

SUBSTITUTE NO. 1 TO ORDINANCE NO. 26-025

AN ORDINANCE ADOPTING THE ANNUAL OPERATING BUDGET FOR THE FISCAL YEAR BEGINNING ON JULY 1, 2026 AND ENDING ON JUNE 30, 2027

**Rev. 1
#0206**

Sponsor:

**Council
Member
Harlee**

WHEREAS, as prescribed in City Charter Section 4-101, on March 19, 2026, 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, 2026 and ending on June 30, 2027 (“Fiscal Year 2027”); 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 2027, 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 2027, 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 \$213,532,018 are hereby made from the General Fund (under the heading City) and \$17,531,266 from Special Funds (under the heading Special) as follows:

TO THE MAYOR:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$4,523,885	\$88,325	\$4,612,210
Materials, Supplies, and Equipment	2,790,258	0	2,790,258
Debt Service	1,623,683	0	1,623,683
Total	\$8,937,826	\$88,325	\$9,026,151

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	\$3,584,761	\$0	\$3,584,761
Materials, Supplies, and Equipment	1,175,676	0	1,175,676
Debt Service	27,707	0	27,707
Total	\$4,788,144	\$0	\$4,788,144

TO THE CITY COUNCIL:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,238,292	\$899,792	\$3,138,084
Materials, Supplies, and Equipment	1,020,826	131,154	1,151,980
Debt Service	0	46,905	46,905
Special Purpose	20,500	0	20,500
Total	\$3,279,618	\$1,077,851	\$4,357,469

TO THE CITY TREASURER:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$544,573	\$699,170	\$1,243,743
Materials, Supplies, and Equipment	306,566	6,536,002	6,842,568
Total	\$851,139	\$7,235,172	\$8,086,311

TO THE AUDITING DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$982,583	\$0	\$982,583
Materials, Supplies, and Equipment	273,021	0	273,021
Total	\$1,255,604	\$0	\$1,255,604

TO THE LAW DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,607,549	\$0	\$2,607,549
Materials, Supplies, and Equipment	462,936	0	462,936
Total	\$3,070,485	\$0	\$3,070,485

TO THE DEPARTMENT OF FINANCE:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$6,146,282	\$0	\$6,146,282
Materials, Supplies, and Equipment	5,758,454	0	5,758,454
Debt Service	380,870	0	380,870
Total	\$12,285,606	\$0	\$12,285,606

TO THE DEPARTMENT OF COMMERCE:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Debt Service	\$54,167	\$0	\$54,167
Total	\$54,167	\$0	\$54,167

TO THE HUMAN RESOURCES DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,177,908	\$0	\$2,177,908
Materials, Supplies, and Equipment	582,198	0	582,198
Debt Service	74,032	0	74,032
Total	\$2,834,138	\$0	\$2,834,138

TO THE DEPARTMENT OF LICENSES AND INSPECTIONS (L&I):			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$3,144,954	\$0	\$3,144,954
Materials, Supplies, and Equipment	570,933	0	570,933
Debt Service	546	0	546
Total	\$3,716,433	\$0	\$3,716,433

TO THE DEPARTMENT OF L&I FOR ANIMAL CONTROL:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Special Purpose	\$310,341	\$0	\$310,341
	\$310,341	\$0	\$310,341
DEPARTMENT OF L&I TOTAL	\$4,026,774	\$0	\$4,026,774

TO THE DEPARTMENT OF PARKS AND RECREATION:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$6,035,451	\$1,378,465	\$7,413,916
Materials, Supplies, and Equipment	3,239,523	897,888	4,137,411
Debt Service	2,356,946	0	2,356,946
Total	\$11,631,920	\$2,276,353	\$13,908,273

TO THE FIRE DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$34,052,523	\$0	\$34,052,523
Materials, Supplies, and Equipment	5,361,359	198,000	5,559,359
Debt Service	1,389,072	0	1,389,072
Total	\$40,802,954	\$198,000	\$41,000,954

TO THE POLICE DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$59,586,624	\$1,561,747	\$61,148,371
Materials, Supplies, and Equipment	11,914,427	0	11,914,427
Debt Service	102,902	0	102,902
Total	\$71,603,953	\$1,561,747	\$73,165,700

TO THE DEPARTMENT OF PUBLIC WORKS:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$11,154,880	\$0	\$11,154,880
Materials, Supplies, and Equipment	15,336,863	1,157,802	16,494,665
Debt Service	6,482,559	0	6,482,559
Total	\$32,974,302	\$1,157,802	\$34,132,104

