Police Policy and Communications Director	1.00	E 08	1.00	0.00
Major	2.00		2.00	0.00
Captain	7.00		7.00	0.00
Lieutenant	11.00		11.00	0.00
Sergeant	38.00		38.00	0.00
Patrol Officer	246.00		240.00	6.00
Victim Services Manager	1.00	10	1.00	0.00
Communications Supervisor	5.00	9	5.00	0.00
Senior Crime Analyst	1.00	9	1.00	0.00
Cold Case Investigator	1.00	8	1.00	0.00
Crime Analyst	1.00	8	1.00	0.00
Crime Analyst (Guns)	1.00	8	1.00	0.00
Bilingual Victim Services Specialist	1.00	7	1.00	0.00
Domestic Violence Victim Services Specialist	1.00	7	1.00	0.00
Financial Administrator	1.00	7	1.00	0.00
Records Supervisor	1.00	7	1.00	0.00
Victim Services Specialist	1.00	7	1.00	0.00
Emergency Communications Specialist	12.00	6	12.00	0.00
Emergency Call Operator	18.00	5	18.00	0.00
Property Technician	1.00	5	1.00	0.00
Vehicle Maintenance Technician	1.00	5	1.00	0.00
Youth Intervention Specialist	1.00	5	1.00	0.00
Administrative Clerk II	1.00	4	1.00	0.00
Communications and Data Specialist	5.00	4	5.00	0.00
Information Input Specialist	1.00	4	1.00	0.00
Police Reports Specialist	1.00	4	1.00	0.00
Senior Clerk	1.00	4	1.00	0.00
Administrative Clerk I	1.00	3	1.00	0.00
Criminal Records Coordinator	1.00	3	1.00	0.00
Teleserve Operator	2.00	3	2.00	0.00
DEPARTMENT TOTAL	367.00		361.00	6.00

Fund: General
Department: Public Works
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Commissioner of Public Works	0.25	E 10	0.25	0.00
Deputy Commissioner of Public Works	0.50	E 09	0.50	0.00
Administrative Assistant	0.25	E 02	0.25	0.00
City Engineer	0.45	M 08	0.45	0.00
Director of Transportation	1.00	M 08	1.00	0.00
Administrative Services Director	0.35	M 07	0.35	0.00
Operations Director	1.00	M 07	1.00	0.00
Building Services Manager	1.00	9	1.00	0.00
Construction Supervisor/RCMS MGR	0.50	9	0.50	0.00
Contracts & Fleet Administrator	1.00	9	1.00	0.00
Sanitation Manager	1.00	9	1.00	0.00
Street Cleaning Manager	1.00	9	1.00	0.00
Assistant Building Services Manager	1.00	8	1.00	0.00
Assistant Sanitation Supervisor	2.00	8	2.00	0.00
Assistant Street Cleaning Supervisor	2.00	8	2.00	0.00
Traffic Maintenance Foreman	1.00	8	1.00	0.00
Administrative Services Coordinator	0.50	7	0.50	0.00
Assistant Street and Sewer Maintenance Supervisor	0.20	7	0.20	0.00
Constituent Services Supervisor	0.30	7	0.30	0.00
Engineering Records Coordinator	0.25	7	0.25	0.00
Signal Electrician	4.00	7	4.00	0.00
Special Assistant to the Public Works Commissioner	0.50	7	0.50	0.00
Special Projects Coordinator	1.00	7	1.00	0.00
Transportation Administrative Supervisor	1.00	7	1.00	0.00
Assistant Constituent Services Supervisor	0.30	6	0.30	0.00
Building Services Foreman	1.00	6	1.00	0.00
Building Technician I	1.00	6	1.00	0.00
Purchasing Coordinator I	0.70	6	0.70	0.00
Senior Equipment Operator	9.40	6	9.40	0.00
Traffic Maintenance Technician III	1.00	5	1.00	0.00
Utility Facilities Program Administrator	0.50	6	0.50	0.00
Administrative Clerk III	0.50	5	0.50	0.00
Equipment Operator	11.00	5	11.00	0.00
Sanitation Driver	15.00	5	15.00	0.00
Traffic Maintenance Technician II	2.00	5	2.00	0.00

