

INTRODUCED: March 4, 2022

AN ORDINANCE No. 2022-069

To amend the schedule of classifications and assigned ranges incorporated into section I of the Pay Plan for the purpose of revising the wording of certain classification titles, changing the pay ranges of certain classification titles, and providing for a 5.0 percent adjustment of general pay ranges; to amend section II(C) of the Pay Plan for the purpose of providing for a 5.0 percent increase for eligible employees; to amend the following sections of the Pay Plan: III(B)(11), providing for salary supplements for the Office of the Commonwealth’s Attorney, III(B)(12), providing for salary supplements for the Office of the Sheriff, III(B)(25)(e), suspending the education incentive for sworn fire and police employees, III(B)(33), to increase the limit of the extraordinary performance bonus, III(B)(36), to increase the hourly minimum rate for City employees from \$13.00 to \$17.00, III(B)(40), to provide for the full implementation of the step-based pay plan for sworn fire and police employees, of the Pay Plan, and III(B)(41), to remove broadband or career development programs from exclusions to performance adjustments for classified employees; and to repeal section III(B)(4) of the Pay Plan, concerning a career development program.

Patron – Mayor Stoney

Approved as to form and legality
by the City Attorney

PUBLIC HEARING: APR 11 2022 AT 6 P.M.

WHEREAS, the Council of the City of Richmond adopted a pay plan for the City of Richmond, hereinafter the “Pay Plan,” by Ordinance No. 2018-319, adopted January 14, 2019, and now desires to amend such pay plan;

NOW, THEREFORE,

AYES: 9 NOES: 0 ABSTAIN: _____

ADOPTED: MAY 9 2022 REJECTED: _____ STRICKEN: _____

THE CITY OF RICHMOND HEREBY ORDAINS:

§ 1. That, (i) effective beginning with the pay period commencing on [~~July 3, 2021~~] July 2, 2022, the [~~one-page~~] ten-page schedule entitled “Classifications and Assigned Ranges” and dated [~~January 5, 2019~~] October 9, 2021, as previously amended by Ordinance No. 2019-292, adopted November 12, 2019, [~~and~~] Ordinance No. 2020-102, adopted May 11, 2020, and Ordinance No. 2021-054, adopted May 24, 2021, incorporated into the Pay Plan by section I of the Pay Plan, be and is hereby amended by excluding the classifications as shown on the [~~one-page~~] ten-page schedule entitled “Classifications and Assigned Ranges, [~~July 3, 2021~~] October 9, 2021, [~~Exclude,” a copy of which schedule is attached to and incorporated into this ordinance.~~] and by including the classifications as shown on the [~~one-page~~] ten-page schedule entitled “Classifications and Assigned Ranges, [~~July 3, 2021~~] July 2, 2022, Include,” a copy of which schedule is attached to and incorporated into this ordinance, and (ii) effective beginning with the pay period commencing on [~~October 9, 2021~~] July 2, 2022, the [~~nine-page~~] ten-page schedule entitled “Classifications and Assigned Ranges,” and dated [~~January 5, 2019~~] October 9, 2021 [~~, as previously amended by Ordinance No. 2019-292, adopted November 12, 2019, Ordinance No. 2020-102, adopted May 11, 2020,~~] Ordinance No. 2021-054, adopted May 24, 2021, and the schedules described in clause (i) of this section 1, incorporated into the Pay Plan by section I of the Pay Plan, is hereby repealed and replaced in its entirety by the ten-page schedule entitled “Classifications and Assigned Ranges, [~~October 9, 2021~~] July 2, 2022, Include,” a copy of which schedule is attached to and incorporated into this ordinance.

§ 2. That (i) section III(B)(29) of the Pay Plan shall not apply to the amendments made by section 1 of this ordinance, (ii) no employee whose position this ordinance moves to another classification, pay range, or pay band shall receive a pay increase or decrease due to any adjustment

made by this ordinance, and (iii) for purposes of this section, words or phrases defined in section III(A) of the Pay Plan have the meanings set forth in section III(A) of the Pay Plan.

§ 3. That section II(C) of the Pay Plan be and is hereby amended as follows:

C. The provisions of this section II(C) apply to the fiscal year commencing July 1, ~~[2021]~~ 2022, and ending June 30, ~~[2022]~~ 2023. The annual budget for the fiscal year commencing July 1, ~~[2021]~~ 2022, and ending June 30, ~~[2022]~~ 2023, includes funding, in the Non-Departmental Budget for the fiscal year commencing July 1 ~~[2021]~~ 2022, and ending June 30, ~~[2022]~~ 2023 ~~[to implement the recommendations of a study completed in 2018 that found significant compression in the lower end of the pay ranges and pay bands for non-sworn employees and recommended pay increases to move those employees toward the midpoint of their pay ranges or pay bands. This section II(C) provides for the use of that funding to achieve those recommendations.]~~

1. *Eligibility.* The pay increases for which this section II(C) provides shall apply to all employees in ~~[permanent]~~ classified and unclassified positions except for the following:

a. ~~[Employees not employed continuously in a permanent position on [September 30, 2020] July 1, 2021, unless the employee's salary is below the minimum of the employee's new pay range;~~

- b. ~~Employees paid at or above the midpoint of their assigned pay ranges or their pay zones within their assigned pay bands as of October 9, 2021, except as provided in section II(C)(2)(b);~~
- e.] Employees of constitutional officers whose classifications are not listed in section I of the Pay Plan;
- ~~[d.]~~ b. Employees in the classifications of Police Recruit, Police Officer [~~I, Police Officer II, Police Officer III, Police Officer IV, Master Police Officer, Police Sergeant, Police Lieutenant, Police Captain~~], Fire Recruit, Fire Fighter [~~I, Fire Fighter II, Fire Fighter III, Fire Fighter IV, Master Fire Fighter~~], Fire Driver Operator, Fire Lieutenant, Fire Captain, Fire Battalion Chief, and Staff Battalion Chief~~[-]~~ ; and
- ~~[e.]~~ ~~Employees with a performance issue, performance improvement plan, or disciplinary action, each documented according to the applicable City laws, regulations, and rules, occurring on or after October 8, 2020.]~~
- c. Employees in a continuous leave without pay status since October 10, 2021.

