

To: Members  
Dunwoody City Council

From: Nicole Stojka  
Human Resources Director

Re: Approval of Amendment of City Position Allocation and Compensation Chart

Date: May 12, 2025

### **Action**

Authorize the Mayor, City Manager, or designee to approve an amendment to the City's Position Allocation and Compensation Chart effective July 1, 2025 to update the City's salary ranges by 4.9% to align with the upcoming 4.9% market adjustment pay increase for all City employees.

### **Summary**

On a regular basis, Staff studies fiscal indicators and conducts and participates in salary surveys to verify that the City's salary structure remains market competitive. To remain competitive with surrounding cities, Council approved a market adjustment pay increase of 4.9% for all City employees as part of the 2025 budget. Updates to the City salary ranges are necessary to avoid compression issues with the market adjustment.

### **Details**

As part of the 2025 budget process, Staff recommended and Council approved a market adjustment pay increase of 4.9% for all City employees to maintain a competitive position in the local market, for both recruitment and retention reasons. This market adjustment pay increase will go into effect on July 1, 2025. Staff now recommends increasing all City salary ranges by the same 4.9% to avoid the creation of compression issues with the implementation of the market adjustment.

The following Position Allocation and Compensation Charts show the current and proposed salary ranges. Also attached are the current and proposed hiring grids for the Police Officer position.

If approved, the City will implement the updated Position Allocation and Compensation Chart effective July 1, 2025.

### **Recommendation**

Authorize the Mayor, City Manager, or designee to approve an amendment to the City's Position Allocation and Compensation Chart effective July 1, 2025 to update the City's salary ranges by 4.9% to align with the upcoming 4.9% market adjustment pay increase for all City employees.



## POSITION ALLOCATION AND COMPENSATION CHART

Grade	Department	Title	Full Time	Elected Officials	Salary Range		
					Minimum	Midpoint	Maximum
101	Police	Prisoner Transport Officer	2		\$37,426	\$48,653	\$59,881
104	Finance	Business License Specialist	1		\$47,146	\$61,291	\$75,434
104	Police	Fleet Maintenance Coordinator	1		\$47,146	\$61,291	\$75,434
104	Police	Police Service Representative	6		\$47,146	\$61,291	\$75,434
104	Police	Public Safety Ambassador	4		\$47,146	\$61,291	\$75,434
104	City Clerk	Records Clerk	1		\$47,146	\$61,291	\$75,434
105	Municipal Court	Deputy Municipal Court Clerk	3		\$50,919	\$66,194	\$81,469
105	Police	Property and Evidence Technician	2		\$50,919	\$66,194	\$81,469
105	Technology	Technology Support Specialist	1		\$50,919	\$66,194	\$81,469
106	Police	Crime and Intelligence Analyst	1		\$54,992	\$71,490	\$87,988
106	Police	Crime Scene Technician	1		\$54,992	\$71,490	\$87,988
106	Finance	Financial Analyst	2		\$54,992	\$71,490	\$87,988
107	Police	Detective	11		\$59,391	\$77,209	\$95,026
107	Police	Executive Assistant	1		\$59,391	\$77,209	\$95,026
107	Police	Police Officer	37		\$59,391	\$77,209	\$95,026
108	City Clerk	Deputy City Clerk	1		\$64,142	\$83,385	\$102,628
108	Human Resources	Human Resources Generalist	1		\$64,142	\$83,385	\$102,628
108	Finance	Revenue Accountant	1		\$64,142	\$83,385	\$102,628
108	Technology	Systems Administrator	2		\$64,142	\$83,385	\$102,628
109	Police	Records Supervisor	1		\$69,274	\$90,056	\$110,839
110	Economic Development	Business Retention and Cultural Development Manager	1		\$76,202	\$99,061	\$121,922
110	Technology	Lead Systems Engineer	1		\$76,202	\$99,061	\$121,922
110	Police	Sergeant	12		\$76,202	\$99,061	\$121,922



