



# CHESTERFIELD COUNTY GOVERNMENT

**Classification and Compensation Plan  
for  
Fiscal Year 2025**

*“Providing a First Choice Community  
through  
Excellence in Public Service”*

**DEPARTMENT OF HUMAN RESOURCES**

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# **PART ONE – GENERAL GOVERNMENT EMPLOYEES**

## **I. POLICIES AND PROCEDURES**

**POLICIES AND PROCEDURES FOR THE ADMINISTRATION  
OF THE 2024-2025 CLASSIFICATION AND COMPENSATION PLAN  
PART ONE**

The County has established the Classification and Compensation Plan to define procedures for creating new positions, classifying and reclassifying positions and compensating those positions appropriately within the County and the market. The County's compensation program provides structured guidance while giving departments sufficient flexibility to accomplish departmental recruitment and retention goals and ensures efficient utilization of County funds and equitable treatment of all employees.

This Classification and Compensation Plan is funded through the 2024-2025 County budget, as approved by the Board of Supervisors, and is effective June 22, 2024. Part one of this Plan governs compensation for all general government employees.

**§ 1. Chesterfield County's Total Compensation Philosophy:**

Goal: Chesterfield County's Compensation Philosophy is to remain market competitive for all positions, while maintaining a decompressed compensation system, thereby acknowledging tenure and talent. This goal is accomplished by implementing three objectives:

- Annual market surveys for public safety, teachers/school-based jobs and other high volume or hard to fill positions, as identified, and conduct a comprehensive survey of all positions every four years utilizing the assistance of a qualified compensation consultant.
- Ensure county and schools' pay structures and step pay plans remain current by adjusting salary ranges and pay steps, using relevant methodologies as often as market conditions dictate.
- Forecast budget needs to support the county's compensation philosophy and allocate funding annually to maintain compensation reserves appropriate to fund the pay plans. (Work with Budget on the appropriate amount to include.)

Chesterfield County strives to compete in comparable markets to attract and retain a high-performing workforce in support of Chesterfield County's mission: Providing a FIRST CHOICE community through excellence in public service. Recognizing that public service has rewards beyond a base salary, we offer competitive benefit, wellness, and leave programs reflective of market trends, promote and encourage employee engagement and empowerment, and provide career development and growth opportunities to employees throughout the organization.

When evaluating employee pay increases, Chesterfield County follows a pay approach that rewards employees who perform successfully. Employees experiencing performance or behavior issues as evidenced by a low Employee Development Plan (EDP) rating, disciplinary probation, major disciplinary actions, or employees working under performance improvement plans may not be eligible for any type of salary increase. At no time shall race, color, religion, national origin, political affiliation, sex, pregnancy, childbirth or related medical conditions, age, marital status,

sexual orientation, gender identity, disability, or any other status protected by applicable federal, state, or local laws, be considered in making any classification or compensation decisions.

### **Compensation and Classification Study**

In the fall of 2021, Evergreen Solutions, LLC was retained by Chesterfield County and Chesterfield County Public Schools (CCPS) to conduct a unified comprehensive compensation and classification study. With the assistance of the external consultant, the County benchmarked key positions with peer localities and the private sector to create new pay structures that better aligned with the market and moved starting salaries to a minimum of \$12 per hour/\$24,960 in FY23. It was determined that pay adjustments were to be implemented in two phases, with Phase I salary increases occurring in May 2022 and Phase II salary increases to be effective on June 24, 2023.

Effective June 24, 2023, Phase II employees were transitioned to the 200 series pay grades (\$16 per hour/\$33,280 minimum pay scale) relative to their placement on the previous 100 series pay grades (\$12 per hour/\$24,960 minimum pay scale). This means if an employee was at the top of the first quartile in the previous pay grade, they were placed at the top of the first quartile in their new pay grade. This was done by determining the percentage difference in midpoints between an employee's previous 100 series pay grade and their new corresponding 200 series paygrade, and then multiplying that difference by their current salary on the 100 series pay grade.

The methodology used for pay increases for employees in Phase II remained consistent with similarly situated employees in Phase I. When transitioning Phase II employees to the 200 series pay grades, their salaries were also capped at midpoint of their new grade + 2%, to account for the merit increases Phase I employees received in FY23. Phase II employees whose salaries were already above midpoint plus 2% did not receive an increase in Phase II, as they received their full increase in Phase I.

The need for flexibility in the application of any compensation model is standard in order to address anomalies. Evergreen recommended that the County review each employee's proposed pay increase and assess if adjustments are needed for any reasons such as internal equity, performance, etc., and make those adjustments, as appropriate.

### **§ 2. Job Evaluation System:**

Internally consistent pay relationships are based on the content of the work performed, the skills required and the relative contribution of the work to the County's overall objectives. Positions are evaluated at the time of creation and when duties and responsibilities have significantly changed. Several methods are used to evaluate jobs to determine their relative worth and may include point factor analysis, a review of market data relative to that job and internal equity within the department and countywide. Based on the results of the job evaluation, a pay grade is assigned.

§ 3. **Maintenance of the Classification and Compensation Plan:**

The Department of Human Resources (HR), under the direction of the County Administrator, is responsible for the administration and maintenance of the Classification and Compensation Plan. On a routine basis, HR staff monitors the market and local compensation trends. HR staff periodically conducts benchmarking surveys of County positions to ensure pay rates remain competitive in the market. Regrades based on market rates may be recommended at that time. General government pay structures and public safety step pay plans are reviewed annually and increased as market conditions dictate. CCPS HR will follow a similar annual compensation review process for teachers, other school-based positions and all other administrative and support positions and report findings to schools and county leadership, as appropriate.

HR also conducts continuing studies of the internal relationships between classifications to ensure internal equity. Based upon an analysis of salary data, turnover, recruitment effectiveness, incumbents' salaries, economic conditions, and the County's ability to pay, HR, under the general direction of the County Administrator, will review and approve salary increases, salary reductions, or amendments to the Classification and Compensation Plan as deemed necessary. HR may revise the Classification and Compensation Plan throughout the fiscal year as needed.

§ 4. **Creating New Positions:**

The Board of Supervisors must authorize all new full-time positions. Typically, this occurs as part of the annual budget process in accordance with Department of Budget and Management policies and procedures. Positions may also be created throughout the year by special Board action. New position agenda items will be coordinated with the Budget and Management Department, HR, Deputy County Administrators and the Office of the Clerk to the Board of Supervisors. Before Board approval, the department may request advice on a proposed classification for the position. After Board approval, HR will classify the position, assign a position number, and notify the department of this information so a personnel requisition can be prepared and submitted to initiate the recruitment process. Grant-funded positions should be designated as such. Departments should allow more time for creation and classification of a new full-time position than for part-time positions.

When a department has identified a need for a new part-time position, the department should submit a request for a position to HR at least two weeks prior to advertising. The request to HR should state that funding is available and must include a short summary of the position's hours, duties, requirements, etc. HR will classify the position, assign a position number, and notify the department so a personnel requisition can be prepared and submitted to initiate the recruitment process. A Position Description Questionnaire (PDQ) may be attached instead of including duties and responsibilities in the request. It is the department's responsibility to consult with the Budget and Management Department to ensure that funding is available for the creation of the part-time position. **Refer to Administrative Procedure 6-8 for further details.**

§ 5. **Definitions:**

- A. **Acting Appointment** - The temporary assignment of an employee to a position in a higher classification for an anticipated period of at least 60 calendar days, pending recruitment and selection. In some cases, HR may approve an acting assignment period of less than 60 days. An acting appointment can result from a vacant position or a position in which the incumbent is on leave for an extended period of time. (See section 9)
- B. **Administrative Increase** - The salary adjustment available to new employees hired during the calendar year who will not have accrued one year of service as of the next merit date, and therefore are not eligible for the merit increase. The administrative increase also applies to reinstated employees whose separation period was greater than 30 days. (See section 17)
- C. **Career Development Plan** - A structured path for career growth that encourages employees to enhance their job knowledge and skills. Plans should result in an increase in job skills and responsibilities. New career development plans and revisions to existing plans must be approved by HR. Employees who advance by participating in career development plans do not go through a competitive recruitment process and may or may not change salary grades. (See Career Development Plan Guidelines for additional information.)
- D. **Classification** - A group of positions that perform similar duties, require similar qualifications, and are compensated in the same salary grade.
- E. **Demotion** - The voluntary or involuntary assignment of an employee to a different position in a classification with a lower salary grade than the employee's current position. (See Section 12)
- F. **Effective Date** - Reclassifications and Special Salary Adjustments are effective the first day of the pay period following the approval date. All other personnel transactions that impact an employee's pay are effective the first day of the pay period in which the transaction occurs or is approved by HR or the County Administrator.
- G. **Exempt Employee** - An employee who is exempt from guidelines and regulations established by the Fair Labor Standards Act (FLSA).
- H. **Index of Classifications** - A list of authorized job classifications, the salary grade, FLSA designation, along with other pertinent information included in this document. Refer to Part One, Section II of this Classification and Compensation Plan for the General Government Index and Part Two, Section II for the Sworn and Uniformed Public Safety Index.
- I. **Merit Date** - The date on which an employee is eligible for a merit increase based on a successful (or higher) performance evaluation rating. Chesterfield County has a common merit date for all general government employees. Merit increases are effective the first day of the last pay period in January each year.



- J. Nonexempt Employee - An employee who is subject to guidelines and regulations established by the Fair Labor Standards Act (FLSA).
- K. Pay Structure Adjustment - A percentage increase to the pay structure effective the first day of the last pay period in January.
- L. Position - A group of currently assigned duties and responsibilities that require the full-time or part-time employment of one person. The Board of Supervisors must authorize all new full-time positions.
- M. Promotion - The selection of a current employee in a competitive recruitment process to fill a position in a classification having a higher salary grade than the employee's current position. (See Section 11)
- N. Reclassification - A personnel transaction that occurs when position duties and responsibilities have changed substantially, resulting in an increase or decrease in job content, sufficient to change the job classification assigned to that position. (See Section 13)
- O. Regrade - A change in salary grade assigned to a classification, as a result of market movement, typically effective the first day of the fiscal year. Employees moving to a higher grade shall be placed into the new range according to their relative position in the prior range.
- P. Salary Reduction - In certain circumstances, an employee's salary or hourly rate of pay may be temporarily reduced due to, for example, the loss of a license or certification that prevents the employee from performing the full set of duties of the job (i.e., loss of a driver's license for a position that requires driving). If the employee later obtains the required license or certification within the timeframe required by the department, the employee's salary may be increased by the dollar amount of the original pay reduction, not by a percentage of pay.
- Q. Special Salary Adjustment - In unique situations, an in-grade adjustment utilized to retain key employees, resolve internal equity issues, or provide compensation for additional duties. In the event of a special salary adjustment request, to avoid a potential employee morale issue, the transaction should not be shared with the employee in advance of the approval in case the request is delayed or denied. Employees may not receive more than one special salary adjustment in a 36-month period, unless an exception is approved by the County Administrator. (See Section 14)
- R. Trainee - A new employee with less than the minimum qualifications to perform the job. (See Section 8B)
- S. Transfer - The voluntary or involuntary assignment of an employee to a different position in the same pay grade, resulting from recruitment or managerial action. Also, the reassignment of an employee to a different supervisor. (See Section 10)

- T. Underfill - The temporary filling of a position at a lower classification title than the authorized classification title. Underfilling a position should be used only if there is a valid business need and requires written justification and HR approval. Underfilling shall not exceed a 12-month period without additional HR review/approval. The employee's salary will be reviewed on a case-by-case basis but will be increased to at least the minimum of the new range when removed from underfill status.

§ 6. **Merit Increases:**

Chesterfield County has a common merit date of January for all general government employees. Merit increases are effective the first day of the last pay period in January each year. Under limited circumstances, an employee may receive a performance evaluation and/or merit increase on a date other than that date. Such exceptions to the merit date are stated within affected policies and procedures. A full merit increase would be received each successive January, provided the employee continues to meet performance expectations. Those employees who do not receive a merit increase because of performance must be identified by their department prior to the January merit date. **Refer to Administrative Procedure 6-5 for further details.**

Full-time Chesterfield County Public Schools (CCPS) employees being hired into a full-time County Government position with a break in service of 30 days or less between the two positions will receive a merit increase in January provided the employee's performance at CCPS is proficient or better. The merit increase may be prorated if the employee's CCPS service and County Government service does not equate to 12 months on the merit date.

Merit increases are processed prior to other salary adjustments effective on the merit date, including salary adjustments due to pay structure movement, position reclassification, classification title regrade, promotion, and progression in an approved career development plan. If, after applying the merit increase and other applicable salary adjustments, the employee is below the new minimum for their pay grade, the employee's salary is increased to the new minimum.

An employee's salary may not exceed the maximum of their salary range except when the employee is participating in a County-sponsored career development plan. All other employees above the maximum of their range will not receive a merit increase or a lump sum payment. Full-time employees not in career development who are at the maximum of their range, who meet or exceed expectations, may receive a lump sum payment in lieu of all, or a portion of, their merit increase. An employee may choose to defer all or a portion of the lump sum payment into a deferred compensation account. If this is the case, the employee should contact HR to complete the necessary forms.

Front-line supervisors and mid-level managers who received the supervisory supplement in January 2025 will be allowed to exceed the maximum of their range by up to 7%, the amount of the supervisory supplement. Any amount in excess of 7% will be paid out in a lump sum.

§ 7. **Cash Awards:**

Based on their performance, employees may also be eligible for two types of cash awards (Celebrating Success Award and First Choice Award). **Refer to Administrative Procedure 6-14 for further details.**

§ 8. **New Hires:**

The County's adopted salary structures have been designed to assist departments in properly compensating employees, both from an external competitiveness and internal equity perspective.

When establishing the starting salary of a new employee, full-time or part-time, the hiring department should consider each of the following factors to ensure an equitable compensation decision:

- Internal equity with salaries of other similarly situated employees
- Applicable job-related knowledge, skills, and abilities
- Years of directly relevant experience
- General market conditions
- Special certifications and/or licenses
- Fluency in sign language or foreign languages helpful to the customers served

When determining a starting salary, it is of utmost importance that hiring departments prioritize internal equity, considering experience and skill level as important factors when determining how to position a new hire within the salary range. Department directors should verify this information prior to submitting selection packets to HR for approval.

- A. **Hire within Grade:** Department Directors have the discretion to authorize a salary through the second quartile (midpoint) of the position's range. Please review hiring requirements below by quartile:

**First Quartile**

Department Directors have the discretion to verbally offer a new hire salary within the first quartile of the position's pay range.

**Second Quartile**

Department Directors have the discretion to verbally offer a new hire salary within the second quartile (up to midpoint) of the position's pay range.

For second quartile hires, Department Directors must research salaries of current employees within their department and take this into consideration when making a verbal salary offer to

maintain internal equity. The following information must be included as part of the selection packet to HR:

- A Salary Review Template, to include a list of all department employees in the same job classification and pay rates (including selected candidate)
- A summary of the selected candidate's education and experience

Although hiring departments may provide a verbal salary offer through the second quartile, HR will verify the information as part of the selection packet review. Any incompatible salary offers may require the hiring department to rescind a verbal second quartile salary offer.

### **Third Quartile**

Written justification must be submitted to HR for review and approval prior to a new hire salary offer within the third quartile of the position's pay range.

### **Fourth Quartile**

Written justification must be submitted to HR for review and approval will be required from the County Administrator prior to a new hire salary offer within the fourth quartile of the position's pay range.

- B. Trainee: If it becomes necessary to appoint a new employee with less than the minimum qualifications, the employee may be offered a trainee rate of 5% below the minimum salary for the classification. The employee may start at the minimum salary of the classification if approved by HR. Trainees are limited to 12 months in such status, at which time they must be moved to the minimum of the range or terminated. Extensions to the 12-month period or transfer options within the department must be approved by HR. The effective date for the removal of trainee status shall be the first day of the pay period in which the transaction occurred. In most cases, employees in trainee status are not eligible to receive merit increases. Upon removal from trainee status, an employee will not be credited with any merit increase that occurred while in such status.

To ensure consistency in the calculation method for determining pay rates for employees hired at a trainee status, the following method should be used:

$$\textit{Minimum of pay grade} \times \textit{adjustment percentile} = \textit{Trainee pay rate}$$

The following is an example of the calculation, based on grade 210:

$$\$55,278 \times .95 \text{ (for 5\% below minimum)} = \$52,514$$

**§ 9. Acting Appointments:**

Acting appointments may be made for vacant positions or positions in which the incumbent is on leave for an extended period of time. They are temporary assignments, pending recruitment and selection or return of the current incumbent, and shall not be used for promotional purposes. The anticipated duration of the acting status should be at least 60 calendar days, but in some cases, the acting assignment period may be less than 60 days. Prior to the beginning of acting status, the department shall consult with HR and request authorization for such action, specifying the estimated duration of the acting assignment.

Employees placed in an acting appointment are limited to 12 months in such status, at which time the department must advertise for the position and go through a competitive recruitment process to fill the position. HR must approve extensions to the 12-month period.

In some cases, a Department Director may choose to rotate the acting status among more than one staff member. In this case, the anticipated duration of the acting status should be at least 60 calendar days cumulatively.

The salary of the acting appointee is adjusted to the minimum salary of the grade in which appointed, or to a rate 5% above the employee's current salary, whichever is greater. The salary for an acting appointee to a Department Director or Deputy County Administrator position will be determined on a case-by-case basis by HR. At the end of the acting status, unless the employee is promoted permanently to the position, the employee's rate of pay is adjusted to that received prior to appointment to acting status. If an employee is in an acting capacity on their merit date, the performance appraisal is based on the employee's performance in the non-acting position and the merit increase is calculated using the pre-acting salary. After the merit increase is awarded, the 5% acting pay (or other approved percentage increase in the case of a Department Director or Deputy County Administrator) is added back to the new salary.

**§ 10. Transfers:**

When an employee voluntarily or involuntarily transfers to a classification title at the same pay grade, no pay increase will be given. Under special circumstances, an increase or decrease in pay may be warranted if a funding or internal equity concern exists. A written request with justification must be submitted to HR for review and approval.

**§ 11. Promotions:**

Promoted employees may be eligible for a promotion increase of 10%.

Employees compensated below the minimum of the range after the promotion increase will receive an increase to the new range minimum. HR may approve an increase less than 10% or an additional increase through the third quartile of the salary range with appropriate justification. An

increase in the fourth quartile requires approval from the County Administrator. Such transactions require written justification to HR from the Department Director.

When determining a promotional salary, it is of utmost importance that hiring departments prioritize internal equity as an important factor.

**§12. Demotions:**

For involuntary demotions, the salary of the demoted employee can be reduced by any amount as long as the salary is within the employee's new pay range but must be reduced by at least 5% or to the maximum of the new range, whichever is lower.

For voluntary demotions that result from a competitive recruitment, the Department Director may request to continue the employee's salary at the rate of pay prior to demotion provided such salary falls within the range of pay for the new position and is aligned with the salaries of employees in the same classification with similar levels of education and experience. A memorandum containing the circumstances surrounding the demotion should be sent to HR for approval prior to any verbal salary offer. If the demoted employee's salary is not reduced, the employee is ineligible for an increase as a result of future reclassification or promotion to the prior grade level for 12 months from the date of demotion.

If an employee is demoted within 12 months of a promotion, any salary increase resulting from the promotion will be removed.

**§ 13. Reclassifications:**

Reclassifications are effective the first day of the pay period following the approval date. Budgeted reclassifications are effective on the first day of the pay period of the new fiscal year.

When a position is reclassified to a higher salary grade, the incumbent may be eligible for a 5% increase to base salary, or increase to minimum of the new salary range, whichever is higher. Such increases are not available to employees during their initial probationary period unless the employee's current salary is below the minimum of the new range.

