

Master Job List - as of 2021-07-20

Job Number	Job Title	FLSA Status	Band	Zone	Hiring Level	Job Family	Hiring Level Ranges					
							Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annualized Minimum	Annualized Midpoint	Annualized Maximum
6504	4th Amendment Investigative Analyst	Exempt	Professional	3	III	Professional/Admin Services	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
501	Account Clerk I	Non-exempt	Technical	2	I	Accounting Support	15.09	18.33	21.56	\$ 31,396.00	\$ 38,119.17	\$ 44,842.33
502	Account Clerk II	Non-exempt	Technical	2	I	Accounting Support	15.09	18.33	21.56	\$ 31,396.00	\$ 38,119.17	\$ 44,842.33
551	Account Clerk III	Non-exempt	Technical	3	I	Accounting Support	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
226	Accountant I	Exempt	Professional	1	II	Finance	16.00	20.65	25.30	\$ 33,281.06	\$ 42,951.42	\$ 52,621.78
276	Accountant II	Exempt	Professional	2	III	Finance	18.85	26.26	33.66	\$ 39,217.92	\$ 54,616.48	\$ 70,015.04
6507	Accreditation and Compliance Manager	Non-exempt	Professional	3	I	Professional/Admin Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
5500	Administrative Assistant I	Non-exempt	Professional	1	II	Professional/Admin Services	16.00	20.65	25.30	\$ 33,281.06	\$ 42,951.42	\$ 52,621.78
5501	Administrative Assistant II	Non-exempt	Professional	2	II	Professional/Admin Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
5502	Administrative Assistant III	Non-exempt	Professional	3	I	Professional/Admin Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
553	Administrative Secretary	Non-exempt	Technical	3	I	Program Support	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
503	Animal Control Officer	Non-exempt	Technical	2	II	Service/Maintenance	15.09	18.71	22.32	\$ 31,396.00	\$ 38,914.80	\$ 46,433.59
601	AP/AR Supervisor	Non-exempt	Technical	4	I	Accounting Support	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
227	Appraiser I	Non-exempt	Professional	1	I	Finance	16.00	19.02	22.04	\$ 33,281.06	\$ 39,558.97	\$ 45,836.87
279	Appraiser II	Exempt	Professional	2	II	Finance	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
243	Appraiser III	Exempt	Professional	3	III	Finance	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
245	Appraiser Supervisor	Exempt	Professional	4	II	Finance	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
153	Asst. Chief of Police	Exempt	Management	3	III	Management	35.32	52.79	70.25	\$ 73,474.02	\$ 109,801.95	\$ 146,129.88
376	Asst. City Attorney	Exempt	Professional	4	II	Law	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
3770	Asst. City Engineer	Exempt	Professional	4	II	Operations	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
326	Asst. Commonwealth's Attorney I	Exempt	Professional	4	II	Law	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
378	Asst. Commonwealth's Attorney II	Exempt	Professional	4	III	Law	28.29	41.56	54.83	\$ 58,848.55	\$ 86,444.10	\$ 114,039.65
379	Asst. Commonwealth's Attorney III	Exempt	Professional	4	III	Law	28.29	41.56	54.83	\$ 58,848.55	\$ 86,444.10	\$ 114,039.65
151	Asst. Director of Finance	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
196	Asst. Director of Social Services	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
6030	Asst. Director of Transit	Exempt	Management	3	I	Management	35.32	45.59	55.85	\$ 73,474.02	\$ 94,817.67	\$ 116,161.32
461	Asst. Registrar	Non-exempt	Professional	1	II	Professional/Admin Services	16.00	20.65	25.30	\$ 33,281.06	\$ 42,951.42	\$ 52,621.78
250	Asst. Traffic Engineer	Exempt	Professional	3	I	Operations	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
228	Asst. Victim Witness Coordinator	Non-exempt	Professional	1	III	Social Services	16.00	22.28	28.56	\$ 33,281.06	\$ 46,343.88	\$ 59,406.70
3000	Asst. Zoning Administrator	Exempt	Professional	2	II	Planning and Evaluation	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
281	Benefit Programs Specialist	Non-exempt	Professional	2	I	Social Services	18.85	23.37	27.89	\$ 39,217.92	\$ 48,616.14	\$ 58,014.36
382	Benefit Programs Supervisor	Exempt	Professional	4	I	Social Services	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
328	Benefits Administrator	Exempt	Professional	4	I	Human Resources	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
252	Bicycle and Pedestrian Coordinator	Exempt	Professional	3	I	Planning and Evaluation	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
591	Billing Operations Technician	Non-exempt	Technical	3	I	Accounting Support	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
001	Board Members		Council Members			Council Member	0.00	0.00	0.00	-	-	-
370	Budget & Management Analyst	Exempt	Professional	3	I	Professional/Admin Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
3006	Building Combination Inspector	Non-exempt	Technical	3	II	Technical Support	16.51	21.31	26.11	\$ 34,342.77	\$ 44,322.10	\$ 54,301.44
505	Building Maintenance Mechanic II	Non-exempt	Technical	2	II	Service/Maintenance	15.09	18.71	22.32	\$ 31,396.00	\$ 38,914.80	\$ 46,433.59
558	Building Maintenance Mechanic III	Non-exempt	Technical	3	I	Service/Maintenance	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
607	Building Maintenance Mechanic IV	Non-exempt	Technical	4	I	Service/Maintenance	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
609	Building Maintenance Supervisor	Non-exempt	Technical	4	III	Service/Maintenance	19.55	27.23	34.90	\$ 40,669.63	\$ 56,635.23	\$ 72,600.82
506	Building Trades II	Non-exempt	Technical	2	I	Service/Maintenance	15.09	18.33	21.56	\$ 31,396.00	\$ 38,119.17	\$ 44,842.33
559	Building Trades III	Non-exempt	Technical	3	I	Service/Maintenance	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
608	Building Trades IV	Non-exempt	Technical	4	I	Service/Maintenance	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