2. *Administration.* The following provisions shall govern the administration of the pay increases for which this section II(C) provides:

a. The amount of the pay increase shall be calculated on the employee's base rate of pay as of [~~October 8, 2021~~] July 1, 2022.

b. Each employee who is eligible under section II(C)(1) shall receive a pay increase equal to [~~3.25~~] five percent of the employee's salary as of [~~October 8, 2021~~] July 1, 2022, unless the amount of such increase would exceed the maximum of the employee's pay range. If the amount of such increase exceeds the maximum of the employee's pay range, the employee's salary will be equal to the greater of the maximum of the employee's pay range or the employee's salary as of [~~October 8, 2021~~] July 1, 2022.

c. [~~If the employee's salary remains lower than the midpoint of the employee's pay range after the application of section II(C)(2)(b), the employee will receive an additional salary increase based on the employee's years of service as determined by the Director of Human Resources and the employee's~~]

~~appointing authority in accordance with section H(C)(2). Using records available to the Director of Human Resources, the Director of Human Resources shall analyze and calculate each employee's years of service based on~~

~~(1) — The employee's years of service in the employee's job classification as of October 9, 2021;~~

~~(2) — The employee's years of service in a higher job classification in the job classification series to which the employee's job classification as of October 9, 2021, belongs as determined by the Director of Human Resources using the City's job class codes; and~~

~~(3) — The employee's years of service in a classification equivalent to the employee's job classification as of October 9, 2021, as determined by the Director of Human Resources using the City's job class codes.~~

~~In developing the analysis for each employee, the Director of Human Services shall include both City service and service that is not City service, provided~~

~~that the Director of Human Resources shall include service that is not City service only for employees hired before April 1, 2021. The Director of Human Resources shall provide each employee's analysis to that employee's appointing authority for review based on each employee's individual experience, performance and qualifications.~~

- ~~d. Each appointing authority shall review, for each employee for whom the appointing authority serves as appointing authority, the analysis provided by the Director of Human Resources pursuant to section II(C)(2)(c)(2) to confirm or make changes based on that employee's individual experience, performance, and qualifications and provide the appointing authority's concurrence or any changes to the Director of Human Resources. No changes by an appointing authority to the calculation of years of service by the Director of Human Resources for an employee shall be effective unless approved by the Director of Human Resources. The determination of the Director of Human Resources as to whether years of service qualify under this section II(c)(2)(c) shall be final and not subject to further appeal. Once the~~

~~Director of Human Resources has reviewed any changes by the employee's appointing authority and finally determined an employee's years of service in accordance with section II(C)(2)(c), the Director of Human Services shall apply one 2.5 percent salary adjustment for each of the employee's complete years of service to the minimum of the employee's pay range, apply a salary increase equal to the difference between the employee's salary immediately following the salary increase for which section II(C)(2)(b) provides and the midpoint of the employee's pay range, and implement that salary increase, if any, effective beginning with the pay period commencing October 9, 2021.~~

~~e. No employee's salary shall be decreased as a result of any application of this section II(C). If the appropriation for the salary increases for which section II(C)(2)(c) and(d) provide made in the Non-Departmental Budget for the fiscal year commencing July 1, 2021, and ending June 30, 2022, is not sufficient to fund all of the salary increases for which section II(C)(2)(c) and (d) provide, the Director of Human Resources shall prorate the salary increases~~

~~of all employees who would receive a salary increase pursuant to section II(C)(2)(c) and (d) so that those salary increases do not exceed the available appropriation.]~~ For purposes of this section II(C), the term “pay range” has the meaning set forth in section III(A)(8), except that for each classification assigned a broad band established pursuant to section III(B)(38) within which the Chief Administrative Officer has established pay zones pursuant to section III(B)(38)(a), the term “pay range” means the pay zone within that broad band to which the employee is assigned.

§ 4. That section III(B)(11) of the Pay Plan be and is hereby amended as follows:

11. **Commonwealth Attorney’s Office.** The Commonwealth Attorney shall receive a salary supplement of \$53,628 together with a contribution to the Virginia Retirement System on her behalf of \$10,822 in Fiscal Year [~~2021-2022~~] 2022-2023. The Commonwealth Attorney’s Office shall receive [~~\$934,456~~] \$929,729 to be used as salary supplements together with [~~\$212,571~~] \$212,447 to be used for a contribution to the Virginia Retirement System in Fiscal Year [~~2021-2022~~] 2022-2023 for members of the office. The proper administration of salary supplements is the responsibility of the constitutional officer.

§ 5. That section III(B)(12) of the Pay Plan be and is hereby amended as follows:

12. **Sheriff's Office.** The Sheriff's Office shall receive in Fiscal Year [~~2021-2022~~] 2022-2023 an amount [~~10.82~~] 12.06 percent greater than the amount approved by the Compensation Board for the Sheriff's deputies to be used as salary supplements for members of the office, excluding the Sheriff, for which the City is reimbursed for 100 percent of salary costs approved by the Compensation Board. The Sheriff's Office shall receive an amount not to exceed [~~\$1,773,117.01~~] \$1,960,579 in Fiscal Year [~~2021-2022~~] 2022-2023 to be used as salary supplements for members of the office, excluding the Sheriff. From such allocation, the Sheriff's Office may, in Fiscal Year [~~2021-2022~~] 2022-2023, provide salary supplements for positions that the City is not reimbursed for 100 percent of approved Compensation Board salaries, excluding the Sheriff. No salary supplements to any positions shall be paid unless authorized by the City's Director of Budget and Strategic Planning. Any salary supplement paid directly to the Sheriff from either of these amounts shall only be for the specific amount authorized by this section. The Sheriff shall receive a salary supplement of [~~\$47,399.99~~] \$50,000 in Fiscal Year [~~2021-2022~~] 2022-2023. The proper administration of salary supplements is the responsibility of the constitutional officer.

§ 6. That section III(B)(25)(e) of the Pay Plan be and is hereby amended as follows:

e. No new applications for educational incentives or increases in educational incentives in accordance with this section shall be accepted between July 1, 2010, and July 1, [~~2022~~] 2023.