HR may approve an additional increase up to midpoint of the salary range with appropriate justification. An increase above range midpoint requires approval from the County Administrator.

When a position is reclassified to a lower grade, the department may reduce the incumbent's base salary by 5% or to the maximum of the new range, whichever is lower. **Refer to Administrative Procedure 6-8 for further details.**

§ 14. **Special Salary Adjustments:**

Departments requesting a special salary adjustment must first verify with their budget analyst that their budget can support the amount being requested, and ensure they have the support of their Deputy County Administrator. A memo/email including the employee's name, requested salary amount, written approval from the Deputy County Administrator and the budget analyst, along with a detailed justification for the adjustment should be sent to the Director of Human Resources for review. If the request is to counteroffer an outside job offer, a copy of the competing job offer should be provided if available. Special salary adjustments equal to or less than 5% for full-time employees and all special salary adjustments for part-time employees are initiated by the Department Director and require approval by the Director of HR. All special salary adjustments above 5% for full-time employees are initiated by the Department Director, reviewed by HR, and require approval by the Deputy County Administrator for Finance & Administration.

§ 15. **Overtime Pay, Compensatory Time:**

It is County policy to comply with applicable wage and hour laws and regulations regarding overtime pay and compensatory time. Employees with questions or concerns about their status under the Fair Labor Standards Act (FLSA) should immediately raise the issue with their department management or HR. **Refer to Administrative Procedure 6-17 for further details.**

§ 16. **Part-time Employment:**

Unless stated otherwise, part-time employees are governed by the same compensation policies as full-time employees:

- A. When a current part-time employee is hired for a full-time position, the Department Director may offer an annual salary through the second quartile (midpoint) of the employee's classification salary range. If the employee exceeds the minimum qualifications of the position, the hiring department should determine where an employee should be placed in the salary range based on review of internal equity with similarly situated employees. Part-time to full-time employees are considered new hires (not promotions) for the purposes of establishing a starting salary.

When establishing a salary for the employee, the department should also consider the VRS contribution required for full-time employees. If the part-time to full-time status change is within the same department, use personnel action 41-Part-time to Full-time. If the part-time to full-time status change is to a new department, use personnel action 76-Part-time to Full-time to New Department. (See Section 8)

- B. When a part-time employee is hired for another part-time position at a higher grade as a result of a competitive process, the transaction is coded as a promotion on the personnel action form. (See Section 11)

- C. When a part-time employee is hired for another part-time position in the same grade, it is coded as a transfer. Use personnel action 71-Transfer. (See Section 10)
- D. When a full-time employee changes to part-time status, it is considered a change of employment status with loss of full-time benefits. Once the employee and department have negotiated an acceptable pay rate within the range assigned to that classification, a memorandum should be sent to HR for approval.
- E. For information on benefits eligibility criteria for part-time employees, **refer to Administrative Procedure 6-11.**

§ 17. **Administrative Increases:**

Administrative increases are provided to employees who were hired during the year and will not have accrued one year of service as of the next merit date and to reinstated employees whose separation periods were greater than 30 days during the year. Such employees are within their 12-month probationary period and are not eligible for a merit increase at the next merit date.

The administrative increase is prorated for the period between the employee's hire date or reinstatement date and the merit date. The proration calculation is based on the same percentage increase as the merit for the year. An administrative increase does not end the 12-month probationary period for the employee.

§ 18. **Shift Differentials:**

Departments may offer shift differentials as a base pay adjustment to nonexempt employees for hours regularly worked during second, third, or weekend shifts to assist with recruitment and retention efforts. The shift differential amount is typically a 10% increase to the employee's regular hourly rate. This amount may vary based on industry standards and according to the job classification, but the amount should not be more than a 15% increase to the employee's regular rate. Requests to pay shift differentials must be made in writing to HR to include benchmark results from industry peers, justification for the request, along with support from their Deputy County Administrator and budget analyst.

§ 19. **Bilingual Pay Supplement:**

Departments may offer a \$2,000 bilingual pay supplement as a base pay adjustment to permanent full-time; or an hourly rate supplement of \$1.00 per hour to benefits eligible part-time employees who provide bilingual assistance for an identified language of need, beyond the scope of their job classification, to improve communication with customers, expand access and services, and strengthen relationships in communities with limited English proficiency. The assistance must be provided on a regular, on-going basis (for example, four or more times per month, one or more



times per week, etc.). The purpose of the supplement is to compensate employees who can interact with their customers without requiring the assistance of a bilingual interpreter. Employees in a bilingual interpreter role are not eligible for the bilingual pay supplement as bilingualism is a required function of their position. For the purposes of this policy, an employee who is fluent in American Sign Language (ASL), would be considered bilingual and qualify for the bilingual pay supplement, provided they meet the requirements of this policy.

Departments wishing to implement the bilingual pay supplement shall develop a departmental policy that identifies the language(s) of need and the assistance to be rendered and submit the policy to HR for approval. To qualify for a bilingual pay supplement, employees must demonstrate proficiency by passing an independent, third-party test that will cover, at a minimum, speaking the language of need. All testing shall be conducted through an accredited third-party language testing service that meets or exceeds industry standards (Language Testing International, ALTA Language Services, LanguageLine Solutions, etc.). Testing will be paid for by the department unless otherwise notified, and departments will be responsible for coordinating language proficiency testing for their employees.

Employees who receive a passing score on a language proficiency test will have the supplement added to their base pay effective the beginning of the pay period following the receipt of the passing score through a special salary adjustment request submitted by their department, along with a copy of the test score result from the language testing service. The bilingual pay supplement will not be included in any salary calculations based on percentage, including but not limited to merit increases, promotional increases, CDP increases or increases due to acting status. Employees receiving the supplement are required to re-test for language proficiency every five years to maintain the supplement. If an employee is promoted or changes positions in which there is no longer a need for bilingualism, the bilingual pay supplement will cease at the beginning of the pay period in which the employee begins working in the new position.

It is vital that the information shared with limited or non-English speaking customers is accurate and appropriate; therefore, departments are responsible for ensuring the employee thoroughly understands their role as a bilingual employee, as well as the department's business operations. On a bi-annual basis, HR will review departmental policies, program usage, and the bilingual supplement amount to recommend any changes to the program. Employees must meet performance expectations by scoring successful or above on their performance evaluation to continue to receive the supplement. Employees that score below successful are ineligible to receive the supplement until the next Employee Development Program (EDP) review period in which they receive a score of successful or above.

**§ 20. Constitutional Officer’s Salary Supplement (County Sponsored):**

In accordance with § 15.2-1605.1 of the Code of Virginia, the Board of Supervisors may authorize salary supplements for constitutional officers. As of January 1, 2025, this also applies to the Registrar. Effective FY2024, constitutional officers are eligible to receive, on an annual basis, a County-paid salary supplement of up to 10% of the constitutional officer’s new annual State Compensation Board salary. Salary supplements are available only to constitutional officers who comply with County policies (excluding the County’s Employee Grievance Procedure, No. 6-9) and who provide the additional County services agreed upon by the constitutional officer and the County. A confirmation memo will be issued to the constitutional officer in the month of March each year to confirm the officer’s agreement to comply with County policies and to perform the additional agreed upon services. This completed and signed form must be returned to HR by May 1 each year to be considered for a salary supplement.

Constitutional officers who have complied with County policies and provided the agreed upon additional services throughout the preceding year, as verified by their Deputy County Administrator, are then eligible to receive a salary supplement of up to 10% of their State Compensation Board salary. The salary supplement is calculated based on the constitutional officer’s new annual State Compensation Board salary. Any salary supplement is subject to appropriation. The County reserves the right to change, alter or discontinue the salary supplement program for constitutional officers.

**§ 21. Constitutional Officer’s Pay (Code of Virginia):**

**Commonwealth’s Attorney and Salaries of attorneys for the Commonwealth and assistants:** In accordance with § 15.2-1627.1 of the Code of Virginia, each assistant attorney for the Commonwealth authorized by law, if his services shall be deemed necessary by the Compensation Board, shall receive an annual salary which shall not exceed 90% of the salary received by the attorney for the Commonwealth of his county or city.

**§ 22. Pay Equity – Supervisor/Subordinate:**

There are certain instances in which it is appropriate for an employee’s salary to be equal to, or even exceed, that of their immediate supervisor. These instances include:

- A. A long-tenured employee who has been in the same department and same job classification for most of their career may be earning a salary near the top of their pay grade. As a result, the subordinate may be earning a higher salary than the supervisor due to the following reasons.
  - 1. The employee’s supervisor may have less tenure.

2. The employee's supervisor may be newly promoted. Although graded higher, the supervisor may be in the first or second quartile of their new pay grade due to having less tenure.
- B. Some positions may require more technical skills or a higher level of education than that of the supervisor (i.e., Physicians, Psychiatrists, IT Executives or Engineers).
  - C. Many leadership positions are exempt from the Fair Labor Standards Act (FLSA) and are not eligible for overtime. Nonexempt employees who regularly work overtime may ultimately earn more on an annual basis than their supervisor.

Other situations may be reviewed by HR on a case-by-case basis to determine if the supervisor/subordinate salaries are appropriate. In certain instances, HR may recommend a special salary adjustment for the supervisor as appropriate.

## **II. INDEX OF CLASSIFICATIONS**

### Alphabetical Order

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
1207	ABSENTEE COORDINATOR	EXEMPT	N	210	\$55,278	\$74,625	\$93,973
1210	ABSENTEE VOTING MANAGER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
1602	ACCOUNT CLERK	NONEXEMPT	N	203	\$38,636	\$52,158	\$65,682
1614	ACCOUNTANT I	EXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1675	ACCOUNTANT II	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
1676	ACCOUNTANT III	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906
1641	ACCOUNTING AP ANALYST I	EXEMPT	Y	209	\$52,521	\$70,902	\$89,285
1651	ACCOUNTING AP ANALYST II	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
1652	ACCOUNTING AP ANALYST III	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906
1642	ACCOUNTING AP SPECIALIST	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
1649	ACCOUNTING AP SPECIALIST II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
1650	ACCOUNTING AP SPECIALIST III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1628	ACCOUNTS PAYABLE MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
1608	ACCOUNTS PAYABLE SPECIALIST	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
2840	ACCREDITATION MANAGER	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
1020	ADMINISTRATIVE ANALYST I	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
1058	ADMINISTRATIVE ANALYST II	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906
1059	ADMINISTRATIVE ANALYST III	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
1012	ADMINISTRATIVE ASSISTANT	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1038	ADMINISTRATIVE ASSISTANT II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
1039	ADMINISTRATIVE ASSISTANT III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
1024	ADMINISTRATIVE MANAGER	EXEMPT	N	213	\$64,449	\$87,006	\$109,565
1010	ADMINISTRATIVE SECRETARY I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
1044	ADMINISTRATIVE SECRETARY II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
1045	ADMINISTRATIVE SECRETARY III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1018	ADMINISTRATIVE SUPERVISOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
7707	ADOLESCENT REPORTING PROGRAM ADMINISTRATOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
3833	AIRPORT OPERATIONS COORDINATOR	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
3824	AIRPORT OPERATIONS MANAGER	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
3001	ALS TRAINING COORDINATOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
5507	ALTERNATIVE TRANSPORTATION MANAGER	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
9012	ANALYST	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
2613	ANIMAL SERVICES MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
2616	ANIMAL SERVICES OFFICER	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2617	ANIMAL SERVICES OFFICER FIRST CLASS	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
2614	ANIMAL SERVICES SUPERVISOR	NONEXEMPT	N	214	\$67,833	\$91,573	\$115,316
1906	APPRAISAL SPECIALIST I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1933	APPRAISAL SPECIALIST II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
1934	APPRAISAL SPECIALIST III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
1935	APPRAISAL SPECIALIST IV	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
1926	APPRAISER I	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
1924	APPRAISER II	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906
1922	APPRAISER III	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
1920	APPRAISER IV	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
9015	ARCHITECT	EXEMPT	Y	222	\$102,146	\$137,895	\$173,647
7709	ARP COMM SERV PROGRAM COORD	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
1927	ASSESSMENT AUTOMATION MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
1928	ASSESSMENT MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
1929	ASSESSMENT SUPPORT ANALYST I	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
1930	ASSESSMENT SUPPORT ANALYST II	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906
1931	ASSESSMENT SUPPORT ANALYST III	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
1932	ASSESSMENT SUPPORT ANALYST IV	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
7710	ASSISTANT ADOLESCENT PROGRAM ADMINISTRATOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
2615	ASSISTANT ANIMAL SERVICES SUPERVISOR	NONEXEMPT	N	213	\$64,449	\$87,006	\$109,565
4608	ASSISTANT CHIEF PLANT OPERATOR	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
8006	ASSISTANT COMMONWEALTH'S ATTORNEY I	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
8007	ASSISTANT COMMONWEALTH'S ATTORNEY II	EXEMPT	Y	219	\$87,610	\$118,272	\$148,937
8020	ASSISTANT COMMONWEALTH'S ATTORNEY III	EXEMPT	Y	221	\$97,050	\$131,017	\$164,985
8017	ASSISTANT COUNTY ATTORNEY I	EXEMPT	N	99	-	-	-
8018	ASSISTANT COUNTY ATTORNEY II	EXEMPT	N	99	-	-	-
1121	ASSISTANT CUSTOMER SERVICE SUPERVISOR	NONEXEMPT	N	209	\$52,521	\$70,902	\$89,285
1636	ASSISTANT DIRECTOR OF ACCOUNTING	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
1810	ASSISTANT DIRECTOR OF BUDGET & MGMT	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
4214	ASSISTANT DIRECTOR OF BUILDING INSPECTIONS	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
7207	ASSISTANT DIRECTOR OF CITIZEN INFORMATION AND RESOURCES	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
2410	ASSISTANT DIRECTOR OF COMMUNICATIONS AND MEDIA	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
7810	ASSISTANT DIRECTOR OF COMMUNITY CORRECTIONS SERVICES	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
9118	ASSISTANT DIRECTOR OF CONSTITUENT & MEDIA SERVICES	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
6508	ASSISTANT DIRECTOR OF ECONOMIC DEVELOPMENT	EXEMPT	N	222	\$102,146	\$137,895	\$173,647
4310	ASSISTANT DIRECTOR OF ENVIRONMENTAL ENGINEERING	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
4106	ASSISTANT DIRECTOR OF GENERAL SERVICES	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
2217	ASSISTANT DIRECTOR OF HUMAN RESOURCES	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
1708	ASSISTANT DIRECTOR OF INTERNAL AUDIT	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
7618	ASSISTANT DIRECTOR OF JUVENILE DETENTION HOME	EXEMPT	N	219	\$87,610	\$118,272	\$148,937

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
2219	ASSISTANT DIRECTOR OF LEARNING & PERFORMANCE CENTER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
7422	ASSISTANT DIRECTOR OF LIBRARY SERVICES	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
5708	ASSISTANT DIRECTOR OF MHSS	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
6936	ASSISTANT DIRECTOR OF P&R-PLNG & CNSTR	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
6932	ASSISTANT DIRECTOR OF PARKS & RECREATION/PARKS	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
6933	ASSISTANT DIRECTOR OF PARKS & RECREATION/RECREATION	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
5926	ASSISTANT DIRECTOR OF PLANNING	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
1914	ASSISTANT DIRECTOR OF REAL ESTATE ASSESSMENTS	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
2522	ASSISTANT DIRECTOR OF RISK MANAGEMENT-ENVIRONMENTAL HEALTH & SAFETY	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
2523	ASSISTANT DIRECTOR OF RISK MANAGEMENT-FINANCIAL SERVICES	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
7308	ASSISTANT DIRECTOR OF SOCIAL SERVICES	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
6210	ASSISTANT DIRECTOR OF TRANSPORTATION	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
5202	ASSISTANT DIRECTOR OF UTILITIES	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
4612	ASSISTANT PLANT MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
1317	ASSISTANT PROCUREMENT DIRECTOR	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
6006	ASSISTANT REAL PROPERTY MANAGER	EXEMPT	N	216	\$75,142	\$101,441	\$127,743
1202	ASSISTANT REGISTRAR	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
1122	ASSISTANT REVENUE COLLECTIONS SUPERVISOR	NONEXEMPT	N	209	\$52,521	\$70,902	\$89,285
4316	ASSISTANT STORMWATER OPERATIONS MANAGER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
1208	ASSISTANT TO THE REGISTRAR	NONEXEMPT	N	202	\$36,709	\$49,557	\$62,406
5104	ASSISTANT WATER OPERATIONS MANAGER	NONEXEMPT	N	215	\$71,395	\$96,382	\$121,371
2402	AUDIO/VISUAL PRODUCTION SPECIALIST	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
1709	AUDIT MANAGER	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
8110	AUTOMATION ANALYST I	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906
8129	AUTOMATION ANALYST II	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
8130	AUTOMATION ANALYST III	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
8114	AUTOMATION COORDINATOR	EXEMPT	N	218	\$83,239	\$112,372	\$141,507
8140	AUTOMATION MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
8108	AUTOMATION SPECIALIST I	EXEMPT	Y	208	\$49,901	\$67,365	\$84,831
8131	AUTOMATION SPECIALIST II	EXEMPT	Y	209	\$52,521	\$70,902	\$89,285
8132	AUTOMATION SPECIALIST III	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
8102	AUTOMATION TECHNICIAN I	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
8133	AUTOMATION TECHNICIAN II	NONEXEMPT	Y	205	\$42,800	\$57,779	\$72,760
8134	AUTOMATION TECHNICIAN III	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
3614	AUTOMOTIVE MAINTENANCE SUPERVISOR	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
1412	AUTOMOTIVE PARTS SUPERVISOR	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
3609	AUTOMOTIVE PROGRAM SPECIALIST	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3604	AUTOMOTIVE TECHNICIAN APPRENTICE I	NONEXEMPT	Y	202	\$36,709	\$49,557	\$62,406
3645	AUTOMOTIVE TECHNICIAN APPRENTICE II	NONEXEMPT	Y	202	\$36,709	\$49,557	\$62,406
3646	AUTOMOTIVE TECHNICIAN APPRENTICE III	NONEXEMPT	Y	202	\$36,709	\$49,557	\$62,406
3647	AUTOMOTIVE TECHNICIAN APPRENTICE IV	NONEXEMPT	Y	202	\$36,709	\$49,557	\$62,406
3612	AUTOMOTIVE TECHNICIAN I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3626	AUTOMOTIVE TECHNICIAN II	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3627	AUTOMOTIVE TECHNICIAN III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2757	BACKGROUND INVESTIGATOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
6308	BACTERIOLOGIST	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
7109	BENEFIT PROGRAMS MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
7111	BENEFIT PROGRAMS SPECIALIST I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
7112	BENEFIT PROGRAMS SPECIALIST II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
7113	BENEFIT PROGRAMS SPECIALIST III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
7114	BENEFIT PROGRAMS SPECIALIST IV	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
7110	BENEFIT PROGRAMS SUPERVISOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
7116	BENEFIT PROGRAMS TRAINER	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
6804	BILINGUAL INTERPRETER	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
6310	BIOLOGIST	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
6602	BOARD MEMBER	NONEXEMPT	N	99	-	-	-
1820	BUDGET ANALYST I	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
1821	BUDGET ANALYST II	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
1816	BUDGET MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
4210	BUILDING INSPECTION SUPERVISOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
4202	BUILDING INSPECTOR I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
4206	BUILDING INSPECTOR II	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
4208	BUILDING INSPECTOR III	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
2005	BUSINESS TAX ASSESSMENT SPECIALIST	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2015	BUSINESS TAX ASSESSMENT SPECIALIST I	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
2016	BUSINESS TAX ASSESSMENT SPECIALIST II	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2007	BUSINESS TAX ASSESSMENT SUPERVISOR	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
2021	BUSINESS TAX MANAGER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
4506	CAPITAL PROJECTS DIVISION MANAGER	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
4502	CAPITAL PROJECTS FIELD COORDINATOR I	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
4507	CAPITAL PROJECTS FIELD COORDINATOR II	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565



CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
4508	CAPITAL PROJECTS FIELD COORDINATOR III	NONEXEMPT	Y	214	\$67,833	\$91,573	\$115,316
4504	CAPITAL PROJECTS MANAGER I	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
4510	CAPITAL PROJECTS MANAGER II	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
4511	CAPITAL PROJECTS MANAGER III	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
2620	CAREER ANIMAL SERVICES OFFICER	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
3512	CARPENTER I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
3500	CARPENTER II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
3501	CARPENTER III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
5625	CASE MANAGER LEAD	EXEMPT	N	214	\$67,833	\$91,573	\$115,316
5604	CASE MANAGER I	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
5616	CASE MANAGER II	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565
5617	CASE MANAGER III	NONEXEMPT	Y	214	\$67,833	\$91,573	\$115,316
1102	CASHIER	NONEXEMPT	N	202	\$36,709	\$49,557	\$62,406
6306	CHEMIST	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
7914	CHIEF DEPUTY CIRCUIT COURT CLERK	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
2014	CHIEF DEPUTY COMMISSIONER OF REVENUE	EXEMPT	Y	221	\$97,050	\$131,017	\$164,985
8010	CHIEF DEPUTY COMMONWEALTH ATTORNEY	EXEMPT	N	99	-	-	-
1213	CHIEF DEPUTY REGISTRAR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
2106	CHIEF DEPUTY TREASURER	EXEMPT	Y	221	\$97,050	\$131,017	\$164,985
2780	CHIEF OF HR AND ADMINISTRATIVE SERVICES	EXEMPT	N	218	\$83,239	\$112,372	\$141,507
9224	CHIEF INFORMATION OFFICER	EXEMPT	N	99	-	-	-
1026	CHIEF OF ADMINISTRATIVE SERVICES	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
4212	CHIEF OF BUILDING INSPECTIONS	EXEMPT	N	218	\$83,239	\$112,372	\$141,507
6920	CHIEF OF PARKS	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
4610	CHIEF PLANT OPERATOR	NONEXEMPT	N	215	\$71,395	\$96,382	\$121,371
1315	CHIEF SUPPLIER RELATIONS MANAGER	EXEMPT	N	218	\$83,239	\$112,372	\$141,507
7501	CHILD ADVOCACY CENTER ADMINISTRATOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
7502	CHILD ADVOCACY FORENSIC INTERVIEWER	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
6802	CHILD CARE AIDE	NONEXEMPT	N	99	-	-	-
2830	CHILD SAFETY COORDINATOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
2805	CHILD SAFETY OFFICER I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
2883	CHILD SAFETY OFFICER II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
2884	CHILD SAFETY OFFICER III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2885	CHILD SAFETY OFFICER IV	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
2886	CHILD SAFETY OFFICER V	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2508	CLAIMS ADJUSTER	EXEMPT	N	212	\$61,235	\$82,666	\$104,099

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
2501	CLAIMS TECHNICIAN I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2500	CLAIMS TECHNICIAN II	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2499	CLAIMS TECHNICIAN III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2498	CLAIMS TECHNICIAN IV	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3213	CLASSIFICATION SUPERVISOR	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
9302	CLERK OF CIRCUIT COURT	EXEMPT	N	99	-	-	-
9104	CLERK TO THE BOARD	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
5905	CLERK TO THE BOARD OF ZONING APPEALS	NONEXEMPT	N	209	\$52,521	\$70,902	\$89,285
5903	CLERK TO THE PLANNING COMMISSION	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
5606	CLINICIAN I	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
5621	CLINICIAN II	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
5622	CLINICIAN III	EXEMPT	Y	214	\$67,833	\$91,573	\$115,316
9304	COMMISSIONER OF REVENUE	EXEMPT	Y	99	-	-	-
9306	COMMONWEALTH'S ATTORNEY	EXEMPT	N	99	-	-	-
3701	COMMUNICATION/ELECTRONICS INSTALLATION SUPV	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
3702	COMMUNICATION/ELECTRONICS INSTALLATION TECHNICIAN	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
3704	COMMUNICATION/ELECTRONICS SPECIALIST I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3716	COMMUNICATION/ELECTRONICS SPECIALIST II	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3719	COMMUNICATION/ELECTRONICS SPECIALIST III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3720	COMMUNICATION/ELECTRONICS SPECIALIST IV	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3708	COMMUNICATION/ELECTRONICS SYSTEMS ANALYST I	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
3717	COMMUNICATION/ELECTRONICS SYSTEMS ANALYST II	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565
3718	COMMUNICATION/ELECTRONICS SYSTEMS ANALYST III	NONEXEMPT	Y	214	\$67,833	\$91,573	\$115,316
3709	COMMUNICATION/ELECTRONICS SYSTEMS SUPERVISOR	NONEXEMPT	N	215	\$71,395	\$96,382	\$121,371
3705	COMMUNICATION/ELECTRONICS TECHNICIAN I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3721	COMMUNICATION/ELECTRONICS TECHNICIAN II	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3722	COMMUNICATION/ELECTRONICS TECHNICIAN III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3723	COMMUNICATION/ELECTRONICS TECHNICIAN IV	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
7800	COMMUNITY CORRECTIONS TECHNICIAN I	NONEXEMPT	YY	204	\$40,665	\$54,897	\$69,131
7801	COMMUNITY CORRECTIONS TECHNICIAN II	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
7803	COMMUNITY CORRECTIONS TECHNICIAN III	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
7807	COMMUNITY CORRECTIONS TREATMENT PROGRAM COORDINATOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
7205	COMMUNITY ENGAGEMENT COORDINATOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
5931	COMMUNITY ENHANCEMENT INSPECTOR I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
5933	COMMUNITY ENHANCEMENT INSPECTOR II	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
5951	COMMUNITY ENHANCEMENT INSPECTOR III	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
5929	COMMUNITY ENHANCEMENT SUPERVISOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
5952	COMMUNITY LIAISON OFFICER	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
7201	COMMUNITY PARTNERSHIP COORDINATOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
7206	COMMUNITY RESOURCE ANALYST	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
9105	CONSTITUENT SERVICES ADMINISTRATOR	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
2315	CONSTITUENT SERVICES LIAISON	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
4500	CONSTRUCTION ASSISTANT	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
4810	CONSTRUCTION INSPECTIONS SUPERVISOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
5312	CONSUMER SERVICES REPRESENTATIVE	NONEXEMPT	N	209	\$52,521	\$70,902	\$89,285
1300	CONTRACT OFFICER I	EXEMPT	N	210	\$55,278	\$74,625	\$93,973
3302	COOK	NONEXEMPT	N	205	\$42,800	\$57,779	\$72,760
2621	CORPORAL ANIMAL SERVICES OFFICER	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565
9264	COUNTY ADMINISTRATOR	EXEMPT	N	99	-	-	-
6931	COUNTY AGENT	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
9262	COUNTY ATTORNEY	EXEMPT	N	99	-	-	-
7919	COURT OPERATIONS ADMINISTRATOR	EXEMPT	N	214	\$67,833	\$91,573	\$115,316
2401	CREATIVE CONTENT WRITER	EXEMPT	N	213	\$64,449	\$87,006	\$109,565
2422	CREATIVE SERVICES ASSOCIATE	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
2421	CREATIVE SERVICES SPECIALIST I	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2427	CREATIVE SERVICES SPECIALIST II	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2428	CREATIVE SERVICES SPECIALIST III	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2429	CREATIVE SERVICES SPECIALIST IV	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2430	CREATIVE SERVICES SPECIALIST V	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2812	CRIME PREVENTION COORDINATOR I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2882	CRIME PREVENTION COORDINATOR II	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
2865	CRIME PREVENTION COORDINATOR III	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
2866	CRIME PREVENTION COORDINATOR IV	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565
2867	CRIME PREVENTION COORDINATOR V	NONEXEMPT	Y	214	\$67,833	\$91,573	\$115,316
7816	CRIMINAL JUSTICE PLANNER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
5609	CRISIS CLINICIAN	EXEMPT	N	216	\$75,142	\$101,441	\$127,743
5627	CRISIS CLINICIAN LEAD	EXEMPT	N	216	\$75,142	\$101,441	\$127,743
3905	CUSTODIAL SERVICES MANAGER	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
3406	CUSTODIAL SUPERVISOR	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
3402	CUSTODIAN I	NONEXEMPT	Y	202	\$36,709	\$49,557	\$62,406
3407	CUSTODIAN II	NONEXEMPT	Y	203	\$38,636	\$52,158	\$65,682
3408	CUSTODIAN III	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
3404	CUSTODIAN LEAD I	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
3409	CUSTODIAN LEAD II	NONEXEMPT	Y	205	\$42,800	\$57,779	\$72,760
3410	CUSTODIAN LEAD III	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
1116	CUSTOMER OPERATIONS ADMINISTRATOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
1114	CUSTOMER OPERATIONS MANAGER	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
1112	CUSTOMER OPERATIONS SUPERVISOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
1106	CUSTOMER SERVICE REPRESENTATIVE I	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
1117	CUSTOMER SERVICE REPRESENTATIVE II	NONEXEMPT	Y	205	\$42,800	\$57,779	\$72,760
1118	CUSTOMER SERVICE REPRESENTATIVE III	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
1110	CUSTOMER SERVICE SUPERVISOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
1104	CUSTOMER SERVICE TECHNICIAN	NONEXEMPT	N	202	\$36,709	\$49,557	\$62,406
5304	DAY SUPPORT COUNSELOR	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
1403	DELIVERY DRIVER	NONEXEMPT	N	202	\$36,709	\$49,557	\$62,406
1403	DELIVERY DRIVER (GENERAL SERVICES/FLEET ONLY)	NONEXEMPT	Y	202	\$36,709	\$49,557	\$62,406
7903	DEPUTY CLERK I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
7925	DEPUTY CLERK II	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
7926	DEPUTY CLERK III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
7908	DEPUTY CLERK SUPERVISOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
5901	DEPUTY CLERK TO PLANNING COMMISSION	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
2304	DEPUTY CLERK TO THE BOARD	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
2011	DEPUTY COMMISSIONER BUSINESS TAX & COMPLIANCE	EXEMPT	Y	219	\$87,610	\$118,272	\$148,937
2013	DEPUTY COMMISSIONER OF REVENUE TRIPP	EXEMPT	Y	219	\$87,610	\$118,272	\$148,937
8008	DEPUTY COMMONWEALTH'S ATTORNEY	EXEMPT	N	99	-	-	-
9260	DEPUTY COUNTY ADMINISTRATOR	EXEMPT	N	99	-	-	-
8016	DEPUTY COUNTY ATTORNEY	EXEMPT	N	99	-	-	-
3008	DEPUTY EMERGENCY MANAGEMENT COORDINATOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
1204	DEPUTY REGISTRAR	EXEMPT	N	206	\$45,047	\$60,813	\$76,580
2110	DEPUTY TREASURER	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
2111	DEPUTY TREASURER OF ACCOUNTING	EXEMPT	Y	219	\$87,610	\$118,272	\$148,937
2115	DEPUTY TREASURER OF AUTOMATION	EXEMPT	Y	219	\$87,610	\$118,272	\$148,937
9013	DEVELOPER/ADMINISTRATOR	EXEMPT	Y	219	\$87,610	\$118,272	\$148,937
4315	DEVELOPMENT MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
5610	DEVELOPMENTAL SPECIALIST I	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
5618	DEVELOPMENTAL SPECIALIST II	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
5619	DEVELOPMENTAL SPECIALIST III	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
5824	DIETITIAN	EXEMPT	N	215	\$71,395	\$96,382	\$121,371

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
2419	DIGITAL MEDIA COORDINATOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
2426	DIGITAL MEDIA STRATEGIST	EXEMPT	N	213	\$64,449	\$87,006	\$109,565
9117	DIRECTOR CONSTITUENT & MEDIA SERVICES	EXEMPT	N	99	-	-	-
9202	DIRECTOR OF ACCOUNTING	EXEMPT	N	99	-	-	-
9204	DIRECTOR OF BUDGET & MANAGEMENT	EXEMPT	N	99	-	-	-
9206	DIRECTOR OF BUILDING INSPECTIONS	EXEMPT	N	99	-	-	-
9211	DIRECTOR OF CITIZEN INFORMATION AND RESOURCES	EXEMPT	N	99	-	-	-
9236	DIRECTOR OF COMMUNICATIONS & MEDIA	EXEMPT	N	99	-	-	-
9208	DIRECTOR OF COMMUNITY CORRECTIONS	EXEMPT	N	99	-	-	-
9215	DIRECTOR OF COMMUNITY ENHANCEMENT	EXEMPT	N	99	-	-	-
9212	DIRECTOR OF ECONOMIC DEVELOPMENT	EXEMPT	N	99	-	-	-
9216	DIRECTOR OF ENVIRONMENTAL ENGINEERING	EXEMPT	N	99	-	-	-
9218	DIRECTOR OF GENERAL SERVICES	EXEMPT	N	99	-	-	-
9223	DIRECTOR OF HUMAN RESOURCES	EXEMPT	N	99	-	-	-
9119	DIRECTOR OF INTERGOVERNMENTAL RELATIONS	EXEMPT	N	99	-	-	-
9222	DIRECTOR OF INTERNAL AUDIT	EXEMPT	N	99	-	-	-
9265	DIRECTOR OF JUVENILE JUSTICE	EXEMPT	N	99	-	-	-
9231	DIRECTOR OF LEARNING & PERFORMANCE CENTER	EXEMPT	N	99	-	-	-
9228	DIRECTOR OF LIBRARY SERVICES	EXEMPT	N	99	-	-	-
9232	DIRECTOR OF PARKS & RECREATION	EXEMPT	N	99	-	-	-
9234	DIRECTOR OF PLANNING	EXEMPT	N	99	-	-	-
9240	DIRECTOR OF REAL ESTATE ASSESSMENTS	EXEMPT	N	99	-	-	-
9244	DIRECTOR OF RISK MANAGEMENT	EXEMPT	N	99	-	-	-
9246	DIRECTOR OF SOCIAL SERVICES	EXEMPT	N	99	-	-	-
9121	DIRECTOR OF SPORTS, VISITATION AND ENTERTAINMENT	EXEMPT	N	99	-	-	-
9248	DIRECTOR OF TRANSPORTATION	EXEMPT	N	99	-	-	-
9250	DIRECTOR OF UTILITIES	EXEMPT	N	99	-	-	-
2832	DOMESTIC VIOLENCE COORDINATOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
6504	ECONOMIC DEVELOPMENT ASSOCIATE PROJECT MANAGER	EXEMPT	N	210	\$55,278	\$74,625	\$93,973
6510	ECONOMIC DEVELOPMENT PROJECT MANAGER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
6511	ECONOMIC DEVELOPMENT SENIOR PROJECT MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
6928	EDUCATION SUPERVISOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
1209	ELECTION WORKER	NONEXEMPT	N	99	-	-	-
1205	ELECTIONS MANAGER	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
3516	ELECTRICIAN I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3524	ELECTRICIAN II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
3525	ELECTRICIAN III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3526	ELECTRICIAN IV	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
3527	ELECTRICIAN V	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
2814	ELECTRONIC SURVEILLANCE TECHNICIAN I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2861	ELECTRONIC SURVEILLANCE TECHNICIAN II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
2862	ELECTRONIC SURVEILLANCE TECHNICIAN III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2863	ELECTRONIC SURVEILLANCE TECHNICIAN IV	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
2864	ELECTRONIC SURVEILLANCE TECHNICIAN V	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
3707	ELECTRONICS CONTROL SPECIALIST I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3713	ELECTRONICS CONTROL SPECIALIST II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
3714	ELECTRONICS CONTROL SPECIALIST III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3715	ELECTRONICS CONTROL SPECIALIST IV	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
3546	ELECTRONICS SECURITY SYSTEMS TECHNICIAN	NONEXEMPT	N	211	\$58,180	\$78,542	\$98,906
3010	EMERGENCY MANAGEMENT COORDINATOR	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
3000	EMERGENCY MEDICAL SERVICES INSTRUCTOR	NONEXEMPT	N	99	-	-	-
3621	EMERGENCY VEHICLE TECHNICIAN I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3629	EMERGENCY VEHICLE TECHNICIAN II	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3630	EMERGENCY VEHICLE TECHNICIAN III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3631	EMERGENCY VEHICLE TECHNICIAN IV	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
5830	EMPLOYEE BEHAVIORAL HEALTH SERVICES SUPERVISOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
3013	EMS EDUCATION SUPERVISOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
3005	EMS QUALITY MANAGEMENT COORDINATOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
1601	EMS REVENUE RECOVERY MANAGER	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
3006	EMS TRAINING COORDINATOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
4105	ENERGY MANAGEMENT ADMINISTRATOR I	EXEMPT	Y	214	\$67,833	\$91,573	\$115,316
4109	ENERGY MANAGEMENT ADMINISTRATOR II	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
4110	ENERGY MANAGEMENT ADMINISTRATOR III	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
9014	ENGINEER	EXEMPT	Y	221	\$97,050	\$131,017	\$164,985
6202	ENGINEERING ASSISTANT	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
6208	ENGINEERING SUPERVISOR	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
6302	ENVIRONMENTAL EDUCATOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
2520	ENVIRONMENTAL HEALTH & SAFETY COORDINATOR I	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2524	ENVIRONMENTAL HEALTH & SAFETY COORDINATOR II	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2521	ENVIRONMENTAL HEALTH & SAFETY MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
4304	ENVIRONMENTAL INSPECTION SUPERVISOR	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
2511	ENVIRONMENTAL TECHNICIAN	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
3610	EQUIPMENT MECHANIC	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
3504	EQUIPMENT OPERATOR I	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
3528	EQUIPMENT OPERATOR II	NONEXEMPT	Y	205	\$42,800	\$57,779	\$72,760
3529	EQUIPMENT OPERATOR III	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
6940	EVENT MANAGER	EXEMPT	N	213	\$64,449	\$87,006	\$109,565
1036	EXECUTIVE ASSISTANT I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
1040	EXECUTIVE ASSISTANT II	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
1041	EXECUTIVE ASSISTANT III	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
1060	EXECUTIVE ASSISTANT TO THE BOARD	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
1061	EXECUTIVE ASSISTANT TO THE COUNTY ADMINISTRATOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
9252	EXECUTIVE DIRECTOR OF CSB	EXEMPT	N	99	-	-	-
3505	FABRICATION & PRODUCTION SPECIALIST	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
3816	FACILITY MAINTENANCE SUPERVISOR	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
3807	FACILITY MAINTENANCE TECHNICIAN I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
3825	FACILITY MAINTENANCE TECHNICIAN II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
3826	FACILITY MAINTENANCE TECHNICIAN III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3827	FACILITY MAINTENANCE TECHNICIAN IV	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
3828	FACILITY MAINTENANCE TECHNICIAN V	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
7012	FAMILY SERVICES AIDE I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
7130	FAMILY SERVICES AIDE II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
7131	FAMILY SERVICES AIDE III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
7132	FAMILY SERVICES AIDE IV	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
7019	FAMILY SERVICES PROGRAMS MANAGER	EXEMPT	N	218	\$83,239	\$112,372	\$141,507
7118	FAMILY SERVICES SPECIALIST I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
7014	FAMILY SERVICES SPECIALIST II	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
7015	FAMILY SERVICES SPECIALIST III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
7016	FAMILY SERVICES SPECIALIST IV	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
7017	FAMILY SERVICES SUPERVISOR I	EXEMPT	N	216	\$75,142	\$101,441	\$127,743
7018	FAMILY SERVICES SUPERVISOR II	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
7020	FAMILY SERVICES TRAINER	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
6929	FARMER'S MARKET MANAGER	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
1625	FINANCIAL MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
1683	FINANCIAL OPERATIONS MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
1637	FINANCIAL REPORTING ANALYST I	EXEMPT	Y	209	\$52,521	\$70,902	\$89,285
1638	FINANCIAL REPORTING ANALYST II	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
1661	FINANCIAL REPORTING ANALYST II, SPECIALIST	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
1662	FINANCIAL REPORTING ANALYST II, SR	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
1639	FINANCIAL REPORTING ANALYST III	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
1663	FINANCIAL REPORTING ANALYST III, SPECIALIST	EXEMPT	Y	214	\$67,833	\$91,573	\$115,316
1640	FINANCIAL REPORTING ANALYST IV	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
1665	FINANCIAL REPORTING ANALYST IV, SPECIALIST	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
1666	FINANCIAL REPORTING ANALYST IV, SR	EXEMPT	Y	218	\$83,239	\$112,372	\$141,507
1648	FINANCIAL REPORTING MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
1664	FINANCIAL REPORTNG ANALYST III, SR	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
1646	FINANCIAL SYSTEMS ANALYST I	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906
1655	FINANCIAL SYSTEMS ANALYST II	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
1656	FINANCIAL SYSTEMS ANALYST III	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
1644	FINANCIAL SYSTEMS COORDINATOR I	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
1659	FINANCIAL SYSTEMS COORDINATOR II	EXEMPT	Y	218	\$83,239	\$112,372	\$141,507
1660	FINANCIAL SYSTEMS COORDINATOR III	EXEMPT	Y	219	\$87,610	\$118,272	\$148,937
1643	FINANCIAL SYSTEMS MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
1645	FINANCIAL SYSTEMS SENIOR ANALYST I	EXEMPT	Y	214	\$67,833	\$91,573	\$115,316
1657	FINANCIAL SYSTEMS SENIOR ANALYST II	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
1658	FINANCIAL SYSTEMS SENIOR ANALYST III	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
1647	FINANCIAL SYSTEMS SPECIALIST I	EXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1653	FINANCIAL SYSTEMS SPECIALIST II	EXEMPT	Y	209	\$52,521	\$70,902	\$89,285
1654	FINANCIAL SYSTEMS SPECIALIST III	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
1626	FINANCIAL/GRANTS ANALYST I	EXEMPT	Y	214	\$67,833	\$91,573	\$115,316
1667	FINANCIAL/GRANTS ANALYST II	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
1668	FINANCIAL/GRANTS ANALYST III	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
3003	FIRE & LIFE SAFETY EDUCATOR I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3014	FIRE & LIFE SAFETY EDUCATOR II	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3015	FIRE & LIFE SAFETY EDUCATOR III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3016	FIRE & LIFE SAFETY EDUCATOR IV	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
9254	FIRE CHIEF	EXEMPT	N	99	-	-	-
3012	FIRE INFORMATION SYSTEMS & PLANNING MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
2930	FIRE PLANNING COORDINATOR	EXEMPT	N	218	\$83,239	\$112,372	\$141,507
3004	FIRE PLANNING RESEARCH ANALYST	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
1632	FISCAL SERVICES COORDINATOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
2105	FISCAL SUPERVISOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
3304	FOOD SERVICE MANAGER	EXEMPT	N	210	\$55,278	\$74,625	\$93,973
2811	FORENSIC AUDIO/VISUAL ANALYST	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831



CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
2750	FORENSIC INVESTIGATOR I	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
2762	FORENSIC INVESTIGATOR II	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
2763	FORENSIC INVESTIGATOR III	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565
2764	FORENSIC INVESTIGATOR IV	NONEXEMPT	Y	214	\$67,833	\$91,573	\$115,316
2765	FORENSIC INVESTIGATOR V	NONEXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2766	FORENSIC INVESTIGATOR SUPERVISOR	EXEMPT	N	216	\$75,142	\$101,441	\$127,743
7106	FRAUD INVESTIGATOR-SOCIAL SERVICES	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
3638	GENERAL SERVICES ASSISTANT DIVISION MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
4108	GENERAL SERVICES DIVISION MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
6108	GIS ANALYST I	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
6119	GIS ANALYST II	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
6120	GIS ANALYST III	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
6106	GIS SPECIALIST I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
6107	GIS SPECIALIST II	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
6109	GIS SPECIALIST III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
6118	GIS SUPERVISOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
6104	GIS TECHNICIAN	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
2308	GOVERNMENT AFFAIRS ANALYST	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
3817	GROUNDS SUPERVISOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
3508	HEAVY EQUIPMENT OPERATOR I	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
3530	HEAVY EQUIPMENT OPERATOR II	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3531	HEAVY EQUIPMENT OPERATOR III	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
3532	HEAVY EQUIPMENT OPERATOR IV	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
6924	HISTORICAL INTERPRETER I	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
6925	HISTORICAL INTERPRETER II	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
6926	HISTORICAL INTERPRETER SUPERVISOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
3902	HORTICULTURIST	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
7117	HOUSING PROGRAMS SPECIALIST	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
2215	HUMAN RESOURCES ADMINISTRATOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
2210	HUMAN RESOURCES ANALYST I	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2238	HUMAN RESOURCES ANALYST II	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906
2239	HUMAN RESOURCES ANALYST III	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
2214	HUMAN RESOURCES MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
2206	HUMAN RESOURCES SPECIALIST I	EXEMPT	Y	209	\$52,521	\$70,902	\$89,285
2240	HUMAN RESOURCES SPECIALIST II	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2241	HUMAN RESOURCES SPECIALIST III	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
2202	HUMAN RESOURCES TECHNICIAN	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
7125	HUMAN SERVICES ASSISTANT	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
3518	HVAC MECHANIC I	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
3538	HVAC MECHANIC II	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3539	HVAC MECHANIC III	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
3540	HVAC MECHANIC IV	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
4002	HVAC TECHNICIAN I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
4008	HVAC TECHNICIAN II	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
4009	HVAC TECHNICIAN III	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
4010	HVAC TECHNICIAN IV	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
3199	INMATE PROGRAMS MANAGER	EXEMPT	N	218	\$83,239	\$112,372	\$141,507
3201	INMATE RECORDS LIDS TECHNICIAN I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3228	INMATE RECORDS LIDS TECHNICIAN II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
3229	INMATE RECORDS LIDS TECHNICIAN III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
1808	INTERAGENCY SERVICES ADMINISTRATOR	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
9112	INTERGOVERNMENT RELATIONS ADMINISTRATOR	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
6706	INTERN GRADUATE	NONEXEMPT	N	99	-	-	-
6704	INTERN UNDERGRADUATE	NONEXEMPT	N	99	-	-	-
9022	IST SR ENGINEER	EXEMPT	Y	222	\$102,146	\$137,895	\$173,647
9025	IST SR PROCUREMENT ANALYST	EXEMPT	N	216	\$75,142	\$101,441	\$127,743
8120	IT MANAGER I	EXEMPT	N	220	\$92,209	\$124,481	\$156,756
8118	IT MANAGER II	EXEMPT	N	222	\$102,146	\$137,895	\$173,647
8116	IT MANAGER III	EXEMPT	N	223	\$107,509	\$145,135	\$182,764
3198	JAIL BEHAVIORAL HEALTH ADMINISTRATOR	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
3197	JAIL QUARTERMASTER	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
1062	JUDICIAL ASSISTANT I	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
1063	JUDICIAL ASSISTANT II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
1064	JUDICIAL ASSISTANT III	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
7910	JUDICIAL OPERATIONS ADMINISTRATOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
7602	JUVENILE DETENTION AIDE	NONEXEMPT	N	202	\$36,709	\$49,557	\$62,406
7608	JUVENILE DETENTION HOME INCARCERATION OFFICER I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
7633	JUVENILE DETENTION HOME INCARCERATION OFFICER II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
7609	JUVENILE DETENTION HOME INCARCERATION SUPERVISOR	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
7632	JUVENILE DETENTION INSTRUCTIONAL ASSISTANT	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
7612	JUVENILE DETENTION PROGRAM ADMINISTRATOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
7629	JUVENILE DETENTION QUALITY ASSURANCE COORDINATOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
7611	JUVENILE DETENTION SHIFT SUPERVISOR	EXEMPT	N	213	\$64,449	\$87,006	\$109,565
7628	JUVENILE DETENTION TRAINING AND TRANSPORTATION COORDINATOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
3815	KEEP CHESTERFIELD BEAUTIFUL (KCB) SUPERVISOR	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
3810	LABOR CREW CHIEF	NONEXEMPT	N	207	\$47,412	\$64,005	\$80,600
6321	LABORATORY SPECIALIST	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
6314	LABORATORY SUPERVISOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
6304	LABORATORY TECHNICIAN I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
6315	LABORATORY TECHNICIAN II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
6316	LABORATORY TECHNICIAN III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
6317	LABORATORY TECHNICIAN IV	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
7916	LAW CLERK	EXEMPT	N	99	-	-	-
9019	LEAD ANALYST	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
1103	LEAD CASHIER	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
9021	LEAD DEVELOPER/ADMINISTRATOR	EXEMPT	Y	219	\$87,610	\$118,272	\$148,937
2526	LEAD ENVIRONMENTAL HEALTH & SAFETY COORDINATOR	EXEMPT	Y	218	\$83,239	\$112,372	\$141,507
7123	LEAD FAMILY SERVICES SPECIALIST I	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
7124	LEAD FAMILY SERVICES SPECIALIST II	NONEXEMPT	N	214	\$67,833	\$91,573	\$115,316
6710	LEADERSHIP FELLOW GRADUATE	EXEMPT	N	99	-	-	-
6708	LEADERSHIP FELLOW UNDERGRADUATE	EXEMPT	N	99	-	-	-
1008	LEGAL SECRETARY I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
1009	LEGAL SECRETARY II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
1011	LEGAL SECRETARY III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
5314	LEISURE COACH	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
7412	LIBRARIAN I	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
7413	LIBRARIAN II	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
7425	LIBRARIAN III	EXEMPT	Y	214	\$67,833	\$91,573	\$115,316
7415	LIBRARIAN IV	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
7416	LIBRARY ASSISTANT BRANCH MANAGER	EXEMPT	N	213	\$64,449	\$87,006	\$109,565
7402	LIBRARY ASSISTANT I	NONEXEMPT	Y	202	\$36,709	\$49,557	\$62,406
7426	LIBRARY ASSISTANT II	NONEXEMPT	Y	203	\$38,636	\$52,158	\$65,682
7417	LIBRARY ASSISTANT III	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
7423	LIBRARY ASSISTANT MANAGER	EXEMPT	N	213	\$64,449	\$87,006	\$109,565
7418	LIBRARY BRANCH MANAGER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
7419	LIBRARY MANAGER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
7428	LIBRARY OUTREACH SPECIALIST	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
7400	LIBRARY PAGE	NONEXEMPT	N	99	-	-	-

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
7414	LIBRARY PROGRAM COORDINATOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
7424	LIBRARY REGIONAL MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
7405	LIBRARY SPECIALIST	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
9227	LICENSE INSPECTOR ASSISTANT DIRECTOR OF COMMUNITY ENHANCEMENT	EXEMPT	N	99	-	-	-
5805	LICENSED PRACTICAL NURSE	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
1414	LOGISTICS SUPERVISOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
1410	LOGISTICS TECHNICIAN	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
2843	LOGISTICS TECHNICIAN-EVIDENCE	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1402	MAIL CLERK	NONEXEMPT	N	202	\$36,709	\$49,557	\$62,406
3802	MAINTENANCE WORKER I	NONEXEMPT	Y	203	\$38,636	\$52,158	\$65,682
3829	MAINTENANCE WORKER II	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
3830	MAINTENANCE WORKER III	NONEXEMPT	Y	205	\$42,800	\$57,779	\$72,760
6515	MANAGING DIR OF SMALL BUSINESS & ENTREPRENEURIAL SERVICES	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
2405	MARKETING SPECIALIST	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
2619	MASTER ANIMAL SERVICES OFFICER	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
7918	MEDIATION COORDINATOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
5313	MEDICATION ASSISTANT	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
3622	MEDIUM HEAVY TRUCK TECHNICIAN I	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
3632	MEDIUM HEAVY TRUCK TECHNICIAN II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
3633	MEDIUM HEAVY TRUCK TECHNICIAN III	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
3634	MEDIUM HEAVY TRUCK TECHNICIAN IV	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
4702	METER READER I	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
4709	METER READER II	NONEXEMPT	Y	205	\$42,800	\$57,779	\$72,760
4710	METER READER III	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
4711	METER READER IV	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
5602	MH COUNSELOR	NONEXEMPT	N	211	\$58,180	\$78,542	\$98,906
5402	MHSS EMPLOYMENT ASSISTANT	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
5404	MHSS EMPLOYMENT SPECIALIST	NONEXEMPT	N	209	\$52,521	\$70,902	\$89,285
5406	MHSS EMPLOYMENT SUPERVISOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
5600	MHSS FAMILY SUPPORT WORKER	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
5704	MHSS SERVICES MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
5702	MHSS SERVICES SUPERVISOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
5703	MHSS SPECIAL PROJECTS MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
5403	MHSS VOC SVC WRKR I-CJIS REQ	NONEXEMPT	N	99	-	-	-
5400	MHSS VOCATIONAL SERVICES WORKER I	NONEXEMPT	Y	99	-	-	-

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
5401	MHSS VOCATIONAL SERVICES WORKER II	NONEXEMPT	Y	203	\$38,636	\$52,158	\$65,682
5407	MHSS VOCATIONAL SERVICES WORKER III	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
9999	NON-CLASSIFIED	EXEMPT	N	99	-	-	-
5825	NURSE ADMINISTRATOR (NP/RN)	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
5815	NURSE PRACTITIONER	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
5827	NURSE PRACTITIONER/PRACTICE MANAGER	EXEMPT	N	223	\$107,509	\$145,135	\$182,764
1002	OFFICE ASSISTANT	NONEXEMPT	N	201	\$34,878	\$47,085	\$59,293
5611	ON CALL MH ASSESS PSYCHIATRIST	EXEMPT	N	99	-	-	-
1027	OPERATIONS MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
2233	ORGANIZATIONAL CHANGE AND SURVEYS COORDINATOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
5623	OUTREACH COORDINATOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
3510	PAINTER I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
3533	PAINTER II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
3534	PAINTER III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
8004	PARALEGAL	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2530	PARALEGAL II (COMMONWEALTH'S ATTORNEY ONLY)	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2531	PARALEGAL III (COMMONWEALTH'S ATTORNEY ONLY)	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
6914	PARK DISTRICT MANAGER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
6934	PARKS CONSTRUCTION SERVICES MANAGER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
1408	PARTS TECHNICIAN	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
1423	PARTS TECHNICIAN II	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
1424	PARTS TECHNICIAN III	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
1425	PARTS TECHNICIAN IV	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
1512	PAYROLL SYSTEMS ADMINISTRATOR	EXEMPT	N	218	\$83,239	\$112,372	\$141,507
1506	PAYROLL ANALYST I	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906
1671	PAYROLL ANALYST II	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
1672	PAYROLL ANALYST III	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
1510	PAYROLL MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
1504	PAYROLL SPECIALIST I	EXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1669	PAYROLL SPECIALIST II	EXEMPT	Y	209	\$52,521	\$70,902	\$89,285
1670	PAYROLL SPECIALIST III	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
5620	PEER RECOVERY SPECIALIST	NONEXEMPT	N	211	\$58,180	\$78,542	\$98,906
5626	PEER RECOVERY SPECIALIST LEAD	NONEXEMPT	N	213	\$64,449	\$87,006	\$109,565
2229	PERFORMANCE SUPPORT COORDINATOR I	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2248	PERFORMANCE SUPPORT COORDINATOR II	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2249	PERFORMANCE SUPPORT COORDINATOR III	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
4218	PERMIT TECHNICIAN I	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
4219	PERMIT TECHNICIAN II	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
4220	PERMIT TECHNICIAN III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3544	PHYSICAL SECURITY SYSTEMS TECHNICIAN	NONEXEMPT	N	209	\$52,521	\$70,902	\$89,285
5816	PHYSICIAN	EXEMPT	N	99	-	-	-
5906	PLANNER I	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906
5942	PLANNER II	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
5943	PLANNER III	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
5944	PLANNER IV	EXEMPT	Y	214	\$67,833	\$91,573	\$115,316
5922	PLANNING ADMINISTRATOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
5928	PLANNING MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
5902	PLANNING TECHNICIAN I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
5936	PLANNING TECHNICIAN II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
5937	PLANNING TECHNICIAN III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
5938	PLANNING TECHNICIAN IV	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
4614	PLANT MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
4602	PLANT OPERATOR	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
3523	PLUMBER I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3541	PLUMBER II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
3542	PLUMBER III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3543	PLUMBER IV	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
2890	POLICE ACADEMY ASSISTANT DIRECTOR	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
2880	POLICE ADMINISTRATIVE ASSISTANT IV	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
2881	POLICE ADMINISTRATIVE ASSISTANT V	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
2834	POLICE ANALYSIS INFORMATION COORDINATOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
9256	POLICE CHIEF	EXEMPT	N	99	-	-	-
2892	POLICE INTELLIGENCE INVESTIGATOR I	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565
2893	POLICE INTELLIGENCE INVESTIGATOR II	NONEXEMPT	Y	214	\$67,833	\$91,573	\$115,316
2894	POLICE INTELLIGENCE INVESTIGATOR III	NONEXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2622	POLICE KENNELMASTER I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
2623	POLICE KENNELMASTER II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
2624	POLICE KENNELMASTER III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2625	POLICE KENNELMASTER IV	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
2626	POLICE KENNELMASTER V	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2824	POLICE LATENT PRINT EXAMINER I	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
2857	POLICE LATENT PRINT EXAMINER II	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
2858	POLICE LATENT PRINT EXAMINER III	NONEXEMPT	Y	214	\$67,833	\$91,573	\$115,316
2859	POLICE LATENT PRINT EXAMINER IV	NONEXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2860	POLICE LATENT PRINT EXAMINER V	NONEXEMPT	Y	216	\$75,142	\$101,441	\$127,743
2869	POLICE LEADERSHIP AND DEVELOPMENT COORDINATOR	EXEMPT	N	218	\$83,239	\$112,372	\$141,507
2874	POLICE LOGISTICS TECHNICIAN - EVIDENCE II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
2875	POLICE LOGISTICS TECHNICIAN - EVIDENCE III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2876	POLICE LOGISTICS TECHNICIAN - EVIDENCE IV	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
2877	POLICE LOGISTICS TECHNICIAN - EVIDENCE V	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
2870	POLICE LOGISTICS TECHNICIAN II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
2871	POLICE LOGISTICS TECHNICIAN III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2872	POLICE LOGISTICS TECHNICIAN IV	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
2873	POLICE LOGISTICS TECHNICIAN V	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2826	POLICE PLANNER I	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2853	POLICE PLANNER II	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906
2854	POLICE PLANNER III	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
2855	POLICE PLANNER IV	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
2856	POLICE PLANNER V	EXEMPT	Y	214	\$67,833	\$91,573	\$115,316
2842	POLICE PROPERTY ADMINISTRATOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
2828	POLICE PROPERTY SUPERVISOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
2895	POLICE QUALITY ASSURANCE COORDINATOR II	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
2896	POLICE QUALITY ASSURANCE COORDINATOR III	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
2897	POLICE QUALITY ASSURANCE COORDINATOR IV	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
2898	POLICE QUALITY ASSURANCE COORDINATOR V	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
2836	POLICE RECORDS ADMINISTRATOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
2850	POLICE SENIOR RECORDS SPECIALIST I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
2851	POLICE SENIOR RECORDS SPECIALIST II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
2852	POLICE SENIOR RECORDS SPECIALIST III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2899	POLICE SENIOR RECORDS SPECIALIST IV	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
2760	POLICE SERVICE AIDE	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
2721	POLICE SPECIALIST	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
2868	POLICE TRAINING COORDINATOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
1606	PRINCIPAL ACCOUNT CLERK I	NONEXEMPT	Y	205	\$42,800	\$57,779	\$72,760
1677	PRINCIPAL ACCOUNT CLERK II	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
1678	PRINCIPAL ACCOUNT CLERK III	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
1622	PRINCIPAL ACCOUNTANT I	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
1679	PRINCIPAL ACCOUNTANT II	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
1680	PRINCIPAL ACCOUNTANT III	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
8113	PRINCIPAL AUTOMATION ANALYST I	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
8100	PRINCIPAL AUTOMATION ANALYST II	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
8101	PRINCIPAL AUTOMATION ANALYST III	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
1824	PRINCIPAL BUDGET ANALYST I	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
1825	PRINCIPAL BUDGET ANALYST II	EXEMPT	Y	218	\$83,239	\$112,372	\$141,507
1312	PRINCIPAL CONTRACT OFFICER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
2424	PRINCIPAL CREATIVE SERVICES ANALYST	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
7907	PRINCIPAL DEPUTY CLERK I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
7929	PRINCIPAL DEPUTY CLERK II	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
7930	PRINCIPAL DEPUTY CLERK III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
6206	PRINCIPAL ENGINEER	EXEMPT	N	218	\$83,239	\$112,372	\$141,507
6111	PRINCIPAL GIS ANALYST I	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
6126	PRINCIPAL GIS ANALYST II	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
2211	PRINCIPAL HUMAN RESOURCES ANALYST I	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2234	PRINCIPAL HUMAN RESOURCES ANALYST II	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
2235	PRINCIPAL HUMAN RESOURCES ANALYST III	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
3814	PRINCIPAL LABOR CREW CHIEF	NONEXEMPT	N	209	\$52,521	\$70,902	\$89,285
3806	PRINCIPAL MAINTENANCE WORKER I	NONEXEMPT	Y	205	\$42,800	\$57,779	\$72,760
3831	PRINCIPAL MAINTENANCE WORKER II	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
3832	PRINCIPAL MAINTENANCE WORKER III	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
2232	PRINCIPAL PERFORMANCE ANALYST	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
5916	PRINCIPAL PLANNER I	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
5948	PRINCIPAL PLANNER II	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
5949	PRINCIPAL PLANNER III	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
5950	PRINCIPAL PLANNER IV	EXEMPT	Y	218	\$83,239	\$112,372	\$141,507
4606	PRINCIPAL PLANT OPERATOR	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
6916	PRINCIPAL RECREATION SPECIALIST	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
2228	PRINCIPAL TRAINING ANALYST I	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2246	PRINCIPAL TRAINING ANALYST II	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2247	PRINCIPAL TRAINING ANALYST III	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
4808	PRINCIPAL UTILITY INSPECTOR I	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
4814	PRINCIPAL UTILITY INSPECTOR II	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565
4815	PRINCIPAL UTILITY INSPECTOR III	NONEXEMPT	Y	214	\$67,833	\$91,573	\$115,316
4816	PRINCIPAL UTILITY INSPECTOR IV	NONEXEMPT	Y	215	\$71,395	\$96,382	\$121,371
7811	PROBATION OFFICER I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973



CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
7813	PROBATION OFFICER II	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
7814	PROBATION OFFICER III	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
7812	PROBATION SUPERVISOR	EXEMPT	N	213	\$64,449	\$87,006	\$109,565
1318	PROCUREMENT ASSISTANT	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1319	PROCUREMENT ASSISTANT II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
1320	PROCUREMENT ASSISTANT III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
9239	PROCUREMENT DIRECTOR	EXEMPT	N	99	-	-	-
2425	PRODUCTION OPERATIONS COORDINATOR	EXEMPT	N	210	\$55,278	\$74,625	\$93,973
5831	PSYCHIATRIC NURSE PRACTITIONER	EXEMPT	N	99	-	-	-
5614	PSYCHIATRIST	EXEMPT	N	99	-	-	-
5612	PSYCHOLOGIST	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
3835	PUBLIC IMPROVEMENTS COODINATOR	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
2412	PUBLIC INFORMATION MANAGER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
2414	PUBLIC INFORMATION OFFICER	EXEMPT	N	213	\$64,449	\$87,006	\$109,565
2416	PUBLIC INFORMATION SPECIALIST	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
2802	PUBLIC SAFETY AIDE	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
2820	PUBLIC SAFETY RECORDS SUPERVISOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
6312	QUALITY ASSURANCE COORDINATOR	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
7127	QUALITY ASSURANCE SUPERVISOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
5935	REAL ESTATE DEVELOPMENT AND HOUSING COORDINATOR I	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
5954	REAL ESTATE DEVELOPMENT AND HOUSING COORDINATOR II	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
5955	REAL ESTATE DEVELOPMENT AND HOUSING COORDINATOR III	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
5956	REAL ESTATE DEVELOPMENT AND HOUSING COORDINATOR IV	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
6514	REAL ESTATE DEVELOPMENT MANAGER	EXEMPT	N	221	\$97,050	\$131,017	\$164,985
6004	REAL PROPERTY AGENT I	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
6009	REAL PROPERTY AGENT II	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
6010	REAL PROPERTY AGENT III	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565
6011	REAL PROPERTY AGENT IV	NONEXEMPT	Y	214	\$67,833	\$91,573	\$115,316
6008	REAL PROPERTY MANAGER	EXEMPT	N	220	\$92,209	\$124,481	\$156,756
6002	REAL PROPERTY TECHNICIAN I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
6003	REAL PROPERTY TECHNICIAN II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
6012	REAL PROPERTY TECHNICIAN III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
6013	REAL PROPERTY TECHNICIAN IV	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
1048	RECORDS SPECIALIST I	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
1049	RECORDS SPECIALIST II	NONEXEMPT	Y	205	\$42,800	\$57,779	\$72,760
1050	RECORDS SPECIALIST III	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
1035	RECORDS SUPERVISOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
6904	RECREATION ACTIVITY SPECIALIST II	NONEXEMPT	N	202	\$36,709	\$49,557	\$62,406
6906	RECREATION ACTIVITY SPECIALIST III	NONEXEMPT	N	203	\$38,636	\$52,158	\$65,682
6908	RECREATION ACTIVITY SPECIALIST IV	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
6918	RECREATION MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
6909	RECREATION SCHEDULING SPECIALIST	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
6910	RECREATION SPECIALIST	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
2208	RECRUITER	EXEMPT	N	210	\$55,278	\$74,625	\$93,973
5808	REGISTERED NURSE	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
5804	REGISTERED NURSE CORRECTIONAL HEALTH COORDINATOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
5826	REGISTERED NURSE SUPERVISOR	EXEMPT	N	218	\$83,239	\$112,372	\$141,507
9312	REGISTRAR	EXEMPT	N	99	-	-	-
1206	REGISTRATION AND ELECTIONS MANAGEMENT ASSISTANT	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
2758	REGULATORY COMPLIANCE OFFICER	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
5303	RESIDENTIAL AIDE	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
5305	RESIDENTIAL AIDE LEAD	NONEXEMPT	N	207	\$47,412	\$64,005	\$80,600
5306	RESIDENTIAL COUNSELOR	NONEXEMPT	N	209	\$52,521	\$70,902	\$89,285
5308	RESIDENTIAL SUPERVISOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
2108	REVENUE COLLECTION AGENT I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2113	REVENUE COLLECTION AGENT II	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2114	REVENUE COLLECTION AGENT III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2107	REVENUE COLLECTION SUPERVISOR	NONEXEMPT	N	211	\$58,180	\$78,542	\$98,906
5930	REVITALIZATION MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
2504	RISK MANAGEMENT SPECIALIST I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2532	RISK MANAGEMENT SPECIALIST II	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2533	RISK MANAGEMENT SPECIALIST III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2534	RISK MANAGEMENT SPECIALIST IV	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2503	RISK MANAGEMENT TECHNICIAN I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
2535	RISK MANAGEMENT TECHNICIAN II	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
2536	RISK MANAGEMENT TECHNICIAN III	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
2537	RISK MANAGEMENT TECHNICIAN IV	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
2510	SAFETY & LOSS PREVENTION OFFICER	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
3624	SCHOOL BUS TECHNICIAN I	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
3635	SCHOOL BUS TECHNICIAN II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
3636	SCHOOL BUS TECHNICIAN III	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
3637	SCHOOL BUS TECHNICIAN IV	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
2800	SCHOOL CROSSING GUARD	NONEXEMPT	N	202	\$36,709	\$49,557	\$62,406
7613	SCHOOL SERVICES MANAGER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
6938	SEASONAL MAINTENANCE WORKER	NONEXEMPT	N	99	-	-	-
6937	SEASONAL PARKS & REC WORKER	NONEXEMPT	N	99	-	-	-
1006	SECRETARY I	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
1042	SECRETARY II	NONEXEMPT	Y	205	\$42,800	\$57,779	\$72,760
1043	SECRETARY III	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
2512	SECURITY COORDINATOR	EXEMPT	N	213	\$64,449	\$87,006	\$109,565
2517	SECURITY ELECTRONIC EQUIPMENT TECHNICIAN	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
2518	SECURITY MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
2519	SECURITY TECHNICIAN	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
1604	SENIOR ACCOUNT CLERK	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
1612	SENIOR ACCOUNTING TECHNICIAN I	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
1681	SENIOR ACCOUNTING TECHNICIAN II	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1682	SENIOR ACCOUNTING TECHNICIAN III	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
1022	SENIOR ADMINISTRATIVE ANALYST I	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
1054	SENIOR ADMINISTRATIVE ANALYST II	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
1055	SENIOR ADMINISTRATIVE ANALYST III	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
6806	SENIOR ADVOCATE	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
9018	SENIOR ANALYST	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
2618	SENIOR ANIMAL SERVICES OFFICER	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
1905	SENIOR APPRAISAL SPECIALIST I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
1936	SENIOR APPRAISAL SPECIALIST II	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
1937	SENIOR APPRAISAL SPECIALIST III	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
9023	SENIOR ARCHITECT	EXEMPT	Y	223	\$107,509	\$145,135	\$182,764
8009	SENIOR ASSISTANT COMMONWEALTH'S ATTORNEY	EXEMPT	Y	99	-	-	-
8014	SENIOR ASSISTANT COUNTY ATTORNEY	EXEMPT	N	99	-	-	-
1203	SENIOR ASSISTANT REGISTRAR	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
1704	SENIOR AUDITOR	EXEMPT	Y	218	\$83,239	\$112,372	\$141,507
8112	SENIOR AUTOMATION ANALYST I	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
8135	SENIOR AUTOMATION ANALYST II	EXEMPT	Y	214	\$67,833	\$91,573	\$115,316
8136	SENIOR AUTOMATION ANALYST III	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
8104	SENIOR AUTOMATION TECHNICIAN I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
8137	SENIOR AUTOMATION TECHNICIAN II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
8138	SENIOR AUTOMATION TECHNICIAN III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1416	SENIOR AUTOMOTIVE PARTS TECHNICIAN I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
1420	SENIOR AUTOMOTIVE PARTS TECHNICIAN II	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1421	SENIOR AUTOMOTIVE PARTS TECHNICIAN III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1422	SENIOR AUTOMOTIVE PARTS TECHNICIAN IV	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
7115	SENIOR BENEFIT PROGRAMS SPECIALIST	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
1822	SENIOR BUDGET ANALYST I	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
1823	SENIOR BUDGET ANALYST II	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
4509	SENIOR CAPITAL PROJECTS COORDINATOR	NONEXEMPT	N	214	\$67,833	\$91,573	\$115,316
2509	SENIOR CLAIMS ADJUSTER I	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2527	SENIOR CLAIMS ADJUSTER II	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2528	SENIOR CLAIMS ADJUSTER III	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2529	SENIOR CLAIMS ADJUSTER IV	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
5608	SENIOR CLINICIAN I	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
5624	SENIOR CLINICIAN II	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
5629	SENIOR CLINICIAN LEAD	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
1308	SENIOR CONTRACT OFFICER I	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
1321	SENIOR CONTRACT OFFICER II	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
1322	SENIOR CONTRACT OFFICER III	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
1108	SENIOR CUSTOMER SERVICE REPRESENTATIVE I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
1119	SENIOR CUSTOMER SERVICE REPRESENTATIVE II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
1120	SENIOR CUSTOMER SERVICE REPRESENTATIVE III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
7905	SENIOR DEPUTY CLERK	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
8019	SENIOR DEPUTY COUNTY ATTORNEY	EXEMPT	N	99	-	-	-
1212	SENIOR DEPUTY REGISTRAR	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
9020	SENIOR DEVELOPER/ADMINISTRATOR	EXEMPT	Y	219	\$87,610	\$118,272	\$148,937
4111	SENIOR ENERGY MANAGEMENT ADMINISTRATOR	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
6204	SENIOR ENGINEER I	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
6212	SENIOR ENGINEER II	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
6213	SENIOR ENGINEER III	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
6214	SENIOR ENGINEER IV	EXEMPT	Y	218	\$83,239	\$112,372	\$141,507
6203	SENIOR ENGINEERING ASSISTANT I	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
6205	SENIOR ENGINEERING ASSISTANT II	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
6207	SENIOR ENGINEERING ASSISTANT III	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
4302	SENIOR ENVIRONMENTAL CONSTRUCTION INSPECTOR I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
4311	SENIOR ENVIRONMENTAL CONSTRUCTION INSPECTOR II	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
4312	SENIOR ENVIRONMENTAL CONSTRUCTION INSPECTOR III	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
4313	SENIOR ENVIRONMENTAL CONSTRUCTION INSPECTOR IV	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
2525	SENIOR ENVIRONMENTAL HEALTH & SAFETY COORDINATOR	EXEMPT	Y	217	\$79,088	\$106,768	\$134,449
3834	SENIOR ENVIRONMENTAL TECHNICIAN	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
1037	SENIOR EXECUTIVE ASSISTANT I	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
1046	SENIOR EXECUTIVE ASSISTANT II	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
1047	SENIOR EXECUTIVE ASSISTANT III	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565
7119	SENIOR FAMILY SERVICES SPECIALIST I	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
7120	SENIOR FAMILY SERVICES SPECIALIST II	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565
7121	SENIOR FAMILY SERVICES SPECIALIST III	NONEXEMPT	Y	214	\$67,833	\$91,573	\$115,316
7122	SENIOR FAMILY SERVICES SPECIALIST IV	NONEXEMPT	Y	215	\$71,395	\$96,382	\$121,371
6110	SENIOR GIS ANALYST I	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
6121	SENIOR GIS ANALYST II	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
6122	SENIOR GIS ANALYST III	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2212	SENIOR HUMAN RESOURCES ANALYST I	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
2236	SENIOR HUMAN RESOURCES ANALYST II	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
2237	SENIOR HUMAN RESOURCES ANALYST III	EXEMPT	Y	214	\$67,833	\$91,573	\$115,316
2204	SENIOR HUMAN RESOURCES TECHNICIAN I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
2242	SENIOR HUMAN RESOURCES TECHNICIAN II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
2243	SENIOR HUMAN RESOURCES TECHNICIAN III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
7126	SENIOR HUMAN SERVICES ASSISTANT	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
3812	SENIOR LABOR CREW CHIEF	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
3804	SENIOR MAINTENANCE WORKER	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
4704	SENIOR METER READER I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
4712	SENIOR METER READER II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
4713	SENIOR METER READER III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
4714	SENIOR METER READER IV	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
1004	SENIOR OFFICE ASSISTANT I	NONEXEMPT	Y	202	\$36,709	\$49,557	\$62,406
1056	SENIOR OFFICE ASSISTANT II	NONEXEMPT	Y	203	\$38,636	\$52,158	\$65,682
1057	SENIOR OFFICE ASSISTANT III	NONEXEMPT	Y	204	\$40,665	\$54,897	\$69,131
8005	SENIOR PARALEGAL	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
1416	SENIOR PARTS TECHNICIAN I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1420	SENIOR PARTS TECHNICIAN II	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1421	SENIOR PARTS TECHNICIAN III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1422	SENIOR PARTS TECHNICIAN IV	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
1508	SENIOR PAYROLL ANALYST I	EXEMPT	Y	214	\$67,833	\$91,573	\$115,316
1673	SENIOR PAYROLL ANALYST II	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
1674	SENIOR PAYROLL ANALYST III	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
5912	SENIOR PLANNER I	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
5945	SENIOR PLANNER II	EXEMPT	Y	214	\$67,833	\$91,573	\$115,316
5946	SENIOR PLANNER III	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
5947	SENIOR PLANNER IV	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
4604	SENIOR PLANT OPERATOR	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
3545	SENIOR PLUMBER	NONEXEMPT	N	209	\$52,521	\$70,902	\$89,285
2827	SENIOR POLICE INTELLIGENCE ANALYST	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
7815	SENIOR PROBATION OFFICER	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
1051	SENIOR RECORDS SPECIALIST I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
1052	SENIOR RECORDS SPECIALIST II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
1053	SENIOR RECORDS SPECIALIST III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
6912	SENIOR RECREATION SPECIALIST	EXEMPT	N	210	\$55,278	\$74,625	\$93,973
5307	SENIOR RESIDENTIAL COUNSELOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
5310	SENIOR RESIDENTIAL SUPERVISOR	EXEMPT	N	214	\$67,833	\$91,573	\$115,316
3625	SENIOR SCHOOL BUS TECHNICIAN I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3642	SENIOR SCHOOL BUS TECHNICIAN II	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3643	SENIOR SCHOOL BUS TECHNICIAN III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
3644	SENIOR SCHOOL BUS TECHNICIAN IV	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
9017	SENIOR SPECIALIST	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2024	SENIOR TAX COMPLIANCE AUDITOR	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
9016	SENIOR TECHNICIAN	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
9024	SENIOR TECHNICIAN - HELP DESK	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
2226	SENIOR TRAINING ANALYST I	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
2230	SENIOR TRAINING ANALYST II	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
2231	SENIOR TRAINING ANALYST III	EXEMPT	Y	214	\$67,833	\$91,573	\$115,316
4806	SENIOR UTILITY INSPECTOR I	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
4811	SENIOR UTILITY INSPECTOR II	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
4812	SENIOR UTILITY INSPECTOR III	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
4813	SENIOR UTILITY INSPECTOR IV	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565
5010	SENIOR UTILITY SUPERVISOR	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
6412	SENIOR WATER QUALITY ANALYST	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
7624	SENIOR YOUTH COUNSELOR	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
9308	SHERIFF	EXEMPT	N	99	-	-	-
3212	SHERIFF CLASSIFICATION OFFICER I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3237	SHERIFF CLASSIFICATION OFFICER II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
3238	SHERIFF CLASSIFICATION OFFICER III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
3239	SHERIFF CLASSIFICATION OFFICER IV	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
3208	SHERIFF SECURITY SYSTEMS COORDINATOR I	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
3232	SHERIFF SECURITY SYSTEMS COORDINATOR II	NONEXEMPT	Y	213	\$64,449	\$87,006	\$109,565
3233	SHERIFF SECURITY SYSTEMS COORDINATOR III	NONEXEMPT	Y	214	\$67,833	\$91,573	\$115,316
3502	SIGN INSTALLER	NONEXEMPT	N	201	\$34,878	\$47,085	\$59,293
5953	SOLID WASTE COMPLIANCE COORDINATOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
2314	SPEC ASSISTANT BD & COMMUNITY AFFAIRS	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
1028	SPECIAL PROJECTS MANAGER	EXEMPT	N	216	\$75,142	\$101,441	\$127,743
9011	SPECIALIST	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
6935	SPORTS TOURISM COORDINATOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
1702	STAFF AUDITOR	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
2109	STATE TAX SPECIALIST I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
4318	STORMWATER OPERATIONS MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
4317	STORMWATER PERMIT MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
2227	STRATEGY & PERFORMANCE COORDINATOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
2891	STRENGTH AND CONDITIONING SPECIALIST	EXEMPT	N	213	\$64,449	\$87,006	\$109,565
2002	TAX ASSESSMENT SPECIALIST	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
2019	TAX ASSESSMENT SPECIALIST I	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
2020	TAX ASSESSMENT SPECIALIST II	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2004	TAX ASSESSMENT SUPERVISOR	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
2006	TAX COMPLIANCE AUDITOR	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2017	TAX COMPLIANCE AUDITOR I	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906
2018	TAX COMPLIANCE AUDITOR II	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
2023	TAX COMPLIANCE MANAGER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
2022	TAX MANAGER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
2098	TAX REFUND SUPERVISOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
9010	TECHNICIAN	NONEXEMPT	Y	212	\$61,235	\$82,666	\$104,099
1003	TEMP OFFICE ASSISTANT CJIS	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
1005	TEMPORARY OFFICE ASSISTANT	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
3506	TRADES ASSISTANT	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
3521	TRADES SUPERVISOR	NONEXEMPT	N	212	\$61,235	\$82,666	\$104,099
2224	TRAINING ANALYST	EXEMPT	N	210	\$55,278	\$74,625	\$93,973
2222	TRAINING SPECIALIST I	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2250	TRAINING SPECIALIST II	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
2251	TRAINING SPECIALIST III	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
5508	TRANSIT MANAGER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371

CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
5502	TRANSPORTATION ASSISTANT	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
6215	TRANSPORTATION ENGINEER	EXEMPT	N	99	-	-	-
6217	TRANSPORTATION PRINCIPAL ENGINEER	EXEMPT	N	99	-	-	-
5504	TRANSPORTATION PROGRAM COORDINATOR	NONEXEMPT	N	211	\$58,180	\$78,542	\$98,906
6216	TRANSPORTATION SENIOR ENGINEER	EXEMPT	N	99	-	-	-
5506	TRANSPORTATION SUPERVISOR	EXEMPT	N	208	\$49,901	\$67,365	\$84,831
9310	TREASURER	EXEMPT	Y	99	-	-	-
7920	TREATMENT COURT ADMINISTRATOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
4601	UNLICENSED PLANT OPERATOR	NONEXEMPT	Y	205	\$42,800	\$57,779	\$72,760
4905	UTILITY BUDGET / FINANCIAL ANALYST I	EXEMPT	Y	214	\$67,833	\$91,573	\$115,316
4906	UTILITY BUDGET / FINANCIAL ANALYST II	EXEMPT	Y	215	\$71,395	\$96,382	\$121,371
4907	UTILITY BUDGET / FINANCIAL ANALYST III	EXEMPT	Y	216	\$75,142	\$101,441	\$127,743
6114	UTILITY ENGINEERING DATA MANAGER	EXEMPT	N	219	\$87,610	\$118,272	\$148,937
4708	UTILITY FIELD SERVICES MANAGER	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
4706	UTILITY FIELD SERVICES SUPERVISOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
6318	UTILITY LABORATORY ANALYST II	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906
6319	UTILITY LABORATORY ANALYST III	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
6320	UTILITY LABORATORY ANALYST IV	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
4828	UTILITY LABORATORY QUALITY ASSURANCE COORDINATOR	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
4804	UTILITY LOCATOR I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
4820	UTILITY LOCATOR II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
4821	UTILITY LOCATOR III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
4822	UTILITY LOCATOR IV	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
5006	UTILITY PLANT MECHANIC I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
5017	UTILITY PLANT MECHANIC II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
5018	UTILITY PLANT MECHANIC III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
5019	UTILITY PLANT MECHANIC IV	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
4904	UTILITY RECORDS SUPERVISOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
5008	UTILITY SUPERVISOR	NONEXEMPT	N	211	\$58,180	\$78,542	\$98,906
4802	UTILITY TV TECHNICIAN I	NONEXEMPT	Y	205	\$42,800	\$57,779	\$72,760
4825	UTILITY TV TECHNICIAN II	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
4826	UTILITY TV TECHNICIAN III	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
4827	UTILITY TV TECHNICIAN IV	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
5011	UTILITY WORKER I	NONEXEMPT	Y	205	\$42,800	\$57,779	\$72,760
5012	UTILITY WORKER II	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
5013	UTILITY WORKER III	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600



CLASS CODE	CLASS TITLE	FLSA	CDP POSITION	GRADE	MINIMUM	MIDPOINT	MAXIMUM
5014	UTILITY WORKER IV	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
5500	VAN DRIVER	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
8002	VICTIM WITNESS ASSISTANT PROGRAM DIRECTOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
8003	VICTIM WITNESS CASEMANAGER	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
9102	VICTIM WITNESS PROGRAM DIRECTOR	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
2418	VIDEOGRAPHER	EXEMPT	N	210	\$55,278	\$74,625	\$93,973
2423	VIDEOGRAPHER & TELEVISION PRODUCER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
7202	VOLUNTEER COORDINATOR I	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
7208	VOLUNTEER COORDINATOR II (POLICE ONLY)	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
7209	VOLUNTEER COORDINATOR III (POLICE ONLY)	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
7210	VOLUNTEER COORDINATOR IV (POLICE ONLY)	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
7211	VOLUNTEER COORDINATOR V (POLICE ONLY)	NONEXEMPT	Y	211	\$58,180	\$78,542	\$98,906
1323	VOTING MACHINE TECHNICIAN	NONEXEMPT	N	204	\$40,665	\$54,897	\$69,131
1324	VOTING MACHINE TECHNICIAN SUPERVISOR	NONEXEMPT	N	208	\$49,901	\$67,365	\$84,831
2813	VULNERABLE POPULATIONS CASE WORKER SUPERVISOR	EXEMPT	N	216	\$75,142	\$101,441	\$127,743
1406	WAREHOUSE TECHNICIAN	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
4901	WARRANTS SPECIALIST I	NONEXEMPT	Y	206	\$45,047	\$60,813	\$76,580
3234	WARRANTS SPECIALIST II	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
3235	WARRANTS SPECIALIST III	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
3236	WARRANTS SPECIALIST IV	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
2819	WARRANTS SUPERVISOR	NONEXEMPT	N	210	\$55,278	\$74,625	\$93,973
5106	WATER OPERATIONS MANAGER	EXEMPT	N	217	\$79,088	\$106,768	\$134,449
6408	WATER QUALITY ANALYST I	EXEMPT	Y	210	\$55,278	\$74,625	\$93,973
6419	WATER QUALITY ANALYST II	EXEMPT	Y	211	\$58,180	\$78,542	\$98,906
6420	WATER QUALITY ANALYST III	EXEMPT	Y	212	\$61,235	\$82,666	\$104,099
6421	WATER QUALITY ANALYST IV	EXEMPT	Y	213	\$64,449	\$87,006	\$109,565
6410	WATER QUALITY COMPLIANCE SPECIALIST	EXEMPT	N	212	\$61,235	\$82,666	\$104,099
6411	WATER QUALITY COMPLIANCE TECHNICIAN I	NONEXEMPT	Y	207	\$47,412	\$64,005	\$80,600
6416	WATER QUALITY COMPLIANCE TECHNICIAN II	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
6417	WATER QUALITY COMPLIANCE TECHNICIAN III	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285
6418	WATER QUALITY COMPLIANCE TECHNICIAN IV	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973
6414	WATER QUALITY MANAGER	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
6406	WATER QUALITY TECHNICIAN	NONEXEMPT	N	206	\$45,047	\$60,813	\$76,580
2245	WELLNESS COORDINATOR	EXEMPT	N	215	\$71,395	\$96,382	\$121,371
7623	YOUTH COUNSELOR I	NONEXEMPT	Y	208	\$49,901	\$67,365	\$84,831
7630	YOUTH COUNSELOR II	NONEXEMPT	Y	209	\$52,521	\$70,902	\$89,285

<b>CLASS CODE</b>	<b>CLASS TITLE</b>	<b>FLSA</b>	<b>CDP POSITION</b>	<b>GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
<b>7631</b>	YOUTH COUNSELOR III	NONEXEMPT	Y	210	\$55,278	\$74,625	\$93,973

### **III. SALARY STRUCTURES**

**FY2025 PAY STRUCTURE (ANNUAL)  
EFFECTIVE JANUARY 18, 2025**

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
201	\$34,878	\$59,293
202	\$36,709	\$62,406
203	\$38,636	\$65,682
204	\$40,665	\$69,131
205	\$42,800	\$72,760
206	\$45,047	\$76,580
207	\$47,412	\$80,600
208	\$49,901	\$84,831
209	\$52,521	\$89,285
210	\$55,278	\$93,973
211	\$58,180	\$98,906
212	\$61,235	\$104,099
213	\$64,449	\$109,565
214	\$67,833	\$115,316
215	\$71,395	\$121,371
216	\$75,142	\$127,743
217	\$79,088	\$134,449
218	\$83,239	\$141,507
219	\$87,610	\$148,937
220	\$92,209	\$156,756
221	\$97,050	\$164,985
222	\$102,146	\$173,647
223	\$107,509	\$182,764
224	\$113,152	\$192,359
225	\$119,092	\$202,457
99	Not classified	

**FY2025 PAY STRUCTURE (HOURLY)  
EFFECTIVE JANUARY 18, 2025**

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
201	\$16.77	\$28.51
202	\$17.64	\$30.00
203	\$18.57	\$31.58
204	\$19.55	\$33.24
205	\$20.58	\$34.98
206	\$21.66	\$36.82
207	\$22.79	\$38.75
208	\$23.99	\$40.79
209	\$25.25	\$42.93
210	\$26.57	\$45.18
211	\$27.97	\$47.56
212	\$29.44	\$50.05
213	\$30.98	\$52.67
214	\$32.61	\$55.44
215	\$34.32	\$58.35
216	\$36.12	\$61.42
217	\$38.03	\$64.64
218	\$40.02	\$68.03
219	\$42.12	\$71.61
220	\$44.33	\$75.37
221	\$46.66	\$79.32
222	\$49.11	\$83.48
223	\$51.69	\$87.87
224	\$54.40	\$92.48
225	\$57.26	\$97.34
99	Not classified	

**FY2025 NEW HIRE APPROVAL PROCESS (ANNUAL)**  
**PAY STRUCTURE**  
**EFFECTIVE JANUARY 18, 2025**

Grade	First Quartile			Second Quartile			Third Quartile			Fourth Quartile		
	Departmental Discretion						HR Approval Required			County Admin Approval Required		
201	\$34,878	-	\$40,982	\$40,983	-	\$47,085	\$47,086	-	\$53,189	\$53,190	-	\$59,293
202	\$36,709	-	\$43,134	\$43,135	-	\$49,557	\$49,558	-	\$55,981	\$55,982	-	\$62,406
203	\$38,636	-	\$45,398	\$45,399	-	\$52,158	\$52,159	-	\$58,921	\$58,922	-	\$65,682
204	\$40,665	-	\$47,782	\$47,783	-	\$54,897	\$54,898	-	\$62,014	\$62,015	-	\$69,131
205	\$42,800	-	\$50,289	\$50,291	-	\$57,779	\$57,780	-	\$65,270	\$65,271	-	\$72,760
206	\$45,047	-	\$52,931	\$52,932	-	\$60,813	\$60,814	-	\$68,697	\$68,698	-	\$76,580
207	\$47,412	-	\$55,709	\$55,710	-	\$64,005	\$64,006	-	\$72,303	\$72,304	-	\$80,600
208	\$49,901	-	\$58,634	\$58,635	-	\$67,365	\$67,366	-	\$76,099	\$76,100	-	\$84,831
209	\$52,521	-	\$61,712	\$61,713	-	\$70,902	\$70,903	-	\$80,094	\$80,095	-	\$89,285
210	\$55,278	-	\$64,952	\$64,953	-	\$74,625	\$74,626	-	\$84,299	\$84,300	-	\$93,973
211	\$58,180	-	\$68,362	\$68,363	-	\$78,542	\$78,543	-	\$88,725	\$88,726	-	\$98,906
212	\$61,235	-	\$71,951	\$71,952	-	\$82,666	\$82,667	-	\$93,383	\$93,384	-	\$104,099
213	\$64,449	-	\$75,728	\$75,729	-	\$87,006	\$87,007	-	\$98,286	\$98,287	-	\$109,565
214	\$67,833	-	\$79,704	\$79,705	-	\$91,573	\$91,574	-	\$103,445	\$103,446	-	\$115,316
215	\$71,395	-	\$83,888	\$83,889	-	\$96,382	\$96,383	-	\$108,876	\$108,877	-	\$121,371
216	\$75,142	-	\$88,293	\$88,294	-	\$101,441	\$101,443	-	\$114,592	\$114,593	-	\$127,743
217	\$79,088	-	\$92,928	\$92,929	-	\$106,768	\$106,769	-	\$120,609	\$120,610	-	\$134,449
218	\$83,239	-	\$97,807	\$97,808	-	\$112,372	\$112,373	-	\$126,941	\$126,942	-	\$141,507
219	\$87,610	-	\$102,941	\$102,942	-	\$118,272	\$118,273	-	\$133,605	\$133,606	-	\$148,937
220	\$92,209	-	\$108,346	\$108,347	-	\$124,481	\$124,482	-	\$140,619	\$140,620	-	\$156,756
221	\$97,050	-	\$114,035	\$114,036	-	\$131,017	\$131,018	-	\$148,002	\$148,003	-	\$164,985
222	\$102,146	-	\$120,021	\$120,022	-	\$137,895	\$137,896	-	\$155,772	\$155,773	-	\$173,647
223	\$107,509	-	\$126,322	\$126,323	-	\$145,135	\$145,136	-	\$163,950	\$163,951	-	\$182,764
224	\$113,152	-	\$132,954	\$132,955	-	\$152,755	\$152,756	-	\$172,557	\$172,558	-	\$192,359
225	\$119,092	-	\$139,934	\$139,935	-	\$160,774	\$160,775	-	\$181,616	\$181,617	-	\$202,457
99	-	-	-	-	-	-	-	-	-	-	-	-

**FY2025 NEW HIRE APPROVAL PROCESS (HOURLY)  
PAY STRUCTURE  
EFFECTIVE JANUARY 18, 2025**

Grade	First Quartile			Second Quartile			Third Quartile			Fourth Quartile		
	Departmental Discretion						HR Approval Required			County Admin Approval Required		
201	\$16.77	-	\$19.70	\$19.71	-	\$22.63	\$22.64	-	\$25.57	\$25.59	-	\$28.51
202	\$17.64	-	\$20.74	\$20.75	-	\$23.81	\$23.82	-	\$26.91	\$26.92	-	\$30.00
203	\$18.57	-	\$21.83	\$21.84	-	\$25.07	\$25.08	-	\$28.33	\$28.34	-	\$31.58
204	\$19.55	-	\$22.97	\$22.98	-	\$26.38	\$26.39	-	\$29.82	\$29.83	-	\$33.24
205	\$20.58	-	\$24.17	\$24.18	-	\$27.77	\$27.78	-	\$31.37	\$31.38	-	\$34.98
206	\$21.66	-	\$25.44	\$25.46	-	\$29.23	\$29.24	-	\$33.02	\$33.03	-	\$36.82
207	\$22.79	-	\$26.79	\$26.80	-	\$30.76	\$30.77	-	\$34.76	\$34.77	-	\$38.75
208	\$23.99	-	\$28.19	\$28.20	-	\$32.37	\$32.38	-	\$36.59	\$36.60	-	\$40.79
209	\$25.25	-	\$29.67	\$29.68	-	\$34.08	\$34.09	-	\$38.50	\$38.51	-	\$42.93
210	\$26.57	-	\$31.23	\$31.24	-	\$35.86	\$35.87	-	\$40.53	\$40.54	-	\$45.18
211	\$27.97	-	\$32.87	\$32.88	-	\$37.75	\$37.76	-	\$42.65	\$42.66	-	\$47.56
212	\$29.44	-	\$34.60	\$34.61	-	\$39.73	\$39.74	-	\$44.90	\$44.91	-	\$50.05
213	\$30.98	-	\$36.41	\$36.42	-	\$41.82	\$41.83	-	\$47.26	\$47.27	-	\$52.67
214	\$32.61	-	\$38.32	\$38.33	-	\$44.02	\$44.03	-	\$49.73	\$49.74	-	\$55.44
215	\$34.32	-	\$40.32	\$40.33	-	\$46.32	\$46.33	-	\$52.34	\$52.35	-	\$58.35
216	\$36.12	-	\$42.45	\$42.46	-	\$48.76	\$48.77	-	\$55.09	\$55.11	-	\$61.42
217	\$38.03	-	\$44.68	\$44.69	-	\$51.32	\$51.34	-	\$57.99	\$58.00	-	\$64.64
218	\$40.02	-	\$47.03	\$47.04	-	\$54.01	\$54.02	-	\$61.03	\$61.04	-	\$68.03
219	\$42.12	-	\$49.49	\$49.50	-	\$56.86	\$56.87	-	\$64.23	\$64.24	-	\$71.61
220	\$44.33	-	\$52.09	\$52.10	-	\$59.83	\$59.84	-	\$67.61	\$67.62	-	\$75.37
221	\$46.66	-	\$54.83	\$54.84	-	\$62.97	\$62.98	-	\$71.15	\$71.16	-	\$79.32
222	\$49.11	-	\$57.70	\$57.71	-	\$66.29	\$66.30	-	\$74.89	\$74.90	-	\$83.48
223	\$51.69	-	\$60.73	\$60.74	-	\$69.76	\$69.78	-	\$78.83	\$78.84	-	\$87.87
224	\$54.40	-	\$63.92	\$63.93	-	\$73.43	\$73.44	-	\$82.97	\$82.98	-	\$92.48
225	\$57.26	-	\$67.27	\$67.28	-	\$77.28	\$77.29	-	\$87.31	\$87.32	-	\$97.34
99	-	-	-	-	-	-	-	-	-	-	-	-

# **PART TWO – SWORN AND UNIFORMED PUBLIC SAFETY EMPLOYEES**

## **I. POLICIES AND PROCEDURES**



**POLICIES AND PROCEDURES FOR THE ADMINISTRATION  
OF THE FY25 PUBLIC SAFETY STEP PAY PLAN  
PART TWO**

The County has established the Classification and Compensation Plan to define procedures for creating new positions, classifying and reclassifying positions, and compensating those positions appropriately within the County and the market. The County's compensation program provides structured guidance while giving departments sufficient flexibility to accomplish departmental goals and ensures efficient utilization of County funds and equitable treatment of all employees.

This Classification and Compensation Plan is funded through the 2024-2025 County budget, as approved by the Board of Supervisors, and is effective June 22, 2024. Part two of this Plan governs compensation for all public safety sworn and uniformed step plan employees.

**§ 1. Pay Philosophy:**

In order to attract, motivate, and retain talent within the sworn or uniformed Public Safety entities in Chesterfield County, a separate pay plan structure, the Public Safety Pay Plan (PSPP) has been implemented. At no time shall race, color, religion, national origin, political affiliation, sex, pregnancy, childbirth or related medical conditions, age, marital status, sexual orientation, gender identity, disability, or any other status protected by applicable federal, state, or local laws, be considered in making any classification or compensation decisions.

