

CITY OF NORFOLK COMPENSATION PLAN FOR FY 2026

EFFECTIVE JULY 1, 2025



Table of Contents

Ordinance.....	1
Regulations	14
Appendix 1 – Job Assignment Supplements	35
Alphabetical Classification Listing Effective July 1, 2025.....	48
Constitutional Officers Pay Tables Effective July 1, 2025.....	61
Pay Plans 1, 2, and 5 (Ranges) Effective July 1, 2025.....	69
Pay Plan 5 (Steps – 40/52 Hour Schedule) Effective July 1, 2025.....	70
Alphabetical Classification Listing Effective October 4, 2025.....	72
Public Safety Pay Plans Effective October 4, 2025.....	85
Alphabetical Classification Listing Effective January 10, 2026.....	89
Civilian Pay Plans Effective January 10, 2026.....	100
Law Department Pay Plan Effective January 10, 2026.....	102
Commonwealth Constitutional Officers Pay Tables Effective January 10, 2026.....	103

AN ORDINANCE APPROVING AND ADOPTING THE FISCAL YEAR 2026 COMPENSATION PLAN FOR OFFICERS AND EMPLOYEES OF THE CITY, AND APPROVING CRITERIA AND PROCEDURES FOR PAY SUPPLEMENTS FOR CERTAIN CONSTITUTIONAL AND COMMONWEALTH OFFICERS AND THEIR EMPLOYEES, AND AMENDING THE NORFOLK CITY CODE, 1979, AS AMENDED, SO AS TO REVISE SECTIN 2.1-1.3 CONCERNING CITY POSITIONS EXEMPT FROM THE CLASSIFIED SERVICE.

BE IT ORDAINED by the Council of the City of Norfolk:

Section 1:- **City Compensation Plan.** That until otherwise changed by the Council, the pay ranges of the various officers and employees of the City, as set forth in this fiscal year 2026 Compensation Plan Ordinance, and the regulations, tables, appendices and other exhibits attached to it (exhibits), which are incorporated by reference, for the administration of the Plan are hereby approved, and said Plan is hereby adopted. No officer or employee of the City shall have the authority to amend, revise or otherwise change any aspect of this Compensation Plan Ordinance or its attached incorporated exhibits. Only the Council may modify this Ordinance or its incorporated exhibits, and then only by a new ordinance. Such Plan, as to the positions included, shall supersede and replace the fiscal year 2025 Plan approved and adopted by Ordinance No. 49591, enacted May 14, 2024, effective July 1, 2024, and as amended.

Section 2:- **Salary Increases.** That effective July 1, 2025, pursuant to the incorporated exhibits of this ordinance, certain classifications held by City employees will shift pay grades. Employees below the minimum pay of their new pay grade will receive salary increases effective July 1, 2025 so as to increase their salaries to the minimum of their new pay grade. Such increases shall be in addition to any further council-approved increases provided for elsewhere within this ordinance.

Effective July 1, 2025, City employees, except for the employees assigned to Pay Plan 5, shall receive a two and a half percent (2.5%) general wage increase (GWI), up to the limit of the maximum salary of the pay grade the Council assigned to their position title. Officers appointed by the Council pursuant to the Charter are authorized to receive a two and a half percent (2.5%) salary increase effective July 1, 2025. Only employees and officers hired prior to June 27, 2025, are eligible for this increase.

Effective July 1, 2025, the employees assigned to Pay Plan 5 shall receive a single-step increase based on the tables concerning their compensation in the incorporated exhibits of this ordinance. Any subsequent changes shall be approved by council by an amending ordinance.

Effective July 1, 2025, employees within the Commonwealth of Virginia's constitutional offices within Norfolk, whose salaries are funded by the Commonwealth, except for those employees assigned to Pay Plan 5, shall receive a 3% increase on their

Commonwealth salaries, plus a 2.5% increase on the separate supplements to their Commonwealth salaries, which are funded by the City. Sworn Sheriff employees on Pay Plan 5 shall receive the greatest of either a step increase within Pay Plan 5 or a 3% increase on their Commonwealth salaries, plus a 2.5% increase on their City supplement.

Notwithstanding anything to the contrary in this section or any other section of this ordinance or its incorporated exhibits, including but not limited to the incorporated exhibit titled Regulations for the Administration of the FY 2026 Compensation Plan, all otherwise eligible City employees or non-City employees whose salaries the City supplements may receive the general wage increases provided for in this FY 2026 Compensation Plan regardless of the maximum salaries in the pay ranges or steps assigned to their position titles by the council within the incorporated exhibits to this ordinance, except as further limited within this ordinance and its incorporated exhibits. This restriction applies regardless of what plan the employee's position is in. This authority to exceed the maximum salaries established by council is limited in any individual case to an amount necessary to award the full general wage increase authorized by council pursuant to the City charter. Within this limit, the City Manager may take such action without seeking the council's authorization through an amendment of this compensation plan, ordinance and incorporated exhibits. But for the one exception, any wage increase that would cause the wage of an employee covered by this ordinance and its incorporated exhibits to exceed the maximums set by the Council must be approved by ordinance as required by the city charter.

Section 2.1:- New Pay Plans. That effective July 1, 2025, a series of pay plans, all incorporated exhibits of this ordinance, consistent with the plans effective prior to July 1st, except for changes to the relevant pay grades, ranges or steps attached to those plans' position titles, will become effective. Thereafter, first on October 4, 2025, and then on January 10, 2026, a series of new pay plans will become effective. Effective January 9, 2026, all the plans initially effective on July 1, 2025, except for the Plan for the Clerk of the Circuit Court (which will continue in place for the life of this ordinance), are repealed. The inclusion of Commonwealth Constitutional Officers, their employees, and any other Commonwealth employees within these new plans, as always, is solely for the practical purpose of supplementing their Commonwealth salaries, and their inclusion shall not make them employees of the City for any purpose whatsoever.

(A) As the new plans become effective, City and non-City employees in positions within the position titles covered by the new plans will be placed within the new plans. Such employees will be placed within the new plans based on their then current salary. The placement of such employees into any new plan shall not result in a salary decrease for any employee. The City Manager is authorized, consistent with this ordinance and Virginia general and special laws, to do all things necessary to determine the correct placement of City or non-City employees within the new plans, except for members of the Law Department. The City Attorney shall determine the placement of members of the Law Department within the new Law Department Pay Plan, also effective January 10, 2026, which is addressed further in Section 10 of this ordinance.

(B) That four new Public Safety Pay Plans, contained within incorporated exhibits of this ordinance, will take effect on October 4, 2025. The four new plans are step plans and cover position titles within three City Departments (Police, Fire-Rescue, and Telecommunications, a subdivision of the Police Department) and position titles within one non-City office (the Office of the Sheriff, a Commonwealth Constitutional Office). Contemporaneous with the effective date of October 4, 2025, most sworn employees within these departments or offices will be removed from pay plans effective July 1, 2025, and placed into these new pay plans.

(C) That multiple new additional pay plans, all contained within the incorporated exhibits of this ordinance, will take effect on January 10, 2026. These additional new plans will mostly consist of step plans, but some will remain based on pay grades or ranges. These additional new plans will cover all position titles covered by this ordinance that were not placed into the Public Safety Pay Plans on October 4, 2025. Contemporaneous with the effective date of January 10, 2026, all City and non-City employees not previously placed within the new Public Safety Pay Plans, with the exception of those employees within the office of the Clerk of the Circuit Court, will be removed from all remaining pay plans that became effective July 1, 2025, and placed into these additional new pay plans.

Section 3:- **Living Wage**. All full-time City employees are guaranteed a minimum, living wage of not less than nineteen dollars and sixty cents (\$19.60) an hour based on their scheduled hours. In addition to the revisions guaranteeing this minimum, living wage, which are set out in the incorporated exhibits of this ordinance, the City Manager is authorized to make further adjustments to any City employee's salary necessary to fulfill this guarantee, up to the limit of the maximum salary of the pay grade or step the Council assigned to the employee's position title.

Section 4:- Council and Mayor.

(A) That pursuant to Section 8 of the Charter of the City of Norfolk and Section 15.2-1414.6 of the Code of Virginia, 1950, both as amended, until otherwise changed by the Council, the annual salaries of the Mayor and members of Council shall remain as they have been set for many years and are hereby approved and adopted as: \$27,000 annually for the Mayor and \$25,000 annually for all other members of the Council.

(B) That the Mayor shall have the authority to award bonuses annually for good cause shown to the following City employees who are directly appointed by the Council pursuant to Sections 10.1, 11 or 11(b) of the Charter, as amended: the City Manager, the City Attorney, the City Assessor, the City Clerk, the City Auditor, and the High Constable (should the City ever return to appointing a High Constable and employees thereof), and the City Architect (should the City ever appoint one).

(C) This ordinance and its incorporated exhibits, as they pertain to the Council, the Mayor, or appointees of the Council, shall supersede and replace the fiscal year 2025 Compensation Plan Ordinance of the City of Norfolk, approved and adopted by Ordinance No. 49,591, enacted May 14, 2024, and effective July 1, 2024.

Section 5: - Commonwealth Constitutional and Commonwealth Officers and Employees – Pay Grades, Ranges, and Steps. That until otherwise changed by the Council, the pay grades, ranges, or steps of various Constitutional and State officers and their employees, as set forth in this ordinance and its incorporated exhibits, are hereby approved and adopted. This ordinance and its incorporated exhibits, as they pertain to said officers and employees, shall supersede and replace the fiscal year 2025 Compensation Plan Ordinance of the City of Norfolk, approved and adopted by Ordinance No. 49,591, enacted May 14, 2024, and effective July 1, 2024.

Section 6:- Commonwealth Constitutional and Commonwealth Officers and Employees – Change of Provisions. That with regard to these non-City officers and employees, the Council shall have the right at any time to change any additional compensation provided to them by the City, including but not limited additional compensation provided for in the pay grades, ranges, steps, rates of pay, regulations, and supplements set forth in this ordinance and its incorporated exhibits, except to the extent that certain minimum Commonwealth salaries for these Commonwealth employees may be set by Virginia general or special law. Moreover, because the City's compensation supplements to their Commonwealth salaries are only intended to grant such officers and employees parity with City officers and employees, whenever the Commonwealth authorizes an increase to their Commonwealth salaries during the life of this ordinance, the City Manager shall first apply that increase to the Commonwealth-authorized salaries, and second, so as to maintain parity, decrease the City's supplements in proportion to the Commonwealth's increase.

Section 7:- Commonwealth Constitutional and Commonwealth Officers and Employees – not City officers or Employees. That notwithstanding the provisions of any ordinance, regulation or action by the Council, City Manager or the Civil Service Commission of the City of Norfolk to the contrary, codified or otherwise, the officers and employees of the various Commonwealth Constitutional and other Commonwealth offices whose compensation the City funds to some degree, regardless of whether the City funds 100% of their compensation or some smaller percentage and regardless of whether their date of hire is prior or subsequent to the date of the adoption of this ordinance, shall not be officers and employees of the City or eligible for any of the various rights that inure to the status of City employment, whether classified or exempt from the classified service, unless such rights are specifically authorized by Council by ordinance. Unless their position is created and authorized by the Council of the City of Norfolk or in some cases, the City Manager and the City Attorney, and such creation is implemented in accordance with the Charter provisions, ordinances, rules, and regulations governing employment with the City, such individuals working within such offices are not and shall not be deemed officers and employees of the City of Norfolk, but instead are and shall be deemed at will employees of the various Commonwealth Constitutional and other Commonwealth officers and offices, and they shall not, among other things, have any rights to utilize the City of Norfolk's Employee Grievance Procedure. All attorneys licensed to practice law in Virginia or elsewhere who are either in the employment of the City or receiving salaries funded entirely by the City but employed or immediately supervised by a Commonwealth Constitutional Officer shall be under the ultimate direction and control of the City Attorney and shall serve at their will. In the case of non-City employees whose attorney positions

are entirely funded by the City, they shall receive their City-funded salaries at the will of the City Attorney, regardless of their actual employer.

Section 8:- Special Fiscal Measures. That in situations where the Council reduces its appropriations to fund the salaries and benefits of the workforce (for example, due to severe and on-going economic downturn), the City Manager may initiate a reduction in force. A reduction in force may be justified for various reasons or combinations of reasons, including but not limited to: an economic downturn; the reorganization for efficiency of some department, division, or bureau of the City; or the elimination or revision of unnecessary or moribund classifications or positions. In addition, the salaries of all officers and employees, both City employees and non-City employees, covered by this ordinance or any of its incorporated exhibits may be adjusted. However, those individuals, if any, whose positions are fully funded by the Commonwealth shall continue to receive the minimum compensation required by Virginia general or special law.

Section 9:- Council Appointees. That those Council Appointees listed in Sections 10.1, 11, or 11 (b) of the Charter other than the City Manager and the City Attorney, and all officers and employees within their offices, shall be governed by this subsection, notwithstanding any to the contrary elsewhere in this ordinance or its incorporated exhibits. This applies regardless of whether the member's position would be a classified position (a position within a classification created by the Civil Service Commission or the Director of Human Resources pursuant to the Commission's delegation) if it were within another Department of the City. Pursuant to Section 114 of the Charter and Chapter 2.1 of the City Code, all officers and employees working within those offices, which are the City Clerk, the City Assessor, the City Auditor, the High Constable (should the City ever return to appointing a High Constable and employees thereof) and the City Architect (should the City ever appoint a City Architect), are exempt from the classified service and serve at the will of their respective Council Appointee. This applies regardless of whether the officer or employee's position would be a classified position (a position within a classification created by the Civil Service Commission or the Director of Human Resources pursuant to the Commission's delegation) if it were within another Department of the City. Decisions regarding any aspect of the compensation of the officers and employees of these offices shall be made by the Council Appointees heading those offices, except the total limit on compensation shall be subject to the limits on the funding of their offices as established in the Budget ordinances for the fiscal year governed by this ordinance and its incorporated exhibits. The Council Appointee's discretion to make compensation decisions are restricted by all other general or special laws, including but not limited to, the Charter, the City Code, and applicable statutes and regulations of the Commonwealth of Virginia and the United States.

Section 10:- Department of Law. That the City Attorney, a Council appointee, is the head of the City's Department of Law. All Employees holding positions within the Department of Law are members of the Law Department and, serve under the sole authority and supervision and at the will of the City Attorney, pursuant to Section 114 of the City Charter and Chapter 2.1 of the City Code. This applies regardless of whether the member's position would be a classified position (a position within a classification created by the Civil Service Commission or the Director of Human Resources pursuant to the

Commission's delegation) if it were within another Department of the City. All personnel decisions concerning members of the Law Department are at the discretion of the City Attorney. The incorporated exhibit titled Regulations does not apply to the members of the Law Department except for those provisions that specifically apply to the City Attorney. The only limit upon the discretion of the City Attorney in fixing compensation for the members of the law department shall be that established in the budget ordinances for the fiscal year applicable to this ordinance and its incorporated exhibits. Notwithstanding anything to the contrary elsewhere within this ordinance or its incorporated exhibits, the following rules apply to the Department of Law and its members.

(A) Demotions. When the City Attorney demotes a member of the Law Department due to inadequate performance or for disciplinary reasons, the City Attorney may reduce that employee's salary to any specific dollar amount within the pay range attached to the position title to which the employee is demoted.

(B) Administrative Leave. The City Attorney is authorized to grant a period of leave with pay not exceeding two work weeks to any member of the Law Department. The authorization of such leave for a new appointee shall be for facilitating recruitment and transition. The authorization of such leave for an existing appointee shall be based on the appointee's past year's work and performance. This leave must be taken within one year of being granted. Unused leave of this type shall not be paid out upon termination.

(C) New Appointees. The City Attorney may authorize the employment of a new member of the Law at any salary within the pay range assigned to the title. However, employment at a salary exceeding the minimum limit of the pay range shall be based on objective criteria.

(D) Overtime Eligibility. Members of the Law Department who are city attorneys are exempt from the overtime provisions of the Fair Labor Standards Act and shall not be eligible for monetary overtime compensation or compensatory time off for hours worked beyond the normal workweek. Members of the Law Department who are not city attorneys are governed by the overtime provisions of the regulations for the administration of the General Compensation Plan and the Fair Labor Standards Act. All decisions authorizing overtime for members of the Law Department who are non-exempt under the Fair Labor Standards Act shall be made by the City Attorney.

(E) General Wage Increase.

(1) The City Council has appropriated a general wage increase of two and a half percent (2.5%) effective July 1, 2025. Members of the Law Department are eligible for an increase in salary effective July 1, 2025, according to the following rules. The City Attorney may review each member's salary for the purpose of making a compensation adjustment based on consideration of factors such as performance, market conditions, and total increases authorized by the City Council for all other employees under this ordinance and its incorporated exhibits. No member is guaranteed a general wage increase. No percentage increase shall exceed the maximum rate of that member's pay

range. The total amount of general wage increases under this subsection shall not exceed the equivalent of the cost to give each of the members a two and a half percent (2.5%) increase. Whether to give an increase and the amount of any individual member's increase are at the discretion of the City Attorney. In addition to any compensation awarded to the City Attorney elsewhere within this ordinance or its incorporated exhibits, the City Attorney shall also be provided the use of a cell phone, an iPad, and similar electronic devices.

(2) At the discretion of the City Attorney, members of the Law Department may receive this fiscal year's general wage increase regardless of the maximum salary assigned to their title by the Council. This authority of the City Attorney to exceed the maximum salaries established by Council is limited in any individual case to an amount necessary to award the full general wage increase authorized by Council to a particular member of the Law Department. But for this one exception, any wage increase that would cause a member of the Law Department's salary to exceed the maximum for their title set by Council must be approved by Council by ordinance.

(F) New Law Department Pay Plan.

(1) All the position titles within the Department of Law are contained in Plan 1 of the incorporated exhibits of this ordinance. Plan 1 is effective July 1, 2025. Effective January 10, 2026, all the position titles within the Department of Law, except for the position of city attorney, shall move from Plan 1 into a new pay plan, the Law Department Pay Plan, also within the incorporated exhibits of this ordinance. This move will in general affect an increase of 3.5% to the maximum salaries attached to those position titles over what they were in Plan 1. Plan 1 of the incorporated exhibits of this ordinance, regarding all those position titles included within the new Law Department Pay Plan to become effective January 10, 2026, is repealed effective January 9, 2026.

(2) Upon the effective date of the new Law Department Pay Plan, the City Attorney may review each member of the Law Department's salary for the purpose of making a compensation adjustment based on consideration of factors such as performance, market conditions, and total increases authorized by the City Council for all other employees under this ordinance and its incorporated exhibits. No member is guaranteed a further wage increase. No further increase shall exceed the maximum rate of that member's pay range under the new Law Department Pay Plan. The total amount of any further wage increases under this subsection shall not exceed the equivalent of the cost to give each of the members a three and a half percent (3.5%) further increase in salary. Whether to give a further increase in salary and the amount of any individual member's further increase are at the discretion of the City Attorney.

(3) The position of city attorney will move into the new Executive Pay Plan, one of the new general, pay plans for the City, which will also become effective on January 10, 2026.

(G) Bonuses. The City Attorney is authorized to recommend and approve bonuses for good cause shown, including but not limited to, exceptionally meritorious

service by any member of the Law Department. Bonuses shall be limited to no more than ten percent (10%), up to a maximum of Ten Thousand Dollars (\$10,000.00). Bonuses will not be included in an employee's base wages or retirement calculation.

(H) Administrative Pay Adjustments. The City Attorney may authorize one administrative pay adjustment per fiscal year for members of the Law Department for meritorious service demonstrated as an ongoing and continual basis. An administrative pay adjustment is an amount above the general wage increase provided in subsection (E) above.

(I) Reductions of Compensation. In addition to demotions, the City Attorney may reduce the compensation of any member of the Law Department who fails to perform satisfactory work. At any time during the effective duration of this ordinance and its incorporated exhibits, the City Attorney may reevaluate the compensation of any member whose rate of compensation has been reduced pursuant to this subsection. If upon reevaluation the City Attorney finds that the member's work has improved, the City Attorney may approve an adjustment of that member's rate of compensation.

(J) Promotions. When a member of the Law Department is promoted, the City Attorney may increase the attorney's compensation to any specific dollar amount within the pay range assigned to the position title to which the promotion is made.

(K) Annual Leave, Leave Carryover and Leave Payout. Section 2-49 of the City Code, 1979, as amended, governs annual leave and its carryover for members of the Law Department. Any remaining accrued leave due to a member of the Law Department who has left City service will be paid in the pay period following their last actual work day.

Section 11:- Constitutional Officers, their Officers and Employees. Whereas, it is the desire of the Council of the City of Norfolk and the Commonwealth Constitutional Officers of the City that the City supplement the Commonwealth salaries of the officers and employees of these offices; and

Whereas, Virginia Code §15.2-1605.1, as amended, authorizes the Council, in its discretion, to supplement the compensation of the Commonwealth Constitutional Officers of the City, their officers and employees in such amounts as it may deem expedient; and

Whereas, the supplementation of their compensation is not intended to and shall not constitute them employees of the City for any purpose and shall not authorize the application to them of any personnel policies of the City, except to the extent the application of those policies is otherwise authorized by Virginia general law, or an agreement between a constitutional officer and the City approved by Council by ordinance pursuant to the authority of Virginia Code Section 15.2-1605 or 2.2-3008, as amended, and related Norfolk City Code sections.

(A) Every officer or employee of the City's Commonwealth Constitutional Officers whose compensation is fixed by the State Compensation Board of the

Commonwealth of Virginia shall in no event receive any lesser compensation than that fixed by said Board or by the Commonwealth's general appropriation act.

(B) The Constitutional Officers, whenever the compensation of an officer or employee of their office is increased by the State Compensation Board of the Commonwealth of Virginia to a sum exceeding the supplemented salary or by provisions in the Commonwealth's general appropriation act, shall take immediate action to notify the Director of Human Resources to adjust the compensation payable to such officer or employee so that it is not less than that fixed by the Commonwealth's Compensation Board or the Commonwealth's general appropriation act.

(C) Any compensation paid in accordance with this ordinance to an officer or employee of the Commonwealth Constitutional Officers in excess of the sum fixed by the Commonwealth shall constitute a local supplement, to be payable entirely from the funds of the City appropriated for that purpose in the annual appropriations ordinance for fiscal year 2026.

(D) The appropriations made to fund these supplements and any payments made pursuant to such appropriations are conditioned upon this requirement: that the number of positions within each position title within the Commonwealth Constitutional Offices as established in the incorporated exhibits of this ordinance shall not be increased beyond the total established as of the effective date of this ordinance without the permission of the City Manager.

(E) The purposes of this ordinance and of the criteria and procedures it establishes are solely to supplement the compensation of the officers and employees of the Commonwealth Constitutional Officers, as authorized by Virginia Code §15.1605.1, as amended. Nothing contained herein or in any City ordinance shall alter the status of such persons as officers and employees of the Commonwealth Constitutional Officers, and not of the City of Norfolk, and any references to and/or applications of any City Compensation Plan or other City ordinance are solely for the purpose of administrative convenience in computing the amount of authorized supplements.

(F) The compensation of officers or employees of the City, if any, assigned to the supervision of the Constitutional Officers shall be governed solely by the City Compensation Plan, which is this ordinance and its incorporated exhibits.

(G) The total funding for salaries for any Constitutional Office shall not exceed the total authorized by the Commonwealth's Compensation Board plus these authorized supplements. If at any time during the life of this ordinance, the total salary for any Constitutional Office exceeds the limits, the City Manager shall take immediate action to reduce that Office's supplement.

(H) The funding for the total supplements for the Commonwealth Constitutional Officers and their Offices shall be as set out in the City's Annual Appropriations Ordinance and may not be added to without a subsequent amendment of that ordinance. The payment of any supplements to a particular Commonwealth Constitutional Officer or their employees

shall be conditioned on the full cooperation of that Officer with the City Manager and the Director of Human Resources in providing all information necessary to include that Officer and their employees in the City's systems for calculating the pay and benefits of persons within that Office whose pay and benefits flow through the City's human resources and financial systems, including but not limited to such systems as PeopleSoft. In addition, these supplements may be reduced or eliminated at any time pursuant to other subsections of this ordinance and its incorporated exhibits, so long as the salaries of the Commonwealth Constitutional Officers and their officers and employees remain equal to or greater than those established by the general laws of the Commonwealth of Virginia and the Commonwealth Compensation Board. See Section 15.2-1605.2 of the Virginia Code (Salary increases for constitutional officers), as amended, regarding salary increases awarded by the Commonwealth Compensation Board.

Section 12:- Director of Elections. That every officer or employee of the Director of Elections shall be placed within the pay ranges provided in the incorporated exhibits to this ordinance where appropriate to their pay rates, and any addition to their salaries beyond the amounts established by the Commonwealth shall constitute a City supplement.

(A) The salary of the Director of Elections shall be increased by two and a half percent (2.5%) effective July 1, 2025 Salaries of officers and employees of the Director of Elections shall be increased by two and a half percent (2.5%) effective July 1, 2025. Only officers and employees hired prior to June 27, 2025 are eligible for the increase. Nothing contained within this ordinance and its incorporated exhibits shall alter the status of the Director of Elections and her officers and employees, and their inclusion herein is solely for administrative convenience. The daily compensation for Election Officers assigned to work at voting precincts shall be as follows: Chief Officer, three hundred dollars (\$300) (to include training and delivery of election materials); Assistant Chief, two hundred fifty dollars (\$250) (to include training); Pollbook Officer, two hundred twenty-five dollars (\$225) (to include training); Officer of Election, two hundred dollars (\$200) (to include training); Election Page, one hundred fifty dollars (\$150) for a full day or seventy-five (\$75) for a half day. If the Assistant Chief is required to fill in for Chief Officer, they shall be compensated at the Chief Officer rate.

(B) That as with all the other salary supplements the City authorizes for non-City employees, these officers and employees remain non-City employees, and if their underlying salaries established by the Commonwealth are increased during the fiscal year, the City Manager shall reduce the City supplements proportionally.

Section 13:- Magistrates. Whereas, Section 19.2-46.1 of the Code of Virginia, as amended, authorizes the governing bodies of counties and cities to supplement the compensation of magistrates so long as the total amount, Commonwealth salary plus City supplement, does not exceed fifty percent (50%) of the amount paid by the Commonwealth to any magistrate, and

Whereas, the Council considers it to be in the interests of the City that the compensation of magistrates be supplemented; now therefore, the Council ordains as follows:

(A) That the City shall supplement the fixed compensation paid by the Commonwealth of Virginia to the magistrates appointed to serve in the City of Norfolk in the amounts indicated below, the funds for such supplements having been heretofore appropriated in the annual appropriations ordinance of the City for fiscal year 2026. As provided in Section 19.2-46.1, referenced above, the governing body of any county or city may add to the fixed compensation of magistrates such amount as the governing body may appropriate with the total amount not to exceed fifty percent (50%) of the amount paid by the Commonwealth to magistrates, provided such additional compensation was in effect on June 30, 2008 for such magistrates and any magistrate receiving such additional compensation continues in office without a break in service. However, the total amount of additional compensation may not be increased after June 30, 2008. No additional amount paid by a local governing body shall be chargeable to the Executive Secretary of the Supreme Court, nor shall it remove or supersede any authority, control or supervision of the Executive Secretary or Committee on District Courts.

(B) That the City shall supplement the fixed compensation of each of the magistrates employed on or before June 30, 2008 by adding thereto a sum equal to ten percent (10%) of their fixed compensation, to be paid in quarterly installments.

(C) That the purpose of this ordinance is solely to supplement the compensation of the magistrates with funds of the City, up to the limit set by and as authorized by Section 19.2-46.1 of the Code of Virginia, as amended, and nothing contained herein shall alter the status of such persons as officers or employees of the Commonwealth and not of the City of Norfolk. The City Manager shall reduce these supplements proportionally should the Commonwealth increase these salaries just as the supplements to the salaries of the Constitutional Officers' employees are reduced.

Section 14:- **Public Defenders**. Whereas, Section 19.2-163.01:1 of the Code of Virginia, 1979, as amended, authorizes the governing bodies of any county or city to supplement the compensation of the public defender or any of the public defender's deputies or employees above the compensation fixed by Executive Director of the Virginia Indigent Defense Commission, in such amounts as it may deem expedient so long as such supplements are paid wholly from the funds of such county or city and meet other statutory requirements, and

Whereas the Council considers it to be in the interests of the City that the compensation of the public defender, or the public defender's deputies or employees be supplemented; now therefore, the Council ordains as follows:

(A) That the City shall supplement the fixed compensation of the public defender, or the public defender's deputies or employees as fixed by the Executive Director of the Virginia Indigent Defense Commission to be effective on or after July 1, 2025, with this additional sum, paid wholly from funds of the City, of ten thousand dollars (\$10,000) to the public defender and the public defender's deputies (or other licensed attorneys the public defender may employ) and five thousand dollars (\$5,000) to any of the public defender's

employees who are not licensed attorneys, said supplements to be paid in quarterly installments;

(B) That due to the privileged and protected nature of the attorney-client relations and the statutory scope of representation as provided in sections 19.2-157 and 19.2-163.3 of the Code of Virginia, 1950, as amended, the City shall not place any condition or requirement upon the receipt of such funds beyond those expressed elsewhere in this ordinance concerning the status of such officers and employees whose salaries are supplemented by the City as not being City employees and concerning the reduction of supplements if the Commonwealth increases the base salaries of any supplemented positions during the City's fiscal year; and

(C) That funds provided by the City under this section shall be paid directly to the employees. However, the City shall report to the Virginia Indigent Defense Commission of the amounts of any supplements so provided.

Section 15: That Section 2.1-1.3 of the Code of the City of Norfolk, 1979, as amended, is hereby amended and reordained in its entirety, numbered and reading as follows:

Sec. 2.1-1.3. Officers exempted from the classified service.

Officers who are elected by the people or who are elected or confirmed by the council, the heads of the administrative departments of the city, assistant city managers, employees who report directly to and whose positions require the personal trust and confidence of the city manager, employees regardless of their positions, hired and permanently assigned to work for and under the supervision of the constitutional officers of the city or of the circuit court judges of the city, employees in positions requiring a Doctor of Medicine degree or requiring they be a licensed clinical psychologist, licensed professional counselor, licensed nurse practitioner or licensed clinical social worker, assistant heads of administrative departments and heads or chiefs of bureaus and divisions within said departments except for the departments of fire-rescue and police other than those of the deputy chief of police and the deputy fire chief, and members of the law department shall not be included within the classified service.

Section 16:- That the list of incorporated exhibits attached to this ordinance is as follows (all exhibits effective dates are as indicated).

Exhibit 1 – Regulations.

Exhibit 2 – Appendix 1 – Job Assignment Supplements

Exhibit 3 – Alphabetical Classification Listing Effective July 1, 2025.

Exhibit 4 – Constitutional Officers Pay Tables Effective July 1, 2025.

Exhibit 5 – Pay Plans 1, 2, and 5 (Ranges) Effective July 1, 2025.

Exhibit 6 – Pay Plan 5 (Steps – 40/52 Hour Schedule) Effective July 1, 2025

Exhibit 7 – Alphabetical Classification Listing Effective October 4, 2025.
Exhibit 8 – Public Safety Pay Plans Effective October 4, 2025.
Exhibit 9 – Alphabetical Classification Listing Effective January 10, 2026.
Exhibit 10 – Civilian Pay Plans Effective January 10, 2026.
Exhibit 11 – Law Department Pay Plan Effective January 10, 2026.
Exhibit 12 – Commonwealth Constitutional Officers Pay Tables Effective January 10, 2026.

Section 17:- That this ordinance shall be in effect overall from and after July 1, 2025, with certain portions effective later within Fiscal Year 2026 as indicated within the ordinance body or its incorporated exhibits.

REGULATIONS FOR THE ADMINISTRATION OF THE FY 2026 COMPENSATION PLAN

These Regulations of the FY2026 Compensation Plan are effective as written until Council's approval of a new Compensation Plan with new Regulations or Council's approval over the course of the 2026 fiscal year of amendments to these Regulations.

Section 1. Authority and Discretion

(1) Notwithstanding anything to the contrary in these Regulations for the Administration of the FY 2026 Compensation Plan, all otherwise eligible City employees or non-City employees whose salaries the City supplements may receive the general salary increases provided for in this FY2026 Compensation Plan regardless of the maximum salaries in the pay ranges or steps assigned to their position titles by the Council within the incorporated attachments to this ordinance. This authority to exceed the maximum salaries established by Council is limited in any individual case to an amount necessary to award the full general salary increase authorized by Council. Within this limit, the City Manager may take such action without seeking the Council's authorization through an amendment of this compensation plan so as adjust the pay ranges or steps attached by Council to any position title within this compensation plan. But for this one exception, any wage increase that would cause the wage of an employee covered by this Compensation Plan to exceed the maximums set by the Council must be approved by the Council by ordinance.

(2) These regulations and associated Charter provisions and ordinances, codified and uncodified, apply to all employees of the City of Norfolk. No officer or employee of the City shall have the authority by reference, omission, or error to change the content and administration of the City of Norfolk Compensation Plan.

(3) The City Attorney has at least the same authority and discretion as the City Manager for classifications that fall under the Department of Law. In some cases, the City Attorney's authority is separately addressed in provisions of the compensation plan ordinance.

Section 2. Classification Updates

(1) Deletions - The elimination of a classification is due primarily to efficiency and effectiveness. Affected employees shall be governed by the reduction-in-force provisions.

(2) Additions – The City Manager in concert with the Director of Human Resources is authorized to create classifications during the fiscal year, as determined by emergency operational needs, to the extent authorized by Section 2.1-7 (d) of the Norfolk City Code, 1979, as amended. The titles of such new classifications must have a pay grade attached to them by Council by ordinance amending this Compensation Plan prior to the payment of a salary to any incumbent.

Section 3. Constitutional and State Board Appointed Employees

The City's Compensation Plan assigns pay grades to certain class titles applicable only to persons who are not employees of the City, but who are employed by other governmental officials or entities, including the Commonwealth of Virginia, such as the Director of Elections or any of the Commonwealth Constitutional Officers of the City. In addition, certain class titles listed in this Compensation Plan may be assigned not only to persons who are City employees, but also to certain other persons not employed by the City. Nothing in this Compensation Plan is intended to alter the employment status of persons employed by officials or entities other than the City of Norfolk and the inclusion of class titles applicable to such persons in this Plan shall not have that result. Although the pay grades, pay rates and regulations contained in this Plan may be used by governmental officials and entities other than the City, at their discretion, with respect to the compensation of their employees, no such application shall be deemed to render such persons City employees, or to grant them any rights applicable to City employees.

Section 4. Definitions

"Administrative Pay Plan" - is designed for positions that provide essential office-based support to ensure the smooth operations of the organization. These roles typically involve administrative, clerical, financial, or operational tasks that facilitate the efficient management of internal processes, data, and communications.

"Classification" - A group of positions or other employments authorized by ordinance, e.g., special projects, which are sufficiently alike in duties and responsibilities that they are placed in the same classification specification by the Civil Service Commission or the Director or Human Resources pursuant to a delegation of authority from the Commission and Section 2.1-6 (b) of the Norfolk City Code, 1979, as amended, and described by the same title and assigned to the same pay grade in this Compensation Plan. In the case of positions exempted from the classified service, the term "classification" is used for convenience only, as the Civil Service Commission has no authority in relation to such positions.

"Classified" – All classes of positions that have certain rights and privileges and are governed by Charter Sections 110 through 125, certain provisions of the City Code, and the Rules of the Civil Service Commission.

"Demotion" When an employee is placed in a title where the minimum salary of the title's grade is less than the minimum salary of their current grade. A competitive demotion is when an employee applies and accepts a position competitively where the minimum salary of the new title's grade is less than the minimum salary of their current grade. Involuntary demotion is an employee requests to return to their most recent title in which the minimum salary of their prior grade is less than the minimum salary of their current grade.

"Employee" - As used in these regulations, includes employees and officers of the City whose compensation is specified in this Compensation Plan.

"Executive Pay Plan" - is designed for senior leadership positions responsible for setting strategic direction, making critical, high-impact decisions, and overseeing essential departments or organizational functions. These roles demand extensive leadership experience, deep industry knowledge, and a proven ability to manage executive-level responsibilities, including the development and execution of broad organizational policies.

"Exempt Employees" - Employees who are not covered by or are exempted from the minimum wage and overtime provisions of the Fair Labor Standards Act.

"FLSA" - The Fair Labor Standards Act.

"Fire-Rescue Pay Plan" - is designed for sworn positions within the Fire-Rescue Department responsible for fire suppression, fire inspections, rescue operations, and emergency medical services (EMS). These roles require specialized training, certifications, and the ability to respond swiftly and effectively to emergencies, providing life-saving services to the community.

"Flexible Pay Plan" - is designed for positions that do not follow traditional step-based pay structures, typically covering hourly, part-time, or temporary roles. These positions provide support across various functions within the organization on a non-permanent basis.

"General Pay Plan" - is designed for positions that provide direct services to the public, support operational functions or contribute to the upkeep and maintenance of public facilities. These roles typically involve hands-on work, customer-facing responsibilities, or service-oriented tasks that support the organization's mission.

"Non-exempt Employees" - Employees who are subject to the minimum wage and overtime provisions of the Fair Labor Standards Act.

"Pay Grade" - A series of specific pay rates assigned to a classification as the compensation for that classification.

"Pay Rate" - A specific dollar amount, expressed as either an annual or hourly rate as shown in the Compensation Plan schedules.

"Police Pay Plan" - is designed for sworn positions within the Police Department responsible for law enforcement, maintaining public order, and ensuring community safety. These roles require specialized expertise to effectively respond to a range of law enforcement situations, including patrolling, investigation, and emergency response.

"Regular Rate of Pay" - An hourly rate for non-exempt employees determined by dividing total remuneration for employment (calculated in accordance with the FLSA) in any workweek by the total hours worked, or, in the case of fire protection/emergency medical, or law enforcement employees, by the number of hours in the applicable declared work period established pursuant to Section 7(k) of the FLSA and Section 9.1-701 of the Virginia Code.

"Red-Circle" - A designation for incumbents whose salaries are at the maximum of their specified pay grade of the annual compensation plan. The salaries of such Incumbents are frozen until such time as their pay grade's maximum salary is increased by City Council. Absent a promotion to a position under a different grade with a higher maximum salary (subject to Charter, City Code, and Civil Service Commission Rules applicable to the classified service if the position is classified), any additional compensation awarded to frozen "Red-Circle" employees shall be in the form of a bonus up to the limits imposed upon bonuses by the compensation plan ordinance and these regulations. The authority to exceed the maximum salaries established by City Council is limited in any individual case to an amount necessary to award the full general wage increase authorized by Council.

“Sheriff Pay Plan” - is designed for sworn positions within the Sheriff's Department responsible for maintaining order, safety, and security. These roles include law enforcement duties such as executing court orders, transporting prisoners, and providing security for detention facilities.

“Specialized Pay Plan” - is designed for positions requiring advanced skills, certifications, or education critical to the role. These positions demand expertise, training, or credentials that go beyond standard job classifications and often involve specialized knowledge essential to the organization's core operations.

“Telecommunicator Pay Plan” - is designed for civilian employees working in emergency communications, including dispatching police, fire, and emergency medical services (EMS). These roles are crucial in coordinating timely emergency responses and providing real-time support during critical situations.

“Trades Pay Plan” - is designed for positions that require hands-on skilled labor and technical expertise essential to the organization's infrastructure and daily operations. These roles typically demand vocational training, apprenticeships, or certifications in fields such as construction, landscaping, maintenance, and repair.

Unclassified – All classes of City positions identified in Charter Section 114 as being exempt from the classified service. Such employees serve at the will of the City manager or in some cases at the will of some other Council appointee, such as the City Attorney. Separate from those positions considered exempt from the classified service by Charter section 114, are positions exempt from both the classified and unclassified service under Charter section 114.1. Such persons are also at will employees. This includes:

- a. Heads and assistant heads of administrative departments
- b. The Deputy Chief of Police
- c. Deputy City Managers
- d. Employees who report directly to and whose positions require the personal trust and confidence of the City Manager
- e. Employees assigned to work for and under the supervision of constitutional officers or circuit court judges
- f. Heads or chiefs of bureaus and divisions within departments, excluding the departments of fire and police
- g. Employees of the law department, the office of the City Clerk, the office of the City Auditor, or the office of the City Assessor.
- h. Appointed civil service examiners.
- i. Deputy Fire Chief

Section 5. Annual Increments

(1) Employees whose positions are included within a classification listed in a Step Pay Plan shall be eligible to receive an annual increment, i.e., a salary increase of one step, provided that work performance has been rated as "Meets Expectations" or higher through the City's Performance Management System, until the employee reaches the maximum pay rate of the pay grade assigned to their classification.

(2) In the event an employee's work performance has been rated through the City's Performance Management System as "Needs Improvement" or "Below Expectations," or is otherwise of unsatisfactory quality, the Department Director shall deny any increment the employee might otherwise receive under this section. The Department Director shall promptly report such action to the Department of Human Resources.

Section 6. Demotions

(1) Voluntary Demotions

Employees who request a voluntary demotion to a lower-graded position will experience a salary decrease of at least 5.0%, rounded to the next lowest step within the lower grade.

(2) Probationary Demotions

When an employee is demoted during a promotional probationary period, the salary shall be reduced to the plan, grade and step formerly received prior to promotion.

(3) Involuntary Demotions

When an employee is demoted due to performance or disciplinary reasons, their new salary will be decreased by at least 5.0%, rounded to the next lowest step within the lower grade.

Section 7. Salary Adjustments

(1) Bonus - the City Manager is authorized to approve bonuses for good cause shown, including but not limited to, exceptionally meritorious service. Bonuses shall be limited to no more than ten percent of salary (10%), up to a maximum of Ten Thousand Dollars (\$10,000.00). Bonuses will not be included in an employee's base wages or retirement calculation.

(2) Police Officer Retention Bonus Program - All Officers wishing to participate in this Bonus Program must first execute a contract delineating their rights and duties under this Program.

(a) Qualifying Groups

i. Captains to Lieutenants

All current sworn officers within this group may sign during the life of this Compensation Plan (Ordinance and exhibits including Regulations, as amended), a five-year commitment to continue employment as a Norfolk Police Officer and receive a bonus as provided for by this regulation and its associated contract. Individual bonuses will be established in the contracts based on the number of police officer vacancies but will be not more than eight thousand dollars (\$8,000) each.

ii. Sergeants and below excluding Police Recruits

All current sworn officers within this group may sign during the life of this Compensation Plan (Ordinance and exhibits including Regulations, as amended) a five-year commitment to continue employment as a Norfolk Police Officer and receive a bonus as provided for by this regulation and its associated contract. Individual bonuses will be established in the contracts based on the number of police officer vacancies but will be not more than twelve thousand dollars (\$12,000) each.

iii. Police Recruits

All Officers hired into the Police Recruit classification who successfully complete the Academy during the effective life of this Compensation Plan (ordinance and exhibits including Regulations, as amended) and are automatically reclassified into Police Officer position may choose:

1. To immediately sign a five-year commitment and receive a bonus as provided for by this regulation and its associated contract. Individual bonuses will be established in the contracts based on the number of police officer vacancies but will not be more than five thousand dollars (\$5,000) each.
2. To sign no immediate five-year commitment. Such officers may be eligible to later sign a five-year commitment after their one-year probationary period as a Police Officer ends, depending on the then current Compensation Plan (ordinance and exhibits including Regulations, as amended). Individual bonuses will be established in the contracts based on the number of police officer vacancies but will be the same as for those in Qualifying Group (b).

(b) Program Specifics

- i. Officers' bonuses will vest gradually over a period of five years at the rate of 20% (percent) per year.
- ii. Officers voluntarily separating from City employment must repay unvested portions of their bonuses.
- iii. Officers terminated for cause must repay unvested portions of their bonuses.
- iv. Officers' Five-year commitment cannot be prorated for planned retirement.
- v. Officers' years worked while in DROP will not count towards a five-year commitment.
- vi. Officers' time spent on active duty if recalled to active military duty will count towards a five-year commitment.

(c) Exceptions to Repayment Provision

Repayment is not required under these circumstances, upon an officer's resignation with the provision of adequate proof of the circumstances (adequacy to be determined by the City):

- i. An Officer's spouse or partner in the military is transferred to a new duty station more than 50 miles from Norfolk. This exception may not be claimed by an officer whose spouse is a sworn Norfolk Police Officer.
- ii. An Officer's spouse or partner receives a verified job offer more than 50 miles from Norfolk. This exception may not be claimed by an officer whose spouse is a sworn Norfolk Police Officer.

- iii. An Officer's resignation when required to provide long-term care to a sick family relation. Family relationships eligible for this exception shall be those for which an Officer could take sick leave to care for pursuant to Section 2-50 of the Norfolk City Code (1979), as amended.
- iv. An Officer's developing a health condition preventing them from carrying out their duties if that condition could not be accommodated for pursuant to the Americans with Disabilities Act.
- v. An officer's position being eliminated as part of a Reduction in Force.

3. Public Safety Telecommunicator Retention Bonus Program

Public Safety Telecommunicators I through III could receive a retention bonus after their service date when vacancy rates for their respective title is above fifteen (15%) percent.

Title	Years of Service in Title		
	1 Year	2 Years	3 or More Years
Public Safety Telecommunicator I	\$2,000	\$4,000	\$6,000
Public Safety Telecommunicator II	\$2,500	\$5,000	\$7,500
Public Safety Telecommunicator III	\$3,000	\$6,000	\$9,000

4. Referral Bonus - An incentive to current employees (some employees are ineligible) who refer candidates who are selected and successfully hired. Candidates are persons not currently or previously employed by the City (this includes permanent, temporary, special projects or employees contracted through temporary agencies). The referral bonus award payment will be authorized by the Human Resources Director in conjunction with the Finance Director. After the non-sworn referred candidate successfully completes their Probationary Period (or after six (6) months if there is no probationary period), or the sworn referred candidate successfully completes their recruit academy in good standing with no corrective/disciplinary action, the employee responsible for the referral will receive the referral bonus payment

Referral bonus amounts are for full-time vacant positions:

Three thousand dollars (\$3,000) for a non-sworn position

Five thousand dollars (\$5,000) for a sworn position

Five thousand dollars (\$5,000) for a Public Safety
Telecommunicator Call Taker position

Five thousand dollars (\$5,000) for a Public Safety
Telecommunicator I-III position

5. Signing Bonus – A discretionary incentive paid to a new full-time employee to join the City. The discretionary signing bonus award payment will be authorized by the Director of Human Resources for positions that have been determined, prior to a job posting, “hard to fill” or as a recruitment incentive. After a new full-time employee successfully completes their Probationary Period (or after six (6) months if there is no probationary period), or the new sworn employee successfully completes their recruit academy, the new employee will receive the award provided they were and are still in good standing with no corrective/disciplinary action. Each successful candidate will receive five thousand dollars (\$5,000) and must be actively employed with the City at the time of payout. In addition, Public Safety Telecommunicator Call Takers in good standing will receive two thousand five hundred dollars (\$2,500) upon successful completion of nine months of continuous employment.
6. Merit Increase/Step Increase – When recommended in writing by a department head, supported by a performance agreement, endorsed by the Department of Human Resources, and available funds are certified by the Department Director, the City Manager may authorize one administrative pay adjustment per fiscal year (if the employee is on a step plan the adjustment must be onto a step), for meritorious service demonstrated by an employee on an ongoing and continual basis. A performance evaluation conducted within the past 12 months for any employee classification must be included with merit increase requests. A merit increase may not be given before the completion of a probationary period review or within 6 months of a promotion or lateral transfer.
7. The City Manager may authorize special assignment pay up to 15% of the current salary rounded to the next highest step if on a step plan not to exceed pay grade maximum, when an employee is assigned additional duties that are significantly outside of their normal job responsibilities for at least fifteen (15) days. When the special assignment is discontinued, an employee’s compensation shall revert to the salary previously paid prior to such assignment.
8. All pay changes or adjustments shall become effective on the first day of the respective pay period that follows the approval of the City Manager or the Director of Human Resources.
9. In the event that the federal or state minimum wage rate is higher than the minimum of any pay plan, all employees will be paid at least the federal or state minimum wage rate, whichever is greater.
10. When the minimum pay rate in a pay grade for any Division of Social Services classification is below the minimum salary mandated for that classification by the Commonwealth of Virginia, the City Manager or the Director of Human Resources, shall increase the compensation to the Commonwealth-specified minimum salary.

Section 8. Inclusiveness of Specified Compensation

The rates of compensation specified in these regulations and the other tables, appendices, and attachments to the Compensation Plan ordinance, for the positions within the classifications listed constitute the total monetary compensation of the regular, full-time employees and officers holding such positions as members of the classified or unclassified service and of those holding them as members of neither service (e.g., special project employees). In addition, to the extent funds are available, the City Manager or the City Attorney in the case of members of the Law Department, may provide payment and/or reimbursement of monies authorized in advance and incurred as an incident of employment up to a limit of five thousand dollars (\$5,000). Such payments shall not be counted as earnable compensation for purposes of calculating retirement pension benefits.

The following additional compensation for Council Appointees is as follows:

(1) The City Manager:

- (a) The use of a city car or to receive an annual car allowance of ten thousand dollars (\$10,000) paid bi-weekly at an approximate rate of \$384.61. If the car allowance is elected, that supplemental pay shall be counted as earnable compensation for the calculation of retirement pension benefits if the incumbent is a member of the Norfolk Employees' Retirement System;
- (b) A contribution in the amount of twenty-four thousand five hundred dollars (\$24,500) to the City Manager's Section 401(a) or 457(b) retirement account or up to the maximum legally allowed including "catch up" contributions and cost of living adjustments as approved by City Council. All such contributions shall be considered earnable compensation for the calculation of retirement pension benefits if the City Manager is in Norfolk Employees' Retirement System; All such contributions shall be payable in their entirety on the first payroll processed in January 2026.
- (c) Payment of health, dental and vision insurance premium costs;
- (d) Payment of disability insurance premium costs;
- (e) Payment of mandated Virginia Retirement System life insurance premium costs;
- (f) Enrollment fees for membership into three (3) professional organizations; and
- (g) Severance payment, in addition to payout of leave balances, if involuntarily terminated for any reason other than malfeasance or a criminal offense, in the following amounts: if terminated during the first two years of employment, one year of severance pay at the current rate; if terminated during the third year or any time thereafter, nine months of severance pay the current rate

(2) The City Attorney:

- (a) The use of a city car or to receive an annual car allowance of ten thousand dollars (\$10,000) paid biweekly at an approximate rate of \$384.61. This supplemental pay shall be counted as earnable compensation for the

calculation of retirement pension benefits if the incumbent is a member of the Norfolk Employees' Retirement System;

- (b) A contribution into a 457(b) account in an amount equal to the maximum allowable, in addition, an amount equal to the maximum allowable "catch up" contributions and cost of living adjustments paid separately and directly to the City Attorney with applicable employment taxes withheld as required by federal and state regulations. Such contributions will be considered earnable compensation for the calculation of retirement pension benefits. All such contributions shall be payable in their entirety on the first payroll processed in January 2026;
- (c) As legal counsel to the police and fire-rescue departments, the City Attorney shall have a retirement determined by subsection (p) of City Code Section 37-61, which in accordance with Section 143(a) of the Norfolk City Charter cannot be reduced to the extent it has accrued.

(3) The City Assessor:

The use of a city car or to receive an annual car allowance of ten thousand dollars (\$10,000) paid bi-weekly at an approximate rate of \$384.61. This supplemental pay shall be counted as earnable compensation for the calculation of retirement pension benefits if the incumbent is a member of the Norfolk Employees Retirement System.

(4) The City Clerk:

The use of a city car or to receive an annual car allowance of ten thousand dollars (\$10,000) paid bi-weekly at an approximate rate of \$384.61. This supplemental pay shall be counted as earnable compensation for the calculation of retirement pension benefits if the incumbent is a member of the Norfolk Employees Retirement System.

(5) The City Auditor:

The use of a city car or to receive an annual car allowance of ten thousand dollars (\$10,000) paid biweekly at an approximate rate of \$384.61. This supplemental pay shall be counted as earnable compensation for the calculation of retirement pension benefits if the incumbent is a member of the Norfolk Employees Retirement System.

Section 9. New Hire Compensation

- (1) Every person whose position is included within a classification listed in this Compensation Plan, shall be employed at the minimum rate of the pay grade established for the classification, except as otherwise provided, subject to the availability of funds.

In the case of a new employee whose experience and qualifications exceed the minimum qualifications for the position:

- A department director may authorize an initial salary up to step 5, if the position is on a step pay plan or up to 15% above the minimum of the pay range if the position is on an open range pay plan ,

- The Director of Human Resources may authorize an initial salary up to the midpoint of the pay range.
- The City Manager may authorize a salary at any rate within the pay grade. The City Council, in cases of persons whose appointments it makes directly or confirms, may authorize employment at any rate in such pay grade.
- All new hires salaries on the executive pay plan must be endorsed by the Director of Human Resources and approved by the City Manager.
- No salary may exceed the maximum of the assigned pay grade.

(2) Persons initially employed in Special Project positions who move to a permanent position of the same title and grade shall have no change in compensation.

Section 10. Overtime and Related Provisions

(A) General Provisions

- (1) No employee shall be entitled to or shall receive any additional monetary compensation or shall be granted any compensatory time off for hours of work in excess of the standard workday, as defined in Section 2-47 of the City Code, except as provided herein.
- (2) For the purposes of determining eligibility for compensation for overtime work, City employees are assigned to two eligibility categories:
 - (a) Non-Exempt – Employees, who under the FLSA, are required to receive monetary compensation or compensatory time for overtime work in accordance with the FLSA:
 - i. At the rate of one and one-half times their regular rate of pay, or compensatory time equal to one and one-half times the number of hours actually worked in excess of 40 hours in a workweek; or
 - ii. In the case of fire protection and law enforcement personnel on a work period between 7 and 28 days, at a rate established pursuant to 29 U.S.C. §207(k) of the Federal Code and §9.1-701 of the Virginia Code.
 - (b) Exempt - Employees who are exempt from the FLSA and are not eligible to receive either monetary overtime compensation or compensatory time off for overtime work.
- (3) Non-exempt employees will be eligible for monetary overtime compensation or compensatory time off when, by reason of necessity or emergency, they are required to work in excess of 40 hours per week, or for fire protection and law enforcement personnel, in excess of the rate established pursuant to 29 U.S.C. §207(k) of the Federal Code and §9.1-701 of the Virginia Code.
 - (a) All periods of paid leave should be counted towards eligibility of overtime for sworn public safety employees.