§ 7. That section III(B)(33) of the Pay Plan be and is hereby amended as follows:

33. **Extraordinary Performance Bonus.** The appointing authority may grant a classified employee a one-time bonus for extraordinary performance. Unless approved by the Chief Administrative Officer, the bonus may be no more than [~~\$1,000~~] \$5,000 and may not be given to an employee more than once in a fiscal year.

§ 8. That, effective beginning with the pay period commencing on July 2, 2022, section III(B)(36) of the Pay Plan be and is hereby amended as follows:

36. [~~Living Wage~~] **Minimum Rate.** Any employee in a position (other than Summer Youth Program, Special Event Worker, Intern, or other special employment program participants as determined by the Director of Human Resources) working either full-time or part-time shall have an hourly rate of pay at least [~~\$13.00~~] \$17.00.

§ 9. That, effective beginning with the pay period commencing on July 2, 2022, section III(B)(40) of the Pay Plan be and is hereby amended as follows:

40. **Step-Based Pay System for Sworn Fire Fighters and Police Officers.**

a. The following sworn fire and police classifications shall be part of a step based pay system as shown in Table 1, dated [~~May 10, 2021~~] March 4, 2022 (a copy of which is attached hereto and incorporated herein):

<i>Positions</i>	<i>Range</i>
Fire Recruit	1
Police Recruit	1
Fire Fighter [1]	2

Police Officer [I]	2
[Fire Fighter II]	[3]
[Police Officer II]	[3]
[Fire Fighter III]	[4]
[Police Officer III]	[4]
[Fire Fighter IV]	[5]
[Police Officer IV]	[5]
[Master Fire Fighter]	[6]
[Master Police Officer]	[6]
Fire Driver Operator	[7] <u>4</u>
Fire Lieutenant	[8] <u>6</u>
Police Sergeant	[8] <u>6</u>
Fire Captain	[10] <u>8</u>
Police Lieutenant	[10] <u>8</u>
Fire Battalion Chief	[12] <u>10</u>
Staff Battalion Chief	[12] <u>10</u>
Police Captain	[12] <u>10</u>

- b. Sworn fire and police personnel shall be eligible to move to their appropriate step on July ~~[1, 2006]~~ 2, 2022, and thereafter shall be eligible to move in accordance with this ordinance at the beginning of the first full pay period in July of each calendar year thereafter. The initial placement ~~[and future movement]~~ of sworn fire and police personnel ~~[in the classifications of Fire Fighter I, Fire Fighter~~

~~H, Fire Fighter III, Fire Fighter IV, Master Fire Fighter, Police Officer I, Police Officer II, Police Officer III, Police Officer IV and Master Police Officer will be based on full years of sworn service after the completion of the Fire Academy or the Police Academy (as) is outlined in Table 2, dated March [5, 2021] 4, 2022, a copy of which is attached hereto and incorporated herein) [or the step closest to but above their current salary, whichever is greater].~~

For purposes of this plan, sworn service time will begin upon graduation from the Fire Academy or the Police Academy less any break in service (except military or other leave as required by law), and step movement shall be based upon years of service as of June 30 of each year (e.g., an officer with 9 months of service as of June 30 will be considered to have 0 years of service) [(Refer to Table 2).

~~The initial placement of sworn fire and police personnel in the classifications of Fire Driver Operator, Fire Lieutenant, Fire Captain, Fire Battalion Chief, Staff Battalion Chief, Police Sergeant, Police Lieutenant, and Police Captain shall be based upon service time in their current classification or the step closest to but above their current salary, whichever is greater, as outlined in Table 2.]~~

Future movement shall be one step per fiscal year based on the [implementation schedule set forth in Table 3, dated March 6, 2020 (a copy of which is attached hereto and incorporated herein)] funding availability until the maximum step is obtained.

~~[On October 9, 2021, (i) employees in the classifications of Police Officer I, Police Officer II, Police Officer III, Police Officer IV, Master Police Officer, Fire Fighter I, Fire Fighter II, Fire Fighter III, Fire Fighter IV, and Master Fire Fighter shall be eligible to advance to corresponding steps for FY2022 as shown on Table 2 and (ii) employees in the classifications of Police Sergeant, Police Lieutenant, Police Captain, Fire Driver Operator, Fire Lieutenant, Fire Captain, Fire Battalion Chief, and Staff Battalion Chief shall be eligible to be placed in the step of their classifications that most closely corresponds to the step they would have attained had the step movement provisions of the step-based pay system been funded for the fiscal year commencing July 1, 2020, and ending June 30, 2021, and the fiscal year commencing July 1, 2021, and ending June 30, 2022.]~~

In order to relieve salary compression and with the concurrence of the Director of Human Resources, the Chief of Fire and Emergency Services or the Chief of Police may place sworn personnel at a higher step.

- c. ~~[Movement through the steps for Fire Recruits, Police Recruits and all levels of Fire Fighters and Police Officers hired after July 1, 2006 shall be based on the schedule in Table 4 dated March 6, 2020 (a copy of which is attached hereto and incorporated herein).~~

~~d.~~ Pursuant to the Career Development Plan, an employee shall move to the identical step in the higher range (e.g., if a Police Officer II is in Step 2 and moves up in the Career Development Plan, that police officer shall then move to a Police Officer III in Step 2) (Refer to Table 1).

e.] Sworn fire and police personnel promoted to higher non-supervisory sworn classifications shall move to the next higher step within the new classification that guarantees at least a five percent increase over their former salary. Sworn fire and police personnel promoted to higher classifications of Fire Lieutenant, Fire Captain, Fire Battalion Chief, Staff Battalion Chief, Police Sergeant, Police Lieutenant and Police Captain shall move to the next highest step within the new classification that guarantees at least a [five] ten percent increase over their former salary.

[~~f.~~] d. Sworn fire and police personnel currently in the retirement program DROP plan may *not* withdraw from the plan to return to regular service, and retirement benefits are based on the employee's salary at the time of enrollment eligibility in the DROP plan.

[~~g.~~] e. Sworn police personnel hired into the Department of Police as lateral transfers shall be placed in the step plan based upon pro-rating their external sworn service to sworn service the Department of Police. The pro-rating ratio shall be determined by the Department of Police.