Grade	Department	Title	Full Time	Elected Officials	Salary Range		
					Minimum	Midpoint	Maximum
111	Finance and Administration	Accounting Manager	1		\$82,297	\$106,987	\$131,676
111	Communications	Communications Manager	1		\$82,297	\$106,987	\$131,676
112	Human Resources	Human Resources Manager	1		\$88,881	\$115,547	\$142,211
112	Police	Lieutenant	4		\$88,881	\$115,547	\$142,211
112	Municipal Court	Municipal Court Clerk	1		\$88,881	\$115,547	\$142,211
114	City Clerk	City Clerk	1		\$105,592	\$137,270	\$168,948
114	Community Development	Deputy Community Development Director	1		\$105,592	\$137,270	\$168,948
114	Technology	Technology Manager	1		\$105,592	\$137,270	\$168,948
115	Finance	Assistant Finance Director	1		\$114,040	\$148,252	\$182,464
115	Police	Major	2		\$114,040	\$148,252	\$182,464
116	Communications	Communications Director	1		\$123,163	\$160,112	\$197,062
116	Community Development	Community Development Director	1		\$123,163	\$160,112	\$197,062
116	Police	Deputy Chief	1		\$123,163	\$160,112	\$197,062
116	Public Works	Deputy Public Works Director	1		\$123,163	\$160,112	\$197,062
116	Economic Development	Economic Development Director	1		\$123,163	\$160,112	\$197,062
116	Parks and Recreation	Parks and Recreation Director	1		\$123,163	\$160,112	\$197,062
117	Public Works	Public Works Director	1		\$133,017	\$172,922	\$212,826
118	Finance and Administration	Finance Director	1		\$143,659	\$186,756	\$229,852
118	Human Resources	Human Resources Director	1		\$143,659	\$186,756	\$229,852
118	Police	Police Chief	1		\$143,659	\$186,756	\$229,852
118	Technology	Technology Director	1		\$143,659	\$186,756	\$229,852
119	City Manager	Assistant City Manager	1		\$155,151	\$201,696	\$248,241
	City Manager	City Manager	1		Set by Council	Set by Council	Set by Council
	General Government	City Council		6	Set by Charter	Set by Charter	Set by Charter
	General Government	Mayor		1	Set by Charter	Set by Charter	Set by Charter



### PROPOSED POSITION ALLOCATION AND COMPENSATION CHART

Grade	Department	Title	Full Time	Elected Officials	Salary Range		
					Minimum	Midpoint	Maximum
101	Police	Prisoner Transport Officer	2		\$39,260	\$51,037	\$62,815
104	Finance	Business License Specialist	1		\$49,456	\$64,294	\$79,130
104	Police	Fleet Maintenance Coordinator	1		\$49,456	\$64,294	\$79,130
104	Police	Police Service Representative	6		\$49,456	\$64,294	\$79,130
104	Police	Public Safety Ambassador	4		\$49,456	\$64,294	\$79,130
104	City Clerk	Records Clerk	1		\$49,456	\$64,294	\$79,130
105	Municipal Court	Deputy Municipal Court Clerk	3		\$53,414	\$69,438	\$85,461
105	Police	Property and Evidence Technician	2		\$53,414	\$69,438	\$85,461
105	Technology	Technology Support Specialist	1		\$53,414	\$69,438	\$85,461
106	Police	Crime and Intelligence Analyst	1		\$57,687	\$74,993	\$92,299
106	Police	Crime Scene Technician	1		\$57,687	\$74,993	\$92,299
106	Finance	Financial Analyst	2		\$57,687	\$74,993	\$92,299
107	Police	Detective	11		\$62,301	\$80,992	\$99,682
107	Police	Executive Assistant	1		\$62,301	\$80,992	\$99,682
107	Police	Police Officer	37		\$62,301	\$80,992	\$99,682
108	City Clerk	Deputy City Clerk	1		\$67,285	\$87,471	\$107,657
108	Human Resources	Human Resources Generalist	1		\$67,285	\$87,471	\$107,657
108	Finance	Revenue Accountant	1		\$67,285	\$87,471	\$107,657
108	Technology	Systems Administrator	2		\$67,285	\$87,471	\$107,657
109	Police	Records Supervisor	1		\$72,668	\$94,469	\$116,270
110	Economic Development	Business Retention and Cultural Development Manager	1		\$79,936	\$103,915	\$127,896
110	Technology	Lead Systems Engineer	1		\$79,936	\$103,915	\$127,896
110	Police	Sergeant	12		\$79,936	\$103,915	\$127,896



Grade	Department	Title	Full Time	Elected Officials	Salary Range		
					Minimum	Midpoint	Maximum
111	Finance and Administration	Accounting Manager	1		\$86,330	\$112,229	\$138,128
111	Communications	Communications Manager	1		\$86,330	\$112,229	\$138,128
112	Human Resources	Human Resources Manager	1		\$93,236	\$121,209	\$149,179
112	Police	Lieutenant	4		\$93,236	\$121,209	\$149,179
112	Municipal Court	Municipal Court Clerk	1		\$93,236	\$121,209	\$149,179
114	City Clerk	City Clerk	1		\$110,766	\$143,996	\$177,226
114	Community Development	Deputy Community Development Director	1		\$110,766	\$143,996	\$177,226
114	Technology	Technology Manager	1		\$110,766	\$143,996	\$177,226
115	Finance	Assistant Finance Director	1		\$119,628	\$155,516	\$191,405
115	Police	Major	2		\$119,628	\$155,516	\$191,405
116	Communications	Communications Director	1		\$129,198	\$167,957	\$206,718
116	Community Development	Community Development Director	1		\$129,198	\$167,957	\$206,718
116	Police	Deputy Chief	1		\$129,198	\$167,957	\$206,718
116	Public Works	Deputy Public Works Director	1		\$129,198	\$167,957	\$206,718
116	Economic Development	Economic Development Director	1		\$129,198	\$167,957	\$206,718
116	Parks and Recreation	Parks and Recreation Director	1		\$129,198	\$167,957	\$206,718
117	Public Works	Public Works Director	1		\$139,535	\$181,395	\$223,254
118	Finance and Administration	Finance Director	1		\$150,698	\$195,907	\$241,115
118	Human Resources	Human Resources Director	1		\$150,698	\$195,907	\$241,115
118	Police	Police Chief	1		\$150,698	\$195,907	\$241,115
118	Technology	Technology Director	1		\$150,698	\$195,907	\$241,115
119	City Manager	Assistant City Manager	1		\$162,753	\$211,579	\$260,405
	City Manager	City Manager	1		Set by Council	Set by Council	Set by Council
	General Government	City Council		6	Set by Charter	Set by Charter	Set by Charter
	General Government	Mayor		1	Set by Charter	Set by Charter	Set by Charter