Fund: General (Continued)
Department: Public Works
Fiscal Year 2026

<u>Job Title</u>	Revenues			
	<u>No.</u>	<u>Grade</u>	<u>City</u>	<u>Special</u>
Labor Foreman II	0.20	4	0.20	0.00
Sanitation Worker	25.00	4	25.00	0.00
Traffic Technician II	2.00	4	2.00	0.00
Constituent Services Assistant	0.90	3	0.90	0.00
General Laborer III	4.00	3	4.00	0.00
General Laborer II	18.00	2	18.00	0.00
DEPARTMENT TOTAL	114.55		114.55	0.00

Fund: Water and Sewer
Department: Public Works
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
Commissioner of Public Works	0.75	E 10	0.75	0.00
Deputy Commissioner of Public Works	0.50	E 09	0.50	0.00
Administrative Assistant	0.75	E 02	0.75	0.00
City Engineer	0.55	M 08	0.55	0.00
Water Division Director	1.00	M 08	1.00	0.00
Administrative Services Director	0.65	M 07	0.65	0.00
Assistant Water Division Director	2.00	M 07	2.00	0.00
Water Quality Manager	1.00	M 06	1.00	0.00
Manager of Sustainability & Environmental Compliance	1.00	11	1.00	0.00
Water Distribution Supervisor	2.00	11	2.00	0.00
Civil Engineer	2.00	10	2.00	0.00
Water Utility Project Manager	1.00	10	1.00	0.00
Assistant Water Distribution Supervisor	1.00	9	1.00	0.00
Construction Supervisor/RCMS MGR	0.50	9	0.50	0.00
Contracts & Maintenance Supervisor	1.00	9	1.00	0.00
Forestry Programs & Operation Supervisor	1.00	9	1.00	0.00
Sewer Maintenance Supervisor	1.00	9	1.00	0.00
Water Production Supervisor	1.00	9	1.00	0.00
Water Quality Laboratory Coordinator	1.00	9	1.00	0.00
City Forester	1.00	8	1.00	0.00
Plant Operator	8.00	8	8.00	0.00
Water Production Maintenance Foreman	2.00	8	2.00	0.00
Water Quality Laboratory Supervisor	1.00	8	1.00	0.00
Administrative Services Coordinator	0.50	7	0.50	0.00
Assistant Street and Sewer Maintenance Supervisor	0.80	7	0.80	0.00
Assistant Water Meter Supervisor	1.00	7	1.00	0.00
Assistant Water Production Supervisor	1.00	7	1.00	0.00
Chief Construction Inspector	1.00	7	1.00	0.00
Constituent Services Supervisor	0.70	7	0.70	0.00
Engineering Records Coordinator	0.75	7	0.75	0.00
GIS Analyst II	1.00	7	1.00	0.00
Plant Mechanic	4.00	7	4.00	0.00
Special Assistant to the Public Works Commissioner	0.50	7	0.50	0.00
Water Meter Supervisor	1.00	7	1.00	0.00
Wet Weather Administrator	1.00	7	1.00	0.00
Assistant Constituent Services Supervisor	0.70	6	0.70	0.00
Construction Inspector	3.00	6	3.00	0.00
Labor Foreman III	3.00	6	3.00	0.00
Purchasing Coordinator I	1.30	6	1.30	0.00

Fund: Water and Sewer (Continued)**Department: Public Works****Fiscal Year 2026**

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Senior Equipment Operator	6.60	6	6.60	0.00
Tree Climber II/Tree Crew Foreman	1.00	6	1.00	0.00
Utility Facilities Program Administrator	0.50	6	0.50	0.00
Water Quality Specialist	3.00	6	3.00	0.00
Water Systems Valve Technician	1.00	6	1.00	0.00
GIS Technician I	1.00	4	1.00	0.00
Administrative Clerk III	0.50	5	0.50	0.00
Equipment Operator	3.00	5	3.00	0.00
Maintenance Mechanic III	9.00	5	9.00	0.00
Labor Foreman II	0.80	4	0.80	0.00
Maintenance Mechanic II	3.00	4	3.00	0.00
Tree Climber I	1.00	4	1.00	0.00
Constituent Services Assistant	2.10	3	2.10	0.00
General Laborer III	9.00	3	9.00	0.00
Maintenance Mechanic I	1.00	3	1.00	0.00
Technical Maintenance Mechanic I	1.00	3	1.00	0.00
General Laborer II	8.00	2	8.00	0.00
DEPARTMENT TOTAL	104.45		104.45	0.00

