

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	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
501	Account Clerk I	Non-exempt	Technical	2	I	Accounting Support	16.20	19.75	23.31	\$ 33,696.00	\$ 41,089.77	\$ 48,483.53
502	Account Clerk II	Non-exempt	Technical	2	I	Accounting Support	16.20	19.75	23.31	\$ 33,696.00	\$ 41,089.77	\$ 48,483.53
551	Account Clerk III	Non-exempt	Technical	3	I	Accounting Support	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
226	Accountant I	Exempt	Professional	1	II	Finance	16.48	21.92	27.35	\$ 34,279.50	\$ 45,587.08	\$ 56,894.67
276	Accountant II	Exempt	Professional	2	III	Finance	19.42	27.91	36.39	\$ 40,394.46	\$ 58,047.36	\$ 75,700.26
6507	Accreditation and Compliance Manager	Non-exempt	Professional	3	I	Professional/Admin Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
5500	Administrative Assistant I	Non-exempt	Professional	1	II	Professional/Admin Services	16.48	21.92	27.35	\$ 34,279.50	\$ 45,587.08	\$ 56,894.67
5501	Administrative Assistant II	Non-exempt	Professional	2	II	Professional/Admin Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
5502	Administrative Assistant III	Non-exempt	Professional	3	I	Professional/Admin Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
553	Administrative Secretary	Non-exempt	Technical	3	I	Program Support	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
503	Animal Control Officer	Non-exempt	Technical	2	II	Service/Maintenance	16.20	20.17	24.14	\$ 33,696.00	\$ 41,950.00	\$ 50,203.99
601	AP/AR Supervisor	Non-exempt	Technical	4	I	Accounting Support	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
227	Appraiser I	Non-exempt	Professional	1	I	Finance	16.48	20.15	23.83	\$ 34,279.50	\$ 44,191.16	\$ 49,558.82
279	Appraiser II	Exempt	Professional	2	II	Finance	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
243	Appraiser III	Exempt	Professional	3	III	Finance	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
245	Appraiser Supervisor	Exempt	Professional	4	II	Finance	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
153	Asst. Chief of Police	Exempt	Management	3	III	Management	36.38	56.17	75.96	\$ 75,678.24	\$ 116,836.93	\$ 157,995.62
376	Asst. City Attorney	Exempt	Professional	4	II	Law	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
3770	Asst. City Engineer	Exempt	Professional	4	II	Operations	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
326	Asst. Commonwealth's Attorney I	Exempt	Professional	4	II	Law	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
378	Asst. Commonwealth's Attorney II	Exempt	Professional	4	III	Law	29.14	44.21	59.28	\$ 60,614.01	\$ 91,956.84	\$ 123,299.67
379	Asst. Commonwealth's Attorney III	Exempt	Professional	4	III	Law	29.14	44.21	59.28	\$ 60,614.01	\$ 91,956.84	\$ 123,299.67
151	Asst. Director of Finance	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
196	Asst. Director of Social Services	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
6030	Asst. Director of Transit	Exempt	Management	3	I	Management	36.38	48.38	60.38	\$ 75,678.24	\$ 100,635.93	\$ 125,593.62
250	Asst. Traffic Engineer	Exempt	Professional	3	I	Operations	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
228	Asst. Victim Witness Coordinator	Non-exempt	Professional	1	III	Social Services	16.48	23.68	30.88	\$ 34,279.50	\$ 49,255.01	\$ 64,230.53
3000	Asst. Zoning Administrator	Exempt	Professional	2	II	Planning and Evaluation	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
281	Benefit Programs Specialist	Non-exempt	Professional	2	I	Social Services	19.42	24.79	30.16	\$ 40,394.46	\$ 51,559.79	\$ 62,725.12
382	Benefit Programs Supervisor	Exempt	Professional	4	I	Social Services	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
328	Benefits Administrator	Exempt	Professional	4	I	Human Resources	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
252	Bicycle and Pedestrian Coordinator	Exempt	Professional	3	I	Planning and Evaluation	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
591	Billing Operations Technician	Non-exempt	Technical	3	I	Accounting Support	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
001	Board Members		Council Members			Council Member	0.00	0.00	0.00	-	-	-
370	Budget & Management Analyst	Exempt	Professional	3	I	Professional/Admin Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
3006	Building Combination Inspector	Non-exempt	Technical	3	II	Technical Support	17.01	22.62	28.23	\$ 35,373.05	\$ 47,041.88	\$ 58,710.71
505	Building Maintenance Mechanic II	Non-exempt	Technical	2	II	Service/Maintenance	16.20	20.17	24.14	\$ 33,696.00	\$ 41,950.00	\$ 50,203.99
558	Building Maintenance Mechanic III	Non-exempt	Technical	3	I	Service/Maintenance	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
607	Building Maintenance Mechanic IV	Non-exempt	Technical	4	I	Service/Maintenance	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
609	Building Maintenance Supervisor	Non-exempt	Technical	4	III	Service/Maintenance	20.14	28.94	37.74	\$ 41,889.72	\$ 60,192.87	\$ 78,496.01
506	Building Trades II	Non-exempt	Technical	2	I	Service/Maintenance	16.20	19.75	23.31	\$ 33,696.00	\$ 41,089.77	\$ 48,483.53
559	Building Trades III	Non-exempt	Technical	3	I	Service/Maintenance	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
608	Building Trades IV	Non-exempt	Technical	4	I	Service/Maintenance	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
404	Business Applications Specialist	Non-exempt	Technical	4	II	Customer Support	20.14	26.78	33.42	\$ 41,889.72	\$ 55,700.55	\$ 69,511.38
387	Business Development Manager	Exempt	Professional	4	II	Planning and Evaluation	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
283	Business Operations Supervisor	Exempt	Professional	3	II	Professional/Admin Services	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
