

ATTACHMENT B

RESOLUTION ADOPTING CHANGES TO TOWN OF CARRBORO POSITION CLASSIFICATION AND PAY PLAN

WHEREAS, the Town Council has adopted a comprehensive Position Classification and Pay Plan for the Town of Carrboro;

WHEREAS, the Town Manager has submitted a budget for FY 2021-22 with proposed changes to the Position Classification and Pay Plan;

NOW, THEREFORE, THE TOWN COUNCIL OF THE TOWN OF CARRBORO
RESOLVES:

Section 1. The Position Classification and Pay Plan is hereby modified as follows:

- a. Rename the Communications Manager to Communication & Engagement Director, and reclassify the position from Salary Grade 17 to 21.
- b. Establish a half time (.5 FTE) Communication & Engagement Specialist position, Salary Grade 10.
- c. Establish an IT Support Engineer I position, Salary Grade 15
- d. Establish a Police Trainee position, Salary Grade 6
- e. Add an Environmental Planner position, Salary Grade 15
- f. Reclassify the Groundskeeper I position, Salary Grade 2, to Maintenance/Construction Worker I position, Salary Grade 4
- g. Reclassify the Groundskeeper II position, Salary Grade 3, to Maintenance/Construction Worker II, Salary Grade 6
- h. Reclassify the Building Maintenance Worker position, Salary Grade 4, to Building Maintenance Specialist, Salary Grade 8
- i. Reclassify one Grounds Crew Leader position, Salary Grade 7, to Horticulturalist, Salary Grade 10
- j. Reclassify the Landscape/Grounds Supervisor, Salary Grade 14, to Maintenance/Construction Crew Leader, Salary Grade 9
- k. Reclassify GIS Technician position from part-time (.5 FTE) to full-time (1.0 FTE), Salary Grade 10
- l. Reclassify Code Enforcement Officer III from Salary Grade 12 to 13.
- m. Reclassify the Budget Analyst to Deputy Finance Director, Grade 18
- n. Rename the Assistant to the Finance Director position to Accounting and Grants Supervisor, Grade 16
- o. Rename the IT Support Engineer position to IT Support Engineer II, Grade 17
- p. Rename the Street Crew Leader to Maintenance/Construction Crew Leader, Grade 9
- q. Rename the Streets Supervisor to Maintenance/Construction Supervisor, Grade 14

Section 2. Effective July 1, 2021, the salary ranges for all positions established in the Position Classification and Pay Plan shall be increased by 1.5% to remain competitive with the local labor market.

Section 3. There will be no Merit or Performance Pay provided to Town employees in FY 2021-22.

Section 4. All other provisions of the Position Classification and Pay Plan remain unchanged.

Section 5. The Human Resources Director shall revise the Position Classification and Pay Plan to reflect the changes in Section 1 through Section 2.

Section 6. This resolution shall become effective July 1, 2021.