404	Business Applications Specialist	Non-exempt	Technical	4	II	Customer Support	19.55	25.23	30.91	\$ 40,669.63	\$ 52,480.30	\$ 64,290.96
387	Business Development Manager	Exempt	Professional	4	II	Planning and Evaluation	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
283	Business Operations Supervisor	Exempt	Professional	3	II	Professional/Admin Services	22.69	30.44	38.19	\$ 47,191.51	\$ 63,310.73	\$ 79,429.94
383	Business Services Supervisor	Exempt	Professional	4	I	Professional/Admin Services	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
593	Business Tax Auditor	Non-Exempt	Professional	2	II	Professional/Admin Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
230	Business Tax Supervisor	Exempt	Professional	3	III	Professional/Admin Services	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
231	Buyer I	Non-exempt	Professional	1	II	Finance	16.00	20.65	25.30	\$ 33,281.06	\$ 42,951.42	\$ 52,621.78

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285	Buyer II	Exempt	Professional	2	II	Finance	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
324	Buyer III	Exempt	Professional	3	II	Finance	22.69	30.44	38.19	\$ 47,191.51	\$ 63,310.73	\$ 79,429.94
596	Cash Management Supervisor	Non-exempt	Technical	4	I	Accounting Support	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
592	Cash Management Technician	Non-exempt	Technical	3	I	Technical Support	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
329	Central Intake Coordinator	Exempt	Professional	3	I	Social Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
547	Centralized Safety Coordinator	Exempt	Professional	3	I	Operations	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
225	Chief Accountant	Exempt	Professional	4	II	Finance	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
1000	Chief Deputy City Attorney	Exempt	Management	4	II	Management	42.91	59.75	76.59	\$ 89,247.86	\$ 124,274.88	\$ 159,301.90
385	Chief Deputy Court Clerk	Exempt	Professional	4	I	Professional/Admin Services	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
451	Chief Deputy Sheriff	Exempt	Protective	4	I	Sheriff	26.64	35.05	43.47	\$ 55,403.44	\$ 72,908.72	\$ 90,413.99
104	Chief Deputy Treasurer	Exempt	Management	2	I	Management	28.59	34.71	40.83	\$ 59,476.90	\$ 72,204.96	\$ 84,933.02
284	Chief Deputy-Commissioner of Revenue	Exempt	Professional	4	I	Professional/Admin Services	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
561	Chief Gas Dispatcher	Non-exempt	Technical	3	III	Program Support	16.51	22.15	27.79	\$ 34,342.77	\$ 46,068.06	\$ 57,793.35
129	Chief of Administration	Exempt	Management	2	I	Management	28.59	34.71	40.83	\$ 59,476.90	\$ 72,204.96	\$ 84,933.02
130	Chief of Benefit Programs	Exempt	Management	3	I	Management	35.32	45.59	55.85	\$ 73,474.02	\$ 94,817.67	\$ 116,161.32
134	Chief of Family Services Programs	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
384	Chief of Staff/Clerk of Council	Exempt	Management	3	III	Professional/Admin Services	35.32	52.79	70.25	\$ 73,474.02	\$ 109,801.95	\$ 146,129.88
135	City Assessor	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
177	City Attorney	Exempt	Management	4	III	Management	42.91	65.22	87.53	\$ 89,247.86	\$ 135,656.74	\$ 182,065.63
136	City Engineer	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
100	City Manager	Exempt	Management	5	III	Management	50.06	78.65	107.24	\$ 104,133.33	\$ 163,597.88	\$ 223,062.44
507	City Market Manager	Non-exempt	Professional	2	I	Operations	18.85	23.37	27.89	\$ 39,217.92	\$ 48,616.14	\$ 58,014.36
178	City Sheriff	Exempt	Management	4	II	Management	42.91	59.75	76.59	\$ 89,247.86	\$ 124,274.88	\$ 159,301.90
330	City Traffic Engineer	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
179	City Treasurer	Exempt	Management	4	I	Management	42.91	55.38	67.84	\$ 89,247.86	\$ 115,180.44	\$ 141,113.02
331	Civil Engineer	Exempt	Professional	3	II	Operations	22.69	30.44	38.19	\$ 47,191.51	\$ 63,310.73	\$ 79,429.94
180	Clerk of Circuit Court	Exempt	Management	4	I	Management	42.91	55.38	67.84	\$ 89,247.86	\$ 115,180.44	\$ 141,113.02
321	Climate Protection Program Manager	Exempt	Professional	4	II	Planning and Evaluation	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
4000	Coach I	Non-exempt	Technical	1	III	Recreation/Youth Services	15.00	17.45	19.89	\$ 31,200.00	\$ 36,286.26	\$ 41,372.52
4001	Coach II	Non-exempt	Technical	2	III	Recreation/Youth Services	15.09	19.10	23.10	\$ 31,396.00	\$ 39,721.47	\$ 48,046.94
575	Code Official	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
563	Collections Agent	Non-exempt	Technical	3	I	Customer Support	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
562	Collections Supervisor	Non-exempt	Technical	4	I	Customer Support	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
181	Commissioner of Revenue	Exempt	Management	4	I	Management	42.91	55.38	67.84	\$ 89,247.86	\$ 115,180.44	\$ 141,113.02
182	Commonwealth's Attorney	Exempt	Management	4	III	Management	42.91	65.22	87.53	\$ 89,247.86	\$ 135,656.74	\$ 182,065.63
371	Communications Coordinator	Exempt	Professional	3	III	Professional/Admin Services	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
239	Communications Specialist	Non-exempt	Professional	1	II	Professional/Admin Services	16.00	20.65	25.30	\$ 33,281.06	\$ 42,951.42	\$ 52,621.78
1003	Community Outreach Specialist	Non-exempt	Professional	2	II	Professional/Admin Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
426	Community Service Officer	Non-exempt	Protective	1	I	Police	15.00	16.30	17.60	\$ 31,200.00	\$ 33,899.39	\$ 36,598.77
431	Community Service Officer Supervisor	Non-exempt	Protective	2	I	Police	17.94	20.86	23.79	\$ 37,311.19	\$ 43,397.34	\$ 49,483.48
137	Comptroller	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