(b) Paid time off will not be counted as hours worked toward achieving eligibility for overtime status for non-sworn employees in accordance with the Fair Labor Standards Act.

(4) Department heads or their designees are authorized to approve overtime work for non-exempt employees. An agreement between department heads or their designee and the individual employee must be reached prior to the performance of overtime work if compensatory time is to be given in lieu of monetary overtime.

(5) Compensatory time is subject to the following limits:

- (a) Eligible non-sworn employees may not accrue more than 240 hours of compensatory time (160 hours of actual overtime worked). Employees who have accrued 240 hours of compensatory time off will be paid monetary overtime for additional overtime hours of work.
- (b) Sworn employees may not accrue more than 480 hours of compensatory time (320 hours of actual overtime worked). Sworn employees who have accrued 480 hours of compensatory time off will be paid monetary overtime for additional overtime hours of work.
- (c) Non-exempt employees who have accumulated overtime may request compensatory time off and such compensatory time off shall be granted within a reasonable period of time, so long as it does not unduly disrupt the affected Department's operation.
- (d) Employees shall be paid for unused compensatory time earned at a rate not less than (i) the average regular rate received by the employee during the last 3 years of employment, or (ii) the final regular rate received by the employee, whichever is higher upon termination of employment.

(6) General non-exempt employees assigned to a designated task system of operation are ineligible for overtime during the performance of their designated tasks unless:

- (a) The designated task requires more than 8 hours of work in any one day or more than 10 hours of work in any one workday for employees assigned to a 4-day, 10-hour per day work week; or
- (b) Employees have completed their designated tasks for the day and are assigned additional tasks; or
- (c) They are required to work in excess of 40 hours in a work week.

- (d) The designated tasks for each employee operating under a task system shall be set forth in writing by the Department Head.
- (e) Employees performing overtime work as defined in this paragraph shall be entitled to monetary overtime or compensatory time off for each hour they are required to perform such work, in accordance with the regulations set forth in this plan.

(B) Training

- (1) When state and/or federally mandated recertification training requirements cannot be accommodated during scheduled work periods, and when this circumstance has been certified, in writing, by the Director of Human Resources, employees may be granted off-duty training time, on an hour for hour basis, including the taking of the final examination, that can only be offered to them by management during off-duty hours. Such time will not be extended to include travel time. Non-exempt fire-rescue employees required to participate in state-mandated Advanced Life Support recertification training will only be eligible to receive this compensation once every three years, in accordance with Virginia Department of Health, Office of Emergency Medical Services recertification periods.
- (2) Training required by the employer as part of an employee's normal assignments, other than training required for state and/or federal recertification, shall be considered as hours worked, and any overtime hours necessitated by such requirement shall be paid for in accordance with the FLSA and regulations herein.

(C) Official Holidays

In all cases where employees are required to work on any designated holiday, the following provisions will apply.

- (1) Non-exempt employees will receive monetary compensation equal to one and one-half times the hourly pay rate established for their classification (except for the birthday holiday, wellness days holiday and diversity holiday). In addition, these employees will be granted time off, equal to hours actually worked during their normally scheduled work hours, in lieu of the holiday; provided, however, that Refuse Collectors, Refuse Collection Supervisors, Refuse Inspectors and Waterworks Operator classifications may choose a holiday leave credit day or monetary pay (at straight time) for holidays designated by the department's Director, subject to the availability of funds for monetary pay. The extra hourly payments for holiday work will not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. Employees required to work on their birthday holiday, diversity holiday and/or wellness days holiday will be compensated at the pay rate established for their classification.
- (2) Exempt employees receive holiday leave credit equivalent to hours actually worked up to their regularly scheduled work hours.
- (3) Holiday leave credit for holiday service must be used within twelve (12) months from the holiday for which it is granted. Upon the request of a

Department Head, the City Manager may authorize monetary payment for holiday leave credit.

- (4) When an employee's normal weekly work schedule includes a Saturday or a Sunday, and a designated holiday falls on a scheduled weekend workday, the holiday shall be observed by such employee on the actual workday on which it occurs, rather than on the preceding Friday or the Monday thereafter.
- (5) If any holiday falls on a Saturday, it shall be observed on the preceding day, and if any holiday falls on a Sunday, it shall be observed on the day following; except that if Christmas Eve is on a Saturday or a Sunday, it shall be observed on the Friday before Christmas Day.
- (6) Holiday leave credit earned in accordance with these regulations pertaining to holidays may only be used after the occurrence of the holiday.
- (7) An employee may receive only one holiday premium during any given holiday (24-hour period).
- (8) All regular, full-time (not temporary or part-time) city employees are granted four (4) hours of paid leave per calendar year for community service within the Norfolk Public School Division or in service to an established not-for-profit community organization within the City of Norfolk.

This leave must be approved in advance through normal departmental processes. The City Manager shall designate eligible community organizations. Unused volunteer leave during each year will be forfeited.

(D) Special Provisions for Emergency Declarations

The City Manager may determine that an emergency situation merits the modification or suspension of basic City services and is authorized to take such action and provide paid emergency leave to non-essential personnel and additional appropriate compensation or leave to employees required to work during this period. Any such declarations made by the City Manager shall be immediately shared with the City Council.

(E) Special Provisions for Specific Job Classifications

- (1) Whenever an eligible employee, not working a regular tour of duty, is required to appear in court for the purpose of testifying on behalf of the Commonwealth of Virginia or the City of Norfolk, or to give a deposition in lieu of appearing, to testify to the facts which arise within the scope of his or her employment with the City of Norfolk, such employee shall receive monetary overtime compensation equal to one and one-half times the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. The minimum time for which such overtime compensation shall be payable will be three hours and payment after the third hour will be computed in increments of 15 minutes. The extra halftime payment for such appearances shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. Such employees who are required to appear for any of the above purposes who are on sick leave or receiving worker's compensation because of a work-related disability shall not be entitled to such overtime compensation.

- (2) Whenever an employee who is absent from duty on leave without pay status or on suspension, is required by the City to appear in a civil or criminal court, or at a hearing before an agency of the Commonwealth of Virginia, or to give a deposition in lieu of appearing, to testify to facts which arise within the scope of his or her employment with the City of Norfolk, such employees shall receive compensation equal to the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. Such employees shall not be entitled to overtime compensation for such appearances.
- (3) Whenever a former employee of the City is required by the City to appear in a civil or criminal court, or at a hearing before an agency of the Commonwealth of Virginia, or to give a deposition in lieu of appearing or for discovery purposes, by subpoena or otherwise, to testify to facts which arose within the scope of his or her employment with the City, such former employee shall receive an hourly stipend of eighteen dollars (\$18.00) for every hour or any part thereof required to appear.

Section 11. Part-Time Employment

Employees holding positions who work fewer hours than full-time employees will receive compensation proportionate to their hours worked within such classification.

Section 12. Promotions and Reclassifications

- (1) Overall Promotional Salary Guidelines
 - a) Promotional salaries must be at or above the minimum of the new pay grade.
 - b) In no event shall an employee's salary, promoted under this sub-section, exceed the maximum of the new pay grade.
 - c) All promotions and reclassifications are effective on the first day of the respective pay period that follows the approval of the Civil Service Commission, or the Director of Human Resources, pursuant to a delegation by the Commission under Section 2.1-6 (b) of the Norfolk City Code, 1979, as amended.
 - d) When an employee is promoted through a competitive process, the adjustment will depend on whether the employee is on a step pay plan or an open range pay plan, as outlined below:

- (2) Step Pay Plan Promotions

For employees on a step pay plan:

- a) If the employee's current salary, when placed in the new grade, falls at or below step 4, the Department Director may authorize a promotional salary up to Step 5
- b) If the employee's current salary, when placed in the new grade, falls at or above step 5, the Department Director may authorize a promotional salary up to two steps above the employee's current step in the new grade.

- c) If the proposed promotional salary exceeds the Department Director's authority but remains below the midpoint of the new grade, it must be reviewed and endorsed by the Director of Human Resources.
- d) If the proposed promotional salary exceeds the midpoint of the new grade, it must be reviewed and approved by the City Manager or designee.
- e) In no case may a promoted employee be paid above the maximum of the new pay grade.

(3) Open Range Pay Plan Promotions

For employees on the Flexible Pay Plan:

- a) The Department Director may authorize a promotional salary up to fifteen percent (15%) above the employee's current salary, excluding temporary acting service salary
- b) If the proposed promotional salary exceeds 15%, but remains below the midpoint of the new pay grade, it must be reviewed and endorsed by the Director of Human Resources.
- c) If the proposed promotional salary exceeds the midpoint of the new pay grade, it must be reviewed and approved by the City Manager
- d) In no case may a promoted employee be paid above the maximum of the new pay grade.

For employees on the Executive Pay Plan:

- a) All promotional salary recommendations for employees on the executive pay plan must be reviewed and endorsed by the Director of Human Resources and approved by the City Manager.
- b) In no case may a promoted employee be paid above the maximum of the new pay grade.

(4) Sworn Police and Fire Promotions

- a) Upon promotion, sworn police and fire-rescue employees will receive a promotional salary that is at least five percent (5%) above their former salary, rounded up to the next highest step in the higher grade.
- b) If the calculated five percent (5) is below the minimum of the new pay grade, the employee will be placed at the minimum of the new pay grade. .
- c) For employees promoting into a discrete rank, placement will be made at step one of the new pay grade, rather than the five percent (5%) calculation.

(5) In-Place Promotions and Reclassification

- a) When an employee is promoted in place to a classification with a higher minimum pay range, the employee's salary shall be set at no less than the minimum of the new pay range.

- b) When a position is reclassified to another classification within the same pay range, the employee's salary will remain unchanged.
- c) When a position is reclassified to a classification with a lower minimum pay range, the employee's salary will be reduced by five percent (5%) rounded down to the next lowest step, provided the resulting salary does not exceed the maximum of the new pay range.

(6) Automatic Reclassification

When an employee is automatically reclassified under Civil Service Commission rules (for designated series specified in the alphabetical listing), the promotional salary may be increased by up to fifteen percent (15%), rounded to the next highest step in the new grade.

The Department Head will determine the salary placement in accordance with the approved schedule for that classification series, not to exceed the maximum salary of the new pay grade.

Section 13. Regrading of Job Classes

- (1) When a job classification is assigned to a higher pay grade (regrade), the incumbent's salary shall be increased to at least the minimum pay rate of the new pay grade.
- (2) If an incumbent's salary exceeds the minimum of the new pay grade a salary adjustment to the next highest step in the new pay grade is made. For incumbents on an open range, no adjustment will be made.

Section 14. Reinstatement

An employee reinstated to a previously held position may be reinstated to the salary earned at the time of separation. If salary at the time of separation is in between steps at the time of reinstatement they will be reinstated at the next highest step.

Section 15. Additional Compensation

- (1) Supplemental compensation authorized by this section and the attached Supplemental Pay, Bonus and Incentive Appendices will be included in calculating the regular rate of pay of nonexempt employees, as required by the FLSA.
- (2) Only permanent employees are eligible for supplemental compensation, unless otherwise indicated.
- (3) During any part of a month when an employee is absent from duty on leave without pay status, or is on suspension without pay, such employee shall not be entitled to be credited with or to receive any special duty pay authorized herein for the portion of the month for which the employee is not receiving pay

- (4) No special duty pay will be considered in the computation of salary increases to which an employee is eligible due to promotion, reclassification, annual increments, or merit pay adjustments.
- (5) Special duty pay is not considered as a promotion or reclassification and will not alter an employee's classification or pay grade.
- (6) Permanent employees who are non-exempt and regularly required to perform service at night, shall receive their normal compensation plus a sum equal to ten percent (10%) of the pay rate as established. Such additional compensation shall only be paid to employees working a fixed shift where one-half or more of the employee's regular working hours are scheduled after 5:00 p.m. and shall not be paid to sworn members of the Departments of Fire-Rescue and Police). In addition, employees working a rotating shift or a shift which otherwise requires them to periodically work at night are excluded. A fixed shift basis of employment is one in which the regular working hours are identical each working day for a period of not less than 30 calendar days. A rotating shift is one in which the hours of work fluctuate on a regular basis or irregular basis. This supplement will be applied during periods of leave and holiday.
- (7) Employees in classifications assigned to certain duties and meeting specified criteria, shall receive the indicated supplement amounts as described in the attached Supplemental Pay Appendices.
- (8) The following supplements are included in the calculation of retirement credit for sworn employees as defined below:
 - (a) Education Pay - This supplemental pay shall be counted as earnable compensation for the calculation of retirement pension benefits if the incumbent is a member of the Norfolk Employees' Retirement System.
 - (b) Senior and Master Police Officer - This supplemental pay shall be counted as earnable compensation for the calculation of retirement pension if the incumbent is a member of the Norfolk Employees' Retirement System.
 - (c) Gun allowance (Fire-Rescue) - This supplemental pay shall be counted as earnable compensation for the calculation of retirement pension if the incumbent is a member of the Norfolk Employees' Retirement System.
- (9) Sworn fire-rescue personnel designated as Master Firefighter who meet and maintain service and performance requirements specified

in the Standard Operating Procedures for obtaining the Master Firefighter designation will receive compensation, in addition to their regular pay rate, authorized in the respective General Order and approved by the City Manager acting as Director of Public Safety.

Section 16. On-Call

- (1) On-call status applies to all hours other than an employee's regularly scheduled work hours on weekdays and 24 hours on Saturday and on Sunday. An employee scheduled for on-call who is on approved sick leave (due to illness) or annual leave for a full day would not be eligible for on-call on that day.
- (2) Non-exempt civilian employees and sworn non-exempt fire-rescue employees permanently assigned to a 40-hour work week whose positions are approved by the City Manager for additional compensation for serving in an on-call status will be paid, in addition to their regular pay rates, according to one, and only one of the following:
 - (a) \$133.00 for each full weekly period of assigned on-call duty;
 - (b) \$154.00 for each full weekly period of assigned on-call duty, if any holiday designated in City Code Section 2-48 occurs within that week;
 - (c) \$19.00 for each full day of on-call duty; or
 - (d) \$40.00 for any holiday designated in City Code Section 2-48.
- (3) Employees designated in on-call status on a holiday or for any full week in which a holiday falls may receive only one on-call premium, pursuant to either but not both subsection (2) (b) or (2) (d) above.
- (4) Employees that are members of the Emergency Shelter Strike team are eligible for on-call status and shall receive \$19.00 for each full day of on-call duty.
- (5) Sworn non-exempt fire-rescue employee on leave for a full shift would not be eligible for on-call for that day.

Section 17. Temporary Acting Service

- (1) Whenever a classified employee is assigned by the City Manager or designee to serve in a temporary acting capacity in a higher pay grade but still classified, such employee, during the period of such service, shall receive compensation of at least 15% of their current salary rounded to the next highest step within the higher grade or the minimum rate of the new classification, whichever is greater; or as provided under (2). In accordance with City Code Chapter 37, temporary acting service pay shall be considered earnable

compensation for the calculation of retirement pension benefits if the incumbent is a member of the Norfolk Employees' Retirement System.

- (2) If the classified employee is assigned to serve in a temporary acting capacity in an unclassified position during the period of such service the employee shall receive compensation of at least 15% of their current salary rounded to the next highest step within the higher grade or the minimum rate of the new classification, whichever is greater. The City Manager in their sole discretion may authorize the salary of the employee to be at any specific step/dollar amount within the pay grade assigned to such classification.
- (3) Whenever members of the unclassified service are assigned to serve in a temporary acting capacity in a higher pay grade, the employee shall receive compensation of at least 15% of their current salary rounded to the next highest step within the higher grade or the minimum of the new classification, whichever is greater. The City Manager in their sole discretion may authorize the salary of the employee to be at any specific step/dollar amount within the pay grade assigned to such classification.
- (4) When temporary acting service is discontinued, an employee's compensation shall revert to the employee's previous salary including general wage adjustments that would have been applicable.
- (5) Temporary Acting Service, for classified employees, shall be no longer than 180 days unless approved by the Civil Service Commission. In no event shall such service be permitted for longer than two years.
- (6) In no event shall an employee's salary, serving in a temporary acting status under this sub-section, exceed the maximum of the new pay grade.

Section 18. Transfers and Reassignments

An employee transferred or reassigned to a position in the same pay grade will receive no change in salary.

Section 19. Leave Payout

- (1) Remaining accrued annual leave (up to the carryover limit specified) for an employee who has left City service will be paid as part of the normal payroll schedule.
- (2) Any remaining annual leave (up to the carryover limit specified) may be requested as payout following a period of pre-disciplinary leave or disciplinary suspension of at least thirty (30) days. Requests for a

lump sum payout must be submitted in writing to the Department of Human Resources.

Section 20. Severance Pay

Upon the termination of employment of any city employee, the City Manager, or the City Attorney if the employee is a member of the law department, may award that employee up to six (6) months' salary in the form of a lump sum severance payment. That payment shall be in addition to any final salary or leave compensation to which the employee may be entitled as a consequence of the severance of their employment and shall not be considered earnable compensation for purposes of calculating retirement benefits.

Section 21. Corrections

When reported errors or mistakes in the application of the compensation plan are verified by the Director of Human Resources, the City Manager or designee will determine the appropriate corrective action. Pending the City Manager's approval, the Director of Human Resources and the Director of Finance will take immediate action to prevent continued overpayment or underpayment of any salary.

Appendix 1 - Job Assignment Supplements

Employees in the following departments and classifications assigned to the following duties and meeting the specified criteria, shall receive the indicated supplement amounts, in addition to their regular pay rates:

Name of Supplement (Code)	Supplement Amount	Department/Division	Job Class(es)	Other Information
Assessment for Child or Adult (VIA)	\$125/assessment	Norfolk Community Services Board	Qualified Staff as determined by the Department Director	
Automotive (AA1-AA9) (EMC/EM2) (SIP)	<ul style="list-style-type: none">• \$0.10 per hour for each automotive Certification currently held; up to 9• \$0.25 per hour for each EVT / Master Certification; maximum of 2• \$.25 per hour for successfully completing the State Inspection program	General Services Fleet Management	<ul style="list-style-type: none">• Autobody Repair Mechanic• Automotive Repair Technician• Automotive Service Attendant• Automotive Repair Technician, Senior <i>(ineligible for VA State Inspection supplement)</i>• Autobody Repair Mechanic, Senior• Welder	Automotive Service Excellence (ASE) Certification Emergency Vehicle Technician (EVT)/Master Certification Virginia State Inspection Certification

Name of Supplement (Code)	Supplement Amount	Department/Division	Job Class(es)	Other Information
Beach Lifeguard	<ul style="list-style-type: none"> Additional \$4.00 per hour while acting as Beach Lifeguard Captain (BLC) Additional \$3.00 per hour while acting as Beach Lifeguard Lieutenant (BLL) 	Parks & Recreation	Lifeguard (Beach Lifeguard/Captain Beach Lifeguard/Lieutenant)	Supervising seasonal part-time Beach Lifeguards from May through Labor Day
Bilingual Pay (BIL)	\$57.70 per pay period (\$1,500 annual stipend over 26 pay periods). Does not compound for additional language skills	All Departments	Various job classifications based on department need. Department of Human Resources approval required	Bilingual pay (including sign language) for staff who are certified as having applicable language skills that the City requires on a periodic or regular basis. Recertification required
Car Allowance-Executives (CAR)	\$230.77 per pay period (\$6,000 annual stipend over 26 pay periods)	Various City Departments	Department Heads Chief of Staff	The car allowance shall be counted as earnable compensation for the calculation of retirement pension benefits if the incumbent is a member of Norfolk Employees' Retirement System (NERS)
Car Allowance DCM (CAR)	\$307.69 per pay period (\$8,000 annual stipend over 26 pay periods)	City Manager's Office	Deputy City Managers	The car allowance shall be counted as earnable compensation for the calculation of retirement pension benefits if the incumbent is a member of Norfolk Employees' Retirement System (NERS)

Name of Supplement (Code)	Supplement Amount	Department/Division	Job Class(es)	Other Information
Child Protective Services (CPS)	\$150/month (24 pay periods)	Human Services Department of Social Services	<ul style="list-style-type: none"> • Family Service Worker I, II and III • Family Services Supervisor 	Assigned to provide mandated child protective services
Civic Lab Certification (CEU)	\$192.30 per pay period (\$5,000/annual stipend)	Various City Departments	Staff as determined by Department Director	Must satisfactorily complete training certification administered by Civic Lab and complete the training program to obtain Data Certification
Commercial Drivers License - Tier 1(CDL)	Tier 1 \$192.30 per pay period (\$5,000/annual stipend)	Various City Departments	Staff holding a Commercial Driver's License (CDL)	Classification specifications where a CDL is required for the job
Commercial Drivers License – Tier 2 (CD2)	Tier 2 \$96.15 per pay period (\$2,500/annual stipend)	Various City Departments	Staff holding a Commercial Driver's License (CDL)	Classification specification where a CDL may be needed to perform the job and supplement recipient uses the CDL frequently (Eligibility for this tier is determined by HR Department)
Consecutive Special Event (SEC)	\$25/day for each consecutive day (full shift) worked beyond the initial 7-day period	Cultural Facilities, Arts & Entertainment	Operations and Engineering staff (nonexempt)	Must have initially worked a full shift for seven consecutive days to assist with change overs or other operational requirements for events or shows

Name of Supplement (Code)	Supplement Amount	Department/Division	Job Class(es)	Other Information
Critical Coverage (EMS)	\$75 per two-hour block	Norfolk Community Services Board	Qualified Staff as determined by Department Director	Exempt staff with specialized skills or credentials needed for critical coverage. Supervisor must approve work assignment and hours beyond regular work shift
Critical Code Enforcement	\$75 per two-hour block	Neighborhood Services	Qualified Staff as determined by Department Director	Exempt staff needed for critical coverage. Supervisor must approve work assignment and hours beyond regular work shift
Master Journeyman License (MSL)	\$0.50 per hour for Master Journeyman License	General Services	<ul style="list-style-type: none"> • Electrician I • Electrician II • Plumber • Plumber, Senior 	
Mental Health Licensure Supervision (MHL)	\$100 per person supervised per month	Norfolk Community Service Board	<ul style="list-style-type: none"> • Clinical Coordinator • Clinical Supervisor • Clinician • Division Head 	Provides a supplement per supervisee for Licensed Mental Health Providers who perform clinical supervision. The max amount of supervisees per month is three
Non-special event (SES)	\$25/shift	General Services/Parking	Parking Attendants and Customer Service Reps	For non-special event 24/7 automated lane coverage 9:30pm – 6:00am Sunday through Friday and 11:00pm – 7:30am Saturday
Permanent Weekend Shift	10% of regular pay rate	Utilities	Assigned Water Distribution and Wastewater staff	Permanent shift assignment of Friday through Monday

Name of Supplement (Code)	Supplement Amount	Department/Division	Job Class(es)	Other Information
Pesticide Applicator with Category (PAC)	Applicator with Category: \$38.46 per pay period (\$1,000/year)	Public Health Public Works Storm Water Management	Staff as determined by the Department Director	Must hold pesticide applicator certification with at least 1 category. Stipend is awarded only once, regardless of the number of categories held
Pesticide Applicator Registered Technicians (PAR)	Registered Technicians: \$19.23 per pay period (\$500 / year)	Public Health Public Works Storm Water Management	Staff as determined by the Department Director	Must hold pesticide applicator certification with at least 1 category. Stipend is awarded only once, regardless of the number of categories held
Public Safety Master Telecommunicator	5% of regular pay rate	Police	Public Safety Telecommunicator II	Public Safety Master Telecommunicator
Refuse Collector Packers (RCP)	\$32/week	Public Works/Waste Management	Refuse Collector Apprentice	While temporarily assigned to operate refuse packers that are designed for crews of less than three persons
Refuse Hazardous Waste (HHW)	5% of regular pay rate	Public Works/Waste Management	Refuse Collector I & II	For the duration of the assignment to the household hazardous waste collection site to handle, prepare, and package specific materials (must have OSHA HAZWOPER certification)

Name of Supplement (Code)	Supplement Amount	Department/Division	Job Class(es)	Other Information
Registered Nurse (RGN)	\$65 per two-hour block when over standard work hours (applies to PFT and PPT)	Norfolk Community Services Board	Registered Nurse	Nurses and Nurse Practitioners are needed for critical coverage. Supervisor must approve work assignment and time beyond standard work hours
School Crossing Guard	Minimum one hour's pay per shift	Police	School Crossing Guard School Crossing Guard, Senior	
Special Event Pay (SEP)	\$10 per hour beyond regular work shift	Various City departments	Plans 1 & 2, Non-exempt staff	Supervisor must approve time beyond regular work shift. This does not include weather or emergency events.
Tool Allowance (TOL)	\$30 per pay period (\$780 annual stipend over 26 pay periods)	General Services Fleet Management Parks & Recreation	<ul style="list-style-type: none"> Automotive Repair Technician Automotive Repair Technician, Senior Autobody Repair Mechanic Autobody Repair Mechanic, Senior Maintenance Mechanic II & III 	Tools Allowance for employees that are required to maintain a complete set of hand tools
Wet Well Cleaning (Periodic) (WWC)	Additional 10% of hourly rate for duration of assignment	Public Works Storm Water Management	Assigned Wastewater Pump Station staff	For each full day of duty providing periodic wet well cleaning and maintenance

Name of Supplement (Code)	Supplement Amount	Department/Division	Job Class(es)	Other Information
Wet Well Cleaning (Biannual) (WWB)	\$100 per day	Public Works Storm Water Management	Assigned Wastewater Pump Station staff	For each full day of duty providing biannual wet well cleaning and maintenance. Does not compound with Wet Well Cleaning – Periodic supplement

Supplemental Pay, Bonus and Incentive Appendices

Appendix 2 - Fire Supplements

Sworn fire-rescue personnel assigned to the following special duty assignments shall receive the specified amounts, in addition to their regular pay rates, for the duration of such assignments:

Assignment	Amount	Eligibility	Other Information
Battalion Chief Aide (BCA)	\$80/month (24 pay periods)	As assigned	For duration of assignment
Equipment Service Technician (FEQ)	\$80/month (24 pay periods)	As assigned	For duration of assignment
Fire Apparatus Operator (APP)	\$80/month (24 pay periods)	As assigned	For duration of assignment
Fire/Field Training Instructor (INR)	3% of minimum pay rate for pay grade	As assigned	For duration of assignment

Sworn fire-rescue personnel eligible for the following supplements shall receive the specified amounts, in addition to their regular pay rates for the duration of such assignments:

Supplements	Amount	Eligibility	Other Information
<ul style="list-style-type: none"> • Acting Fire Lieutenant • Acting Fire Captain • Acting Assistant Fire Marshall • Acting Battalion Chief • Acting Assistant Chief • Fire/Field Training Instructor (ACT) 	\$1.00/hour	As assigned	For duration of assignment
<ul style="list-style-type: none"> • Acting Fire Apparatus Operator (AAP) • Acting Battalion Chief Aide 	\$4.00 per 12-hour period	As assigned	12 daytime or 12 night-time hours
Acting Hazmat and Technical Rescue Company (ARU)	5% of regular pay rate	Completion of training and as assigned	For duration of assignment
Firearm Allowance (GUN)	\$100/month (24 pay periods)	<ul style="list-style-type: none"> • Chief assigned as Fire Marshal • Captain(s) assigned to the Fire Marshal's office • Assistant Fire Marshal(s) • Fire Inspector(s) 	Must be certified as law enforcement officers and required to carry a firearm on their persons when off duty, for the duration of such assignments

Supplemental Pay, Bonus and Incentive Appendices

Supplements	Amount	Eligibility	Other Information
HAZMAT and Technical Rescue Company (HAZ)	5% of regular pay rate	Completion of training and formal assignment to applicable company	For duration of assignment
Fire-Rescue Officer (Current VA-certified EMT-Intermediate) (OCC)	\$117/month (24 pay periods)	<ul style="list-style-type: none"> • Fire Lieutenants • Fire Captains • Battalion Fire Chiefs • Assistant Fire Marshal 	<p>Employees must be sanctioned by the City of Norfolk Medical Director to practice as EMT-Intermediate and must be directly involved in:</p> <ol style="list-style-type: none"> 1) providing "hands-on" emergency medical care to patients; or 2) direct supervision of certified emergency medical services staff involved in the delivery of patient care; or 3) providing classroom or practical instruction in Virginia Health Department curricula for Emergency medical Certification or recertification training
Fire-Rescue Officer (Current VA-certified as EMT-Paramedic) (OPC)	\$292/month (24 pay periods)	<ul style="list-style-type: none"> • Fire Lieutenants • Fire Captains • Battalion Fire Chiefs • Assistant Fire Marshal 	<p>Employees must be sanctioned by the City of Norfolk Medical Director to practice as EMT-Paramedic and must be directly involved in:</p> <ol style="list-style-type: none"> 1) Providing "hands-on" emergency medical care to patients; or 2) Direct supervision of Certified emergency medical services staff involved in the delivery of patient care; or 3) Providing classroom or practical instruction in Virginia Health Department curricula for emergency medical Certification or recertification training

Supplements	Amount	Eligibility	Other Information
Education Pay (EDS)	\$42/month (24 pay periods)	Assistant Fire Chief rank or below	<ul style="list-style-type: none"> Associate's or Bachelor's Degree in any program certified by the Chief of Fire-Rescue as relevant to the performance of the employee's position. Limited to one supplement, regardless of the number of degrees.
Honor Guard (HNG)	\$42/month (24 pay periods)	Assistant Fire Chief and below as assigned	For duration of assignment
Critical Incident and Support Team (CIT)	\$76.92 per pay period (\$2,000 annual stipend)	Assistant Fire Chief and below as assigned as Unmanned Aircraft System Pilots	For duration of assignment
Special Operations Fire-Rescue (FSO)	\$96.15 per pay period (\$2,500 annual stipend)	Fire Captains and below assigned to <ul style="list-style-type: none"> Bomb Squad 	For duration of assignment. Does not compound for being on multiple teams

Appendix 3 - Police Supplements

Sworn police officers assigned to the following special duty assignments shall receive the specified amounts, in addition to their regular pay rates, for the duration of such assignments:

Assignment	Amount	Eligibility	Other Information
Critical Incident and Support Team (CIT)	\$76.92 per pay period (\$2,000 annual stipend)	Police Captains and below as assigned to <ul style="list-style-type: none"> Hostage Negotiations Unmanned Aircraft System Pilots 	For duration of assignment Does not compound for being on multiple teams
Critical Incident Stress Management (CIM)	\$57.92 per pay period (\$1,500 annual stipend)	Sergeant and below as assigned to Critical Incident Stress Management Team (CISM)	For duration of assignment
Field Training Instructor (FLD)	\$300/month	Police Officers as assigned	For duration of assignment
Honor Guard (HNG)	\$42/month	Police Captains and below as assigned	For duration of assignment
Investigator (INV)	\$80/month	Police Captains and below assigned to the Investigative Services Bureau, Traffic Fatality Team and the Office of Professional Standards	For duration of assignment

Assignment	Amount	Eligibility	Other Information
Master Police Officer (MPO)	\$500/month	Police Officers in accordance with General Order ADM-350 (limited to current MPOs)	Program ends with attrition of existing MPOs
Police K-9 Officer (DOG)	\$80/month	Police Sergeants and below assigned to the Investigative Services Bureau and Field Operations Bureau with the responsibility of handling a police working dog	For duration of assignment; stipend to defray dog care-related expenses; not included in calculation of regular rate of pay, consistent with FLSA
Special Operations Police (PSO)	\$96.15 per pay period (\$2,500 annual stipend)	Police Captains and below assigned to <ul style="list-style-type: none"> • Special Operations Team (SOT and SOT-E) • Dive Team • Bomb Squad 	For duration of assignment. Does not compound for being on multiple teams

Supplemental Pay, Bonus and Incentive Appendices

Sworn police officers eligible for the following supplements shall receive the specified amounts, in addition to their regular pay rates for the duration of such assignments:

Supplements	Amount	Eligibility	Other Information
Bilingual Pay (BIL)	\$57.70 per pay period (\$1,500 annual stipend over 26 pay periods) Does not compound for additional language	Police Captain and below who are certified by the Department of Human Resources	Bilingual pay (including sign language) for staff who are certified as having applicable language skills that the City requires on a periodic or regular basis. Recertification required
Clothing Allowance (CLO)	\$80/month	Police Captain and below assigned to an Investigative Services Bureau function	Stipend to defray clothing-related expenses; not included in calculation of regular rate of pay, consistent with FLSA
Education Pay (EDS)	\$42/month	Police Captain and below	<ul style="list-style-type: none"> • Associate's or Bachelor's degree from an accredited college or university in any program certified by the Chief of Police as relevant to the performance of the employee's position. • Limited to no more than one supplement, regardless of the number of degrees.

Appendix 4 – Bonuses and Incentives

Supplements	Amount	Eligibility	Other Information
Benefit Programs Specialist Series (BPS)	\$1,450 one-time payment	<ul style="list-style-type: none"> • Must be hired after July 1, 2014 • Must have completed two (2) years of service 	The two (2) years of service must have been completed in the Benefit Programs Specialist I or II classifications and must be continuous.
Public Safety Partnership Program	\$10,000 over three years. Payment schedule to be determined by City Manager.	Police Officers who served as Public Safety Interns	Must have completed both the Public Safety Partnership Program and the Norfolk Police Academy as well as all obligations specified in the program documents.

Alphabetical Classification Listing Legend

Effective July 1, 2025

Plans

1 General Employees

2 Temporary Schedule

5 Police, Fire-Rescue, Telecommunicators

CCC Clerk of the Circuit Court

COR Commissioner of the Revenue

CWA Commonwealth's Attorney

TRO Treasurer

SHC Sheriff Civilian

Groups

C Constitutional

CA Council Appointee

E Executive

L Law

S Senior Management

Alphabetical Classification Listing
Effective July 1, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
SC0028	811 Food Service Manager	SHC	10	\$ 44,528	\$ 72,554		U	Nonexempt	
SC0029	811 Food Service Worker	SHC	5	\$ 41,503	\$ 68,065		U	Nonexempt	
500713	Account Representative	1	7	\$ 41,231	\$ 68,887			Nonexempt	
100151	Accountant I	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100152	Accountant II	1	12	\$ 50,624	\$ 84,621			Exempt	
100153	Accountant III	1	13	\$ 54,601	\$ 91,256			Exempt	
100154	Accountant IV	1	14	\$ 59,393	\$ 100,692			Exempt	
100186	Accounting Manager	1	17	\$ 73,368	\$ 122,730			Exempt	
800515	Accounting Supervisor	1	14	\$ 59,393	\$ 100,692			Exempt	
800017	Accounting Technician I	1	6	\$ 40,960	\$ 68,433			Nonexempt	
800019	Accounting Technician II	1	7	\$ 41,231	\$ 68,887			Nonexempt	
800030	Accounting Technician III	1	8	\$ 41,503	\$ 69,341			Nonexempt	
100158	Accounts Payable Manager (Finance only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
100160	Accounts Receivable Manager (Finance only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
100197	Administrative Analyst	1	13	\$ 54,601	\$ 91,256			Exempt	
800994	Administrative Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
CC0007	Administrative Assistant - CC	CCC	5	\$ 52,683	\$ 86,323	C	U	Exempt	
CA0004	Administrative Assistant - CWA	CWA	3	\$ 42,861	\$ 70,293	C	U	Nonexempt	
800027	Administrative Assistant I	1	9	\$ 41,775	\$ 69,795			Nonexempt	
500706	Administrative Assistant II	1	10	\$ 42,629	\$ 71,222			Nonexempt	
500001	Administrative Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
CC0006	Administrative Manager - CC	CCC	6	\$ 63,709	\$ 104,396	C	U	Nonexempt	
CR0005	Administrative Manager - COR	COR	5	\$ 67,979	\$ 111,390	C	U	Exempt	
TR0003	Administrative Manager - TR	TRO	5	\$ 67,979	\$ 111,390	C	U	Exempt	
800001	Administrative Technician	1	7	\$ 41,231	\$ 68,887			Nonexempt	
000335	Animal Care Clinic Director	1	21	\$ 92,438	\$ 157,674		U	Exempt	
300620	Animal Caretaker	1	5	\$ 40,688	\$ 67,979			Nonexempt	Yes
300646	Animal Caretaker, Senior	1	6	\$ 40,960	\$ 68,433			Nonexempt	Yes
700902	Animal Registrar	1	9	\$ 41,775	\$ 69,795			Nonexempt	
800505	Applications Analyst	1	14	\$ 59,393	\$ 100,692			Exempt	
200546	Applications Development Team Supervisor	1	17	\$ 73,368	\$ 122,730			Exempt	
CC0013	Applications Manager - CC	CCC	8	\$ 78,571	\$ 141,743	C	U	Exempt	
900005	Architect I	1	13	\$ 54,601	\$ 91,256			Exempt	
100174	Architect II	1	16	\$ 68,675	\$ 114,767			Exempt	
100175	Architect III	1	17	\$ 73,368	\$ 122,730			Exempt	
100470	Architect IV	1	18	\$ 78,434	\$ 131,095			Exempt	
100177	Archivist	1	11	\$ 46,589	\$ 77,924			Exempt	
100284	Arts Programs Manager	1	15	\$ 64,296	\$ 107,754	S	U	Exempt	
600801	Asphalt Plant Operator I	1	8	\$ 41,503	\$ 69,341			Nonexempt	
600802	Asphalt Plant Operator II	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100900	Assessment Support Technician	1	8	\$ 41,503	\$ 69,341			Nonexempt	
700904	Assistant Animal Services Supervisor	1	11	\$ 46,589	\$ 77,924			Exempt	
000059	Assistant Chief Of Police	5	10	\$ 115,417	\$ 147,480			Exempt	
100181	Assistant City Attorney I - LD	1	17	\$ 73,368	\$ 122,730	L	U	Exempt	
100182	Assistant City Attorney II - LD	1	19	\$ 83,267	\$ 138,802	L	U	Exempt	
100183	Assistant City Attorney III - LD	1	21	\$ 92,438	\$ 157,674	L	U	Exempt	
100477	Assistant City Auditor / Audit Analyst	1	13	\$ 54,601	\$ 91,256		U	Exempt	
100415	Assistant City Auditor I	1	10	\$ 42,629	\$ 71,222		U	Nonexempt	
100416	Assistant City Auditor II	1	14	\$ 59,393	\$ 100,692		U	Exempt	
800023	Assistant City Clerk / Support Technician	1	5	\$ 40,688	\$ 67,979		U	Nonexempt	
000088	Assistant City Engineer	1	19	\$ 83,267	\$ 138,802		U	Exempt	
000034	Assistant City Surveyor	1	15	\$ 64,296	\$ 107,754			Exempt	
CA0012	Assistant Commonwealth's Attorney I	CWA	9	\$ 66,918	\$ 109,059	C	U	Exempt	
CA0013	Assistant Commonwealth's Attorney II	CWA	10	\$ 74,816	\$ 121,928	C	U	Exempt	
CA0014	Assistant Commonwealth's Attorney III	CWA	11	\$ 85,195	\$ 138,846	C	U	Exempt	
000013	Assistant Director	1	21	\$ 92,438	\$ 157,674	S	U	Exempt	
000328	Assistant Director I	1	22	\$ 97,126	\$ 167,415	S	U	Exempt	
000329	Assistant Director II	1	23	\$ 102,407	\$ 178,373	S	U	Exempt	
000330	Assistant Director III	1	24	\$ 108,072	\$ 189,940	S	U	Exempt	
000804	Assistant Facilities Maintenance Manager	1	17	\$ 73,368	\$ 122,730			Exempt	
300601	Assistant Fire Chief	5	10	\$ 115,417	\$ 147,480			Exempt	
200407	Assistant Fire Marshal	5	7	\$ 70,059	\$ 106,224			Nonexempt	
000020	Assistant Fleet Maintenance Manager	1	17	\$ 73,368	\$ 122,730			Exempt	
SC0012	Assistant Inmate Classification Manager	SHC	11	\$ 49,093	\$ 79,991	C	U	Nonexempt	
SC0007	Assistant Procurement Specialist	SHC	9	\$ 42,590	\$ 69,847	C	U	Nonexempt	
000027	Assistant Streets Engineer	1	15	\$ 64,296	\$ 107,754			Exempt	
000029	Assistant Superintendent of Utility Division	1	17	\$ 73,368	\$ 122,730			Exempt	
000026	Assistant Superintendent of Waste Management	1	16	\$ 68,675	\$ 114,767			Exempt	
700901	Assistant Supervisor of Animal Services	1	12	\$ 50,624	\$ 84,621			Nonexempt	
100426	Assistant to the City Manager	1	20	\$ 88,508	\$ 147,934	E	U	Exempt	
100428	Assistant to the City Manager, Senior	1	21	\$ 92,438	\$ 157,674	E	U	Exempt	

Alphabetical Classification Listing
Effective July 1, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
700958	Athletics Groundskeeper	1	7	\$ 41,231	\$ 68,887			Nonexempt	
100200	Auditor I	1	12	\$ 50,624	\$ 84,621			Exempt	
100201	Auditor II	1	14	\$ 59,393	\$ 100,692			Exempt	
100202	Auditor Supervisor	1	16	\$ 68,675	\$ 114,767			Exempt	
600807	Autobody Repair Mechanic	1	7	\$ 41,231	\$ 68,887			Nonexempt	
600808	Autobody Repair Mechanic, Senior	1	9	\$ 41,775	\$ 69,795			Nonexempt	
600817	Automotive Mechanic	1	10	\$ 42,629	\$ 71,222			Nonexempt	
600813	Automotive Operations Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
800995	Automotive Repair Technician Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
800044	Automotive Repair Technician I	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
800055	Automotive Repair Technician II	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
800045	Automotive Repair Technician, Senior	1	13	\$ 54,601	\$ 91,256			Nonexempt	Yes
600821	Automotive Service Attendant	1	8	\$ 41,503	\$ 69,341			Nonexempt	
100850	Automotive Service Writer	1	11	\$ 46,589	\$ 77,924			Nonexempt	
300609	Battalion Fire Chief	5	9	\$ 96,782	\$ 136,345			Exempt	
800015	Benefit Programs Specialist I	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
100198	Benefit Programs Specialist II	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
100199	Benefit Programs Specialist, Senior	1	12	\$ 50,624	\$ 84,621			Nonexempt	
200540	Benefit Programs Supervisor	1	13	\$ 54,601	\$ 91,256			Exempt	
200560	Benefit Programs Supervisor, Senior	1	14	\$ 59,393	\$ 100,692			Exempt	
100159	Box Office Manager	1	13	\$ 54,601	\$ 91,256			Exempt	
100205	Box Office Supervisor	1	9	\$ 41,775	\$ 69,795			Nonexempt	
800996	Box Office Supervisor, Senior	1	10	\$ 42,629	\$ 71,222			Nonexempt	
200454	Bridge Inspection Supervisor	1	13	\$ 54,601	\$ 91,256			Nonexempt	
700905	Bridge Maintenance Supervisor	1	13	\$ 54,601	\$ 91,256			Nonexempt	
800033	Broadcast Production Assistant	1	5	\$ 40,688	\$ 67,979			Nonexempt	
101453	Budget & Policy Analyst I (Budget only)	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
101454	Budget & Policy Analyst II (Budget only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
100452	Budget & Policy Analyst, Senior (Budget only)	1	16	\$ 68,675	\$ 114,767	U		Exempt	
100215	Budget & Policy Manager (Budget only)	1	20	\$ 88,508	\$ 147,934	U		Exempt	
100454	Budget Technician	1	9	\$ 41,775	\$ 69,795			Nonexempt	
700903	Building / Equipment Maintenance Supervisor	1	11	\$ 46,589	\$ 77,924			Nonexempt	
200410	Building Code Inspector I	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
200411	Building Code Inspector II	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
200423	Building Code Inspector III	1	13	\$ 54,601	\$ 91,256			Nonexempt	Yes
200455	Building Code Team Leader	1	15	\$ 64,296	\$ 107,754			Exempt	
000095	Building Commissioner	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
100460	Bureau Manager	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
H00041	Business Analyst	2	H6	\$ 29	\$ 74			Nonexempt	
100325	Business Development Analyst, Principal	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
100191	Business Development Consultant	1	13	\$ 54,601	\$ 91,256			Exempt	
100192	Business Development Manager	1	16	\$ 68,675	\$ 114,767	S	U	Exempt	
100324	Business Development Manager, Senior	1	17	\$ 73,368	\$ 122,730	S	U	Exempt	
100323	Business Manager	1	13	\$ 54,601	\$ 91,256			Exempt	
100921	Business Manager - LD	1	14	\$ 59,393	\$ 100,692	L	U	Exempt	
900022	Business Manager Senior	1	14	\$ 59,393	\$ 100,692			Exempt	
100603	Business Process Automation Manager (Budget only)	1	18	\$ 78,434	\$ 131,095			Exempt	
100870	Capacity Analyst	1	13	\$ 54,601	\$ 91,256			Exempt	
800997	Carpenter Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
600824	Carpenter I	1	8	\$ 41,503	\$ 69,341			Nonexempt	Yes
600825	Carpenter II	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
100503	Case Manager I	1	7	\$ 41,231	\$ 68,887			Nonexempt	Yes
SC0045	Case Manager I - SC	SHC	12	\$ 51,241	\$ 84,155			U	Nonexempt
100484	Case Manager II	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
SC0046	Case Manager II - SC	SHC	15	\$ 58,511	\$ 95,343			U	Exempt
100485	Case Manager III	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
100486	Case Manager IV	1	12	\$ 50,624	\$ 84,621			Exempt	
100169	Cash & Investments Analyst (Finance only)	1	13	\$ 54,601	\$ 91,256			Exempt	
100170	Cash & Investments Analyst, Senior (Finance only)	1	14	\$ 59,393	\$ 100,692			Exempt	
CC0011	Cashier - CC	CCC	2	\$ 41,775	\$ 68,510	C	U	Nonexempt	
100860	CCTV Technician	1	11	\$ 46,589	\$ 77,924			Nonexempt	
700906	Cemetery Manager I	1	6	\$ 40,960	\$ 68,433			Nonexempt	
700907	Cemetery Manager II	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100421	Certified Nurse Aide	1	5	\$ 40,688	\$ 67,979			Nonexempt	
CR0006	Chief Deputy - COR	COR	6	\$ 78,571	\$ 141,743	C	U	Exempt	
TR0012	Chief Deputy - TR	TRO	6	\$ 78,571	\$ 141,743	C	U	Exempt	
CC0002	Chief Deputy Circuit Court	CCC	8	\$ 78,571	\$ 141,743	C	U	Exempt	
100282	Chief Deputy City Attorney - LD	1	28	\$ 160,711	\$ 267,864	L	U	Exempt	
100419	Chief Deputy City Auditor	1	18	\$ 78,434	\$ 131,095	U		Exempt	
100278	Chief Deputy City Clerk	1	15	\$ 64,296	\$ 107,754			Exempt	
CA0016	Chief Deputy Commonwealth's Attorney	CWA	13	\$ 111,240	\$ 181,294	C	U	Exempt	

Alphabetical Classification Listing
Effective July 1, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
200421	Chief Deputy Real Estate Assessor	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
900023	Chief Development Officer (CMO only)	1	26	\$ 128,394	\$ 228,561		U	Exempt	
000072	Chief Information Officer	1	26	\$ 128,394	\$ 228,561	E	U	Exempt	
000331	Chief Information Security Officer (IT only)	1	20	\$ 88,508	\$ 147,934		U	Exempt	
000815	Chief Medical Officer	1	29	N/R	N/R	S	U	Exempt	
800701	Chief of Construction Operations	1	16	\$ 68,675	\$ 114,767			Exempt	
000066	Chief of Fire-Rescue	1	27	\$ 141,205	\$ 248,821	E	U	Exempt	
000816	Chief of Nursing	1	19	\$ 83,267	\$ 138,802		U	Exempt	
000040	Chief of Police	1	28	\$ 160,711	\$ 267,864	E	U	Exempt	
000817	Chief of Staff (CM only)	1	26	\$ 128,394	\$ 228,561	E	U	Exempt	
600830	Chief Operating Engineer	1	16	\$ 68,675	\$ 114,767			Exempt	
800600	Chief Park Ranger	1	14	\$ 59,393	\$ 100,692			Exempt	
100800	Chief Procurement Officer (Finance only)	1	21	\$ 92,438	\$ 157,674	E	U	Exempt	
000333	Chief Project Manager (CM only)	1	25	\$ 116,696	\$ 202,115		U	Exempt	
000005	Chief Resilience Officer	1	26	\$ 128,394	\$ 228,561	E	U	Exempt	
000334	Chief Security Officer (CM only)	1	20	\$ 88,508	\$ 147,934		U	Exempt	
100234	Chief Training Officer-CES	1	12	\$ 50,624	\$ 84,621			Exempt	
800028	Chief Waterworks Operator	1	14	\$ 59,393	\$ 100,692			Nonexempt	
500714	Citizen Service Advisor I	1	6	\$ 40,960	\$ 68,433			Nonexempt	Yes
500715	Citizen Service Advisor II	1	7	\$ 41,231	\$ 68,887			Nonexempt	Yes
500716	Citizen Service Advisor III	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
500717	Citizen Service Advisor Trainee	1	5	\$ 40,688	\$ 67,979			Nonexempt	Yes
800998	Citizen Services Manager (CM only)	1	20	\$ 88,508	\$ 147,934		U	Exempt	
000110	City Assessor	1	29	N/R	N/R	CA	U	Exempt	
000042	City Attorney	1	29	N/R	N/R	CA	U	Exempt	
000044	City Auditor	1	20	\$ 88,508	\$ 147,934	CA	U	Exempt	
000046	City Clerk	1	22	\$ 97,126	\$ 167,415	CA	U	Exempt	
200545	City Coastal Engineer	1	21	\$ 92,438	\$ 157,674			Exempt	
100480	City Controller (Finance only)	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
100479	City Economist	1	18	\$ 78,434	\$ 131,095			Exempt	
000049	City Engineer	1	21	\$ 92,438	\$ 157,674	S	U	Exempt	
700910	City Forester	1	15	\$ 64,296	\$ 107,754			Exempt	
100311	City Historian	1	12	\$ 50,624	\$ 84,621			Exempt	
000050	City Manager	1	29	N/R	N/R	CA	U	Exempt	
200429	City Planner Associate	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
100248	City Planner I	1	12	\$ 50,624	\$ 84,621			Exempt	Yes
100249	City Planner II	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
100467	City Planner III	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
100250	City Planning Manager	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
200425	City Planning Technician	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
200426	City Planning Technician, Senior	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
100379	City Safety Officer	1	16	\$ 68,675	\$ 114,767			Exempt	
100252	City Surveyor	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
100233	City Transportation Engineer	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
TR0013	City Treasurer	TRO	7	N/R	N/R	C	U	Exempt	
100162	City Wellness Coordinator	1	13	\$ 54,601	\$ 91,256			Exempt	
100255	Civil Engineer I	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
100256	Civil Engineer II	1	15	\$ 64,296	\$ 107,754			Exempt	Yes
100257	Civil Engineer III	1	16	\$ 68,675	\$ 114,767			Exempt	Yes
100258	Civil Engineer IV	1	17	\$ 73,368	\$ 122,730			Exempt	
100259	Civil Engineer V	1	18	\$ 78,434	\$ 131,095			Exempt	
SC0030	Civilian Court Security Screener	SHC	5	\$ 41,503	\$ 68,065		U	Nonexempt	
CC0001	Clerk of the Circuit Court	CCC	9	N/R	N/R	C	U	Exempt	
100517	Clinical Coordinator	1	14	\$ 59,393	\$ 100,692			Exempt	
SC0044	Clinical Mental Health Professional	SHC	13	\$ 54,126	\$ 88,190		U	Nonexempt	
100911	Clinical Psychologist	1	25	\$ 116,696	\$ 202,115	U		Exempt	
100518	Clinical Supervisor	1	15	\$ 64,296	\$ 107,754			Exempt	
100487	Clinician	1	13	\$ 54,601	\$ 91,256			Exempt	
200485	Codes Enforcement Team Leader	1	15	\$ 64,296	\$ 107,754			Exempt	
800046	Codes Records & Research Manager	1	14	\$ 59,393	\$ 100,692			Exempt	
800006	Codes Specialist	1	11	\$ 46,589	\$ 77,924			Nonexempt	
800489	Codes Specialist, Senior	1	12	\$ 50,624	\$ 84,621			Nonexempt	
100262	Collection Coordinator	1	11	\$ 46,589	\$ 77,924			Exempt	
CR0007	Commissioner of the Revenue	COR	7	N/R	N/R	C	U	Exempt	
CA0017	Commonwealth's Attorney	CWA	14	N/R	N/R	C	U	Exempt	
101346	Communications Account Manager	1	17	\$ 73,368	\$ 122,730			Exempt	
000116	Community Assessment Team Coordinator	1	11	\$ 46,589	\$ 77,924			Exempt	
200504	Community Crisis Responder I	1	11	\$ 46,589	\$ 77,924			Nonexempt	
200506	Community Crisis Responder II	1	12	\$ 50,624	\$ 84,621			Nonexempt	
200507	Community Crisis Responder III	1	13	\$ 54,601	\$ 91,256			Exempt	
900024	Compensation Administrator	1	16	\$ 68,675	\$ 114,767			Exempt	