TO THE DEPARTMENT OF REAL ESTATE AND HOUSING:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$312,640	\$783,919	\$1,096,559
Materials, Supplies, and Equipment	1,687,755	125,500	1,813,255
Debt Service	791,710	0	791,710
Programs and Activities	0	3,026,597	3,026,597
Total	\$2,792,105	\$3,936,016	\$6,728,121

TO THE DEPARTMENT OF INFORMATION TECHNOLOGIES:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$2,508,427	\$0	\$2,508,427
Materials, Supplies, and Equipment	8,270,886	0	8,270,886
Debt Service	891,970	0	891,970
Total	\$11,671,283	\$0	\$11,671,283

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 \$98,987,989 are hereby made from the Water/Sewer Fund as follows:

TO THE DEPARTMENT OF FINANCE:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$3,336,129	\$0	\$3,336,129
Materials, Supplies, and Equipment	6,617,783	0	6,617,783
Debt Service	366,773	0	366,773
Total	\$10,320,685	\$0	\$10,320,685

TO THE AUDITING DEPARTMENT:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Materials, Supplies, and Equipment	\$139,442	\$0	\$139,442
Total	\$139,442	\$0	\$139,442

TO THE DEPARTMENT OF PUBLIC WORKS:			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$11,641,647	\$0	\$11,641,647
Materials, Supplies, and Equipment	73,444,845	0	73,444,845
Debt Service	3,441,370	0	3,441,370
Total	\$88,527,862	\$0	\$88,527,862

SECTION 6. Appropriations in the sum of \$49,662,759 are hereby 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	\$10,318,872	\$0	\$10,318,872
Debt Service	2,712	0	2,712
Total	\$10,321,584	\$0	\$10,321,584

TO THE HUMAN RESOURCES DEPARTMENT			
	<u>City</u>	<u>Special</u>	<u>Total</u>
Personal Services	\$1,675,746	\$0	\$1,675,746
Materials, Supplies, and Equipment	7,360,447	0	7,360,447
Special Purpose	30,304,982	0	30,304,982
Total	\$39,341,175	\$0	\$39,341,175

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 \$17,531,266, 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 2027 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 2027, provided that no services shall be rendered prior to July 1, 2026, and no materials, supplies, and equipment acquired shall be used in Fiscal Year 2026 (being July 1, 2025 through June 30, 2026), except to the extent

required to prepare for Fiscal Year 2027 operations.

SECTION 10. A. Position Allocation. Attachment “A” hereto sets forth the positions authorized to be filled during Fiscal Year 2027. 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 2027 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 2027.

SECTION 11. All unencumbered balances on hand as of July 1, 2027, 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. In order to balance the Fiscal Year 2027 General Fund Operating Budget, the use of up to \$2,600,000 from the Tax Stabilization Reserve portion of General Fund Balance is hereby authorized.

SECTION 13. Use of CATV Fund Balance. The use of up to \$256,900 in CATV Fund Balance is hereby authorized in Fiscal Year 2027 to balance the CATV operating budget.

SECTION 14. Transfer to Neighborhood Stabilization Fund. A fund balance transfer of \$11,850,000 from the Tax Stabilization Reserve portion of the General Fund Balance to the Neighborhood Stabilization Fund is hereby authorized for Fiscal Year 2027. Of this amount, \$8,400,000 will be allocated for the Affordable Housing Subsidy, \$2,000,000 for the Vacant Lots Site Readiness Program, \$500,000 for the Home Repair Program, \$500,000 for the Wilmington Neighborhood Conservancy Land Bank, \$250,000 for the Housing Support Block Grant, and \$200,000 for architectural and engineering support services.

SECTION 15. Transfer to the Economic Strategic Fund. A fund balance transfer of \$4,000,000 from the Tax Stabilization Reserve portion of General Fund Balance to the Economic Strategic Fund is hereby authorized for Fiscal Year 2027, of which \$1,000,000 will be allocated for the Small Business Development Program.

SECTION 16. Transfer to the City Pension Trust Funds. To support a one-time \$1,000 payment to all current pensioners in City-sponsored plans who retired on or before December 31, 2019, a fund balance transfer of \$969,000 from the Tax Stabilization Reserve portion of General Fund Balance to the City Pension Trust Funds is hereby authorized for Fiscal Year 2027, of which \$75,000 will be allocated to Pension Plan I, \$125,000 will be allocated to Pension Plan II, \$227,000 will be allocated to Pension Plan III, \$343,000 will be allocated to the Police Pension Plan, and \$199,000 will be allocated to the Fire Pension Plan.