397	Construction Manager	Exempt	Professional	4	II	Operations	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
624	Contract Coordinator	Non-exempt	Technical	4	I	Service/Maintenance	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
372	Contract Manager	Exempt	Professional	3	I	Operations	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
660	Council Outreach Coordinator	Non-exempt	Professional	3	III	Professional/Admin Services	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
332	CSA Coordinator	Non-exempt	Professional	3	I	Social Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
508	Custodial Leader	Non-exempt	Technical	2	I	Service/Maintenance	15.09	18.33	21.56	\$ 31,396.00	\$ 38,119.17	\$ 44,842.33
610	Custodial Supervisor	Non-exempt	Technical	4	I	Service/Maintenance	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
468	Custodian	Non-exempt	Technical	1	I	Service/Maintenance	15.00	15.92	16.83	\$ 31,200.00	\$ 33,103.76	\$ 35,007.52
510	Customer Service Representative	Non-exempt	Technical	2	I	Customer Support	15.09	18.33	21.56	\$ 31,396.00	\$ 38,119.17	\$ 44,842.33
611	Customer Service Supervisor	Non-Exempt	Technical	4	I	Customer Support	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
138	Deputy City Attorney	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
5600	Deputy City Manager	Exempt	Management	4	III	Management	42.91	65.22	87.53	\$ 89,247.86	\$ 135,656.74	\$ 182,065.63
5601	Deputy City Manager for Racial Equity, Diversity	Exempt	Management	4	III	Management	42.91	65.22	87.53	\$ 89,247.86	\$ 135,656.74	\$ 182,065.63
175	Deputy City Manager/COO	Exempt	Management	4	III	Management	42.91	65.22	87.53	\$ 89,247.86	\$ 135,656.74	\$ 182,065.63

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685	Deputy Clerk of Council	Exempt	Professional	3	III	Professional/Admin Services	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
612	Deputy Code Official	Non-exempt	Technical	4	II	Technical Support	19.55	25.23	30.91	\$ 40,669.63	\$ 52,480.30	\$ 64,290.96
139	Deputy Commonwealth's Attorney	Exempt	Management	3	III	Management	35.32	52.79	70.25	\$ 73,474.02	\$ 109,801.95	\$ 146,129.88
514	Deputy Court Clerk	Non-exempt	Technical	2	II	Program Support	15.09	18.71	22.32	\$ 31,396.00	\$ 38,914.80	\$ 46,433.59
2002	Deputy Director of Communications	Exempt	Management	2	II	Management	28.59	39.82	51.04	\$ 59,476.90	\$ 82,824.35	\$ 106,171.80
5610	Deputy Director of Human Services	Exempt	Management	3	I	Management	35.32	45.59	55.85	\$ 73,474.02	\$ 94,817.67	\$ 116,161.32
1004	Deputy Director of Neighborhood Dev Svc	Exempt	Management	3	III	Management	35.32	52.79	70.25	\$ 73,474.02	\$ 109,801.95	\$ 146,129.88
5032	Deputy Director of Parks & Recreation	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
140	Deputy Fire Chief	Exempt	Management	3	III	Management	35.32	52.79	70.25	\$ 73,474.02	\$ 109,801.95	\$ 146,129.88
564	Deputy General Registrar	Non-exempt	Professional	2	II	Professional/Admin Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
386	Deputy Manager, Technology Admin.	Exempt	Professional	4	I	Professional/Admin Services	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
432	Deputy Sheriff	Non-exempt	Protective	2	I	Sheriff	17.94	20.86	23.79	\$ 37,311.19	\$ 43,397.34	\$ 49,483.48
149	Development Services Manager	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
147	Dir. of Charlottesville Transit	Exempt	Management	4	III	Management	42.91	65.22	87.53	\$ 89,247.86	\$ 135,656.74	\$ 182,065.63
183	Dir. of Communications	Exempt	Management	4	I	Management	42.91	55.38	67.84	\$ 89,247.86	\$ 115,180.44	\$ 141,113.02
185	Dir. of Economic Development	Exempt	Management	4	I	Management	42.91	55.38	67.84	\$ 89,247.86	\$ 115,180.44	\$ 141,113.02
107	Dir. Of Elections and General Registrar	Exempt	Management	2	I	Management	28.59	34.71	40.83	\$ 59,476.90	\$ 72,204.96	\$ 84,933.02
186	Dir. of Finance	Exempt	Management	4	I	Management	42.91	55.38	67.84	\$ 89,247.86	\$ 115,180.44	\$ 141,113.02
187	Dir. of Human Resources	Exempt	Management	4	I	Management	42.91	55.38	67.84	\$ 89,247.86	\$ 115,180.44	\$ 141,113.02
1002	Dir. of Human Rights Commission	Exempt	Management	4	I	Management	42.91	55.38	67.84	\$ 89,247.86	\$ 115,180.44	\$ 141,113.02
126	Dir. of Human Services	Exempt	Management	4	I	Management	42.91	55.38	67.84	\$ 89,247.86	\$ 115,180.44	\$ 141,113.02
188	Dir. of Information Technology	Exempt	Management	4	III	Management	42.91	65.22	87.53	\$ 89,247.86	\$ 135,656.74	\$ 182,065.63
189	Dir. of Neighborhood Development Svc	Exempt	Management	4	I	Management	42.91	55.38	67.84	\$ 89,247.86	\$ 115,180.44	\$ 141,113.02
195	Dir. of Parks and Recreation	Exempt	Management	4	III	Management	42.91	65.22	87.53	\$ 89,247.86	\$ 135,656.74	\$ 182,065.63
142	Dir. of Public Utilities	Exempt	Management	4	III	Management	42.91	65.22	87.53	\$ 89,247.86	\$ 135,656.74	\$ 182,065.63
190	Dir. of Public Works	Exempt	Management	4	III	Management	42.91	65.22	87.53	\$ 89,247.86	\$ 135,656.74	\$ 182,065.63
191	Dir. of Social Services	Exempt	Management	4	I	Management	42.91	55.38	67.84	\$ 89,247.86	\$ 115,180.44	\$ 141,113.02
288	Domestic Violence Service Coordinator	Exempt	Professional	2	I	Professional/Admin Services	18.85	23.37	27.89	\$ 39,217.92	\$ 48,616.14	\$ 58,014.36
702	Election Official		Fee for Service			Fee for Service	0.00	0.00	0.00	-	-	-
306	EMS Program Coordinator	Non-exempt	Professional	4	I	Operations	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
430	EMS Program Specialist	Non-exempt	Professional	2	II	Professional/Admin Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
459	EMS/FIRE Continuous Quality Improv Coord	Non-exempt	Professional	2	II	Professional/Admin Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
320	Energy Management Coordinator	Exempt	Professional	3	III	Professional/Admin Services	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