Alphabetical Classification Listing
Effective July 1, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
800982	Compensation Analyst I	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
800983	Compensation Analyst II	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
800984	Compensation Analyst, Senior	1	15	\$ 64,296	\$ 107,754			Exempt	
800985	Compensation Manager (HR Only)	1	18	\$ 78,434	\$ 131,095	U		Exempt	
200552	Compliance Inspector	1	10	\$ 42,629	\$ 71,222			Nonexempt	
400550	Compliance Specialist	1	9	\$ 41,775	\$ 69,795			Nonexempt	
CC0004	Comptroller - CC	CCC	7	\$ 67,979	\$ 111,390	C	U	Exempt	
200432	Computer Operations Supervisor	1	13	\$ 54,601	\$ 91,256			Exempt	
200461	Construction Inspector I	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
200462	Construction Inspector II	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
200463	Construction Inspector III	1	12	\$ 50,624	\$ 84,621			Nonexempt	
100488	Consumer Relations Specialist	1	13	\$ 54,601	\$ 91,256			Exempt	
000082	Contract & Program Administrator	1	14	\$ 59,393	\$ 100,692			Exempt	
000805	Contract Administrator	1	14	\$ 59,393	\$ 100,692			Exempt	
100370	Contract Monitoring Specialist	1	11	\$ 46,589	\$ 77,924			Exempt	
700912	Cook	1	5	\$ 40,688	\$ 67,979			Nonexempt	
SC0019	Corrections Director	SHC	16	\$ 61,435	\$ 100,103	C	U	Exempt	
SC0031	Counselor - SC	SHC	8	\$ 42,318	\$ 69,402	U		Nonexempt	
100502	Counselor I	1	7	\$ 41,231	\$ 68,887			Nonexempt	
100489	Counselor II	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100490	Counselor III	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100491	Counselor IV	1	12	\$ 50,624	\$ 84,621			Exempt	
400651	Creative Designer & Production Manager	1	12	\$ 50,624	\$ 84,621			Nonexempt	
900001	Creative Studio Assistant	1	6	\$ 40,960	\$ 68,433			Nonexempt	
900002	Creative Studio Associate	1	8	\$ 41,503	\$ 69,341			Nonexempt	
700914	Crew Leader I	1	9	\$ 41,775	\$ 69,795			Nonexempt	
700915	Crew Leader II	1	10	\$ 42,629	\$ 71,222			Nonexempt	
800660	Crime Analyst	1	12	\$ 50,624	\$ 84,621			Exempt	
800670	Crime Analyst, Senior	1	13	\$ 54,601	\$ 91,256			Exempt	
200531	Cross-Connection Specialist	1	8	\$ 41,503	\$ 69,341			Nonexempt	
200532	Cross-Connection Specialist, Senior	1	10	\$ 42,629	\$ 71,222			Nonexempt	
100272	Curator	1	12	\$ 50,624	\$ 84,621			Exempt	
700920	Custodian	1	5	\$ 40,688	\$ 67,979			Nonexempt	
700919	Custodian, Senior	1	6	\$ 40,960	\$ 68,433			Nonexempt	
800610	Customer Service Manager	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
800018	Customer Service Representative	1	5	\$ 40,688	\$ 67,979			Nonexempt	
800609	Customer Service Supervisor	1	13	\$ 54,601	\$ 91,256			Exempt	
100699	Data Analyst	1	16	\$ 68,675	\$ 114,767	U		Exempt	
900025	Data Analyst Senior	1	17	\$ 73,368	\$ 122,730	U		Exempt	
500718	Data Processor	1	5	\$ 40,688	\$ 67,979			Nonexempt	
200445	Data Quality Control Analyst	1	7	\$ 41,231	\$ 68,887			Nonexempt	
200443	Data Quality Control Manager	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100700	Data Scientist	1	18	\$ 78,434	\$ 131,095	U		Exempt	
100273	Database Administrator	1	16	\$ 68,675	\$ 114,767			Exempt	
000270	Database Manager	1	18	\$ 78,434	\$ 131,095	U		Exempt	
100411	Debt Management Specialist I (Finance only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
100418	Debt Management Specialist II (Finance only)	1	15	\$ 64,296	\$ 107,754			Exempt	Yes
100414	Debt Manager (Finance only)	1	18	\$ 78,434	\$ 131,095	U		Exempt	
100481	Demographer	1	14	\$ 59,393	\$ 100,692			Exempt	
000092	Deputy Building Commissioner	1	16	\$ 68,675	\$ 114,767			Exempt	
000038	Deputy Chief of Police	1	22	\$ 97,126	\$ 167,415	U		Exempt	
100275	Deputy City Attorney I - LD	1	24	\$ 108,072	\$ 189,940	L	U	Exempt	
100276	Deputy City Attorney II - LD	1	25	\$ 116,696	\$ 202,115	L	U	Exempt	
100277	Deputy City Attorney III - LD	1	26	\$ 128,394	\$ 228,561	L	U	Exempt	
100279	Deputy City Attorney, Senior - LD	1	27	\$ 141,205	\$ 248,821	L	U	Exempt	
100417	Deputy City Auditor	1	16	\$ 68,675	\$ 114,767	U		Exempt	
100431	Deputy City Auditor II	1	17	\$ 73,368	\$ 122,730	U		Exempt	
100425	Deputy City Clerk / Administrative Analyst I	1	14	\$ 59,393	\$ 100,692	U		Exempt	
500773	Deputy City Clerk / Assistant	1	9	\$ 41,775	\$ 69,795	U		Nonexempt	
100420	Deputy City Clerk / Assistant to the Mayor	1	11	\$ 46,589	\$ 77,924	U		Exempt	
100473	Deputy City Clerk / Executive Assistant to the Mayor	1	20	\$ 88,508	\$ 147,934	U		Exempt	
500768	Deputy City Clerk / Secretary to the Mayor	1	12	\$ 50,624	\$ 84,621	U		Nonexempt	
500764	Deputy City Clerk / Senior Secretary	1	10	\$ 42,629	\$ 71,222	U		Nonexempt	
500772	Deputy City Clerk / Stenographic Reporter	1	8	\$ 41,503	\$ 69,341	U		Nonexempt	
000002	Deputy City Manager	1	28	\$ 160,711	\$ 267,864	E	U	Exempt	
CC0012	Deputy Clerk I - CC	CCC	1	\$ 40,688	\$ 66,728	C	U	Nonexempt	
CC0010	Deputy Clerk II - CC	CCC	2	\$ 41,775	\$ 68,510	C	U	Nonexempt	
CC0009	Deputy Clerk III - CC	CCC	3	\$ 42,861	\$ 70,293	C	U	Nonexempt	
CA0015	Deputy Commonwealth's Attorney	CWA	12	\$ 99,954	\$ 162,901	C	U	Exempt	
100203	Deputy Director of Elections & Registrar	1	17	\$ 73,368	\$ 122,730	U		Exempt	
100150	Deputy Elections Administrator	1	15	\$ 64,296	\$ 107,754	U		Exempt	

Alphabetical Classification Listing
Effective July 1, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
900003	Deputy Emergency Management Coordinator	1	18	\$ 78,434	\$ 131,095		U	Exempt	
300606	Deputy Fire Chief	5	11	\$ 117,057	\$ 149,575			Exempt	
200470	Deputy Fire Marshal	5	8	\$ 86,014	\$ 121,175			Nonexempt	
CR0001	Deputy I - COR	COR	1	\$ 40,688	\$ 66,728	C	U	Nonexempt	
800011	Deputy I - Elections	1	5	\$ 40,688	\$ 67,979		U	Nonexempt	
TR0005	Deputy I - TR	TRO	1	\$ 40,688	\$ 66,728	C	U	Nonexempt	
CR0002	Deputy II - COR	COR	2	\$ 45,400	\$ 81,153	C	U	Nonexempt	
500759	Deputy II - Elections	1	6	\$ 40,960	\$ 68,433		U	Nonexempt	
TR0006	Deputy II - TR	TRO	2	\$ 45,400	\$ 81,153	C	U	Nonexempt	
CR0003	Deputy III - COR	COR	3	\$ 54,233	\$ 91,906	C	U	Exempt	
800009	Deputy III - Elections	1	7	\$ 41,231	\$ 68,887		U	Nonexempt	
TR0007	Deputy III - TR	TRO	3	\$ 49,524	\$ 91,906	C	U	Exempt	
500760	Deputy IV - Elections	1	9	\$ 41,775	\$ 69,795		U	Nonexempt	
TR0010	Deputy IV - TR	TRO	4	\$ 63,709	\$ 104,396	C	U	Exempt	
200571	Deputy Real Estate Assessor	1	18	\$ 78,434	\$ 131,095	CA	U	Exempt	
SS0002	Deputy Sheriff	5	3	\$ 48,733	\$ 75,780	C	U	Nonexempt	Yes
SS0007	Deputy Sheriff (Captain)	5	8	\$ 86,014	\$ 121,175	C	U	Nonexempt	
SS0010	Deputy Sheriff (Colonel)	5	11	\$ 117,057	\$ 149,575	C	U	Nonexempt	
SS0004	Deputy Sheriff (Corporal)	5	4	\$ 53,942	\$ 83,832	C	U	Nonexempt	
SS0009	Deputy Sheriff (Lieutenant Colonel)	5	9	\$ 96,782	\$ 136,345	C	U	Nonexempt	
SS0006	Deputy Sheriff (Lieutenant)	5	7	\$ 70,059	\$ 106,224	C	U	Nonexempt	
SS0003	Deputy Sheriff (Master)	5	5	\$ 58,364	\$ 90,704	C	U	Nonexempt	
SS0001	Deputy Sheriff (Recruit)	5	2	\$ 46,396	\$ 72,105	C	U	Nonexempt	Yes
SS0011	Deputy Sheriff (Senior)	5	4	\$ 53,942	\$ 83,832	C	U	Nonexempt	Yes
SS0005	Deputy Sheriff (Sergeant)	5	6	\$ 59,621	\$ 92,657	C	U	Nonexempt	
100461	Design & Rehabilitation Consultant, Senior	1	14	\$ 59,393	\$ 100,692			Exempt	
100474	Design/Construction Project Manager, Senior	1	17	\$ 73,368	\$ 122,730			Exempt	
800049	Detention Center Assistant Superintendent	1	14	\$ 59,393	\$ 100,692			Exempt	
100244	Detention Center Superintendent	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
800048	Detention Center Supervisor	1	12	\$ 50,624	\$ 84,621			Exempt	
500725	Direct Support Professional I	1	5	\$ 40,688	\$ 67,979			Nonexempt	
500726	Direct Support Professional II	1	6	\$ 40,960	\$ 68,433			Nonexempt	
000575	Director of Budget & Strategic Planning	1	27	\$ 141,205	\$ 248,821	E	U	Exempt	
000075	Director of City Planning	1	27	\$ 141,205	\$ 248,821	E	U	Exempt	
CA0011	Director of Communications - CWA	CWA	8	\$ 59,915	\$ 98,259	C	U	Exempt	
000054	Director of Communications & Marketing	1	26	\$ 128,394	\$ 228,561	E	U	Exempt	
000065	Director of Cultural Facilities, Arts, & Entertainment	1	26	\$ 128,394	\$ 228,561	E	U	Exempt	
000067	Director of Development	1	27	\$ 141,205	\$ 248,821	E	U	Exempt	
000111	Director of Elections	1	22	\$ 97,126	\$ 167,415		U	Exempt	
000068	Director of Finance	1	27	\$ 141,205	\$ 248,821	E	U	Exempt	
000069	Director of General Services	1	27	\$ 141,205	\$ 248,821	E	U	Exempt	
000146	Director of Housing and Community Development	1	26	\$ 128,394	\$ 228,561	E	U	Exempt	
000070	Director of Human Resources	1	27	\$ 141,205	\$ 248,821	E	U	Exempt	
000071	Director of Human Services	1	27	\$ 141,205	\$ 248,821	E	U	Exempt	
000073	Director of Libraries	1	26	\$ 128,394	\$ 228,561	E	U	Exempt	
000084	Director of Maritime Center	1	25	\$ 116,696	\$ 202,115	E	U	Exempt	
900026	Director of Military and Community Affairs	1	25	\$ 116,696	\$ 202,115	E	U	Exempt	
000074	Director of Neighborhood Services	1	26	\$ 128,394	\$ 228,561	E	U	Exempt	
000081	Director of Parks and Recreation	1	27	\$ 141,205	\$ 248,821	E	U	Exempt	
100912	Director of Public Safety Intelligence	1	20	\$ 88,508	\$ 147,934		U	Exempt	
000076	Director of Public Works	1	27	\$ 141,205	\$ 248,821	E	U	Exempt	
000158	Director of The Slover	1	25	\$ 116,696	\$ 202,115	E	U	Exempt	
000142	Director of the Virginia Zoological Park	1	25	\$ 116,696	\$ 202,115	E	U	Exempt	
000118	Director of Transportation	1	26	\$ 128,394	\$ 228,561	E	U	Exempt	
000077	Director of Utilities	1	27	\$ 141,205	\$ 248,821	E	U	Exempt	
100295	Disability Case Manager	1	12	\$ 50,624	\$ 84,621			Exempt	
000147	Diversity, Equity, and Inclusion Officer	1	25	\$ 116,696	\$ 202,115	E	U	Exempt	
100465	Division Head	1	16	\$ 68,675	\$ 114,767	S	U	Exempt	
100918	Dock Master	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100492	Early Childhood Special Educator I	1	14	\$ 59,393	\$ 100,692			Exempt	
900030	Early Childhood Special Educator II	1	15	\$ 64,296	\$ 107,754			Exempt	
100456	Economic & Policy Analyst	1	13	\$ 54,601	\$ 91,256			Exempt	
100457	Economic & Policy Analyst, Senior	1	15	\$ 64,296	\$ 107,754			Exempt	
100449	Economic Forecast Specialist (Budget only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
100525	Economic Inclusion Manager (DEI only)	1	16	\$ 68,675	\$ 114,767		U	Exempt	
100526	Economic Inclusion Manager, Senior (DEI only)	1	17	\$ 73,368	\$ 122,730		U	Exempt	
100245	Education Manager	1	14	\$ 59,393	\$ 100,692			Exempt	
SC0013	Education Program Manager	SHC	11	\$ 49,093	\$ 79,991	C	U	Nonexempt	
SC0008	Education Programs Specialist	SHC	10	\$ 44,528	\$ 72,554	C	U	Nonexempt	
800010	Education Specialist	1	7	\$ 41,231	\$ 68,887			Nonexempt	
H00004	Election Aide		2	H4	\$ 17	\$ 49			Nonexempt

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Effective July 1, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
900009	Electrician Apprentice		1	5	\$ 40,688	\$ 67,979			Nonexempt
600834	Electrician I		1	6	\$ 40,960	\$ 68,433			Nonexempt Yes
600835	Electrician II		1	10	\$ 42,629	\$ 71,222			Nonexempt Yes
600836	Electrician III		1	11	\$ 46,589	\$ 77,924			Nonexempt Yes
600837	Electrician IV		1	12	\$ 50,624	\$ 84,621			Nonexempt
SC0005	Electronic Surveillance Supervisor	SHC	7	\$ 42,046	\$ 68,956	C	U	Nonexempt	
600840	Electronics Technician I		1	9	\$ 41,775	\$ 69,795			Nonexempt
600841	Electronics Technician II		1	11	\$ 46,589	\$ 77,924			Nonexempt
900010	Emergency Management Coordinator		1	20	\$ 88,508	\$ 147,934		U	Exempt
100493	Emergency Services Counselor I		1	13	\$ 54,601	\$ 91,256			Exempt
900011	Emergency Services Counselor II		1	14	\$ 59,393	\$ 100,692			Exempt
500788	Employee Relations Analyst I (HR only)		1	13	\$ 54,601	\$ 91,256			Exempt Yes
500789	Employee Relations Analyst II (HR only)		1	14	\$ 59,393	\$ 100,692			Exempt Yes
500790	Employee Relations Analyst, Senior (HR only)		1	15	\$ 64,296	\$ 107,754			Exempt
500791	Employee Relations Manager (HR only)		1	18	\$ 78,434	\$ 131,095		U	Exempt
800900	Energy Management Coordinator		1	15	\$ 64,296	\$ 107,754			Exempt
700922	Engineering Aide		1	5	\$ 40,688	\$ 67,979			Nonexempt
000085	Engineering Manager		1	20	\$ 88,508	\$ 147,934	S	U	Exempt
200437	Engineering Technician I		1	10	\$ 42,629	\$ 71,222			Nonexempt Yes
200438	Engineering Technician II		1	11	\$ 46,589	\$ 77,924			Nonexempt Yes
200439	Engineering Technician III		1	12	\$ 50,624	\$ 84,621			Nonexempt
200440	Engineering Technician IV		1	13	\$ 54,601	\$ 91,256			Nonexempt
100297	Enterprise Controller		1	16	\$ 68,675	\$ 114,767			Exempt
100299	Environmental Engineer		1	14	\$ 59,393	\$ 100,692			Exempt
700991	Environmental Health Assistant I		1	5	\$ 40,688	\$ 67,979			Nonexempt
700992	Environmental Health Assistant II		1	6	\$ 40,960	\$ 68,433			Nonexempt
000100	Environmental Services Manager		1	19	\$ 83,267	\$ 138,802	S	U	Exempt
200452	Environmental Specialist I		1	10	\$ 42,629	\$ 71,222			Nonexempt Yes
200453	Environmental Specialist II		1	12	\$ 50,624	\$ 84,621			Nonexempt Yes
700924	Equipment Operator I		1	5	\$ 40,688	\$ 67,979			Nonexempt
700925	Equipment Operator II		1	7	\$ 41,231	\$ 68,887			Nonexempt
700926	Equipment Operator III		1	8	\$ 41,503	\$ 69,341			Nonexempt
700927	Equipment Operator IV		1	9	\$ 41,775	\$ 69,795			Nonexempt
800402	Event Coordinator I		1	12	\$ 50,624	\$ 84,621			Exempt Yes
800407	Event Coordinator II		1	13	\$ 54,601	\$ 91,256			Exempt Yes
800408	Event Coordinator Senior		1	14	\$ 59,393	\$ 100,692			Exempt Yes
800405	Event Support Crew Member I		1	5	\$ 40,688	\$ 67,979			Nonexempt
800406	Event Support Crew Member II		1	6	\$ 40,960	\$ 68,433			Nonexempt
100527	Executive Administrator (CM only)		1	14	\$ 59,393	\$ 100,692		U	Exempt
100528	Executive Administrator, Senior (CM only)		1	15	\$ 64,296	\$ 107,754		U	Exempt
500707	Executive Assistant		1	12	\$ 50,624	\$ 84,621			Nonexempt
SC0032	Executive Assistant - SC	SHC	10	\$ 44,528	\$ 72,554		U	Nonexempt	
000831	Executive Director CSB		1	27	\$ 141,205	\$ 248,821	E	U	Exempt
900027	Executive Director of Intergovernmental Relations		1	20	\$ 88,508	\$ 147,934		U	Exempt
000861	Executive Director of Norfolk Healthcare Consortium		1	25	\$ 116,696	\$ 202,115	E	U	Exempt
000119	Executive Director of Real Estate Services		1	20	\$ 88,508	\$ 147,934	E	U	Exempt
000087	Executive Manager of Retirement Systems (Finance only)		1	20	\$ 88,508	\$ 147,934	S	U	Exempt
CA0010	Executive Secretary / Assistant - CWA	CWA	7	\$ 52,686	\$ 86,322	C	U	Nonexempt	
H00059	Executive Specialist		2	H7	\$ 50	\$ 127		U	Exempt
100253	Exhibits Manager / Designer		1	13	\$ 54,601	\$ 91,256			Exempt
100871	Facilities Maintenance Manager		1	19	\$ 83,267	\$ 138,802	S	U	Exempt
800521	Facilities Manager		1	13	\$ 54,601	\$ 91,256			Exempt
SC0033	Facilities Manager - SC	SHC	16	\$ 61,435	\$ 100,103		U	Nonexempt	
800052	Family Services Associate		1	7	\$ 41,231	\$ 68,887			Nonexempt
100364	Family Services Supervisor		1	14	\$ 59,393	\$ 100,692			Exempt
100366	Family Services Worker I		1	11	\$ 46,589	\$ 77,924			Nonexempt
100367	Family Services Worker II		1	12	\$ 50,624	\$ 84,621			Nonexempt
200404	Family Services Worker III		1	13	\$ 54,601	\$ 91,256			Exempt
000047	Financial Operations Manager		1	15	\$ 64,296	\$ 107,754			Exempt
300611	Fire Captain		5	8	\$ 86,014	\$ 121,175			Nonexempt
200471	Fire Inspector		5	6	\$ 59,621	\$ 92,657			Nonexempt
300612	Fire Lieutenant		5	7	\$ 70,059	\$ 106,224			Nonexempt
300617	Firefighter EMT - Advanced		5	4	\$ 53,942	\$ 83,832			Nonexempt Yes
300643	Firefighter EMT - Intermediate		5	5	\$ 58,364	\$ 90,704			Nonexempt Yes
300616	Firefighter EMT - Paramedic		5	6	\$ 59,621	\$ 92,657			Nonexempt Yes
300604	Firefighter Recruit		5	2	\$ 46,396	\$ 72,105			Nonexempt Yes
SC0034	Fiscal Manager	SHC	14	\$ 56,831	\$ 92,601		U	Nonexempt	
000090	Fiscal Manager I		1	13	\$ 54,601	\$ 91,256			Exempt
800504	Fiscal Manager II		1	14	\$ 59,393	\$ 100,692			Exempt
100371	Fiscal Monitoring Specialist I		1	11	\$ 46,589	\$ 77,924			Exempt
100372	Fiscal Monitoring Specialist II		1	13	\$ 54,601	\$ 91,256			Exempt

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Effective July 1, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
100373	Fiscal Systems Administrator (Finance only)	1	16	\$ 68,675	\$ 114,767			Exempt	
100167	Fiscal Systems Analyst (Finance only)	1	14	\$ 59,393	\$ 100,692			Exempt	
100471	Fiscal Systems Manager (Finance only)	1	17	\$ 73,368	\$ 122,730			Exempt	
100432	Fiscal Systems Manager, Senior (Finance only)	1	18	\$ 78,434	\$ 131,095	U		Exempt	
600819	Fleet Coordinator	1	11	\$ 46,589	\$ 77,924			Exempt	
SC0022	Fleet Coordinator - SC	SHC	4	\$ 41,231	\$ 67,619	C	U	Nonexempt	
000091	Fleet Maintenance Manager	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
700911	Food Service Manager	1	11	\$ 46,589	\$ 77,924			Exempt	
100913	Forensic Specialist	1	14	\$ 59,393	\$ 100,692			Nonexempt	
700929	Forestry Crew Leader	1	11	\$ 46,589	\$ 77,924			Nonexempt	
700930	Forestry Supervisor	1	14	\$ 59,393	\$ 100,692			Exempt	
100314	Fraud Investigator	1	12	\$ 50,624	\$ 84,621			Nonexempt	
200542	Fraud Supervisor	1	13	\$ 54,601	\$ 91,256			Exempt	
800986	Freedom of Information Act (FOIA) Analyst	1	12	\$ 50,624	\$ 84,621			Exempt	
800987	Freedom of Information Act (FOIA) Analyst, Senior	1	14	\$ 59,393	\$ 100,692			Exempt	
700988	General Utility Maintenance Supervisor	1	14	\$ 59,393	\$ 100,692			Exempt	
800040	Geographic Information Systems Specialist I	1	10	\$ 42,629	\$ 71,222			Nonexempt	
800555	Geographic Information Systems Specialist II	1	12	\$ 50,624	\$ 84,621			Exempt	
800556	Geographic Information Systems Specialist III	1	15	\$ 64,296	\$ 107,754			Exempt	
800557	Geographic Information Systems Team Supervisor	1	17	\$ 73,368	\$ 122,730			Exempt	
200418	Geographic Information Systems Technician I	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100423	Geographic Information Systems Technician II	1	11	\$ 46,589	\$ 77,924			Exempt	
200419	Grants & Development Coordinator	1	14	\$ 59,393	\$ 100,692			Exempt	
100451	Grants Manager (Budget Only)	1	18	\$ 78,434	\$ 131,095	U		Exempt	
SC0009	Grievance Coordinator	SHC	10	\$ 44,528	\$ 72,554	C	U	Nonexempt	
700931	Groundskeeper Crew Leader	1	9	\$ 41,775	\$ 69,795			Nonexempt	
700933	Groundskeeper I	1	5	\$ 40,688	\$ 67,979			Nonexempt	Yes
900028	Groundskeeper II	1	6	\$ 40,960	\$ 68,433			Nonexempt	Yes
900031	Head Boxing Coach	1	14	\$ 59,393	\$ 100,692			Exempt	
100164	Health & Fitness Facilitator	1	10	\$ 42,629	\$ 71,222			Nonexempt	
700935	Horticulture Technician	1	5	\$ 40,688	\$ 67,979			Nonexempt	
700937	Horticulturist	1	12	\$ 50,624	\$ 84,621			Exempt	
100519	Housing Finance Specialist	1	17	\$ 73,368	\$ 122,730	U		Exempt	
SC0035	HR Administrator - SC	SHC	16	\$ 61,435	\$ 100,103	U		Exempt	
SC0016	Human Resources & Budget Director	SHC	14	\$ 56,831	\$ 92,601	C	U	Exempt	
500792	Human Resources Administration Manager (HR only)	1	18	\$ 78,434	\$ 131,095	U		Exempt	
800500	Human Resources Administrator	1	14	\$ 59,393	\$ 100,692			Exempt	
500781	Human Resources Assistant I	1	6	\$ 40,960	\$ 68,433			Nonexempt	
500782	Human Resources Assistant II	1	7	\$ 41,231	\$ 68,887			Nonexempt	
500802	Human Resources Benefits Analyst I (HR only)	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
500801	Human Resources Benefits Analyst II (HR only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
500793	Human Resources Benefits Manager (HR only)	1	17	\$ 73,368	\$ 122,730	U		Exempt	
900036	Human Resources Benefits Specialist II (HR only)	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
500783	Human Resources Benefits Specialist I (HR only)	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
500794	Human Resources Specialist I (HR only)	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
900032	Human Resources Specialist II (HR only)	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
200446	Human Services Aide	1	5	\$ 40,688	\$ 67,979			Nonexempt	
101309	Human Services Operations Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
100511	Human Services Senior Manager	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
300618	Humane Officer I (Police only)	1	9	\$ 41,775	\$ 69,795			Nonexempt	
300619	Humane Officer II (Police only)	1	11	\$ 46,589	\$ 77,924			Nonexempt	
900012	HVAC Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
CC0008	In Court Clerk - CC	CCC	4	\$ 44,528	\$ 76,838	C	U	Nonexempt	
H00037	Information Technology Assistant	2	H6	\$ 29	\$ 74			Nonexempt	
H00019	Information Technology Business Analyst	2	H6	\$ 29	\$ 74			Nonexempt	
H00038	Information Technology Intern	2	H4	\$ 17	\$ 49			Nonexempt	
100168	Information Technology Planner	1	14	\$ 59,393	\$ 100,692			Exempt	
100166	Information Technology Planner, Senior	1	18	\$ 78,434	\$ 131,095	U		Exempt	
200431	Information Technology Specialist	1	9	\$ 41,775	\$ 69,795			Nonexempt	
SC0020	Information Technology Systems Director	SHC	17	\$ 68,665	\$ 112,515	C	U	Exempt	
200400	Information Technology Telecommunications Analyst I	1	11	\$ 46,589	\$ 77,924			Exempt	
200401	Information Technology Telecommunications Analyst II	1	13	\$ 54,601	\$ 91,256			Exempt	
200402	Information Technology Telecommunications Analyst III	1	16	\$ 68,675	\$ 114,767			Exempt	
200551	Information Technology Telecommunications Technician	1	11	\$ 46,589	\$ 77,924			Nonexempt	
800021	Information Technology Trainer	1	12	\$ 50,624	\$ 84,621			Nonexempt	
800020	Information Technology Training Coordinator	1	13	\$ 54,601	\$ 91,256			Exempt	
SC0015	Inmate Classification Manager	SHC	13	\$ 54,126	\$ 88,190	C	U	Nonexempt	
SC0010	Inmate Classification Specialist	SHC	10	\$ 44,528	\$ 72,554	C	U	Nonexempt	
SC0023	Inmate Rehabilitation Coordinator	SHC	12	\$ 51,241	\$ 84,155	C	U	Nonexempt	
700939	Instrument Technician	1	8	\$ 41,503	\$ 69,341			Nonexempt	
000003	Intergovernmental Relations Officer	1	20	\$ 88,508	\$ 147,934	E	U	Exempt	

Alphabetical Classification Listing
Effective July 1, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
SC0024	Investigations Director	SHC	14	\$ 56,831	\$ 92,601	C	U	Exempt	
101347	Jury Administrator	1	12	\$ 50,624	\$ 84,621	C	U	Nonexempt	
300626	Kennel Supervisor	1	8	\$ 41,503	\$ 69,341			Nonexempt	
101353	Land Record Specialist	1	10	\$ 42,629	\$ 71,222		U	Nonexempt	
200498	Landscape Coordinator I	1	11	\$ 46,589	\$ 77,924			Nonexempt	
200499	Landscape Coordinator II	1	12	\$ 50,624	\$ 84,621			Nonexempt	
700913	Laundry Worker	1	5	\$ 40,688	\$ 67,979			Nonexempt	
100316	Law Clerk	1	13	\$ 54,601	\$ 91,256		U	Exempt	
H00018	Law Intern	2	H4	\$ 17	\$ 49			Nonexempt	
600822	Lead Mason	1	7	\$ 41,231	\$ 68,887			Nonexempt	
700999	Lead Zookeeper	1	9	\$ 41,775	\$ 69,795			Nonexempt	
CA0009	Legal Administrator - CWA	CWA	8	\$ 59,915	\$ 98,259	C	U	Exempt	
100318	Legal Administrator - LD	1	16	\$ 68,675	\$ 114,767	L	U	Exempt	
500735	Legal Assistant	1	13	\$ 54,601	\$ 91,256			Nonexempt	
CA0008	Legal Assistant - CWA	CWA	6	\$ 46,251	\$ 75,783	C	U	Nonexempt	
400655	Legal Coordinator I - LD	1	11	\$ 46,589	\$ 77,924	L	U	Nonexempt	
400656	Legal Coordinator II - LD	1	14	\$ 59,393	\$ 100,692	L	U	Nonexempt	
SC0017	Legal Counsel	SHC	15	\$ 58,511	\$ 95,343	C	U	Exempt	
CA0006	Legal Secretary I - CWA	CWA	2	\$ 41,775	\$ 68,510	C	U	Nonexempt	
500740	Legal Secretary I - LD	1	7	\$ 41,231	\$ 68,887	L	U	Nonexempt	
500741	Legal Secretary II - LD	1	11	\$ 46,589	\$ 77,924	L	U	Nonexempt	
CA0007	Legal Secretary II - CWA	CWA	4	\$ 43,948	\$ 72,075	C	U	Nonexempt	
H00030	Legislative Services Aide	2	H1	\$ 15	\$ 25			Nonexempt	
100320	Librarian I	1	11	\$ 46,589	\$ 77,924			Exempt	
100321	Librarian II	1	14	\$ 59,393	\$ 100,692			Exempt	
100322	Librarian III	1	15	\$ 64,296	\$ 107,754			Exempt	
100326	Librarian IV	1	16	\$ 68,675	\$ 114,767			Exempt	
H00025	Library Aide	2	H1	\$ 15	\$ 25			Nonexempt	
400665	Library Assistant I	1	5	\$ 40,688	\$ 67,979			Nonexempt	
SC0036	Library Assistant - SC	SHC	3	\$ 40,960	\$ 67,174		U	Nonexempt	
400666	Library Assistant II	1	6	\$ 40,960	\$ 68,433			Nonexempt	
400660	Library Associate I	1	8	\$ 41,503	\$ 69,341			Nonexempt	
400661	Library Associate II	1	9	\$ 41,775	\$ 69,795			Nonexempt	
400667	Library Manager	1	18	\$ 78,434	\$ 131,095		U	Exempt	
200474	License Inspector I	1	8	\$ 41,503	\$ 69,341			Nonexempt	
200475	License Inspector II	1	10	\$ 42,629	\$ 71,222			Nonexempt	
900013	Licensed HVAC Mechanic	1	10	\$ 42,629	\$ 71,222			Nonexempt	
400681	Licensed Practical Nurse	1	14	\$ 59,393	\$ 100,692			Nonexempt	
700941	Lifeguard I	1	5	\$ 40,688	\$ 67,979			Nonexempt	Yes
900014	Lifeguard II	1	6	\$ 40,960	\$ 68,433			Nonexempt	Yes
SC0042	Local Inmate Data System Technician	SHC	9	\$ 42,590	\$ 69,847		U	Nonexempt	
000097	MacArthur Memorial Director	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
SC0025	Maintenance Mechanic - SC	SHC	4	\$ 41,231	\$ 67,619	C	U	Nonexempt	
700942	Maintenance Mechanic I	1	6	\$ 40,960	\$ 68,433			Nonexempt	
700943	Maintenance Mechanic II	1	8	\$ 41,503	\$ 69,341			Nonexempt	
SC0037	Maintenance Mechanic II - SC	SHC	7	\$ 42,046	\$ 68,956		U	Nonexempt	
700944	Maintenance Mechanic III	1	9	\$ 41,775	\$ 69,795			Nonexempt	
600846	Maintenance Shop Manager	1	13	\$ 54,601	\$ 91,256			Exempt	
700946	Maintenance Supervisor I	1	11	\$ 46,589	\$ 77,924			Exempt	
700947	Maintenance Supervisor II	1	12	\$ 50,624	\$ 84,621			Exempt	
700949	Maintenance Worker I	1	5	\$ 40,688	\$ 67,979			Nonexempt	
700950	Maintenance Worker II	1	6	\$ 40,960	\$ 68,433			Nonexempt	
100171	Management Analyst I	1	11	\$ 46,589	\$ 77,924			Exempt	
100172	Management Analyst II	1	13	\$ 54,601	\$ 91,256			Exempt	
100173	Management Analyst III	1	14	\$ 59,393	\$ 100,692			Exempt	
100319	Management Services Administrator	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
100875	Manager of Budget & Accounting	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
900015	Manager of Business Center and Creative Studios	1	14	\$ 59,393	\$ 100,692			Exempt	
100482	Manager of Emergency Communications	1	16	\$ 68,675	\$ 114,767			Exempt	
000806	Manager of Environmental Protection Programs	1	20	\$ 88,508	\$ 147,934	E	U	Exempt	
000807	Manager of Event Services and Production	1	16	\$ 68,675	\$ 114,767	S	U	Exempt	
100247	Manager of Visitor Marketing	1	14	\$ 59,393	\$ 100,692			Exempt	
100265	Manager of Visitor Services	1	12	\$ 50,624	\$ 84,621			Exempt	
H00027	Maritime Center Specialist I	2	H1	\$ 15	\$ 25			Nonexempt	
H00028	Maritime Center Specialist II	2	H2	\$ 16	\$ 30			Nonexempt	
H00029	Maritime Center Specialist III	2	H3	\$ 16	\$ 44			Nonexempt	
100213	Mason	1	6	\$ 40,960	\$ 68,433			Nonexempt	
300636	Master Police Officer	5	6	\$ 59,621	\$ 92,657			Nonexempt	Yes
100412	Media and Production Specialist	1	12	\$ 50,624	\$ 84,621			Exempt	
100496	Medical Records Administrator	1	11	\$ 46,589	\$ 77,924			Exempt	
500743	Medical Records Technician	1	9	\$ 41,775	\$ 69,795			Nonexempt	

Alphabetical Classification Listing
Effective July 1, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
100494	Mental Health Professional	1	11	\$ 46,589	\$ 77,924			Nonexempt	
700952	Messenger/Driver	1	5	\$ 40,688	\$ 67,979			Nonexempt	
300621	Meter Monitor	1	7	\$ 41,231	\$ 68,887			Nonexempt	
800449	Microcomputer Systems Analyst	1	13	\$ 54,601	\$ 91,256			Nonexempt	
SC0006	Microcomputer Systems Analyst - SC	SHC	8	\$ 42,318	\$ 69,402	C	U	Nonexempt	
200450	Microcomputer Systems Analyst, Senior	1	14	\$ 59,393	\$ 100,692			Exempt	
200451	Microcomputer Systems Team Supervisor	1	16	\$ 68,675	\$ 114,767			Exempt	
500745	Micrographics Technician	1	5	\$ 40,688	\$ 67,979			Nonexempt	
101343	Multimedia Communications Specialist I	1	11	\$ 46,589	\$ 77,924			Exempt	Yes
101344	Multimedia Communications Specialist II	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
101345	Multimedia Communications Specialist III	1	15	\$ 64,296	\$ 107,754			Exempt	
H00013	Municipal Intern I	2	H1	\$ 15	\$ 25			Nonexempt	
H00014	Municipal Intern II	2	H2	\$ 16	\$ 30			Nonexempt	
H00047	Municipal Intern III	2	H3	\$ 16	\$ 44			Nonexempt	
300640	Museum Attendant	1	5	\$ 40,688	\$ 67,979			Nonexempt	
200464	Neighborhood Code Specialist I	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
200467	Neighborhood Code Specialist II	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
200472	Neighborhood Code Specialist III	1	13	\$ 54,601	\$ 91,256			Nonexempt	Yes
200476	Neighborhood Code Team Lead	1	15	\$ 64,296	\$ 107,754			Exempt	
000298	Neighborhood Development Administrator	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
200482	Neighborhood Development Specialist	1	11	\$ 46,589	\$ 77,924			Exempt	
100459	Neighborhood Development Specialist, Senior	1	13	\$ 54,601	\$ 91,256			Exempt	
000297	Neighborhood Services Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
SC0018	Network Engineer - SC	SHC	16	\$ 61,435	\$ 100,103	C	U	Nonexempt	
800544	Network Engineer I	1	10	\$ 42,629	\$ 71,222			Nonexempt	
800546	Network Engineer II	1	16	\$ 68,675	\$ 114,767			Exempt	
800545	Network Engineer III	1	17	\$ 73,368	\$ 122,730			Exempt	
200403	Network Engineer IV	1	18	\$ 78,434	\$ 131,095			Exempt	
800547	Network Security Engineer	1	17	\$ 73,368	\$ 122,730			Exempt	
100522	Nurse Coordinator - Supervisor	1	18	\$ 78,434	\$ 131,095			Exempt	
100523	Nurse Practitioner	1	23	\$ 102,407	\$ 178,373	S	U	Exempt	
500750	Office Assistant	1	5	\$ 40,688	\$ 67,979			Nonexempt	
500755	Office Manager	1	10	\$ 42,629	\$ 71,222			Nonexempt	
600852	Operating Engineer I	1	6	\$ 40,960	\$ 68,433			Nonexempt	
600853	Operating Engineer II	1	9	\$ 41,775	\$ 69,795			Nonexempt	
700940	Operations Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
100300	Operations Controller	1	16	\$ 68,675	\$ 114,767			Exempt	
100919	Operations Coordinator	1	13	\$ 54,601	\$ 91,256			Exempt	
000113	Operations Manager	1	14	\$ 59,393	\$ 100,692			Exempt	
300638	Operations Officer I (Police only)	1	7	\$ 41,231	\$ 68,887			Nonexempt	
300642	Operations Officer II (Police only)	1	8	\$ 41,503	\$ 69,341			Nonexempt	
300647	Operations Officer III (Police only)	1	9	\$ 41,775	\$ 69,795			Nonexempt	
500795	Organizational Development Analyst I (HR only)	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
800988	Organizational Development Analyst II (HR only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
500796	Organizational Development Analyst, Senior (HR only)	1	15	\$ 64,296	\$ 107,754			Exempt	
500797	Organizational Development Manager (HR only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
900016	Painter Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
600855	Painter I	1	6	\$ 40,960	\$ 68,433			Nonexempt	Yes
600856	Painter II	1	8	\$ 41,503	\$ 69,341			Nonexempt	Yes
CA0005	Paralegal - CWA	CWA	4	\$ 43,948	\$ 72,075	C	U	Nonexempt	
400674	Paralegal Claims Investigator - LD	1	12	\$ 50,624	\$ 84,621	L	U	Nonexempt	
100916	Paralegal Specialist I - LD	1	13	\$ 54,601	\$ 91,256	L	U	Nonexempt	
100917	Paralegal Specialist II - LD	1	14	\$ 59,393	\$ 100,692	L	U	Nonexempt	
300644	Paramedic (EMT)	5	6	\$ 59,621	\$ 92,657			Nonexempt	
200561	Park Ranger I	1	10	\$ 42,629	\$ 71,222			Nonexempt	
200562	Park Ranger II	1	11	\$ 46,589	\$ 77,924			Nonexempt	
200563	Park Ranger, Senior	1	13	\$ 54,601	\$ 91,256			Exempt	
000107	Parking Administrator	1	14	\$ 59,393	\$ 100,692			Exempt	
H00035	Parking Attendant	2	H1	\$ 15	\$ 25			Nonexempt	
000010	Parking Director	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
100340	Parking Manager	1	12	\$ 50,624	\$ 84,621			Exempt	
H00040	Parking Operations Supervisor	2	H3	\$ 16	\$ 44			Nonexempt	
100387	Parking Supervisor	1	9	\$ 41,775	\$ 69,795			Nonexempt	
SC0026	Payroll & Benefits Coordinator	SHC	8	\$ 42,318	\$ 69,402	C	U	Nonexempt	
100156	Payroll Administrator (Finance only)	1	14	\$ 59,393	\$ 100,692			Exempt	
100149	Payroll Analyst (Finance only)	1	14	\$ 59,393	\$ 100,692			Exempt	
100157	Payroll Manager (Finance only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
800042	Payroll Specialist (Finance only)	1	11	\$ 46,589	\$ 77,924			Exempt	
100500	Peer Recovery Specialist I	1	8	\$ 41,503	\$ 69,341			Nonexempt	
100501	Peer Recovery Specialist II	1	9	\$ 41,775	\$ 69,795			Nonexempt	
101348	Peer Recovery Specialist III	1	10	\$ 42,629	\$ 71,222			Nonexempt	

Alphabetical Classification Listing
Effective July 1, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
101349	Peer Recovery Specialist IV	1	11	\$ 46,589	\$ 77,924			Nonexempt	
200510	Permit Technician	1	8	\$ 41,503	\$ 69,341			Nonexempt	
200511	Permits Specialist	1	12	\$ 50,624	\$ 84,621			Nonexempt	
200512	Permits Specialist, Senior	1	13	\$ 54,601	\$ 91,256			Nonexempt	
800347	Personnel Specialist	1	11	\$ 46,589	\$ 77,924			Nonexempt	
000820	Pharmacist	1	29	N/R	N/R	S	U	Exempt	
100865	Pharmacy Technician	1	10	\$ 42,629	\$ 71,222			Nonexempt	
100424	Physical Security Specialist	1	13	\$ 54,601	\$ 91,256			Exempt	
000851	Physician	1	29	N/R	N/R	S	U	Exempt	
100422	Physician Assistant	1	25	\$ 116,696	\$ 202,115		U	Exempt	
600860	Plumber	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
900017	Plumber Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
600861	Plumber, Senior	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
300623	Police Captain	5	9	\$ 96,782	\$ 136,345			Exempt	
400683	Police Civilian Investigator/Technician	2	H4	\$ 17	\$ 49			Nonexempt	
400672	Police Identification Clerk	1	5	\$ 40,688	\$ 67,979			Nonexempt	
300625	Police Lieutenant	5	8	\$ 86,014	\$ 121,175			Exempt	
300630	Police Officer	5	4	\$ 53,942	\$ 83,832			Nonexempt	Yes
100305	Police Records & Identification Section Supervisor	1	12	\$ 50,624	\$ 84,621			Exempt	
300632	Police Recruit	5	2	\$ 46,396	\$ 72,105			Nonexempt	Yes
300635	Police Sergeant	5	7	\$ 70,059	\$ 106,224			Nonexempt	
700951	Pool Manager	1	10	\$ 42,629	\$ 71,222			Nonexempt	
100505	Practice Manager	1	13	\$ 54,601	\$ 91,256			Exempt	
400700	Pre-Trial Probation Officer I	1	9	\$ 41,775	\$ 69,795			Nonexempt	
400701	Pre-Trial Probation Officer II	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100462	Principal Planner	1	16	\$ 68,675	\$ 114,767		U	Exempt	
SC0011	Procurement Specialist - SC	SHC	10	\$ 44,528	\$ 72,554	C	U	Nonexempt	
100209	Procurement Specialist I (Finance only)	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
100210	Procurement Specialist II (Finance only)	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
100510	Procurement Specialist III (Finance only)	1	15	\$ 64,296	\$ 107,754			Exempt	Yes
100524	Procurement Specialist IV (Finance only)	1	16	\$ 68,675	\$ 114,767			Exempt	
100497	Professional Municipal Trainee	1	9	\$ 41,775	\$ 69,795			Nonexempt	
SC0043	Professional Standards Office Analyst	SHC	10	\$ 44,528	\$ 72,554	C	U	Exempt	
100351	Program Administrator	1	13	\$ 54,601	\$ 91,256			Exempt	
100352	Program Coordinator	1	11	\$ 46,589	\$ 77,924			Nonexempt	
800523	Program Supervisor	1	13	\$ 54,601	\$ 91,256			Exempt	
200515	Programmer/Analyst I	1	11	\$ 46,589	\$ 77,924			Exempt	
200516	Programmer/Analyst II	1	12	\$ 50,624	\$ 84,621			Exempt	
200517	Programmer/Analyst III	1	14	\$ 59,393	\$ 100,692			Exempt	
200518	Programmer/Analyst IV	1	15	\$ 64,296	\$ 107,754			Exempt	
200519	Programmer/Analyst V	1	16	\$ 68,675	\$ 114,767			Exempt	
800570	Programs Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
100268	Project Coordinator	1	13	\$ 54,601	\$ 91,256			Exempt	
100469	Project Manager	1	16	\$ 68,675	\$ 114,767			Exempt	
100404	Project Manager, Senior	1	17	\$ 73,368	\$ 122,730	S	U	Exempt	
100910	Property & Evidence Technician	1	9	\$ 41,775	\$ 69,795			Nonexempt	
000063	Property Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
SC0038	Property Technician - SC	SHC	4	\$ 41,231	\$ 67,619		U	Nonexempt	
000822	Psychiatrist	1	29	N/R	N/R	S	U	Exempt	
000823	Psychologist	1	16	\$ 68,675	\$ 114,767			Exempt	
SC0014	Public Affairs Officer	SHC	11	\$ 49,093	\$ 79,991	C	U	Exempt	
400675	Public Health Aide	1	5	\$ 40,688	\$ 67,979			Nonexempt	
CA0019	Public Information Specialist - CWA	CWA	4	\$ 43,948	\$ 72,075	C	U	Exempt	
100375	Public Information Specialist I	1	10	\$ 42,629	\$ 71,222			Nonexempt	
100376	Public Information Specialist II	1	12	\$ 50,624	\$ 84,621			Exempt	
800034	Public Relations Assistant	1	6	\$ 40,960	\$ 68,433			Nonexempt	
SC0039	Public Relations Assistant - SC	SHC	7	\$ 42,046	\$ 68,956		U	Nonexempt	
100410	Public Relations Specialist	1	12	\$ 50,624	\$ 84,621			Exempt	
200578	Public Safety Aide	5	1	\$ 44,785	\$ 45,905			Nonexempt	
100914	Public Safety Intel Analyst	1	14	\$ 59,393	\$ 100,692			Exempt	
100915	Public Safety Intel Analyst, Senior	1	16	\$ 68,675	\$ 114,767		U	Exempt	
H00048	Public Safety Intern	2	H2	\$ 16	\$ 30			Nonexempt	Yes
200554	Public Safety Telecommunicator I	5	2	\$ 46,396	\$ 72,105			Nonexempt	Yes
200555	Public Safety Telecommunicator II	5	3	\$ 48,733	\$ 75,780			Nonexempt	Yes
200556	Public Safety Telecommunicator III	5	4	\$ 53,942	\$ 83,832			Nonexempt	
200557	Public Safety Telecommunicator, Call Taker	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
200553	Public Safety Telecommunicator, Supervisor	5	6	\$ 59,621	\$ 92,657			Nonexempt	
100269	Public Services Coordinator	1	11	\$ 46,589	\$ 77,924			Exempt	
000109	Purchasing Agent	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
800516	Quality Assurance Inspector	1	8	\$ 41,503	\$ 69,341			Nonexempt	
800518	Quality Assurance Specialist	1	12	\$ 50,624	\$ 84,621			Nonexempt	

Alphabetical Classification Listing
Effective July 1, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
800024	Radio Communications Systems Analyst	1	10	\$ 42,629	\$ 71,222			Nonexempt	
600875	Radio Communications Systems Analyst, Senior	1	12	\$ 50,624	\$ 84,621			Nonexempt	
600876	Radio Communications Systems Supervisor	1	14	\$ 59,393	\$ 100,692			Nonexempt	
800025	Radio Communications Systems Technician	1	8	\$ 41,503	\$ 69,341			Nonexempt	
100176	Real Estate Analyst	1	11	\$ 46,589	\$ 77,924			Exempt	
200434	Real Estate Appraisal Team Leader	1	17	\$ 73,368	\$ 122,730	U		Exempt	
200525	Real Estate Appraiser I	1	11	\$ 46,589	\$ 77,924	U		Nonexempt	Yes
200526	Real Estate Appraiser II	1	13	\$ 54,601	\$ 91,256	U		Nonexempt	Yes
200527	Real Estate Appraiser III	1	14	\$ 59,393	\$ 100,692	U		Nonexempt	Yes
101350	Real Estate Appraiser IV	1	15	\$ 64,296	\$ 107,754	U		Exempt	Yes
200570	Real Estate CAMA Modeler Analyst	1	16	\$ 68,675	\$ 114,767	U		Exempt	
800517	Real Estate Coordinator	1	12	\$ 50,624	\$ 84,621			Exempt	
100920	Real Time Crime Center Analyst	1	15	\$ 64,296	\$ 107,754			Exempt	
800991	Real Time Crime Center Analyst, Senior	1	16	\$ 68,675	\$ 114,767			Exempt	
500756	Records & Information Clerk	1	5	\$ 40,688	\$ 67,979			Nonexempt	
100341	Records Administrator	1	13	\$ 54,601	\$ 91,256			Exempt	
SC0001	Records Clerk	SHC	2	\$ 40,688	\$ 66,728	C	U	Nonexempt	
SC0040	Records Clerk II	SHC	7	\$ 42,046	\$ 68,956	U		Nonexempt	
H00015	Recreation Activity Instructor	2	H3	\$ 16	\$ 44			Nonexempt	
H00016	Recreation Aide	2	H1	\$ 15	\$ 25			Nonexempt	
900033	Recreation Coordinator	1	14	\$ 59,393	\$ 100,692			Exempt	
800026	Recreation Specialist	1	10	\$ 42,629	\$ 71,222			Nonexempt	
100355	Recreation Supervisor	1	12	\$ 50,624	\$ 84,621			Exempt	
100357	Recreation Supervisor, Senior	1	13	\$ 54,601	\$ 91,256			Exempt	
800522	Recycling Coordinator	1	14	\$ 59,393	\$ 100,692			Exempt	
700969	Refuse Collection Supervisor	1	13	\$ 54,601	\$ 91,256			Nonexempt	
700967	Refuse Collector Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
700966	Refuse Collector Assistant	1	5	\$ 40,688	\$ 67,979			Nonexempt	
700968	Refuse Collector I	1	8	\$ 41,503	\$ 69,341			Nonexempt	Yes
700971	Refuse Collector II	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
700965	Refuse Collector III	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
700970	Refuse Collector, Lead	1	12	\$ 50,624	\$ 84,621			Nonexempt	
200484	Refuse Inspector	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100358	Registered Nurse I	1	16	\$ 68,675	\$ 114,767			Exempt	
900018	Registered Nurse II	1	17	\$ 73,368	\$ 122,730			Exempt	
200605	Reimbursement Specialist	1	9	\$ 41,775	\$ 69,795			Nonexempt	
800200	Reimbursement Supervisor	1	14	\$ 59,393	\$ 100,692			Exempt	
800201	Reimbursement Technician	1	6	\$ 40,960	\$ 68,433			Nonexempt	
100498	Research Analyst	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100360	Reservoir Manager	1	12	\$ 50,624	\$ 84,621			Exempt	
800691	Retirement Benefits Administrator (Finance only)	1	18	\$ 78,434	\$ 131,095	U		Exempt	
800692	Retirement Benefits Specialist I (Finance only)	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
800693	Retirement Benefits Specialist II (Finance only)	1	11	\$ 46,589	\$ 77,924			Exempt	Yes
900004	Right of Way Permit Supervisor	1	15	\$ 64,296	\$ 107,754			Exempt	
800514	Right of Way Program Manager	1	16	\$ 68,675	\$ 114,767			Exempt	
101351	Risk Analyst (Finance only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
101352	Risk Analyst, Senior (Finance only)	1	16	\$ 68,675	\$ 114,767			Exempt	Yes
000112	Risk Manager (Finance only)	1	18	\$ 78,434	\$ 131,095	U		Exempt	
200528	Safety Specialist	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100217	Sales Representative	1	11	\$ 46,589	\$ 77,924			Exempt	
H00022	School Crossing Guard	2	H4	\$ 17	\$ 49			Nonexempt	Yes
H00044	School Crossing Guard, Senior	2	H5	\$ 25	\$ 56			Nonexempt	Yes
SC0002	Secretary I	SHC	3	\$ 40,960	\$ 67,174	C	U	Nonexempt	
SC0003	Secretary II	SHC	5	\$ 41,503	\$ 68,065	C	U	Nonexempt	
SC0004	Secretary to the Sheriff	SHC	6	\$ 41,775	\$ 68,510	C	U	Nonexempt	
800993	Security Manager	1	16	\$ 68,675	\$ 114,767			Exempt	
300639	Security Officer	1	6	\$ 40,960	\$ 68,433			Nonexempt	
800992	Security Officer - Armed	1	10	\$ 42,629	\$ 71,222			Nonexempt	
300650	Security Officer Supervisor	1	13	\$ 54,601	\$ 91,256			Exempt	
100293	Self-Sufficiency Specialist I	1	10	\$ 42,629	\$ 71,222			Nonexempt	
100294	Self-Sufficiency Specialist II	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100292	Self-Sufficiency Specialist, Senior	1	12	\$ 50,624	\$ 84,621			Nonexempt	
100291	Self-Sufficiency Supervisor	1	13	\$ 54,601	\$ 91,256			Exempt	
800800	Senior Accountant I (Finance only)	1	12	\$ 50,624	\$ 84,621			Exempt	Yes
800801	Senior Accountant II (Finance only)	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
800802	Senior Accountant III (Finance only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
800803	Senior Accountant IV (Finance only)	1	16	\$ 68,675	\$ 114,767			Exempt	
800804	Senior Accountant V (Finance only)	1	18	\$ 78,434	\$ 131,095			Exempt	
101180	Senior Accounting Manager (Finance only)	1	19	\$ 83,267	\$ 138,802	U		Exempt	
900034	Service Coordinator	1	12	\$ 50,624	\$ 84,621			Exempt	
200412	Services & Support Supervisor	1	16	\$ 68,675	\$ 114,767			Exempt	