593	Business Tax Auditor	Non-exempt	Professional	2	II	Professional/Admin Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
230	Business Tax Supervisor	Non-exempt	Professional	3	III	Professional/Admin Services	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
231	Buyer I	Non-exempt	Professional	1	II	Finance	16.48	21.92	27.35	\$ 34,279.50	\$ 45,587.08	\$ 56,894.67
285	Buyer II	Exempt	Professional	2	II	Finance	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
324	Buyer III	Exempt	Professional	3	II	Finance	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
596	Cash Management Supervisor	Non-exempt	Professional	3	I	Accounting Support	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
592	Cash Management Technician	Non-exempt	Technical	3	I	Technical Support	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
329	Central Intake Coordinator	Exempt	Professional	3	I	Social Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
547	Centralized Safety Coordinator	Exempt	Professional	3	I	Operations	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
225	Chief Accountant	Exempt	Professional	4	II	Finance	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77

1000	Chief Deputy City Attorney	Exempt	Management	4	II	Management	44.19	63.50	82.81	\$ 91,925.29	\$ 132,081.25	\$ 172,237.21
385	Chief Deputy Court Clerk	Exempt	Professional	4	I	Professional/Admin Services	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
564	Chief Deputy General Registrar	Non-exempt	Professional	2	II	Professional/Admin Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
451	Chief Deputy Sheriff	Exempt	Protective	4	I	Sheriff	32.76	39.88	47.00	\$ 68,140.80	\$ 82,948.20	\$ 97,755.61
104	Chief Deputy Treasurer	Exempt	Management	2	I	Management	29.45	36.80	44.15	\$ 61,261.21	\$ 76,545.39	\$ 91,829.58
284	Chief Deputy-Commissioner of Revenue	Exempt	Professional	4	I	Professional/Admin Services	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
561	Chief Gas Dispatcher	Non-exempt	Technical	3	III	Program Support	17.01	23.60	30.19	\$ 35,373.05	\$ 49,082.76	\$ 62,792.47
129	Chief of Administration	Exempt	Management	2	I	Management	29.45	36.80	44.15	\$ 61,261.21	\$ 76,545.39	\$ 91,829.58
130	Chief of Benefit Programs	Exempt	Management	3	I	Management	36.38	48.38	60.38	\$ 75,678.24	\$ 100,635.93	\$ 125,593.62
134	Chief of Family Services Programs	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
384	Chief of Staff/Clerk of Council	Exempt	Management	3	III	Professional/Admin Services	36.38	56.17	75.96	\$ 75,678.24	\$ 116,836.93	\$ 157,995.62
135	City Assessor	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
177	City Attorney	Exempt	Management	4	III	Management	44.19	69.42	94.64	\$ 91,925.29	\$ 144,387.32	\$ 196,849.35
136	City Engineer	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
100	City Manager	Exempt	Management	5	III	Management	51.57	83.76	115.95	\$ 107,257.33	\$ 174,216.22	\$ 241,175.11
178	City Sheriff	Exempt	Management	4	II	Management	44.19	63.50	82.81	\$ 91,925.29	\$ 132,081.25	\$ 172,237.21
330	City Traffic Engineer	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
179	City Treasurer	Exempt	Management	4	I	Management	44.19	58.77	73.35	\$ 91,925.29	\$ 122,248.34	\$ 152,571.39
331	Civil Engineer	Exempt	Professional	3	II	Operations	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
180	Clerk of Circuit Court	Exempt	Management	4	I	Management	44.19	58.77	73.35	\$ 91,925.29	\$ 122,248.34	\$ 152,571.39
319	Climate Program Specialist	Exempt	Professional	3	II	Planning and Evaluation	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
321	Climate Protection Program Manager	Exempt	Professional	4	II	Planning and Evaluation	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
4000	Coach I	Non-exempt	Technical	1	III	Recreation/Youth Services	15.00	18.25	21.51	\$ 31,200.00	\$ 37,965.99	\$ 44,731.97
4001	Coach II	Non-exempt	Technical	2	III	Recreation/Youth Services	16.20	21.00	25.80	\$ 33,696.00	\$ 43,680.00	\$ 53,664.00
575	Code Official	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
563	Collections Agent	Non-exempt	Technical	3	I	Customer Support	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
562	Collections Supervisor	Non-exempt	Professional	3	I	Customer Support	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
181	Commissioner of Revenue	Exempt	Management	4	I	Management	44.19	58.77	73.35	\$ 91,925.29	\$ 122,248.34	\$ 152,571.39
182	Commonwealth's Attorney	Exempt	Management	4	III	Management	44.19	69.42	94.64	\$ 91,925.29	\$ 144,387.32	\$ 196,849.35
371	Communications Coordinator	Exempt	Professional	3	III	Professional/Admin Services	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
239	Communications Specialist	Non-exempt	Professional	1	II	Professional/Admin Services	16.48	21.92	27.35	\$ 34,279.50	\$ 45,587.08	\$ 56,894.67
1003	Community Outreach & Admin Specialist	Non-exempt	Professional	2	II	Professional/Admin Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
426	Community Service Officer	Non-exempt	Protective	1	I	Police	15.00	17.01	19.02	\$ 31,200.00	\$ 35,385.30	\$ 39,570.59
431	Community Service Officer Supervisor	Non-exempt	Protective	2	I	Police	21.00	23.36	25.72	\$ 43,680.00	\$ 48,590.77	\$ 53,501.54
137	Comptroller	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
397	Construction Manager	Exempt	Professional	4	II	Operations	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
624	Contract Coordinator	Non-exempt	Technical	4	I	Service/Maintenance	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
372	Contract Manager	Exempt	Professional	3	I	Operations	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
332	CSA Coordinator	Non-exempt	Professional	3	I	Social Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
508	Custodial Leader	Non-exempt	Technical	2	I	Service/Maintenance	16.20	19.75	23.31	\$ 33,696.00	\$ 41,089.77	\$ 48,483.53