388	Environmental Sustainability Manager	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
3004	Erosion & Sediment/V SMP Specialist	Non-exempt	Technical	4	II	Technical Support	19.55	25.23	30.91	\$ 40,669.63	\$ 52,480.30	\$ 64,290.96
5605	Exec Dir. - Police Civilian Review Board	Exempt	Management	4	I	Management	42.91	55.38	67.84	\$ 89,247.86	\$ 115,180.44	\$ 141,113.02
389	Executive Asst. To City Manager	Non-exempt	Professional	4	I	Professional/Admin Services	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
325	Facilities Development Manager	Exempt	Management	2	II	Management	28.59	39.82	51.04	\$ 59,476.90	\$ 82,824.35	\$ 106,171.80
399	Facilities Maintenance Manager	Exempt	Management	3	I	Management	35.32	45.59	55.85	\$ 73,474.02	\$ 94,817.67	\$ 116,161.32
240	Family Services Assistant	Non-exempt	Professional	1	I	Social Services	16.00	19.02	22.04	\$ 33,281.06	\$ 39,558.97	\$ 45,836.87
296	Family Services Specialist	Non-exempt	Professional	2	II	Social Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
392	Family Services Supervisor	Exempt	Professional	4	I	Social Services	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
453	Fire Battalion Chief-40hr	Exempt	Protective	4	II	Fire	26.64	38.45	50.26	\$ 55,403.44	\$ 79,969.89	\$ 104,536.35
456	Fire Battalion Chief-56hr	Non-exempt	Protective	4	II	Fire	19.03	27.46	35.90	\$ 55,403.44	\$ 79,969.89	\$ 104,536.35
440	Fire Captain-40hr	Non-exempt	Protective	3	II	Fire	21.71	30.23	38.75	\$ 45,154.78	\$ 62,878.03	\$ 80,601.28
441	Fire Captain-56hr	Non-exempt	Protective	3	II	Fire	15.51	21.59	27.68	\$ 45,154.78	\$ 62,878.03	\$ 80,601.28
193	Fire Chief	Exempt	Management	4	I	Management	42.91	55.38	67.84	\$ 89,247.86	\$ 115,180.44	\$ 141,113.02
614	Fire Equipment Mechanic	Non-exempt	Technical	4	I	Service/Maintenance	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
434	Fire Fighter (56 hr/wk)	Non-exempt	Protective	2	II	Fire	12.81	16.53	20.26	\$ 37,311.19	\$ 48,148.99	\$ 58,986.79
458	Fire/EMS Instructor	Non-exempt	Protective	3	II	Fire	21.71	30.23	38.75	\$ 45,154.78	\$ 62,878.03	\$ 80,601.28
5001	Fleet Maintenance Supervisor	Exempt	Professional	4	III	Operations	28.29	41.56	54.83	\$ 58,848.55	\$ 86,444.10	\$ 114,039.65
337	Fleet Manager	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
568	Forensic Support Specialist	Non-exempt	Technical	3	I	Program Support	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
516	Gas Maintenance Worker	Non-exempt	Technical	2	I	Service/Maintenance	15.09	18.33	21.56	\$ 31,396.00	\$ 38,119.17	\$ 44,842.33
571	Gas Motor Equipment Operator	Non-exempt	Technical	3	I	Service/Maintenance	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47

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572	Gas Pressure Regulator Technician	Non-exempt	Technical	3	III	Service/Maintenance	16.51	22.15	27.79	\$ 34,342.77	\$ 46,068.06	\$ 57,793.35
340	Gas Safety Program Coordinator	Exempt	Professional	3	III	Operations	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
617	Gas Service Supervisor	Non-exempt	Technical	4	II	Service/Maintenance	19.55	25.23	30.91	\$ 40,669.63	\$ 52,480.30	\$ 64,290.96
570	Gas Service Technician	Non-exempt	Technical	3	II	Service/Maintenance	16.51	21.31	26.11	\$ 34,342.77	\$ 44,322.10	\$ 54,301.44
141	Gas Utility Engineer	Exempt	Professional	4	III	Operations	28.29	41.56	54.83	\$ 58,848.55	\$ 86,444.10	\$ 114,039.65
574	Gasline Welder	Non-exempt	Technical	3	III	Service/Maintenance	16.51	22.15	27.79	\$ 34,342.77	\$ 46,068.06	\$ 57,793.35
618	General Maintenance Supervisor	Non-exempt	Technical	4	II	Service/Maintenance	19.55	25.23	30.91	\$ 40,669.63	\$ 52,480.30	\$ 64,290.96
567	GIS Analyst	Non-exempt	Technical	4	II	Technical Support	19.55	25.23	30.91	\$ 40,669.63	\$ 52,480.30	\$ 64,290.96
400	GIS Coordinator	Exempt	Professional	4	I	Information Technology	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
566	GIS Technician	Non-exempt	Technical	3	III	Technical Support	16.51	22.15	27.79	\$ 34,342.77	\$ 46,068.06	\$ 57,793.35
619	Golf Course Supervisor	Non-exempt	Technical	4	I	Service/Maintenance	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
341	Grants Analyst	Exempt	Professional	3	I	Planning and Evaluation	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
5005	Graphic Designer	Non-exempt	Professional	2	I	Professional/Admin Services	18.85	23.37	27.89	\$ 39,217.92	\$ 48,616.14	\$ 58,014.36
351	Housing Program Coordinator	Exempt	Professional	4	II	Planning and Evaluation	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
492	Human Resources Analyst	Exempt	Professional	3	II	Human Resources	22.69	30.44	38.19	\$ 47,191.51	\$ 63,310.72	\$ 79,429.94
491	Human Resources Benefits Coordinator	Exempt	Professional	3	II	Human Resources	22.69	30.44	38.19	\$ 47,191.51	\$ 63,310.72	\$ 79,429.94
490	Human Resources Consultant	Exempt	Professional	3	II	Human Resources	22.69	30.44	38.19	\$ 47,191.51	\$ 63,310.72	\$ 79,429.94
291	Human Resources Specialist	Non-exempt	Professional	2	II	Human Resources	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
401	HVAC Manager	Exempt	Professional	4	I	Operations	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
410	Information Security Engineer	Exempt	Professional	3	III	Information Technology	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
457	Inspector Assistant	Non-exempt	Technical	3	I	Program Support	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
311	Intelligence Analyst	Non-exempt	Professional	3	III	Professional/Admin Services	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
5510	Intern I	Non-exempt	Professional	1	I	Professional/Admin Services	16.00	19.02	22.04	\$ 33,281.06	\$ 39,558.97	\$ 45,836.87
5511	Intern II	Non-exempt	Professional	1	III	Professional/Admin Services	16.00	22.28	28.56	\$ 33,281.06	\$ 46,343.88	\$ 59,406.70