Alphabetical Classification Listing
Effective July 1, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
SC0021	Sheriff	SHC	18	N/R	N/R	C	U	Exempt	
800506	Software Analyst	1	13	\$ 54,601	\$ 91,256			Exempt	
000144	Special Assistant	1	20	\$ 88,508	\$ 147,934	E	U	Exempt	
SC0027	Staff Accountant	SHC	10	\$ 44,528	\$ 72,554	C	U	Nonexempt	
500700	Staff Technician I	1	8	\$ 41,503	\$ 69,341			Nonexempt	
500701	Staff Technician II	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100427	Stage Crew Chief	1	11	\$ 46,589	\$ 77,924			Nonexempt	
800401	Stage Production Manager	1	12	\$ 50,624	\$ 84,621			Exempt	
500771	Stenographic Reporter	1	10	\$ 42,629	\$ 71,222			Nonexempt	
600883	Storekeeper I	1	5	\$ 40,688	\$ 67,979			Nonexempt	
600884	Storekeeper II	1	6	\$ 40,960	\$ 68,433			Nonexempt	
600885	Storekeeper III	1	8	\$ 41,503	\$ 69,341			Nonexempt	
800513	Storm Water Assistant Superintendent	1	14	\$ 59,393	\$ 100,692			Exempt	
000125	Storm Water Engineer	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
000031	Storm Water Operations Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
700976	Street Maintenance Supervisor	1	11	\$ 46,589	\$ 77,924			Nonexempt	
700908	Street Sweeper Mechanic	1	10	\$ 42,629	\$ 71,222			Nonexempt	
000138	Superintendent of the Virginia Zoological Park	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
000136	Superintendent of Traffic Operations	1	16	\$ 68,675	\$ 114,767			U	Exempt
000134	Superintendent of Waste Management	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
CR0004	Supervising Deputy - COR	COR	4	\$ 63,709	\$ 104,396	C	U	Exempt	
TR0001	Supervising Deputy - TR	TRO	4	\$ 63,709	\$ 104,396	C	U	Exempt	
CC0005	Supervising Deputy Clerk - CC	CCC	6	\$ 63,709	\$ 104,396	C	U	Exempt	
600890	Supervising Operating Engineer	1	12	\$ 50,624	\$ 84,621			Exempt	
800022	Support Technician	1	5	\$ 40,688	\$ 67,979			Nonexempt	
100922	Support Technician - LD	1	5	\$ 40,688	\$ 67,979	L	U	Nonexempt	
200544	Survey Party Chief	1	10	\$ 42,629	\$ 71,222			Nonexempt	
200572	Sweeper Operator I	1	8	\$ 41,503	\$ 69,341			Nonexempt	Yes
200573	Sweeper Operator II	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
200575	Sweeper Operator Supervisor	1	12	\$ 50,624	\$ 84,621			Nonexempt	
200574	Sweeper Operator, Lead	1	10	\$ 42,629	\$ 71,222			Nonexempt	
200549	Systems Programmer	1	16	\$ 68,675	\$ 114,767			Exempt	
500784	Talent Acquisition Analyst I	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
500785	Talent Acquisition Analyst II	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
500786	Talent Acquisition Analyst, Senior	1	15	\$ 64,296	\$ 107,754			Exempt	
500787	Talent Acquisition Manager (HR Only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
100499	Technology Manager	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
900035	Therapeutic Coordinator	1	14	\$ 59,393	\$ 100,692			Exempt	
100430	Therapeutic Recreation Specialist	1	10	\$ 42,629	\$ 71,222			Nonexempt	
H00003	Ticket Sales Supervisor	2	H3	\$ 16	\$ 44			Nonexempt	
H00010	Ticket Seller	2	H1	\$ 15	\$ 25			Nonexempt	
500799	Total Absence Management Analyst I (HR only)	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
800989	Total Absence Management Analyst II (HR only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
800990	Total Absence Management Analyst, Senior (HR only)	1	15	\$ 64,296	\$ 107,754			Exempt	
500800	Total Absence Management Manager (HR only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
500798	Total Absence Management Specialist (HR only)	1	11	\$ 46,589	\$ 77,924			Nonexempt	
H00006	Tour/Information Assistant	2	H1	\$ 15	\$ 25			Nonexempt	
800510	Towing Operations Manager	1	15	\$ 64,296	\$ 107,754	S	U	Exempt	
100392	Traffic Engineer, Senior	1	15	\$ 64,296	\$ 107,754			Exempt	
100389	Traffic Engineering Assistant	1	14	\$ 59,393	\$ 100,692			Exempt	
800981	Traffic Maintenance Technician I	1	7	\$ 41,231	\$ 68,887			Nonexempt	Yes
700981	Traffic Maintenance Technician II	1	8	\$ 41,503	\$ 69,341			Nonexempt	Yes
700983	Traffic Maintenance Technician III	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
700982	Traffic Sign Fabricator I	1	7	\$ 41,231	\$ 68,887			Nonexempt	Yes
700975	Traffic Sign Fabricator II	1	8	\$ 41,503	\$ 69,341			Nonexempt	Yes
800012	Traffic Signal Technician I	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
800013	Traffic Signal Technician II	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
800016	Traffic Signal Technician III	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
800014	Traffic Signal Technician IV	1	13	\$ 54,601	\$ 91,256			Nonexempt	Yes
900007	Traffic Systems Engineering Technician	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100516	Training Specialist	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100391	Transportation Engineer, Senior	1	15	\$ 64,296	\$ 107,754			Exempt	
100413	Transportation Strategic Planner	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
700974	Tree Trimmer I	1	8	\$ 41,503	\$ 69,341			Nonexempt	
700984	Tree Trimmer II	1	10	\$ 42,629	\$ 71,222			Nonexempt	
800035	Utility Construction Inspector	1	10	\$ 42,629	\$ 71,222			Nonexempt	
600892	Utility Maintenance Mechanic I	1	7	\$ 41,231	\$ 68,887			Nonexempt	Yes
600893	Utility Maintenance Mechanic II	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
600894	Utility Maintenance Mechanic III	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
700986	Utility Maintenance Supervisor	1	11	\$ 46,589	\$ 77,924			Nonexempt	
700987	Utility Maintenance Supervisor, Senior	1	13	\$ 54,601	\$ 91,256			Nonexempt	

Alphabetical Classification Listing
Effective July 1, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
100332	Utility Operations Manager	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
100394	Utility Planner	1	11	\$ 46,589	\$ 77,924			Exempt	
700996	Veterinarian	1	21	\$ 92,438	\$ 157,674		U	Exempt	
700995	Veterinary Technician	1	7	\$ 41,231	\$ 68,887			Nonexempt	
CA0001	Victim / Witness Program Advocate	CWA	1	\$ 40,688	\$ 66,728	C	U	Nonexempt	
CA0002	Victim / Witness Program Assistant Director	CWA	5	\$ 45,035	\$ 73,857	C	U	Exempt	
CA0018	Victim / Witness Program Coordinator	CWA	4	\$ 43,948	\$ 72,075	C	U	Exempt	
CA0003	Victim / Witness Program Director	CWA	6	\$ 46,251	\$ 75,783	C	U	Exempt	
900019	Victim Services Specialist		1	13	\$ 54,601	\$ 91,256		Exempt	
900020	Victim Services Supervisor		1	16	\$ 68,675	\$ 114,767		Exempt	
800029	Visitor Services Assistant		1	5	\$ 40,688	\$ 67,979		Nonexempt	
800036	Visitor Services Coordinator		1	8	\$ 41,503	\$ 69,341		Nonexempt	
100246	Visitor Services Specialist		1	10	\$ 42,629	\$ 71,222		Nonexempt	
600827	Waste Management Automotive Mechanic		1	10	\$ 42,629	\$ 71,222		Nonexempt	
100397	Water Chemist		1	11	\$ 46,589	\$ 77,924		Exempt	
100398	Water Chemist, Senior		1	12	\$ 50,624	\$ 84,621		Exempt	
100399	Water Production Manager		1	19	\$ 83,267	\$ 138,802	S	U	Exempt
100333	Water Quality Manager		1	18	\$ 78,434	\$ 131,095	S	U	Exempt
200543	Water Treatment Supervisor		1	16	\$ 68,675	\$ 114,767		Exempt	
200565	Waterworks Operator I		1	9	\$ 41,775	\$ 69,795		Nonexempt	Yes
200566	Waterworks Operator II		1	10	\$ 42,629	\$ 71,222		Nonexempt	Yes
200567	Waterworks Operator III		1	11	\$ 46,589	\$ 77,924		Nonexempt	Yes
200568	Waterworks Operator IV		1	12	\$ 50,624	\$ 84,621		Nonexempt	Yes
600897	Welder		1	10	\$ 42,629	\$ 71,222		Nonexempt	
SC0041	Work Release Van Driver	SHC	6	\$ 41,775	\$ 68,510		U	Nonexempt	
100237	Youth Detention Specialist I		1	9	\$ 41,775	\$ 69,795		Nonexempt	
800050	Youth Detention Specialist II		1	10	\$ 42,629	\$ 71,222		Nonexempt	
800051	Youth Detention Specialist III		1	11	\$ 46,589	\$ 77,924		Nonexempt	
H00005	Youth Services Worker		2	H1	\$ 15	\$ 25		Nonexempt	
200459	Zoning Enforcement Team Leader		1	15	\$ 64,296	\$ 107,754		Exempt	
200490	Zoning Inspector I		1	11	\$ 46,589	\$ 77,924		Nonexempt	Yes
200491	Zoning Inspector II		1	12	\$ 50,624	\$ 84,621		Nonexempt	Yes
200492	Zoning Inspector III		1	13	\$ 54,601	\$ 91,256		Nonexempt	Yes
700978	Zoo Manager		1	13	\$ 54,601	\$ 91,256		Exempt	
700998	Zookeeper I		1	7	\$ 41,231	\$ 68,887		Nonexempt	
900029	Zookeeper II		1	8	\$ 41,503	\$ 69,341		Nonexempt	

FY 2026 Ordinance Pay Tables

Clerk of the Circuit Court (CCC) Pay Plan FY 2026 7/1/25 - 1/09/26					
Job Code	Classification Title	Salary Plan	Grade	Minimum	Maximum
CC0007	Administrative Assistant - CC	CCC	5	\$52,683	\$86,323
CC0006	Administrative Manager - CC	CCC	6	\$63,709	\$104,396
CC0013	Applications Manager - CC	CCC	8	\$78,571	\$141,743
CC0011	Cashier - CC	CCC	2	\$41,775	\$68,510
CC0002	Chief Deputy Circuit Court	CCC	8	\$78,571	\$141,743
CC0001	Clerk of the Circuit Court	CCC	9	N/R	N/R
CC0004	Comptroller - CC	CCC	7	\$67,979	\$111,390
CC0012	Deputy Clerk I - CC	CCC	1	\$40,688	\$66,728
CC0010	Deputy Clerk II - CC	CCC	2	\$41,775	\$68,510
CC0009	Deputy Clerk III - CC	CCC	3	\$42,861	\$70,293
CC0008	In Court Clerk - CC	CCC	4	\$44,528	\$76,838
CC0005	Supervising Deputy Clerk - CC	CCC	6	\$63,709	\$104,396

CCC Pay Schedule FY 2026 7/1/25 - 1/09/26			
Grade	Minimum	Midpoint	Maximum
1	\$40,688	\$53,708	\$66,728
2	\$41,775	\$55,143	\$68,510
3	\$42,861	\$56,577	\$70,293
4	\$44,528	\$60,683	\$76,838
5	\$52,683	\$69,503	\$86,323
6	\$63,709	\$84,053	\$104,396
7	\$67,979	\$89,685	\$111,390
8	\$78,571	\$110,157	\$141,743
UNG	N/R	N/R	N/R

FY 2026 Ordinance Pay Tables

Commissioner of the Revenue (COR) Pay Plan

FY 2026 7/1/25 - 1/09/26

Job Code	Classification Title	Salary Plan	Grade	Minimum	Maximum
CR0005	Administrative Manager - COR	COR	5	\$67,979	\$111,390
CR0006	Chief Deputy - COR	COR	6	\$78,571	\$141,743
CR0007	Commissioner of the Revenue	COR	7	N/R	N/R
CR0001	Deputy I - COR	COR	1	\$40,688	\$66,728
CR0002	Deputy II - COR	COR	2	\$45,400	\$81,153
CR0003	Deputy III - COR	COR	3	\$54,233	\$91,906
CR0004	Supervising Deputy - COR	COR	4	\$63,709	\$104,396

COR Pay Schedule

FY 2026 7/1/25 - 1/09/26

Grade	Minimum	Midpoint	Maximum
1	\$40,688	\$53,708	\$66,728
2	\$45,400	\$63,277	\$81,153
3	\$54,233	\$73,070	\$91,906
4	\$63,709	\$84,053	\$104,396
5	\$67,979	\$89,685	\$111,390
6	\$78,571	\$110,157	\$141,743
7	N/R	N/R	N/R

FY 2026 Ordinance Pay Tables

Commonwealth's Attorney (CWA) Pay Plan					
FY 2026 7/1/25 - 1/09/26					
Job Code	Classification Title	Salary Plan	Grade	Minimum	Maximum
CA0004	Administrative Assistant - CWA	CWA	3	\$42,861	\$70,293
CA0012	Assistant Commonwealth's Attorney I	CWA	9	\$66,918	\$109,059
CA0013	Assistant Commonwealth's Attorney II	CWA	10	\$74,816	\$121,928
CA0014	Assistant Commonwealth's Attorney III	CWA	11	\$85,195	\$138,846
CA0016	Chief Deputy Commonwealth's Attorney	CWA	13	\$111,240	\$181,294
CA0017	Commonwealth's Attorney	CWA	14	N/R	N/R
CA0015	Deputy Commonwealth's Attorney	CWA	12	\$99,954	\$162,901
CA0011	Director of Communications - CWA	CWA	8	\$59,915	\$98,259
CA0010	Executive Secretary / Assistant - CWA	CWA	7	\$52,686	\$86,322
CA0009	Legal Administrator - CWA	CWA	8	\$59,915	\$98,259
CA0008	Legal Assistant - CWA	CWA	6	\$46,251	\$75,783
CA0006	Legal Secretary I - CWA	CWA	2	\$41,775	\$68,510
CA0007	Legal Secretary II - CWA	CWA	4	\$43,948	\$72,075
CA0005	Paralegal - CWA	CWA	4	\$43,948	\$72,075
CA0019	Public Information Specialist - CWA	CWA	4	\$43,948	\$72,075
CA0001	Victim / Witness Program Advocate	CWA	1	\$40,688	\$66,728
CA0002	Victim / Witness Program Assistant Director	CWA	2	\$41,775	\$68,510
CA0018	Victim / Witness Program Coordinator	CWA	4	\$43,948	\$72,075
CA0003	Victim / Witness Program Director	CWA	6	\$46,251	\$75,783

CWA Pay Schedule			
FY 2026 7/1/25 - 1/09/26			
Grade	Minimum	Midpoint	Maximum
1	\$40,688	\$53,708	\$66,728
2	\$41,775	\$55,143	\$68,510
3	\$42,861	\$56,577	\$70,293
4	\$43,948	\$58,012	\$72,075
5	\$45,035	\$59,446	\$73,857
6	\$46,251	\$61,017	\$75,783
7	\$52,686	\$69,504	\$86,322
8	\$59,915	\$79,087	\$98,259
9	\$66,918	\$87,989	\$109,059
10	\$74,816	\$98,372	\$121,928
11	\$85,195	\$112,020	\$138,846
12	\$99,954	\$131,427	\$162,901
13	\$111,240	\$146,267	\$181,294
14	N/R	N/R	N/R

FY 2026 Ordinance Pay Tables

Treasurer (TRO) Pay Plan FY 2026 7/1/25 - 1/09/26						
Job Code	Classification Title		Salary Plan	Grade	Minimum	Maximum
TR0003	Administrative Manager - TR		TRO	5	\$67,979	\$111,390
TR0012	Chief Deputy - TR		TRO	6	\$78,571	\$141,743
TR0013	City Treasurer		TRO	7	N/R	N/R
TR0005	Deputy I - TR		TRO	1	\$40,688	\$66,728
TR0006	Deputy II - TR		TRO	2	\$45,400	\$81,153
TR0007	Deputy III - TR		TRO	3	\$49,524	\$91,906
TR0010	Deputy IV - TR		TRO	4	\$63,709	\$104,396
TR0001	Supervising Deputy - TR		TRO	4	\$63,709	\$104,396

TRO Pay Schedule FY 2026 7/1/25 - 6/30/26			
Grade	Minimum	Midpoint	Maximum
1	\$40,688	\$53,708	\$66,728
2	\$45,400	\$63,277	\$81,153
3	\$49,524	\$70,715	\$91,906
4	\$63,709	\$84,053	\$104,396
5	\$67,979	\$89,685	\$111,390
6	\$78,571	\$110,157	\$141,743
7	N/R	N/R	N/R

FY 2026 Ordinance Pay Tables

Sheriff's Civilian (SHC) Pay Plan					
FY 2026 7/1/25 - 1/09/26					
Job Code	Classification Title	Salary Plan	Grade	Minimum	Maximum
SC0028	811 Food Service Manager	SHC	10	\$44,528	\$72,554
SC0029	811 Food Service Worker	SHC	5	\$41,503	\$68,065
SC0012	Assistant Inmate Classification Manager	SHC	11	\$49,093	\$79,991
SC0007	Assistant Procurement Specialist	SHC	9	\$42,590	\$69,847
SC0045	Case Manager I - SC	SHC	12	\$51,241	\$84,155
SC0046	Case Manager II - SC	SHC	15	\$58,511	\$95,343
SC0030	Civilian Court Security Screener	SHC	5	\$41,503	\$68,065
SC0044	Clinical Mental Health Professional	SHC	13	\$54,126	\$88,190
SC0019	Corrections Director	SHC	16	\$61,435	\$100,103
SC0031	Counselor - SC	SHC	8	\$42,318	\$69,402
SC0013	Education Program Manager	SHC	11	\$49,093	\$79,991
SC0008	Education Programs Specialist	SHC	10	\$44,528	\$72,554
SC0005	Electronic Surveillance Supervisor	SHC	7	\$42,046	\$68,956
SC0032	Executive Assistant - SC	SHC	13	\$54,126	\$88,190
SC0033	Facilities Manager - SC	SHC	16	\$61,435	\$100,103
SC0034	Fiscal Manager	SHC	14	\$56,831	\$92,601
SC0022	Fleet Coordinator - SC	SHC	4	\$41,231	\$67,619
SC0009	Grievance Coordinator	SHC	10	\$44,528	\$72,554
SC0035	HR Administrator - SC	SHC	16	\$61,435	\$100,103
SC0016	Human Resources & Budget Director	SHC	14	\$56,831	\$92,601
SC0020	Information Technology Systems Director	SHC	17	\$68,665	\$112,515
SC0015	Inmate Classification Manager	SHC	13	\$54,126	\$88,190
SC0010	Inmate Classification Specialist	SHC	10	\$44,528	\$72,554
SC0023	Inmate Rehabilitation Coordinator	SHC	12	\$51,241	\$84,155
SC0024	Investigations Director	SHC	14	\$56,831	\$92,601
SC0017	Legal Counsel	SHC	15	\$58,511	\$95,343
SC0036	Library Assistant - SC	SHC	3	\$40,960	\$67,174
SC0042	Local Inmate Data System Technician	SHC	9	\$42,590	\$69,847
SC0025	Maintenance Mechanic - SC	SHC	4	\$41,231	\$67,619
SC0037	Maintenance Mechanic II - SC	SHC	7	\$42,046	\$68,956
SC0006	Microcomputer Systems Analyst - SC	SHC	8	\$42,318	\$69,402
SC0018	Network Engineer - SC	SHC	16	\$61,435	\$100,103
SC0026	Payroll & Benefits Coordinator	SHC	8	\$42,318	\$69,402
SC0011	Procurement Specialist - SC	SHC	10	\$44,528	\$72,554
SC0043	Professional Standards Office Analyst	SHC	10	\$44,528	\$72,554
SC0038	Property Technician - SC	SHC	4	\$41,231	\$67,619
SC0014	Public Affairs Officer	SHC	11	\$49,093	\$79,991

FY 2026 Ordinance Pay Tables

Sheriff's Civilian (SHC) Pay Plan					
FY 2026 7/1/25 - 1/09/26					
Job Code	Classification Title	Salary Plan	Grade	Minimum	Maximum
SC0039	Public Relations Assistant - SC	SHC	7	\$42,046	\$68,956
SC0001	Records Clerk	SHC	2	\$40,688	\$66,728
SC0040	Records Clerk II	SHC	7	\$42,046	\$68,956
SC0002	Secretary I	SHC	3	\$40,960	\$67,174
SC0003	Secretary II	SHC	5	\$41,503	\$68,065
SC0004	Secretary to the Sheriff	SHC	6	\$41,775	\$68,510
SC0021	Sheriff	SHC	18	N/R	N/R
SC0027	Staff Accountant	SHC	10	\$44,528	\$72,554
SC0041	Work Release Van Driver	SHC	6	\$41,775	\$68,510

SHC Pay Schedule			
FY 2026 7/1/25 - 1/09/26			
Grade	Minimum	Midpoint	Maximum
1	N/A	N/A	N/A
2	\$40,688	\$53,708	\$66,728
3	\$40,960	\$54,067	\$67,174
4	\$41,231	\$54,425	\$67,619
5	\$41,503	\$54,784	\$68,065
6	\$41,775	\$55,143	\$68,510
7	\$42,046	\$55,501	\$68,956
8	\$42,318	\$55,860	\$69,402
9	\$42,590	\$56,218	\$69,847
10	\$44,528	\$58,541	\$72,554
11	\$49,093	\$64,542	\$79,991
12	\$51,241	\$67,698	\$84,155
13	\$54,126	\$71,158	\$88,190
14	\$56,831	\$74,716	\$92,601
15	\$58,511	\$76,927	\$95,343
16	\$61,435	\$80,769	\$100,103
17	\$68,665	\$90,590	\$112,515
18	N/R	N/R	N/R

FY 2026 Ordinance Pay Tables

Sheriff's Sworn Pay Plan					
FY 2026 7/1/25 - 10/03/2025					
Job Code	Classification Title	Salary Plan	Grade	Minimum	Maximum
SS0001	Deputy Sheriff (Recruit)	5	2	\$46,396	\$72,105
SS0002	Deputy Sheriff	5	3	\$48,733	\$75,780
SS0004	Deputy Sheriff (Corporal)	5	4	\$53,942	\$83,832
SS0011	Deputy Sheriff (Senior)	5	4	\$53,942	\$83,832
SS0003	Deputy Sheriff (Master)	5	5	\$58,364	\$90,703
SS0005	Deputy Sheriff (Sergeant)	5	6	\$59,621	\$92,657
SS0006	Deputy Sheriff (Lieutenant)	5	7	\$70,059	\$106,224
SS0007	Deputy Sheriff (Captain)	5	8	\$86,015	\$121,175
SS0009	Deputy Sheriff (Lieutenant Colonel)	5	9	\$96,782	\$136,344
SS0010	Deputy Sheriff (Colonel)	5	11	\$117,057	\$149,575

Sheriff Supplements

Sworn Sheriff personnel assigned to the following special duty assignments shall receive the specified amounts, in addition to their regular pay rates, for the duration of such assignments:

Assignment	Amount	Eligibility	Other Information
Emergency Response Team (SRT)	\$150/month	As assigned	For duration of assignment
Honor Guard (HGS)	\$50/month	Deputy Sheriff Lieutenant and below as assigned	For duration of assignment
Clothing Allowance (SCA)	\$65/month	As assigned	For duration of assignment
High Constable Supplement (HGS)	\$1562.50/month	Sheriff	For duration of assignment
Bilingual Pay (SBP)	\$57.70 per pay period (\$1,500 annual stipend over 26 pay periods). Does not compound for additional language skills	Various job classifications based on department need. Department of Human Resources approval required	Bilingual pay (including sign language) for staff who are certified as having applicable language skills that the City requires on a periodic or regular basis. Recertification required
Education Pay (DEG)	\$42/month	As assigned	Associate's or Bachelor's degree from an accredited college or university in any

FY 2026 Ordinance Pay Tables

Assignment	Amount	Eligibility	Other Information
Field Training Instructor (SFT)	\$80/month	As assigned	For duration of assignment
Drug Dog Handler (SDD)	\$80/month	As assigned	For duration of assignment; stipend to defray dog care related expenses; not

Constitutional Supplement

Assignment	Amount	Eligibility	Other Information
Career Development Program	Determined by State Compensation Board funding availability per fiscal year	Criteria determined by the State Compensation Board	Subject to reimbursement from the State Compensation Board

Plan 1						
Grade	Minimum		Midpoint		Maximum	
	Salary	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate
5	\$40,687.92	\$19.56	\$54,334	\$26.12	\$67,979.34	\$32.68
6	\$40,959.61	\$19.69	\$54,696	\$26.30	\$68,433.26	\$32.90
7	\$41,231.30	\$19.82	\$55,059	\$26.47	\$68,887.19	\$33.12
8	\$41,502.98	\$19.95	\$55,422	\$26.65	\$69,341.11	\$33.34
9	\$41,774.67	\$20.08	\$55,785	\$26.82	\$69,795.03	\$33.56
10	\$42,628.86	\$20.49	\$56,926	\$27.37	\$71,222.16	\$34.24
11	\$46,588.80	\$22.40	\$62,256	\$29.93	\$77,924.00	\$37.46
12	\$50,624.05	\$24.34	\$67,622	\$32.51	\$84,620.59	\$40.68
13	\$54,601.07	\$26.25	\$72,929	\$35.06	\$91,256.31	\$43.87
14	\$59,393.29	\$28.55	\$80,043	\$38.48	\$100,692.42	\$48.41
15	\$64,296.15	\$30.91	\$86,025	\$41.36	\$107,754.28	\$51.80
16	\$68,674.95	\$33.02	\$91,721	\$44.10	\$114,767.44	\$55.18
17	\$73,368.18	\$35.27	\$98,049	\$47.14	\$122,730.30	\$59.00
18	\$78,434.08	\$37.71	\$104,765	\$50.37	\$131,094.95	\$63.03
19	\$83,267.07	\$40.03	\$111,035	\$53.38	\$138,802.12	\$66.73
20	\$88,507.65	\$42.55	\$118,221	\$56.84	\$147,933.84	\$71.12
21	\$92,438.09	\$44.44	\$125,056	\$60.12	\$157,674.34	\$75.80
22	\$97,125.50	\$46.69	\$132,270	\$63.59	\$167,414.84	\$80.49
23	\$102,406.84	\$49.23	\$140,390	\$67.50	\$178,372.90	\$85.76
24	\$108,072.50	\$51.96	\$149,006	\$71.64	\$189,939.75	\$91.32
25	\$116,696.17	\$56.10	\$159,406	\$76.64	\$202,115.37	\$97.17
26	\$128,394.32	\$61.73	\$178,478	\$85.81	\$228,560.83	\$109.89
27	\$141,204.64	\$67.89	\$195,013	\$93.76	\$248,821.07	\$119.63
28	\$160,711.26	\$77.27	\$214,288	\$103.02	\$267,863.74	\$128.78
29	N/R	N/R	N/R	N/R	N/R	N/R

Plan 2

Grade	Minimum	Midpoint	Maximum
H1	\$15.00	\$19.80	\$24.60
H2	\$15.75	\$22.87	\$29.98
H3	\$16.25	\$29.91	\$43.56
H4	\$17.00	\$32.84	\$48.69
H5	\$25.00	\$40.43	\$55.86
H6	\$29.00	\$51.53	\$74.06
H7	\$49.50	\$88.17	\$126.84

Plan 5

Grade	Minimum	Midpoint	Maximum
1	\$44,784.92	\$45,344.73	\$45,904.54
2	\$46,396.37	\$59,250.46	\$72,104.55
3	\$48,732.59	\$62,256.49	\$75,780.40
4	\$53,942.20	\$68,887.11	\$83,832.01
5	\$58,364.34	\$74,533.97	\$90,703.61
6	\$59,621.25	\$76,139.35	\$92,657.45
7	\$70,059.07	\$88,141.41	\$106,223.76
8	\$86,014.17	\$103,594.61	\$121,175.05
9	\$96,782.07	\$116,563.43	\$136,344.78
10	\$115,417.12	\$131,448.69	\$147,480.26
11	\$117,056.57	\$133,315.92	\$149,575.26

Pay Plan 5 Schedule (40 hours)

GRADE	STEP												
	1	2	3	4	5	6	7	8	9	10	11	12	13
1	\$44,784.92												
Hourly	\$21.53												
2	\$46,396.37	\$47,533.08	\$48,715.91	\$49,934.06	\$52,430.82	\$53,741.59	\$56,428.99	\$57,839.72	\$60,731.70	\$62,249.91	\$65,362.46	\$66,995.99	\$70,345.91
Hourly	\$22.31	\$22.85	\$23.42	\$24.01	\$25.21	\$25.84	\$27.13	\$27.81	\$29.20	\$29.93	\$31.42	\$32.21	\$33.82
3	\$48,732.59	\$49,950.90	\$51,199.67	\$52,479.66	\$55,103.65	\$56,481.24	\$59,305.30	\$60,787.93	\$63,827.33	\$65,423.01	\$68,694.16	\$70,411.52	\$73,932.09
Hourly	\$23.43	\$24.01	\$24.62	\$25.23	\$26.49	\$27.15	\$28.51	\$29.22	\$30.69	\$31.45	\$33.03	\$33.85	\$35.54
4	\$53,942.20	\$55,264.33	\$56,639.48	\$58,055.80	\$60,957.87	\$62,481.67	\$65,606.54	\$67,246.79	\$70,609.02	\$72,373.54	\$75,993.28	\$77,892.16	\$81,787.33
Hourly	\$25.93	\$26.57	\$27.23	\$27.91	\$29.31	\$30.04	\$31.54	\$32.33	\$33.95	\$34.79	\$36.54	\$37.45	\$39.32
5	\$58,364.34	\$59,794.85	\$62,777.25	\$64,346.97	\$65,955.86	\$69,253.15	\$70,984.09	\$74,533.29	\$76,397.47	\$80,216.50	\$82,221.75	\$86,333.00	\$88,491.33
Hourly	\$28.06	\$28.75	\$30.18	\$30.94	\$31.71	\$33.29	\$34.13	\$35.83	\$36.73	\$38.57	\$39.53	\$41.51	\$42.54
6	\$59,621.25	\$61,082.57	\$64,129.76	\$65,731.94	\$67,375.55	\$70,744.49	\$72,513.50	\$76,138.83	\$78,042.19	\$81,944.08	\$83,992.99	\$88,192.69	\$90,397.51
Hourly	\$28.66	\$29.37	\$30.83	\$31.60	\$32.39	\$34.01	\$34.86	\$36.61	\$37.52	\$39.40	\$40.38	\$42.40	\$43.46
7	\$70,059.07	\$71,775.52	\$75,356.22	\$77,240.54	\$81,102.12	\$83,129.76	\$87,285.80	\$89,467.94	\$93,941.96	\$96,289.81	\$101,105.30	\$103,632.94	
Hourly	\$33.68	\$34.51	\$36.23	\$37.13	\$38.99	\$39.97	\$41.96	\$43.01	\$45.16	\$46.29	\$48.61	\$49.82	
8	\$86,014.17	\$88,122.38	\$92,517.80	\$94,830.94	\$99,572.54	\$102,061.46	\$104,613.08	\$109,843.96	\$112,590.06	\$118,219.56			
Hourly	\$41.35	\$42.37	\$44.48	\$45.59	\$47.87	\$49.07	\$50.29	\$52.81	\$54.13	\$56.84			
9	\$96,782.07	\$99,154.20	\$104,100.30	\$106,702.30	\$109,369.24	\$114,838.60	\$117,709.31	\$123,595.17	\$126,685.05	\$133,019.30			
Hourly	\$46.53	\$47.67	\$50.05	\$51.30	\$52.58	\$55.21	\$56.59	\$59.42	\$60.91	\$63.95			
10	\$115,417.12	\$118,244.84	\$124,143.78	\$127,247.38	\$130,428.23	\$133,689.69	\$140,373.84	\$143,883.18					
Hourly	\$55.49	\$56.85	\$59.68	\$61.18	\$62.71	\$64.27	\$67.49	\$69.17					
11	\$117,056.57	\$119,926.10	\$125,907.19	\$129,054.45	\$132,281.20	\$135,588.57	\$142,367.89	\$145,927.08					
Hourly	\$56.28	\$57.66	\$60.53	\$62.05	\$63.60	\$65.19	\$68.45	\$70.16					

Pay Plan 5 Schedule (52 hours)

GRADE	STEP												
	1	2	3	4	5	6	7	8	9	10	11	12	13
1	\$44,784.92												
Hourly	\$16.56												
2	\$46,396.37	\$47,533.08	\$48,715.91	\$49,934.06	\$52,430.82	\$53,741.59	\$56,428.99	\$57,839.72	\$60,731.70	\$62,249.91	\$65,362.46	\$66,995.99	\$70,345.91
Hourly	\$17.16	\$17.58	\$18.02	\$18.47	\$19.39	\$19.87	\$20.87	\$21.39	\$22.46	\$23.02	\$24.17	\$24.78	\$26.02
3	\$48,732.59	\$49,950.90	\$51,199.67	\$52,479.66	\$55,103.65	\$56,481.24	\$59,305.30	\$60,787.93	\$63,827.33	\$65,423.01	\$68,694.16	\$70,411.52	\$73,932.09
Hourly	\$18.02	\$18.47	\$18.93	\$19.41	\$20.38	\$20.89	\$21.93	\$22.48	\$23.60	\$24.19	\$25.40	\$26.04	\$27.34
4	\$53,942.20	\$55,264.33	\$56,639.48	\$58,055.80	\$60,957.87	\$62,481.67	\$65,606.54	\$67,246.79	\$70,609.02	\$72,373.54	\$75,993.28	\$77,892.16	\$81,787.33
Hourly	\$19.95	\$20.44	\$20.95	\$21.47	\$22.54	\$23.11	\$24.26	\$24.87	\$26.11	\$26.77	\$28.10	\$28.81	\$30.25
5	\$58,364.34	\$59,794.85	\$62,777.25	\$64,346.97	\$65,955.86	\$69,253.15	\$70,984.09	\$74,533.29	\$76,397.47	\$80,216.50	\$82,221.75	\$86,333.00	\$88,491.33
Hourly	\$21.58	\$22.11	\$23.22	\$23.80	\$24.39	\$25.61	\$26.25	\$27.56	\$28.25	\$29.67	\$30.41	\$31.93	\$32.73
6	\$59,621.25	\$61,082.57	\$64,129.76	\$65,731.94	\$67,375.55	\$70,744.49	\$72,513.50	\$76,138.83	\$78,042.19	\$81,944.08	\$83,992.99	\$88,192.69	\$90,397.51
Hourly	\$22.05	\$22.59	\$23.72	\$24.31	\$24.92	\$26.16	\$26.82	\$28.16	\$28.86	\$30.30	\$31.06	\$32.62	\$33.43
7	\$70,059.07	\$71,775.52	\$75,356.22	\$77,240.54	\$81,102.12	\$83,129.76	\$87,285.80	\$89,467.94	\$93,941.96	\$96,289.81	\$101,105.30	\$103,632.94	
Hourly	\$25.91	\$26.54	\$27.87	\$28.57	\$29.99	\$30.74	\$32.28	\$33.09	\$34.74	\$35.61	\$37.39	\$38.33	
8	\$86,014.17	\$88,122.38	\$92,517.80	\$94,830.94	\$99,572.54	\$102,061.46	\$104,613.08	\$109,843.96	\$112,590.06	\$118,219.56			
Hourly	\$31.81	\$32.59	\$34.22	\$35.07	\$36.82	\$37.74	\$38.69	\$40.62	\$41.64	\$43.72			
9	\$96,782.07	\$99,154.20	\$104,100.30	\$106,702.30	\$109,369.24	\$114,838.60	\$117,709.31	\$123,595.17	\$126,685.05	\$133,019.30			
Hourly	\$35.79	\$36.67	\$38.50	\$39.46	\$40.45	\$42.47	\$43.53	\$45.71	\$46.85	\$49.19			
10	\$115,417.12	\$118,244.84	\$124,143.78	\$127,247.38	\$130,428.23	\$133,689.69	\$140,373.84	\$143,883.18					
Hourly	\$42.68	\$43.73	\$45.91	\$47.06	\$48.24	\$49.44	\$51.91	\$53.21					
11	\$117,056.57	\$119,926.10	\$125,907.19	\$129,054.45	\$132,281.20	\$135,588.57	\$142,367.89	\$145,927.08					
Hourly	\$43.29	\$44.35	\$46.56	\$47.73	\$48.92	\$50.14	\$52.65	\$53.97					

Alphabetical Classification Listing Legend

Effective October 4, 2025

Plans

1 General Employees

FR Fire-Rescue

2 Temporary Schedule

POL Police

5 Police, Fire-Rescue,
Telecommunicators

SHS Sheriff Sworn

CCC Clerk of the Circuit Court

TEL Public Safety
Telecommunicator

COR Commissioner of the
Revenue

TRO Treasurer

CWA Commonwealth's Attorney

SHC Sheriff Civilian

Groups

C Constitutional

CA Council Appointee

E Executive

L Law

S Senior Management

Alphabetical Classification Listing
Effective October 4, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
SC0028	811 Food Service Manager	SHC	10	\$ 44,528	\$ 72,554		U	Nonexempt	
SC0029	811 Food Service Worker	SHC	5	\$ 41,503	\$ 68,065		U	Nonexempt	
500713	Account Representative	1	7	\$ 41,231	\$ 68,887			Nonexempt	
100151	Accountant I	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100152	Accountant II	1	12	\$ 50,624	\$ 84,621			Exempt	
100153	Accountant III	1	13	\$ 54,601	\$ 91,256			Exempt	
100154	Accountant IV	1	14	\$ 59,393	\$ 100,692			Exempt	
100186	Accounting Manager	1	17	\$ 73,368	\$ 122,730			Exempt	
800515	Accounting Supervisor	1	14	\$ 59,393	\$ 100,692			Exempt	
800017	Accounting Technician I	1	6	\$ 40,960	\$ 68,433			Nonexempt	
800019	Accounting Technician II	1	7	\$ 41,231	\$ 68,887			Nonexempt	
800030	Accounting Technician III	1	8	\$ 41,503	\$ 69,341			Nonexempt	
100158	Accounts Payable Manager (Finance only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
100160	Accounts Receivable Manager (Finance only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
100197	Administrative Analyst	1	13	\$ 54,601	\$ 91,256			Exempt	
800994	Administrative Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
CC0007	Administrative Assistant - CC	CCC	5	\$ 52,683	\$ 86,323	C	U	Exempt	
CA0004	Administrative Assistant - CWA	CWA	3	\$ 42,861	\$ 70,293	C	U	Nonexempt	
800027	Administrative Assistant I	1	9	\$ 41,775	\$ 69,795			Nonexempt	
500706	Administrative Assistant II	1	10	\$ 42,629	\$ 71,222			Nonexempt	
500001	Administrative Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
CC0006	Administrative Manager - CC	CCC	6	\$ 63,709	\$ 104,396	C	U	Nonexempt	
CR0005	Administrative Manager - COR	COR	5	\$ 67,979	\$ 111,390	C	U	Exempt	
TR0003	Administrative Manager - TR	TRO	5	\$ 67,979	\$ 111,390	C	U	Exempt	
800001	Administrative Technician	1	7	\$ 41,231	\$ 68,887			Nonexempt	
000335	Animal Care Clinic Director	1	21	\$ 92,438	\$ 157,674		U	Exempt	
300620	Animal Caretaker	1	5	\$ 40,688	\$ 67,979			Nonexempt	Yes
300646	Animal Caretaker, Senior	1	6	\$ 40,960	\$ 68,433			Nonexempt	Yes
700902	Animal Registrar	1	9	\$ 41,775	\$ 69,795			Nonexempt	
800505	Applications Analyst	1	14	\$ 59,393	\$ 100,692			Exempt	
200546	Applications Development Team Supervisor	1	17	\$ 73,368	\$ 122,730			Exempt	
CC0013	Applications Manager - CC	CCC	8	\$ 78,571	\$ 141,743	C	U	Exempt	
900005	Architect I	1	13	\$ 54,601	\$ 91,256			Exempt	
100174	Architect II	1	16	\$ 68,675	\$ 114,767			Exempt	
100175	Architect III	1	17	\$ 73,368	\$ 122,730			Exempt	
100470	Architect IV	1	18	\$ 78,434	\$ 131,095			Exempt	
100177	Archivist	1	11	\$ 46,589	\$ 77,924			Exempt	
100284	Arts Programs Manager	1	15	\$ 64,296	\$ 107,754	S	U	Exempt	
600801	Asphalt Plant Operator I	1	8	\$ 41,503	\$ 69,341			Nonexempt	
600802	Asphalt Plant Operator II	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100900	Assessment Support Technician	1	8	\$ 41,503	\$ 69,341			Nonexempt	
700904	Assistant Animal Services Supervisor	1	11	\$ 46,589	\$ 77,924			Exempt	
000059	Assistant Chief Of Police	POL	P07	\$ 154,154	\$ 163,542			Exempt	
100181	Assistant City Attorney I - LD	1	17	\$ 73,368	\$ 122,730	L	U	Exempt	
100182	Assistant City Attorney II - LD	1	19	\$ 83,267	\$ 138,802	L	U	Exempt	
100183	Assistant City Attorney III - LD	1	21	\$ 92,438	\$ 157,674	L	U	Exempt	
100477	Assistant City Auditor / Audit Analyst	1	13	\$ 54,601	\$ 91,256		U	Exempt	
100415	Assistant City Auditor I	1	10	\$ 42,629	\$ 71,222		U	Nonexempt	
100416	Assistant City Auditor II	1	14	\$ 59,393	\$ 100,692		U	Exempt	
800023	Assistant City Clerk / Support Technician	1	5	\$ 40,688	\$ 67,979		U	Nonexempt	
000088	Assistant City Engineer	1	19	\$ 83,267	\$ 138,802		U	Exempt	
000034	Assistant City Surveyor	1	15	\$ 64,296	\$ 107,754			Exempt	
CA0012	Assistant Commonwealth's Attorney I	CWA	9	\$ 66,918	\$ 109,059	C	U	Exempt	
CA0013	Assistant Commonwealth's Attorney II	CWA	10	\$ 74,816	\$ 121,928	C	U	Exempt	
CA0014	Assistant Commonwealth's Attorney III	CWA	11	\$ 85,195	\$ 138,846	C	U	Exempt	
000013	Assistant Director	1	21	\$ 92,438	\$ 157,674	S	U	Exempt	
000328	Assistant Director I	1	22	\$ 97,126	\$ 167,415	S	U	Exempt	
000329	Assistant Director II	1	23	\$ 102,407	\$ 178,373	S	U	Exempt	
000330	Assistant Director III	1	24	\$ 108,072	\$ 189,940	S	U	Exempt	
000804	Assistant Facilities Maintenance Manager	1	17	\$ 73,368	\$ 122,730			Exempt	
300601	Assistant Fire Chief	FR	F08	\$ 140,633	\$ 149,198			Exempt	
200407	Assistant Fire Marshal	FR	F05	\$ 95,901	\$ 104,793			Nonexempt	
000020	Assistant Fleet Maintenance Manager	1	17	\$ 73,368	\$ 122,730			Exempt	
SC0012	Assistant Inmate Classification Manager	SHC	11	\$ 49,093	\$ 79,991	C	U	Nonexempt	
SC0007	Assistant Procurement Specialist	SHC	9	\$ 42,590	\$ 69,847	C	U	Nonexempt	
000027	Assistant Streets Engineer	1	15	\$ 64,296	\$ 107,754			Exempt	
000029	Assistant Superintendent of Utility Division	1	17	\$ 73,368	\$ 122,730			Exempt	
000026	Assistant Superintendent of Waste Management	1	16	\$ 68,675	\$ 114,767			Exempt	
700901	Assistant Supervisor of Animal Services	1	12	\$ 50,624	\$ 84,621			Nonexempt	
100426	Assistant to the City Manager	1	20	\$ 88,508	\$ 147,934	E	U	Exempt	

Alphabetical Classification Listing
Effective October 4, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
100428	Assistant to the City Manager, Senior	1	21	\$ 92,438	\$ 157,674	E	U	Exempt	
700958	Athletics Groundskeeper	1	7	\$ 41,231	\$ 68,887			Nonexempt	
100200	Auditor I	1	12	\$ 50,624	\$ 84,621			Exempt	
100201	Auditor II	1	14	\$ 59,393	\$ 100,692			Exempt	
100202	Auditor Supervisor	1	16	\$ 68,675	\$ 114,767			Exempt	
600807	Autobody Repair Mechanic	1	7	\$ 41,231	\$ 68,887			Nonexempt	
600808	Autobody Repair Mechanic, Senior	1	9	\$ 41,775	\$ 69,795			Nonexempt	
600817	Automotive Mechanic	1	10	\$ 42,629	\$ 71,222			Nonexempt	
600813	Automotive Operations Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
800995	Automotive Repair Technician Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
800044	Automotive Repair Technician I	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
800055	Automotive Repair Technician II	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
800045	Automotive Repair Technician, Senior	1	13	\$ 54,601	\$ 91,256			Nonexempt	Yes
600821	Automotive Service Attendant	1	8	\$ 41,503	\$ 69,341			Nonexempt	
100850	Automotive Service Writer	1	11	\$ 46,589	\$ 77,924			Nonexempt	
300609	Battalion Fire Chief	FR	F07	\$ 126,248	\$ 133,936			Exempt	
800015	Benefit Programs Specialist I	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
100198	Benefit Programs Specialist II	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
100199	Benefit Programs Specialist, Senior	1	12	\$ 50,624	\$ 84,621			Nonexempt	
200540	Benefit Programs Supervisor	1	13	\$ 54,601	\$ 91,256			Exempt	
200560	Benefit Programs Supervisor, Senior	1	14	\$ 59,393	\$ 100,692			Exempt	
100159	Box Office Manager	1	13	\$ 54,601	\$ 91,256			Exempt	
100205	Box Office Supervisor	1	9	\$ 41,775	\$ 69,795			Nonexempt	
800996	Box Office Supervisor, Senior	1	10	\$ 42,629	\$ 71,222			Nonexempt	
200454	Bridge Inspection Supervisor	1	13	\$ 54,601	\$ 91,256			Nonexempt	
700905	Bridge Maintenance Supervisor	1	13	\$ 54,601	\$ 91,256			Nonexempt	
800033	Broadcast Production Assistant	1	5	\$ 40,688	\$ 67,979			Nonexempt	
101453	Budget & Policy Analyst I (Budget only)	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
101454	Budget & Policy Analyst II (Budget only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
100452	Budget & Policy Analyst, Senior (Budget only)	1	16	\$ 68,675	\$ 114,767	U	Exempt		
100215	Budget & Policy Manager (Budget only)	1	20	\$ 88,508	\$ 147,934	U	Exempt		
100454	Budget Technician	1	9	\$ 41,775	\$ 69,795			Nonexempt	
700903	Building / Equipment Maintenance Supervisor	1	11	\$ 46,589	\$ 77,924			Nonexempt	
200410	Building Code Inspector I	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
200411	Building Code Inspector II	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
200423	Building Code Inspector III	1	13	\$ 54,601	\$ 91,256			Nonexempt	Yes
200455	Building Code Team Leader	1	15	\$ 64,296	\$ 107,754			Exempt	
000095	Building Commissioner	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
100460	Bureau Manager	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
H00041	Business Analyst	2	H6	\$ 29	\$ 74			Nonexempt	
100325	Business Development Analyst, Principal	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
100191	Business Development Consultant	1	13	\$ 54,601	\$ 91,256			Exempt	
100192	Business Development Manager	1	16	\$ 68,675	\$ 114,767	S	U	Exempt	
100324	Business Development Manager, Senior	1	17	\$ 73,368	\$ 122,730	S	U	Exempt	
100323	Business Manager	1	13	\$ 54,601	\$ 91,256			Exempt	
100921	Business Manager - LD	1	14	\$ 59,393	\$ 100,692	L	U	Exempt	
900022	Business Manager Senior	1	14	\$ 59,393	\$ 100,692			Exempt	
100603	Business Process Automation Manager (Budget only)	1	18	\$ 78,434	\$ 131,095	U	Exempt		
100870	Capacity Analyst	1	13	\$ 54,601	\$ 91,256			Exempt	
800997	Carpenter Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
600824	Carpenter I	1	8	\$ 41,503	\$ 69,341			Nonexempt	Yes
600825	Carpenter II	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
100503	Case Manager I	1	7	\$ 41,231	\$ 68,887			Nonexempt	Yes
SC0045	Case Manager I - SC	SHC	12	\$ 51,241	\$ 84,155		U	Nonexempt	
100484	Case Manager II	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
SC0046	Case Manager II - SC	SHC	15	\$ 58,511	\$ 95,343		U	Exempt	
100485	Case Manager III	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
100486	Case Manager IV	1	12	\$ 50,624	\$ 84,621			Exempt	
100169	Cash & Investments Analyst (Finance only)	1	13	\$ 54,601	\$ 91,256			Exempt	
100170	Cash & Investments Analyst, Senior (Finance only)	1	14	\$ 59,393	\$ 100,692			Exempt	
CC0011	Cashier - CC	CCC	2	\$ 41,775	\$ 68,510	C	U	Nonexempt	
100860	CCTV Technician	1	11	\$ 46,589	\$ 77,924			Nonexempt	
700906	Cemetery Manager I	1	6	\$ 40,960	\$ 68,433			Nonexempt	
700907	Cemetery Manager II	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100421	Certified Nurse Aide	1	5	\$ 40,688	\$ 67,979			Nonexempt	
CR0006	Chief Deputy - COR	COR	6	\$ 78,571	\$ 141,743	C	U	Exempt	
TR0012	Chief Deputy - TR	TRO	6	\$ 78,571	\$ 141,743	C	U	Exempt	
CC0002	Chief Deputy Circuit Court	CCC	8	\$ 78,571	\$ 141,743	C	U	Exempt	
100282	Chief Deputy City Attorney - LD	1	28	\$ 160,711	\$ 267,864	L	U	Exempt	
100419	Chief Deputy City Auditor	1	18	\$ 78,434	\$ 131,095		U	Exempt	

Alphabetical Classification Listing
Effective October 4, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
100278	Chief Deputy City Clerk	1	15	\$ 64,296	\$ 107,754		U	Exempt	
CA0016	Chief Deputy Commonwealth's Attorney	CWA	13	\$ 111,240	\$ 181,294	C	U	Exempt	
200421	Chief Deputy Real Estate Assessor	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
900023	Chief Development Officer (CMO only)	1	26	\$ 128,394	\$ 228,561		U	Exempt	
000072	Chief Information Officer	1	26	\$ 128,394	\$ 228,561	E	U	Exempt	
000331	Chief Information Security Officer (IT only)	1	20	\$ 88,508	\$ 147,934		U	Exempt	
000815	Chief Medical Officer	1	29	N/R	N/R	S	U	Exempt	
800701	Chief of Construction Operations	1	16	\$ 68,675	\$ 114,767			Exempt	
000066	Chief of Fire-Rescue	1	27	\$ 141,205	\$ 248,821	E	U	Exempt	
000816	Chief of Nursing	1	19	\$ 83,267	\$ 138,802		U	Exempt	
000040	Chief of Police	1	28	\$ 160,711	\$ 267,864	E	U	Exempt	
000817	Chief of Staff (CM only)	1	26	\$ 128,394	\$ 228,561	E	U	Exempt	
600830	Chief Operating Engineer	1	16	\$ 68,675	\$ 114,767			Exempt	
800600	Chief Park Ranger	1	14	\$ 59,393	\$ 100,692			Exempt	
100800	Chief Procurement Officer (Finance only)	1	21	\$ 92,438	\$ 157,674	E	U	Exempt	
000333	Chief Project Manager (CM only)	1	25	\$ 116,696	\$ 202,115		U	Exempt	
000005	Chief Resilience Officer	1	26	\$ 128,394	\$ 228,561	E	U	Exempt	
000334	Chief Security Officer (CM only)	1	20	\$ 88,508	\$ 147,934		U	Exempt	
100234	Chief Training Officer-CES	1	12	\$ 50,624	\$ 84,621			Exempt	
800028	Chief Waterworks Operator	1	14	\$ 59,393	\$ 100,692			Nonexempt	
500714	Citizen Service Advisor I	1	6	\$ 40,960	\$ 68,433			Nonexempt	Yes
500715	Citizen Service Advisor II	1	7	\$ 41,231	\$ 68,887			Nonexempt	Yes
500716	Citizen Service Advisor III	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
500717	Citizen Service Advisor Trainee	1	5	\$ 40,688	\$ 67,979			Nonexempt	Yes
800998	Citizen Services Manager (CM only)	1	20	\$ 88,508	\$ 147,934		U	Exempt	
000110	City Assessor	1	29	N/R	N/R	CA	U	Exempt	
000042	City Attorney	1	29	N/R	N/R	CA	U	Exempt	
000044	City Auditor	1	20	\$ 88,508	\$ 147,934	CA	U	Exempt	
000046	City Clerk	1	22	\$ 97,126	\$ 167,415	CA	U	Exempt	
200545	City Coastal Engineer	1	21	\$ 92,438	\$ 157,674		U	Exempt	
100480	City Controller (Finance only)	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
100479	City Economist	1	18	\$ 78,434	\$ 131,095			Exempt	
000049	City Engineer	1	21	\$ 92,438	\$ 157,674	S	U	Exempt	
700910	City Forester	1	15	\$ 64,296	\$ 107,754			Exempt	
100311	City Historian	1	12	\$ 50,624	\$ 84,621			Exempt	
000050	City Manager	1	29	N/R	N/R	CA	U	Exempt	
200429	City Planner Associate	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
100248	City Planner I	1	12	\$ 50,624	\$ 84,621			Exempt	Yes
100249	City Planner II	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
100467	City Planner III	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
100250	City Planning Manager	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
200425	City Planning Technician	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
200426	City Planning Technician, Senior	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
100379	City Safety Officer	1	16	\$ 68,675	\$ 114,767			Exempt	
100252	City Surveyor	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
100233	City Transportation Engineer	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
TR0013	City Treasurer	TRO	7	N/R	N/R	C	U	Exempt	
100162	City Wellness Coordinator	1	13	\$ 54,601	\$ 91,256			Exempt	
100255	Civil Engineer I	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
100256	Civil Engineer II	1	15	\$ 64,296	\$ 107,754			Exempt	Yes
100257	Civil Engineer III	1	16	\$ 68,675	\$ 114,767			Exempt	Yes
100258	Civil Engineer IV	1	17	\$ 73,368	\$ 122,730			Exempt	
100259	Civil Engineer V	1	18	\$ 78,434	\$ 131,095			Exempt	
SC0030	Civilian Court Security Screener	SHC	5	\$ 41,503	\$ 68,065		U	Nonexempt	
CC0001	Clerk of the Circuit Court	CCC	9	N/R	N/R	C	U	Exempt	
100517	Clinical Coordinator	1	14	\$ 59,393	\$ 100,692			Exempt	
SC0044	Clinical Mental Health Professional	SHC	13	\$ 54,126	\$ 88,190		U	Nonexempt	
100911	Clinical Psychologist	1	25	\$ 116,696	\$ 202,115		U	Exempt	
100518	Clinical Supervisor	1	15	\$ 64,296	\$ 107,754			Exempt	
100487	Clinician	1	13	\$ 54,601	\$ 91,256			Exempt	
200485	Codes Enforcement Team Leader	1	15	\$ 64,296	\$ 107,754			Exempt	
800046	Codes Records & Research Manager	1	14	\$ 59,393	\$ 100,692			Exempt	
800006	Codes Specialist	1	11	\$ 46,589	\$ 77,924			Nonexempt	
800489	Codes Specialist, Senior	1	12	\$ 50,624	\$ 84,621			Nonexempt	
100262	Collection Coordinator	1	11	\$ 46,589	\$ 77,924			Exempt	
CR0007	Commissioner of the Revenue	COR	7	N/R	N/R	C	U	Exempt	
CA0017	Commonwealth's Attorney	CWA	14	N/R	N/R	C	U	Exempt	
101346	Communications Account Manager	1	17	\$ 73,368	\$ 122,730			Exempt	
000116	Community Assessment Team Coordinator	1	11	\$ 46,589	\$ 77,924			Exempt	
200504	Community Crisis Responder I	1	11	\$ 46,589	\$ 77,924			Nonexempt	