610	Custodial Supervisor	Non-exempt	Technical	4	I	Service/Maintenance	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
468	Custodian	Non-exempt	Technical	1	I	Service/Maintenance	15.00	16.60	18.20	\$ 31,200.00	\$ 34,525.07	\$ 37,850.13
510	Customer Service Representative	Non-exempt	Technical	2	I	Customer Support	16.20	19.75	23.31	\$ 33,696.00	\$ 41,089.77	\$ 48,483.53
611	Customer Service Supervisor	Non-Exempt	Technical	4	I	Customer Support	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
138	Deputy City Attorney	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
5600	Deputy City Manager	Exempt	Management	4	III	Management	44.19	69.42	94.64	\$ 91,925.29	\$ 144,387.32	\$ 196,849.35
5601	Deputy City Manager for Racial Equity, Diversity and Inclusion (REDI)	Exempt	Management	4	III	Management	44.19	69.42	94.64	\$ 91,925.29	\$ 144,387.32	\$ 196,849.35
175	Deputy City Manager/COO	Exempt	Management	4	III	Management	44.19	69.42	94.64	\$ 91,925.29	\$ 144,387.32	\$ 196,849.35
685	Deputy Clerk of Council	Exempt	Professional	3	III	Professional/Admin Services	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
612	Deputy Code Official	Non-exempt	Technical	4	II	Technical Support	20.14	26.78	33.42	\$ 41,889.72	\$ 55,700.55	\$ 69,511.38
139	Deputy Commonwealth's Attorney	Exempt	Management	3	III	Management	36.38	56.17	75.96	\$ 75,678.24	\$ 116,836.93	\$ 157,995.62
514	Deputy Court Clerk	Non-exempt	Technical	2	II	Program Support	16.20	20.17	24.14	\$ 33,696.00	\$ 41,950.00	\$ 50,203.99
2002	Deputy Director Comms & Public Engagement	Exempt	Management	2	II	Management	29.45	42.32	55.19	\$ 61,261.21	\$ 88,027.08	\$ 114,792.95
5610	Deputy Director of Human Services	Exempt	Management	3	I	Management	36.38	48.38	60.38	\$ 75,678.24	\$ 100,635.93	\$ 125,593.62
1004	Deputy Director of Neighborhood Dev Svc	Exempt	Management	3	III	Management	36.38	56.17	75.96	\$ 75,678.24	\$ 116,836.93	\$ 157,995.62
5032	Deputy Director of Parks & Recreation	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
339	Deputy Director of Utilities	Exempt	Management	3	III	Management	36.38	56.17	75.96	\$ 75,678.24	\$ 116,836.93	\$ 157,995.62
140	Deputy Fire Chief	Exempt	Management	3	III	Management	36.38	56.17	75.96	\$ 75,678.24	\$ 116,836.93	\$ 157,995.62
461	Deputy Registrar	Non-exempt	Professional	1	II	Professional/Admin Services	16.48	21.92	27.35	\$ 34,279.50	\$ 45,587.08	\$ 56,894.67
432	Deputy Sheriff	Non-exempt	Protective	2	I	Sheriff	21.00	23.36	25.72	\$ 43,680.00	\$ 48,590.77	\$ 53,501.54

149	Development Services Manager	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
127	Dir. of Budget & Performance Management	Exempt	Management	4	I	Management	44.19	58.77	73.35	\$ 91,925.29	\$ 122,248.34	\$ 152,571.39
147	Dir. of Charlottesville Transit	Exempt	Management	4	III	Management	44.19	69.42	94.64	\$ 91,925.29	\$ 144,387.32	\$ 196,849.35
183	Dir. of Communications&Public Engagement	Exempt	Management	4	I	Management	44.19	58.77	73.35	\$ 91,925.29	\$ 122,248.34	\$ 152,571.39
185	Dir. of Economic Development	Exempt	Management	4	I	Management	44.19	58.77	73.35	\$ 91,925.29	\$ 122,248.34	\$ 152,571.39
107	Dir. Of Elections and General Registrar	Exempt	Management	2	II	Management	29.45	42.32	55.19	\$ 61,261.21	\$ 88,027.08	\$ 114,792.95
186	Dir. of Finance	Exempt	Management	4	I	Management	44.19	58.77	73.35	\$ 91,925.29	\$ 122,248.34	\$ 152,571.39
187	Dir. of Human Resources	Exempt	Management	4	I	Management	44.19	58.77	73.35	\$ 91,925.29	\$ 122,248.34	\$ 152,571.39
1002	Dir. of Human Rights Commission	Exempt	Management	4	I	Management	44.19	58.77	73.35	\$ 91,925.29	\$ 122,248.34	\$ 152,571.39
126	Dir. of Human Services	Exempt	Management	4	I	Management	44.19	58.77	73.35	\$ 91,925.29	\$ 122,248.34	\$ 152,571.39
188	Dir. of Information Technology	Exempt	Management	4	III	Management	44.19	69.42	94.64	\$ 91,925.29	\$ 144,387.32	\$ 196,849.35
189	Dir. of Neighborhood Development Svc	Exempt	Management	4	I	Management	44.19	58.77	73.35	\$ 91,925.29	\$ 122,248.34	\$ 152,571.39
195	Dir. of Parks and Recreation	Exempt	Management	4	III	Management	44.19	69.42	94.64	\$ 91,925.29	\$ 144,387.32	\$ 196,849.35
142	Dir. of Public Utilities	Exempt	Management	4	III	Management	44.19	69.42	94.64	\$ 91,925.29	\$ 144,387.32	\$ 196,849.35
190	Dir. of Public Works	Exempt	Management	4	III	Management	44.19	69.42	94.64	\$ 91,925.29	\$ 144,387.32	\$ 196,849.35
191	Dir. of Social Services	Exempt	Management	4	I	Management	44.19	58.77	73.35	\$ 91,925.29	\$ 122,248.34	\$ 152,571.39
288	Domestic Violence Service Coordinator	Exempt	Professional	2	I	Professional/Admin Services	19.42	24.79	30.16	\$ 40,394.46	\$ 51,559.79	\$ 62,725.12
702	Election Official		Fee for Service			Fee for Service	0.00	0.00	0.00	-	-	-
430	Emergency Services Program Specialist	Non-exempt	Professional	2	II	Professional/Admin Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
199	Employment & Financial Opp. Program Mgr.	Exempt	Professional	4	II	Social Services	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
306	EMS Program Coordinator	Non-exempt	Professional	4	I	Operations	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
459	EMS Training Officer	Non-exempt	Professional	2	II	Professional/Admin Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
320	Energy Management Coordinator	Exempt	Professional	3	III	Professional/Admin Services	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
388	Environmental Sustainability Manager	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
3004	Erosion & Sediment/VSMF Specialist	Non-exempt	Technical	4	II	Technical Support	20.14	26.78	33.42	\$ 41,889.72	\$ 55,700.55	\$ 69,511.38
5605	Exec Dir. - Police Civilian Review Board	Exempt	Management	4	I	Management	44.19	58.77	73.35	\$ 91,925.29	\$ 122,248.34	\$ 152,571.39