~~[h.]~~ f. Sworn fire personnel hired into the Department of Fire and Emergency Services as lateral transfers shall be placed in the step plan based upon prorating their external sworn service to sworn service in the Department of Fire and Emergency Services. The prorating shall be determined by the Department of Fire and Emergency Services.

~~[i.]~~ g. Sworn police personnel shall be eligible for special assignment pay up to ~~[\$0.75]~~ \$1.00 per hour. Assignments qualifying for this special assignment pay shall be determined by the Chief of Police with the approval of the Chief Administrative Officer. Police personnel assigned as Police Training Officers shall be eligible for five percent special assignment pay. Police personnel assigned as Community Policing Leads shall be eligible for ten percent special assignment pay.

~~[j.]~~ h. Sworn fire personnel shall be eligible for special assignment pay up to ~~[\$0.75]~~ \$1.00 per hour. Assignments qualifying for this special assignment pay shall be determined by the Chief of Fire and Emergency Services with the approval of the Chief Administrative Officer.

~~[k.]~~ i. Sworn fire and police personnel in the classified service shall no longer be a part of the Performance Based Pay System. However, to be eligible for a step increase, the employee must have obtained

at least a “Meets Standards” or an equivalent rating on the employee’s last annual performance evaluation.

[~~h~~] j. All salary increases and step advancements for which this section provides are subject to annual appropriations of sufficient funds therefore by the City Council.

§ 10. That section III(B)(41) of the Pay Plan be and is hereby amended as follows:

41. **Performance Adjustment for Classified Employees.** The appointing authority, upon the review and approval of the Director of Human Resources, may grant certain classified employees an increase up to five percent. The increase is available to employees in a classified position that is not part of a step system[~~, broadband, or career development program~~]. The employee must have a performance evaluation higher than “Meets Standards” on the employee’s evaluation for the prior fiscal year and shall not be eligible for more than one increase per fiscal year. Increases of more than five percent also must be approved by the Chief Administrative Officer.

§ 11. That section III(B)(4) of the Pay Plan be and is hereby repealed as follows:

[~~4. —~~ **Police and Fire Career Development.**

a. ~~For employees assigned to the positions in the PF pay ranges, advancement shall be in accordance with the provisions of a “career development plan” recommended by the head of the employee’s department and approved by the Director of Human Resources and the Chief Administrative Officer. A copy of the approved career~~

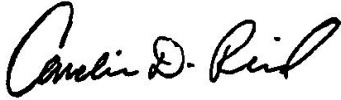
~~development plans and all amendments thereafter shall be the official career development plans and shall be filed with the Director of Human Resources.~~

~~b. Advancement between classifications in accordance with career development plans implemented pursuant to this section, except for advancement from Police Recruit to Police Officer I and from Fire Recruit to Fire Fighter I, shall be suspended.]~~

§ 12. This ordinance shall be in force and effect on July 1, 2022.

A TRUE COPY:

TESTE:

A handwritten signature in black ink that reads "Carlin D. Reed". The signature is written in a cursive, flowing style.

City Clerk

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Exclude

Classification Title	Plan	Range	Minimum	Midpoint	Maximum	C/E/U
Administrative Technician	G BB	1	27,040	35,564	44,088	C
Administrative Technician (Retirement)	G BB	1	27,040	35,564	44,088	U
Gas Maintenance Pipeline Technician	G BB	2	28,125	39,307	50,489	C
Administrative Technician, Senior	G BB	3	32,348	45,208	58,068	C
Assistant City Clerk (Council Agency)	G BB	3	32,348	45,208	58,068	U
Corrosion Technician	G BB	3	32,348	45,208	58,068	C
Court Assistant	G BB	3	32,348	45,208	58,068	U
Customer Account Investigator	G BB	3	32,348	45,208	58,068	C
Customer Care Specialist	G BB	3	32,348	45,208	58,068	C
Executive Assistant	G BB	3	32,348	45,208	58,068	U
Gas and Water Field Specialist, Senior	G BB	3	32,348	45,208	58,068	C
Utilities Field Specialist	G BB	3	32,348	45,208	58,068	C
Utility Plant Specialist	G BB	3	32,348	45,208	58,068	C
Assistant City Clerk, Senior (Council Agency)	G BB	4	37,201	51,992	66,782	U
Emergency Communications Officer	G BB	4	37,201	51,992	66,782	C
Environmental Technician	G BB	4	37,201	51,992	66,782	C
Executive Assistant, Senior	G BB	4	37,201	51,992	66,782	U
Gas Maintenance Supervisor	G BB	4	37,201	51,992	66,782	C
Management Analyst, Associate	G BB	4	37,201	51,992	66,782	C
Management Analyst, Associate (Council Agency)	G BB	4	37,201	51,992	66,782	U
Plant Operator	G BB	4	37,201	51,992	66,782	C
Secretary to Circuit Court Judges	G BB	4	37,201	51,992	66,782	U
Utilities Field Specialist, Senior	G BB	4	37,201	51,992	66,782	C
Utility Plant Specialist, Instrument and Control	G BB	4	37,201	51,992	66,782	C
Water Quality Technician	G BB	4	37,201	51,992	66,782	C
Chemist	G BB	5	42,776	59,787	76,797	C
Council Liaison	G BB	5	42,776	59,787	76,797	U
Executive Assistant, Principal	G BB	5	42,776	59,787	76,797	U
Gas Construction Inspector	G BB	5	42,776	59,787	76,797	C
Gas Maintenance Superintendent	G BB	5	42,776	59,787	76,797	C
Management Analyst	G BB	5	42,776	59,787	76,797	C
Management Analyst (Council Agency)	G BB	5	42,776	59,787	76,797	U
Planner Associate	G BB	5	42,776	59,787	76,797	C
Plant Operations Supervisor	G BB	5	42,776	59,787	76,797	C
Power Line Specialist	G BB	5	42,776	59,787	76,797	C
Staff Assistant to Mayor/CAO	G BB	5	42,776	59,787	76,797	U
Gas Construction Inspector, Supervisor	G BB	6	49,188	68,754	88,320	C
Human Resources Generalist	G BB	6	49,188	68,754	88,320	C
Human Resources Specialist	G BB	6	49,188	68,754	88,320	C
Management Analyst, Senior	G BB	6	49,188	68,754	88,320	C
Management Analyst, Senior (Council Agency)	G BB	6	49,188	68,754	88,320	U
Management Analyst, Senior (Grant Funded)	G BB	6	49,188	68,754	88,320	U
Planner	G BB	6	49,188	68,754	88,320	C
Plant Operations Supervisor, Senior	G BB	6	49,188	68,754	88,320	C