394	IT Applications Manager	Exempt	Management	2	III	Management	28.59	43.46	58.33	\$ 59,476.90	\$ 90,404.89	\$ 121,332.88
395	IT Operations Manager	Exempt	Management	2	III	Management	28.59	43.46	58.33	\$ 59,476.90	\$ 90,404.89	\$ 121,332.88
6500	Law Enforcement Records Auditor	Non-exempt	Professional	2	II	Professional/Admin Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
597	Leak Survey Technician	Non-exempt	Technical	3	II	Service/Maintenance	16.51	21.31	26.11	\$ 34,342.77	\$ 44,322.10	\$ 54,301.44
576	Maintenance Crew Supervisor I	Non-exempt	Technical	3	I	Service/Maintenance	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
620	Maintenance Crew Supervisor II	Non-exempt	Technical	4	I	Service/Maintenance	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
470	Maintenance Worker II	Non-exempt	Technical	1	II	Service/Maintenance	15.00	16.30	17.60	\$ 31,200.00	\$ 33,899.39	\$ 36,598.77
521	Maintenance Worker III	Non-exempt	Technical	2	I	Service/Maintenance	15.09	18.33	21.56	\$ 31,396.00	\$ 38,119.17	\$ 44,842.33
1005	Management Analyst I	Exempt	Professional	3	II	Planning and Evaluation	22.69	30.44	38.19	\$ 47,191.51	\$ 63,310.73	\$ 79,429.94
1006	Management Analyst II	Exempt	Professional	4	II	Planning and Evaluation	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
1007	Management Analyst III	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
346	Management Services Supervisor	Non-exempt	Professional	3	I	Professional/Admin Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
1008	Manager for Long Range Planning & Design	Exempt	Management	3	I	Management	35.32	45.59	55.85	\$ 73,474.02	\$ 94,817.67	\$ 116,161.32
347	Marketing Coordinator	Exempt	Professional	3	II	Professional/Admin Services	22.69	30.44	38.19	\$ 47,191.51	\$ 63,310.73	\$ 79,429.94
522	Meter Service Technician I	Non-exempt	Technical	3	I	Service/Maintenance	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
523	Meter Service Technician II	Non-exempt	Technical	3	III	Service/Maintenance	16.51	22.15	27.79	\$ 34,342.77	\$ 46,068.06	\$ 57,793.35
274	Minority Business Development Coord.	Non-exempt	Professional	3	I	Professional/Admin Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
275	Minority Business Procurement Coord.	Exempt	Professional	2	II	Finance	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
471	Motor Equipment Operator I	Non-exempt	Technical	1	II	Service/Maintenance	15.00	16.30	17.60	\$ 31,200.00	\$ 33,899.39	\$ 36,598.77
577	Motor Equipment Operator II	Non-exempt	Technical	3	I	Service/Maintenance	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
2000	Multimedia Services Manager	Exempt	Professional	4	II	Professional/Admin Services	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
365	Network Engineer	Exempt	Professional	3	III	Information Technology	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
373	Operations Supervisor - Public Works	Exempt	Professional	4	I	Operations	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
348	Operations Supervisor - Social Services	Exempt	Professional	3	I	Professional/Admin Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
335	Organizational Dev. & Learning Coord	Exempt	Professional	4	I	Human Resources	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
5109	P&R Assistant Day Camp Director	Non-exempt	Technical	2	II	Recreation/Youth Services	15.09	18.71	22.32	\$ 31,396.00	\$ 38,914.80	\$ 46,433.59
5100	P&R Athletics Coordinator	Non-exempt	Technical	3	III	Recreation/Youth Services	16.51	22.15	27.79	\$ 34,342.77	\$ 46,068.06	\$ 57,793.35
5104	P&R Customer Service Attendant I	Non-exempt	Technical	1	II	Recreation/Youth Services	15.00	16.30	17.60	\$ 31,200.00	\$ 33,899.39	\$ 36,598.77
5105	P&R Customer Service Attendant II	Non-exempt	Technical	2	II	Recreation/Youth Services	15.09	18.71	22.32	\$ 31,396.00	\$ 38,914.80	\$ 46,433.59
5110	P&R Day Camp Counselor	Non-exempt	Technical	1	I	Recreation/Youth Services	15.00	15.92	16.83	\$ 31,200.00	\$ 33,103.76	\$ 35,007.52
5108	P&R Day Camp Director	Non-exempt	Technical	4	II	Recreation/Youth Services	19.55	25.23	30.91	\$ 40,669.63	\$ 52,480.30	\$ 64,290.96

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5114	P&R Golf Clubhouse Attendant	Non-exempt	Technical	2	II	Customer Support	15.09	18.71	22.32	\$ 31,396.00	\$ 38,914.80	\$ 46,433.59
5107	P&R Group Exercise Instructor	Non-exempt	Technical	4	III	Recreation/Youth Services	19.55	27.23	34.90	\$ 40,669.63	\$ 56,635.23	\$ 72,600.82
5106	P&R Instructor	Non-exempt	Technical	4	III	Recreation/Youth Services	19.55	27.23	34.90	\$ 40,669.63	\$ 56,635.23	\$ 72,600.82
5102	P&R Lifeguard I	Non-exempt	Technical	1	II	Recreation/Youth Services	15.00	16.30	17.60	\$ 31,200.00	\$ 33,899.39	\$ 36,598.77
5103	P&R Lifeguard II	Non-exempt	Technical	2	II	Recreation/Youth Services	15.09	18.71	22.32	\$ 31,396.00	\$ 38,914.80	\$ 46,433.59
5010	P&R Maintenance Specialist I	Non-exempt	Technical	2	I	Service/Maintenance	15.09	18.33	21.56	\$ 31,396.00	\$ 38,119.17	\$ 44,842.33
5011	P&R Maintenance Specialist II	Non-exempt	Technical	3	I	Service/Maintenance	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
5012	P&R Maintenance Specialist III	Non-exempt	Technical	3	III	Service/Maintenance	16.51	22.15	27.79	\$ 34,342.77	\$ 46,068.06	\$ 57,793.35
5013	P&R Maintenance Specialist IV	Non-exempt	Technical	4	III	Service/Maintenance	19.55	27.23	34.90	\$ 40,669.63	\$ 56,635.23	\$ 72,600.82
5113	P&R Maintenance Worker	Non-exempt	Technical	1	II	Service/Maintenance	15.00	16.30	17.60	\$ 31,200.00	\$ 33,899.39	\$ 36,598.77
5030	P&R Management Specialist I	Exempt	Management	2	I	Management	28.59	34.71	40.83	\$ 59,476.90	\$ 72,204.96	\$ 84,933.02
5031	P&R Management Specialist II	Exempt	Management	2	III	Management	28.59	43.46	58.33	\$ 59,476.90	\$ 90,404.89	\$ 121,332.88