389	Executive Asst. To City Manager	Non-exempt	Professional	4	I	Professional/Admin Services	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
325	Facilities Development Manager	Exempt	Management	2	II	Management	29.45	42.32	55.19	\$ 61,261.21	\$ 88,027.08	\$ 114,792.95
399	Facilities Maintenance Manager	Exempt	Management	3	I	Management	36.38	48.38	60.38	\$ 75,678.24	\$ 100,635.93	\$ 125,593.62
240	Family Services Assistant	Non-exempt	Professional	1	I	Social Services	16.48	20.15	23.83	\$ 34,279.50	\$ 41,919.16	\$ 49,558.82
296	Family Services Specialist	Non-exempt	Professional	2	II	Social Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
392	Family Services Supervisor	Exempt	Professional	4	I	Social Services	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
446	Fire Battalion Chief/EMT-40hr	Exempt	Protective	4	II	Fire	32.76	43.55	54.34	\$ 68,140.80	\$ 90,582.75	\$ 113,024.70
447	Fire Battalion Chief/EMT-56hr	Non-exempt	Protective	4	II	Fire	23.40	31.11	38.81	\$ 68,140.80	\$ 90,582.75	\$ 113,024.70
448	Fire Battalion Chief/Medic-40hr	Exempt	Protective	4	II	Fire	32.76	43.55	54.34	\$ 68,140.80	\$ 90,582.75	\$ 113,024.70
449	Fire Battalion Chief/Medic-56hr	Non-exempt	Protective	4	II	Fire	23.40	31.11	38.81	\$ 68,140.80	\$ 90,582.75	\$ 113,024.70
444	Fire Captain/EMT	Non-exempt	Protective	3	II	Fire	25.20	33.55	41.90	\$ 52,416.00	\$ 69,781.05	\$ 87,146.10
445	Fire Captain/Medic	Non-exempt	Protective	3	II	Fire	25.20	33.55	41.90	\$ 52,416.00	\$ 69,781.05	\$ 87,146.10
193	Fire Chief	Exempt	Management	4	I	Management	44.19	58.77	73.35	\$ 91,925.29	\$ 122,248.34	\$ 152,571.39
614	Fire Equipment Mechanic	Non-exempt	Technical	4	I	Service/Maintenance	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
434	Fire Fighter/EMT (56 hr/wk)	Non-exempt	Protective	2	II	Fire	15.00	18.45	21.90	\$ 43,680.00	\$ 53,728.26	\$ 63,776.51
439	Fire Fighter/Medic (56 hr/wk)	Non-exempt	Protective	2	II	Fire	15.00	18.45	21.90	\$ 43,680.00	\$ 53,728.26	\$ 63,776.51
458	Fire/EMS Instructor	Non-exempt	Protective	3	II	Fire	25.20	33.55	41.90	\$ 52,416.00	\$ 69,781.05	\$ 87,146.10
5001	Fleet Maintenance Supervisor	Exempt	Professional	4	III	Operations	29.14	44.21	59.28	\$ 60,614.01	\$ 91,956.84	\$ 123,299.67
337	Fleet Manager	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
568	Forensic Support Specialist	Non-exempt	Technical	3	I	Program Support	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
516	Gas Maintenance Worker	Non-exempt	Technical	2	I	Service/Maintenance	16.20	19.75	23.31	\$ 33,696.00	\$ 41,089.77	\$ 48,483.53
571	Gas Motor Equipment Operator	Non-exempt	Technical	3	I	Service/Maintenance	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
572	Gas Pressure Regulator Technician	Non-exempt	Technical	3	III	Service/Maintenance	17.01	23.60	30.19	\$ 35,373.05	\$ 49,082.76	\$ 62,792.47
340	Gas Safety Program Coordinator	Exempt	Professional	3	III	Operations	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
617	Gas Service Supervisor	Non-exempt	Technical	4	II	Service/Maintenance	20.14	26.78	33.42	\$ 41,889.72	\$ 55,700.55	\$ 69,511.38
570	Gas Service Technician	Non-exempt	Technical	3	II	Service/Maintenance	17.01	22.62	28.23	\$ 35,373.05	\$ 47,041.88	\$ 58,710.71
141	Gas Utility Engineer	Exempt	Professional	4	III	Operations	29.14	44.21	59.28	\$ 60,614.01	\$ 91,956.84	\$ 123,299.67
574	Gasline Welder	Non-exempt	Technical	3	III	Service/Maintenance	17.01	23.60	30.19	\$ 35,373.05	\$ 49,082.76	\$ 62,792.47
618	General Maintenance Supervisor	Non-exempt	Technical	4	II	Service/Maintenance	20.14	26.78	33.42	\$ 41,889.72	\$ 55,700.55	\$ 69,511.38
567	GIS Analyst	Non-exempt	Technical	4	II	Technical Support	20.14	26.78	33.42	\$ 41,889.72	\$ 55,700.55	\$ 69,511.38
400	GIS Coordinator	Exempt	Professional	4	I	Information Technology	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
566	GIS Technician	Non-exempt	Technical	3	III	Technical Support	17.01	23.60	30.19	\$ 35,373.05	\$ 49,082.76	\$ 62,792.47
619	Golf Course Supervisor	Non-exempt	Technical	4	I	Service/Maintenance	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
341	Grants Analyst	Exempt	Professional	3	I	Planning and Evaluation	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72

5005	Graphic Designer	Non-exempt	Professional	2	I	Professional/Admin Services	19.42	24.79	30.16	\$ 40,394.46	\$ 51,559.79	\$ 62,725.12
351	Housing Program Manager	Exempt	Management	2	II	Management	29.45	42.32	55.19	\$ 61,261.21	\$ 88,027.08	\$ 114,792.95
492	Human Resources Analyst	Exempt	Professional	3	II	Human Resources	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
491	Human Resources Benefits Coordinator	Exempt	Professional	3	II	Human Resources	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
490	Human Resources Generalist	Exempt	Professional	3	II	Human Resources	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
493	Human Resources Labor Relations Analyst	Exempt	Professional	3	II	Human Resources	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
291	Human Resources Specialist	Non-exempt	Professional	2	II	Human Resources	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
401	HVAC Manager	Exempt	Professional	4	I	Operations	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
410	Information Security Engineer	Exempt	Professional	3	III	Information Technology	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
457	Inspector Assistant	Non-exempt	Technical	3	I	Program Support	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
311	Intelligence Analyst	Non-exempt	Professional	3	III	Professional/Admin Services	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
5510	Intern I	Non-exempt	Professional	1	I	Professional/Admin Services	16.48	20.15	23.83	\$ 34,279.50	\$ 41,919.16	\$ 49,558.82
5511	Intern II	Non-exempt	Professional	1	III	Professional/Admin Services	16.48	23.68	30.88	\$ 34,279.50	\$ 49,255.01	\$ 64,230.53