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Exclude

Power Line Specialist Supervisor	G BB	6	49,188	68,754	88,320	C
Power Line Superintendent	G BB	6	49,188	68,754	88,320	C
Procurement Analyst	G BB	6	49,188	68,754	88,320	C
Chief Chemist	G BB	7	56,571	79,069	101,567	C
Council Budget Analyst	G BB	7	56,571	79,069	101,567	U
Council Policy Analyst	G BB	7	56,571	79,069	101,567	U
Environmental Compliance Officer	G BB	7	56,571	79,069	101,567	C
Human Resources Manager	G BB	7	56,571	79,069	101,567	C
Internal Auditor	G BB	7	56,571	79,069	101,567	U
Internal Auditor/Investigator	G BB	7	56,571	79,069	101,567	U
Management Analyst, Principal	G BB	7	56,571	79,069	101,567	C
Management Analyst, Principal (Council Agency)	G BB	7	56,571	79,069	101,567	U
Planning Supervisor	G BB	7	56,571	79,069	101,567	C
Plant Operations Superintendent	G BB	7	56,571	79,069	101,567	C
Procurement Analyst, Senior	G BB	7	56,571	79,069	101,567	C
Staff Assistant to Mayor/CAO, Senior	G BB	7	56,571	79,069	101,567	U
Contracting Officer	G BB	8	65,058	90,933	116,807	U
Human Resources Division Chief	G BB	8	65,058	90,933	116,807	U
Internal Audit Manager	G BB	8	65,058	90,933	116,807	U
Parks and Recreation Bus Operator	General	1	27,040	31,424	35,807	C
Custodian	General	2	27,040	32,663	38,285	C
Food Service Technician	General	2	27,040	32,663	38,285	C
Library Technician	General	2	27,040	32,663	38,285	C
Lifeguard	General	2	27,040	32,663	38,285	C
Maintenance Worker	General	2	27,040	32,663	38,285	C
Office Assistant	General	2	27,040	32,663	38,285	C
Recreation Services Assistant	General	2	27,040	32,663	38,285	C
Refuse Collector	General	2	27,040	32,663	38,285	C
Utilities Field Worker	General	2	27,040	32,663	38,285	C
Animal Control Kennel Assistant	General	3	27,341	34,176	41,011	C
Custodian Crew Chief	General	3	27,341	34,176	41,011	C
Equipment Operator	General	3	27,341	34,176	41,011	C
Fleet Maintenance Worker	General	3	27,341	34,176	41,011	C
Human Services Assistant	General	3	27,341	34,176	41,011	C
Maintenance Technician	General	3	27,341	34,176	41,011	C
Pretrial/Probation Services Technician	General	3	27,341	34,176	41,011	C
Recreation Services Instructor	General	3	27,341	34,176	41,011	C
Social Casework Technician	General	3	27,341	34,176	41,011	C
Utilities Field Pipeline Technician	General	3	27,341	34,176	41,011	C
Warehouse and Materials Technician	General	3	27,341	34,176	41,011	C
Farrier	General	4	29,240	36,551	43,861	C
Head Lifeguard	General	4	29,240	36,551	43,861	C
Library Technician, Senior	General	4	29,240	36,551	43,861	C
Property Evidence Technician	General	4	29,240	36,551	43,861	C

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Exclude

Accounting Technician	General	5	31,285	39,132	46,979	C
Assistant Registrar	General	5	31,285	39,132	46,979	U
Customer Service Technician	General	5	31,285	39,132	46,979	C
Customer Service Technician (Council Agency)	General	5	31,285	39,132	46,979	U
Human Services Technician	General	5	31,285	39,132	46,979	C
Equipment Operator, Senior	General	6	33,205	41,507	49,808	C
Financial Regulatory Technician	General	6	33,205	41,507	49,808	C
Fleet Maintenance Technician	General	6	33,205	41,507	49,808	C
Gardener	General	6	33,205	41,507	49,808	C
General Inspector	General	6	33,205	41,507	49,808	C
Legal Secretary	General	6	33,205	41,507	49,808	U
Maintenance Technician, Senior	General	6	33,205	41,507	49,808	C
Mason	General	6	33,205	41,507	49,808	C
Procurement Technician	General	6	33,205	41,507	49,808	C
Recreation Services Instructor, Senior	General	6	33,205	41,507	49,808	C
Swimming Pool Manager	General	6	33,205	41,507	49,808	C
Utilities Field Pipeline Technician, Senior	General	6	33,205	41,507	49,808	C
Utilities Services Technician	General	6	33,205	41,507	49,808	C
Warehouse and Materials Technician, Senior	General	6	33,205	41,507	49,808	C
Welder	General	6	33,205	41,507	49,808	C
Animal Control Officer	General	7	36,179	45,224	54,268	C
Bilingual Interpreter	General	7	36,179	45,224	54,268	C
Engineering Technician	General	7	36,179	45,224	54,268	C
Equipment Operator, Principal	General	7	36,179	45,224	54,268	C
Financial Regulatory Specialist	General	7	36,179	45,224	54,268	C
Food Service Supervisor	General	7	36,179	45,224	54,268	C
Legal Secretary, Senior	General	7	36,179	45,224	54,268	U
Maintenance Specialist	General	7	36,179	45,224	54,268	C
Photographic Laboratory Tech	General	7	36,179	45,224	54,268	C
Recreation Center Supervisor	General	7	36,179	45,224	54,268	C
Refuse Truck Operator	General	7	36,179	45,224	54,268	C
Road Maintenance Technician	General	7	36,179	45,224	54,268	C
Survey Instrument Technician	General	7	36,179	45,224	54,268	C
Traffic Signal Specialist	General	7	36,179	45,224	54,268	C
Utilities Field Pressure Control Technician	General	7	36,179	45,224	54,268	C
Utilities Tech Services Specialist	General	7	36,179	45,224	54,268	C
Accountant, Associate	General	8	38,657	48,321	57,985	C
Animal Control Officer, Senior	General	8	38,657	48,321	57,985	C
Customer Service Specialist	General	8	38,657	48,321	57,985	C
Elections Specialist	General	8	38,657	48,321	57,985	U
Elections Technician, Senior	General	8	38,657	48,321	57,985	U
Electrician	General	8	38,657	48,321	57,985	C
Electronics Specialist	General	8	38,657	48,321	57,985	C
Financial Regulatory Specialist, Senior	General	8	38,657	48,321	57,985	C