Alphabetical Classification Listing
Effective October 4, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
200506	Community Crisis Responder II	1	12	\$ 50,624	\$ 84,621			Nonexempt	
200507	Community Crisis Responder III	1	13	\$ 54,601	\$ 91,256			Exempt	
900024	Compensation Administrator	1	16	\$ 68,675	\$ 114,767			Exempt	
800982	Compensation Analyst I	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
800983	Compensation Analyst II	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
800984	Compensation Analyst, Senior	1	15	\$ 64,296	\$ 107,754			Exempt	
800985	Compensation Manager (HR Only)	1	18	\$ 78,434	\$ 131,095	U	Exempt		
200552	Compliance Inspector	1	10	\$ 42,629	\$ 71,222			Nonexempt	
400550	Compliance Specialist	1	9	\$ 41,775	\$ 69,795			Nonexempt	
CC0004	Comptroller - CC	CCC	7	\$ 67,979	\$ 111,390	C	U	Exempt	
200432	Computer Operations Supervisor	1	13	\$ 54,601	\$ 91,256			Exempt	
200461	Construction Inspector I	1	9	\$ 41,775	\$ 69,795			Nonexempt	
200462	Construction Inspector II	1	11	\$ 46,589	\$ 77,924			Nonexempt	
200463	Construction Inspector III	1	12	\$ 50,624	\$ 84,621			Nonexempt	
100488	Consumer Relations Specialist	1	13	\$ 54,601	\$ 91,256			Exempt	
000082	Contract & Program Administrator	1	14	\$ 59,393	\$ 100,692			Exempt	
000805	Contract Administrator	1	14	\$ 59,393	\$ 100,692			Exempt	
100370	Contract Monitoring Specialist	1	11	\$ 46,589	\$ 77,924			Exempt	
700912	Cook	1	5	\$ 40,688	\$ 67,979			Nonexempt	
SC0019	Corrections Director	SHC	16	\$ 61,435	\$ 100,103	C	U	Exempt	
SC0031	Counselor - SC	SHC	8	\$ 42,318	\$ 69,402	U		Nonexempt	
100502	Counselor I	1	7	\$ 41,231	\$ 68,887			Nonexempt	
100489	Counselor II	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100490	Counselor III	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100491	Counselor IV	1	12	\$ 50,624	\$ 84,621			Exempt	
400651	Creative Designer & Production Manager	1	12	\$ 50,624	\$ 84,621			Nonexempt	
900001	Creative Studio Assistant	1	6	\$ 40,960	\$ 68,433			Nonexempt	
900002	Creative Studio Associate	1	8	\$ 41,503	\$ 69,341			Nonexempt	
700914	Crew Leader I	1	9	\$ 41,775	\$ 69,795			Nonexempt	
700915	Crew Leader II	1	10	\$ 42,629	\$ 71,222			Nonexempt	
800660	Crime Analyst	1	12	\$ 50,624	\$ 84,621			Exempt	
800670	Crime Analyst, Senior	1	13	\$ 54,601	\$ 91,256			Exempt	
200531	Cross-Connection Specialist	1	8	\$ 41,503	\$ 69,341			Nonexempt	
200532	Cross-Connection Specialist, Senior	1	10	\$ 42,629	\$ 71,222			Nonexempt	
100272	Curator	1	12	\$ 50,624	\$ 84,621			Exempt	
700920	Custodian	1	5	\$ 40,688	\$ 67,979			Nonexempt	
700919	Custodian, Senior	1	6	\$ 40,960	\$ 68,433			Nonexempt	
800610	Customer Service Manager	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
800018	Customer Service Representative	1	5	\$ 40,688	\$ 67,979			Nonexempt	
800609	Customer Service Supervisor	1	13	\$ 54,601	\$ 91,256			Exempt	
100699	Data Analyst	1	16	\$ 68,675	\$ 114,767	U	Exempt		
900025	Data Analyst Senior	1	17	\$ 73,368	\$ 122,730	U		Exempt	
500718	Data Processor	1	5	\$ 40,688	\$ 67,979			Nonexempt	
200445	Data Quality Control Analyst	1	7	\$ 41,231	\$ 68,887			Nonexempt	
200443	Data Quality Control Manager	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100700	Data Scientist	1	18	\$ 78,434	\$ 131,095	U		Exempt	
100273	Database Administrator	1	16	\$ 68,675	\$ 114,767			Exempt	
000270	Database Manager	1	18	\$ 78,434	\$ 131,095	U		Exempt	
100411	Debt Management Specialist I (Finance only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
100418	Debt Management Specialist II (Finance only)	1	15	\$ 64,296	\$ 107,754			Exempt	Yes
100414	Debt Manager (Finance only)	1	18	\$ 78,434	\$ 131,095	U		Exempt	
100481	Demographer	1	14	\$ 59,393	\$ 100,692			Exempt	
000092	Deputy Building Commissioner	1	16	\$ 68,675	\$ 114,767			Exempt	
000038	Deputy Chief of Police	1	22	\$ 97,126	\$ 167,415	U		Exempt	
100275	Deputy City Attorney I - LD	1	24	\$ 108,072	\$ 189,940	L	U	Exempt	
100276	Deputy City Attorney II - LD	1	25	\$ 116,696	\$ 202,115	L	U	Exempt	
100277	Deputy City Attorney III - LD	1	26	\$ 128,394	\$ 228,561	L	U	Exempt	
100279	Deputy City Attorney, Senior - LD	1	27	\$ 141,205	\$ 248,821	L	U	Exempt	
100417	Deputy City Auditor	1	16	\$ 68,675	\$ 114,767	U		Exempt	
100431	Deputy City Auditor II	1	17	\$ 73,368	\$ 122,730	U		Exempt	
100425	Deputy City Clerk / Administrative Analyst I	1	14	\$ 59,393	\$ 100,692	U		Exempt	
500773	Deputy City Clerk / Assistant	1	9	\$ 41,775	\$ 69,795	U		Nonexempt	
100420	Deputy City Clerk / Assistant to the Mayor	1	11	\$ 46,589	\$ 77,924	U		Exempt	
100473	Deputy City Clerk / Executive Assistant to the Mayor	1	20	\$ 88,508	\$ 147,934	U		Exempt	
500768	Deputy City Clerk / Secretary to the Mayor	1	12	\$ 50,624	\$ 84,621	U		Nonexempt	
500764	Deputy City Clerk / Senior Secretary	1	10	\$ 42,629	\$ 71,222	U		Nonexempt	
500772	Deputy City Clerk / Stenographic Reporter	1	8	\$ 41,503	\$ 69,341	U		Nonexempt	
000002	Deputy City Manager	1	28	\$ 160,711	\$ 267,864	E	U	Exempt	
CC0012	Deputy Clerk I - CC	CCC	1	\$ 40,688	\$ 66,728	C	U	Nonexempt	
CC0010	Deputy Clerk II - CC	CCC	2	\$ 41,775	\$ 68,510	C	U	Nonexempt	

Alphabetical Classification Listing
Effective October 4, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
CC0009	Deputy Clerk III - CC	CCC	3	\$ 42,861	\$ 70,293	C	U	Nonexempt	
CA0015	Deputy Commonwealth's Attorney	CWA	12	\$ 99,954	\$ 162,901	C	U	Exempt	
100203	Deputy Director of Elections & Registrar	1	17	\$ 73,368	\$ 122,730		U	Exempt	
100150	Deputy Elections Administrator	1	15	\$ 64,296	\$ 107,754		U	Exempt	
900003	Deputy Emergency Management Coordinator	1	18	\$ 78,434	\$ 131,095		U	Exempt	
300606	Deputy Fire Chief	5	11	\$ 117,057	\$ 149,575			Exempt	
200470	Deputy Fire Marshal	FR	F06	\$ 110,033	\$ 120,236			Nonexempt	
CR0001	Deputy I - COR	COR	1	\$ 40,688	\$ 66,728	C	U	Nonexempt	
800011	Deputy I - Elections		1	5	\$ 40,688	\$ 67,979		U	Nonexempt
TR0005	Deputy I - TR	TRO	1	\$ 40,688	\$ 66,728	C	U	Nonexempt	
CR0002	Deputy II - COR	COR	2	\$ 45,400	\$ 81,153	C	U	Nonexempt	
500759	Deputy II - Elections		1	6	\$ 40,960	\$ 68,433		U	Nonexempt
TR0006	Deputy II - TR	TRO	2	\$ 45,400	\$ 81,153	C	U	Nonexempt	
CR0003	Deputy III - COR	COR	3	\$ 54,233	\$ 91,906	C	U	Exempt	
800009	Deputy III - Elections		1	7	\$ 41,231	\$ 68,887		U	Nonexempt
TR0007	Deputy III - TR	TRO	3	\$ 49,524	\$ 91,906	C	U	Exempt	
500760	Deputy IV - Elections		1	9	\$ 41,775	\$ 69,795		U	Nonexempt
TR0010	Deputy IV - TR	TRO	4	\$ 63,709	\$ 104,396	C	U	Exempt	
200571	Deputy Real Estate Assessor		1	18	\$ 78,434	\$ 131,095	CA	U	Exempt
SS0002	Deputy Sheriff	SHS	DS2	\$ 58,137	\$ 78,131	C	U	Nonexempt	Yes
SS0007	Deputy Sheriff (Captain)	SHS	DS7	\$ 122,937	\$ 130,424	C	U	Nonexempt	
SS0010	Deputy Sheriff (Colonel)		5	11	\$ 117,057	\$ 149,575	C	U	Nonexempt
SS0004	Deputy Sheriff (Corporal)	SHS	DS3	\$ 68,330	\$ 89,155	C	U	Nonexempt	
SS0009	Deputy Sheriff (Lieutenant Colonel)	SHS	DS8	\$ 136,945	\$ 145,285	C	U	Nonexempt	
SS0006	Deputy Sheriff (Lieutenant)	SHS	DS6	\$ 107,148	\$ 117,083	C	U	Nonexempt	
SS0003	Deputy Sheriff (Master)	SHS	DS4	\$ 80,555	\$ 96,187	C	U	Nonexempt	
SS0001	Deputy Sheriff (Recruit)	SHS	DS1	\$ 55,960	\$ 57,639	C	U	Nonexempt	Yes
SS0011	Deputy Sheriff (Senior)	SHS	DS3	\$ 68,330	\$ 89,155	C	U	Nonexempt	Yes
SS0005	Deputy Sheriff (Sergeant)	SHS	DS5	\$ 90,666	\$ 102,045	C	U	Nonexempt	
100461	Design & Rehabilitation Consultant, Senior		1	14	\$ 59,393	\$ 100,692			Exempt
100474	Design/Construction Project Manager, Senior		1	17	\$ 73,368	\$ 122,730			Exempt
800049	Detention Center Assistant Superintendent		1	14	\$ 59,393	\$ 100,692			Exempt
100244	Detention Center Superintendent		1	20	\$ 88,508	\$ 147,934	S	U	Exempt
800048	Detention Center Supervisor		1	12	\$ 50,624	\$ 84,621			Exempt
500725	Direct Support Professional I		1	5	\$ 40,688	\$ 67,979			Nonexempt
500726	Direct Support Professional II		1	6	\$ 40,960	\$ 68,433			Nonexempt
000575	Director of Budget & Strategic Planning		1	27	\$ 141,205	\$ 248,821	E	U	Exempt
000075	Director of City Planning		1	27	\$ 141,205	\$ 248,821	E	U	Exempt
CA0011	Director of Communications - CWA	CWA	8	\$ 59,915	\$ 98,259	C	U	Exempt	
000054	Director of Communications & Marketing		1	26	\$ 128,394	\$ 228,561	E	U	Exempt
000065	Director of Cultural Facilities, Arts, & Entertainment		1	26	\$ 128,394	\$ 228,561	E	U	Exempt
000067	Director of Development		1	27	\$ 141,205	\$ 248,821	E	U	Exempt
000111	Director of Elections		1	22	\$ 97,126	\$ 167,415		U	Exempt
000068	Director of Finance		1	27	\$ 141,205	\$ 248,821	E	U	Exempt
000069	Director of General Services		1	27	\$ 141,205	\$ 248,821	E	U	Exempt
000146	Director of Housing and Community Development		1	26	\$ 128,394	\$ 228,561	E	U	Exempt
000070	Director of Human Resources		1	27	\$ 141,205	\$ 248,821	E	U	Exempt
000071	Director of Human Services		1	27	\$ 141,205	\$ 248,821	E	U	Exempt
000073	Director of Libraries		1	26	\$ 128,394	\$ 228,561	E	U	Exempt
000084	Director of Maritime Center		1	25	\$ 116,696	\$ 202,115	E	U	Exempt
900026	Director of Military and Community Affairs		1	25	\$ 116,696	\$ 202,115	E	U	Exempt
000074	Director of Neighborhood Services		1	26	\$ 128,394	\$ 228,561	E	U	Exempt
000081	Director of Parks and Recreation		1	27	\$ 141,205	\$ 248,821	E	U	Exempt
100912	Director of Public Safety Intelligence		1	20	\$ 88,508	\$ 147,934		U	Exempt
000076	Director of Public Works		1	27	\$ 141,205	\$ 248,821	E	U	Exempt
000158	Director of The Slover		1	25	\$ 116,696	\$ 202,115	E	U	Exempt
000142	Director of the Virginia Zoological Park		1	25	\$ 116,696	\$ 202,115	E	U	Exempt
000118	Director of Transportation		1	26	\$ 128,394	\$ 228,561	E	U	Exempt
000077	Director of Utilities		1	27	\$ 141,205	\$ 248,821	E	U	Exempt
100295	Disability Case Manager		1	12	\$ 50,624	\$ 84,621			Exempt
000147	Diversity, Equity, and Inclusion Officer		1	25	\$ 116,696	\$ 202,115	E	U	Exempt
100465	Division Head		1	16	\$ 68,675	\$ 114,767	S	U	Exempt
100918	Dock Master		1	9	\$ 41,775	\$ 69,795			Nonexempt
100492	Early Childhood Special Educator I		1	14	\$ 59,393	\$ 100,692			Exempt
900030	Early Childhood Special Educator II		1	15	\$ 64,296	\$ 107,754			Exempt
100456	Economic & Policy Analyst		1	13	\$ 54,601	\$ 91,256			Exempt
100457	Economic & Policy Analyst, Senior		1	15	\$ 64,296	\$ 107,754			Exempt
100449	Economic Forecast Specialist (Budget only)		1	18	\$ 78,434	\$ 131,095		U	Exempt
100525	Economic Inclusion Manager (DEI only)		1	16	\$ 68,675	\$ 114,767		U	Exempt
100526	Economic Inclusion Manager, Senior (DEI only)		1	17	\$ 73,368	\$ 122,730		U	Exempt

Alphabetical Classification Listing
Effective October 4, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
100245	Education Manager	1	14	\$ 59,393	\$ 100,692			Exempt	
SC0013	Education Program Manager	SHC	11	\$ 49,093	\$ 79,991	C	U	Nonexempt	
SC0008	Education Programs Specialist	SHC	10	\$ 44,528	\$ 72,554	C	U	Nonexempt	
800010	Education Specialist	1	7	\$ 41,231	\$ 68,887			Nonexempt	
H00004	Election Aide	2	H4	\$ 17	\$ 49			Nonexempt	
900009	Electrician Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
600834	Electrician I	1	6	\$ 40,960	\$ 68,433			Nonexempt	Yes
600835	Electrician II	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
600836	Electrician III	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
600837	Electrician IV	1	12	\$ 50,624	\$ 84,621			Nonexempt	
SC0005	Electronic Surveillance Supervisor	SHC	7	\$ 42,046	\$ 68,956	C	U	Nonexempt	
600840	Electronics Technician I	1	9	\$ 41,775	\$ 69,795			Nonexempt	
600841	Electronics Technician II	1	11	\$ 46,589	\$ 77,924			Nonexempt	
900010	Emergency Management Coordinator	1	20	\$ 88,508	\$ 147,934		U	Exempt	
100493	Emergency Services Counselor I	1	13	\$ 54,601	\$ 91,256			Exempt	
900011	Emergency Services Counselor II	1	14	\$ 59,393	\$ 100,692			Exempt	
500788	Employee Relations Analyst I (HR only)	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
500789	Employee Relations Analyst II (HR only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
500790	Employee Relations Analyst, Senior (HR only)	1	15	\$ 64,296	\$ 107,754			Exempt	
500791	Employee Relations Manager (HR only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
800900	Energy Management Coordinator	1	15	\$ 64,296	\$ 107,754			Exempt	
700922	Engineering Aide	1	5	\$ 40,688	\$ 67,979			Nonexempt	
000085	Engineering Manager	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
200437	Engineering Technician I	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
200438	Engineering Technician II	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
200439	Engineering Technician III	1	12	\$ 50,624	\$ 84,621			Nonexempt	
200440	Engineering Technician IV	1	13	\$ 54,601	\$ 91,256			Nonexempt	
100297	Enterprise Controller	1	16	\$ 68,675	\$ 114,767			Exempt	
100299	Environmental Engineer	1	14	\$ 59,393	\$ 100,692			Exempt	
700991	Environmental Health Assistant I	1	5	\$ 40,688	\$ 67,979			Nonexempt	
700992	Environmental Health Assistant II	1	6	\$ 40,960	\$ 68,433			Nonexempt	
000100	Environmental Services Manager	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
200452	Environmental Specialist I	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
200453	Environmental Specialist II	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
700924	Equipment Operator I	1	5	\$ 40,688	\$ 67,979			Nonexempt	
700925	Equipment Operator II	1	7	\$ 41,231	\$ 68,887			Nonexempt	
700926	Equipment Operator III	1	8	\$ 41,503	\$ 69,341			Nonexempt	
700927	Equipment Operator IV	1	9	\$ 41,775	\$ 69,795			Nonexempt	
800402	Event Coordinator I	1	12	\$ 50,624	\$ 84,621			Exempt	Yes
800407	Event Coordinator II	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
800408	Event Coordinator Senior	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
800405	Event Support Crew Member I	1	5	\$ 40,688	\$ 67,979			Nonexempt	
800406	Event Support Crew Member II	1	6	\$ 40,960	\$ 68,433			Nonexempt	
100527	Executive Administrator (CM only)	1	14	\$ 59,393	\$ 100,692		U	Exempt	
100528	Executive Administrator, Senior (CM only)	1	15	\$ 64,296	\$ 107,754		U	Exempt	
500707	Executive Assistant	1	12	\$ 50,624	\$ 84,621			Nonexempt	
SC0032	Executive Assistant - SC	SHC	10	\$ 44,528	\$ 72,554		U	Nonexempt	
000831	Executive Director CSB	1	27	\$ 141,205	\$ 248,821	E	U	Exempt	
900027	Executive Director of Intergovernmental Relations	1	20	\$ 88,508	\$ 147,934		U	Exempt	
000861	Executive Director of Norfolk Healthcare Consortium	1	25	\$ 116,696	\$ 202,115	E	U	Exempt	
000119	Executive Director of Real Estate Services	1	20	\$ 88,508	\$ 147,934	E	U	Exempt	
000087	Executive Manager of Retirement Systems (Finance only)	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
CA0010	Executive Secretary / Assistant - CWA	CWA	7	\$ 52,686	\$ 86,322	C	U	Nonexempt	
H00059	Executive Specialist	2	H7	\$ 50	\$ 127		U	Exempt	
100253	Exhibits Manager / Designer	1	13	\$ 54,601	\$ 91,256			Exempt	
100871	Facilities Maintenance Manager	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
800521	Facilities Manager	1	13	\$ 54,601	\$ 91,256			Exempt	
SC0033	Facilities Manager - SC	SHC	16	\$ 61,435	\$ 100,103		U	Nonexempt	
800052	Family Services Associate	1	7	\$ 41,231	\$ 68,887			Nonexempt	
100364	Family Services Supervisor	1	14	\$ 59,393	\$ 100,692			Exempt	
100366	Family Services Worker I	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100367	Family Services Worker II	1	12	\$ 50,624	\$ 84,621			Nonexempt	
200404	Family Services Worker III	1	13	\$ 54,601	\$ 91,256			Exempt	
000047	Financial Operations Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
300611	Fire Captain	FR	F06	\$ 110,033	\$ 120,236			Nonexempt	
200471	Fire Inspector	FR	F04	\$ 70,000	\$ 91,334			Nonexempt	
300612	Fire Lieutenant	FR	F05	\$ 95,901	\$ 104,793			Nonexempt	
300617	Firefighter EMT - Advanced	FR	F02	\$ 60,000	\$ 83,054			Nonexempt	Yes
300643	Firefighter EMT - Intermediate	FR	F03	\$ 64,000	\$ 88,591			Nonexempt	Yes
300616	Firefighter EMT - Paramedic	FR	F04	\$ 70,000	\$ 91,334			Nonexempt	Yes

Alphabetical Classification Listing
Effective October 4, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
300604	Firefighter Recruit	FR	F01	\$ 57,142	\$ 58,856			Nonexempt	Yes
SC0034	Fiscal Manager	SHC	14	\$ 56,831	\$ 92,601		U	Nonexempt	
000090	Fiscal Manager I	1	13	\$ 54,601	\$ 91,256			Exempt	
800504	Fiscal Manager II	1	14	\$ 59,393	\$ 100,692			Exempt	
100371	Fiscal Monitoring Specialist I	1	11	\$ 46,589	\$ 77,924			Exempt	
100372	Fiscal Monitoring Specialist II	1	13	\$ 54,601	\$ 91,256			Exempt	
100373	Fiscal Systems Administrator (Finance only)	1	16	\$ 68,675	\$ 114,767			Exempt	
100167	Fiscal Systems Analyst (Finance only)	1	14	\$ 59,393	\$ 100,692			Exempt	
100471	Fiscal Systems Manager (Finance only)	1	17	\$ 73,368	\$ 122,730			Exempt	
100432	Fiscal Systems Manager, Senior (Finance only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
600819	Fleet Coordinator	1	11	\$ 46,589	\$ 77,924			Exempt	
SC0022	Fleet Coordinator - SC	SHC	4	\$ 41,231	\$ 67,619	C	U	Nonexempt	
000091	Fleet Maintenance Manager	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
700911	Food Service Manager	1	11	\$ 46,589	\$ 77,924			Exempt	
100913	Forensic Specialist	1	14	\$ 59,393	\$ 100,692			Nonexempt	
700929	Forestry Crew Leader	1	11	\$ 46,589	\$ 77,924			Nonexempt	
700930	Forestry Supervisor	1	14	\$ 59,393	\$ 100,692			Exempt	
100314	Fraud Investigator	1	12	\$ 50,624	\$ 84,621			Nonexempt	
200542	Fraud Supervisor	1	13	\$ 54,601	\$ 91,256			Exempt	
800986	Freedom of Information Act (FOIA) Analyst	1	12	\$ 50,624	\$ 84,621			Exempt	
800987	Freedom of Information Act (FOIA) Analyst, Senior	1	14	\$ 59,393	\$ 100,692			Exempt	
700988	General Utility Maintenance Supervisor	1	14	\$ 59,393	\$ 100,692			Exempt	
800040	Geographic Information Systems Specialist I	1	10	\$ 42,629	\$ 71,222			Nonexempt	
800555	Geographic Information Systems Specialist II	1	12	\$ 50,624	\$ 84,621			Exempt	
800556	Geographic Information Systems Specialist III	1	15	\$ 64,296	\$ 107,754			Exempt	
800557	Geographic Information Systems Team Supervisor	1	17	\$ 73,368	\$ 122,730			Exempt	
200418	Geographic Information Systems Technician I	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100423	Geographic Information Systems Technician II	1	11	\$ 46,589	\$ 77,924			Exempt	
200419	Grants & Development Coordinator	1	14	\$ 59,393	\$ 100,692			Exempt	
100451	Grants Manager (Budget Only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
SC0009	Grievance Coordinator	SHC	10	\$ 44,528	\$ 72,554	C	U	Nonexempt	
700931	Groundskeeper Crew Leader	1	9	\$ 41,775	\$ 69,795			Nonexempt	
700933	Groundskeeper I	1	5	\$ 40,688	\$ 67,979			Nonexempt	Yes
900028	Groundskeeper II	1	6	\$ 40,960	\$ 68,433			Nonexempt	Yes
900031	Head Boxing Coach	1	14	\$ 59,393	\$ 100,692			Exempt	
100164	Health & Fitness Facilitator	1	10	\$ 42,629	\$ 71,222			Nonexempt	
700935	Horticulture Technician	1	5	\$ 40,688	\$ 67,979			Nonexempt	
700937	Horticulturist	1	12	\$ 50,624	\$ 84,621			Exempt	
100519	Housing Finance Specialist	1	17	\$ 73,368	\$ 122,730		U	Exempt	
SC0035	HR Administrator - SC	SHC	16	\$ 61,435	\$ 100,103		U	Exempt	
SC0016	Human Resources & Budget Director	SHC	14	\$ 56,831	\$ 92,601	C	U	Exempt	
500792	Human Resources Administration Manager (HR only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
800500	Human Resources Administrator	1	14	\$ 59,393	\$ 100,692			Exempt	
500781	Human Resources Assistant I	1	6	\$ 40,960	\$ 68,433			Nonexempt	
500782	Human Resources Assistant II	1	7	\$ 41,231	\$ 68,887			Nonexempt	
500802	Human Resources Benefits Analyst I (HR only)	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
500801	Human Resources Benefits Analyst II (HR only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
500793	Human Resources Benefits Manager (HR only)	1	17	\$ 73,368	\$ 122,730		U	Exempt	
900036	Human Resources Benefits Specialist II (HR only)	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
500783	Human Resources Benefits Specialist I (HR only)	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
500794	Human Resources Specialist I (HR only)	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
900032	Human Resources Specialist II (HR only)	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
200446	Human Services Aide	1	5	\$ 40,688	\$ 67,979			Nonexempt	
101309	Human Services Operations Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
100511	Human Services Senior Manager	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
300618	Humane Officer I (Police only)	1	9	\$ 41,775	\$ 69,795			Nonexempt	
300619	Humane Officer II (Police only)	1	11	\$ 46,589	\$ 77,924			Nonexempt	
900012	HVAC Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
CC0008	In Court Clerk - CC	CCC	4	\$ 44,528	\$ 76,838	C	U	Nonexempt	
H00037	Information Technology Assistant	2	H6	\$ 29	\$ 74			Nonexempt	
H00019	Information Technology Business Analyst	2	H6	\$ 29	\$ 74			Nonexempt	
H00038	Information Technology Intern	2	H4	\$ 17	\$ 49			Nonexempt	
100168	Information Technology Planner	1	14	\$ 59,393	\$ 100,692			Exempt	
100166	Information Technology Planner, Senior	1	18	\$ 78,434	\$ 131,095		U	Exempt	
200431	Information Technology Specialist	1	9	\$ 41,775	\$ 69,795			Nonexempt	
SC0020	Information Technology Systems Director	SHC	17	\$ 68,665	\$ 112,515	C	U	Exempt	
200400	Information Technology Telecommunications Analyst I	1	11	\$ 46,589	\$ 77,924			Exempt	
200401	Information Technology Telecommunications Analyst II	1	13	\$ 54,601	\$ 91,256			Exempt	
200402	Information Technology Telecommunications Analyst III	1	16	\$ 68,675	\$ 114,767			Exempt	
200551	Information Technology Telecommunications Technician	1	11	\$ 46,589	\$ 77,924			Nonexempt	

Alphabetical Classification Listing
Effective October 4, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
800021	Information Technology Trainer	1	12	\$ 50,624	\$ 84,621			Nonexempt	
800020	Information Technology Training Coordinator	1	13	\$ 54,601	\$ 91,256			Exempt	
SC0015	Inmate Classification Manager	SHC	13	\$ 54,126	\$ 88,190	C	U	Nonexempt	
SC0010	Inmate Classification Specialist	SHC	10	\$ 44,528	\$ 72,554	C	U	Nonexempt	
SC0023	Inmate Rehabilitation Coordinator	SHC	12	\$ 51,241	\$ 84,155	C	U	Nonexempt	
700939	Instrument Technician	1	8	\$ 41,503	\$ 69,341			Nonexempt	
000003	Intergovernmental Relations Officer	1	20	\$ 88,508	\$ 147,934	E	U	Exempt	
SC0024	Investigations Director	SHC	14	\$ 56,831	\$ 92,601	C	U	Exempt	
101347	Jury Administrator	1	12	\$ 50,624	\$ 84,621	C	U	Nonexempt	
300626	Kennel Supervisor	1	8	\$ 41,503	\$ 69,341			Nonexempt	
101353	Land Record Specialist	1	10	\$ 42,629	\$ 71,222		U	Nonexempt	
200498	Landscape Coordinator I	1	11	\$ 46,589	\$ 77,924			Nonexempt	
200499	Landscape Coordinator II	1	12	\$ 50,624	\$ 84,621			Nonexempt	
700913	Laundry Worker	1	5	\$ 40,688	\$ 67,979			Nonexempt	
100316	Law Clerk	1	13	\$ 54,601	\$ 91,256		U	Exempt	
H00018	Law Intern	2	H4	\$ 17	\$ 49			Nonexempt	
600822	Lead Mason	1	7	\$ 41,231	\$ 68,887			Nonexempt	
700999	Lead Zookeeper	1	9	\$ 41,775	\$ 69,795			Nonexempt	
CA0009	Legal Administrator - CWA	CWA	8	\$ 59,915	\$ 98,259	C	U	Exempt	
100318	Legal Administrator - LD	1	16	\$ 68,675	\$ 114,767	L	U	Exempt	
500735	Legal Assistant	1	13	\$ 54,601	\$ 91,256			Nonexempt	
CA0008	Legal Assistant - CWA	CWA	6	\$ 46,251	\$ 75,783	C	U	Nonexempt	
400655	Legal Coordinator I - LD	1	11	\$ 46,589	\$ 77,924	L	U	Nonexempt	
400656	Legal Coordinator II - LD	1	14	\$ 59,393	\$ 100,692	L	U	Nonexempt	
SC0017	Legal Counsel	SHC	15	\$ 58,511	\$ 95,343	C	U	Exempt	
CA0006	Legal Secretary I - CWA	CWA	2	\$ 41,775	\$ 68,510	C	U	Nonexempt	
500740	Legal Secretary I - LD	1	7	\$ 41,231	\$ 68,887	L	U	Nonexempt	
500741	Legal Secretary II - LD	1	11	\$ 46,589	\$ 77,924	L	U	Nonexempt	
CA0007	Legal Secretary II - CWA	CWA	4	\$ 43,948	\$ 72,075	C	U	Nonexempt	
H00030	Legislative Services Aide	2	H1	\$ 15	\$ 25			Nonexempt	
100320	Librarian I	1	11	\$ 46,589	\$ 77,924			Exempt	
100321	Librarian II	1	14	\$ 59,393	\$ 100,692			Exempt	
100322	Librarian III	1	15	\$ 64,296	\$ 107,754			Exempt	
100326	Librarian IV	1	16	\$ 68,675	\$ 114,767			Exempt	
H00025	Library Aide	2	H1	\$ 15	\$ 25			Nonexempt	
400665	Library Assistant I	1	5	\$ 40,688	\$ 67,979			Nonexempt	
SC0036	Library Assistant - SC	SHC	3	\$ 40,960	\$ 67,174		U	Nonexempt	
400666	Library Assistant II	1	6	\$ 40,960	\$ 68,433			Nonexempt	
400660	Library Associate I	1	8	\$ 41,503	\$ 69,341			Nonexempt	
400661	Library Associate II	1	9	\$ 41,775	\$ 69,795			Nonexempt	
400667	Library Manager	1	18	\$ 78,434	\$ 131,095		U	Exempt	
200474	License Inspector I	1	8	\$ 41,503	\$ 69,341			Nonexempt	
200475	License Inspector II	1	10	\$ 42,629	\$ 71,222			Nonexempt	
900013	Licensed HVAC Mechanic	1	10	\$ 42,629	\$ 71,222			Nonexempt	
400681	Licensed Practical Nurse	1	14	\$ 59,393	\$ 100,692			Nonexempt	
700941	Lifeguard I	1	5	\$ 40,688	\$ 67,979			Nonexempt	Yes
900014	Lifeguard II	1	6	\$ 40,960	\$ 68,433			Nonexempt	Yes
SC0042	Local Inmate Data System Technician	SHC	9	\$ 42,590	\$ 69,847		U	Nonexempt	
000097	MacArthur Memorial Director	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
SC0025	Maintenance Mechanic - SC	SHC	4	\$ 41,231	\$ 67,619	C	U	Nonexempt	
700942	Maintenance Mechanic I	1	6	\$ 40,960	\$ 68,433			Nonexempt	
700943	Maintenance Mechanic II	1	8	\$ 41,503	\$ 69,341			Nonexempt	
SC0037	Maintenance Mechanic II - SC	SHC	7	\$ 42,046	\$ 68,956		U	Nonexempt	
700944	Maintenance Mechanic III	1	9	\$ 41,775	\$ 69,795			Nonexempt	
600846	Maintenance Shop Manager	1	13	\$ 54,601	\$ 91,256			Exempt	
700946	Maintenance Supervisor I	1	11	\$ 46,589	\$ 77,924			Exempt	
700947	Maintenance Supervisor II	1	12	\$ 50,624	\$ 84,621			Exempt	
700949	Maintenance Worker I	1	5	\$ 40,688	\$ 67,979			Nonexempt	
700950	Maintenance Worker II	1	6	\$ 40,960	\$ 68,433			Nonexempt	
100171	Management Analyst I	1	11	\$ 46,589	\$ 77,924			Exempt	
100172	Management Analyst II	1	13	\$ 54,601	\$ 91,256			Exempt	
100173	Management Analyst III	1	14	\$ 59,393	\$ 100,692			Exempt	
100319	Management Services Administrator	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
100875	Manager of Budget & Accounting	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
900015	Manager of Business Center and Creative Studios	1	14	\$ 59,393	\$ 100,692			Exempt	
100482	Manager of Emergency Communications	1	16	\$ 68,675	\$ 114,767			Exempt	
000806	Manager of Environmental Protection Programs	1	20	\$ 88,508	\$ 147,934	E	U	Exempt	
000807	Manager of Event Services and Production	1	16	\$ 68,675	\$ 114,767	S	U	Exempt	
100247	Manager of Visitor Marketing	1	14	\$ 59,393	\$ 100,692			Exempt	
100265	Manager of Visitor Services	1	12	\$ 50,624	\$ 84,621			Exempt	

Alphabetical Classification Listing
Effective October 4, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
H00027	Maritime Center Specialist I	2	H1	\$ 15	\$ 25			Nonexempt	
H00028	Maritime Center Specialist II	2	H2	\$ 16	\$ 30			Nonexempt	
H00029	Maritime Center Specialist III	2	H3	\$ 16	\$ 44			Nonexempt	
100213	Mason	1	6	\$ 40,960	\$ 68,433			Nonexempt	
300636	Master Police Officer	POL	P03	\$ 76,730	\$ 97,199			Nonexempt	Yes
100412	Media and Production Specialist	1	12	\$ 50,624	\$ 84,621			Exempt	
100496	Medical Records Administrator	1	11	\$ 46,589	\$ 77,924			Exempt	
500743	Medical Records Technician	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100494	Mental Health Professional	1	11	\$ 46,589	\$ 77,924			Nonexempt	
700952	Messenger/Driver	1	5	\$ 40,688	\$ 67,979			Nonexempt	
300621	Meter Monitor		7	\$ 41,231	\$ 68,887			Nonexempt	
800449	Microcomputer Systems Analyst	1	13	\$ 54,601	\$ 91,256			Nonexempt	
SC0006	Microcomputer Systems Analyst - SC	SHC	8	\$ 42,318	\$ 69,402	C	U	Nonexempt	
200450	Microcomputer Systems Analyst, Senior	1	14	\$ 59,393	\$ 100,692			Exempt	
200451	Microcomputer Systems Team Supervisor	1	16	\$ 68,675	\$ 114,767			Exempt	
500745	Micrographics Technician	1	5	\$ 40,688	\$ 67,979			Nonexempt	
101343	Multimedia Communications Specialist I	1	11	\$ 46,589	\$ 77,924			Exempt	Yes
101344	Multimedia Communications Specialist II	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
101345	Multimedia Communications Specialist III	1	15	\$ 64,296	\$ 107,754			Exempt	
H00013	Municipal Intern I	2	H1	\$ 15	\$ 25			Nonexempt	
H00014	Municipal Intern II	2	H2	\$ 16	\$ 30			Nonexempt	
H00047	Municipal Intern III	2	H3	\$ 16	\$ 44			Nonexempt	
300640	Museum Attendant	1	5	\$ 40,688	\$ 67,979			Nonexempt	
200464	Neighborhood Code Specialist I	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
200467	Neighborhood Code Specialist II	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
200472	Neighborhood Code Specialist III	1	13	\$ 54,601	\$ 91,256			Nonexempt	Yes
200476	Neighborhood Code Team Lead	1	15	\$ 64,296	\$ 107,754			Exempt	
000298	Neighborhood Development Administrator	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
200482	Neighborhood Development Specialist	1	11	\$ 46,589	\$ 77,924			Exempt	
100459	Neighborhood Development Specialist, Senior	1	13	\$ 54,601	\$ 91,256			Exempt	
000297	Neighborhood Services Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
SC0018	Network Engineer - SC	SHC	16	\$ 61,435	\$ 100,103	C	U	Nonexempt	
800544	Network Engineer I	1	10	\$ 42,629	\$ 71,222			Nonexempt	
800546	Network Engineer II	1	16	\$ 68,675	\$ 114,767			Exempt	
800545	Network Engineer III	1	17	\$ 73,368	\$ 122,730			Exempt	
200403	Network Engineer IV	1	18	\$ 78,434	\$ 131,095			Exempt	
800547	Network Security Engineer	1	17	\$ 73,368	\$ 122,730			Exempt	
100522	Nurse Coordinator - Supervisor	1	18	\$ 78,434	\$ 131,095			Exempt	
100523	Nurse Practitioner	1	23	\$ 102,407	\$ 178,373	S	U	Exempt	
500750	Office Assistant	1	5	\$ 40,688	\$ 67,979			Nonexempt	
500755	Office Manager	1	10	\$ 42,629	\$ 71,222			Nonexempt	
600852	Operating Engineer I	1	6	\$ 40,960	\$ 68,433			Nonexempt	
600853	Operating Engineer II	1	9	\$ 41,775	\$ 69,795			Nonexempt	
700940	Operations Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
100300	Operations Controller	1	16	\$ 68,675	\$ 114,767			Exempt	
100919	Operations Coordinator	1	13	\$ 54,601	\$ 91,256			Exempt	
000113	Operations Manager	1	14	\$ 59,393	\$ 100,692			Exempt	
300638	Operations Officer I (Police only)	1	7	\$ 41,231	\$ 68,887			Nonexempt	
300642	Operations Officer II (Police only)	1	8	\$ 41,503	\$ 69,341			Nonexempt	
300647	Operations Officer III (Police only)	1	9	\$ 41,775	\$ 69,795			Nonexempt	
500795	Organizational Development Analyst I (HR only)	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
800988	Organizational Development Analyst II (HR only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
500796	Organizational Development Analyst, Senior (HR only)	1	15	\$ 64,296	\$ 107,754			Exempt	
500797	Organizational Development Manager (HR only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
900016	Painter Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
600855	Painter I	1	6	\$ 40,960	\$ 68,433			Nonexempt	Yes
600856	Painter II	1	8	\$ 41,503	\$ 69,341			Nonexempt	Yes
CA0005	Paralegal - CWA	CWA	4	\$ 43,948	\$ 72,075	C	U	Nonexempt	
400674	Paralegal Claims Investigator - LD		12	\$ 50,624	\$ 84,621	L	U	Nonexempt	
100916	Paralegal Specialist I - LD	1	13	\$ 54,601	\$ 91,256	L	U	Nonexempt	
100917	Paralegal Specialist II - LD	1	14	\$ 59,393	\$ 100,692	L	U	Nonexempt	
300644	Paramedic (EMT)	FR	F04	\$ 70,000	\$ 91,334			Nonexempt	
200561	Park Ranger I	1	10	\$ 42,629	\$ 71,222			Nonexempt	
200562	Park Ranger II	1	11	\$ 46,589	\$ 77,924			Nonexempt	
200563	Park Ranger, Senior	1	13	\$ 54,601	\$ 91,256			Exempt	
000107	Parking Administrator	1	14	\$ 59,393	\$ 100,692			Exempt	
H00035	Parking Attendant	2	H1	\$ 15	\$ 25			Nonexempt	
000010	Parking Director	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
100340	Parking Manager	1	12	\$ 50,624	\$ 84,621			Exempt	
H00040	Parking Operations Supervisor	2	H3	\$ 16	\$ 44			Nonexempt	

Alphabetical Classification Listing
Effective October 4, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
100387	Parking Supervisor	1	9	\$ 41,775	\$ 69,795			Nonexempt	
SC0026	Payroll & Benefits Coordinator	SHC	8	\$ 42,318	\$ 69,402	C	U	Nonexempt	
100156	Payroll Administrator (Finance only)	1	14	\$ 59,393	\$ 100,692			Exempt	
100149	Payroll Analyst (Finance only)	1	14	\$ 59,393	\$ 100,692			Exempt	
100157	Payroll Manager (Finance only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
800042	Payroll Specialist (Finance only)	1	11	\$ 46,589	\$ 77,924			Exempt	
100500	Peer Recovery Specialist I	1	8	\$ 41,503	\$ 69,341			Nonexempt	
100501	Peer Recovery Specialist II	1	9	\$ 41,775	\$ 69,795			Nonexempt	
101348	Peer Recovery Specialist III	1	10	\$ 42,629	\$ 71,222			Nonexempt	
101349	Peer Recovery Specialist IV	1	11	\$ 46,589	\$ 77,924			Nonexempt	
200510	Permit Technician	1	8	\$ 41,503	\$ 69,341			Nonexempt	
200511	Permits Specialist	1	12	\$ 50,624	\$ 84,621			Nonexempt	
200512	Permits Specialist, Senior	1	13	\$ 54,601	\$ 91,256			Nonexempt	
800347	Personnel Specialist	1	11	\$ 46,589	\$ 77,924			Nonexempt	
000820	Pharmacist	1	29	N/R	N/R	S	U	Exempt	
100865	Pharmacy Technician	1	10	\$ 42,629	\$ 71,222			Nonexempt	
100424	Physical Security Specialist	1	13	\$ 54,601	\$ 91,256			Exempt	
000851	Physician	1	29	N/R	N/R	S	U	Exempt	
100422	Physician Assistant	1	25	\$ 116,696	\$ 202,115		U	Exempt	
600860	Plumber	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
900017	Plumber Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
600861	Plumber, Senior	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
300623	Police Captain	POL	P06	\$ 138,385	\$ 146,813			Exempt	
400683	Police Civilian Investigator/Technician	2	H4	\$ 17	\$ 49			Nonexempt	
400672	Police Identification Clerk	1	5	\$ 40,688	\$ 67,979			Nonexempt	
300625	Police Lieutenant	POL	P05	\$ 117,099	\$ 131,796			Exempt	
300630	Police Officer	POL	P02	\$ 61,200	\$ 73,076			Nonexempt	Yes
100305	Police Records & Identification Section Supervisor	1	12	\$ 50,624	\$ 84,621			Exempt	
300632	Police Recruit	POL	P01	\$ 58,285	\$ 60,034			Nonexempt	Yes
300635	Police Sergeant	POL	P04	\$ 96,200	\$ 111,523			Nonexempt	
700951	Pool Manager	1	10	\$ 42,629	\$ 71,222			Nonexempt	
100505	Practice Manager	1	13	\$ 54,601	\$ 91,256			Exempt	
400700	Pre-Trial Probation Officer I	1	9	\$ 41,775	\$ 69,795			Nonexempt	
400701	Pre-Trial Probation Officer II	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100462	Principal Planner	1	16	\$ 68,675	\$ 114,767		U	Exempt	
SC0011	Procurement Specialist - SC	SHC	10	\$ 44,528	\$ 72,554	C	U	Nonexempt	
100209	Procurement Specialist I (Finance only)	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
100210	Procurement Specialist II (Finance only)	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
100510	Procurement Specialist III (Finance only)	1	15	\$ 64,296	\$ 107,754			Exempt	Yes
100524	Procurement Specialist IV (Finance only)	1	16	\$ 68,675	\$ 114,767			Exempt	
100497	Professional Municipal Trainee	1	9	\$ 41,775	\$ 69,795			Nonexempt	
SC0043	Professional Standards Office Analyst	SHC	10	\$ 44,528	\$ 72,554	C	U	Exempt	
100351	Program Administrator	1	13	\$ 54,601	\$ 91,256			Exempt	
100352	Program Coordinator	1	11	\$ 46,589	\$ 77,924			Nonexempt	
800523	Program Supervisor	1	13	\$ 54,601	\$ 91,256			Exempt	
200515	Programmer/Analyst I	1	11	\$ 46,589	\$ 77,924			Exempt	
200516	Programmer/Analyst II	1	12	\$ 50,624	\$ 84,621			Exempt	
200517	Programmer/Analyst III	1	14	\$ 59,393	\$ 100,692			Exempt	
200518	Programmer/Analyst IV	1	15	\$ 64,296	\$ 107,754			Exempt	
200519	Programmer/Analyst V	1	16	\$ 68,675	\$ 114,767			Exempt	
800570	Programs Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
100268	Project Coordinator	1	13	\$ 54,601	\$ 91,256			Exempt	
100469	Project Manager	1	16	\$ 68,675	\$ 114,767			Exempt	
100404	Project Manager, Senior	1	17	\$ 73,368	\$ 122,730	S	U	Exempt	
100910	Property & Evidence Technician	1	9	\$ 41,775	\$ 69,795			Nonexempt	
000063	Property Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
SC0038	Property Technician - SC	SHC	4	\$ 41,231	\$ 67,619		U	Nonexempt	
000822	Psychiatrist	1	29	N/R	N/R	S	U	Exempt	
000823	Psychologist	1	16	\$ 68,675	\$ 114,767			Exempt	
SC0014	Public Affairs Officer	SHC	11	\$ 49,093	\$ 79,991	C	U	Exempt	
400675	Public Health Aide	1	5	\$ 40,688	\$ 67,979			Nonexempt	
CA0019	Public Information Specialist - CWA	CWA	4	\$ 43,948	\$ 72,075	C	U	Exempt	
100375	Public Information Specialist I	1	10	\$ 42,629	\$ 71,222			Nonexempt	
100376	Public Information Specialist II	1	12	\$ 50,624	\$ 84,621			Exempt	
800034	Public Relations Assistant	1	6	\$ 40,960	\$ 68,433			Nonexempt	
SC0039	Public Relations Assistant - SC	SHC	7	\$ 42,046	\$ 68,956		U	Nonexempt	
100410	Public Relations Specialist	1	12	\$ 50,624	\$ 84,621			Exempt	
200578	Public Safety Aide	5	1	\$ 44,785	\$ 45,905			Nonexempt	
100914	Public Safety Intel Analyst	1	14	\$ 59,393	\$ 100,692			Exempt	
100915	Public Safety Intel Analyst, Senior	1	16	\$ 68,675	\$ 114,767		U	Exempt	

Alphabetical Classification Listing
Effective October 4, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
H00048	Public Safety Intern	2	H2	\$ 16	\$ 30			Nonexempt	Yes
200554	Public Safety Telecommunicator I	TEL	TC2	\$ 53,356	\$ 89,390			Nonexempt	Yes
200555	Public Safety Telecommunicator II	TEL	TC3	\$ 56,042	\$ 93,891			Nonexempt	Yes
200556	Public Safety Telecommunicator III	TEL	TC4	\$ 62,034	\$ 103,928			Nonexempt	
200557	Public Safety Telecommunicator, Call Taker	TEL	TC1	\$ 48,041	\$ 80,485			Nonexempt	Yes
200553	Public Safety Telecommunicator, Supervisor	TEL	TC5	\$ 68,564	\$ 114,869			Nonexempt	
100269	Public Services Coordinator	1	11	\$ 46,589	\$ 77,924			Exempt	
000109	Purchasing Agent	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
800516	Quality Assurance Inspector	1	8	\$ 41,503	\$ 69,341			Nonexempt	
800518	Quality Assurance Specialist	1	12	\$ 50,624	\$ 84,621			Nonexempt	
800024	Radio Communications Systems Analyst	1	10	\$ 42,629	\$ 71,222			Nonexempt	
600875	Radio Communications Systems Analyst, Senior	1	12	\$ 50,624	\$ 84,621			Nonexempt	
600876	Radio Communications Systems Supervisor	1	14	\$ 59,393	\$ 100,692			Nonexempt	
800025	Radio Communications Systems Technician	1	8	\$ 41,503	\$ 69,341			Nonexempt	
100176	Real Estate Analyst	1	11	\$ 46,589	\$ 77,924			Exempt	
200434	Real Estate Appraisal Team Leader	1	17	\$ 73,368	\$ 122,730		U	Exempt	
200525	Real Estate Appraiser I	1	11	\$ 46,589	\$ 77,924		U	Nonexempt	Yes
200526	Real Estate Appraiser II	1	13	\$ 54,601	\$ 91,256		U	Nonexempt	Yes
200527	Real Estate Appraiser III	1	14	\$ 59,393	\$ 100,692		U	Nonexempt	Yes
101350	Real Estate Appraiser IV	1	15	\$ 64,296	\$ 107,754		U	Exempt	Yes
200570	Real Estate CAMA Modeler Analyst	1	16	\$ 68,675	\$ 114,767		U	Exempt	
800517	Real Estate Coordinator	1	12	\$ 50,624	\$ 84,621			Exempt	
100920	Real Time Crime Center Analyst	1	15	\$ 64,296	\$ 107,754			Exempt	
800991	Real Time Crime Center Analyst, Senior	1	16	\$ 68,675	\$ 114,767			Exempt	
500756	Records & Information Clerk	1	5	\$ 40,688	\$ 67,979			Nonexempt	
100341	Records Administrator	1	13	\$ 54,601	\$ 91,256			Exempt	
SC0001	Records Clerk	SHC	2	\$ 40,688	\$ 66,728	C	U	Nonexempt	
SC0040	Records Clerk II	SHC	7	\$ 42,046	\$ 68,956		U	Nonexempt	
H00015	Recreation Activity Instructor	2	H3	\$ 16	\$ 44			Nonexempt	
H00016	Recreation Aide	2	H1	\$ 15	\$ 25			Nonexempt	
900033	Recreation Coordinator	1	14	\$ 59,393	\$ 100,692			Exempt	
800026	Recreation Specialist	1	10	\$ 42,629	\$ 71,222			Nonexempt	
100355	Recreation Supervisor	1	12	\$ 50,624	\$ 84,621			Exempt	
100357	Recreation Supervisor, Senior	1	13	\$ 54,601	\$ 91,256			Exempt	
800522	Recycling Coordinator	1	14	\$ 59,393	\$ 100,692			Exempt	
700969	Refuse Collection Supervisor	1	13	\$ 54,601	\$ 91,256			Nonexempt	
700967	Refuse Collector Apprentice	1	5	\$ 40,688	\$ 67,979			Nonexempt	
700966	Refuse Collector Assistant	1	5	\$ 40,688	\$ 67,979			Nonexempt	
700968	Refuse Collector I	1	8	\$ 41,503	\$ 69,341			Nonexempt	Yes
700971	Refuse Collector II	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
700965	Refuse Collector III	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
700970	Refuse Collector, Lead	1	12	\$ 50,624	\$ 84,621			Nonexempt	
200484	Refuse Inspector	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100358	Registered Nurse I	1	16	\$ 68,675	\$ 114,767			Exempt	
900018	Registered Nurse II	1	17	\$ 73,368	\$ 122,730			Exempt	
200605	Reimbursement Specialist	1	9	\$ 41,775	\$ 69,795			Nonexempt	
800200	Reimbursement Supervisor	1	14	\$ 59,393	\$ 100,692			Exempt	
800201	Reimbursement Technician	1	6	\$ 40,960	\$ 68,433			Nonexempt	
100498	Research Analyst	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100360	Reservoir Manager	1	12	\$ 50,624	\$ 84,621			Exempt	
800691	Retirement Benefits Administrator (Finance only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
800692	Retirement Benefits Specialist I (Finance only)	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
800693	Retirement Benefits Specialist II (Finance only)	1	11	\$ 46,589	\$ 77,924			Exempt	Yes
900004	Right of Way Permit Supervisor	1	15	\$ 64,296	\$ 107,754			Exempt	
800514	Right of Way Program Manager	1	16	\$ 68,675	\$ 114,767			Exempt	
101351	Risk Analyst (Finance only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
101352	Risk Analyst, Senior (Finance only)	1	16	\$ 68,675	\$ 114,767			Exempt	Yes
000112	Risk Manager (Finance only)	1	18	\$ 78,434	\$ 131,095		U	Exempt	
200528	Safety Specialist	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100217	Sales Representative	1	11	\$ 46,589	\$ 77,924			Exempt	
H00022	School Crossing Guard	2	H4	\$ 17	\$ 49			Nonexempt	Yes
H00044	School Crossing Guard, Senior	2	H5	\$ 25	\$ 56			Nonexempt	Yes
SC0002	Secretary I	SHC	3	\$ 40,960	\$ 67,174	C	U	Nonexempt	
SC0003	Secretary II	SHC	5	\$ 41,503	\$ 68,065	C	U	Nonexempt	
SC0004	Secretary to the Sheriff	SHC	6	\$ 41,775	\$ 68,510	C	U	Nonexempt	
800993	Security Manager	1	16	\$ 68,675	\$ 114,767			Exempt	
300639	Security Officer	1	6	\$ 40,960	\$ 68,433			Nonexempt	
800992	Security Officer - Armed	1	10	\$ 42,629	\$ 71,222			Nonexempt	
300650	Security Officer Supervisor	1	13	\$ 54,601	\$ 91,256			Exempt	
100293	Self-Sufficiency Specialist I	1	10	\$ 42,629	\$ 71,222			Nonexempt	