SECTION 17. 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 19, 2026
Second Reading.....March 19, 2026
Third Reading.....

Passed by City Council,

President of City Council

ATTEST: _____
City Clerk

Approved as to form this 21st
day of May, 2026.

Elizabeth D. Lower
Senior Assistant City Solicitor

Approved this ____ day of _____ 2026.

Mayor

SYNOPSIS AND FISCAL IMPACT STATEMENT: This Substitute Ordinance adopts the Annual Operating Budget for Fiscal Year 2027. The Office of Management and Budget has developed, presented, reviewed, and analyzed the Fiscal Year 2027 Annual Operating Budget, the result of which is reflected in the departmental appropriations set forth in this Substitute Ordinance.

Due to the breadth and complexity of the fiscal impacts associated with the City's annual operating budget, it is not practicable to provide a traditional summary fiscal impact statement within this Substitute Ordinance. For a comprehensive overview and detailed summary of the Fiscal Year 2027 Annual Operating Budget, please refer to the Fiscal Year 2027 Approved Budget Summary, which is available on the City's website at:
<https://www.wilmingtonde.gov/government/city-offices/the-city-s-annual-budget>.

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ATTACHMENT A

Fiscal Year 2027
DEPARTMENTAL POSITION ALLOCATION LIST

Fund: General
Department: Mayor's Office

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<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 Community Safety	1.00	E 06	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	32.00		31.00	1.00

Fund: General
Department: Information Technologies
Fiscal Year 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
Director of Information Technologies	1.00	M 09	1.00	0.00
Operations Manager	1.00	M 06	1.00	0.00
Application Support Specialist II	4.00	10	4.00	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 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<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
Administrative Assistant	1.00	E 02	1.00	0.00
Planning Manager	1.00	M 06	1.00	0.00
Land Use & Planning Office Manager	1.00	M 04	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	8	1.00	0.00
Historic Preservation Planner/Senior Planner I	1.00	6	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	29.00		29.00	0.00

Fund: General
Department: City Council
Fiscal Year 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<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
Legislative Research Aide	1.00	Ext	1.00	0.00
Producer	1.00	Ext	0.00	1.00
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		22.90	6.10

Fund: General
Department: City Treasurer
Fiscal Year 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
City Treasurer	1.00	Ext	0.50	0.50
Deputy Treasurer	1.00	Ext	0.50	0.50
Manager of Communications, Programs, and Strategic Partnerships	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	8.00		3.50	4.50

Fund: General
Department: City Auditor
Fiscal Year 2027

<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 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<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 2027

<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
Billing Manager	0.20	M 06	0.20	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
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
Billing Clerk	0.20	6	0.20	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
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 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<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 2027

<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	0.40	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
Billing Manager	0.80	M 06	0.80	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
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
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
Billing Clerk	0.80	6	0.80	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
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	27.85		27.85	0.00

Fund: General
Department: Human Resources
Fiscal Year 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<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 Human Resources Operations & Strategy	1.00	M 09	1.00	0.00
Director of Employee Services	1.00	M 08	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
Human Resources Generalist	1.00	7	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 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<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
Director of Employee Benefits	1.00	M 08	1.00	0.00
Risk Manager	1.00	M 08	1.00	0.00
Occupational Health, Safety & Loss Prevention Programs Manager	1.00	M 05	1.00	0.00
Benefits Operations Administrator	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
Leave of Absence Program Manager	1.00	8	1.00	0.00
Senior Employee Benefits Administrator	1.00	8	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 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
Commissioner of Licenses and Inspections	1.00	E 08	1.00	0.00
Deputy Commissioner of Licenses and Inspections	1.00	E 07	1.00	0.00
Administrative Assistant	1.00	E 02	1.00	0.00
Code Enforcement Supervisor	1.00	10	1.00	0.00
Code Enforcement Inspector	17.00	9	17.00	0.00
Code Enforcement Administrator	1.00	8	1.00	0.00
Property Compliance Officer	1.00	6	1.00	0.00
Administrative Clerk III	1.00	5	1.00	0.00
Administrative Clerk II	1.00	4	1.00	0.00
Administrative Clerk I	2.00	3	2.00	0.00
DEPARTMENT TOTAL	27.00		27.00	0.00