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Exclude

Fleet Body and Repair Specialist	General	8	38,657	48,321	57,985	C
Fleet Maintenance Specialist	General	8	38,657	48,321	57,985	C
GIS Specialist	General	8	38,657	48,321	57,985	C
GIS Specialist (Council Agency)	General	8	38,657	48,321	57,985	U
Human Services Technician, Senior	General	8	38,657	48,321	57,985	C
HVAC Mechanic	General	8	38,657	48,321	57,985	C
Library Associate	General	8	38,657	48,321	57,985	C
Library Support Supervisor	General	8	38,657	48,321	57,985	C
Licensed Practical Nurse	General	8	38,657	48,321	57,985	C
Maintenance and Operations Crew Chief	General	8	38,657	48,321	57,985	C
Mason, Senior	General	8	38,657	48,321	57,985	C
Master Plumber	General	8	38,657	48,321	57,985	C
Planning Specialist	General	8	38,657	48,321	57,985	C
Protective Services Specialist	General	8	38,657	48,321	57,985	C
Social Casework Specialist	General	8	38,657	48,321	57,985	C
Social Casework Specialist (Grant Funded)	General	8	38,657	48,321	57,985	U
Utilities Field Pressure Control Technician, Senior	General	8	38,657	48,321	57,985	C
Adult Drug Court Specialist	General	9	41,383	51,728	62,074	U
Community Program Coordinator	General	9	41,383	51,728	62,074	C
Customer Service Specialist, Senior	General	9	41,383	51,728	62,074	C
Electronic Monitoring Officer	General	9	41,383	51,728	62,074	C
Engineering Technician, Senior	General	9	41,383	51,728	62,074	C
Fleet Maintenance Specialist, Senior	General	9	41,383	51,728	62,074	C
Human Services Specialist	General	9	41,383	51,728	62,074	C
Maintenance and Operations Crew Supervisor	General	9	41,383	51,728	62,074	C
Maintenance Specialist, Senior	General	9	41,383	51,728	62,074	C
Pretrial Probation Officer	General	9	41,383	51,728	62,074	C
Real Estate Title Examiner	General	9	41,383	51,728	62,074	U
Recreation Services Program Specialist	General	9	41,383	51,728	62,074	C
Retirement Services Specialist	General	9	41,383	51,728	62,074	U
Social Casework Coordinator	General	9	41,383	51,728	62,074	C
Survey Party Chief	General	9	41,383	51,728	62,074	C
Traffic Signal Specialist, Senior	General	9	41,383	51,728	62,074	C
Business Systems Specialist	General	10	44,274	55,342	66,410	C
Customer Service Supervisor	General	10	44,274	55,342	66,410	C
Economic Development Specialist	General	10	44,274	55,342	66,410	C
Elections Supervisor	General	10	44,274	55,342	66,410	U
Electrician, Senior	General	10	44,274	55,342	66,410	C
Firearms Administrator	General	10	44,274	55,342	66,410	C
Law Clerk-Courts	General	10	44,274	55,342	66,410	U
Library Associate, Senior	General	10	44,274	55,342	66,410	C
Paralegal	General	10	44,274	55,342	66,410	U
Retirement Services Analyst	General	10	44,274	55,342	66,410	U
Utilities Tech Cross-Connection Specialist	General	10	44,274	55,342	66,410	C

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Exclude

Utilities Tech Services Supervisor	General	10	44,274	55,342	66,410	C
Accountant	General	11	47,330	59,162	70,995	C
Animal Control Supervisor	General	11	47,330	59,162	70,995	C
Code Enforcement Inspector	General	11	47,330	59,162	70,995	C
Communications and Marketing Analyst	General	11	47,330	59,162	70,995	C
Communications and Marketing Analyst (Council Agency)	General	11	47,330	59,162	70,995	U
Communications and Marketing Analyst (Retirement)	General	11	47,330	59,162	70,995	U
Construction Inspector, Senior	General	11	47,330	59,162	70,995	C
Council Public Relations Specialist	General	11	47,330	59,162	70,995	U
Crime Analyst	General	11	47,330	59,162	70,995	C
Engineering Specialist	General	11	47,330	59,162	70,995	C
Family Services Worker	General	11	47,330	59,162	70,995	C
Fire Prevention Inspector	General	11	47,330	59,162	70,995	C
Fleet Maintenance Shop Supervisor	General	11	47,330	59,162	70,995	C
Forensic Technician	General	11	47,330	59,162	70,995	C
Gas and Water Field Supervisor	General	11	47,330	59,162	70,995	C
Maintenance and Operations Crew Supervisor, Senior	General	11	47,330	59,162	70,995	C
Plumbing Inspector	General	11	47,330	59,162	70,995	C
Property Maintenance Enforcement Inspector	General	11	47,330	59,162	70,995	C
Protective Services Counselor	General	11	47,330	59,162	70,995	C
Real Estate Analyst	General	11	47,330	59,162	70,995	C
Site Inspector	General	11	47,330	59,162	70,995	C
Social Casework Coordinator, Supervisor	General	11	47,330	59,162	70,995	C
Social Caseworker	General	11	47,330	59,162	70,995	C
Warehouse and Materials Supervisor	General	11	47,330	59,162	70,995	C
Arborist	General	12	50,716	63,396	76,075	C
Bridge Inspector	General	12	50,716	63,396	76,075	C
Cemeteries Administrator	General	12	50,716	63,396	76,075	C
Code Enforcement Inspector, Senior	General	12	50,716	63,396	76,075	C
Construction Inspector, Principal	General	12	50,716	63,396	76,075	C
Demolition Coordinator	General	12	50,716	63,396	76,075	C
Electrician Supervisor	General	12	50,716	63,396	76,075	C
Electronics Specialist Supervisor	General	12	50,716	63,396	76,075	C
Emergency Communications Assistant Supervisor	General	12	50,716	63,396	76,075	C
Engineering Support Supervisor	General	12	50,716	63,396	76,075	C
Environmental Abatement Coordinator	General	12	50,716	63,396	76,075	C
Family Services Specialist	General	12	50,716	63,396	76,075	C
Gas and Water Field Superintendent	General	12	50,716	63,396	76,075	C
GIS Analyst	General	12	50,716	63,396	76,075	C
Grant Writer	General	12	50,716	63,396	76,075	C
Health and Safety Specialist	General	12	50,716	63,396	76,075	C
Human Services Supervisor	General	12	50,716	63,396	76,075	C
Librarian	General	12	50,716	63,396	76,075	C
Maintenance and Operations Facilities Manager	General	12	50,716	63,396	76,075	C