5101	P&R Meals Coordinator	Non-exempt	Technical	4	II	Recreation/Youth Services	19.55	25.23	30.91	\$ 40,669.63	\$ 52,480.30	\$ 64,290.96
5014	P&R Official	Non-Exempt	Technical	4	III	Recreation/Youth Services	19.55	27.23	34.90	\$ 40,669.63	\$ 56,635.23	\$ 72,600.82
5020	P&R Operations Specialist I	Non-exempt	Professional	2	I	Operations	18.85	23.37	27.89	\$ 39,217.92	\$ 48,616.14	\$ 58,014.36
5021	P&R Operations Specialist II	Non-exempt	Professional	2	III	Operations	18.85	26.26	33.66	\$ 39,217.92	\$ 54,616.48	\$ 70,015.04
5022	P&R Operations Specialist III	Exempt	Professional	3	I	Operations	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
5023	P&R Operations Specialist IV	Exempt	Professional	3	III	Operations	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
5111	P&R Personal Trainer	Non-exempt	Technical	4	III	Recreation/Youth Services	19.55	27.23	34.90	\$ 40,669.63	\$ 56,635.23	\$ 72,600.82
5112	P&R Seasonal Pool Manager	Non-exempt	Technical	4	II	Recreation/Youth Services	19.55	25.23	30.91	\$ 40,669.63	\$ 52,480.30	\$ 64,290.96
198	Parking Manager	Exempt	Professional	4	III	Professional	28.29	41.56	54.83	\$ 58,848.55	\$ 86,444.10	\$ 114,039.65
236	Parts Manager	Non-exempt	Professional	1	I	Operations	16.00	19.02	22.04	\$ 33,281.06	\$ 39,558.97	\$ 45,836.87
286	Payroll Technician	Non-exempt	Technical	3	II	Accounting Support	16.51	21.31	26.11	\$ 34,342.77	\$ 44,322.10	\$ 54,301.44
201	Personal Property Supervisor	Exempt	Professional	3	I	Professional/Admin Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
6505	Physical Security Specialist	Exempt	Professional	4	II	Planning and Evaluation	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
578	Pipeline Locator	Non-exempt	Technical	3	II	Service/Maintenance	16.51	21.31	26.11	\$ 34,342.77	\$ 44,322.10	\$ 54,301.44
403	Planner - Parks and Recreation	Exempt	Professional	3	I	Planning and Evaluation	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
349	Planner II	Exempt	Professional	3	I	Planning and Evaluation	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
143	Planning Manager	Exempt	Management	3	I	Management	35.32	45.59	55.85	\$ 73,474.02	\$ 94,817.67	\$ 116,161.32
144	Police Captain	Exempt	Management	3	III	Management	35.32	52.79	70.25	\$ 73,474.02	\$ 109,801.95	\$ 146,129.88
194	Police Chief	Exempt	Management	4	III	Management	42.91	65.22	87.53	\$ 89,247.86	\$ 135,656.74	\$ 182,065.63
438	Police Corporal	Non-exempt	Protective	3	II	Police	21.71	30.23	38.75	\$ 45,154.78	\$ 62,878.03	\$ 80,601.28
435	Police Detective	Non-exempt	Protective	2	II	Police	17.94	23.15	28.36	\$ 37,311.19	\$ 48,148.99	\$ 58,986.79
6502	Police Internal Affairs Investigator	Non-exempt	Professional	3	III	Professional/Admin Services	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
454	Police Lieutenant	Exempt	Protective	4	II	Police	26.64	38.45	50.26	\$ 55,403.44	\$ 79,969.89	\$ 104,536.35
436	Police Officer	Non-exempt	Protective	2	II	Police	17.94	23.15	28.36	\$ 37,311.19	\$ 48,148.99	\$ 58,986.79
526	Police Records Specialist	Non-exempt	Technical	2	I	Program Support	15.09	18.33	21.56	\$ 31,396.00	\$ 38,119.17	\$ 44,842.33
6503	Police Recruit	Non-exempt	Protective	2	II	Police	17.94	23.15	28.36	\$ 37,311.19	\$ 48,148.99	\$ 58,986.79
6506	Police Recruiter	Exempt	Professional	3	I	Professional/Admin Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
442	Police Sergeant	Non-exempt	Protective	3	III	Police	21.71	31.89	42.08	\$ 45,154.78	\$ 66,336.79	\$ 87,518.80
6508	Police Systems Software Specialist	Non-exempt	Professional	3	II	Information Technology	22.69	30.44	38.19	\$ 47,191.51	\$ 63,310.73	\$ 79,429.94
6509	Police Technology Systems Specialist	Non-exempt	Professional	2	II	Information Technology	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
360	Principal Planner	Exempt	Professional	3	III	Planning and Evaluation	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
146	Procurement Manager	Exempt	Management	3	I	Management	35.32	45.59	55.85	\$ 73,474.02	\$ 94,817.67	\$ 116,161.32
6010	Professional Traffic Operations Engineer	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
350	Program Coordinator	Exempt	Professional	3	I	Professional/Admin Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
160	Program Supervisor - Community Attention	Exempt	Professional	4	I	Social Services	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
238	Project Assistant	Non-exempt	Professional	1	II	Professional/Admin Services	16.00	20.65	25.30	\$ 33,281.06	\$ 42,951.42	\$ 52,621.78
2001	Project Assistant-Sales and Marketing	Non-exempt	Professional	1	II	Professional/Admin Services	16.00	20.65	25.30	\$ 33,281.06	\$ 42,951.42	\$ 52,621.78
650	Project Manager	Exempt	Professional	4	I	Operations	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
557	Property Maintenance & Housing Inspector	Non-exempt	Technical	3	I	Technical Support	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
3005	Property Maintenance Code Official	Non-Exempt	Technical	4	II	Technical Support	19.55	25.23	30.91	\$ 40,669.63	\$ 52,480.30	\$ 64,290.96
437	Protective Temporary Worker	Non-exempt	Protective	2	I	Police	17.94	20.86	23.79	\$ 37,311.19	\$ 43,397.34	\$ 49,483.48
655	Public Information Officer - Police	Non-exempt	Professional	3	II	Professional/Admin Services	22.69	30.44	38.19	\$ 47,191.51	\$ 63,310.73	\$ 79,429.94
145	Public Service Manager	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60

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581	Real Estate Transfer Technician	Non-exempt	Technical	3	I	Program Support	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
409	Redevelopment Manager	Exempt	Management	2	III	Management	28.59	43.46	58.33	\$ 59,476.90	\$ 90,404.89	\$ 121,332.88
622	Refuse Supervisor	Non-exempt	Technical	4	I	Service/Maintenance	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