Fund: General
Department: Real Estate and Housing
Fiscal Year 2026

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	Revenues	
			<u>City</u>	<u>Special</u>
Director of Real Estate and Housing	1.00	E 08	0.75	0.25
Director of Compliance & Development	1.00	M 06	0.40	0.60
Director of Grants & Rehabilitation	1.00	M 06	0.05	0.95
Development Specialist	1.00	8	0.30	0.70
Program Administrator	1.00	8	0.00	1.00
Financial Administrator	1.00	7	0.00	1.00
Senior Rehabilitation Specialist II	1.00	6	0.28	0.72
Administrative Clerk III	1.00	5	0.22	0.78
DEPARTMENT TOTAL	8.00		2.00	6.00

ATTACHMENT B

**City of Wilmington
Executive and Managerial
Position Level Salary Structure Matrix
FY 2026**

	Salary Range <u>07/01/25 - 06/30/26</u>	
<u>Level 1</u>	\$47,833	\$66,092
Mayor's Office Receptionist		
<u>Level 2</u>	\$52,788	\$73,903
Administrative Assistant		
<u>Level 3</u>	\$58,857	\$85,343
Constituent Services Officer		
Events Permitting and Special Projects Coordinator		
<u>Level 4</u>	\$65,508	\$98,262
Arts Program Administrator		
Deputy Director of Communications		
Land Use & Planning – Office Manager		
Legal Office Administrator		
Mayor's Office – Director of Operations		
Senior Constituent Services Officer		
Special Assistant for Community Engagement		
<u>Level 5</u>	\$72,706	\$112,694
311 Administrator		
Director of Communications		
Economic Development Project Manager I		
EMS Manager		
Superintendent of Maintenance, Parks & Recreation		
Superintendent of Recreation		
Youth & Families Manager		
<u>Level 6</u>	\$82,400	\$127,720
Director of Compliance & Development		
Director of Cultural Affairs		
Director of Grants & Rehabilitation		
Occupational Health, Safety & Loss Prevention Program Manager		
Payroll Manager		
Planning Manager		
Principal Analyst		
Small & Minority Business Development Manager		
Water Quality Manager		

Salary Range
07/01/25 - 06/30/26

<u>Level 7</u>	\$93,467	\$144,875
Administrative Services Director		
Assistant Budget Director		
Assistant City Solicitor		
Assistant Water Division Director		
Customer Service Manager		
Deputy Director of Land Use & Planning		
Deputy Director of Parks & Recreation		
Director of Employee Benefits		
Director of Employment Services		
Director of Special Projects		
Emergency Management Director		
Operations Director		
Procurement Manager		
Special Assistant to the Mayor		
<u>Level 8</u>	\$104,506	\$167,208
Accounting Manager		
Auditing Manager		
Budget Director		
City Engineer		
Commissioner of Licenses & Inspections		
Deputy Chief of Fire		
Deputy Chief of Staff for Policy & Communications		
Deputy Chief of Staff of Operations		
Director of Classification & Compensation		
Director of Community Engagement		
Director of Real Estate & Housing		
Director of Transportation		
Police Policy & Communications Director		
Risk Manager		
Senior Assistant City Solicitor		
Senior Financial Officer		
Tax Manager		
Water Division Director		
<u>Level 9</u>	\$120,431	\$192,689
Chief of Fire		
City Auditor		
Deputy City Solicitor		
Deputy Commissioner of Public Works		
Deputy Director of Finance		
Deputy Director of Human Resources		
Director of Economic Development		
Director of Integrated Technologies		
Director of Land Use and Planning		
Director of Parks & Recreation		

Salary Range
07/01/25 - 06/30/26

Level 10

\$138,653 \$221,847

City Solicitor
Commissioner of Public Works
Director of Finance
Director of Human Resources

Level 11

\$170,347 \$272,553

Chief of Police
Chief of Staff

Effective: 07/01/25
Revised: 05/19/25

City of Wilmington Salary Review Matrix FY '26

	First Third	Middle Third	Top Third
Far Above Expectations	Up to 5%	Up to 5%	Up to 5%
Above Expectations	Up to 4%	Up to 4%	Up to 4%
Meets Expectations	Up to 3.5%	Up to 3.5%	Up to 3.5%
Below Expectations	Up to 2.5%	Up to 2.5%	Up to 2.5%

DECLARED RATES

Department Heads

FY 2026

Title	Salary
Mayor	\$206,000
Chief of Staff	\$204,416
City Treasurer	\$171,960
City Solicitor	\$180,249
Commissioner of Public Works	\$180,249
Chief of Police	\$226,600
Director of Finance	\$180,249
Director of Human Resources	\$180,249
Chief of Fire	\$177,895
Director of Economic Development	\$146,306
Commissioner of Licenses and Inspections	\$146,306
City Auditor	\$156,560
Director of Land Use and Planning	\$168,602
Director of Parks and Recreation	\$146,306
Director of Real Estate and Housing	\$147,800

The Declared Rate Listing states the maximum salary for each position for each fiscal year. The actual salaries may be less than the declared rates.