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Exclude

Paralegal, Senior	General	12	50,716	63,396	76,075	U
Pretrial Probation Supervisor	General	12	50,716	63,396	76,075	C
Property Maintenance Enforcement Inspector, Senior	General	12	50,716	63,396	76,075	C
Protective Services Support Supervisor	General	12	50,716	63,396	76,075	C
Real Estate Appraiser, Associate	General	12	50,716	63,396	76,075	U
Recreation Services Supervisor	General	12	50,716	63,396	76,075	C
SCADA Specialist	General	12	50,716	63,396	76,075	C
Technology Specialist (Agency)	General	12	50,716	63,396	76,075	C
Technology Specialist (Council Agency)	General	12	50,716	63,396	76,075	U
Training Analyst	General	12	50,716	63,396	76,075	C
Utilities Natural Gas Sales Specialist	General	12	50,716	63,396	76,075	C
Utilities Tech Cross-Connection Supervisor	General	12	50,716	63,396	76,075	C
Utility Plant Specialist Supervisor	General	12	50,716	63,396	76,075	C
Accountant, Senior	General	13	54,020	67,526	81,031	C
Cemeteries Manager	General	13	54,020	67,526	81,031	C
Crime Analyst and Forensic Supervisor	General	13	54,020	67,526	81,031	C
Dispute Resolution Coordinator	General	13	54,020	67,526	81,031	U
Engineer	General	13	54,020	67,526	81,031	C
Family Services Supervisor	General	13	54,020	67,526	81,031	C
Finance Analyst/Adult Drug Court	General	13	54,020	67,526	81,031	U
Fleet Maintenance Superintendent	General	13	54,020	67,526	81,031	C
Health and Safety Officer	General	13	54,020	67,526	81,031	C
Health and Wellness Coordinator	General	13	54,020	67,526	81,031	C
Human Services Analyst	General	13	54,020	67,526	81,031	C
Human Services Analyst (Grant Funded)	General	13	54,020	67,526	81,031	U
Human Services Supervisor, Senior	General	13	54,020	67,526	81,031	C
Librarian, Senior	General	13	54,020	67,526	81,031	C
Maintenance and Operations Superintendent	General	13	54,020	67,526	81,031	C
Plans Examiner	General	13	54,020	67,526	81,031	C
Project Development Manager	General	13	54,020	67,526	81,031	C
Real Estate Appraiser	General	13	54,020	67,526	81,031	U
Registered Nurse	General	13	54,020	67,526	81,031	C
SCADA Supervisor	General	13	54,020	67,526	81,031	C
Social Caseworker Supervisor	General	13	54,020	67,526	81,031	C
Surveys Superintendent	General	13	54,020	67,526	81,031	C
Technology Coordinator (Agency)	General	13	54,020	67,526	81,031	C
Traffic Signal Specialist, Principal	General	13	54,020	67,526	81,031	C
Accounting Supervisor	General	14	57,820	72,275	86,730	C
Business Systems Analyst	General	14	57,820	72,275	86,730	C
Business Systems Analyst (Council Agency)	General	14	57,820	72,275	86,730	U
Clinical Supervisor	General	14	57,820	72,275	86,730	C
Clinician	General	14	57,820	72,275	86,730	C
Customer Service Manager	General	14	57,820	72,275	86,730	C
Emergency Communications Supervisor	General	14	57,820	72,275	86,730	C

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Exclude

Human Services Analyst, Senior	General	14	57,820	72,275	86,730	C
Human Services Analyst, Senior (Grant Funded)	General	14	57,820	72,275	86,730	U
Inspection Field Supervisor	General	14	57,820	72,275	86,730	C
Maintenance and Operations Superintendent, Senior	General	14	57,820	72,275	86,730	C
Public Information Manager	General	14	57,820	72,275	86,730	C
Real Estate Appraiser, Senior	General	14	57,820	72,275	86,730	U
Recreation Services Manager	General	14	57,820	72,275	86,730	C
Utilities Tech Services Superintendent	General	14	57,820	72,275	86,730	C
Capital Projects Manager	General	15	59,709	77,541	95,372	C
Deputy General Registrar	General	15	59,709	77,541	95,372	U
Economic Development Business Services Manager	General	15	59,709	77,541	95,372	C
Emergency Communications Manager	General	15	59,709	77,541	95,372	C
Engineer, Senior	General	15	59,709	77,541	95,372	C
GIS and Project Manager	General	15	59,709	77,541	95,372	C
GIS and Project Manager (Council Agency)	General	15	59,709	77,541	95,372	U
Library/Community Services Manager	General	15	59,709	77,541	95,372	C
Permits Architect	General	15	59,709	77,541	95,372	C
Program and Operations Supervisor	General	15	59,709	77,541	95,372	C
Project Development Manager, Senior	General	15	59,709	77,541	95,372	C
Real Estate Assessment Supervisor	General	15	59,709	77,541	95,372	U
Revenue Manager	General	15	59,709	77,541	95,372	C
Traffic Operations Engineer	General	15	59,709	77,541	95,372	C
Utilities Natural Gas Marketing Manager	General	15	59,709	77,541	95,372	C
Accounting Manager	General	16	65,677	85,295	104,912	C
Assistant Director of Adult Drug Court	General	16	65,677	85,295	104,912	U
Economic Development Programs Administrator	General	16	65,677	85,295	104,912	C
GIS Coordinator	General	16	65,677	85,295	104,912	C
Grant Coordinator	General	16	65,677	85,295	104,912	C
Housing and Community Development Administrator	General	16	65,677	85,295	104,912	C
Payroll Manager	General	16	65,677	85,295	104,912	C
Program and Operations Supervisor, Senior	General	16	65,677	85,295	104,912	C
Protective Services Supervisor	General	16	65,677	85,295	104,912	C
Public Information Manager, Senior	General	16	65,677	85,295	104,912	C
Public Information Manager, Senior (Council Agency)	General	16	65,677	85,295	104,912	U
Real Estate Assessment Manager	General	16	65,677	85,295	104,912	U
Retirement Services Administrator	General	16	65,677	85,295	104,912	U
Safety and Security Chief	General	16	65,677	85,295	104,912	C
Sustainability Deputy Manager	General	16	65,677	85,295	104,912	C
Utilities Tech Services Administrator/Supervisor	General	16	65,677	85,295	104,912	C
Asset Manager	General	17	72,244	93,823	115,403	U
Assistant City Attorney	General	17	72,244	93,823	115,403	U
Assistant Controller	General	17	72,244	93,823	115,403	U
Capital Projects Manager, Senior	General	17	72,244	93,823	115,403	U
Engineer, Principal	General	17	72,244	93,823	115,403	U