394	IT Applications Manager	Exempt	Management	2	III	Management	29.45	46.26	63.07	\$ 61,261.21	\$ 96,223.16	\$ 131,185.11
395	IT Operations Manager	Exempt	Management	2	III	Management	29.45	46.26	63.07	\$ 61,261.21	\$ 96,223.16	\$ 131,185.11
6500	Law Enforcement Records Auditor	Non-exempt	Professional	2	II	Professional/Admin Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
597	Leak Survey Technician	Non-exempt	Technical	3	II	Service/Maintenance	17.01	22.62	28.23	\$ 35,373.05	\$ 47,041.88	\$ 58,710.71
576	Maintenance Crew Supervisor I	Non-exempt	Technical	3	I	Service/Maintenance	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
620	Maintenance Crew Supervisor II	Non-exempt	Technical	4	I	Service/Maintenance	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
470	Maintenance Worker II	Non-exempt	Technical	1	II	Service/Maintenance	15.00	17.01	19.02	\$ 31,200.00	\$ 35,385.30	\$ 39,570.59
521	Maintenance Worker III	Non-exempt	Technical	2	I	Service/Maintenance	16.20	19.75	23.31	\$ 33,696.00	\$ 41,089.77	\$ 48,483.53
1005	Management Analyst I	Exempt	Professional	3	II	Planning and Evaluation	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
1006	Management Analyst II	Exempt	Professional	4	II	Planning and Evaluation	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
1007	Management Analyst III	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
346	Management Services Supervisor	Non-exempt	Professional	3	I	Professional/Admin Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
1008	Manager for Long Range Planning & Design	Exempt	Management	3	I	Management	36.38	48.38	60.38	\$ 75,678.24	\$ 100,635.93	\$ 125,593.62
347	Marketing Coordinator	Exempt	Professional	3	I	Professional/Admin Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
522	Meter Service Technician I	Non-exempt	Technical	3	I	Service/Maintenance	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
523	Meter Service Technician II	Non-exempt	Technical	3	III	Service/Maintenance	17.01	23.60	30.19	\$ 35,373.05	\$ 49,082.76	\$ 62,792.47
274	Minority Business Development Coord.	Non-exempt	Professional	3	I	Professional/Admin Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
275	Minority Business Procurement Coord.	Exempt	Professional	2	II	Finance	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
471	Motor Equipment Operator I	Non-exempt	Technical	1	II	Service/Maintenance	15.00	17.01	19.02	\$ 31,200.00	\$ 35,385.30	\$ 39,570.59
577	Motor Equipment Operator II	Non-exempt	Technical	3	I	Service/Maintenance	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
2000	Multimedia Services Manager	Exempt	Professional	4	II	Professional/Admin Services	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
365	Network Engineer	Exempt	Professional	3	III	Information Technology	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
373	Operations Supervisor - Public Works	Exempt	Professional	4	I	Operations	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
348	Operations Supervisor - Social Services	Exempt	Professional	3	I	Professional/Admin Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
335	Organizational Dev. & Learning Coord	Exempt	Professional	4	I	Human Resources	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
5109	P&R Assistant Day Camp Director	Non-exempt	Technical	2	II	Recreation/Youth Services	16.20	20.17	24.14	\$ 33,696.00	\$ 41,950.00	\$ 50,203.99
5100	P&R Athletics Coordinator	Non-exempt	Technical	3	III	Recreation/Youth Services	17.01	23.60	30.19	\$ 35,373.05	\$ 49,082.76	\$ 62,792.47
5104	P&R Customer Service Attendant I	Non-exempt	Technical	1	II	Recreation/Youth Services	15.00	17.01	19.02	\$ 31,200.00	\$ 35,385.30	\$ 39,570.59
5105	P&R Customer Service Attendant II	Non-exempt	Technical	2	II	Recreation/Youth Services	16.20	20.17	24.14	\$ 33,696.00	\$ 41,950.00	\$ 50,203.99
5110	P&R Day Camp Counselor	Non-exempt	Technical	1	I	Recreation/Youth Services	15.00	16.60	18.20	\$ 31,200.00	\$ 34,525.07	\$ 37,850.13
5108	P&R Day Camp Director	Non-exempt	Technical	4	II	Recreation/Youth Services	20.14	26.78	33.42	\$ 41,889.72	\$ 55,700.55	\$ 69,511.38
5114	P&R Golf Clubhouse Attendant	Non-exempt	Technical	2	II	Customer Support	16.20	20.17	24.14	\$ 33,696.00	\$ 41,950.00	\$ 50,203.99
5107	P&R Group Exercise Instructor	Non-exempt	Technical	4	III	Recreation/Youth Services	20.14	28.94	37.74	\$ 41,889.72	\$ 60,192.87	\$ 78,496.01
5106	P&R Instructor	Non-exempt	Technical	4	III	Recreation/Youth Services	20.14	28.94	37.74	\$ 41,889.72	\$ 60,192.87	\$ 78,496.01
5102	P&R Lifeguard I	Non-exempt	Technical	1	II	Recreation/Youth Services	15.00	17.01	19.02	\$ 31,200.00	\$ 35,385.30	\$ 39,570.59
5103	P&R Lifeguard II	Non-exempt	Technical	2	II	Recreation/Youth Services	16.20	20.17	24.14	\$ 33,696.00	\$ 41,950.00	\$ 50,203.99
5010	P&R Maintenance Specialist I	Non-exempt	Technical	2	I	Service/Maintenance	16.20	19.75	23.31	\$ 33,696.00	\$ 41,089.77	\$ 48,483.53
5011	P&R Maintenance Specialist II	Non-exempt	Technical	3	I	Service/Maintenance	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
5012	P&R Maintenance Specialist III	Non-exempt	Technical	3	III	Service/Maintenance	17.01	23.60	30.19	\$ 35,373.05	\$ 49,082.76	\$ 62,792.47
5013	P&R Maintenance Specialist IV	Non-exempt	Technical	4	III	Service/Maintenance	20.14	28.94	37.74	\$ 41,889.72	\$ 60,192.87	\$ 78,496.01
5113	P&R Maintenance Worker	Non-exempt	Technical	1	II	Service/Maintenance	15.00	17.01	19.02	\$ 31,200.00	\$ 35,385.30	\$ 39,570.59
5030	P&R Management Specialist I	Exempt	Management	2	I	Management	29.45	36.80	44.15	\$ 61,261.21	\$ 76,545.39	\$ 91,829.58
5031	P&R Management Specialist II	Exempt	Management	2	III	Management	29.45	46.26	63.07	\$ 61,261.21	\$ 96,223.16	\$ 131,185.11
5101	P&R Meals Coordinator	Non-exempt	Technical	4	II	Recreation/Youth Services	20.14	26.78	33.42	\$ 41,889.72	\$ 55,700.55	\$ 69,511.38