Alphabetical Classification Listing
Effective October 4, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
100294	Self-Sufficiency Specialist II	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100292	Self-Sufficiency Specialist, Senior	1	12	\$ 50,624	\$ 84,621			Nonexempt	
100291	Self-Sufficiency Supervisor	1	13	\$ 54,601	\$ 91,256			Exempt	
800800	Senior Accountant I (Finance only)	1	12	\$ 50,624	\$ 84,621			Exempt	Yes
800801	Senior Accountant II (Finance only)	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
800802	Senior Accountant III (Finance only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
800803	Senior Accountant IV (Finance only)	1	16	\$ 68,675	\$ 114,767			Exempt	
800804	Senior Accountant V (Finance only)	1	18	\$ 78,434	\$ 131,095			Exempt	
101180	Senior Accounting Manager (Finance only)	1	19	\$ 83,267	\$ 138,802	U		Exempt	
900034	Service Coordinator	1	12	\$ 50,624	\$ 84,621			Exempt	
200412	Services & Support Supervisor	1	16	\$ 68,675	\$ 114,767			Exempt	
SC0021	Sheriff	SHC	18	N/R	N/R	C	U	Exempt	
800506	Software Analyst	1	13	\$ 54,601	\$ 91,256			Exempt	
000144	Special Assistant	1	20	\$ 88,508	\$ 147,934	E	U	Exempt	
SC0027	Staff Accountant	SHC	10	\$ 44,528	\$ 72,554	C	U	Nonexempt	
500700	Staff Technician I	1	8	\$ 41,503	\$ 69,341			Nonexempt	
500701	Staff Technician II	1	9	\$ 41,775	\$ 69,795			Nonexempt	
100427	Stage Crew Chief	1	11	\$ 46,589	\$ 77,924			Nonexempt	
800401	Stage Production Manager	1	12	\$ 50,624	\$ 84,621			Exempt	
500771	Stenographic Reporter	1	10	\$ 42,629	\$ 71,222			Nonexempt	
600883	Storekeeper I	1	5	\$ 40,688	\$ 67,979			Nonexempt	
600884	Storekeeper II	1	6	\$ 40,960	\$ 68,433			Nonexempt	
600885	Storekeeper III	1	8	\$ 41,503	\$ 69,341			Nonexempt	
800513	Storm Water Assistant Superintendent	1	14	\$ 59,393	\$ 100,692			Exempt	
000125	Storm Water Engineer	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
000031	Storm Water Operations Manager	1	15	\$ 64,296	\$ 107,754			Exempt	
700976	Street Maintenance Supervisor	1	11	\$ 46,589	\$ 77,924			Nonexempt	
700908	Street Sweeper Mechanic	1	10	\$ 42,629	\$ 71,222			Nonexempt	
000138	Superintendent of the Virginia Zoological Park	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
000136	Superintendent of Traffic Operations	1	16	\$ 68,675	\$ 114,767	U		Exempt	
000134	Superintendent of Waste Management	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
CR0004	Supervising Deputy - COR	COR	4	\$ 63,709	\$ 104,396	C	U	Exempt	
TR0001	Supervising Deputy - TR	TRO	4	\$ 63,709	\$ 104,396	C	U	Exempt	
CC0005	Supervising Deputy Clerk - CC	CCC	6	\$ 63,709	\$ 104,396	C	U	Exempt	
600890	Supervising Operating Engineer	1	12	\$ 50,624	\$ 84,621			Exempt	
800022	Support Technician	1	5	\$ 40,688	\$ 67,979			Nonexempt	
100922	Support Technician - LD	1	5	\$ 40,688	\$ 67,979	L	U	Nonexempt	
200544	Survey Party Chief	1	10	\$ 42,629	\$ 71,222			Nonexempt	
200572	Sweeper Operator I	1	8	\$ 41,503	\$ 69,341			Nonexempt	Yes
200573	Sweeper Operator II	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
200575	Sweeper Operator Supervisor	1	12	\$ 50,624	\$ 84,621			Nonexempt	
200574	Sweeper Operator, Lead	1	10	\$ 42,629	\$ 71,222			Nonexempt	
200549	Systems Programmer	1	16	\$ 68,675	\$ 114,767			Exempt	
500784	Talent Acquisition Analyst I	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
500785	Talent Acquisition Analyst II	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
500786	Talent Acquisition Analyst, Senior	1	15	\$ 64,296	\$ 107,754			Exempt	
500787	Talent Acquisition Manager (HR Only)	1	18	\$ 78,434	\$ 131,095	U		Exempt	
100499	Technology Manager	1	20	\$ 88,508	\$ 147,934	S	U	Exempt	
900035	Therapeutic Coordinator	1	14	\$ 59,393	\$ 100,692			Exempt	
100430	Therapeutic Recreation Specialist	1	10	\$ 42,629	\$ 71,222			Nonexempt	
H00003	Ticket Sales Supervisor	2	H3	\$ 16	\$ 44			Nonexempt	
H00010	Ticket Seller	2	H1	\$ 15	\$ 25			Nonexempt	
500799	Total Absence Management Analyst I (HR only)	1	13	\$ 54,601	\$ 91,256			Exempt	Yes
800989	Total Absence Management Analyst II (HR only)	1	14	\$ 59,393	\$ 100,692			Exempt	Yes
800990	Total Absence Management Analyst, Senior (HR only)	1	15	\$ 64,296	\$ 107,754			Exempt	
500800	Total Absence Management Manager (HR only)	1	18	\$ 78,434	\$ 131,095	U		Exempt	
500798	Total Absence Management Specialist (HR only)	1	11	\$ 46,589	\$ 77,924			Nonexempt	
H00006	Tour/Information Assistant	2	H1	\$ 15	\$ 25			Nonexempt	
800510	Towing Operations Manager	1	15	\$ 64,296	\$ 107,754	S	U	Exempt	
100392	Traffic Engineer, Senior	1	15	\$ 64,296	\$ 107,754			Exempt	
100389	Traffic Engineering Assistant	1	14	\$ 59,393	\$ 100,692			Exempt	
800981	Traffic Maintenance Technician I	1	7	\$ 41,231	\$ 68,887			Nonexempt	Yes
700981	Traffic Maintenance Technician II	1	8	\$ 41,503	\$ 69,341			Nonexempt	Yes
700983	Traffic Maintenance Technician III	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
700982	Traffic Sign Fabricator I	1	7	\$ 41,231	\$ 68,887			Nonexempt	Yes
700975	Traffic Sign Fabricator II	1	8	\$ 41,503	\$ 69,341			Nonexempt	Yes
800012	Traffic Signal Technician I	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
800013	Traffic Signal Technician II	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
800016	Traffic Signal Technician III	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
800014	Traffic Signal Technician IV	1	13	\$ 54,601	\$ 91,256			Nonexempt	Yes

Alphabetical Classification Listing
Effective October 4, 2025

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
900007	Traffic Systems Engineering Technician	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100516	Training Specialist	1	11	\$ 46,589	\$ 77,924			Nonexempt	
100391	Transportation Engineer, Senior	1	15	\$ 64,296	\$ 107,754			Exempt	
100413	Transportation Strategic Planner	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
700974	Tree Trimmer I	1	8	\$ 41,503	\$ 69,341			Nonexempt	
700984	Tree Trimmer II	1	10	\$ 42,629	\$ 71,222			Nonexempt	
800035	Utility Construction Inspector	1	10	\$ 42,629	\$ 71,222			Nonexempt	
600892	Utility Maintenance Mechanic I	1	7	\$ 41,231	\$ 68,887			Nonexempt	Yes
600893	Utility Maintenance Mechanic II	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
600894	Utility Maintenance Mechanic III	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
700986	Utility Maintenance Supervisor	1	11	\$ 46,589	\$ 77,924			Nonexempt	
700987	Utility Maintenance Supervisor, Senior	1	13	\$ 54,601	\$ 91,256			Nonexempt	
100332	Utility Operations Manager	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
100394	Utility Planner	1	11	\$ 46,589	\$ 77,924			Exempt	
700996	Veterinarian	1	21	\$ 92,438	\$ 157,674		U	Exempt	
700995	Veterinary Technician	1	7	\$ 41,231	\$ 68,887			Nonexempt	
CA0001	Victim / Witness Program Advocate	CWA	1	\$ 40,688	\$ 66,728	C	U	Nonexempt	
CA0002	Victim / Witness Program Assistant Director	CWA	5	\$ 45,035	\$ 73,857	C	U	Exempt	
CA0018	Victim / Witness Program Coordinator	CWA	4	\$ 43,948	\$ 72,075	C	U	Exempt	
CA0003	Victim / Witness Program Director	CWA	6	\$ 46,251	\$ 75,783	C	U	Exempt	
900019	Victim Services Specialist	1	13	\$ 54,601	\$ 91,256			Exempt	
900020	Victim Services Supervisor	1	16	\$ 68,675	\$ 114,767			Exempt	
800029	Visitor Services Assistant	1	5	\$ 40,688	\$ 67,979			Nonexempt	
800036	Visitor Services Coordinator	1	8	\$ 41,503	\$ 69,341			Nonexempt	
100246	Visitor Services Specialist	1	10	\$ 42,629	\$ 71,222			Nonexempt	
600827	Waste Management Automotive Mechanic	1	10	\$ 42,629	\$ 71,222			Nonexempt	
100397	Water Chemist	1	11	\$ 46,589	\$ 77,924			Exempt	
100398	Water Chemist, Senior	1	12	\$ 50,624	\$ 84,621			Exempt	
100399	Water Production Manager	1	19	\$ 83,267	\$ 138,802	S	U	Exempt	
100333	Water Quality Manager	1	18	\$ 78,434	\$ 131,095	S	U	Exempt	
200543	Water Treatment Supervisor	1	16	\$ 68,675	\$ 114,767			Exempt	
200565	Waterworks Operator I	1	9	\$ 41,775	\$ 69,795			Nonexempt	Yes
200566	Waterworks Operator II	1	10	\$ 42,629	\$ 71,222			Nonexempt	Yes
200567	Waterworks Operator III	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
200568	Waterworks Operator IV	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
600897	Welder	1	10	\$ 42,629	\$ 71,222			Nonexempt	
SC0041	Work Release Van Driver	SHC	6	\$ 41,775	\$ 68,510		U	Nonexempt	
100237	Youth Detention Specialist I	1	9	\$ 41,775	\$ 69,795			Nonexempt	
800050	Youth Detention Specialist II	1	10	\$ 42,629	\$ 71,222			Nonexempt	
800051	Youth Detention Specialist III	1	11	\$ 46,589	\$ 77,924			Nonexempt	
H00005	Youth Services Worker	2	H1	\$ 15	\$ 25			Nonexempt	
200459	Zoning Enforcement Team Leader	1	15	\$ 64,296	\$ 107,754			Exempt	
200490	Zoning Inspector I	1	11	\$ 46,589	\$ 77,924			Nonexempt	Yes
200491	Zoning Inspector II	1	12	\$ 50,624	\$ 84,621			Nonexempt	Yes
200492	Zoning Inspector III	1	13	\$ 54,601	\$ 91,256			Nonexempt	Yes
700978	Zoo Manager	1	13	\$ 54,601	\$ 91,256			Exempt	
700998	Zookeeper I	1	7	\$ 41,231	\$ 68,887			Nonexempt	
900029	Zookeeper II	1	8	\$ 41,503	\$ 69,341			Nonexempt	

Police

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	-	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
P01	\$ 58,285.00	\$ 60,033.55	-	-	-	-	-	-	-
Hourly	\$ 28.02	\$ 28.86							
P02	\$ 61,200.00	\$ 63,036.00	\$ 64,927.08	\$ 66,874.89	\$ 68,881.14	\$ 70,947.57	\$ 73,076.00	-	-
Hourly	\$ 29.42	\$ 30.31	\$ 31.21	\$ 32.15	\$ 33.12	\$ 34.11	\$ 35.13		
P03	\$ 76,729.80	\$ 79,031.69	\$ 81,402.65	\$ 83,844.72	\$ 86,360.07	\$ 88,950.87	\$ 91,619.39	\$ 94,367.98	\$ 97,199.02
Hourly	\$ 36.89	\$ 38.00	\$ 39.14	\$ 40.31	\$ 41.52	\$ 42.76	\$ 44.05	\$ 45.37	\$ 46.73
P04	\$ 96,200.36	\$ 99,086.38	\$ 102,058.97	\$ 105,120.74	\$ 108,274.36	\$ 111,522.59	-	-	-
Hourly	\$ 46.25	\$ 47.64	\$ 49.07	\$ 50.54	\$ 52.05	\$ 53.62			
P05	\$ 117,098.72	\$ 120,611.68	\$ 124,230.03	\$ 127,956.93	\$ 131,795.64	-	-	-	-
Hourly	\$ 56.30	\$ 57.99	\$ 59.73	\$ 61.52	\$ 63.36				
P06	\$ 138,385.42	\$ 142,536.98	\$ 146,813.09	-	-	-	-	-	-
Hourly	\$ 66.53	\$ 68.53	\$ 70.58						
P07	\$ 154,153.75	\$ 158,778.36	\$ 163,541.71	-	-	-	-	-	-
Hourly	\$ 74.11	\$ 76.34	\$ 78.63						

Sheriff

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
	-	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
DS1	\$ 55,960.00	\$ 57,638.80	-	-	-	-	-	-	-	-	-
Hourly	\$ 26.90	\$ 27.71									
DS2	\$ 58,137.00	\$ 59,881.11	\$ 61,677.54	\$ 63,527.87	\$ 65,433.71	\$ 67,396.72	\$ 69,418.62	\$ 71,501.18	\$ 73,646.21	\$ 75,855.60	\$ 78,131.27
Hourly	\$ 27.95	\$ 28.79	\$ 29.65	\$ 30.54	\$ 31.46	\$ 32.40	\$ 33.37	\$ 34.38	\$ 35.41	\$ 36.47	\$ 37.56
DS3	\$ 68,329.64	\$ 70,379.53	\$ 72,490.92	\$ 74,665.64	\$ 76,905.61	\$ 79,212.78	\$ 81,589.16	\$ 84,036.84	\$ 86,557.94	\$ 89,154.68	-
Hourly	\$ 32.85	\$ 33.84	\$ 34.85	\$ 35.90	\$ 36.97	\$ 38.08	\$ 39.23	\$ 40.40	\$ 41.61	\$ 42.86	
DS4	\$ 80,555.49	\$ 82,972.15	\$ 85,461.32	\$ 88,025.16	\$ 90,665.91	\$ 93,385.89	\$ 96,187.47	-	-	-	-
Hourly	\$ 38.73	\$ 39.89	\$ 41.09	\$ 42.32	\$ 43.59	\$ 44.90	\$ 46.24				
DS5	\$ 90,665.91	\$ 93,385.89	\$ 96,187.47	\$ 99,073.09	\$ 102,045.28	-	-	-	-	-	-
Hourly	\$ 43.59	\$ 44.90	\$ 46.24	\$ 47.63	\$ 49.06						
DS6	\$ 107,147.55	\$ 110,361.98	\$ 113,672.83	\$ 117,083.02	-	-	-	-	-	-	-
Hourly	\$ 51.51	\$ 53.06	\$ 54.65	\$ 56.29							
DS7	\$ 122,937.17	\$ 126,625.29	\$ 130,424.04	-	-	-	-	-	-	-	-
Hourly	\$ 59.10	\$ 60.88	\$ 62.70								
DS8	\$ 136,945.25	\$ 141,053.60	\$ 145,285.21	-	-	-	-	-	-	-	-
Hourly	\$ 65.84	\$ 67.81	\$ 69.85								

Fire-Rescue

40 Hour Schedule														
	-	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
F01	\$ 57,142.00	\$ 58,856.26	-	-	-	-	-	-	-	-	-	-	-	-
Hourly	\$ 27.47	\$ 28.30												
F02	\$ 60,000.00	\$ 61,800.00	\$ 63,654.00	\$ 65,563.62	\$ 67,530.53	\$ 69,556.44	\$ 71,643.14	\$ 73,792.43	\$ 76,006.20	\$ 78,286.39	\$ 80,634.98	\$ 83,054.03		
Hourly	\$ 28.85	\$ 29.71	\$ 30.60	\$ 31.52	\$ 32.47	\$ 33.44	\$ 34.44	\$ 35.48	\$ 36.54	\$ 37.64	\$ 38.77	\$ 39.93		
F03	\$ 64,000.00	\$ 65,920.00	\$ 67,897.60	\$ 69,934.53	\$ 72,032.56	\$ 74,193.54	\$ 76,419.35	\$ 78,711.93	\$ 81,073.29	\$ 83,505.48	\$ 86,010.65	\$ 88,590.97		
Hourly	\$ 30.77	\$ 31.69	\$ 32.64	\$ 33.62	\$ 34.63	\$ 35.67	\$ 36.74	\$ 37.84	\$ 38.98	\$ 40.15	\$ 41.35	\$ 42.59		
F04	\$ 70,000.00	\$ 72,100.00	\$ 74,263.00	\$ 76,490.89	\$ 78,785.62	\$ 81,149.19	\$ 83,583.66	\$ 86,091.17	\$ 88,673.91	\$ 91,334.12	-	-		
Hourly	\$ 33.65	\$ 34.66	\$ 35.70	\$ 36.77	\$ 37.88	\$ 39.01	\$ 40.18	\$ 41.39	\$ 42.63	\$ 43.91				
F05	\$ 95,900.83	\$ 98,777.85	\$ 101,741.19	\$ 104,793.43	-	-	-	-	-	-	-	-	-	-
Hourly	\$ 46.11	\$ 47.49	\$ 48.91	\$ 50.38										
F06	\$ 110,033.10	\$ 113,334.09	\$ 116,734.11	\$ 120,236.14	-	-	-	-	-	-	-	-	-	-
Hourly	\$ 52.90	\$ 54.49	\$ 56.12	\$ 57.81										
F07	\$ 126,247.94	\$ 130,035.38	\$ 133,936.44	-	-	-	-	-	-	-	-	-	-	-
Hourly	\$ 60.70	\$ 62.52	\$ 64.39											
F08	\$ 140,633.26	\$ 144,852.26	\$ 149,197.83	-	-	-	-	-	-	-	-	-	-	-
Hourly	\$ 67.61	\$ 69.64	\$ 71.73											

52 Hour Schedule													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
	-	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
F01	\$ 57,142.00	\$ 58,856.26	-	-	-	-	-	-	-	-	-	-	-
Hourly	\$ 21.13	\$ 21.77											
F02	\$ 60,000.00	\$ 61,800.00	\$ 63,654.00	\$ 65,563.62	\$ 67,530.53	\$ 69,556.44	\$ 71,643.14	\$ 73,792.43	\$ 76,006.20	\$ 78,286.39	\$ 80,634.98	\$ 83,054.03	
Hourly	\$ 22.19	\$ 22.86	\$ 23.54	\$ 24.25	\$ 24.97	\$ 25.72	\$ 26.50	\$ 27.29	\$ 28.11	\$ 28.95	\$ 29.82	\$ 30.72	
F03	\$ 64,000.00	\$ 65,920.00	\$ 67,897.60	\$ 69,934.53	\$ 72,032.56	\$ 74,193.54	\$ 76,419.35	\$ 78,711.93	\$ 81,073.29	\$ 83,505.48	\$ 86,010.65	\$ 88,590.97	
Hourly	\$ 23.67	\$ 24.38	\$ 25.11	\$ 25.86	\$ 26.64	\$ 27.44	\$ 28.26	\$ 29.11	\$ 29.98	\$ 30.88	\$ 31.81	\$ 32.76	
F04	\$ 70,000.00	\$ 72,100.00	\$ 74,263.00	\$ 76,490.89	\$ 78,785.62	\$ 81,149.19	\$ 83,583.66	\$ 86,091.17	\$ 88,673.91	\$ 91,334.12	-	-	
Hourly	\$ 25.89	\$ 26.66	\$ 27.46	\$ 28.29	\$ 29.14	\$ 30.01	\$ 30.91	\$ 31.84	\$ 32.79	\$ 33.78			
F05	\$ 95,900.83	\$ 98,777.85	\$ 101,741.19	\$ 104,793.43	-	-	-	-	-	-	-	-	-
Hourly	\$ 35.47	\$ 36.53	\$ 37.63	\$ 38.75									
F06	\$ 110,033.10	\$ 113,334.09	\$ 116,734.11	\$ 120,236.14	-	-	-	-	-	-	-	-	-
Hourly	\$ 40.69	\$ 41.91	\$ 43.17	\$ 44.47									
F07	\$ 126,247.94	\$ 130,035.38	\$ 133,936.44	-	-	-	-	-	-	-	-	-	-
Hourly	\$ 46.69	\$ 48.09	\$ 49.53										
F08	\$ 140,633.26	\$ 144,852.26	\$ 149,197.83	-	-	-	-	-	-	-	-	-	-
Hourly	\$ 52.01	\$ 53.57	\$ 55.18										

Public Safety Telecommunicator

Grade	40 Hour Schedule															
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
TC1	\$ 48,040.87	\$ 49,722.30	\$ 51,462.58	\$ 53,263.77	\$ 55,128.00	\$ 57,057.48	\$ 59,054.50	\$ 61,121.40	\$ 63,260.65	\$ 65,474.78	\$ 67,766.39	\$ 70,138.22	\$ 72,593.05	\$ 75,133.81	\$ 77,763.49	\$ 80,485.22
Hourly	\$ 23.10	\$ 23.90	\$ 24.74	\$ 25.61	\$ 26.50	\$ 27.43	\$ 28.39	\$ 29.39	\$ 30.41	\$ 31.48	\$ 32.58	\$ 33.72	\$ 34.90	\$ 36.12	\$ 37.39	\$ 38.69
TC2	\$ 53,355.83	\$ 55,223.28	\$ 57,156.09	\$ 59,156.56	\$ 61,227.04	\$ 63,369.98	\$ 65,587.93	\$ 67,883.51	\$ 70,259.43	\$ 72,718.51	\$ 75,263.66	\$ 77,897.89	\$ 80,624.32	\$ 83,446.17	\$ 86,366.78	\$ 89,389.62
Hourly	\$ 25.65	\$ 26.55	\$ 27.48	\$ 28.44	\$ 29.44	\$ 30.47	\$ 31.53	\$ 32.64	\$ 33.78	\$ 34.96	\$ 36.18	\$ 37.45	\$ 38.76	\$ 40.12	\$ 41.52	\$ 42.98
TC3	\$ 56,042.47	\$ 58,003.96	\$ 60,034.10	\$ 62,135.29	\$ 64,310.03	\$ 66,560.88	\$ 68,890.51	\$ 71,301.68	\$ 73,797.24	\$ 76,380.14	\$ 79,053.44	\$ 81,820.31	\$ 84,684.02	\$ 87,647.97	\$ 90,715.64	\$ 93,890.69
Hourly	\$ 26.94	\$ 27.89	\$ 28.86	\$ 29.87	\$ 30.92	\$ 32.00	\$ 33.12	\$ 34.28	\$ 35.48	\$ 36.72	\$ 38.01	\$ 39.34	\$ 40.71	\$ 42.14	\$ 43.61	\$ 45.14
TC4	\$ 62,033.53	\$ 64,204.70	\$ 66,451.87	\$ 68,777.68	\$ 71,184.90	\$ 73,676.37	\$ 76,255.05	\$ 78,923.97	\$ 81,686.31	\$ 84,545.33	\$ 87,504.42	\$ 90,567.08	\$ 93,736.92	\$ 97,017.72	\$ 100,413.34	\$ 103,927.80
Hourly	\$ 29.82	\$ 30.87	\$ 31.95	\$ 33.07	\$ 34.22	\$ 35.42	\$ 36.66	\$ 37.94	\$ 39.27	\$ 40.65	\$ 42.07	\$ 43.54	\$ 45.07	\$ 46.64	\$ 48.28	\$ 49.97
TC5	\$ 68,564.44	\$ 70,964.19	\$ 73,447.94	\$ 76,018.62	\$ 78,679.27	\$ 81,433.04	\$ 84,283.20	\$ 87,233.11	\$ 90,286.27	\$ 93,446.29	\$ 96,716.91	\$ 100,102.00	\$ 103,605.57	\$ 107,231.77	\$ 110,984.88	\$ 114,869.35
Hourly	\$ 32.96	\$ 34.12	\$ 35.31	\$ 36.55	\$ 37.83	\$ 39.15	\$ 40.52	\$ 41.94	\$ 43.41	\$ 44.93	\$ 46.50	\$ 48.13	\$ 49.81	\$ 51.55	\$ 53.36	\$ 55.23

Alphabetical Classification Listing Legend

Effective January 10, 2026

Plans

ADM Administrative

CCC Clerk of the Circuit Court

COR Commissioner of the
Revenue

CWA Commonwealth's Attorney

EXE Executive

FLX Flexible

FR Fire-Rescue

GEN General

LD Law Department

POL Police

SHC Sheriff Civilian

SHS Sheriff Sworn

SPE Specialized

TEL Public Safety
Telecommunicator

TRA Trades

TRO Treasurer

Groups

C Constitutional

CA Council Appointee

E Executive

L Law

S Senior Management

Alphabetical Classification Listing
Effective January 10, 2026

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
SC0028	811 Food Service Manager	SHC	4	\$ 47,262.29	\$ 79,180.82		U	Nonexempt	
SC0029	811 Food Service Worker	SHC	2	\$ 43,696.64	\$ 73,207.11		U	Nonexempt	
500713	Account Representative	ADM	A03	\$ 45,444.51	\$ 76,135.40			Nonexempt	
100151	Accountant I	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	
100152	Accountant II	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
100153	Accountant III	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
100154	Accountant IV	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100186	Accounting Manager	ADM	A13	\$ 74,715.75	\$ 125,174.94			Exempt	
800515	Accounting Supervisor	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
800017	Accounting Technician I	ADM	A02	\$ 43,696.64	\$ 73,207.11			Nonexempt	
800019	Accounting Technician II	ADM	A03	\$ 45,444.51	\$ 76,135.40			Nonexempt	
800030	Accounting Technician III	ADM	A04	\$ 47,262.29	\$ 79,180.82			Nonexempt	
100158	Accounts Payable Manager (Finance only)	ADM	A15	\$ 83,950.62	\$ 140,646.57	U		Exempt	
100160	Accounts Receivable Manager (Finance only)	ADM	A15	\$ 83,950.62	\$ 140,646.57	U		Exempt	
100197	Administrative Analyst	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
800994	Administrative Apprentice	GEN	G02	\$ 42,398.72	\$ 71,032.65			Nonexempt	
CC0007	Administrative Assistant - CC	CCC	5	\$ 52,683.47	\$ 86,323.13	C	U	Exempt	
CA0004	Administrative Assistant - CWA	CWA	5	\$ 49,152.78	\$ 82,348.05	C	U	Nonexempt	
800027	Administrative Assistant I	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
500706	Administrative Assistant II	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	
500001	Administrative Manager	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
CC0006	Administrative Manager - CC	CCC	6	\$ 63,708.55	\$ 104,396.47	C	U	Nonexempt	
CR0005	Administrative Manager - COR	COR	11	\$ 66,496.75	\$ 111,405.25	C	U	Exempt	
TR0003	Administrative Manager - TR	TRO	12	\$ 70,486.56	\$ 118,089.57	C	U	Exempt	
800001	Administrative Technician	ADM	A03	\$ 45,444.51	\$ 76,135.40			Nonexempt	
000335	Animal Care Clinic Director	SPE	S16	\$ 103,861.36	\$ 174,004.01	U		Exempt	
300620	Animal Caretaker	GEN	G01	\$ 40,768.00	\$ 68,300.62			Nonexempt	Yes
300646	Animal Caretaker, Senior	GEN	G02	\$ 42,398.72	\$ 71,032.65			Nonexempt	Yes
700902	Animal Registrar	GEN	G05	\$ 47,692.79	\$ 79,902.07			Nonexempt	
800505	Applications Analyst	SPE	S08	\$ 63,353.90	\$ 106,139.88			Exempt	
200546	Applications Development Team Supervisor	SPE	S11	\$ 75,455.51	\$ 126,414.30			Exempt	
CC0013	Applications Manager - CC	CCC	8	\$ 78,570.94	\$ 141,742.82	C	U	Exempt	
900005	Architect I	SPE	S07	\$ 60,337.05	\$ 101,085.60			Exempt	
100174	Architect II	SPE	S11	\$ 75,455.51	\$ 126,414.30			Exempt	
100175	Architect III	SPE	S12	\$ 79,982.84	\$ 133,999.16			Exempt	
100470	Architect IV	SPE	S13	\$ 84,781.81	\$ 142,039.11			Exempt	
100177	Archivist	GEN	G06	\$ 50,077.43	\$ 83,897.17			Exempt	
100284	Arts Programs Manager	ADM	A11	\$ 66,496.75	\$ 111,405.25	S	U	Exempt	
600801	Asphalt Plant Operator I	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	
600802	Asphalt Plant Operator II	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	
100900	Assessment Support Technician	ADM	A03	\$ 45,444.51	\$ 76,135.40			Nonexempt	
700904	Assistant Animal Services Supervisor	GEN	G06	\$ 50,077.43	\$ 83,897.17			Exempt	
000059	Assistant Chief Of Police	POL	P07	\$ 154,153.75	\$ 163,541.71			Exempt	
100181	Assistant City Attorney I - LD	LD	L14	\$ 80,394.93	\$ 134,372.33	L	U	Exempt	
100182	Assistant City Attorney II - LD	LD	L15	\$ 85,348.74	\$ 142,272.18	L	U	Exempt	
100183	Assistant City Attorney III - LD	LD	L17	\$ 94,749.04	\$ 161,616.20	L	U	Exempt	
100477	Assistant City Auditor / Audit Analyst	ADM	A08	\$ 56,900.48	\$ 95,328.16	U		Exempt	
100415	Assistant City Auditor I	SPE	S06	\$ 57,463.85	\$ 96,272.00	U		Nonexempt	
100416	Assistant City Auditor II	SPE	S08	\$ 63,353.90	\$ 106,139.88	U		Exempt	
800023	Assistant City Clerk / Support Technician	ADM	A01	\$ 42,016.00	\$ 70,391.46	U		Nonexempt	
000088	Assistant City Engineer	SPE	S14	\$ 90,716.54	\$ 151,981.84	U		Exempt	
000034	Assistant City Surveyor	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
CA0012	Assistant Commonwealth's Attorney I	CWA	14	\$ 79,982.84	\$ 133,999.16	C	U	Exempt	
CA0013	Assistant Commonwealth's Attorney II	CWA	15	\$ 84,781.81	\$ 142,039.11	C	U	Exempt	
CA0014	Assistant Commonwealth's Attorney III	CWA	16	\$ 90,716.54	\$ 151,981.84	C	U	Exempt	
900021	Assistant Commonwealth's Attorney Senior	CWA	17	\$ 97,066.69	\$ 162,620.57	C	U	Exempt	
000013	Assistant Director	EXE	X03	\$ 119,644.22	\$ 173,102.27	S	U	Exempt	
000328	Assistant Director I	EXE	X03	\$ 119,644.22	\$ 173,102.27	S	U	Exempt	
000329	Assistant Director II	EXE	X04	\$ 128,019.31	\$ 185,219.43	S	U	Exempt	
000330	Assistant Director III	EXE	X05	\$ 136,980.66	\$ 198,184.79	S	U	Exempt	
000804	Assistant Facilities Maintenance Manager	TRA	T13	\$ 73,975.99	\$ 123,935.59			Exempt	
300601	Assistant Fire Chief	FR	F08	\$ 140,633.26	\$ 149,197.83			Exempt	
200407	Assistant Fire Marshal	FR	F05	\$ 95,900.83	\$ 104,793.43			Nonexempt	
000020	Assistant Fleet Maintenance Manager	TRA	T13	\$ 73,975.99	\$ 123,935.59			Exempt	
SC0012	Assistant Inmate Classification Manager	SHC	7	\$ 54,190.94	\$ 90,788.72	C	U	Nonexempt	
SC0007	Assistant Procurement Specialist	SHC	4	\$ 47,262.29	\$ 79,180.82	C	U	Nonexempt	
000027	Assistant Streets Engineer	SPE	S09	\$ 67,155.13	\$ 112,508.28			Exempt	
000029	Assistant Superintendent of Utility Division	TRA	T13	\$ 73,975.99	\$ 123,935.59			Exempt	
000026	Assistant Superintendent of Waste Management	TRA	T12	\$ 69,788.67	\$ 116,920.36			Exempt	
700901	Assistant Supervisor of Animal Services	GEN	G06	\$ 50,077.43	\$ 83,897.17			Nonexempt	
100426	Assistant to the City Manager	ADM	A16	\$ 88,987.65	\$ 149,085.36	E	U	Exempt	
100428	Assistant to the City Manager, Senior	EXE	X04	\$ 128,019.31	\$ 185,219.43	E	U	Exempt	
700958	Athletics Groundskeeper	TRA	T03	\$ 44,994.56	\$ 75,381.58			Nonexempt	
100200	Auditor I	ADM	A07	\$ 54,190.94	\$ 90,788.72			Exempt	
100201	Auditor II	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
100202	Auditor Supervisor	ADM	A13	\$ 74,715.75	\$ 125,174.94			Exempt	
600807	Autobody Repair Mechanic	TRA	T03	\$ 44,994.56	\$ 75,381.58			Nonexempt	
600808	Autobody Repair Mechanic, Senior	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	
600817	Automotive Mechanic	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	
600813	Automotive Operations Manager	TRA	T11	\$ 65,838.37	\$ 110,302.23			Exempt	
800995	Automotive Repair Technician Apprentice	TRA	T01	\$ 41,600.00	\$ 69,694.51			Nonexempt	
800044	Automotive Repair Technician I	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	Yes
800055	Automotive Repair Technician II	TRA	T08	\$ 56,337.11	\$ 94,384.32			Nonexempt	Yes
800045	Automotive Repair Technician, Senior								

Alphabetical Classification Listing
Effective January 10, 2026

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
600821	Automotive Service Attendant	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	
100850	Automotive Service Writer	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	
300609	Battalion Fire Chief	FR	F07	\$ 126,247.94	\$ 133,936.44			Exempt	
800015	Benefit Programs Specialist I	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	Yes
100198	Benefit Programs Specialist II	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	Yes
100199	Benefit Programs Specialist, Senior	ADM	A08	\$ 56,900.48	\$ 95,328.16			Nonexempt	
200540	Benefit Programs Supervisor	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
200560	Benefit Programs Supervisor, Senior	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100159	Box Office Manager	GEN	G09	\$ 57,970.89	\$ 97,121.46			Exempt	
100205	Box Office Supervisor	GEN	G05	\$ 47,692.79	\$ 79,902.07			Nonexempt	
800996	Box Office Supervisor, Senior	GEN	G06	\$ 50,077.43	\$ 83,897.17			Nonexempt	
200454	Bridge Inspection Supervisor	TRA	T09	\$ 59,153.97	\$ 99,103.53			Nonexempt	
700905	Bridge Maintenance Supervisor	TRA	T09	\$ 59,153.97	\$ 99,103.53			Nonexempt	
800033	Broadcast Production Assistant	ADM	A01	\$ 42,016.00	\$ 70,391.46			Nonexempt	
101453	Budget & Policy Analyst I (Budget only)	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	Yes
101454	Budget & Policy Analyst II (Budget only)	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	Yes
100452	Budget & Policy Analyst, Senior (Budget only)	ADM	A12	\$ 70,486.56	\$ 118,089.57	U		Exempt	
100215	Budget & Policy Manager (Budget only)	ADM	A16	\$ 88,987.65	\$ 149,085.36	U		Exempt	
100454	Budget Technician	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
700903	Building / Equipment Maintenance Supervisor	TRA	T07	\$ 53,654.39	\$ 89,889.82			Nonexempt	
200410	Building Code Inspector I	TRA	T07	\$ 53,654.39	\$ 89,889.82			Nonexempt	Yes
200411	Building Code Inspector II	TRA	T08	\$ 56,337.11	\$ 94,384.32			Nonexempt	Yes
200423	Building Code Inspector III	TRA	T09	\$ 59,153.97	\$ 99,103.53			Nonexempt	Yes
200455	Building Code Team Leader	TRA	T11	\$ 65,838.37	\$ 110,302.23			Exempt	
000095	Building Commissioner	GEN	G17	\$ 91,525.12	\$ 153,336.51	S	U	Exempt	
100460	Bureau Manager	ADM	A15	\$ 83,950.62	\$ 140,646.57	S	U	Exempt	
H00041	Business Analyst	FLX	H6	\$ 29.00	\$ 74.06			Nonexempt	
100325	Business Development Analyst, Principal	ADM	A15	\$ 83,950.62	\$ 140,646.57	S	U	Exempt	
100191	Business Development Consultant	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
100192	Business Development Manager	ADM	A12	\$ 70,486.56	\$ 118,089.57	S	U	Exempt	
100324	Business Development Manager, Senior	ADM	A13	\$ 74,715.75	\$ 125,174.94	S	U	Exempt	
100323	Business Manager	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100921	Business Manager - LD	LD	L11	\$ 65,903.55	\$ 110,448.14	L	U	Exempt	
900022	Business Manager Senior	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
100603	Business Process Automation Manager (Budget only)	SPE	S13	\$ 84,781.81	\$ 142,039.11		U	Exempt	
100870	Capacity Analyst	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
800997	Carpenter Apprentice	TRA	T01	\$ 41,600.00	\$ 69,694.51			Nonexempt	
600824	Carpenter I	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	Yes
600825	Carpenter II	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	Yes
100503	Case Manager I	ADM	A03	\$ 45,444.51	\$ 76,135.40			Nonexempt	Yes
SC0045	Case Manager I - SC	SHC	7	\$ 54,190.94	\$ 90,788.72		U	Nonexempt	
100484	Case Manager II	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	Yes
SC0046	Case Manager II - SC	SHC	9	\$ 59,745.51	\$ 100,094.57		U	Exempt	
100485	Case Manager III	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	Yes
100486	Case Manager IV	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
100169	Cash & Investments Analyst (Finance only)	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
100170	Cash & Investments Analyst, Senior (Finance only)	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
CC0011	Cashier - CC	CCC	2	\$ 41,774.67	\$ 68,510.46	C	U	Nonexempt	
100860	CCTV Technician	TRA	T07	\$ 53,654.39	\$ 89,889.82			Nonexempt	
700906	Cemetery Manager I	GEN	G03	\$ 44,094.67	\$ 73,873.95			Nonexempt	
700907	Cemetery Manager II	GEN	G05	\$ 47,692.79	\$ 79,902.07			Nonexempt	
100421	Certified Nurse Aide	GEN	G01	\$ 40,768.00	\$ 68,300.62			Nonexempt	
CR0006	Chief Deputy - COR	COR	14	\$ 104,501.89	\$ 151,194.23	C	U	Exempt	
TR0012	Chief Deputy - TR	TRO	14	\$ 104,501.89	\$ 151,194.23	C	U	Exempt	
CC0002	Chief Deputy Circuit Court	CCC	8	\$ 78,570.94	\$ 141,742.82	C	U	Exempt	
100282	Chief Deputy City Attorney - LD	LD	L24	\$ 164,729.04	\$ 276,012.09	L	U	Exempt	
100419	Chief Deputy City Auditor	SPE	S13	\$ 84,781.81	\$ 142,039.11		U	Exempt	
100278	Chief Deputy City Clerk	EXE	X01	\$ 104,501.89	\$ 151,194.23		U	Exempt	
CA0016	Chief Deputy Commonwealth's Attorney	CWA	20	\$ 118,910.87	\$ 199,217.19	C	U	Exempt	
200421	Chief Deputy Real Estate Assessor	EXE	X01	\$ 104,501.89	\$ 151,194.23	S	U	Exempt	
900023	Chief Development Officer (CMO only)	SPE	S19	\$ 127,234.63	\$ 213,162.40		U	Exempt	
000072	Chief Information Officer	EXE	X07	\$ 159,774.25	\$ 231,162.74	E	U	Exempt	
000331	Chief Information Security Officer (IT only)	SPE	S15	\$ 97,066.69	\$ 162,620.57		U	Exempt	
000815	Chief Medical Officer	SPE	UNG	N/R	N/R	S	U	Exempt	
800701	Chief of Construction Operations	TRA	T12	\$ 69,788.67	\$ 116,920.36			Exempt	
000066	Chief of Fire-Rescue	EXE	X08	\$ 172,556.19	\$ 249,655.76	E	U	Exempt	
000816	Chief of Nursing	SPE	S13	\$ 84,781.81	\$ 142,039.11		U	Exempt	
000040	Chief of Police	EXE	X09	\$ 186,360.68	\$ 269,628.22	E	U	Exempt	
000817	Chief of Staff (CM only)	EXE	X07	\$ 159,774.25	\$ 231,162.74	E	U	Exempt	
600830	Chief Operating Engineer	SPE	S10	\$ 71,184.44	\$ 119,258.77			Exempt	
800600	Chief Park Ranger	GEN	G10	\$ 60,869.43	\$ 101,977.53			Exempt	
100800	Chief Procurement Officer (Finance only)	ADM	A16	\$ 88,987.65	\$ 149,085.36	E	U	Exempt	
000333	Chief Project Manager (CM only)	SPE	S18	\$ 118,910.87	\$ 199,217.19		U	Exempt	
000005	Chief Resilience Officer	EXE	X07	\$ 159,774.25	\$ 231,162.74	E	U	Exempt	
000334	Chief Security Officer (CM only)	SPE	S14	\$ 90,716.54	\$ 151,981.84		U	Exempt	
100234	Chief Training Officer-CES	ADM	A07	\$ 54,190.94	\$ 90,788.72			Exempt	
800028	Chief Waterworks Operator	TRA	T10	\$ 62,111.67	\$ 104,058.71			Nonexempt	
500714	Citizen Service Advisor I	GEN	G02	\$ 42,398.72	\$ 71,032.65			Nonexempt	Yes
500715	Citizen Service Advisor II	GEN	G03	\$ 44,094.67	\$ 73,873.95			Nonexempt	Yes
500716	Citizen Service Advisor III	GEN	G05	\$ 47,692.79	\$ 79,902.07			Nonexempt	Yes
500717	Citizen Service Advisor Trainee	GEN	G01	\$ 40,768.00	\$ 68,300.62			Nonexempt	Yes
800998	Citizen Services Manager (CM only)	ADM	A17	\$ 94,326.91	\$ 158,030.48		U	Exempt	
000110	City Assessor	EXE	UNG	N/R	N/R	CA	U	Exempt	

Alphabetical Classification Listing
Effective January 10, 2026

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
000044	City Auditor	EXE	UNG	N/R	N/R	CA	U	Exempt	
000046	City Clerk	EXE	UNG	N/R	N/R	CA	U	Exempt	
200545	City Coastal Engineer	SPE	S15	\$ 97,066.69	\$ 162,620.57		U	Exempt	
100480	City Controller (Finance only)	SPE	S14	\$ 90,716.54	\$ 151,981.84	S	U	Exempt	
100479	City Economist	ADM	A15	\$ 83,950.62	\$ 140,646.57			Exempt	
000049	City Engineer	SPE	S16	\$ 103,861.36	\$ 174,004.01	S	U	Exempt	
700910	City Forester	TRA	T11	\$ 65,838.37	\$ 110,302.23			Exempt	
100311	City Historian	ADM	A07	\$ 54,190.94	\$ 90,788.72			Exempt	
000050	City Manager	EXE	UNG	N/R	N/R	CA	U	Exempt	
200429	City Planner Associate	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	Yes
100248	City Planner I	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	Yes
100249	City Planner II	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	Yes
100467	City Planner III	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	Yes
100250	City Planning Manager	ADM	A15	\$ 83,950.62	\$ 140,646.57	S	U	Exempt	
200425	City Planning Technician	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	Yes
200426	City Planning Technician, Senior	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	Yes
100379	City Safety Officer	ADM	A12	\$ 70,486.56	\$ 118,089.57			Exempt	
100252	City Surveyor	SPE	S12	\$ 79,982.84	\$ 133,999.16	S	U	Exempt	
100233	City Transportation Engineer	SPE	S14	\$ 90,716.54	\$ 151,981.84	S	U	Exempt	
TR0013	City Treasurer	TRO	UNG	N/R	N/R	C	U	Exempt	
100162	City Wellness Coordinator	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
100255	Civil Engineer I	SPE	S09	\$ 67,155.13	\$ 112,508.28			Exempt	Yes
100256	Civil Engineer II	SPE	S10	\$ 71,184.44	\$ 119,258.77			Exempt	Yes
100257	Civil Engineer III	SPE	S11	\$ 75,455.51	\$ 126,414.30			Exempt	Yes
100258	Civil Engineer IV	SPE	S12	\$ 79,982.84	\$ 133,999.16			Exempt	
100259	Civil Engineer V	SPE	S13	\$ 84,781.81	\$ 142,039.11			Exempt	
SC0030	Civilian Court Security Screener	SHC	2	\$ 43,696.64	\$ 73,207.11		U	Nonexempt	
CC0001	Clerk of the Circuit Court	CCC	UNG	N/R	N/R	C	U	Exempt	
100517	Clinical Coordinator	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
SC0044	Clinical Mental Health Professional	SHC	9	\$ 59,745.51	\$ 100,094.57		U	Nonexempt	
100911	Clinical Psychologist	SPE	S19	\$ 127,234.63	\$ 213,162.40		U	Exempt	
100518	Clinical Supervisor	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
100487	Clinician	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
200485	Codes Enforcement Team Leader	TRA	T11	\$ 65,838.37	\$ 110,302.23			Exempt	
800046	Codes Records & Research Manager	TRA	T10	\$ 62,111.67	\$ 104,058.71			Exempt	
800006	Codes Specialist	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	
800489	Codes Specialist, Senior	TRA	T08	\$ 56,337.11	\$ 94,384.32			Nonexempt	
100262	Collection Coordinator	ADM	A05	\$ 49,152.78	\$ 82,348.05			Exempt	
CR0007	Commissioner of the Revenue	COR	UNG	N/R	N/R	C	U	Exempt	
CA0017	Commonwealth's Attorney	CWA	UNG	N/R	N/R	C	U	Exempt	
101346	Communications Account Manager	ADM	A13	\$ 74,715.75	\$ 125,174.94			Exempt	
000116	Community Assessment Team Coordinator	ADM	A06	\$ 51,610.42	\$ 86,465.45			Exempt	
200504	Community Crisis Responder I	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	
200506	Community Crisis Responder II	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	
200507	Community Crisis Responder III	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
900024	Compensation Administrator	ADM	A12	\$ 70,486.56	\$ 118,089.57			Exempt	
800982	Compensation Analyst I	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	Yes
800983	Compensation Analyst II	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	Yes
800984	Compensation Analyst, Senior	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
800985	Compensation Manager (HR Only)	ADM	A15	\$ 83,950.62	\$ 140,646.57		U	Exempt	
200552	Compliance Inspector	ADM	A04	\$ 47,262.29	\$ 79,180.82			Nonexempt	
400550	Compliance Specialist	ADM	A03	\$ 45,444.51	\$ 76,135.40			Nonexempt	
CC0004	Comptroller - CC	CCC	7	\$ 67,979.47	\$ 111,389.65	C	U	Exempt	
200432	Computer Operations Supervisor	SPE	S07	\$ 60,337.05	\$ 101,085.60			Exempt	
200461	Construction Inspector I	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	
200462	Construction Inspector II	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	
200463	Construction Inspector III	TRA	T08	\$ 56,337.11	\$ 94,384.32			Nonexempt	
100488	Consumer Relations Specialist	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
000082	Contract & Program Administrator	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
000805	Contract Administrator	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100370	Contract Monitoring Specialist	ADM	A06	\$ 51,610.42	\$ 86,465.45			Exempt	
700912	Cook	GEN	G01	\$ 40,768.00	\$ 68,300.62			Nonexempt	
SC0019	Corrections Director	SHC	11	\$ 66,496.75	\$ 111,405.25	C	U	Exempt	
100502	Counselor I	ADM	A04	\$ 47,262.29	\$ 79,180.82			Nonexempt	
100489	Counselor II	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
100490	Counselor III	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	
100491	Counselor IV	ADM	A07	\$ 54,190.94	\$ 90,788.72			Exempt	
400651	Creative Designer & Production Manager	ADM	A08	\$ 56,900.48	\$ 95,328.16			Nonexempt	
900001	Creative Studio Assistant	ADM	A02	\$ 43,696.64	\$ 73,207.11			Nonexempt	
900002	Creative Studio Associate	ADM	A04	\$ 47,262.29	\$ 79,180.82			Nonexempt	
700914	Crew Leader I	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	
700915	Crew Leader II	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	
800660	Crime Analyst	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
800670	Crime Analyst, Senior	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
200531	Cross-Connection Specialist	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	
200532	Cross-Connection Specialist, Senior	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	
100272	Curator	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
700920	Custodian	GEN	G01	\$ 40,768.00	\$ 68,300.62			Nonexempt	
700919	Custodian, Senior	GEN	G02	\$ 42,398.72	\$ 71,032.65			Nonexempt	
800610	Customer Service Manager	GEN	G15	\$ 81,457.03	\$ 136,468.94	S	U	Exempt	
800018	Customer Service Representative	GEN	G01	\$ 40,768.00	\$ 68,300.62			Nonexempt	
800609	Customer Service Supervisor	GEN	G08	\$ 55,210.37	\$ 92,496.63			Exempt	
100699	Data Analyst	ADM	A12	\$ 70,486.56	\$ 118,089.57		U	Exempt	
900025	Data Analyst Senior	ADM	A13	\$ 74,715.75	\$ 125,174.94		U	Exempt	