405	Regulatory Compliance Administrator	Exempt	Professional	3	I	Professional/Admin Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
356	Regulatory Compliance Supervisor	Non-exempt	Professional	3	I	Operations	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
2100	Revenue Compliance Administrator	Non-exempt	Professional	2	II	Professional/Admin Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
357	Risk Manager	Exempt	Professional	4	I	Operations	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
406	SAP Software Engineer	Exempt	Professional	3	II	Information Technology	22.69	30.44	38.19	\$ 47,191.51	\$ 63,310.73	\$ 79,429.94
476	School Bus Aide	Non-exempt	Technical	1	I	Recreation/Youth Services	15.00	15.92	16.83	\$ 31,200.00	\$ 33,103.76	\$ 35,007.52
427	School Crossing Guard	Non-exempt	Protective	1	I	Police	15.00	16.30	17.60	\$ 31,200.00	\$ 33,899.39	\$ 36,598.77
6020	Security Systems Manager	Non-exempt	Technical	4	II	Service/Maintenance	19.55	25.23	30.91	\$ 40,669.63	\$ 52,480.30	\$ 64,290.96
200	Self Sufficiency Specialist	Non-exempt	Professional	2	I	Social Services	18.85	23.37	27.89	\$ 39,217.92	\$ 48,616.14	\$ 58,014.36
375	Self Sufficiency Supervisor	Exempt	Professional	4	I	Social Services	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
282	Social Services Assistant	Non-exempt	Technical	3	I	Program Support	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
364	Software Engineer	Exempt	Professional	3	III	Information Technology	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
393	Software Systems Architect	Exempt	Professional	4	III	Information Technology	28.29	41.56	54.83	\$ 58,848.55	\$ 86,444.10	\$ 114,039.65
6031	Special Needs Transit Operator	Non-exempt	Technical	3	I	Transportation Services	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
359	Sr. Accountant	Exempt	Professional	3	II	Finance	22.69	30.44	38.19	\$ 47,191.51	\$ 63,310.73	\$ 79,429.94
3300	Sr. Assistant Registrar	Non-exempt	Professional	1	III	Professional/Admin Services	16.00	22.28	28.56	\$ 33,281.06	\$ 46,343.88	\$ 59,406.70
298	Sr. Benefit Prog Spec	Non-exempt	Professional	2	II	Social Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
295	Sr. Benefit Prog Spec/Fraud Investigator	Non-exempt	Professional	2	II	Social Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
498	Sr. Benefit Prog Spec/Trainer	Non-exempt	Professional	2	II	Social Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
3700	Sr. Budget & Management Analyst	Exempt	Professional	4	II	Professional/Admin Services	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
443	Sr. Deputy Sheriff	Non-exempt	Protective	3	I	Sheriff	21.71	27.46	33.21	\$ 45,154.78	\$ 57,120.79	\$ 69,086.81
496	Sr. Family Services Spec./Intern Coord.	Non-exempt	Professional	3	I	Social Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
362	Sr. Family Services Specialist	Non-exempt	Professional	3	I	Social Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
585	Sr. GIS Analyst	Non-exempt	Technical	4	III	Technical Support	19.55	27.23	34.90	\$ 40,669.63	\$ 56,635.23	\$ 72,600.82
374	Sr. Network Engineer	Exempt	Professional	4	II	Information Technology	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
361	Sr. Planner	Exempt	Professional	3	II	Planning and Evaluation	22.69	30.44	38.19	\$ 47,191.51	\$ 63,310.73	\$ 79,429.94
3200	Sr. Project Manager	Exempt	Professional	4	III	Operations	28.29	41.56	54.83	\$ 58,848.55	\$ 86,444.10	\$ 114,039.65
396	Sr. SAP Software Engineer	Exempt	Professional	4	III	Information Technology	28.29	41.56	54.83	\$ 58,848.55	\$ 86,444.10	\$ 114,039.65
251	Sr. Self Sufficiency Specialist	Non-exempt	Professional	2	II	Social Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
272	Sr. Social Services Assistant	Non-exempt	Technical	3	II	Social Services	16.51	21.31	26.11	\$ 34,342.77	\$ 44,322.10	\$ 54,301.44
398	Sr. Software Engineer	Exempt	Professional	4	II	Information Technology	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
407	Sr. Systems Engineer	Exempt	Professional	4	III	Information Technology	28.29	41.56	54.83	\$ 58,848.55	\$ 86,444.10	\$ 114,039.65
244	Sr. Technical Support Specialist	Non-Exempt	Technical	4	III	Information Technology	19.55	27.23	34.90	\$ 40,669.63	\$ 56,635.23	\$ 72,600.82
363	Sr. Youth Counselor	Exempt	Professional	3	I	Social Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
202	State Income/Relief Programs Supervisor	Exempt	Professional	3	I	Professional/Admin Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
3003	Stormwater Technician	Non-exempt	Technical	3	III	Technical Support	16.51	22.15	27.79	\$ 34,342.77	\$ 46,068.06	\$ 57,793.35
594	Street Maintenance Inspector	Non-exempt	Technical	3	I	Service/Maintenance	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
334	Structural Maintenance Manager	Exempt	Professional	3	II	Operations	22.69	30.44	38.19	\$ 47,191.51	\$ 63,310.73	\$ 79,429.94
534	Survey Technician	Non-exempt	Technical	3	I	Technical Support	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
299	Systems Administrator	Non-exempt	Professional	2	I	Information Technology	18.85	23.37	27.89	\$ 39,217.92	\$ 48,616.14	\$ 58,014.36
408	Systems Engineer	Exempt	Professional	3	III	Information Technology	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
455	Systems Performance Analyst	Exempt	Professional	4	III	Planning and Evaluation	28.29	41.56	54.83	\$ 58,848.55	\$ 86,444.10	\$ 114,039.65
535	Tax Specialist I	Non-Exempt	Technical	2	II	Program Support	15.09	18.71	22.32	\$ 31,396.00	\$ 38,914.80	\$ 46,433.59
586	Tax Specialist II	Non-Exempt	Technical	3	II	Program Support	16.51	21.31	26.11	\$ 34,342.77	\$ 44,322.10	\$ 54,301.44
232	Technical Support Specialist	Non-exempt	Technical	3	III	Information Technology	16.51	22.15	27.79	\$ 34,342.77	\$ 46,068.06	\$ 57,793.35