Fund: General
Department: Parks and Recreation
Fiscal Year 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<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
Small Engine Mechanic	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	2.00	6	2.00	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	3.00	5	3.00	0.00
Equipment and Transportation Assistant	1.00	4	1.00	0.00
Labor Foreman I	1.00	4	1.00	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 III	1.00	3	1.00	0.00
General Laborer I	8.00	1	8.00	0.00
DEPARTMENT TOTAL	44.00		42.60	1.40

Fund: General
Department: Fire
Fiscal Year 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<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	11.00		11.00	0.00
Captain	9.00		9.00	0.00
Lieutenant	25.00		25.00	0.00
Firefighter	150.00		150.00	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	203.00		203.00	0.00

Fund: General
Department: Police
Fiscal Year 2027

<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 Department Chief Administrative Officer	1.00	E 08	1.00	0.00
Communications & Marketing Coordinator	1.00	E 04	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	2.00	7	2.00	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
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
Teleserve Operator	2.00	3	2.00	0.00
DEPARTMENT TOTAL	367.00		361.00	6.00

Fund: General
Department: Public Works
Fiscal Year 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<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 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<u>City</u>	<u>Special</u>
Inventory Distribution Specialist	0.50	4	0.50	0.00
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	115.05		115.05	0.00

Fund: Water and Sewer
Department: Public Works
Fiscal Year 2027

<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
Assistant Water Division Director (Distribution)	1.00	M 07	1.00	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
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 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<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
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
GIS Technician I	1.00	4	1.00	0.00
Inventory Distribution Specialist	0.50	4	0.50	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	104.95		104.95	0.00

Fund: General
Department: Real Estate and Housing
Fiscal Year 2027

<u>Job Title</u>	<u>No.</u>	<u>Grade</u>	<u>Revenues</u>	
			<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 2027**

	<u>Salary Range</u> <u>07/01/26 - 06/30/27</u>	
<u>Level 1</u> Mayor's Office Receptionist	\$49,268	\$68,075
<u>Level 2</u> Administrative Assistant	\$54,372	\$76,120
<u>Level 3</u> Constituent Services Officer Events Permitting and Special Projects Coordinator	\$60,623	\$87,903
<u>Level 4</u> Arts Program Administrator Communications & Marketing Coordinator 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	\$67,473	\$101,210
<u>Level 5</u> 311 Administrator Director of Communications Economic Development Project Manager I EMS Manager Superintendent of Maintenance, Parks & Recreation Superintendent of Recreation Youth & Families Manager	\$74,887	\$116,075
<u>Level 6</u> Billing Manager Director of Community Safety Director of Compliance & Development Director of Cultural Affairs Director of Grants & Rehabilitation Occupational Health, Safety & Loss Prevention Program Manager Operations Manager Payroll Manager Planning Manager Principal Analyst Small & Minority Business Development Manager Water Quality Manager	\$84,872	\$131,552

Salary Range
07/01/26 - 06/30/27

Level 7

\$96,271 \$149,221

Administrative Services Director
Assistant Budget Director
Assistant City Solicitor
Assistant Water Division Director
Customer Service Manager
Deputy Director of Land Use & Planning
Deputy Commissioner of Licenses & Inspections
Deputy Director of Parks & Recreation
Director of Special Projects
Emergency Management Director
Operations Director
Procurement Manager
Special Assistant to the Mayor

Level 8

\$107,641 \$172,224

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 Community Engagement
Director of Employee Benefits
Director of Employee Services
Director of Real Estate & Housing
Director of Transportation
Police Department Chief Administrative Officer
Risk Manager
Senior Assistant City Solicitor
Senior Financial Officer
Tax Manager
Water Division Director

Level 9

\$124,044 \$198,470

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 HR Operations & Strategy
Director of Integrated Technologies
Director of Land Use and Planning
Director of Parks & Recreation

Salary Range
07/01/26 - 06/30/27

Level 10

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

\$142,813 \$228,502

Level 11

Chief of Police
Chief of Staff

\$175,457 \$280,730

Effective: 07/01/26
Revised: 05/15/26

**City of Wilmington
Salary Review Matrix
FY '27**

	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%

Revised: 03/13/26

DECLARED RATES

Department Heads

FY 2027

Title	Salary
Mayor	\$212,180
Chief of Staff	\$210,548
City Treasurer	\$177,119
City Solicitor	\$185,656
Commissioner of Public Works	\$185,656
Chief of Police	\$235,000
Director of Finance	\$185,656
Director of Human Resources	\$185,656
Chief of Fire	\$185,656
Director of Economic Development	\$150,695
Commissioner of Licenses and Inspections	\$150,695
City Auditor	\$161,257
Director of Land Use and Planning	\$173,660
Director of Parks and Recreation	\$150,695
Director of Real Estate and Housing	\$153,800