5014	P&R Official	Non-Exempt	Technical	4	III	Recreation/Youth Services	20.14	28.94	37.74	\$ 41,889.72	\$ 60,192.87	\$ 78,496.01
5020	P&R Operations Specialist I	Non-exempt	Professional	2	I	Operations	19.42	24.79	30.16	\$ 40,394.46	\$ 51,559.79	\$ 62,725.12
5021	P&R Operations Specialist II	Non-exempt	Professional	2	III	Operations	19.42	27.91	36.39	\$ 40,394.46	\$ 58,047.36	\$ 75,790.26

5022	P&R Operations Specialist III	Exempt	Professional	3	I	Operations	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
5023	P&R Operations Specialist IV	Exempt	Professional	3	III	Operations	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
5111	P&R Personal Trainer	Non-exempt	Technical	4	III	Recreation/Youth Services	20.14	28.94	37.74	\$ 41,889.72	\$ 60,192.87	\$ 78,496.01
5112	P&R Seasonal Pool Manager	Non-exempt	Technical	4	II	Recreation/Youth Services	20.14	26.78	33.42	\$ 41,889.72	\$ 55,700.55	\$ 69,511.38
198	Parking Manager	Exempt	Professional	4	III	Professional	29.14	44.21	59.28	\$ 60,614.01	\$ 91,956.84	\$ 123,299.67
236	Parts Manager	Non-exempt	Professional	1	I	Operations	16.48	20.15	23.83	\$ 34,279.50	\$ 41,919.16	\$ 49,558.82
286	Payroll Technician	Non-exempt	Technical	3	II	Accounting Support	17.01	22.62	28.23	\$ 35,373.05	\$ 47,041.88	\$ 58,710.71
201	Personal Property Supervisor	Non-exempt	Professional	3	I	Professional/Admin Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
6505	Physical Security Specialist	Exempt	Professional	4	II	Planning and Evaluation	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
578	Pipeline Locator	Non-exempt	Technical	3	II	Service/Maintenance	17.01	22.62	28.23	\$ 35,373.05	\$ 47,041.88	\$ 58,710.71
403	Planner - Parks and Recreation	Exempt	Professional	3	I	Planning and Evaluation	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
349	Planner II	Exempt	Professional	3	I	Planning and Evaluation	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
144	Police Captain	Exempt	Management	3	III	Management	36.38	56.17	75.96	\$ 75,678.24	\$ 116,836.93	\$ 157,995.62
194	Police Chief	Exempt	Management	4	III	Management	44.19	69.42	94.64	\$ 91,925.29	\$ 144,387.32	\$ 196,849.35
438	Police Corporal	Non-exempt	Protective	3	II	Police	25.20	33.55	41.90	\$ 52,416.00	\$ 69,781.05	\$ 87,146.10
435	Police Detective	Non-exempt	Protective	2	II	Police	21.00	25.83	30.66	\$ 43,680.00	\$ 53,728.26	\$ 63,776.51
6502	Police Internal Affairs Investigator	Non-exempt	Professional	3	III	Professional/Admin Services	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
454	Police Lieutenant	Exempt	Protective	4	II	Police	32.76	43.55	54.34	\$ 68,140.80	\$ 90,582.75	\$ 113,024.70
436	Police Officer	Non-exempt	Protective	2	II	Police	21.00	25.83	30.66	\$ 43,680.00	\$ 53,728.26	\$ 63,776.51
526	Police Records Specialist	Non-exempt	Technical	2	I	Program Support	16.20	19.75	23.31	\$ 33,696.00	\$ 41,089.77	\$ 48,483.53
6503	Police Recruit	Non-exempt	Protective	2	II	Police	21.00	25.83	30.66	\$ 43,680.00	\$ 53,728.26	\$ 63,776.51
6506	Police Recruiter	Exempt	Professional	3	I	Professional/Admin Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
442	Police Sergeant	Non-exempt	Protective	3	III	Police	25.20	35.35	45.49	\$ 52,416.00	\$ 73,520.66	\$ 94,625.33
6508	Police Systems Software Specialist	Non-exempt	Professional	3	II	Information Technology	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
6509	Police Technology Systems Specialist	Non-exempt	Professional	2	II	Information Technology	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
360	Principal Planner	Exempt	Professional	3	III	Planning and Evaluation	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
146	Procurement Manager	Exempt	Management	3	I	Management	36.38	48.38	60.38	\$ 75,678.24	\$ 100,635.93	\$ 125,593.62
6010	Professional Traffic Operations Engineer	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
350	Program Coordinator	Exempt	Professional	3	I	Professional/Admin Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
160	Program Supervisor - Community Attention	Exempt	Professional	4	I	Social Services	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
238	Project Assistant	Non-exempt	Professional	1	II	Professional/Admin Services	16.48	21.92	27.35	\$ 34,279.50	\$ 45,587.08	\$ 56,894.67
2001	Project Assistant-Sales and Marketing	Non-exempt	Professional	1	II	Professional/Admin Services	16.48	21.92	27.35	\$ 34,279.50	\$ 45,587.08	\$ 56,894.67
650	Project Manager	Exempt	Professional	4	I	Operations	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
557	Property Maintenance & Housing Inspector	Non-exempt	Technical	3	I	Technical Support	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
3005	Property Maintenance Code Official	Non-Exempt	Technical	4	II	Technical Support	20.14	26.78	33.42	\$ 41,889.72	\$ 55,700.55	\$ 69,511.38
437	Protective Temporary Worker	Non-exempt	Protective	2	I	Police	21.00	23.36	25.72	\$ 43,680.00	\$ 48,590.77	\$ 53,501.54
2003	Public Engagement Coordinator	Exempt	Professional	3	I	Professional/Admin Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
655	Public Safety Information Officer	Exempt	Professional	3	II	Professional/Admin Services	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
145	Public Service Manager	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
581	Real Estate Transfer Technician	Non-exempt	Technical	3	I	Program Support	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
409	Redevelopment Manager	Exempt	Management	2	III	Management	29.45	46.26	63.07	\$ 61,261.21	\$ 96,223.16	\$ 131,185.11
622	Refuse Supervisor	Non-exempt	Technical	4	I	Service/Maintenance	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
405	Regulatory Compliance Administrator	Exempt	Professional	3	I	Professional/Admin Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