411	Technology Support Analyst	Non-Exempt	Technical	4	III	Information Technology	19.55	27.23	34.90	\$ 40,669.63	\$ 56,635.23	\$ 72,600.82
635	Telecommunications Specialist	Non-exempt	Professional	2	II	Information Technology	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
6011	Traffic Supervisor	Non-Exempt	Technical	4	III	Service/Maintenance	19.55	27.23	34.90	\$ 40,669.63	\$ 56,635.23	\$ 72,600.82
6012	Traffic Technician I	Non-Exempt	Technical	2	I	Service/Maintenance	15.09	18.33	21.56	\$ 31,396.00	\$ 38,119.17	\$ 44,842.33
6013	Traffic Technician II	Non-Exempt	Technical	3	I	Service/Maintenance	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
6014	Traffic Technician III	Non-Exempt	Technical	4	I	Service/Maintenance	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
6003	Transit Bus Technician	Non-exempt	Technical	4	I	Service/Maintenance	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19

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629	Transit Maintenance Assistant	Non-exempt	Technical	4	I	Transportation Services	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
536	Transit Maintenance Worker	Non-exempt	Technical	2	I	Service/Maintenance	15.09	18.33	21.56	\$ 31,396.00	\$ 38,119.17	\$ 44,842.33
327	Transit Operations Manager	Exempt	Professional	4	I	Operations	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
588	Transit Operator	Non-exempt	Technical	3	I	Transportation Services	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
555	Transit Operator Lead	Non-exempt	Technical	3	II	Transportation Services	16.51	21.31	26.11	\$ 34,342.77	\$ 44,322.10	\$ 54,301.44
421	Transit Safety, Security&Training Coord.	Exempt	Professional	3	I	Transportation Services	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
628	Transportation Operations Supervisor	Non-exempt	Technical	4	I	Transportation Services	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
366	Urban Forester/Arborist	Exempt	Professional	3	III	Operations	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
573	Utilities Construction Inspector	Non-exempt	Technical	3	II	Service/Maintenance	16.51	21.31	26.11	\$ 34,342.77	\$ 44,322.10	\$ 54,301.44
368	Utilities Contract Manager	Exempt	Professional	3	I	Operations	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
377	Utilities Engineer	Exempt	Professional	4	III	Operations	28.29	41.56	54.83	\$ 58,848.55	\$ 86,444.10	\$ 114,039.65
3100	Utilities Engineering Manager	Exempt	Management	3	III	Management	35.32	52.79	70.25	\$ 73,474.02	\$ 109,801.95	\$ 146,129.88
338	Utilities Marketing and Outreach Manager	Exempt	Professional	4	II	Planning and Evaluation	28.29	37.95	47.61	\$ 58,848.55	\$ 78,940.91	\$ 99,033.27
339	Utilities Operations Manager	Exempt	Management	3	III	Management	35.32	52.79	70.25	\$ 73,474.02	\$ 109,801.95	\$ 146,129.88
420	Utilities Safety Program Coordinator	Exempt	Professional	3	III	Operations	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
515	Utilities Services Dispatcher	Non-exempt	Technical	2	III	Service/Maintenance	15.09	19.10	23.10	\$ 31,396.00	\$ 39,721.47	\$ 48,046.94
367	Utility Billing Manager	Exempt	Management	3	II	Management	35.32	49.19	63.05	\$ 73,474.02	\$ 102,309.81	\$ 131,145.60
308	VDOT Coordinator	Exempt	Professional	4	I	Professional/Admin Services	28.29	34.35	40.40	\$ 58,848.55	\$ 71,437.72	\$ 84,026.89
6000	Vehicle and Equipment Technician I	Non-exempt	Technical	2	I	Service/Maintenance	15.09	18.33	21.56	\$ 31,396.00	\$ 38,119.17	\$ 44,842.33
6001	Vehicle and Equipment Technician II	Non-exempt	Technical	3	I	Service/Maintenance	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
6002	Vehicle and Equipment Technician III	Non-exempt	Technical	4	III	Service/Maintenance	19.55	27.23	34.90	\$ 40,669.63	\$ 56,635.23	\$ 72,600.82
300	Victim-Witness Coordinator	Exempt	Professional	2	II	Social Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
301	Volunteer Coordinator	Non-exempt	Professional	2	I	Professional/Admin Services	18.85	23.37	27.89	\$ 39,217.92	\$ 48,616.14	\$ 58,014.36
460	Voter Equipment Technician	Non-exempt	Technical	2	I	Service/Maintenance	15.09	18.33	21.56	\$ 31,396.00	\$ 38,119.17	\$ 44,842.33
550	Voter Registration Manager	Non-exempt	Professional	2	II	Professional/Admin Services	18.85	24.81	30.77	\$ 39,217.92	\$ 51,610.78	\$ 64,003.65
533	Warehouse Specialist	Non-exempt	Technical	3	I	Program Support	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
6050	Water Efficiency Program Coordinator	Exempt	Professional	3	III	Professional/Admin Services	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
3002	Water Resource Specialist	Exempt	Professional	3	III	Professional/Admin Services	22.69	32.75	42.81	\$ 47,191.51	\$ 68,117.63	\$ 89,043.75
3001	Water Resources Protection Administrator	Exempt	Professional	4	III	Operations	28.29	41.56	54.83	\$ 58,848.55	\$ 86,444.10	\$ 114,039.65
589	Water Service Technician	Non-exempt	Technical	3	I	Service/Maintenance	16.51	20.04	23.58	\$ 34,342.77	\$ 41,692.12	\$ 49,041.47
197	Workforce Development Program Manager	Exempt	Management	2	I	Management	28.59	34.71	40.83	\$ 59,476.90	\$ 72,204.96	\$ 84,933.02
621	Workload Specialist	Non-exempt	Technical	4	I	Technical Support	19.55	23.24	26.92	\$ 40,669.63	\$ 48,336.41	\$ 56,003.19
303	Youth Counselor	Non-exempt	Professional	2	I	Social Services	18.85	23.37	27.89	\$ 39,217.92	\$ 48,616.14	\$ 58,014.36
241	Youth Counselor Assistant	Non-exempt	Professional	1	I	Social Services	16.00	19.02	22.04	\$ 33,281.06	\$ 39,558.97	\$ 45,836.87
369	Zoning Administrator	Exempt	Professional	3	I	Planning and Evaluation	22.69	27.54	32.40	\$ 47,191.51	\$ 57,288.28	\$ 67,385.06
590	Zoning Inspector	Non-exempt	Technical	3	II	Technical Support	16.51	21.31	26.11	\$ 34,342.77	\$ 44,322.10	\$ 54,301.44