

AN ORDINANCE ADOPTING THE FISCAL YEAR 2025 HIRING & PROMOTION SALARY SCHEDULE AND PERSONNEL MANNING CHART; REPEALING CONFLICTING ORDINANCES; FIXING AN EFFECTIVE DATE

WHEREAS, the City’s Comprehensive Plan establishes a goal to continue to attract and retain qualified professional staff with high ethical standards to fairly and efficiently deliver exceptional City service; and

WHEREAS, the Mayor and City Council have established a goal to improve the salaries of City of Waynesville employees;

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF WAYNESVILLE, AS FOLLOWS:

Section 1. That the City Council has been presented with a Fiscal Year 2025 Hiring & Promotion Salary Schedule pertaining to the recruitment and promotion of City employees. This schedule shall be used for hiring and promotion only. That said Fiscal Year 2025 Hiring & Promotion Salary Schedule is attached hereto and incorporated herein by specific reference thereto.

Section 2. That employees shall be evaluated yearly and based on the merit of that evaluation, the employee may receive a salary increase according to the following schedule:

Length of Service	% of Increase Range
1-5 years	0% to 3%
6+ years	0% to 6%

The City Administrator’s salary increase shall be 3%. The new salary schedule will be implemented effective January 1, 2025.

Section 3. Based on current job duties, specifications, and employee growth, it is necessary to amend the current Personnel Manning Chart to include current and future personnel.


Section 4. The revised Personnel Manning Chart is attached hereto and incorporated herein by specific reference hereto.

Section 5. All ordinances or parts of ordinances in conflict herewith are hereby repealed.

Section 6. That this ordinance shall take full force and effect on January 1, 2025.

Section 7. That all employees of the City of Waynesville shall comply with said ordinance.

PASSED AND APPROVED BY THE MAYOR AND CITY COUNCIL ON THIS 7TH DAY OF NOVEMBER, 2024.


Sean A. Wilson, Mayor



ATTEST:

Michele Brown, City Clerk

**PROPOSED
STEP AND GRADE**

MINIMUM WAGE \$14.00

5% GRADE 1-5, 7% 6-11 2% STEP

2025	1	2	3	4	5
1 BASE SALARY	\$ 33,092.80	\$ 33,754.66	\$ 34,429.75	\$ 35,118.34	\$ 35,820.71
HOURLY RATE	\$ 15.91	\$ 16.23	\$ 16.55	\$ 16.88	\$ 17.22
2 BASE SALARY	\$ 34,747.44	\$ 35,442.39	\$ 36,151.24	\$ 36,874.26	\$ 37,611.75
HOURLY RATE	\$ 16.71	\$ 17.04	\$ 17.38	\$ 17.73	\$ 18.08
3 BASE SALARY	\$ 36,484.81	\$ 37,214.51	\$ 37,958.80	\$ 38,717.97	\$ 39,492.33
HOURLY RATE	\$ 17.54	\$ 17.89	\$ 18.25	\$ 18.61	\$ 18.99
4 BASE SALARY	\$ 38,309.05	\$ 39,075.23	\$ 39,856.74	\$ 40,653.87	\$ 41,466.95
HOURLY RATE	\$ 18.42	\$ 18.79	\$ 19.16	\$ 19.55	\$ 19.94
5 BASE SALARY	\$ 40,224.51	\$ 41,029.00	\$ 41,849.58	\$ 42,686.57	\$ 43,540.30
HOURLY RATE	\$ 19.34	\$ 19.73	\$ 20.12	\$ 20.52	\$ 20.93
6 BASE SALARY	\$ 43,040.22	\$ 43,901.03	\$ 44,779.05	\$ 45,674.63	\$ 46,588.12
HOURLY RATE	\$ 20.69	\$ 21.11	\$ 21.53	\$ 21.96	\$ 22.40
7 BASE SALARY	\$ 46,053.04	\$ 46,974.10	\$ 47,913.58	\$ 48,871.85	\$ 49,849.29
HOURLY RATE	\$ 22.14	\$ 22.58	\$ 23.04	\$ 23.50	\$ 23.97
8 BASE SALARY	\$ 49,276.75	\$ 50,262.28	\$ 51,267.53	\$ 52,292.88	\$ 53,338.74
HOURLY RATE	\$ 23.69	\$ 24.16	\$ 24.65	\$ 25.14	\$ 25.64
9 BASE SALARY	\$ 52,726.12	\$ 53,780.64	\$ 54,856.26	\$ 55,953.38	\$ 57,072.45
HOURLY RATE	\$ 25.35	\$ 25.86	\$ 26.37	\$ 26.90	\$ 27.44
10 BASE SALARY	\$ 56,416.95	\$ 57,545.29	\$ 58,696.19	\$ 59,870.12	\$ 61,067.52
HOURLY RATE	\$ 27.12	\$ 27.67	\$ 28.22	\$ 28.78	\$ 29.36
11 BASE SALARY	\$ 60,366.14	\$ 61,573.46	\$ 62,804.93	\$ 64,061.03	\$ 65,342.25
HOURLY RATE	\$ 29.02	\$ 29.60	\$ 30.19	\$ 30.80	\$ 31.41
12 BASE SALARY	\$ 64,591.77	\$ 65,883.60	\$ 67,201.27	\$ 68,545.30	\$ 69,916.20
HOURLY RATE	\$ 31.05	\$ 31.67	\$ 32.31	\$ 32.95	\$ 33.61