356	Regulatory Compliance Supervisor	Non-exempt	Professional	3	I	Operations	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
2100	Revenue Compliance Administrator	Non-exempt	Professional	2	II	Professional/Admin Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
6510	Revenue Systems Technology Analyst	Exempt	Professional	3	II	Professional/Admin Services	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
357	Risk Manager	Exempt	Professional	4	I	Operations	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
406	SAP Software Engineer	Exempt	Professional	3	II	Information Technology	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
476	School Bus Aide	Non-exempt	Technical	1	I	Recreation/Youth Services	15.00	16.60	18.20	\$ 31,200.00	\$ 34,525.07	\$ 37,850.13
6020	Security Systems Manager	Non-exempt	Technical	4	II	Service/Maintenance	20.14	26.78	33.42	\$ 41,889.72	\$ 55,700.55	\$ 69,511.38
200	Self Sufficiency Specialist	Non-exempt	Professional	2	I	Social Services	19.42	24.79	30.16	\$ 40,394.46	\$ 51,559.79	\$ 62,725.12
375	Self Sufficiency Supervisor	Exempt	Professional	4	I	Social Services	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
282	Social Services Assistant	Non-exempt	Technical	3	I	Program Support	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
364	Software Engineer	Exempt	Professional	3	III	Information Technology	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
393	Software Systems Architect	Exempt	Professional	4	III	Information Technology	29.14	44.21	59.28	\$ 60,614.01	\$ 91,956.84	\$ 123,299.67
6031	Special Needs Transit Operator	Non-exempt	Technical	3	I	Transportation Services	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
359	Sr. Accountant	Exempt	Professional	3	II	Finance	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
298	Sr. Benefit Prog Spec	Non-exempt	Professional	2	II	Social Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
295	Sr. Benefit Prog Spec/Fraud Investigator	Non-exempt	Professional	2	II	Social Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
498	Sr. Benefit Prog Spec/Trainer	Non-exempt	Professional	2	II	Social Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74

3700	Sr. Budget & Management Analyst	Exempt	Professional	4	II	Professional/Admin Services	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
3300	Sr. Deputy Registrar	Non-exempt	Professional	1	III	Professional/Admin Services	16.48	23.68	30.88	\$ 34,279.50	\$ 49,255.01	\$ 64,230.53
443	Sr. Deputy Sheriff	Non-exempt	Protective	3	I	Sheriff	25.20	30.56	35.91	\$ 52,416.00	\$ 63,556.33	\$ 74,696.66
496	Sr. Family Services Spec./Intern Coord.	Non-exempt	Professional	3	I	Social Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
362	Sr. Family Services Specialist	Non-exempt	Professional	3	I	Social Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
585	Sr. GIS Analyst	Non-exempt	Technical	4	III	Technical Support	20.14	28.94	37.74	\$ 41,889.72	\$ 60,192.87	\$ 78,496.01
374	Sr. Network Engineer	Exempt	Professional	4	II	Information Technology	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
361	Sr. Planner	Exempt	Professional	3	II	Planning and Evaluation	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
3200	Sr. Project Manager	Exempt	Professional	4	III	Operations	29.14	44.21	59.28	\$ 60,614.01	\$ 91,956.84	\$ 123,299.67
3201	Sr. Project Manager - Transportation	Exempt	Professional	4	III	Operations	29.14	44.21	59.28	\$ 60,614.01	\$ 91,956.84	\$ 123,299.67
396	Sr. SAP Software Engineer	Exempt	Professional	4	III	Information Technology	29.14	44.21	59.28	\$ 60,614.01	\$ 91,956.84	\$ 123,299.67
251	Sr. Self Sufficiency Specialist	Non-exempt	Professional	2	II	Social Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
272	Sr. Social Services Assistant	Non-exempt	Technical	3	II	Social Services	17.01	22.62	28.23	\$ 35,373.05	\$ 47,041.88	\$ 58,710.71
398	Sr. Software Engineer	Exempt	Professional	4	II	Information Technology	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
407	Sr. Systems Engineer	Exempt	Professional	4	III	Information Technology	29.14	44.21	59.28	\$ 60,614.01	\$ 91,956.84	\$ 123,299.67
244	Sr. Technical Support Specialist	Non-Exempt	Technical	4	III	Information Technology	20.14	28.94	37.74	\$ 41,889.72	\$ 60,192.87	\$ 78,496.01
363	Sr. Youth Counselor	Exempt	Professional	3	I	Social Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
202	State Income/Relief Programs Supervisor	Non-exempt	Professional	3	I	Professional/Admin Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
3003	Stormwater Technician	Non-exempt	Technical	3	III	Technical Support	17.01	23.60	30.19	\$ 35,373.05	\$ 49,082.76	\$ 62,792.47
594	Street Maintenance Inspector	Non-exempt	Technical	3	I	Service/Maintenance	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
334	Structural Maintenance Manager	Exempt	Professional	3	II	Operations	23.37	32.33	41.29	\$ 48,607.26	\$ 67,243.45	\$ 85,879.65
1009	Support Services Manager	Exempt	Professional	4	II	Planning and Evaluation	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
534	Survey Technician	Non-exempt	Technical	3	I	Technical Support	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
299	Systems Administrator	Non-exempt	Professional	2	II	Information Technology	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
408	Systems Engineer	Exempt	Professional	3	III	Information Technology	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
455	Systems Performance Analyst	Exempt	Professional	4	III	Planning and Evaluation	29.14	44.21	59.28	\$ 60,614.01	\$ 91,956.84	\$ 123,299.67
535	Tax Specialist I	Non-Exempt	Technical	2	II	Program Support	16.20	20.17	24.14	\$ 33,696.00	\$ 41,950.00	\$ 50,203.99
586	Tax Specialist II	Non-Exempt	Technical	3	II	Program Support	17.01	22.62	28.23	\$ 35,373.05	\$ 47,041.88	\$ 58,710.71
232	Technical Support Specialist	Non-exempt	Technical	3	III	Information Technology	17.01	23.60	30.19	\$ 35,373.05	\$ 49,082.76	\$ 62,792.47