Alphabetical Classification Listing
Effective January 10, 2026

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
500718	Data Processor	ADM	A01	\$ 42,016.00	\$ 70,391.46			Nonexempt	
200445	Data Quality Control Analyst	ADM	A03	\$ 45,444.51	\$ 76,135.40			Nonexempt	
200443	Data Quality Control Manager	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
100700	Data Scientist	SPE	S14	\$ 90,716.54	\$ 151,981.84	U	Exempt		
100273	Database Administrator	SPE	S10	\$ 71,184.44	\$ 119,258.77			Exempt	
000270	Database Manager	SPE	S13	\$ 84,781.81	\$ 142,039.11	U	Exempt		
100411	Debt Management Specialist I (Finance only)	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	Yes
100418	Debt Management Specialist II (Finance only)	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	Yes
100414	Debt Manager (Finance only)	SPE	S14	\$ 90,716.54	\$ 151,981.84	U	Exempt		
100481	Demographer	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
000092	Deputy Building Commissioner	ADM	A13	\$ 74,715.75	\$ 125,174.94			Exempt	
000038	Deputy Chief of Police	EXE	X05	\$ 136,980.66	\$ 198,184.79	U	Exempt		
100275	Deputy City Attorney I - LD	LD	L20	\$ 110,774.31	\$ 194,688.24	L	U	Exempt	
100276	Deputy City Attorney II - LD	LD	L21	\$ 119,613.58	\$ 207,168.25	L	U	Exempt	
100277	Deputy City Attorney III - LD	LD	L22	\$ 131,604.18	\$ 234,274.85	L	U	Exempt	
100279	Deputy City Attorney, Senior - LD	LD	L23	\$ 144,734.75	\$ 255,041.59	L	U	Exempt	
100417	Deputy City Auditor	SPE	S11	\$ 75,455.51	\$ 126,414.30	U	Exempt		
100431	Deputy City Auditor II	SPE	S12	\$ 79,982.84	\$ 133,999.16	U	Exempt		
100425	Deputy City Clerk / Administrative Analyst I	ADM	A10	\$ 62,732.78	\$ 105,099.30	U	Exempt		
500773	Deputy City Clerk / Assistant	ADM	A05	\$ 49,152.78	\$ 82,348.05	U	Nonexempt		
100420	Deputy City Clerk / Assistant to the Mayor	ADM	A06	\$ 51,610.42	\$ 86,465.45	U	Exempt		
100473	Deputy City Clerk / Executive Assistant to the Mayor	ADM	A16	\$ 88,987.65	\$ 149,085.36	U	Exempt		
500768	Deputy City Clerk / Secretary to the Mayor	ADM	A07	\$ 54,190.94	\$ 90,788.72	U	Nonexempt		
500764	Deputy City Clerk / Senior Secretary	ADM	A05	\$ 49,152.78	\$ 82,348.05	U	Nonexempt		
500772	Deputy City Clerk / Stenographic Reporter	ADM	A04	\$ 47,262.29	\$ 79,180.82	U	Nonexempt		
000002	Deputy City Manager	EXE	X09	\$ 186,360.68	\$ 269,628.22	E	U	Exempt	
CC0012	Deputy Clerk I - CC	CCC	1	\$ 40,687.92	\$ 66,728.19	C	U	Nonexempt	
CC0010	Deputy Clerk II - CC	CCC	2	\$ 41,774.67	\$ 68,510.46	C	U	Nonexempt	
CC0009	Deputy Clerk III - CC	CCC	3	\$ 42,861.42	\$ 70,292.73	C	U	Nonexempt	
CA0015	Deputy Commonwealth's Attorney	CWA	18	\$ 103,861.36	\$ 174,004.01	C	U	Exempt	
100203	Deputy Director of Elections & Registrar	ADM	A13	\$ 74,715.75	\$ 125,174.94	U	Exempt		
100150	Deputy Elections Administrator	ADM	A11	\$ 66,496.75	\$ 111,405.25	U	Exempt		
900003	Deputy Emergency Management Coordinator	ADM	A15	\$ 83,950.62	\$ 140,646.57	U	Exempt		
300606	Deputy Fire Chief	EXE	X05	\$ 136,980.66	\$ 198,184.79	U	Exempt		
200470	Deputy Fire Marshal	FR	F06	\$ 110,033.10	\$ 120,236.14			Nonexempt	
CR0001	Deputy I - COR	COR	1	\$ 42,016.00	\$ 70,391.46	C	U	Nonexempt	
800011	Deputy I - Elections	ADM	A01	\$ 42,016.00	\$ 70,391.46	U	Nonexempt		
TR0005	Deputy I - TR	TRO	1	\$ 42,016.00	\$ 70,391.46	C	U	Nonexempt	
CR0002	Deputy II - COR	COR	4	\$ 47,262.29	\$ 79,180.82	C	U	Nonexempt	
500759	Deputy II - Elections	ADM	A02	\$ 43,696.64	\$ 73,207.11	U	Nonexempt		
TR0006	Deputy II - TR	TRO	4	\$ 47,262.29	\$ 79,180.82	C	U	Nonexempt	
CR0003	Deputy III - COR	COR	8	\$ 56,900.48	\$ 95,328.16	C	U	Exempt	
800009	Deputy III - Elections	ADM	A03	\$ 45,444.51	\$ 76,135.40	U	Nonexempt		
TR0007	Deputy III - TR	TRO	6	\$ 51,610.42	\$ 86,465.45	C	U	Exempt	
500760	Deputy IV - Elections	ADM	A05	\$ 49,152.78	\$ 82,348.05	U	Nonexempt		
TR0010	Deputy IV - TR	TRO	11	\$ 66,496.75	\$ 111,405.25	C	U	Exempt	
200571	Deputy Real Estate Assessor	ADM	A15	\$ 83,950.62	\$ 140,646.57	CA	U	Exempt	
SS0002	Deputy Sheriff	SHS	DS2	\$ 58,137.00	\$ 78,131.27	C	U	Nonexempt	Yes
SS0007	Deputy Sheriff (Captain)	SHS	DS7	\$ 122,937.17	\$ 130,424.04	C	U	Nonexempt	
SS0010	Deputy Sheriff (Colonel)	EXE	X04	\$ 128,019.31	\$ 185,219.43	C	U	Nonexempt	
SS0004	Deputy Sheriff (Corporal)	SHS	DS3	\$ 68,329.64	\$ 89,154.68	C	U	Nonexempt	
SS0009	Deputy Sheriff (Lieutenant Colonel)	SHS	DS8	\$ 136,945.25	\$ 145,285.21	C	U	Nonexempt	
SS0006	Deputy Sheriff (Lieutenant)	SHS	DS6	\$ 107,147.55	\$ 117,083.02	C	U	Nonexempt	
SS0003	Deputy Sheriff (Master)	SHS	DS4	\$ 80,555.49	\$ 96,187.47	C	U	Nonexempt	
SS0001	Deputy Sheriff (Recruit)	SHS	DS1	\$ 55,960.00	\$ 57,638.80	C	U	Nonexempt	Yes
SS0011	Deputy Sheriff (Senior)	SHS	DS3	\$ 68,329.64	\$ 89,154.68	C	U	Nonexempt	Yes
SS0005	Deputy Sheriff (Sergeant)	SHS	DS5	\$ 90,665.91	\$ 102,045.28	C	U	Nonexempt	
100461	Design & Rehabilitation Consultant, Senior	TRA	T10	\$ 62,111.67	\$ 104,058.71			Exempt	
100474	Design/Construction Project Manager, Senior	TRA	T13	\$ 73,975.99	\$ 123,935.59			Exempt	
800049	Detention Center Assistant Superintendent	GEN	G16	\$ 86,344.45	\$ 144,657.08			Exempt	
100244	Detention Center Superintendent	GEN	G17	\$ 91,525.12	\$ 153,336.51	S	U	Exempt	
800048	Detention Center Supervisor	GEN	G10	\$ 60,869.43	\$ 101,977.53			Exempt	
500725	Direct Support Professional I	ADM	A01	\$ 42,016.00	\$ 70,391.46			Nonexempt	
500726	Direct Support Professional II	ADM	A02	\$ 43,696.64	\$ 73,207.11			Nonexempt	
000575	Director of Budget & Strategic Planning	EXE	X08	\$ 172,556.19	\$ 249,655.76	E	U	Exempt	
000075	Director of City Planning	EXE	X08	\$ 172,556.19	\$ 249,655.76	E	U	Exempt	
CA0011	Director of Communications - CWA	CWA	12	\$ 70,486.56	\$ 118,089.57	C	U	Exempt	
000054	Director of Communications & Marketing	EXE	X07	\$ 159,774.25	\$ 231,162.74	E	U	Exempt	
000065	Director of Cultural Facilities, Arts, & Entertainment	EXE	X07	\$ 159,774.25	\$ 231,162.74	E	U	Exempt	
000067	Director of Development	EXE	X08	\$ 172,556.19	\$ 249,655.76	E	U	Exempt	
000111	Director of Elections	EXE	X03	\$ 119,644.22	\$ 173,102.27	U	Exempt		
000068	Director of Finance	EXE	X08	\$ 172,556.19	\$ 249,655.76	E	U	Exempt	
000069	Director of General Services	EXE	X08	\$ 172,556.19	\$ 249,655.76	E	U	Exempt	
000146	Director of Housing and Community Development	EXE	X07	\$ 159,774.25	\$ 231,162.74	E	U	Exempt	
000070	Director of Human Resources	EXE	X08	\$ 172,556.19	\$ 249,655.76	E	U	Exempt	
000071	Director of Human Services	EXE	X08	\$ 172,556.19	\$ 249,655.76	E	U	Exempt	
000073	Director of Libraries	EXE	X07	\$ 159,774.25	\$ 231,162.74	E	U	Exempt	
000084	Director of Maritime Center	EXE	X06	\$ 147,939.12	\$ 214,039.57	E	U	Exempt	
900026	Director of Military and Community Affairs	EXE	X06	\$ 147,939.12	\$ 214,039.57	E	U	Exempt	
000074	Director of Neighborhood Services	EXE	X07	\$ 159,774.25	\$ 231,162.74	E	U	Exempt	
000081	Director of Parks and Recreation	EXE	X08	\$ 172,556.19	\$ 249,655.76</td				

Alphabetical Classification Listing
Effective January 10, 2026

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
000142	Director of the Virginia Zoological Park	EXE	X06	\$ 147,939.12	\$ 214,039.57	E	U	Exempt	
000118	Director of Transportation	EXE	X07	\$ 159,774.25	\$ 231,162.74	E	U	Exempt	
000077	Director of Utilities	EXE	X08	\$ 172,556.19	\$ 249,655.76	E	U	Exempt	
100295	Disability Case Manager	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
000147	Diversity, Equity, and Inclusion Officer	EXE	X06	\$ 147,939.12	\$ 214,039.57	E	U	Exempt	
100465	Division Head	ADM	A12	\$ 70,486.56	\$ 118,089.57	S	U	Exempt	
100918	Dock Master	GEN	G04	\$ 45,858.46	\$ 76,828.91			Nonexempt	
100492	Early Childhood Special Educator I	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
900030	Early Childhood Special Educator II	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
100456	Economic & Policy Analyst	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
100457	Economic & Policy Analyst, Senior	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
100449	Economic Forecast Specialist (Budget only)	ADM	A15	\$ 83,950.62	\$ 140,646.57	U		Exempt	
100525	Economic Inclusion Manager (DEI only)	ADM	A12	\$ 70,486.56	\$ 118,089.57	U		Exempt	
100526	Economic Inclusion Manager, Senior (DEI only)	ADM	A13	\$ 74,715.75	\$ 125,174.94	U		Exempt	
100245	Education Manager	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
SC0013	Education Program Manager	SHC	5	\$ 49,152.78	\$ 82,348.05	C	U	Nonexempt	
SC0008	Education Programs Specialist	SHC	5	\$ 49,152.78	\$ 82,348.05	C	U	Nonexempt	
800010	Education Specialist	ADM	A03	\$ 45,444.51	\$ 76,135.40			Nonexempt	
H00004	Election Aide	FLX	H4	\$ 17.00	\$ 48.69			Nonexempt	
900009	Electrician Apprentice	TRA	T01	\$ 41,600.00	\$ 69,694.51			Nonexempt	
600834	Electrician I	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	Yes
600835	Electrician II	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	Yes
600836	Electrician III	TRA	T08	\$ 56,337.11	\$ 94,384.32			Nonexempt	Yes
600837	Electrician IV	TRA	T09	\$ 59,153.97	\$ 99,103.53			Nonexempt	
SC0005	Electronic Surveillance Supervisor	SHC	4	\$ 47,262.29	\$ 79,180.82	C	U	Nonexempt	
600840	Electronics Technician I	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	
600841	Electronics Technician II	TRA	T07	\$ 53,654.39	\$ 89,889.82			Nonexempt	
900010	Emergency Management Coordinator	ADM	A17	\$ 94,326.91	\$ 158,030.48	U		Exempt	
100493	Emergency Services Counselor I	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
900011	Emergency Services Counselor II	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
TBD	EMS Captain	FR	F06	\$ 110,033.10	\$ 120,236.14			Nonexempt	
500788	Employee Relations Analyst I (HR only)	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	Yes
500789	Employee Relations Analyst II (HR only)	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	Yes
500790	Employee Relations Analyst, Senior (HR only)	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
500791	Employee Relations Manager (HR only)	ADM	A15	\$ 83,950.62	\$ 140,646.57	U		Exempt	
800900	Energy Management Coordinator	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
700922	Engineering Aide	TRA	T01	\$ 41,600.00	\$ 69,694.51			Nonexempt	
000085	Engineering Manager	SPE	S15	\$ 97,066.69	\$ 162,620.57	S	U	Exempt	
200437	Engineering Technician I	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	Yes
200438	Engineering Technician II	TRA	T07	\$ 53,654.39	\$ 89,889.82			Nonexempt	Yes
200439	Engineering Technician III	TRA	T08	\$ 56,337.11	\$ 94,384.32			Nonexempt	
200440	Engineering Technician IV	TRA	T09	\$ 59,153.97	\$ 99,103.53			Nonexempt	
100297	Enterprise Controller	ADM	A14	\$ 79,198.69	\$ 132,685.44			Exempt	
100299	Environmental Engineer	SPE	S08	\$ 63,353.90	\$ 106,139.88			Exempt	
700991	Environmental Health Assistant I	GEN	G01	\$ 40,768.00	\$ 68,300.62			Nonexempt	
700992	Environmental Health Assistant II	GEN	G02	\$ 42,398.72	\$ 71,032.65			Nonexempt	
000100	Environmental Services Manager	ADM	A14	\$ 79,198.69	\$ 132,685.44	S	U	Exempt	
200452	Environmental Specialist I	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	Yes
200453	Environmental Specialist II	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	Yes
700924	Equipment Operator I	TRA	T02	\$ 43,264.00	\$ 72,482.29			Nonexempt	
700925	Equipment Operator II	TRA	T03	\$ 44,994.56	\$ 75,381.58			Nonexempt	
700926	Equipment Operator III	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	
700927	Equipment Operator IV	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	
800402	Event Coordinator I	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	Yes
800407	Event Coordinator II	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	Yes
800408	Event Coordinator Senior	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	Yes
800405	Event Support Crew Member I	GEN	G01	\$ 40,768.00	\$ 68,300.62			Nonexempt	
800406	Event Support Crew Member II	GEN	G02	\$ 42,398.72	\$ 71,032.65			Nonexempt	
100527	Executive Administrator I (CM only)	ADM	A10	\$ 62,732.78	\$ 105,099.30	U		Exempt	
100528	Executive Administrator II (CM only)	ADM	A11	\$ 66,496.75	\$ 111,405.25	U		Exempt	
500707	Executive Assistant	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	
SC0032	Executive Assistant - SC	SHC	7	\$ 54,190.94	\$ 90,788.72	U		Nonexempt	
000831	Executive Director CSB	EXE	X08	\$ 172,556.19	\$ 249,655.76	E	U	Exempt	
900027	Executive Director of Intergovernmental Relations	ADM	A17	\$ 94,326.91	\$ 158,030.48	U		Exempt	
000861	Executive Director of Norfolk Healthcare Consortium	SPE	S18	\$ 118,910.87	\$ 199,217.19	E	U	Exempt	
000119	Executive Director of Real Estate Services	SPE	S14	\$ 90,716.54	\$ 151,981.84	E	U	Exempt	
000087	Executive Manager of Retirement Systems (Finance only)	ADM	A17	\$ 94,326.91	\$ 158,030.48	S	U	Exempt	
CA0010	Executive Secretary / Assistant - CWA	CWA	7	\$ 54,190.94	\$ 90,788.72	C	U	Nonexempt	
H00059	Executive Specialist	FLX	H7	\$ 49.50	\$ 126.84	U		Exempt	
100253	Exhibits Manager / Designer	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
100871	Facilities Maintenance Manager	TRA	T15	\$ 83,119.42	\$ 139,254.02	S	U	Exempt	
800521	Facilities Manager	TRA	T09	\$ 59,153.97	\$ 99,103.53			Exempt	
SC0033	Facilities Manager - SC	SHC	11	\$ 66,496.75	\$ 111,405.25	U		Nonexempt	
800052	Family Services Associate	ADM	A03	\$ 45,444.51	\$ 76,135.40			Nonexempt	
100364	Family Services Supervisor	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100366	Family Services Worker I	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	
100367	Family Services Worker II	ADM	A08	\$ 56,900.48	\$ 95,328.16			Nonexempt	
200404	Family Services Worker III	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
000047	Financial Operations Manager	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
TBD	Financial Operations Manager, Senior (Finance only)	ADM	A12	\$ 70,486.56	\$ 118,089.57			Exempt	
300611	Fire Captain	FR	F06	\$ 110,033.10	\$ 120,236.14			Nonexempt	
200471	Fire Inspector	FR	F04	\$ 70,000.00	\$ 91,334.12			Nonexempt	
300612	Fire Lieutenant	FR	F05	\$ 95,900.83	\$ 104,793.43			Nonexempt	
300617	Firefighter EMT - Advanced	FR	F02	\$					

Alphabetical Classification Listing
Effective January 10, 2026

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
300643	Firefighter EMT - Intermediate	FR	F03	\$ 64,000.00	\$ 88,590.97			Nonexempt	Yes
300616	Firefighter EMT - Paramedic	FR	F04	\$ 70,000.00	\$ 91,334.12			Nonexempt	Yes
300604	Firefighter Recruit	FR	F01	\$ 57,142.00	\$ 58,856.26			Nonexempt	Yes
SC0034	Fiscal Manager	SHC	10	\$ 62,732.78	\$ 105,099.30	U		Nonexempt	
000090	Fiscal Manager I	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
800504	Fiscal Manager II	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100371	Fiscal Monitoring Specialist I	ADM	A07	\$ 54,190.94	\$ 90,788.72			Exempt	
100372	Fiscal Monitoring Specialist II	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
100373	Fiscal Systems Administrator (Finance only)	ADM	A12	\$ 70,486.56	\$ 118,089.57			Exempt	
100167	Fiscal Systems Analyst (Finance only)	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100471	Fiscal Systems Manager (Finance only)	SPE	S11	\$ 75,455.51	\$ 126,414.30			Exempt	
100432	Fiscal Systems Manager, Senior (Finance only)	SPE	S12	\$ 79,982.84	\$ 133,999.16	U		Exempt	
600819	Fleet Coordinator	TRA	T07	\$ 53,654.39	\$ 89,889.82			Exempt	
SC0022	Fleet Coordinator - SC	SHC	7	\$ 54,190.94	\$ 90,788.72	C	U	Nonexempt	
000091	Fleet Maintenance Manager	TRA	T15	\$ 83,119.42	\$ 139,254.02	S	U	Exempt	
700911	Food Service Manager	GEN	G07	\$ 52,581.31	\$ 88,092.03			Exempt	
100913	Forensic Specialist	SPE	S08	\$ 63,353.90	\$ 106,139.88			Nonexempt	
700929	Forestry Crew Leader	TRA	T07	\$ 53,654.39	\$ 89,889.82			Nonexempt	
700930	Forestry Supervisor	TRA	T10	\$ 62,111.67	\$ 104,058.71			Exempt	
100314	Fraud Investigator	ADM	A08	\$ 56,900.48	\$ 95,328.16			Nonexempt	
200542	Fraud Supervisor	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
800986	Freedom of Information Act (FOIA) Analyst	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
800987	Freedom of Information Act (FOIA) Analyst, Senior	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
700988	General Utility Maintenance Supervisor	TRA	T10	\$ 62,111.67	\$ 104,058.71			Exempt	
800040	Geographic Information Systems Specialist I	SPE	S03	\$ 49,639.44	\$ 83,163.38			Nonexempt	
800555	Geographic Information Systems Specialist II	SPE	S05	\$ 54,727.48	\$ 91,687.62			Exempt	
800556	Geographic Information Systems Specialist III	SPE	S09	\$ 67,155.13	\$ 112,508.28			Exempt	
800557	Geographic Information Systems Team Supervisor	SPE	S11	\$ 75,455.51	\$ 126,414.30			Exempt	
200418	Geographic Information Systems Technician I	SPE	S02	\$ 47,730.23	\$ 79,964.78			Nonexempt	
100423	Geographic Information Systems Technician II	SPE	S04	\$ 52,121.41	\$ 87,321.54			Exempt	
200419	Grants & Development Coordinator	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100451	Grants Manager (Budget Only)	ADM	A14	\$ 79,198.69	\$ 132,685.44	U		Exempt	
SC0009	Grievance Coordinator	SHC	6	\$ 51,610.42	\$ 86,465.45	C	U	Nonexempt	
700931	Groundskeeper Crew Leader	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	
700933	Groundskeeper I	TRA	T01	\$ 41,600.00	\$ 69,694.51			Nonexempt	Yes
900028	Groundskeeper II	TRA	T02	\$ 43,264.00	\$ 72,482.29			Nonexempt	Yes
900031	Head Boxing Coach	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100164	Health & Fitness Facilitator	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
700935	Horticulture Technician	TRA	T01	\$ 41,600.00	\$ 69,694.51			Nonexempt	
700937	Horticulturist	TRA	T07	\$ 53,654.39	\$ 89,889.82			Exempt	
100519	Housing Finance Specialist	ADM	A13	\$ 74,715.75	\$ 125,174.94	U		Exempt	
SC0035	HR Administrator - SC	SHC	11	\$ 66,496.75	\$ 111,405.25	U		Exempt	
SC0016	Human Resources & Budget Director	SHC	10	\$ 62,732.78	\$ 105,099.30	C	U	Exempt	
500792	Human Resources Administration Manager (HR only)	ADM	A15	\$ 83,950.62	\$ 140,646.57	U		Exempt	
800500	Human Resources Administrator	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
500781	Human Resources Assistant I	ADM	A02	\$ 43,696.64	\$ 73,207.11			Nonexempt	
500782	Human Resources Assistant II	ADM	A03	\$ 45,444.51	\$ 76,135.40			Nonexempt	
500802	Human Resources Benefits Analyst I (HR only)	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	Yes
500801	Human Resources Benefits Analyst II (HR only)	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	Yes
500793	Human Resources Benefits Manager (HR only)	ADM	A13	\$ 74,715.75	\$ 125,174.94	U		Exempt	
900036	Human Resources Benefits Specialist II (HR only)	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	Yes
500783	Human Resources Benefits Specialist I (HR only)	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	
500794	Human Resources Specialist I (HR only)	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	Yes
900032	Human Resources Specialist II (HR only)	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	Yes
200446	Human Services Aide	ADM	A01	\$ 42,016.00	\$ 70,391.46			Nonexempt	
101309	Human Services Operations Manager	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
100511	Human Services Senior Manager	ADM	A17	\$ 94,326.91	\$ 158,030.48	S	U	Exempt	
300618	Humane Officer I (Police only)	GEN	G04	\$ 45,858.46	\$ 76,828.91			Nonexempt	
300619	Humane Officer II (Police only)	GEN	G06	\$ 50,077.43	\$ 83,897.17			Nonexempt	
900012	HVAC Apprentice	TRA	T01	\$ 41,600.00	\$ 69,694.51			Nonexempt	
CC0008	In Court Clerk - CC	CCC	4	\$ 44,528.49	\$ 76,838.12	C	U	Nonexempt	
H00037	Information Technology Assistant	FLX	H6	\$ 29.00	\$ 74.06			Nonexempt	
H00019	Information Technology Business Analyst	FLX	H6	\$ 29.00	\$ 74.06			Nonexempt	
H00038	Information Technology Intern	FLX	H4	\$ 17.00	\$ 48.69			Nonexempt	
100168	Information Technology Planner	SPE	S08	\$ 63,353.90	\$ 106,139.88			Exempt	
100166	Information Technology Planner, Senior	SPE	S13	\$ 84,781.81	\$ 142,039.11	U		Exempt	
200431	Information Technology Specialist	SPE	S03	\$ 49,639.44	\$ 83,163.38			Nonexempt	
SC0020	Information Technology Systems Director	SHC	16	\$ 88,987.65	\$ 149,085.36	C	U	Exempt	
200400	Information Technology Telecommunications Analyst I	SPE	S05	\$ 54,727.48	\$ 91,687.62			Exempt	
200401	Information Technology Telecommunications Analyst II	SPE	S07	\$ 60,337.05	\$ 101,085.60			Exempt	
200402	Information Technology Telecommunications Analyst III	SPE	S10	\$ 71,184.44	\$ 119,258.77			Exempt	
200551	Information Technology Telecommunications Technician	SPE	S05	\$ 54,727.48	\$ 91,687.62			Nonexempt	
800021	Information Technology Trainer	ADM	A08	\$ 56,900.48	\$ 95,328.16			Nonexempt	
800020	Information Technology Training Coordinator	SPE	S07	\$ 60,337.05	\$ 101,085.60			Exempt	
SC0015	Inmate Classification Manager	SHC	9	\$ 59,745.51	\$ 100,094.57	C	U	Nonexempt	
SC0010	Inmate Classification Specialist	SHC	5	\$ 49,152.78	\$ 82,348.05	C	U	Nonexempt	
SC0023	Inmate Rehabilitation Coordinator	SHC	8	\$ 56,900.48	\$ 95,328.16	C	U	Nonexempt	
700939	Instrument Technician	GEN	G04	\$ 45,858.46	\$ 76,828.91			Nonexempt	
000003	Intergovernmental Relations Officer	SPE	S14	\$ 90,716.54	\$ 151,981.84	E	U	Exempt	
SC0024	Investigations Director	SHC	10	\$ 62,732.78	\$ 105,099.30	C	U	Exempt	
101347	Jury Administrator	ADM	A07	\$ 54,190.94	\$ 90,788.72	C	U	Nonexempt	
300626	Kennel Supervisor	GEN	G04	\$ 45,858.46	\$ 76,828.91			Nonexempt	
101353	Land Record Specialist	ADM	A05	\$ 49,152.78	\$ 82,348.05	U		Nonexempt	
200498	Landscape Coordinator I	TRA</							

Alphabetical Classification Listing
Effective January 10, 2026

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
200499	Landscape Coordinator II	TRA	T08	\$ 56,337.11	\$ 94,384.32			Nonexempt	
700913	Laundry Worker	GEN	G01	\$ 40,768.00	\$ 68,300.62			Nonexempt	
100316	Law Clerk	SPE	S07	\$ 60,337.05	\$ 101,085.60		U	Exempt	
H00018	Law Intern	FLX	H4	\$ 17.00	\$ 48.69			Nonexempt	
600822	Lead Mason	TRA	T03	\$ 44,994.56	\$ 75,381.58			Nonexempt	
700999	Lead Zookeeper	GEN	G05	\$ 47,692.79	\$ 79,902.07			Nonexempt	
CA0009	Legal Administrator - CWA	CWA	13	\$ 74,715.75	\$ 125,174.94	C	U	Exempt	
100318	Legal Administrator - LD	LD	L13	\$ 75,202.39	\$ 125,798.55	L	U	Exempt	
500735	Legal Assistant	ADM	A09	\$ 59,745.51	\$ 100,094.57			Nonexempt	
CA0008	Legal Assistant - CWA	CWA	6	\$ 51,610.42	\$ 86,465.45	C	U	Nonexempt	
400655	Legal Coordinator I - LD	LD	L09	\$ 55,966.09	\$ 93,537.72	L	U	Nonexempt	
400656	Legal Coordinator II - LD	LD	L11	\$ 65,903.55	\$ 110,448.14	L	U	Nonexempt	
SC0017	Legal Counsel	SHC	11	\$ 66,496.75	\$ 111,405.25	C	U	Exempt	
CA0006	Legal Secretary I - CWA	CWA	2	\$ 43,696.64	\$ 73,207.11	C	U	Nonexempt	
500740	Legal Secretary I - LD	LD	L05	\$ 42,819.04	\$ 71,539.91	L	U	Nonexempt	
500741	Legal Secretary II - LD	LD	L07	\$ 47,753.52	\$ 79,872.10	L	U	Nonexempt	
CA0007	Legal Secretary II - CWA	CWA	4	\$ 47,262.29	\$ 79,180.82	C	U	Nonexempt	
H00030	Legislative Services Aide	FLX	H1	\$ 15.00	\$ 24.60			Nonexempt	
100320	Librarian I	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
100321	Librarian II	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100322	Librarian III	ADM	A12	\$ 70,486.56	\$ 118,089.57			Exempt	
100326	Librarian IV	ADM	A13	\$ 74,715.75	\$ 125,174.94			Exempt	
H00025	Library Aide	FLX	H1	\$ 15.00	\$ 24.60			Nonexempt	
400665	Library Assistant I	ADM	A01	\$ 42,016.00	\$ 70,391.46			Nonexempt	
SC0036	Library Assistant - SC	SHC	2	\$ 43,696.64	\$ 73,207.11		U	Nonexempt	
400666	Library Assistant II	ADM	A02	\$ 43,696.64	\$ 73,207.11			Nonexempt	
400660	Library Associate I	ADM	A04	\$ 47,262.29	\$ 79,180.82			Nonexempt	
400661	Library Associate II	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
400667	Library Manager	ADM	A15	\$ 83,950.62	\$ 140,646.57		U	Exempt	
200474	License Inspector I	ADM	A04	\$ 47,262.29	\$ 79,180.82			Nonexempt	
200475	License Inspector II	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
900013	Licensed HVAC Mechanic	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	
400681	Licensed Practical Nurse	SPE	S08	\$ 63,353.90	\$ 106,139.88			Nonexempt	
700941	Lifeguard I	GEN	G01	\$ 40,768.00	\$ 68,300.62			Nonexempt	Yes
900014	Lifeguard II	GEN	G02	\$ 42,398.72	\$ 71,032.65			Nonexempt	Yes
SC0042	Local Inmate Data System Technician	SHC	5	\$ 49,152.78	\$ 82,348.05		U	Nonexempt	
000097	MacArthur Memorial Director	ADM	A14	\$ 79,198.69	\$ 132,685.44	S	U	Exempt	
SC0025	Maintenance Mechanic - SC	SHC	2	\$ 43,696.64	\$ 73,207.11	C	U	Nonexempt	
700942	Maintenance Mechanic I	TRA	T02	\$ 43,264.00	\$ 72,482.29			Nonexempt	
700943	Maintenance Mechanic II	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	
SC0037	Maintenance Mechanic II - SC	SHC	4	\$ 47,262.29	\$ 79,180.82		U	Nonexempt	
700944	Maintenance Mechanic III	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	
600846	Maintenance Shop Manager	TRA	T09	\$ 59,153.97	\$ 99,103.53			Exempt	
700946	Maintenance Supervisor I	TRA	T07	\$ 53,654.39	\$ 89,889.82			Exempt	
700947	Maintenance Supervisor II	TRA	T08	\$ 56,337.11	\$ 94,384.32			Exempt	
700949	Maintenance Worker I	TRA	T01	\$ 41,600.00	\$ 69,694.51			Nonexempt	
700950	Maintenance Worker II	TRA	T02	\$ 43,264.00	\$ 72,482.29			Nonexempt	
100171	Management Analyst I	ADM	A07	\$ 54,190.94	\$ 90,788.72			Exempt	
100172	Management Analyst II	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
100173	Management Analyst III	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100319	Management Services Administrator	ADM	A14	\$ 79,198.69	\$ 132,685.44	S	U	Exempt	
100875	Manager of Budget & Accounting	ADM	A15	\$ 83,950.62	\$ 140,646.57	S	U	Exempt	
900015	Manager of Business Center and Creative Studios	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100482	Manager of Emergency Communications	ADM	A12	\$ 70,486.56	\$ 118,089.57			Exempt	
000806	Manager of Environmental Protection Programs	ADM	A17	\$ 94,326.91	\$ 158,030.48	E	U	Exempt	
000807	Manager of Event Services and Production	ADM	A12	\$ 70,486.56	\$ 118,089.57	S	U	Exempt	
100247	Manager of Visitor Marketing	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100265	Manager of Visitor Services	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
H00027	Maritime Center Specialist I	FLX	H1	\$ 15.00	\$ 24.60			Nonexempt	
H00028	Maritime Center Specialist II	FLX	H2	\$ 15.75	\$ 29.98			Nonexempt	
H00029	Maritime Center Specialist III	FLX	H3	\$ 16.25	\$ 43.56			Nonexempt	
100213	Mason	TRA	T02	\$ 43,264.00	\$ 72,482.29			Nonexempt	
300636	Master Police Officer	POL	P03	\$ 76,729.80	\$ 97,199.02			Nonexempt	Yes
100412	Media and Production Specialist	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
100496	Medical Records Administrator	ADM	A07	\$ 54,190.94	\$ 90,788.72			Exempt	
500743	Medical Records Technician	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
100494	Mental Health Professional	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	
700952	Messenger/Driver	GEN	G01	\$ 40,768.00	\$ 68,300.62			Nonexempt	
300621	Meter Monitor	GEN	G03	\$ 44,094.67	\$ 73,873.95			Nonexempt	
800449	Microcomputer Systems Analyst	SPE	S07	\$ 60,337.05	\$ 101,085.60			Nonexempt	
SC0006	Microcomputer Systems Analyst - SC	SHC	9	\$ 59,745.51	\$ 100,094.57	C	U	Nonexempt	
200450	Microcomputer Systems Analyst, Senior	SPE	S08	\$ 63,353.90	\$ 106,139.88			Exempt	
200451	Microcomputer Systems Team Supervisor	SPE	S11	\$ 75,455.51	\$ 126,414.30			Exempt	
500745	Micrographics Technician	ADM	A01	\$ 42,016.00	\$ 70,391.46			Nonexempt	
101343	Multimedia Communications Specialist I	ADM	A07	\$ 54,190.94	\$ 90,788.72			Exempt	Yes
101344	Multimedia Communications Specialist II	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	Yes
101345	Multimedia Communications Specialist III	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
H00013	Municipal Intern I	FLX	H1	\$ 15.00	\$ 24.60			Nonexempt	
H00014	Municipal Intern II	FLX	H2	\$ 15.75	\$ 29.98			Nonexempt	
H00047	Municipal Intern III	FLX	H3	\$ 16.25	\$ 43.56			Nonexempt	
300640	Museum Attendant	GEN	G01	\$ 40,768.00	\$ 68,300.62			Nonexempt	
200464	Neighborhood Code Specialist I	TRA	T07	\$ 53,654.39	\$ 89,889.82			Nonexempt	Yes
200467	Neighborhood Code Specialist II	TRA	T08	\$ 56,337.11	\$ 94,384.32			Nonexempt	Yes
200472	Neighborhood Code Specialist III	TRA	T09	\$ 59,153.97	\$ 99,103.53			Nonexempt	Yes

Alphabetical Classification Listing
Effective January 10, 2026

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
200476	Neighborhood Code Team Lead	TRA	T11	\$ 65,838.37	\$ 110,302.23			Exempt	
000298	Neighborhood Development Administrator	ADM	A15	\$ 83,950.62	\$ 140,646.57	S	U	Exempt	
200482	Neighborhood Development Specialist	ADM	A06	\$ 51,610.42	\$ 86,465.45			Exempt	
100459	Neighborhood Development Specialist, Senior	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
000297	Neighborhood Services Manager	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
SC0018	Network Engineer - SC	SHC	12	\$ 70,486.56	\$ 118,089.57	C	U	Nonexempt	
800544	Network Engineer I	SPE	S04	\$ 52,121.41	\$ 87,321.54			Nonexempt	
800546	Network Engineer II	SPE	S10	\$ 71,184.44	\$ 119,258.77			Exempt	
800545	Network Engineer III	SPE	S12	\$ 79,982.84	\$ 133,999.16			Exempt	
200403	Network Engineer IV	SPE	S13	\$ 84,781.81	\$ 142,039.11			Exempt	
800547	Network Security Engineer	SPE	S12	\$ 79,982.84	\$ 133,999.16			Exempt	
100522	Nurse Coordinator - Supervisor	SPE	S12	\$ 79,982.84	\$ 133,999.16			Exempt	
100523	Nurse Practitioner	SPE	S17	\$ 111,131.66	\$ 186,184.29	S	U	Exempt	
500750	Office Assistant	ADM	A01	\$ 42,016.00	\$ 70,391.46			Nonexempt	
500755	Office Manager	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	
600852	Operating Engineer I	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	
600853	Operating Engineer II	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	
700940	Operations Apprentice	TRA	T01	\$ 41,600.00	\$ 69,694.51			Nonexempt	
100300	Operations Controller	ADM	A12	\$ 70,486.56	\$ 118,089.57			Exempt	
100919	Operations Coordinator	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
000113	Operations Manager	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
300638	Operations Officer I (Police only)	ADM	A03	\$ 45,444.51	\$ 76,135.40			Nonexempt	
300642	Operations Officer II (Police only)	ADM	A04	\$ 47,262.29	\$ 79,180.82			Nonexempt	
300647	Operations Officer III (Police only)	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
500795	Organizational Development Analyst I (HR only)	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	Yes
800988	Organizational Development Analyst II (HR only)	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	Yes
500796	Organizational Development Analyst, Senior (HR only)	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
500797	Organizational Development Manager (HR only)	ADM	A15	\$ 83,950.62	\$ 140,646.57	U		Exempt	
900016	Painter Apprentice	TRA	T01	\$ 41,600.00	\$ 69,694.51			Nonexempt	
600855	Painter I	TRA	T03	\$ 44,994.56	\$ 75,381.58			Nonexempt	Yes
600856	Painter II	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	Yes
CA0005	Paralegal - CWA	CWA	7	\$ 54,190.94	\$ 90,788.72	C	U	Nonexempt	
400674	Paralegal Claims Investigator - LD	LD	L09	\$ 55,966.09	\$ 93,537.72	L	U	Nonexempt	
100916	Paralegal Specialist I - LD	LD	L10	\$ 60,878.12	\$ 103,209.73	L	U	Nonexempt	
100917	Paralegal Specialist II - LD	LD	L11	\$ 65,903.55	\$ 110,448.14	L	U	Nonexempt	
300644	Paramedic (EMT)	FR	F04	\$ 70,000.00	\$ 91,334.12			Nonexempt	
200561	Park Ranger I	GEN	G05	\$ 47,692.79	\$ 79,902.07			Nonexempt	
200562	Park Ranger II	GEN	G06	\$ 50,077.43	\$ 83,897.17			Nonexempt	
200563	Park Ranger, Senior	GEN	G09	\$ 57,970.89	\$ 97,121.46			Exempt	
000107	Parking Administrator	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
H00035	Parking Attendant	FLX	H1	\$ 15.00	\$ 24.60			Nonexempt	
000010	Parking Director	ADM	A17	\$ 94,326.91	\$ 158,030.48	S	U	Exempt	
100340	Parking Manager	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
H00040	Parking Operations Supervisor	FLX	H3	\$ 16.25	\$ 43.56			Nonexempt	
100387	Parking Supervisor	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
SC0026	Payroll & Benefits Coordinator	SHC	4	\$ 47,262.29	\$ 79,180.82	C	U	Nonexempt	
100156	Payroll Administrator (Finance only)	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100149	Payroll Analyst (Finance only)	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100157	Payroll Manager (Finance only)	ADM	A15	\$ 83,950.62	\$ 140,646.57	U		Exempt	
800042	Payroll Specialist (Finance only)	ADM	A06	\$ 51,610.42	\$ 86,465.45			Exempt	
100500	Peer Recovery Specialist I	ADM	A02	\$ 43,696.64	\$ 73,207.11			Nonexempt	
100501	Peer Recovery Specialist II	ADM	A03	\$ 45,444.51	\$ 76,135.40			Nonexempt	
101348	Peer Recovery Specialist III	ADM	A04	\$ 47,262.29	\$ 79,180.82			Nonexempt	
101349	Peer Recovery Specialist IV	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
200510	Permit Technician	ADM	A04	\$ 47,262.29	\$ 79,180.82			Nonexempt	
200511	Permits Specialist	ADM	A08	\$ 56,900.48	\$ 95,328.16			Nonexempt	
200512	Permits Specialist, Senior	ADM	A09	\$ 59,745.51	\$ 100,094.57			Nonexempt	
800347	Personnel Specialist	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	
000820	Pharmacist	SPE	UNG	N/R	N/R	S	U	Exempt	
100865	Pharmacy Technician	GEN	G04	\$ 45,858.46	\$ 76,828.91			Nonexempt	
100424	Physical Security Specialist	GEN	G08	\$ 55,210.37	\$ 92,496.63			Exempt	
000851	Physician	SPE	UNG	N/R	N/R	S	U	Exempt	
100422	Physician Assistant	SPE	S18	\$ 118,910.87	\$ 199,217.19	U		Exempt	
600860	Plumber	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	Yes
900017	Plumber Apprentice	TRA	T01	\$ 41,600.00	\$ 69,694.51			Nonexempt	
600861	Plumber, Senior	TRA	T07	\$ 53,654.39	\$ 89,889.82			Nonexempt	Yes
300623	Police Captain	POL	P06	\$ 138,385.42	\$ 146,813.09			Exempt	
400683	Police Civilian Investigator/Technician	FLX	H4	\$ 17.00	\$ 48.69			Nonexempt	
400672	Police Identification Clerk	ADM	A01	\$ 42,016.00	\$ 70,391.46			Nonexempt	
300625	Police Lieutenant	POL	P05	\$ 117,098.72	\$ 131,795.64			Exempt	
300630	Police Officer	POL	P02	\$ 61,200.00	\$ 73,076.00			Nonexempt	Yes
100305	Police Records & Identification Section Supervisor	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
300632	Police Recruit	POL	P01	\$ 58,285.00	\$ 60,033.55			Nonexempt	Yes
300635	Police Sergeant	POL	P04	\$ 96,200.36	\$ 111,522.59			Nonexempt	
700951	Pool Manager	GEN	G06	\$ 50,077.43	\$ 83,897.17			Nonexempt	
100505	Practice Manager	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
400700	Pre-Trial Probation Officer I	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
400701	Pre-Trial Probation Officer II	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	
100462	Principal Planner	ADM	A13	\$ 74,715.75	\$ 125,174.94	U		Exempt	
SC0011	Procurement Specialist - SC	SHC	5	\$ 49,152.78	\$ 82,348.05	C	U	Nonexempt	
100209	Procurement Specialist I (Finance only)	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	Yes
100210	Procurement Specialist II (Finance only)	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	Yes
100510	Procurement Specialist III (Finance only)	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	Yes
100524	Procurement Specialist IV (Finance only)	ADM	A12	\$ 70,486.56	\$ 118,089.57			Exempt	

Alphabetical Classification Listing
Effective January 10, 2026

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
100497	Professional Municipal Trainee	GEN	G02	\$ 42,398.72	\$ 71,032.65			Nonexempt	
SC0043	Professional Standards Office Analyst	SHC	5	\$ 49,152.78	\$ 82,348.05	C	U	Exempt	
100351	Program Administrator	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100352	Program Coordinator	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	
800523	Program Supervisor	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
200515	Programmer/Analyst I	SPE	S06	\$ 57,463.85	\$ 96,272.00			Exempt	
200516	Programmer/Analyst II	SPE	S07	\$ 60,337.05	\$ 101,085.60			Exempt	
200517	Programmer/Analyst III	SPE	S08	\$ 63,353.90	\$ 106,139.88			Exempt	
200518	Programmer/Analyst IV	SPE	S09	\$ 67,155.13	\$ 112,508.28			Exempt	
200519	Programmer/Analyst V	SPE	S10	\$ 71,184.44	\$ 119,258.77			Exempt	
800570	Programs Manager	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
100268	Project Coordinator	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
100469	Project Manager	ADM	A13	\$ 74,715.75	\$ 125,174.94			Exempt	
100404	Project Manager, Senior	ADM	A14	\$ 79,198.69	\$ 132,685.44	S	U	Exempt	
100910	Property & Evidence Technician	ADM	A04	\$ 47,262.29	\$ 79,180.82			Nonexempt	
000063	Property Manager	GEN	G11	\$ 64,521.60	\$ 108,096.19			Exempt	
SC0038	Property Technician - SC	SHC	1	\$ 42,016.00	\$ 70,391.46		U	Nonexempt	
000822	Psychiatrist	SPE	UNG	N/R	N/R	S	U	Exempt	
000823	Psychologist	SPE	S10	\$ 71,184.44	\$ 119,258.77			Exempt	
SC0014	Public Affairs Officer	SHC	6	\$ 51,610.42	\$ 86,465.45	C	U	Exempt	
400675	Public Health Aide	ADM	A01	\$ 42,016.00	\$ 70,391.46			Nonexempt	
CA0019	Public Information Specialist - CWA	CWA	5	\$ 49,152.78	\$ 82,348.05	C	U	Exempt	
100375	Public Information Specialist I	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
100376	Public Information Specialist II	ADM	A07	\$ 54,190.94	\$ 90,788.72			Exempt	
800034	Public Relations Assistant	ADM	A02	\$ 43,696.64	\$ 73,207.11			Nonexempt	
SC0039	Public Relations Assistant - SC	SHC	4	\$ 47,262.29	\$ 79,180.82		U	Nonexempt	
100410	Public Relations Specialist	ADM	A07	\$ 54,190.94	\$ 90,788.72			Exempt	
200578	Public Safety Aide	GEN	G01	\$ 40,768.00	\$ 68,300.62			Nonexempt	
100914	Public Safety Intel Analyst	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100915	Public Safety Intel Analyst, Senior	ADM	A12	\$ 70,486.56	\$ 118,089.57		U	Exempt	
H00048	Public Safety Intern	FLX	H2	\$ 15.75	\$ 29.98			Nonexempt	Yes
200554	Public Safety Telecommunicator I	TEL	TC2	\$ 53,355.83	\$ 89,389.62			Nonexempt	Yes
200555	Public Safety Telecommunicator II	TEL	TC3	\$ 56,042.47	\$ 93,890.69			Nonexempt	Yes
200556	Public Safety Telecommunicator III	TEL	TC4	\$ 62,033.53	\$ 103,927.80			Nonexempt	
200557	Public Safety Telecommunicator, Call Taker	TEL	TC1	\$ 48,040.87	\$ 80,485.22			Nonexempt	Yes
200553	Public Safety Telecommunicator, Supervisor	TEL	TC5	\$ 68,564.44	\$ 114,869.35			Nonexempt	
100269	Public Services Coordinator	ADM	A06	\$ 51,610.42	\$ 86,465.45			Exempt	
000109	Purchasing Agent	ADM	A15	\$ 83,950.62	\$ 140,646.57	S	U	Exempt	
800516	Quality Assurance Inspector	GEN	G03	\$ 44,094.67	\$ 73,873.95			Nonexempt	
800518	Quality Assurance Specialist	GEN	G08	\$ 55,210.37	\$ 92,496.63			Nonexempt	
800024	Radio Communications Systems Analyst	SPE	S03	\$ 49,639.44	\$ 83,163.38			Nonexempt	
600875	Radio Communications Systems Analyst, Senior	SPE	S06	\$ 57,463.85	\$ 96,272.00			Nonexempt	
600876	Radio Communications Systems Supervisor	SPE	S08	\$ 63,353.90	\$ 106,139.88			Nonexempt	
800025	Radio Communications Systems Technician	SPE	S01	\$ 45,894.45	\$ 76,889.22			Nonexempt	
100176	Real Estate Analyst	ADM	A06	\$ 51,610.42	\$ 86,465.45			Exempt	
200434	Real Estate Appraisal Team Leader	ADM	A13	\$ 74,715.75	\$ 125,174.94		U	Exempt	
200525	Real Estate Appraiser I	ADM	A06	\$ 51,610.42	\$ 86,465.45		U	Nonexempt	Yes
200526	Real Estate Appraiser II	ADM	A09	\$ 59,745.51	\$ 100,094.57		U	Nonexempt	Yes
200527	Real Estate Appraiser III	ADM	A12	\$ 70,486.56	\$ 118,089.57		U	Nonexempt	Yes
101350	Real Estate Appraiser IV	ADM	A14	\$ 79,198.69	\$ 132,685.44		U	Exempt	Yes
200570	Real Estate CAMA Modeler Analyst	ADM	A12	\$ 70,486.56	\$ 118,089.57		U	Exempt	
800517	Real Estate Coordinator	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
100920	Real Time Crime Center Analyst	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
800991	Real Time Crime Center Analyst, Senior	ADM	A12	\$ 70,486.56	\$ 118,089.57			Exempt	
500756	Records & Information Clerk	ADM	A01	\$ 42,016.00	\$ 70,391.46			Nonexempt	
100341	Records Administrator	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
SC0001	Records Clerk	SHC	1	\$ 42,016.00	\$ 70,391.46	C	U	Nonexempt	
SC0040	Records Clerk II	SHC	4	\$ 47,262.29	\$ 79,180.82		U	Nonexempt	
H00015	Recreation Activity Instructor	FLX	H3	\$ 16.25	\$ 43.56			Nonexempt	
H00016	Recreation Aide	FLX	H1	\$ 15.00	\$ 24.60			Nonexempt	
900033	Recreation Coordinator	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
800026	Recreation Specialist	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	
100355	Recreation Supervisor	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
100357	Recreation Supervisor, Senior	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
800522	Recycling Coordinator	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
700969	Refuse Collection Supervisor	TRA	T09	\$ 59,153.97	\$ 99,103.53			Nonexempt	
700967	Refuse Collector Apprentice	TRA	T01	\$ 41,600.00	\$ 69,694.51			Nonexempt	
700966	Refuse Collector Assistant	TRA	T01	\$ 41,600.00	\$ 69,694.51			Nonexempt	
700968	Refuse Collector I	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	Yes
700971	Refuse Collector II	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	Yes
700965	Refuse Collector III	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	Yes
700970	Refuse Collector, Lead	TRA	T08	\$ 56,337.11	\$ 94,384.32			Nonexempt	
200484	Refuse Inspector	TRA	T07	\$ 53,654.39	\$ 89,889.82			Nonexempt	
100358	Registered Nurse I	SPE	S10	\$ 71,184.44	\$ 119,258.77			Exempt	
900018	Registered Nurse II	SPE	S11	\$ 75,455.51	\$ 126,414.30			Exempt	
200605	Reimbursement Specialist	ADM	A04	\$ 47,262.29	\$ 79,180.82			Nonexempt	
800200	Reimbursement Supervisor	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
800201	Reimbursement Technician	ADM	A02	\$ 43,696.64	\$ 73,207.11			Nonexempt	
100498	Research Analyst	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
100360	Reservoir Manager	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
800691	Retirement Benefits Administrator (Finance only)	ADM	A14	\$ 79,198.69	\$ 132,685.44		U	Exempt	
800692	Retirement Benefits Specialist I (Finance only)	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	Yes
800693	Retirement Benefits Specialist II (Finance only)	ADM	A07	\$ 54,190.94	\$ 90,788.72			Exempt	Yes
900004	Right of Way Permit Supervisor	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	

Alphabetical Classification Listing
Effective January 10, 2026

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
800514	Right of Way Program Manager	ADM	A12	\$ 70,486.56	\$ 118,089.57			Exempt	
101351	Risk Analyst (Finance only)	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	Yes
101352	Risk Analyst, Senior (Finance only)	ADM	A12	\$ 70,486.56	\$ 118,089.57			Exempt	Yes
000112	Risk Manager (Finance only)	ADM	A14	\$ 79,198.69	\$ 132,685.44	U	Exempt		
200528	Safety Specialist	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	
100217	Sales Representative	GEN	G06	\$ 50,077.43	\$ 83,897.17			Exempt	
H00022	School Crossing Guard	FLX	H4	\$ 17.00	\$ 48.69			Nonexempt	Yes
H00044	School Crossing Guard, Senior	FLX	H5	\$ 25.00	\$ 55.86			Nonexempt	Yes
SC0002	Secretary I	SHC	2	\$ 43,696.64	\$ 73,207.11	C	U	Nonexempt	
SC0003	Secretary II	SHC	3	\$ 45,444.51	\$ 76,135.40	C	U	Nonexempt	
SC0004	Secretary to the Sheriff	SHC	3	\$ 45,444.51	\$ 76,135.40	C	U	Nonexempt	
800993	Security Manager	GEN	G12	\$ 68,392.90	\$ 114,581.96			Exempt	
300639	Security Officer	GEN	G02	\$ 42,398.72	\$ 71,032.65			Nonexempt	
800992	Security Officer - Armed	GEN	G05	\$ 47,692.79	\$ 79,902.07			Nonexempt	
300650	Security Officer Supervisor	GEN	G08	\$ 55,210.37	\$ 92,496.63			Exempt	
100293	Self-Sufficiency Specialist I	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
100294	Self-Sufficiency Specialist II	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	
100292	Self-Sufficiency Specialist, Senior	ADM	A07	\$ 54,190.94	\$ 90,788.72			Nonexempt	
100291	Self-Sufficiency Supervisor	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	
800800	Senior Accountant I (Finance only)	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	Yes
800801	Senior Accountant II (Finance only)	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	Yes
800802	Senior Accountant III (Finance only)	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	Yes
800803	Senior Accountant IV (Finance only)	ADM	A12	\$ 70,486.56	\$ 118,089.57			Exempt	
800804	Senior Accountant V (Finance only)	ADM	A14	\$ 79,198.69	\$ 132,685.44			Exempt	
101180	Senior Accounting Manager (Finance only)	ADM	A15	\$ 83,950.62	\$ 140,646.57	U	Exempt		
900034	Service Coordinator	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
200412	Services & Support Supervisor	SPE	S10	\$ 71,184.44	\$ 119,258.77			Exempt	
SC0021	Sheriff	EXE	UNG	N/R	N/R	C	U	Exempt	
800506	Software Analyst	SPE	S08	\$ 63,353.90	\$ 106,139.88			Exempt	
000144	Special Assistant	ADM	A16	\$ 88,987.65	\$ 149,085.36	E	U	Exempt	
SC0027	Staff Accountant	SHC	6	\$ 51,610.42	\$ 86,465.45	C	U	Nonexempt	
500700	Staff Technician I	ADM	A04	\$ 47,262.29	\$ 79,180.82			Nonexempt	
500701	Staff Technician II	ADM	A05	\$ 49,152.78	\$ 82,348.05			Nonexempt	
100427	Stage Crew Chief	GEN	G07	\$ 52,581.31	\$ 88,092.03			Nonexempt	
800401	Stage Production Manager	GEN	G08	\$ 55,210.37	\$ 92,496.63			Exempt	
500771	Stenographic Reporter	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	
600883	Storekeeper I	GEN	G01	\$ 40,768.00	\$ 68,300.62			Nonexempt	
600884	Storekeeper II	GEN	G02	\$ 42,398.72	\$ 71,032.65			Nonexempt	
600885	Storekeeper III	GEN	G03	\$ 44,094.67	\$ 73,873.95			Nonexempt	
800513	Storm Water Assistant Superintendent	TRA	T10	\$ 62,111.67	\$ 104,058.71			Exempt	
000125	Storm Water Engineer	SPE	S13	\$ 84,781.81	\$ 142,039.11	S	U	Exempt	
000031	Storm Water Operations Manager	TRA	T11	\$ 65,838.37	\$ 110,302.23			Exempt	
700976	Street Maintenance Supervisor	TRA	T07	\$ 53,654.39	\$ 89,889.82			Nonexempt	
700908	Street Sweeper Mechanic	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	
000138	Superintendent of the Virginia Zoological Park	SPE	S14	\$ 90,716.54	\$ 151,981.84	S	U	Exempt	
000136	Superintendent of Traffic Operations	TRA	T13	\$ 73,975.99	\$ 123,935.59	U		Exempt	
000134	Superintendent of Waste Management	TRA	T15	\$ 83,119.42	\$ 139,254.02	S	U	Exempt	
CR0004	Supervising Deputy - COR	COR	11	\$ 66,496.75	\$ 111,405.25	C	U	Exempt	
TR0001	Supervising Deputy - TR	TRO	11	\$ 66,496.75	\$ 111,405.25	C	U	Exempt	
CC0005	Supervising Deputy Clerk - CC	CCC	6	\$ 63,708.55	\$ 104,396.47	C	U	Exempt	
600890	Supervising Operating Engineer	TRA	T08	\$ 56,337.11	\$ 94,384.32			Exempt	
800022	Support Technician	ADM	A01	\$ 42,016.00	\$ 70,391.46			Nonexempt	
100922	Support Technician - LD	LD	L03	\$ 42,262.08	\$ 70,609.37	L	U	Nonexempt	
200544	Survey Party Chief	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	
200572	Sweeper Operator I	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	Yes
200573	Sweeper Operator II	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	Yes
200575	Sweeper Operator Supervisor	TRA	T08	\$ 56,337.11	\$ 94,384.32			Nonexempt	
200574	Sweeper Operator, Lead	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	
200549	Systems Programmer	SPE	S10	\$ 71,184.44	\$ 119,258.77			Exempt	
500784	Talent Acquisition Analyst I	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	Yes
500785	Talent Acquisition Analyst II	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	Yes
500786	Talent Acquisition Analyst, Senior	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
500787	Talent Acquisition Manager (HR Only)	ADM	A15	\$ 83,950.62	\$ 140,646.57	U		Exempt	
100499	Technology Manager	SPE	S14	\$ 90,716.54	\$ 151,981.84	S	U	Exempt	
900035	Therapeutic Coordinator	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	
100430	Therapeutic Recreation Specialist	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	
H00003	Ticket Sales Supervisor	FLX	H3	\$ 16.25	\$ 43.56			Nonexempt	
H00010	Ticket Seller	FLX	H1	\$ 15.00	\$ 24.60			Nonexempt	
500799	Total Absence Management Analyst I (HR only)	ADM	A09	\$ 59,745.51	\$ 100,094.57			Exempt	Yes
800989	Total Absence Management Analyst II (HR only)	ADM	A10	\$ 62,732.78	\$ 105,099.30			Exempt	Yes
800990	Total Absence Management Analyst, Senior (HR only)	ADM	A11	\$ 66,496.75	\$ 111,405.25			Exempt	
500800	Total Absence Management Manager (HR only)	ADM	A15	\$ 83,950.62	\$ 140,646.57	U		Exempt	
500798	Total Absence Management Specialist (HR only)	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	
H00006	Tour/Information Assistant	FLX	H1	\$ 15.00	\$ 24.60			Nonexempt	
800510	Towing Operations Manager	ADM	A11	\$ 66,496.75	\$ 111,405.25	S	U	Exempt	
100392	Traffic Engineer, Senior	TRA	T12	\$ 69,788.67	\$ 116,920.36			Exempt	
100389	Traffic Engineering Assistant	TRA	T10	\$ 62,111.67	\$ 104,058.71			Exempt	
800981	Traffic Maintenance Technician I	TRA	T03	\$ 44,994.56	\$ 75,381.58			Nonexempt	Yes
700981	Traffic Maintenance Technician II	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	Yes
700983	Traffic Maintenance Technician III	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	Yes
700982	Traffic Sign Fabricator I	TRA	T03	\$ 44,994.56	\$ 75,381.58			Nonexempt	Yes
700975	Traffic Sign Fabricator II	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	Yes
800012	Traffic Signal Technician I	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	Yes
800013	Traffic Signal Technician II	TRA	T07	\$ 53,654.39	\$ 89,889.82				