Revised: 03/18/25

City of Wilmington
Fiscal Year 2026
Executive and Managerial Pay Plan

	First Third	Second Third	Top Third
Level 1	\$47,208 - \$53,203	\$53,204 - \$59,797	\$59,798 - \$66,092
Level 2	\$52,788 - \$59,826	\$59,827 - \$66,864	\$66,865 - \$73,903
Level 3	\$58,857 - \$67,685	\$67,686 - \$76,513	\$76,514 - \$85,343
Level 4	\$65,508 - \$76,426	\$76,427 - \$87,343	\$87,344 - \$98,262
Level 5	\$72,706- \$86,035	\$86,036 - \$99,364	\$99,365 - \$112,694
Level 6	\$82,400 - \$97,506	\$97,507 - \$112,612	\$112,613 - \$127,720
Level 7	\$93,467 - \$110,603	\$110,604 - \$127,738	\$127,739 - \$144,875
Level 8	\$104,506 - \$125,407	\$125,408 - \$146,306	\$146,307 - \$167,208
Level 9	\$120,431 - \$144,517	\$144,518 - \$168,602	\$168,603 - \$192,689
Level 10	\$138,653 - \$166,384	\$166,385 - \$194,115	\$194,116 - \$221,847
Level 11	\$170,347 - \$204,416	\$204,417 - \$238,483	\$238,484 - \$272,553

Revised: 03/18/25

ATTACHMENT C

Non-Union Pay Scale
07/01/25 - 06/30/26
2.5% Increase

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1	\$38,437.50	\$39,975.00	\$41,512.50	\$43,050.00	\$44,587.50	\$46,125.00	\$47,662.50	\$49,200.00	\$50,737.50	\$52,275.00	\$53,812.50
2	\$41,512.50	\$43,173.00	\$44,833.50	\$46,494.00	\$48,154.50	\$49,815.00	\$51,475.50	\$53,136.00	\$54,796.50	\$56,457.00	\$58,117.50
3	\$44,833.50	\$46,627.25	\$48,419.98	\$50,213.73	\$52,006.45	\$53,800.20	\$55,593.95	\$57,386.68	\$59,180.43	\$60,973.15	\$62,766.90
4	\$48,419.98	\$50,357.23	\$52,293.45	\$54,230.70	\$56,166.93	\$58,104.18	\$60,041.43	\$61,977.65	\$63,914.90	\$65,851.13	\$67,788.38
5	\$52,293.45	\$54,385.48	\$56,477.50	\$58,568.50	\$60,660.53	\$62,752.55	\$64,844.58	\$66,936.60	\$69,027.60	\$71,119.63	\$73,211.65
6	\$55,325.40	\$57,815.13	\$60,304.85	\$62,793.55	\$65,283.28	\$67,773.00	\$70,262.73	\$72,752.45	\$75,241.15	\$77,730.88	\$80,220.60
7	\$59,751.35	\$62,439.93	\$65,128.50	\$67,818.10	\$70,506.68	\$73,195.25	\$75,883.83	\$78,572.40	\$81,262.00	\$83,950.58	\$86,639.15
8	\$64,531.95	\$67,435.78	\$70,339.60	\$73,243.43	\$76,147.25	\$79,051.08	\$81,954.90	\$84,858.73	\$87,762.55	\$90,666.38	\$93,570.20
9	\$68,299.85	\$71,715.15	\$75,130.45	\$78,544.73	\$81,960.03	\$85,375.33	\$88,790.63	\$92,205.93	\$95,620.20	\$99,035.50	\$102,450.80
10	\$73,764.13	\$77,452.08	\$81,140.03	\$84,829.00	\$88,516.95	\$92,204.90	\$95,892.85	\$99,580.80	\$103,269.78	\$106,957.73	\$110,645.68
11	\$79,665.05	\$83,648.20	\$87,631.35	\$91,614.50	\$95,597.65	\$99,580.80	\$103,563.95	\$107,547.10	\$111,530.25	\$115,513.40	\$119,496.55