The purpose of the PSPP is to create a transparent and clear guide for these eligible employees to progress their career and base compensation in a way that is equitable and that avoids compression issues within a 25-30 year career time span.

In addition to other factors, when evaluating employee pay increases, the County follows a pay approach that rewards employees who perform successfully. Employees experiencing performance or behavior issues as evidenced by a low Employee Development Plan (EDP) rating, disciplinary probation, major disciplinary actions or employees working under performance improvement plans may not be eligible for any type of salary increase.

The need for flexibility in the application of any compensation model is standard in order to address anomalies. The County's Pay Consultants, Evergreen Solutions, recommended that the County review each employee's proposed pay increase (included in the public safety and/or general government pay studies) and assess if adjustments are needed for any reasons such as internal equity, performance, etc., and make those adjustments, as appropriate.

**§ 2. Management and Oversight of the PSPP:**

The Department of Human Resources (County HR), under the direction of the County Administrator, is responsible for management and maintenance of the PSPP. The PSPP provides a

framework for the sworn or uniformed employees of the Emergency Communications Center, Fire & EMS Department, the Police Department and Sheriff's Office to receive annual pay increases by progression through the adopted step-based pay plan. Individual Chesterfield public safety departments are responsible for assigning HR Liaison staff for the administration of the PSPP for their respective departments.

As part of adopted practices, HR will review the PSPP to determine if an across-the-board increase needs to be calculated to maintain targeted compensation goals. The structure of the step plan would increase in its entirety to reflect those changes. Adjustments to an employee's pay will be processed to match the updated pay chart. While internal equity remains a compensation priority, increases to new hire starting salaries, as a result of market conditions, may not always be mirrored throughout the ranks for the existing workforce.

**§ 3. Administration and Maintenance of the PSPP:**

Individual departments are responsible for assigning trained staff to work with County HR to administer the PSPP to employees for new hire placement and progression through the plan based on eligibility and other defined requirements.

- A. Step Placement - The PSPP has 25-30 steps which represent incremental increases for each department's established grades. Increases to an eligible employee's numeric step will be commensurate to their years of service based on the County's fiscal year after the initial implementation or new hire placement on the PSPP.
- B. New Hires - New employees hired before January 1 will be eligible for a step increase in the new fiscal year. New employees hired after January 1 will not be eligible for a step increase until the following fiscal year.

*Examples:*

*Employee A is hired on October 4, 2024. Employee A is hired into Grade S1, Step 1. Employee A will be eligible to move up a step to Grade S1, Step 2 effective the first pay period of the new fiscal year.*

*Employee B is hired into Grade S1, Step 1 on January 2, 2025. Employee B will not be eligible for a step increase until the first pay period of the following fiscal year (FY27).*

- C. Employees at Highest Step - Employees who have reached the maximum step of their respective plan will not be eligible for additional step increases; however, they will be eligible for an increase to base pay if the entire pay plan structure increases as part of the management of the PSPP from County HR.
- D. Performance - Employees who receive an EDP rating below successful, shall not progress to their next step. Individual departments shall maintain records to document any inconsistencies in that employee's step plan placement in contrast with their similarly situated

peers in the PSPP.

- E. Exceptions to Step Salary – County HR may, at their discretion, allow an employee to exceed their step salary through approved stipends, acting promotional assignments, additives, or other specialty pay. These exceptions are reviewed on a case-by-case basis and monitored by HR to ensure equity and consistency.

§ 4. **Creating New Positions:**

The Board of Supervisors must authorize all new full-time positions. Typically, this occurs as part of the annual budget process in accordance with Department of Budget and Management policies and procedures. Positions may also be created throughout the year by special Board action. New position agenda items will be coordinated with the Budget and Management Department, County HR, Deputy County Administrators, and the Office of the Clerk to the Board of Supervisors. Before Board approval, the department may request advice on a proposed classification for the position. After Board approval, County HR will classify the position, assign a position number, and notify the department of this information so a personnel requisition can be prepared and submitted to initiate the recruitment process. Grant-funded positions should be designated as such. Departments should allow more time for creation and classification of a new full-time position than for part-time positions.

When a department has identified a need for a new part-time position, the department should submit a request for a position to HR at least two weeks prior to advertising. The request to County HR should state that funding is available and must include a short summary of the position's hours, duties, requirements, etc. County HR will classify the position, assign a position number, and notify the department so a personnel requisition can be prepared and submitted to initiate the recruitment process. A Position Description Questionnaire (PDQ) may be attached instead of including duties and responsibilities in the request. It is the department's responsibility to consult with the Budget and Management Department to ensure that funding is available for the creation of the part-time position. **Refer to Administrative Procedure 6-8 for further details.**

§ 5. **Definitions:**

- A. Career Development Plan - A structured path for career growth that encourages employees to enhance their job knowledge and skills. Plans should result in an increase in job skills and responsibilities. New career development plans and revisions to existing plans must be approved by County HR. Employees who advance by participating in career development plans do not go through a competitive recruitment process and may or may not change salary grades. (See Career Development Plan Guidelines for additional information.)
- B. Classification - A group of positions that perform similar duties, require similar qualifications, and are compensated in the same salary grade.

- C. Demotion - The voluntary or involuntary assignment of an employee to a different position in a classification with a lower salary grade than the employee's current position.
- D. Effective Date - Personnel transactions that impact an employee's pay are effective the first day of the pay period in which the transaction occurs or is approved by County HR or the County Administrator.
- E. Exempt Employee - An employee who is exempt from guidelines and regulations established by the Fair Labor Standards Act (FLSA).
- F. Index of Classifications - A list of authorized classifications and the salary grade and FLSA designation for each. Refer to Section II of this Classification and Compensation Plan for the Index.
- G. Nonexempt Employee - An employee who is subject to guidelines and regulations established by the Fair Labor Standards Act (FLSA).
- H. Position - A group of currently assigned duties and responsibilities that require the full-time or part-time employment of one person. The Board of Supervisors must authorize all new full-time positions.
- I. Promotion - The selection of a current employee in a competitive recruitment process to fill a position in a classification having a higher salary grade than the employee's current position. (See Section 6)
- J. Salary Reduction - In certain circumstances, an employee's salary or hourly rate of pay may be temporarily reduced due to, for example, the loss of a license or certification because the loss prevents the employee from performing the full duties of the job (i.e., loss of a driver's license for a position that requires driving). If the employee later obtains the required license or certification within the timeframe required by the department, the employee's salary may be increased by the dollar amount of the original pay reduction, not by a percentage of pay.

**§ 6. Personnel Action Changes:**

- A. Promotion - The PSPP eligible employee selected for promotion will maintain their current step and move into the higher grade commensurate to their promotional rank.
- B. Recruit New Hires - Public Safety departments may hire recruits, individuals who are not currently certified in the respective field of public safety for which they are being hired, at the designated first step of recruit pay.

*Example: Employee C is hired by Chesterfield County Fire & EMS with no previous experience. Employee C is hired as a Fire Recruit, Grade F0, Step 1.*

- C. Pre-Certified New Hires - Each Public Safety department will maintain internal controls and policies vetted by County HR to attract and compensate pre-certified public safety talent. In conjunction with County HR, public safety departments will place pre-certified candidates in the PSPP based on each department's internal policies designed to maintain equity within their staff.
- D. Chesterfield County Department Transfers: Employees transferring from a general government department/position in Chesterfield County to a public safety department sworn or uniformed position are not eligible for additional step plan placement as a new hire. Transfers from County departments will fall under the guidelines of the new hire compensation grade and steps. These employees will retain their County benefit seniority, such as leave accrual rate, but cannot apply those years of service toward step plan placement.

Departments have the option of placing a transferring sworn or uniformed public safety employee within Steps 1 – 5 on their respective plan should the years of service be considered related service of value to the individual department. No retroactive time shall be given for current members based on previous service with another Chesterfield County public safety agency.

- E. Acting: Acting assignments will receive 50% of the promotion increase to base salary based on their current step. The HR Liaison will calculate the difference in current grade and step from the promotion grade and step and divide by 2 to calculate the dollar figure to increase.

*Example: Employee D is currently a Career Deputy, Grade S4, Step 12. Employee D will be in a temporary acting role as Sergeant for a specified duration. Based on their current step, the calculation is as follows:*

<i>(Promotion Pay – Current Pay)</i>	<i>÷</i>	<i>2</i>	<i>=</i>	<i>Acting promotion increase</i>
<i>(S5, Step 12 – S4, Step 12)</i>	<i>÷</i>	<i>2</i>	<i>=</i>	<i>Acting promotion increase</i>
<i>(\$102,152 - \$86,467)</i>	<i>÷</i>	<i>2</i>	<i>=</i>	<i>\$7,843 acting promotion increase</i>

When the acting status is completed, the employee will revert to their assigned grade and appropriate step within the PSPP.

- F. Demotion: If an employee is demoted, regardless of voluntary or involuntary, the employee may retain their current step and will be moved to the lower grade commensurate to the rank assigned. Grade and job title will be assessed by the individual's department to be aligned with the Career Development Plans and objectives as defined by policy.
- G. Career Development: The public safety departments oversee separate and distinct Career Development Plans (CDPs) approved by the County. Any employee receiving a CDP progression shall advance to the grade assigned to the CDP title and maintain their current step. Removal of a CDP designation, if applicable, is managed by departments per their respective internal policies. CDP funding must be approved by the Board of Supervisors as a part of each annual budgetary process in order to award CDP increases the next fiscal year.

H. Advanced Certification (Fire): The Fire & EMS department manages a distinct Advanced Life Support (ALS) Compensation Plan approved by the County. Career, uniformed members up to the rank of fire captain, approved for ALS advancement as an Intermediate or Paramedic, will receive compensation based on their approved credited ALS service. Ranks from battalion chief through deputy chief are eligible for the base value of their certification level. Removal of ALS, if applicable, is managed by the Fire & EMS department. The removal from ALS will result in a reduction of the employee's salary by their current ALS value at the time of removal.

§ 7. **Overtime Pay, Compensatory Time:**

It is County policy to comply with applicable wage and hour laws and regulations regarding overtime pay and compensatory time. Employees with questions or concerns about their status under the Fair Labor Standards Act (FLSA) should immediately raise the issue with their department management or HR. **Refer to Administrative Procedure 6-17 for further details.**

§ 8. **Cash Awards:**

Based on their performance, employees may also be eligible for two types of cash awards (Celebrating Success Award and First Choice Award). **Refer to Administrative Procedure 6-14 for further details.**

§ 9. **Shift Differentials:**

Departments may offer shift differentials as a base pay adjustment to nonexempt employees for hours regularly worked during second, third, or weekend shifts to assist with recruitment and retention efforts. The shift differential amount is typically a 10% increase to the employee's regular hourly rate. This amount may vary based on industry standards and according to the job classification, but the amount should not be more than a 15% increase to the employee's regular rate. Requests to pay shift differentials must be made in writing to County HR to include benchmark results from industry peers, justification for the request, along with support from their Deputy County Administrator and budget analyst.

§ 10. **Field Training Officer Incentive (Police):**

Uniform Operations Bureau (UOB) patrol officers who are active and successful Field Training Officers (FTOs) will receive compensation commensurate to a one-level increase in career development and the percent increase associated with it per the Public Safety Pay Plan as follows:

- Police Officers, Officers First Class, Senior Officers, and Master Officers serving as FTOs will receive a 3% career development level compensation increase.
- Career Officers and Corporals serving as FTOs will receive a 5.8% career development level compensation increase.

Official progression to the next career development rank must still be attained and calculated based on the conditions set forth in the Police Career Development policy. The effective date of career development level compensation for field training has no effect on official career development progression.

Underperforming FTOs may be removed from the program. Such personnel actions may not be grieved, as this is an assignment within the career development program, not a promotion. When this occurs, the incentive pay will be removed from their compensation effective the next pay period.

**§ 11. Advanced Life Support (ALS)/Field Training Officer (Fire):**

The Fire & EMS ALS Compensation Plan was developed to be competitive in the regional market and to reward experienced ALS providers for their valued service. The plan applies to career uniformed members through the rank of fire captain who are approved by the Operational Medical Director of the Fire & EMS department to practice as advanced ALS providers certified as Intermediate or Paramedic.

Experienced paramedics selected to serve as field training officers will receive an additional \$2,000 annually. Compensation for FTO and removal are administered as directed by the EMS Division. The Fire & EMS department reserves the right to change who serves as an FTO based on business needs and other factors surrounding the ALS program.

The salary of an employee on the Fire & EMS PSPP may exceed the salary listed for the employee's assigned grade and step based on ALS certification and FTO status, according to the conditions set forth in the Fire ALS Compensation Plan.

**§12. Emergency Communications Officers Specialized Assignments (ECC)**

The salary of an employee on the Emergency Communications PSPP may exceed the salary listed for the employee's assigned grade and step based on their specialized assignments, according to the chart below:

Communications Training Officer	\$3,000
Cross-Trained Communications Officer	\$3,000
Lead Communications Officer	\$3,000

Should an ECO be trained and able to perform in all three (3) specialized assignments, the Chief of Emergency Communications may award an ECO with a cash award for performing as a Communications Training Officer, as per the guidelines set forth in ECC Administrative Policy 1-22.

**§13. Constitutional Officer's Pay (Code of Virginia):**

In accordance with § 15.2-1609.2 of the Code of Virginia, the salary of any deputy sheriff shall not exceed 90% of the salary of the sheriff by whom he is employed.



# **II. INDEX OF PUBLIC SAFETY CLASSIFICATIONS**

## SWORN AND UNIFORMED PUBLIC SAFETY CLASSIFICATION TITLES

<u>CLASSIFICATION TITLE</u>	<u>CLASS CODE</u>	<u>FLSA</u>	<u>GRADE</u>
<b><u>EMERGENCY COMMUNICATIONS</u></b>			
ECC CALL TAKER	3101	Nonexempt	E0
EMER COMM OFFICER I	3104	Nonexempt	E1
EMER COMM OFFICER II	3112	Nonexempt	E2
EMER COMM OFFICER III	3113	Nonexempt	E3
EMER COMM OFFICER IV	3114	Nonexempt	E4
EMER COMM OFFICER V	3115	Nonexempt	E5
ECC ASST SHIFT SUPERVISOR	3106	Nonexempt	E6
ECC TRAINING FACILITATOR	3100	Exempt	E6
ECC COMM SHIFT SUPERVISOR	3108	Nonexempt	E7
ECC CHIEF ADMIN SERVICES	3103	Exempt	E8
ECC MANAGER	3110	Exempt	E9
ECC QUALITY ASSUR COORD	3109	Exempt	E6
CHIEF OF EMERGENCY COMMS	3116	Exempt	E10
<b><u>FIRE</u></b>			
FIREFIGHTER RECRUIT	2915	Nonexempt	F0
FIREFIGHTER I	2916	Nonexempt	F1
FIREFIGHTER II	2917	Nonexempt	F2
FIREFIGHTER III	2918	Nonexempt	F3
FIREFIGHTER IV	2919	Nonexempt	F4
FIREFIGHTER V	2920	Nonexempt	F5
FIREFIGHTER VI	2921	Nonexempt	F6
FIRE LIEUTENANT	2904	Nonexempt	FO1
FIRE CAPTAIN	2906	Nonexempt	FO2
BATTALION CHIEF	2908	Exempt	FO3
ASSISTANT FIRE CHIEF	2913	Exempt	FO4
DEPUTY FIRE CHIEF	2914	Exempt	FO5
FIRE CHIEF*	9254	Exempt	99
<b><u>POLICE</u></b>			
POLICE RECRUIT	2733	Nonexempt	P0
POLICE OFFICER	2722	Nonexempt	P1
POLICE OFFICER-PT*	2723	Nonexempt	212
WARRANT SERVICE OFFICER*	2759	Nonexempt	212
POLICE DETECTIVE FIRST CLASS	2745	Nonexempt	P2
POLICE OFFICER FIRST CLASS	2724	Nonexempt	P2
SENIOR POLICE DETECTIVE	2736	Nonexempt	P3
SENIOR POLICE OFFICER	2726	Nonexempt	P3
MASTER POLICE DETECTIVE	2738	Nonexempt	P4
MASTER POLICE OFFICER	2728	Nonexempt	P4
CAREER POLICE DETECTIVE	2740	Nonexempt	P5
CAREER POLICE OFFICER	2730	Nonexempt	P5
CORPORAL POLICE DETECTIVE	2742	Nonexempt	P6
CORPORAL POLICE OFFICER	2732	Nonexempt	P6
POLICE SERGEANT	2712	Nonexempt	P7
POLICE LIEUTENANT	2714	Nonexempt	P8
POLICE CAPTAIN	2716	Exempt	P9
POLICE MAJOR	2718	Exempt	P10
DEPUTY POLICE CHIEF	2720	Exempt	P11
POLICE CHIEF*	9256	Exempt	99

## SWORN AND UNIFORMED PUBLIC SAFETY CLASSIFICATION TITLES

### SHERIFF

SHERIFF DEPUTY RECRUIT	3203	Nonexempt	S0
SHERIFF DEPUTY	3204	Nonexempt	S1
SHERIFF DEPUTY-PT*	3205	Nonexempt	210
SHERIFF DEPUTY FIRST CLASS	3210	Nonexempt	S2
MASTER SHERIFF DEPUTY	3206	Nonexempt	S3
CAREER SHERIFF DEPUTY	3207	Nonexempt	S4
SHERIFF SERGEANT	3214	Nonexempt	S5
SHERIFF SERGEANT-PT*	3215	Nonexempt	213
SHERIFF STAFF SERGEANT	3225	Nonexempt	S6
SHERIFF SERGEANT FIRST CLASS	3226	Nonexempt	S7
SHERIFF MASTER SERGEANT	3227	Nonexempt	S8
SHERIFF LIEUTENANT	3216	Nonexempt	S9
SHERIFF FIRST LIEUTENANT	3240	Nonexempt	S10
SHERIFF CAPTAIN	3218	Exempt	S11
SHERIFF MAJOR	3220	Exempt	S12
SHERIFF CHIEF DEPUTY	3222	Exempt	S13
SHERIFF*	9308	Exempt	99

\* These positions are unclassified (grade 99) or on the general government salary structure with grade indicated.