**City of Dunwoody**  
Police Officer Hiring Scale

Police Officer with:	No Experience	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	10+ Years
HS Diploma or Equivalent	\$ 59,391	\$ 61,173	\$ 63,008	\$ 64,899	\$ 66,846	\$ 68,851	\$ 70,916	\$ 73,044	\$ 75,235	\$ 77,492	\$ 79,817
Associate Degree	\$ 60,641	\$ 62,423	\$ 64,258	\$ 66,149	\$ 68,096	\$ 70,101	\$ 72,166	\$ 74,294	\$ 76,485	\$ 78,742	\$ 81,067
Bachelor's Degree	\$ 61,891	\$ 63,673	\$ 65,508	\$ 67,399	\$ 69,346	\$ 71,351	\$ 73,416	\$ 75,544	\$ 77,735	\$ 79,992	\$ 82,317
Master's Degree	\$ 63,141	\$ 64,923	\$ 66,758	\$ 68,649	\$ 70,596	\$ 72,601	\$ 74,666	\$ 76,794	\$ 78,985	\$ 81,242	\$ 83,567

**City of Dunwoody**  
**Police Officer Hiring Scale**

Police Officer with:	No Experience	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	10+ Years
HS Diploma or Equivalent	\$ 62,301	\$ 64,170	\$ 66,095	\$ 68,078	\$ 70,120	\$ 72,224	\$ 74,391	\$ 76,622	\$ 78,921	\$ 81,289	\$ 83,727
Associate Degree	\$ 63,551	\$ 65,420	\$ 67,345	\$ 69,328	\$ 71,370	\$ 73,474	\$ 75,641	\$ 77,872	\$ 80,171	\$ 82,539	\$ 84,977
Bachelor's Degree	\$ 64,801	\$ 66,670	\$ 68,595	\$ 70,578	\$ 72,620	\$ 74,724	\$ 76,891	\$ 79,122	\$ 81,421	\$ 83,789	\$ 86,227
Master's Degree	\$ 66,051	\$ 67,920	\$ 69,845	\$ 71,828	\$ 73,870	\$ 75,974	\$ 78,141	\$ 80,372	\$ 82,671	\$ 85,039	\$ 87,477





# *City of* **Dunwoody** *Georgia*

## Approval of Amendment to Position Allocation and Compensation Chart



# Summary

- As part of the budget process for 2025, Council approved a 4.9% market adjustment increase for all City employees
- This increase will go into effect on July 1, 2025
- To avoid the creation of compression issues with the implementation of the market adjustment, it is recommended to increase all City salary ranges by the same 4.9%
- If approved, the City will implement the updated Position Allocation and Compensation Chart effective July 1, 2025



**PROPOSED POSITION ALLOCATION AND COMPENSATION CHART**

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	General Government	Mayor		1	Set by Charter	Set by Charter	Set by Charter



# Proposed Hiring Grid

## City of Dunwoody Police Officer Hiring Scale

Police Officer with:	No Experience	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	10+ Years
HS Diploma or Equivalent	\$ 62,301	\$ 64,170	\$ 66,095	\$ 68,078	\$ 70,120	\$ 72,224	\$ 74,391	\$ 76,622	\$ 78,921	\$ 81,289	\$ 83,727
Associate Degree	\$ 63,551	\$ 65,420	\$ 67,345	\$ 69,328	\$ 71,370	\$ 73,474	\$ 75,641	\$ 77,872	\$ 80,171	\$ 82,539	\$ 84,977
Bachelor's Degree	\$ 64,801	\$ 66,670	\$ 68,595	\$ 70,578	\$ 72,620	\$ 74,724	\$ 76,891	\$ 79,122	\$ 81,421	\$ 83,789	\$ 86,227
Master's Degree	\$ 66,051	\$ 67,920	\$ 69,845	\$ 71,828	\$ 73,870	\$ 75,974	\$ 78,141	\$ 80,372	\$ 82,671	\$ 85,039	\$ 87,477