411	Technology Support Analyst	Non-Exempt	Technical	4	III	Information Technology	20.14	28.94	37.74	\$ 41,889.72	\$ 60,192.87	\$ 78,496.01
635	Telecommunications Specialist	Non-exempt	Professional	2	II	Information Technology	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
6011	Traffic Supervisor	Non-Exempt	Technical	4	III	Service/Maintenance	20.14	28.94	37.74	\$ 41,889.72	\$ 60,192.87	\$ 78,496.01
6012	Traffic Technician I	Non-Exempt	Technical	2	I	Service/Maintenance	16.20	19.75	23.31	\$ 33,696.00	\$ 41,089.77	\$ 48,483.53
6013	Traffic Technician II	Non-Exempt	Technical	3	I	Service/Maintenance	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
6014	Traffic Technician III	Non-Exempt	Technical	4	I	Service/Maintenance	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
6003	Transit Bus Technician	Non-exempt	Technical	4	I	Service/Maintenance	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
629	Transit Maintenance Assistant	Non-exempt	Technical	4	I	Transportation Services	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
536	Transit Maintenance Worker	Non-exempt	Technical	2	I	Service/Maintenance	16.20	19.75	23.31	\$ 33,696.00	\$ 41,089.77	\$ 48,483.53
327	Transit Operations Manager	Exempt	Professional	4	I	Operations	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
588	Transit Operator	Non-exempt	Technical	3	I	Transportation Services	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
555	Transit Operator Lead	Non-exempt	Technical	3	II	Transportation Services	17.01	22.62	28.23	\$ 35,373.05	\$ 47,041.88	\$ 58,710.71
421	Transit Safety, Security&Training Coord.	Exempt	Professional	3	I	Transportation Services	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
628	Transportation Operations Supervisor	Non-exempt	Technical	4	I	Transportation Services	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
1010	Transportation Planner Manager	Exempt	Professional	4	II	Planning and Evaluation	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
366	Urban Forester/Arborist	Exempt	Professional	3	III	Operations	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
573	Utilities Construction Inspector	Non-exempt	Technical	3	II	Service/Maintenance	17.01	22.62	28.23	\$ 35,373.05	\$ 47,041.88	\$ 58,710.71
368	Utilities Contract Manager	Exempt	Professional	3	I	Operations	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
377	Utilities Engineer	Exempt	Professional	4	III	Operations	29.14	44.21	59.28	\$ 60,614.01	\$ 91,956.84	\$ 123,299.67
3100	Utilities Engineering Manager	Exempt	Management	3	III	Management	36.38	56.17	75.96	\$ 75,678.24	\$ 116,836.93	\$ 157,995.62
338	Utilities Marketing and Outreach Manager	Exempt	Professional	4	II	Planning and Evaluation	29.14	40.31	51.48	\$ 60,614.01	\$ 83,844.39	\$ 107,074.77
420	Utilities Safety Program Coordinator	Exempt	Professional	3	III	Operations	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
515	Utilities Services Dispatcher	Non-exempt	Technical	2	III	Service/Maintenance	16.20	21.00	25.80	\$ 33,696.00	\$ 43,680.00	\$ 53,664.00
367	Utility Billing Manager	Exempt	Management	3	II	Management	36.38	52.28	68.17	\$ 75,678.24	\$ 108,736.43	\$ 141,794.62
308	VDOT Coordinator	Exempt	Professional	4	I	Professional/Admin Services	29.14	36.41	43.68	\$ 60,614.01	\$ 75,731.94	\$ 90,849.87
6000	Vehicle and Equipment Technician I	Non-exempt	Technical	2	I	Service/Maintenance	16.20	19.75	23.31	\$ 33,696.00	\$ 41,089.77	\$ 48,483.53
6001	Vehicle and Equipment Technician II	Non-exempt	Technical	3	I	Service/Maintenance	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
6002	Vehicle and Equipment Technician III	Non-exempt	Technical	4	III	Service/Maintenance	20.14	28.94	37.74	\$ 41,889.72	\$ 60,192.87	\$ 78,496.01
300	Victim-Witness Coordinator	Exempt	Professional	2	II	Social Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
301	Volunteer Coordinator	Non-exempt	Professional	2	I	Professional/Admin Services	19.42	24.79	30.16	\$ 40,394.46	\$ 51,559.79	\$ 62,725.12
460	Voter Equipment Technician	Non-exempt	Technical	2	I	Service/Maintenance	16.20	19.75	23.31	\$ 33,696.00	\$ 41,089.77	\$ 48,483.53

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550	Voter Registration Manager	Non-exempt	Professional	2	II	Professional/Admin Services	19.42	26.35	33.27	\$ 40,394.46	\$ 54,797.60	\$ 69,200.74
533	Warehouse Specialist	Non-exempt	Technical	3	I	Program Support	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
6050	Water Efficiency Program Coordinator	Exempt	Professional	3	III	Professional/Admin Services	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
3002	Water Resource Specialist	Exempt	Professional	3	III	Professional/Admin Services	23.37	34.83	46.29	\$ 48,607.26	\$ 72,440.68	\$ 96,274.10
3001	Water Resources Protection Administrator	Exempt	Professional	4	III	Operations	29.14	44.21	59.28	\$ 60,614.01	\$ 91,956.84	\$ 123,299.67
589	Water Service Technician	Non-exempt	Technical	3	I	Service/Maintenance	17.01	21.25	25.49	\$ 35,373.05	\$ 44,198.34	\$ 53,023.64
197	Workforce Development Program Manager	Exempt	Management	2	I	Management	29.45	36.80	44.15	\$ 61,261.21	\$ 76,545.39	\$ 91,829.58
621	Workload Specialist	Non-exempt	Technical	4	I	Technical Support	20.14	24.63	29.11	\$ 41,889.72	\$ 51,220.19	\$ 60,550.65
303	Youth Counselor	Non-exempt	Professional	2	I	Social Services	19.42	24.79	30.16	\$ 40,394.46	\$ 51,559.79	\$ 62,725.12
241	Youth Counselor Assistant	Non-exempt	Professional	1	I	Social Services	16.48	20.15	23.83	\$ 34,279.50	\$ 41,919.16	\$ 49,558.82
369	Zoning Administrator	Exempt	Professional	3	I	Planning and Evaluation	23.37	29.20	35.03	\$ 48,607.26	\$ 60,731.99	\$ 72,856.72
590	Zoning Inspector	Non-exempt	Technical	3	II	Technical Support	17.01	22.62	28.23	\$ 35,373.05	\$ 47,041.88	\$ 58,710.71