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: 03/13/26

**City of Wilmington
Fiscal Year 2027
Executive and Managerial Pay Plan**

	First Third	Second Third	Top Third
Level 1	\$49,268 - \$55,537	\$55,538 - \$61,805	\$61,806 - \$68,075
Level 2	\$54,372 - \$61,621	\$61,622 - \$68,870	\$68,871 - \$76,120
Level 3	\$60,623 - \$69,716	\$69,717 - \$78,809	\$78,810 - \$87,903
Level 4	\$67,473 - \$78,719	\$78,720 - \$89,963	\$89,964 - \$101,210
Level 5	\$74,887 - \$88,616	\$88,617 - \$102,345	\$102,346 - \$116,075
Level 6	\$84,872 - \$100,432	\$100,433 - \$115,991	\$115,992 - \$131,552
Level 7	\$96,271 - \$113,921	\$113,922 - \$131,570	\$131,571 - \$149,221
Level 8	\$107,641 - \$129,169	\$129,170 - \$150,695	\$150,696 - \$172,224
Level 9	\$124,044 - \$148,853	\$148,854 - \$173,660	\$173,661 - \$198,470
Level 10	\$142,813 - \$171,376	\$171,377 - \$194,115	\$199,939 - \$228,502
Level 11	\$175,457 - \$210,548	\$210,549 - \$245,638	\$245,639 - \$280,730

Revised: 03/13/26

ATTACHMENT C

Non-Union Pay Scale
07/01/26 - 06/30/27
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	\$39,398.44	\$40,974.38	\$42,550.31	\$44,126.25	\$45,702.19	\$47,278.13	\$48,854.06	\$50,430.00	\$52,005.94	\$53,581.88	\$55,157.81
2	\$42,550.31	\$44,252.33	\$45,954.34	\$47,656.35	\$49,358.36	\$51,060.38	\$52,762.39	\$54,464.40	\$56,166.41	\$57,868.43	\$59,570.44
3	\$45,954.34	\$47,792.93	\$49,630.47	\$51,469.07	\$53,306.61	\$55,145.21	\$56,983.80	\$58,821.34	\$60,659.94	\$62,497.48	\$64,336.07
4	\$49,630.47	\$51,616.16	\$53,600.79	\$55,586.47	\$57,571.10	\$59,556.78	\$61,542.46	\$63,527.09	\$65,512.77	\$67,497.40	\$69,483.08
5	\$53,600.79	\$55,745.11	\$57,889.44	\$60,032.71	\$62,177.04	\$64,321.36	\$66,465.69	\$68,610.02	\$70,753.29	\$72,897.62	\$75,041.94
6	\$56,708.54	\$59,260.50	\$61,812.47	\$64,363.39	\$66,915.36	\$69,467.33	\$72,019.29	\$74,571.26	\$77,122.18	\$79,674.15	\$82,226.12
7	\$61,245.13	\$64,000.92	\$66,756.71	\$69,513.55	\$72,269.34	\$75,025.13	\$77,780.92	\$80,536.71	\$83,293.55	\$86,049.34	\$88,805.13
8	\$66,145.25	\$69,121.67	\$72,098.09	\$75,074.51	\$78,050.93	\$81,027.35	\$84,003.77	\$86,980.19	\$89,956.61	\$92,933.03	\$95,909.46
9	\$70,007.35	\$73,508.03	\$77,008.71	\$80,508.34	\$84,009.03	\$87,509.71	\$91,010.39	\$94,511.07	\$98,010.71	\$101,511.39	\$105,012.07
10	\$75,608.23	\$79,388.38	\$83,168.53	\$86,949.73	\$90,729.87	\$94,510.02	\$98,290.17	\$102,070.32	\$105,851.52	\$109,631.67	\$113,411.82
11	\$81,656.68	\$85,739.41	\$89,822.13	\$93,904.86	\$97,987.59	\$102,070.32	\$106,153.05	\$110,235.78	\$114,318.51	\$118,401.24	\$122,483.96