# **III. PUBLIC SAFETY STEP PAY PLAN STRUCTURES**



**Chesterfield County Emergency Communications Center  
Public Safety Pay Plan - FY2025  
Effective January 18, 2025**

Title	Call Taker	ECO I	ECO II	ECO III	ECO IV	ECO V	Asst Shift Sup*	Shift Supervisor	Chief Admin Serv	Manager	Chief
Grade/Step	E0	E1	E2	E3	E4	E5	E6	E7	E8	E9	E10
1	\$47,281	\$56,146	\$58,953	\$61,901	\$64,996	\$68,246	\$75,070	\$82,577	\$90,835	\$99,919	\$112,908
2	\$48,345	\$57,409	\$60,280	\$63,294	\$66,458	\$69,781	\$76,759	\$84,435	\$92,879	\$102,167	\$115,449
3	\$49,433	\$58,701	\$61,636	\$64,718	\$67,954	\$71,351	\$78,487	\$86,335	\$94,969	\$104,466	\$118,046
4	\$50,545	\$60,022	\$63,023	\$66,174	\$69,483	\$72,957	\$80,253	\$88,278	\$97,106	\$106,816	\$120,702
5	\$51,682	\$61,372	\$64,441	\$67,663	\$71,046	\$74,598	\$82,058	\$90,264	\$99,290	\$109,219	\$123,418
6	\$52,845	\$62,753	\$65,891	\$69,185	\$72,645	\$76,277	\$83,905	\$92,295	\$101,524	\$111,677	\$126,195
7	\$54,034	\$64,165	\$67,373	\$70,742	\$74,279	\$77,993	\$85,792	\$94,372	\$103,809	\$114,190	\$129,034
8	\$55,250	\$65,609	\$68,889	\$72,334	\$75,950	\$79,748	\$87,723	\$96,495	\$106,144	\$116,759	\$131,938
9	\$56,493	\$67,085	\$70,439	\$73,961	\$77,659	\$81,542	\$89,696	\$98,666	\$108,533	\$119,386	\$134,906
10	\$57,764	\$68,594	\$72,024	\$75,625	\$79,407	\$83,377	\$91,715	\$100,886	\$110,975	\$122,072	\$137,942
11	\$59,064	\$70,138	\$73,645	\$77,327	\$81,193	\$85,253	\$93,778	\$103,156	\$113,472	\$124,819	\$141,045
12	\$60,393	\$71,716	\$75,302	\$79,067	\$83,020	\$87,171	\$95,888	\$105,477	\$116,025	\$127,627	\$144,219
13	\$61,751	\$73,329	\$76,996	\$80,846	\$84,888	\$89,132	\$98,046	\$107,850	\$118,635	\$130,499	\$147,464
14	\$63,141	\$74,979	\$78,728	\$82,665	\$86,798	\$91,138	\$100,252	\$110,277	\$121,305	\$133,435	\$150,782
15	\$64,562	\$76,666	\$80,500	\$84,525	\$88,751	\$93,189	\$102,507	\$112,758	\$124,034	\$136,437	\$154,174
16	\$66,014	\$78,391	\$82,311	\$86,427	\$90,748	\$95,285	\$104,814	\$115,295	\$126,825	\$139,507	\$157,643
17	\$67,500	\$80,155	\$84,163	\$88,371	\$92,790	\$97,429	\$107,172	\$117,889	\$129,678	\$142,646	\$161,190
18	\$69,018	\$81,959	\$86,057	\$90,359	\$94,877	\$99,621	\$109,583	\$120,542	\$132,596	\$145,856	\$164,817
19	\$70,571	\$83,803	\$87,993	\$92,393	\$97,012	\$101,863	\$112,049	\$123,254	\$135,579	\$149,137	\$168,525
20	\$72,159	\$85,688	\$89,973	\$94,471	\$99,195	\$104,155	\$114,570	\$126,027	\$138,630	\$152,493	\$172,317
21	\$73,783	\$87,616	\$91,997	\$96,597	\$101,427	\$106,498	\$117,148	\$128,863	\$141,749	\$155,924	\$176,194
22	\$75,443	\$89,588	\$94,067	\$98,770	\$103,709	\$108,894	\$119,784	\$131,762	\$144,938	\$159,432	\$180,159
23	\$77,140	\$91,603	\$96,184	\$100,993	\$106,042	\$111,345	\$122,479	\$134,727	\$148,200	\$163,020	\$184,212
24	\$78,876	\$93,665	\$98,348	\$103,265	\$108,428	\$113,850	\$125,235	\$137,758	\$151,534	\$166,688	\$188,357
25	\$80,651	\$95,772	\$100,561	\$105,589	\$110,868	\$116,411	\$128,053	\$140,858	\$154,944	\$170,438	\$192,595
26	\$82,465	\$97,927	\$102,823	\$107,964	\$113,363	\$119,031	\$130,934	\$144,027	\$158,430	\$174,273	\$196,928
27	\$84,321	\$100,130	\$105,137	\$110,394	\$115,913	\$121,709	\$133,880	\$147,268	\$161,995	\$178,194	\$201,359
28	\$86,218	\$102,383	\$107,502	\$112,877	\$118,521	\$124,447	\$136,892	\$150,581	\$165,639	\$182,203	\$205,890
29	\$88,158	\$104,687	\$109,921	\$115,417	\$121,188	\$127,247	\$139,972	\$153,969	\$169,366	\$186,303	\$210,522
30	\$90,141	\$107,042	\$112,394	\$118,014	\$123,915	\$130,110	\$143,122	\$157,434	\$173,177	\$190,495	\$215,259

\*Grade E6 includes ECC Assistant Shift Supervisor, ECC Quality Assurance Coordinator and ECC Training Facilitator.



**Chesterfield County Fire Department**  
**Public Safety Pay Plan - FY2025**  
**Effective January 18, 2025**

Title	Firefighter Recruit	Firefighter I	Firefighter II	Firefighter III	Firefighter IV	Firefighter V	Firefighter VI	Fire Lieutenant	Fire Captain	Battalion Chief	Assistant Fire Chief	Deputy Fire Chief
Grade/Step	F0	F1	F2	F3	F4	F5	F6	FO1	FO2	FO3	FO4	FO5
1	\$60,147	\$62,751	\$64,634	\$66,573	\$68,570	\$70,627	\$74,724	\$84,438	\$95,415	\$107,818	\$121,835	\$137,673
2	\$61,500	\$64,163	\$66,088	\$68,071	\$70,113	\$72,216	\$76,405	\$86,338	\$97,561	\$110,244	\$124,576	\$140,771
3	\$62,884	\$65,607	\$67,575	\$69,602	\$71,690	\$73,841	\$78,124	\$88,280	\$99,757	\$112,725	\$127,379	\$143,938
4	\$64,299	\$67,083	\$69,096	\$71,168	\$73,304	\$75,503	\$79,882	\$90,266	\$102,001	\$115,261	\$130,245	\$147,177
5	\$65,746	\$68,592	\$70,650	\$72,770	\$74,953	\$77,201	\$81,679	\$92,297	\$104,296	\$117,855	\$133,176	\$150,488
6	\$67,225	\$70,136	\$72,240	\$74,407	\$76,639	\$78,938	\$83,517	\$94,374	\$106,643	\$120,506	\$136,172	\$153,874
7	\$68,738	\$71,714	\$73,865	\$76,081	\$78,364	\$80,715	\$85,396	\$96,498	\$109,042	\$123,218	\$139,236	\$157,337
8	\$70,284	\$73,327	\$75,527	\$77,793	\$80,127	\$82,531	\$87,317	\$98,669	\$111,496	\$125,990	\$142,369	\$160,877
9	\$71,866	\$74,977	\$77,227	\$79,543	\$81,930	\$84,388	\$89,282	\$100,889	\$114,004	\$128,825	\$145,572	\$164,496
10	\$73,482	\$76,664	\$78,964	\$81,333	\$83,773	\$86,286	\$91,291	\$103,159	\$116,569	\$131,723	\$148,847	\$168,198
11	\$75,136	\$78,389	\$80,741	\$83,163	\$85,658	\$88,228	\$93,345	\$105,480	\$119,192	\$134,687	\$152,197	\$171,982
12	\$76,826	\$80,153	\$82,558	\$85,034	\$87,585	\$90,213	\$95,445	\$107,853	\$121,874	\$137,718	\$155,621	\$175,852
13	\$78,555	\$81,956	\$84,415	\$86,948	\$89,556	\$92,243	\$97,593	\$110,280	\$124,616	\$140,816	\$159,122	\$179,808
14	\$80,322	\$83,800	\$86,314	\$88,904	\$91,571	\$94,318	\$99,789	\$112,761	\$127,420	\$143,985	\$162,703	\$183,854
15	\$82,130	\$85,686	\$88,257	\$90,904	\$93,631	\$96,440	\$102,034	\$115,298	\$130,287	\$147,224	\$166,363	\$187,991
16	\$83,978	\$87,614	\$90,242	\$92,950	\$95,738	\$98,610	\$104,330	\$117,892	\$133,218	\$150,537	\$170,107	\$192,221
17	\$85,867	\$89,585	\$92,273	\$95,041	\$97,892	\$100,829	\$106,677	\$120,545	\$136,216	\$153,924	\$173,934	\$196,545
18	\$87,799	\$91,601	\$94,349	\$97,179	\$100,095	\$103,098	\$109,077	\$123,257	\$139,281	\$157,387	\$177,848	\$200,968
19	\$89,775	\$93,662	\$96,472	\$99,366	\$102,347	\$105,417	\$111,531	\$126,031	\$142,415	\$160,928	\$181,849	\$205,490
20	\$91,795	\$95,769	\$98,642	\$101,602	\$104,650	\$107,789	\$114,041	\$128,866	\$145,619	\$164,549	\$185,941	\$210,113
21	\$93,860	\$97,924	\$100,862	\$103,888	\$107,004	\$110,214	\$116,607	\$131,766	\$148,895	\$168,252	\$190,124	\$214,841
22	\$95,972	\$100,127	\$103,131	\$106,225	\$109,412	\$112,694	\$119,231	\$134,730	\$152,245	\$172,037	\$194,402	\$219,674
23	\$98,131	\$102,380	\$105,452	\$108,615	\$111,874	\$115,230	\$121,913	\$137,762	\$155,671	\$175,908	\$198,776	\$224,617
24	\$100,339	\$104,684	\$107,824	\$111,059	\$114,391	\$117,823	\$124,656	\$140,862	\$159,174	\$179,866	\$203,249	\$229,671
25	\$102,597	\$107,039	\$110,250	\$113,558	\$116,965	\$120,474	\$127,461	\$144,031	\$162,755	\$183,913	\$207,822	\$234,839

The Fire Chief is included in the General Government Employee Pay Structure.



**Chesterfield County Police Department**  
**Public Safety Pay Plan - FY2025**  
**Effective January 18, 2025**

Title	Recruit	Officer	First Class	Senior	Master	Career	Corporal	Sergeant	Lieu-tenant	Captain	Major	Deputy Police Chief
Grade/Step	P0	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11
1	\$60,147	\$62,751	\$64,634	\$66,573	\$68,570	\$70,627	\$74,724	\$84,438	\$95,415	\$107,818	\$121,835	\$137,673
2	\$61,500	\$64,163	\$66,088	\$68,071	\$70,113	\$72,216	\$76,405	\$86,338	\$97,561	\$110,244	\$124,576	\$140,771
3	\$62,884	\$65,607	\$67,575	\$69,602	\$71,690	\$73,841	\$78,124	\$88,280	\$99,757	\$112,725	\$127,379	\$143,938
4	\$64,299	\$67,083	\$69,096	\$71,168	\$73,304	\$75,503	\$79,882	\$90,266	\$102,001	\$115,261	\$130,245	\$147,177
5	\$65,746	\$68,592	\$70,650	\$72,770	\$74,953	\$77,201	\$81,679	\$92,297	\$104,296	\$117,855	\$133,176	\$150,488
6	\$67,225	\$70,136	\$72,240	\$74,407	\$76,639	\$78,938	\$83,517	\$94,374	\$106,643	\$120,506	\$136,172	\$153,874
7	\$68,738	\$71,714	\$73,865	\$76,081	\$78,364	\$80,715	\$85,396	\$96,498	\$109,042	\$123,218	\$139,236	\$157,337
8	\$70,284	\$73,327	\$75,527	\$77,793	\$80,127	\$82,531	\$87,317	\$98,669	\$111,496	\$125,990	\$142,369	\$160,877
9	\$71,866	\$74,977	\$77,227	\$79,543	\$81,930	\$84,388	\$89,282	\$100,889	\$114,004	\$128,825	\$145,572	\$164,496
10	\$73,482	\$76,664	\$78,964	\$81,333	\$83,773	\$86,286	\$91,291	\$103,159	\$116,569	\$131,723	\$148,847	\$168,198
11	\$75,136	\$78,389	\$80,741	\$83,163	\$85,658	\$88,228	\$93,345	\$105,480	\$119,192	\$134,687	\$152,197	\$171,982
12	\$76,826	\$80,153	\$82,558	\$85,034	\$87,585	\$90,213	\$95,445	\$107,853	\$121,874	\$137,718	\$155,621	\$175,852
13	\$78,555	\$81,956	\$84,415	\$86,948	\$89,556	\$92,243	\$97,593	\$110,280	\$124,616	\$140,816	\$159,122	\$179,808
14	\$80,322	\$83,800	\$86,314	\$88,904	\$91,571	\$94,318	\$99,789	\$112,761	\$127,420	\$143,985	\$162,703	\$183,854
15	\$82,130	\$85,686	\$88,257	\$90,904	\$93,631	\$96,440	\$102,034	\$115,298	\$130,287	\$147,224	\$166,363	\$187,991
16	\$83,978	\$87,614	\$90,242	\$92,950	\$95,738	\$98,610	\$104,330	\$117,892	\$133,218	\$150,537	\$170,107	\$192,221
17	\$85,867	\$89,585	\$92,273	\$95,041	\$97,892	\$100,829	\$106,677	\$120,545	\$136,216	\$153,924	\$173,934	\$196,545
18	\$87,799	\$91,601	\$94,349	\$97,179	\$100,095	\$103,098	\$109,077	\$123,257	\$139,281	\$157,387	\$177,848	\$200,968
19	\$89,775	\$93,662	\$96,472	\$99,366	\$102,347	\$105,417	\$111,531	\$126,031	\$142,415	\$160,928	\$181,849	\$205,490
20	\$91,795	\$95,769	\$98,642	\$101,602	\$104,650	\$107,789	\$114,041	\$128,866	\$145,619	\$164,549	\$185,941	\$210,113
21	\$93,860	\$97,924	\$100,862	\$103,888	\$107,004	\$110,214	\$116,607	\$131,766	\$148,895	\$168,252	\$190,124	\$214,841
22	\$95,972	\$100,127	\$103,131	\$106,225	\$109,412	\$112,694	\$119,231	\$134,730	\$152,245	\$172,037	\$194,402	\$219,674
23	\$98,131	\$102,380	\$105,452	\$108,615	\$111,874	\$115,230	\$121,913	\$137,762	\$155,671	\$175,908	\$198,776	\$224,617
24	\$100,339	\$104,684	\$107,824	\$111,059	\$114,391	\$117,823	\$124,656	\$140,862	\$159,174	\$179,866	\$203,249	\$229,671
25	\$102,597	\$107,039	\$110,250	\$113,558	\$116,965	\$120,474	\$127,461	\$144,031	\$162,755	\$183,913	\$207,822	\$234,839

The Police Chief is included in the General Government Employee Pay Structure.



**Chesterfield County Sheriff's Office**  
**Public Safety Pay Plan - FY2025**  
**Effective January 18, 2025**

Title	Deputy Recruit	Deputy	Deputy First Class	Master Deputy	Career Deputy	Sergeant	Staff Sergeant	Sergeant First Class	Master Sergeant	Lieutenant	First Lieutenant	Captain	Major	Lieutenant Colonel
Grade/Step	S0	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10	S11	S12	S13
1	\$56,741	\$60,145	\$61,950	\$65,723	\$67,694	\$79,974	\$82,205	\$84,499	\$86,853	\$92,498	\$98,514	\$102,060	\$115,328	\$130,320
2	\$58,018	\$61,499	\$63,344	\$67,201	\$69,217	\$81,773	\$84,055	\$86,400	\$88,808	\$94,580	\$100,731	\$104,357	\$117,923	\$133,253
3	\$59,323	\$62,882	\$64,769	\$68,713	\$70,775	\$83,613	\$85,946	\$88,344	\$90,806	\$96,708	\$102,997	\$106,705	\$120,576	\$136,251
4	\$60,658	\$64,297	\$66,226	\$70,259	\$72,367	\$85,495	\$87,880	\$90,332	\$92,849	\$98,884	\$105,314	\$109,105	\$123,289	\$139,316
5	\$62,023	\$65,744	\$67,716	\$71,840	\$73,995	\$87,418	\$89,857	\$92,364	\$94,938	\$101,108	\$107,684	\$111,560	\$126,063	\$142,451
6	\$63,418	\$67,223	\$69,240	\$73,457	\$75,660	\$89,385	\$91,879	\$94,442	\$97,074	\$103,383	\$110,107	\$114,070	\$128,900	\$145,656
7	\$64,845	\$68,736	\$70,798	\$75,109	\$77,363	\$91,396	\$93,946	\$96,567	\$99,258	\$105,709	\$112,584	\$116,637	\$131,800	\$148,933
8	\$66,304	\$70,282	\$72,391	\$76,799	\$79,103	\$93,453	\$96,060	\$98,740	\$101,492	\$108,088	\$115,118	\$119,261	\$134,765	\$152,284
9	\$67,796	\$71,864	\$74,020	\$78,527	\$80,883	\$95,555	\$98,221	\$100,962	\$103,775	\$110,520	\$117,708	\$121,945	\$137,798	\$155,711
10	\$69,321	\$73,481	\$75,685	\$80,294	\$82,703	\$97,705	\$100,431	\$103,233	\$106,110	\$113,007	\$120,356	\$124,689	\$140,898	\$159,214
11	\$70,881	\$75,134	\$77,388	\$82,101	\$84,564	\$99,904	\$102,691	\$105,556	\$108,498	\$115,549	\$123,064	\$127,494	\$144,068	\$162,797
12	\$72,476	\$76,824	\$79,129	\$83,948	\$86,467	\$102,152	\$105,002	\$107,931	\$110,939	\$118,149	\$125,833	\$130,363	\$147,310	\$166,460
13	\$74,107	\$78,553	\$80,910	\$85,837	\$88,412	\$104,450	\$107,364	\$110,360	\$113,435	\$120,807	\$128,664	\$133,296	\$150,624	\$170,205
14	\$75,774	\$80,320	\$82,730	\$87,768	\$90,401	\$106,800	\$109,780	\$112,843	\$115,987	\$123,526	\$131,559	\$136,295	\$154,013	\$174,035
15	\$77,479	\$82,128	\$84,591	\$89,743	\$92,435	\$109,203	\$112,250	\$115,382	\$118,597	\$126,305	\$134,519	\$139,362	\$157,479	\$177,950
16	\$79,222	\$83,976	\$86,495	\$91,762	\$94,515	\$111,660	\$114,776	\$117,978	\$121,265	\$129,147	\$137,546	\$142,497	\$161,022	\$181,954
17	\$81,005	\$85,865	\$88,441	\$93,827	\$96,642	\$114,173	\$117,358	\$120,632	\$123,994	\$132,053	\$140,641	\$145,703	\$164,645	\$186,048
18	\$82,827	\$87,797	\$90,431	\$95,938	\$98,816	\$116,741	\$119,999	\$123,347	\$126,784	\$135,024	\$143,805	\$148,982	\$168,349	\$190,234
19	\$84,691	\$89,772	\$92,466	\$98,097	\$101,040	\$119,368	\$122,699	\$126,122	\$129,636	\$138,062	\$147,041	\$152,334	\$172,137	\$194,515
20	\$86,596	\$91,792	\$94,546	\$100,304	\$103,313	\$122,054	\$125,459	\$128,960	\$132,553	\$141,168	\$150,349	\$155,761	\$176,010	\$198,891
21	\$88,545	\$93,858	\$96,673	\$102,561	\$105,637	\$124,800	\$128,282	\$131,861	\$135,536	\$144,345	\$153,732	\$159,266	\$179,971	\$203,366
22	\$90,537	\$95,969	\$98,848	\$104,868	\$108,014	\$127,608	\$131,168	\$134,828	\$138,585	\$147,592	\$157,191	\$162,849	\$184,020	\$207,942
23	\$92,574	\$98,129	\$101,073	\$107,228	\$110,445	\$130,479	\$134,120	\$137,862	\$141,703	\$150,913	\$160,728	\$166,514	\$188,160	\$212,621
24	\$94,657	\$100,337	\$103,347	\$109,640	\$112,930	\$133,415	\$137,137	\$140,964	\$144,892	\$154,309	\$164,344	\$170,260	\$192,394	\$217,405
25	\$96,787	\$102,594	\$105,672	\$112,107	\$115,471	\$136,417	\$140,223	\$144,135	\$148,152	\$157,781	\$168,042	\$174,091	\$196,723	\$222,296

The Sheriff is included in the General Government Employee Pay Structure.