ELECTRIC APPRENTICE PROGRAM

	YEAR 1	YEAR 2	YEAR 3	YEAR 4
APPRENTICE	\$ 36,150.40	\$ 39,042.43	\$ 42,165.83	\$ 45,539.09
HOURLY RATE	\$ 17.38	\$ 18.77	\$ 20.27	\$ 21.89

	1	2	3	4	5
BASE SALARY	\$ 55,432.00	\$ 56,534.40	\$ 57,678.40	\$ 58,822.40	\$ 60,008.00
JOURNEYMAN LINE	\$ 26.65	\$ 27.18	\$ 27.73	\$ 28.28	\$ 28.85
BASE SALARY	\$ 35,068.80	\$ 37,172.93	\$ 39,403.30	\$ 41,767.50	\$ 44,273.55
GROUNDSMAN	\$ 16.86	\$ 17.87	\$ 18.94	\$ 20.08	\$ 21.29

POLICE DEPARTMENT

BASE SALARY	\$ 33,457.63	\$ 37,128.00	\$ 37,870.56	\$ 38,627.97	\$ 39,400.53
PATROLMAN I	\$ 17.50	\$ 17.85	\$ 18.21	\$ 18.57	\$ 18.94
BASE SALARY	\$ 39,312.00	\$ 40,098.24	\$ 40,900.20	\$ 41,718.21	\$ 42,552.57
PATROLMAN II	\$ 18.90	\$ 19.28	\$ 19.66	\$ 20.06	\$ 20.46
BASE SALARY	\$ 42,456.96	\$ 43,306.10	\$ 44,172.22	\$ 45,055.67	\$ 45,956.78
PATROLMAN III	\$ 20.41	\$ 20.82	\$ 21.24	\$ 21.66	\$ 22.09
BASE SALARY	\$ 45,853.52	\$ 46,770.59	\$ 47,706.00	\$ 48,660.12	\$ 49,633.32
CORPORAL	\$ 22.04	\$ 22.49	\$ 22.94	\$ 23.39	\$ 23.86
BASE SALARY	\$ 49,521.80	\$ 50,512.23	\$ 51,522.48	\$ 52,552.93	\$ 53,603.99
SERGEANT	\$ 23.81	\$ 24.28	\$ 24.77	\$ 25.27	\$ 25.77
BASE SALARY	\$ 53,483.54	\$ 54,553.21	\$ 55,644.28	\$ 56,757.16	\$ 57,892.31
LIEUTENANT	\$ 25.71	\$ 26.23	\$ 26.75	\$ 27.29	\$ 27.83
BASE SALARY	\$ 57,762.23	\$ 58,917.47	\$ 60,095.82	\$ 61,297.74	\$ 62,523.69
CHIEF	\$ 27.77	\$ 28.33	\$ 28.89	\$ 29.47	\$ 30.06

PERSONNEL MANNING CHART – 2025

1
Construction/Parks Seasonal Laborer I
Animal Shelter Worker I - PT

2
Administrative Assistant I
Construction/Parks Laborer I
Animal Shelter Worker I - FT

3
Administrative Assistant II
Construction/Parks Laborer II
Public Works Technician I
Building Inspector I
Meter Reader I
Animal Shelter Worker II
Animal Control Officer I
Communications Dispatch I

4
Administrative Assistant III
IT Technician I
HR Specialist I
Community Development Specialist I
Accounts Payable Clerk
Payroll Clerk
Construction/Parks Laborer III
Public Works Technician II
Plant Operator I
Building Inspector II
Equipment Operator I
Airport Technician I
Senior Animal Shelter Worker
Animal Control Officer II
Communications Dispatcher II

5
IT Technician II
HR Specialist II
Community Development Specialist II
Executive Assistant I
Public Works Technician III
Plant Operator II
Building Inspector III
Equipment Operator II
Airport Technician II
Senior Animal Shelter Worker
Animal Control Officer III
Communications Dispatcher III

6
IT Technician III
HR Specialist III
Community Development Specialist III
Executive Assistant II
Plant Operator III
Equipment Operator III
Senior Communications Dispatcher/TAC
Public Works Foreman
Airport Technician II
Court Administrator

7
Senior Plant Operator
Executive Assistant III
Administrative Services Manager
Assistant Parks Supervisor
Assistant Finance Officer
Airport Maintenance Supervisor

8
Building Official
Airport Operations Supervisor
Parks Supervisor
Construction Supervisor
Street Supervisor
Animal Shelter Supervisor
Assistant Electric Supervisor
Assistant Water/Wastewater Supervisor

9
Natural Gas Supervisor
Electric Supervisor
Water/Wastewater Supervisor
Communications Supervisor

10
Economic Development Coordinator
Utility Billing Supervisor/Deputy City Clerk

11
Finance Officer

12
City Clerk
Emergency Management Director
Public Works Director

City Administrator
Assistant City Administrator

ELG – Electric Groundsman
AL1 – Apprentice Lineman I
AL2 – Apprentice Lineman II
AL3 – Apprentice Lineman III
AL4 – Apprentice Lineman IV
JLM – Journeyman Lineman

PM I – Patrolman I
PM II – Patrolman II
PM III – Patrolman III
CRPL – Corporal
DCRPL – Detective Corporal
SGT - Sergeant
DSGT – Detective Sergeant
LT - Lieutenant
CHF - Chief of Police