Alphabetical Classification Listing
Effective January 10, 2026

Job Code	Classification Title	Plan	Grade	Minimum	Maximum	Group	Unclassified	FLSA	Auto Reclass Eligible
800016	Traffic Signal Technician III	TRA	T08	\$ 56,337.11	\$ 94,384.32			Nonexempt	Yes
800014	Traffic Signal Technician IV	TRA	T09	\$ 59,153.97	\$ 99,103.53			Nonexempt	Yes
900007	Traffic Systems Engineering Technician	TRA	T07	\$ 53,654.39	\$ 89,889.82			Nonexempt	
100516	Training Specialist	SPE	S05	\$ 54,727.48	\$ 91,687.62			Nonexempt	
100391	Transportation Engineer, Senior	SPE	S10	\$ 71,184.44	\$ 119,258.77			Exempt	
100413	Transportation Strategic Planner	ADM	A15	\$ 83,950.62	\$ 140,646.57	S	U	Exempt	
700974	Tree Trimmer I	TRA	T04	\$ 46,794.34	\$ 78,396.85			Nonexempt	
700984	Tree Trimmer II	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	
800035	Utility Construction Inspector	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	
600892	Utility Maintenance Mechanic I	TRA	T03	\$ 44,994.56	\$ 75,381.58			Nonexempt	Yes
600893	Utility Maintenance Mechanic II	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	Yes
600894	Utility Maintenance Mechanic III	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	Yes
700986	Utility Maintenance Supervisor	TRA	T07	\$ 53,654.39	\$ 89,889.82			Nonexempt	
700987	Utility Maintenance Supervisor, Senior	TRA	T09	\$ 59,153.97	\$ 99,103.53			Nonexempt	
100332	Utility Operations Manager	TRA	T15	\$ 83,119.42	\$ 139,254.02	S	U	Exempt	
100394	Utility Planner	SPE	S05	\$ 54,727.48	\$ 91,687.62			Exempt	
700996	Veterinarian	SPE	S15	\$ 97,066.69	\$ 162,620.57		U	Exempt	
700995	Veterinary Technician	GEN	G03	\$ 44,094.67	\$ 73,873.95			Nonexempt	
CA0001	Victim / Witness Program Advocate	CWA	3	\$ 45,444.51	\$ 76,135.40	C	U	Nonexempt	
CA0002	Victim / Witness Program Assistant Director	CWA	9	\$ 59,745.51	\$ 100,094.57	C	U	Exempt	
CA0018	Victim / Witness Program Coordinator	CWA	7	\$ 54,190.94	\$ 90,788.72	C	U	Exempt	
CA0003	Victim / Witness Program Director	CWA	11	\$ 66,496.75	\$ 111,405.25	C	U	Exempt	
900019	Victim Services Specialist	ADM	A08	\$ 56,900.48	\$ 95,328.16			Exempt	
900020	Victim Services Supervisor	ADM	A12	\$ 70,486.56	\$ 118,089.57			Exempt	
800029	Visitor Services Assistant	ADM	A01	\$ 42,016.00	\$ 70,391.46			Nonexempt	
800036	Visitor Services Coordinator	ADM	A04	\$ 47,262.29	\$ 79,180.82			Nonexempt	
100246	Visitor Services Specialist	ADM	A06	\$ 51,610.42	\$ 86,465.45			Nonexempt	
600827	Waste Management Automotive Mechanic	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	
100397	Water Chemist	SPE	S05	\$ 54,727.48	\$ 91,687.62			Exempt	
100398	Water Chemist, Senior	SPE	S06	\$ 57,463.85	\$ 96,272.00			Exempt	
100399	Water Production Manager	TRA	T15	\$ 83,119.42	\$ 139,254.02	S	U	Exempt	
100333	Water Quality Manager	TRA	T14	\$ 78,414.55	\$ 131,371.72	S	U	Exempt	
200543	Water Treatment Supervisor	TRA	T12	\$ 69,788.67	\$ 116,920.36			Exempt	
200565	Waterworks Operator I	TRA	T05	\$ 48,666.12	\$ 81,532.72			Nonexempt	Yes
200566	Waterworks Operator II	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	Yes
200567	Waterworks Operator III	TRA	T07	\$ 53,654.39	\$ 89,889.82			Nonexempt	Yes
200568	Waterworks Operator IV	TRA	T08	\$ 56,337.11	\$ 94,384.32			Nonexempt	Yes
600897	Welder	TRA	T06	\$ 51,099.42	\$ 85,609.36			Nonexempt	
SC0041	Work Release Van Driver	SHC	1	\$ 42,016.00	\$ 70,391.46		U	Nonexempt	
100237	Youth Detention Specialist I	GEN	G05	\$ 47,692.79	\$ 79,902.07			Nonexempt	
800050	Youth Detention Specialist II	GEN	G06	\$ 50,077.43	\$ 83,897.17			Nonexempt	
800051	Youth Detention Specialist III	GEN	G07	\$ 52,581.31	\$ 88,092.03			Nonexempt	
H00005	Youth Services Worker	FLX	H1	\$ 15.00	\$ 24.60			Nonexempt	
200459	Zoning Enforcement Team Leader	TRA	T11	\$ 65,838.37	\$ 110,302.23			Exempt	
200490	Zoning Inspector I	TRA	T07	\$ 53,654.39	\$ 89,889.82			Nonexempt	Yes
200491	Zoning Inspector II	TRA	T08	\$ 56,337.11	\$ 94,384.32			Nonexempt	Yes
200492	Zoning Inspector III	TRA	T09	\$ 59,153.97	\$ 99,103.53			Nonexempt	Yes
700978	Zoo Manager	GEN	G09	\$ 57,970.89	\$ 97,121.46			Exempt	
700998	Zookeeper I	GEN	G03	\$ 44,094.67	\$ 73,873.95			Nonexempt	
900029	Zookeeper II	GEN	G04	\$ 45,858.46	\$ 76,828.91			Nonexempt	

Administrative

Grade	Minimum	Midpoint	Maximum	Mid. Prog.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
-	-	-	-	-	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	
A01	\$ 42,016.00	\$ 56,203.73	\$ 70,391.46	-	\$ 42,016.00	\$ 43,486.56	\$ 45,008.59	\$ 46,583.89	\$ 48,214.33	\$ 49,901.83	\$ 51,648.39	\$ 53,456.09	\$ 55,327.05	\$ 57,263.50	\$ 59,267.72	\$ 61,342.09	\$ 63,489.06	\$ 65,711.18	\$ 68,011.07	\$ 70,391.46
A02	\$ 43,696.64	\$ 58,451.88	\$ 73,207.11	4.0%	\$ 43,696.64	\$ 45,226.02	\$ 46,808.93	\$ 48,447.25	\$ 50,142.90	\$ 51,897.90	\$ 53,714.33	\$ 55,594.33	\$ 57,540.13	\$ 59,554.04	\$ 61,638.43	\$ 63,795.77	\$ 66,028.62	\$ 68,339.62	\$ 70,731.51	\$ 73,207.11
A03	\$ 45,444.51	\$ 60,789.95	\$ 76,135.40	4.0%	\$ 45,444.51	\$ 47,035.06	\$ 48,681.29	\$ 50,385.14	\$ 52,148.62	\$ 53,973.82	\$ 55,862.90	\$ 57,818.10	\$ 59,841.74	\$ 61,936.20	\$ 64,103.96	\$ 66,347.60	\$ 68,669.77	\$ 71,073.21	\$ 73,560.77	\$ 76,135.40
A04	\$ 47,262.29	\$ 63,221.55	\$ 79,180.82	4.0%	\$ 47,262.29	\$ 48,916.47	\$ 50,628.54	\$ 52,400.54	\$ 54,234.56	\$ 56,132.77	\$ 58,097.42	\$ 60,130.83	\$ 62,235.41	\$ 64,413.64	\$ 66,668.12	\$ 69,001.51	\$ 71,416.56	\$ 73,916.14	\$ 76,503.20	\$ 79,180.82
A05	\$ 49,152.78	\$ 65,750.41	\$ 82,348.05	4.0%	\$ 49,152.78	\$ 50,873.12	\$ 52,653.68	\$ 54,496.56	\$ 56,403.94	\$ 58,378.08	\$ 60,421.31	\$ 62,536.06	\$ 64,724.82	\$ 66,990.19	\$ 69,334.85	\$ 71,761.57	\$ 74,273.22	\$ 76,872.78	\$ 79,563.33	\$ 82,348.05
A06	\$ 51,610.42	\$ 69,037.93	\$ 86,465.45	5.0%	\$ 51,610.42	\$ 53,416.78	\$ 55,286.37	\$ 57,221.39	\$ 59,224.14	\$ 61,296.98	\$ 63,442.38	\$ 65,662.86	\$ 67,961.06	\$ 70,339.70	\$ 72,801.59	\$ 75,349.64	\$ 77,986.88	\$ 80,716.42	\$ 83,541.50	\$ 86,465.45
A07	\$ 54,190.94	\$ 72,489.83	\$ 90,788.72	5.0%	\$ 54,190.94	\$ 56,087.62	\$ 58,050.69	\$ 60,082.46	\$ 62,185.35	\$ 64,361.83	\$ 66,614.50	\$ 71,359.12	\$ 73,856.68	\$ 76,441.67	\$ 79,117.13	\$ 81,886.23	\$ 84,752.24	\$ 87,718.57	\$ 90,788.72	
A08	\$ 56,900.48	\$ 76,114.32	\$ 95,328.16	5.0%	\$ 56,900.48	\$ 58,892.00	\$ 60,953.22	\$ 63,086.58	\$ 65,294.61	\$ 67,579.93	\$ 69,945.22	\$ 72,393.31	\$ 74,927.07	\$ 77,549.52	\$ 80,263.75	\$ 83,072.98	\$ 85,980.54	\$ 88,989.86	\$ 92,104.50	\$ 95,328.16
A09	\$ 59,745.51	\$ 79,920.04	\$ 100,094.57	5.0%	\$ 59,745.51	\$ 61,836.60	\$ 64,000.88	\$ 66,240.91	\$ 68,559.34	\$ 70,958.92	\$ 73,442.48	\$ 76,012.97	\$ 78,673.42	\$ 81,426.99	\$ 84,276.94	\$ 87,226.63	\$ 90,279.56	\$ 93,439.35	\$ 96,709.73	\$ 100,094.57
A10	\$ 62,732.78	\$ 83,916.04	\$ 105,099.30	5.0%	\$ 62,732.78	\$ 64,928.43	\$ 67,200.93	\$ 69,552.96	\$ 71,987.31	\$ 74,506.87	\$ 77,114.61	\$ 79,813.62	\$ 82,607.10	\$ 85,498.34	\$ 88,490.79	\$ 91,587.96	\$ 94,793.54	\$ 98,111.32	\$ 101,545.21	\$ 105,099.30
A11	\$ 66,496.75	\$ 88,951.00	\$ 111,405.25	6.0%	\$ 66,496.75	\$ 68,824.14	\$ 71,232.98	\$ 73,726.14	\$ 76,306.55	\$ 78,977.28	\$ 81,741.48	\$ 84,602.44	\$ 87,563.52	\$ 90,628.25	\$ 93,800.23	\$ 97,083.24	\$ 100,481.16	\$ 103,998.00	\$ 107,637.93	\$ 111,405.25
A12	\$ 70,486.56	\$ 94,288.06	\$ 118,089.57	6.0%	\$ 70,486.56	\$ 72,953.58	\$ 75,506.96	\$ 78,149.70	\$ 80,884.94	\$ 83,715.92	\$ 86,645.97	\$ 89,678.58	\$ 92,817.33	\$ 96,065.94	\$ 99,428.25	\$ 102,908.24	\$ 106,510.02	\$ 110,237.88	\$ 114,096.20	\$ 118,089.57
A13	\$ 74,715.75	\$ 99,945.35	\$ 125,174.94	6.0%	\$ 74,715.75	\$ 77,330.80	\$ 80,037.38	\$ 82,838.69	\$ 85,738.04	\$ 88,738.87	\$ 91,844.73	\$ 95,059.30	\$ 98,386.37	\$ 101,829.90	\$ 105,393.94	\$ 109,082.73	\$ 112,900.63	\$ 116,852.15	\$ 120,941.97	\$ 125,174.94
A14	\$ 79,198.69	\$ 105,942.07	\$ 132,685.44	6.0%	\$ 79,198.69	\$ 81,970.65	\$ 84,839.62	\$ 87,809.01	\$ 90,882.32	\$ 94,063.20	\$ 97,355.42	\$ 100,762.86	\$ 104,289.56	\$ 107,939.69	\$ 111,717.58	\$ 115,627.69	\$ 119,674.66	\$ 123,863.28	\$ 128,198.49	\$ 132,685.44
A15	\$ 83,950.62	\$ 112,298.59	\$ 140,646.57	6.0%	\$ 83,950.62	\$ 86,888.89	\$ 89,930.00	\$ 93,077.55	\$ 96,335.26	\$ 99,707.00	\$ 103,196.74	\$ 106,808.63	\$ 110,546.93	\$ 114,416.07	\$ 118,420.63	\$ 122,565.36	\$ 126,855.14	\$ 131,295.07	\$ 135,890.40	\$ 140,646.57
A16	\$ 88,987.65	\$ 119,036.51	\$ 149,085.36	6.0%	\$ 88,987.65	\$ 92,102.22	\$ 95,325.80	\$ 98,662.20	\$ 102,115.38	\$ 105,689.42	\$ 109,388.55	\$ 113,217.14	\$ 117,179.74	\$ 121,281.04	\$ 125,525.87	\$ 129,919.28	\$ 134,466.45	\$ 139,172.78	\$ 144,043.83	\$ 149,085.36
A17	\$ 94,326.91	\$ 126,178.70	\$ 158,030.48	6.0%	\$ 94,326.91	\$ 97,628.35	\$ 101,045.35	\$ 104,581.93	\$ 108,242.30	\$ 112,030.78	\$ 115,951.86	\$ 120,010.17	\$ 124,210.53	\$ 128,557.90	\$ 133,057.42	\$ 137,714.43	\$ 142,534.44	\$ 147,523.14	\$ 152,686.45	\$ 158,030.48
A18	\$ 99,986.53	\$ 133,749.42	\$ 167,512.31	6.0%	\$ 99,986.53	\$ 103,486.05	\$ 107,108.07	\$ 110,856.85	\$ 114,736.84	\$ 118,752.63	\$ 122,908.97	\$ 127,210.78	\$ 131,663.16	\$ 136,271.37	\$ 141,040.87	\$ 145,977.30	\$ 151,086.51	\$ 156,374.53	\$ 161,847.64	\$ 167,512.31
A19	\$ 105,985.72	\$ 141,774.38	\$ 177,563.05	6.0%	\$ 105,985.72	\$ 109,695.22	\$ 113,534.55	\$ 117,508.26	\$ 121,621.05	\$ 125,877.79	\$ 130,283.51	\$ 134,843.43	\$ 139,562.95	\$ 144,447.65	\$ 149,503.32	\$ 154,735.94	\$ 160,151.70	\$ 165,757.01	\$ 171,558.50	\$ 177,563.05
A20	\$ 112,344.86	\$ 150,280.85	\$ 188,216.83	6.0%	\$ 112,344.86	\$ 116,276.93	\$ 120,346.62	\$ 124,558.76	\$ 128,918.31	\$ 133,430.45	\$ 138,100.52	\$ 142,934.04	\$ 147,936.73	\$ 153,114.51	\$ 158,473.52	\$ 164,020.09	\$ 169,760.80	\$ 175,702.43	\$ 181,852.01	\$ 188,216.83

General

Grade

Trades

Grade	Minimum	Midpoint	Maximum	Mid. Prog.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
-	-	-	-	-	-	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	
T01	\$ 41,600.00	\$ 55,647.26	\$ 69,694.51	-	\$ 41,600.00	\$ 43,056.00	\$ 44,562.96	\$ 46,122.66	\$ 47,736.96	\$ 49,407.75	\$ 51,137.02	\$ 52,926.82	\$ 54,779.26	\$ 56,696.53	\$ 58,680.91	\$ 60,734.74	\$ 62,860.46	\$ 65,060.57	\$ 67,337.69	\$ 69,694.51
T02	\$ 43,264.00	\$ 57,873.15	\$ 72,482.29	4.0%	\$ 43,264.00	\$ 44,778.24	\$ 46,345.48	\$ 47,967.57	\$ 49,646.44	\$ 51,384.06	\$ 53,182.50	\$ 55,043.89	\$ 56,970.43	\$ 58,964.39	\$ 61,028.14	\$ 63,164.13	\$ 65,374.87	\$ 67,662.99	\$ 70,031.20	\$ 72,482.29
T03	\$ 44,994.56	\$ 60,188.07	\$ 75,381.58	4.0%	\$ 44,994.56	\$ 46,569.37	\$ 48,199.30	\$ 49,886.27	\$ 51,632.29	\$ 53,439.42	\$ 55,309.80	\$ 57,245.65	\$ 59,249.24	\$ 61,322.97	\$ 63,469.27	\$ 65,690.70	\$ 67,989.87	\$ 70,369.51	\$ 72,832.45	\$ 75,381.58
T04	\$ 46,794.34	\$ 62,595.59	\$ 78,396.85	4.0%	\$ 46,794.34	\$ 48,432.14	\$ 50,127.27	\$ 51,881.72	\$ 53,697.58	\$ 55,577.00	\$ 57,522.19	\$ 59,535.47	\$ 61,619.21	\$ 63,775.89	\$ 66,008.04	\$ 68,318.32	\$ 70,709.46	\$ 73,184.30	\$ 75,745.75	\$ 78,396.85
T05	\$ 48,666.12	\$ 65,099.42	\$ 81,532.72	4.0%	\$ 48,666.12	\$ 50,369.43	\$ 52,132.36	\$ 53,956.99	\$ 55,845.49	\$ 57,800.08	\$ 59,823.08	\$ 61,916.89	\$ 64,083.98	\$ 66,326.92	\$ 68,648.36	\$ 71,051.06	\$ 73,537.84	\$ 76,111.67	\$ 78,775.58	\$ 81,532.72
T06	\$ 51,099.42	\$ 68,354.39	\$ 85,609.36	5.0%	\$ 51,099.42	\$ 52,887.90	\$ 54,738.98	\$ 56,654.84	\$ 58,637.76	\$ 60,690.08	\$ 62,814.24	\$ 65,012.73	\$ 67,288.18	\$ 69,643.27	\$ 72,080.78	\$ 74,603.61	\$ 77,214.73	\$ 79,917.25	\$ 82,714.35	\$ 85,609.36
T07	\$ 53,654.39	\$ 71,772.11	\$ 89,889.82	5.0%	\$ 53,654.39	\$ 55,532.30	\$ 57,475.93	\$ 59,487.58	\$ 61,569.65	\$ 63,724.59	\$ 65,954.95	\$ 68,263.37	\$ 70,652.59	\$ 73,125.43	\$ 75,684.82	\$ 78,333.79	\$ 81,075.47	\$ 83,913.11	\$ 86,850.07	\$ 89,889.82
T08	\$ 56,337.11	\$ 75,360.71	\$ 94,384.32	5.0%	\$ 56,337.11	\$ 58,308.91	\$ 60,349.72	\$ 62,461.96	\$ 64,648.13	\$ 66,910.82	\$ 69,252.70	\$ 71,676.54	\$ 74,185.22	\$ 76,781.70	\$ 79,469.06	\$ 82,250.48	\$ 85,129.25	\$ 88,108.77	\$ 91,192.58	\$ 94,384.32
T09	\$ 59,153.97	\$ 79,128.75	\$ 99,103.53	5.0%	\$ 59,153.97	\$ 61,224.36	\$ 63,367.21	\$ 65,585.06	\$ 67,880.54	\$ 70,256.36	\$ 72,715.33	\$ 75,260.37	\$ 77,894.48	\$ 80,620.79	\$ 83,442.51	\$ 86,363.00	\$ 89,385.71	\$ 92,514.21	\$ 95,752.20	\$ 99,103.53
T10	\$ 62,111.67	\$ 83,085.19	\$ 104,058.71	5.0%	\$ 62,111.67	\$ 64,285.57	\$ 66,535.57	\$ 68,864.32	\$ 71,274.57	\$ 73,769.18	\$ 76,351.10	\$ 79,023.39	\$ 81,789.20	\$ 84,651.83	\$ 87,614.64	\$ 90,681.15	\$ 93,854.99	\$ 97,139.92	\$ 100,539.81	\$ 104,058.71
T11	\$ 65,838.37	\$ 88,070.30	\$ 110,302.23	6.0%	\$ 65,838.37	\$ 68,142.71	\$ 70,527.70	\$ 72,996.17	\$ 75,551.04	\$ 78,195.33	\$ 80,932.16	\$ 83,764.79	\$ 86,696.56	\$ 89,730.94	\$ 92,871.52	\$ 96,122.02	\$ 99,486.29	\$ 102,968.31	\$ 106,572.20	\$ 110,302.23
T12	\$ 69,788.67	\$ 93,354.52	\$ 116,920.36	6.0%	\$ 69,788.67	\$ 72,231.27	\$ 74,759.37	\$ 77,375.94	\$ 80,084.10	\$ 82,887.05	\$ 85,788.09	\$ 88,790.68	\$ 91,898.35	\$ 95,114.79	\$ 98,443.81	\$ 101,889.34	\$ 105,455.47	\$ 109,146.41	\$ 112,966.54	\$ 116,920.36
T13	\$ 73,975.99	\$ 98,955.79	\$ 123,935.59	6.0%	\$ 73,975.99	\$ 76,565.15	\$ 79,244.93	\$ 82,018.50	\$ 84,889.15	\$ 87,860.27	\$ 90,935.38	\$ 94,118.12	\$ 97,412.25	\$ 100,821.68	\$ 104,350.44	\$ 108,002.70	\$ 111,782.80	\$ 115,695.20	\$ 119,744.53	\$ 123,935.59
T14	\$ 78,414.55	\$ 104,893.13	\$ 131,371.72	6.0%	\$ 78,414.55	\$ 81,159.06	\$ 83,999.62	\$ 86,939.61	\$ 89,982.50	\$ 93,131.88	\$ 96,391.50	\$ 99,765.20	\$ 103,256.99	\$ 106,870.98	\$ 110,611.46	\$ 114,482.87	\$ 118,489.77	\$ 122,636.91	\$ 126,929.20	\$ 131,371.72
T15	\$ 83,119.42	\$ 111,186.72	\$ 139,254.02	6.0%	\$ 83,119.42	\$ 86,028.60	\$ 89,039.60	\$ 92,155.99	\$ 95,381.45	\$ 98,719.80	\$ 102,174.99	\$ 105,751.12	\$ 109,452.40	\$ 113,283.24	\$ 117,248.15	\$ 121,351.84	\$ 125,599.15	\$ 129,995.12	\$ 134,544.95	\$ 139,254.02

Specialized

Grade	Minimum	Midpoint	Maximum	Mid. Prog.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
-	-	-	-	-	-	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	
S01	\$ 45,894.45	\$ 61,391.83	\$ 76,889.22	-	\$ 45,894.45	\$ 47,500.76	\$ 49,163.28	\$ 50,884.00	\$ 52,664.94	\$ 54,508.21	\$ 56,416.00	\$ 58,390.56	\$ 60,434.23	\$ 62,549.43	\$ 64,738.66	\$ 67,004.51	\$ 69,349.67	\$ 71,776.91	\$ 74,289.10	\$ 76,889.22
S02	\$ 47,730.23	\$ 63,847.51	\$ 79,964.78	4.0%	\$ 47,730.23	\$ 49,400.79	\$ 51,129.81	\$ 52,919.36	\$ 54,771.54	\$ 56,688.54	\$ 58,672.64	\$ 60,726.18	\$ 62,851.60	\$ 65,051.40	\$ 67,328.20	\$ 69,684.69	\$ 72,123.65	\$ 74,647.98	\$ 77,260.66	\$ 79,964.78
S03	\$ 49,639.44	\$ 66,401.41	\$ 83,163.38	4.0%	\$ 49,639.44	\$ 51,376.82	\$ 53,175.01	\$ 55,036.13	\$ 56,962.40	\$ 58,956.08	\$ 61,019.54	\$ 63,155.23	\$ 65,365.66	\$ 67,653.46	\$ 70,021.33	\$ 72,472.08	\$ 75,008.60	\$ 77,633.90	\$ 80,351.09	\$ 83,163.38
S04	\$ 52,121.41	\$ 69,721.48	\$ 87,321.54	5.0%	\$ 52,121.41	\$ 53,945.66	\$ 55,833.76	\$ 57,787.94	\$ 59,810.52	\$ 61,903.89	\$ 64,070.52	\$ 66,312.99	\$ 68,633.94	\$ 71,036.13	\$ 73,522.40	\$ 76,095.68	\$ 78,759.03	\$ 81,515.60	\$ 84,368.64	\$ 87,321.54
S05	\$ 54,727.48	\$ 73,207.55	\$ 91,687.62	5.0%	\$ 54,727.48	\$ 56,642.94	\$ 5													

Law Department Pay Plan

FY 2026 1/10/26 - 6/30/26

Job Code	Classification Title	Salary Plan	Grade	Minimum	Maximum
100181	Assistant City Attorney I - LD	LD	L14	\$ 80,394.93	\$134,372.33
100182	Assistant City Attorney II - LD	LD	L15	\$ 85,348.74	\$142,272.18
100183	Assistant City Attorney III - LD	LD	L17	\$ 94,749.04	\$161,616.20
100921	Business Manager - LD	LD	L11	\$ 65,903.55	\$110,448.14
100282	Chief Deputy City Attorney - LD	LD	L24	\$164,729.04	\$276,012.09
100275	Deputy City Attorney I - LD	LD	L20	\$110,774.31	\$194,688.24
100276	Deputy City Attorney II - LD	LD	L21	\$119,613.58	\$207,168.25
100277	Deputy City Attorney III - LD	LD	L22	\$131,604.18	\$234,274.85
100279	Deputy City Attorney, Senior - LD	LD	L23	\$144,734.75	\$255,041.59
100318	Legal Administrator - LD	LD	L13	\$ 75,202.39	\$125,798.55
400655	Legal Coordinator I - LD	LD	L09	\$ 55,966.09	\$ 93,537.72
400656	Legal Coordinator II - LD	LD	L11	\$ 65,903.55	\$110,448.14
500740	Legal Secretary I - LD	LD	L05	\$ 42,819.04	\$ 71,539.91
500741	Legal Secretary II - LD	LD	L07	\$ 47,753.52	\$ 79,872.10
400674	Paralegal Claims Investigator - LD	LD	L09	\$ 55,966.09	\$ 93,537.72
100916	Paralegal Specialist I - LD	LD	L10	\$ 60,878.12	\$103,209.73
100917	Paralegal Specialist II - LD	LD	L11	\$ 65,903.55	\$110,448.14
100922	Support Technician - LD	LD	L03	\$ 42,262.08	\$ 70,609.37

Grade	Minimum	Midpoint	Maximum	Range Spread	Mid. Prog.
L01	\$ 41,705.12	\$ 55,691.97	\$ 69,678.83	67.1%	
L02	\$ 41,983.60	\$ 56,063.85	\$ 70,144.10	67.1%	0.7%
L03	\$ 42,262.08	\$ 56,435.72	\$ 70,609.37	67.1%	0.7%
L04	\$ 42,540.56	\$ 56,807.60	\$ 71,074.64	67.1%	0.7%
L05	\$ 42,819.04	\$ 57,179.47	\$ 71,539.91	67.1%	0.7%
L06	\$ 43,694.58	\$ 58,348.65	\$ 73,002.71	67.1%	2.0%
L07	\$ 47,753.52	\$ 63,812.81	\$ 79,872.10	67.3%	9.4%
L08	\$ 51,889.65	\$ 69,312.88	\$ 86,736.11	67.2%	8.6%
L09	\$ 55,966.09	\$ 74,751.90	\$ 93,537.72	67.1%	7.8%
L10	\$ 60,878.12	\$ 82,043.93	\$ 103,209.73	69.5%	9.8%
L11	\$ 65,903.55	\$ 88,175.84	\$ 110,448.14	67.6%	7.5%
L12	\$ 70,391.82	\$ 94,014.22	\$ 117,636.62	67.1%	6.6%
L13	\$ 75,202.39	\$ 100,500.47	\$ 125,798.55	67.3%	6.9%
L14	\$ 80,394.93	\$ 107,383.63	\$ 134,372.33	67.1%	6.8%
L15	\$ 85,348.74	\$ 113,810.46	\$ 142,272.18	66.7%	6.0%
L16	\$ 90,720.34	\$ 121,176.26	\$ 151,632.19	67.1%	6.5%
L17	\$ 94,749.04	\$ 128,182.62	\$ 161,616.20	70.6%	5.8%
L18	\$ 99,553.64	\$ 135,576.92	\$ 171,600.21	72.4%	5.8%
L19	\$ 104,967.02	\$ 143,899.62	\$ 182,832.22	74.2%	6.1%
L20	\$ 110,774.31	\$ 152,731.28	\$ 194,688.24	75.8%	6.1%
L21	\$ 119,613.58	\$ 163,390.92	\$ 207,168.25	73.2%	7.0%
L22	\$ 131,604.18	\$ 182,939.51	\$ 234,274.85	78.0%	12.0%
L23	\$ 144,734.75	\$ 199,888.17	\$ 255,041.59	76.2%	9.3%
L24	\$ 164,729.04	\$ 220,370.57	\$ 276,012.09	67.6%	10.2%

Clerk of the Circuit Court

Grade	Minimum	Midpoint	Maximum	Range Spread	Mid. Prog.
1	\$ 40,687.92	\$ 52,894.30	\$ 65,100.67	60.0%	
2	\$ 41,774.67	\$ 54,307.07	\$ 66,839.47	60.0%	2.7%
3	\$ 42,861.42	\$ 55,719.85	\$ 68,578.27	60.0%	2.6%
4	\$ 44,528.49	\$ 59,746.25	\$ 74,964.02	68.4%	7.2%
5	\$ 52,683.47	\$ 68,450.58	\$ 84,217.69	59.9%	14.6%
6	\$ 63,708.55	\$ 82,779.38	\$ 101,850.21	59.9%	20.9%
7	\$ 67,979.47	\$ 88,326.15	\$ 108,672.83	59.9%	6.7%
8	\$ 78,570.94	\$ 108,428.31	\$ 138,285.68	76.0%	22.8%
UNG	N/R	N/R	N/R	-	-

Commissioner of Revenue Office*

Grade	Minimum	Midpoint	Maximum	Mid. Prog.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
	-	-	-	-	-	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	
1	\$ 42,016.00	\$ 56,203.73	\$ 70,391.46	-	\$ 42,016.00	\$ 43,486.56	\$ 45,008.59	\$ 46,583.89	\$ 48,214.33	\$ 49,901.83	\$ 51,648.39	\$ 53,456.09	\$ 55,327.05	\$ 57,263.50	\$ 59,267.72	\$ 61,342.09	\$ 63,489.06	\$ 65,711.18	\$ 68,011.07	\$ 70,391.46
2	\$ 43,696.64	\$ 58,451.88	\$ 73,207.11	4.0%	\$ 43,696.64	\$ 45,226.02	\$ 46,808.93	\$ 48,447.25	\$ 50,142.90	\$ 51,897.90	\$ 53,714.33	\$ 55,594.33	\$ 57,540.13	\$ 59,554.04	\$ 61,638.43	\$ 63,795.77	\$ 66,028.62	\$ 68,339.62	\$ 70,731.51	\$ 73,207.11
3	\$ 45,444.51	\$ 60,789.95	\$ 76,135.40	4.0%	\$ 45,444.51	\$ 47,035.06	\$ 48,681.29	\$ 50,385.14	\$ 52,148.62	\$ 53,973.82	\$ 55,862.90	\$ 57,818.10	\$ 59,841.74	\$ 61,936.20	\$ 64,103.96	\$ 66,347.60	\$ 68,669.77	\$ 71,073.21	\$ 73,560.77	\$ 76,135.40
4	\$ 47,262.29	\$ 63,221.55	\$ 79,180.82	4.0%	\$ 47,262.29	\$ 48,916.47	\$ 50,628.54	\$ 52,400.54	\$ 54,234.56	\$ 56,132.77	\$ 58,097.42	\$ 60,130.83	\$ 62,235.41	\$ 64,413.64	\$ 66,668.12	\$ 69,001.51	\$ 71,416.56	\$ 73,916.14	\$ 76,503.20	\$ 79,180.82
5	\$ 49,152.78	\$ 65,750.41	\$ 82,348.05	4.0%	\$ 49,152.78	\$ 50,873.12	\$ 52,653.68	\$ 54,496.56	\$ 56,403.94	\$ 58,378.08	\$ 60,421.31	\$ 62,536.06	\$ 64,724.82	\$ 66,990.19	\$ 69,334.85	\$ 71,761.57	\$ 74,273.22	\$ 76,872.78	\$ 79,563.33	\$ 82,348.05
6	\$ 51,610.42	\$ 69,037.93	\$ 86,465.45	5.0%	\$ 51,610.42	\$ 53,416.78	\$ 55,286.37	\$ 57,221.39	\$ 59,224.14	\$ 61,296.98	\$ 63,442.38	\$ 65,662.86	\$ 67,961.06	\$ 70,339.70	\$ 72,801.59	\$ 75,349.64	\$ 77,986.88	\$ 80,716.42	\$ 83,541.50	\$ 86,465.45
7	\$ 54,190.94	\$ 72,489.83	\$ 90,788.72	5.0%	\$ 54,190.94	\$ 56,087.62	\$ 58,050.69	\$ 60,082.46	\$ 62,185.35	\$ 64,361.83	\$ 66,614.50	\$ 68,946.01	\$ 71,359.12	\$ 73,856.68	\$ 76,441.67	\$ 79,117.13	\$ 81,886.23	\$ 84,752.24	\$ 87,718.57	\$ 90,788.72
8	\$ 56,900.48	\$ 76,114.32	\$ 95,328.16	5.0%	\$ 56,900.48	\$ 58,892.00	\$ 60,953.22	\$ 63,086.58	\$ 65,294.61	\$ 67,579.93	\$ 69,945.22	\$ 72,393.31	\$ 74,927.07	\$ 77,549.52	\$ 80,263.75	\$ 83,072.98	\$ 85,980.54	\$ 88,989.86	\$ 92,104.50	\$ 95,328.16
9	\$ 59,745.51	\$ 79,920.04	\$ 100,094.57	5.0%	\$ 59,745.51	\$ 61,836.60	\$ 64,000.88	\$ 66,240.91	\$ 68,559.34	\$ 70,958.92	\$ 73,442.48	\$ 76,012.97	\$ 78,673.42	\$ 81,426.99	\$ 84,276.94	\$ 87,226.63	\$ 90,279.56	\$ 93,439.35	\$ 96,709.73	\$ 100,094.57
10	\$ 62,732.78	\$ 83,916.04	\$ 105,099.30	5.0%	\$ 62,732.78	\$ 64,928.43	\$ 67,200.93	\$ 69,552.96	\$ 71,987.31	\$ 74,506.87	\$ 77,114.61	\$ 79,813.62	\$ 82,607.10	\$ 85,498.34	\$ 88,490.79	\$ 91,587.96	\$ 94,793.54	\$ 98,111.32	\$ 101,545.21	\$ 105,099.30
11	\$ 66,496.75	\$ 88,951.00	\$ 111,405.25	6.0%	\$ 66,496.75	\$ 68,824.14	\$ 71,232.98	\$ 73,726.14	\$ 76,306.55	\$ 78,977.28	\$ 81,741.48	\$ 84,602.44	\$ 87,563.52	\$ 90,628.25	\$ 93,800.23	\$ 97,083.24	\$ 100,481.16	\$ 103,998.00	\$ 107,637.93	\$ 111,405.25
12	\$ 70,486.56	\$ 94,288.06	\$ 118,089.57	6.0%	\$ 70,486.56	\$ 72,953.58	\$ 75,506.96	\$ 78,149.70	\$ 80,884.94	\$ 83,715.92	\$ 86,645.97	\$ 89,678.58	\$ 92,817.33	\$ 96,065.94	\$ 99,428.25	\$ 102,908.24	\$ 106,510.02	\$ 110,237.88	\$ 114,096.20	\$ 118,089.57
13	\$ 74,715.75	\$ 99,945.35	\$ 125,174.94	6.0%	\$ 74,715.75	\$ 77,330.80	\$ 80,037.38	\$ 82,838.69	\$ 85,738.04	\$ 88,738.87	\$ 91,844.73	\$ 95,059.30	\$ 98,386.37	\$ 101,829.90	\$ 105,393.94	\$ 109,082.73	\$ 112,900.63	\$ 116,852.15	\$ 120,941.97	\$ 125,174.94
14	\$ 104,501.89	\$ 127,848.06	\$ 151,194.23		UNG	N/R	N/R	N/R												

*This pay plan is indexed to the Administrative and Executive Pay Plan

Commonwealth Attorney's Office

Grade	Minimum	Midpoint	Maximum	Mid. Prog.
1	\$ 42,016.00	\$ 56,203.73	\$ 70,391.46	-
2	\$ 43,696.64	\$ 58,451.88	\$ 73,207.11	4.0%
3	\$ 45,444.51	\$ 60,789.95	\$ 76,135.40	4.0%
4	\$ 47,262.29	\$ 63,221.55	\$ 79,180.82	4.0%
5	\$ 49,152.78	\$ 65,750.41	\$ 82,348.05	4.0%
6	\$ 51,610.42	\$ 69,037.93	\$ 86,465.45	5.0%
7	\$ 54,190.94	\$ 72,489.83	\$ 90,788.72	5.0%
8	\$ 56,900.48	\$ 76,114.32	\$ 95,328.16	5.0%
9	\$ 59,745.51	\$ 79,920.04	\$ 100,094.57	5.0%
10	\$ 62,732.78	\$ 83,916.04	\$ 105,099.30	5.0%
11	\$ 66,496.75	\$ 88,951.00	\$ 111,405.25	6.0%
12	\$ 70,486.56	\$ 94,288.06	\$ 118,089.57	6.0%
13	\$ 74,715.75	\$ 99,945.35	\$ 125,174.94	6.0%
14	\$ 79,198.69	\$ 105,942.07	\$ 132,685.44	6.0%
15	\$ 83,950.62	\$ 112,298.59	\$ 140,646.57	6.0%
16	\$ 88,987.65	\$ 119,036.51	\$ 149,085.36	6.0%
UNG	-	-	-	-

Sheriff Civilian *

Grade	Minimum	Midpoint	Maximum	Mid. Prog.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
-	-	-	-	-	-	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	
1	\$ 42,016.00	\$ 56,203.73	\$ 70,391.46	-	\$ 42,016.00	\$ 43,486.56	\$ 45,008.59	\$ 46,583.89	\$ 48,214.33	\$ 49,901.83	\$ 51,648.39	\$ 53,456.09	\$ 55,327.05	\$ 57,263.50	\$ 59,267.72	\$ 61,342.09	\$ 63,489.06	\$ 65,711.18	\$ 68,011.07	\$ 70,391.46
2	\$ 43,696.64	\$ 58,451.88	\$ 73,207.11	4.0%	\$ 43,696.64	\$ 45,226.02	\$ 46,808.93	\$ 48,447.25	\$ 50,142.90	\$ 51,897.90	\$ 53,714.33	\$ 55,594.33	\$ 57,540.13	\$ 59,554.04	\$ 61,638.43	\$ 63,795.77	\$ 66,028.62	\$ 68,339.62	\$ 70,731.51	\$ 73,207.11
3	\$ 45,444.51	\$ 60,789.95	\$ 76,135.40	4.0%	\$ 45,444.51	\$ 47,035.06	\$ 48,681.29	\$ 50,385.14	\$ 52,148.62	\$ 53,973.82	\$ 55,862.90	\$ 57,818.10	\$ 59,841.74	\$ 61,936.20	\$ 64,103.96	\$ 66,347.60	\$ 68,669.77	\$ 71,073.21	\$ 73,560.77	\$ 76,135.40
4	\$ 47,262.29	\$ 63,221.55	\$ 79,180.82	4.0%	\$ 47,262.29	\$ 48,916.47	\$ 50,628.54	\$ 52,400.54	\$ 54,234.56	\$ 56,132.77	\$ 58,097.42	\$ 60,130.83	\$ 62,235.41	\$ 64,413.64	\$ 66,668.12	\$ 69,001.51	\$ 71,416.56	\$ 73,916.14	\$ 76,503.20	\$ 79,180.82
5	\$ 49,152.78	\$ 65,750.41	\$ 82,348.05	4.0%	\$ 49,152.78	\$ 50,873.12	\$ 52,653.68	\$ 54,496.56	\$ 56,403.94	\$ 58,378.08	\$ 60,421.31	\$ 62,536.06	\$ 64,724.82	\$ 66,990.19	\$ 69,334.85	\$ 71,761.57	\$ 74,273.22	\$ 76,872.78	\$ 79,563.33	\$ 82,348.05
6	\$ 51,610.42	\$ 69,037.93	\$ 86,465.45	5.0%	\$ 51,610.42	\$ 53,416.78	\$ 55,286.37	\$ 57,221.39	\$ 59,224.14	\$ 61,296.98	\$ 63,442.38	\$ 65,662.86	\$ 67,961.06	\$ 70,339.70	\$ 72,801.59	\$ 75,349.64	\$ 77,986.88	\$ 80,716.42	\$ 83,541.50	\$ 86,465.45
7	\$ 54,190.94	\$ 72,489.83	\$ 90,788.72	5.0%	\$ 54,190.94	\$ 56,087.62	\$ 58,050.69	\$ 60,082.46	\$ 62,185.35	\$ 64,361.83	\$ 66,614.50	\$ 68,946.01	\$ 71,359.12	\$ 73,856.68	\$ 76,441.67	\$ 79,117.13	\$ 81,886.23	\$ 84,752.24	\$ 87,718.57	\$ 90,788.72
8	\$ 56,900.48	\$ 76,114.32	\$ 95,328.16	5.0%	\$ 56,900.48	\$ 58,892.00	\$ 60,953.22	\$ 63,086.58	\$ 65,294.61	\$ 67,579.93	\$ 69,945.22	\$ 72,393.31	\$ 74,927.07	\$ 77,549.52	\$ 80,263.75	\$ 83,072.98	\$ 85,980.54	\$ 88,989.86	\$ 92,104.50	\$ 95,328.16
9	\$ 59,745.51	\$ 79,920.04	\$ 100,094.57	5.0%	\$ 59,745.51	\$ 61,836.60	\$ 64,000.88	\$ 66,240.91	\$ 68,559.34	\$ 70,958.92	\$ 73,442.48	\$ 76,012.97	\$ 78,673.42	\$ 81,426.99	\$ 84,276.94	\$ 87,226.63	\$ 90,279.56	\$ 93,439.35	\$ 96,709.73	\$ 100,094.57
10	\$ 62,732.78	\$ 83,916.04	\$ 105,099.30	5.0%	\$ 62,732.78	\$ 64,928.43	\$ 67,200.93	\$ 69,552.96	\$ 71,987.31	\$ 74,506.87	\$ 77,114.61	\$ 79,813.62	\$ 82,607.10	\$ 85,498.34	\$ 88,490.79	\$ 91,587.96	\$ 94,793.54	\$ 98,111.32	\$ 101,545.21	\$ 105,099.30
11	\$ 66,496.75	\$ 88,951.00	\$ 111,405.25	6.0%	\$ 66,496.75	\$ 68,824.14	\$ 71,232.98	\$ 73,726.14	\$ 76,306.55	\$ 78,977.28	\$ 81,741.48	\$ 84,602.44	\$ 87,563.52	\$ 90,628.25	\$ 93,800.23	\$ 97,083.24	\$ 100,481.16	\$ 103,998.00	\$ 107,637.93	\$ 111,405.25
12	\$ 70,486.56	\$ 94,288.06	\$ 118,089.57	6.0%	\$ 70,486.56	\$ 72,953.58	\$ 75,506.96	\$ 78,149.70	\$ 80,884.94	\$ 83,715.92	\$ 86,645.97	\$ 89,678.58	\$ 92,817.33	\$ 96,065.94	\$ 99,428.25	\$ 102,908.24	\$ 106,510.02	\$ 110,237.88	\$ 114,096.20	\$ 118,089.57
13	\$ 74,715.75	\$ 99,945.35	\$ 125,174.94	6.0%	\$ 74,715.75	\$ 77,330.80	\$ 80,037.38	\$ 82,838.69	\$ 85,738.04	\$ 88,738.87	\$ 91,844.73	\$ 95,059.30	\$ 98,386.37	\$ 101,829.90	\$ 105,393.94	\$ 109,082.73	\$ 112,900.63	\$ 116,852.15	\$ 120,941.97	\$ 125,174.94
14	\$ 79,198.69	\$ 105,942.07	\$ 132,685.44	6.0%	\$ 79,198.69	\$ 81,970.65	\$ 84,839.62	\$ 87,809.01	\$ 90,882.32	\$ 94,063.20	\$ 97,355.42	\$ 100,762.86	\$ 104,289.56	\$ 107,939.69	\$ 111,717.58	\$ 115,627.69	\$ 119,674.66	\$ 123,863.28	\$ 128,198.49	\$ 132,685.44
15	\$ 83,950.62	\$ 112,298.59	\$ 140,646.57	6.0%	\$ 83,950.62	\$ 86,888.89	\$ 89,930.00	\$ 93,077.55	\$ 96,335.26	\$ 99,707.00	\$ 103,196.74	\$ 106,808.63	\$ 110,546.93	\$ 114,416.07	\$ 118,420.63	\$ 122,565.36	\$ 126,855.14	\$ 131,295.07	\$ 135,890.40	\$ 140,646.57
16	\$ 88,987.65	\$ 119,036.51	\$ 149,085.36	6.0%	\$ 88,987.65	\$ 92,102.22	\$ 95,325.80	\$ 98,662.20	\$ 102,115.38	\$ 105,689.42	\$ 109,388.55	\$ 113,217.14	\$ 117,179.74	\$ 121,281.04	\$ 125,525.87	\$ 129,919.28	\$ 134,466.45	\$ 139,172.78	\$ 144,043.83	\$ 149,085.36

*This pay plan is indexed to the Administrative Pay Plan

Treasurer's Office*

Grade	Minimum	Midpoint	Maximum	Mid. Prog.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
	-	-	-	-	-	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	
1	\$ 42,016.00	\$ 56,203.73	\$ 70,391.46		\$ 42,016.00	\$ 43,486.56	\$ 45,008.59	\$ 46,583.89	\$ 48,214.33	\$ 49,901.83	\$ 51,648.39	\$ 53,456.09	\$ 55,327.05	\$ 57,263.50	\$ 59,267.72	\$ 61,342.09	\$ 63,489.06	\$ 65,711.18	\$ 68,011.07	\$ 70,391.46
2	\$ 43,696.64	\$ 58,451.88	\$ 73,207.11	4.0%	\$ 43,696.64	\$ 45,226.02	\$ 46,808.93	\$ 48,447.25	\$ 50,142.90	\$ 51,897.90	\$ 53,714.33	\$ 55,594.33	\$ 57,540.13	\$ 59,554.04	\$ 61,638.43	\$ 63,795.77	\$ 66,028.62	\$ 68,339.62	\$ 70,731.51	\$ 73,207.11
3	\$ 45,444.51	\$ 60,789.95	\$ 76,135.40	4.0%	\$ 45,444.51	\$ 47,035.06	\$ 48,681.29	\$ 50,385.14	\$ 52,148.62	\$ 53,973.82	\$ 55,862.90	\$ 57,818.10	\$ 59,841.74	\$ 61,936.20	\$ 64,103.96	\$ 66,347.60	\$ 68,669.77	\$ 71,073.21	\$ 73,560.77	\$ 76,135.40
4	\$ 47,262.29	\$ 63,221.55	\$ 79,180.82	4.0%	\$ 47,262.29	\$ 48,916.47	\$ 50,628.54	\$ 52,400.54	\$ 54,234.56	\$ 56,132.77	\$ 58,097.42	\$ 60,130.83	\$ 62,235.41	\$ 64,413.64	\$ 66,668.12	\$ 69,001.51	\$ 71,416.56	\$ 73,916.14	\$ 76,503.20	\$ 79,180.82
5	\$ 49,152.78	\$ 65,750.41	\$ 82,348.05	4.0%	\$ 49,152.78	\$ 50,873.12	\$ 52,653.68	\$ 54,496.56	\$ 56,403.94	\$ 58,378.08	\$ 60,421.31	\$ 62,536.06	\$ 64,724.82	\$ 66,990.19	\$ 69,334.85	\$ 71,761.57	\$ 74,273.22	\$ 76,872.78	\$ 79,563.33	\$ 82,348.05
6	\$ 51,610.42	\$ 69,037.93	\$ 86,465.45	5.0%	\$ 51,610.42	\$ 53,416.78	\$ 55,286.37	\$ 57,221.39	\$ 59,224.14	\$ 61,296.98	\$ 63,442.38	\$ 65,662.86	\$ 67,961.06	\$ 70,339.70	\$ 72,801.59	\$ 75,349.64	\$ 77,986.88	\$ 80,716.42	\$ 83,541.50	\$ 86,465.45
7	\$ 54,190.94	\$ 72,489.83	\$ 90,788.72	5.0%	\$ 54,190.94	\$ 56,087.62	\$ 58,050.69	\$ 60,082.46	\$ 62,185.35	\$ 64,361.83	\$ 66,614.50	\$ 68,946.01	\$ 71,359.12	\$ 73,856.68	\$ 76,441.67	\$ 79,117.13	\$ 81,886.23	\$ 84,752.24	\$ 87,718.57	\$ 90,788.72
8	\$ 56,900.48	\$ 76,114.32	\$ 95,328.16	5.0%	\$ 56,900.48	\$ 58,892.00	\$ 60,953.22	\$ 63,086.58	\$ 65,294.61	\$ 67,579.93	\$ 69,945.22	\$ 72,393.31	\$ 74,927.07	\$ 77,549.52	\$ 80,263.75	\$ 83,072.98	\$ 85,980.54	\$ 88,989.86	\$ 92,104.50	\$ 95,328.16
9	\$ 59,745.51	\$ 79,920.04	\$ 100,094.57	5.0%	\$ 59,745.51	\$ 61,836.60	\$ 64,000.88	\$ 66,240.91	\$ 68,559.34	\$ 70,958.92	\$ 73,442.48	\$ 76,012.97	\$ 78,673.42	\$ 81,426.99	\$ 84,276.94	\$ 87,226.63	\$ 90,279.56	\$ 93,439.35	\$ 96,709.73	\$ 100,094.57
10	\$ 62,732.78	\$ 83,916.04	\$ 105,099.30	5.0%	\$ 62,732.78	\$ 64,928.43	\$ 67,200.93	\$ 69,552.96	\$ 71,987.31	\$ 74,506.87	\$ 77,114.61	\$ 79,813.62	\$ 82,607.10	\$ 85,498.34	\$ 88,490.79	\$ 91,587.96	\$ 94,793.54	\$ 98,111.32	\$ 101,545.21	\$ 105,099.30
11	\$ 66,496.75	\$ 88,951.00	\$ 111,405.25	6.0%	\$ 66,496.75	\$ 68,824.14	\$ 71,232.98	\$ 73,726.14	\$ 76,306.55	\$ 78,977.28	\$ 81,741.48	\$ 84,602.44	\$ 87,563.52	\$ 90,628.25	\$ 93,800.23	\$ 97,083.24	\$ 100,481.16	\$ 103,998.00	\$ 107,637.93	\$ 111,405.25
12	\$ 70,486.56	\$ 94,288.06	\$ 118,089.57	6.0%	\$ 70,486.56	\$ 72,953.58	\$ 75,506.96	\$ 78,149.70	\$ 80,884.94	\$ 83,715.92	\$ 86,645.97	\$ 89,678.58	\$ 92,817.33	\$ 96,065.94	\$ 99,428.25	\$ 102,908.24	\$ 106,510.02	\$ 110,237.88	\$ 114,096.20	\$ 118,089.57
13	\$ 74,715.75	\$ 99,945.35	\$ 125,174.94	6.0%	\$ 74,715.75	\$ 77,330.80	\$ 80,037.38	\$ 82,838.69	\$ 85,738.04	\$ 88,738.87	\$ 91,844.73	\$ 95,059.30	\$ 98,386.37	\$ 101,829.90	\$ 105,393.94	\$ 109,082.73	\$ 112,900.63	\$ 116,852.15	\$ 120,941.97	\$ 125,174.94
14	\$ 104,501.89	\$ 127,848.06	\$ 151,194.23																	
UNG	N/R	N/R	N/R																	

*This pay plan is indexed to the Administrative and Executive Pay Plan