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Exclude

Financial Manager	General	17	72,244	93,823	115,403	U
Human Services Manager	General	17	72,244	93,823	115,403	U
Investment and Debt Portfolio Manager	General	17	72,244	93,823	115,403	U
Senior Assistant to the Mayor	General	17	72,244	93,823	115,403	U
Sustainability Manager	General	17	72,244	93,823	115,403	U
Technology Manager (Agency)	General	17	72,244	93,823	115,403	U
Utilities Fuel Procurement Administrator	General	17	72,244	93,823	115,403	U
Utilities Industrial Accounts Administrator	General	17	72,244	93,823	115,403	U
Chief of Construction and Inspections	General	18	79,472	103,209	126,946	U
Chief of Risk Management	General	18	79,472	103,209	126,946	U
Controller	General	18	79,472	103,209	126,946	U
Customer Service Manager, Senior	General	18	79,472	103,209	126,946	U
Police Executive Advisor	General	18	79,472	103,209	126,946	U
Policy Advisor	General	18	79,472	103,209	126,946	U
Program and Operations Manager	General	18	79,472	103,209	126,946	U
Protective Services Manager	General	18	79,472	103,209	126,946	U
Retirement Controller	General	18	79,472	103,209	126,946	U
Senior Manager	General	18	79,472	103,209	126,946	U
Technology Manager, Senior (Agency)	General	18	79,472	103,209	126,946	U
Assistant Chief of Fire and Emergency Services	General	19	87,422	113,534	139,646	U
Chief Capital Projects Manager	General	19	87,422	113,534	139,646	E
City Traffic Engineer	General	19	87,422	113,534	139,646	U
Deputy Department Director	General	19	87,422	113,534	139,646	U
Energy Services Manager	General	19	87,422	113,534	139,646	U
Engineering Manager	General	19	87,422	113,534	139,646	U
Police Major	General	19	87,422	113,534	139,646	U
Senior Policy Advisor	General	19	87,422	113,534	139,646	U
Commissioner of Buildings	General	20	96,167	124,891	153,615	E
Deputy Chief of Fire and Emergency Services	General	20	96,167	124,891	153,615	U
Deputy Chief of Police/Administration	General	20	96,167	124,891	153,615	U
Deputy Chief of Police/Operations	General	20	96,167	124,891	153,615	U
Deputy Department Director, Senior	General	20	96,167	124,891	153,615	U
Press Secretary	General	20	96,167	124,891	153,615	U
Senior Assistant City Attorney	General	20	96,167	124,891	153,615	U
City Clerk	General	21	105,790	137,384	168,979	E
Director, Office of Animal Care and Control	General	21	105,790	137,384	168,979	E
Director, Office of Minority Business Development	General	21	105,790	137,384	168,979	E
General Registrar	General	21	105,790	137,384	168,979	U
City Assessor	General	22	116,363	151,127	185,891	E
Deputy City Attorney	General	22	116,363	151,127	185,891	E
Director of Budget and Strategic Planning	General	22	116,363	151,127	185,891	E
Director of Citizen Service and Response	General	22	116,363	151,127	185,891	E
Director of Economic Development	General	22	116,363	151,127	185,891	E
Director of Emergency Communications	General	22	116,363	151,127	185,891	E

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Exclude

Director of Housing and Community Development	General	22	116,363	151,127	185,891	E
Director of Human Resources	General	22	116,363	151,127	185,891	E
Director of Justice Services	General	22	116,363	151,127	185,891	E
Director of Parks, Recreation and Community Facilities	General	22	116,363	151,127	185,891	E
Director of Planning and Development Review	General	22	116,363	151,127	185,891	E
Director of Procurement Services	General	22	116,363	151,127	185,891	E
Director, Office of Community Wealth Building	General	22	116,363	151,127	185,891	E
Inspector General	General	22	116,363	151,127	185,891	E
Library Director	General	22	116,363	151,127	185,891	E
Chief of Staff	General	23	128,009	166,243	204,476	E
City Auditor	General	23	128,009	166,243	204,476	E
Council Chief of Staff	General	23	128,009	166,243	204,476	E
Director of Finance	General	23	128,009	166,243	204,476	E
Director of Information Technology	General	23	128,009	166,243	204,476	E
Director of Public Works	General	23	128,009	166,243	204,476	E
Director of Social Services	General	23	128,009	166,243	204,476	E
Executive Director, Richmond Retirement System	General	23	128,009	166,243	204,476	E
Chief of Fire and Emergency Services	General	24	140,802	182,866	224,930	E
Chief of Police	General	24	140,802	182,866	224,930	E
Director of Public Utilities	General	24	140,802	182,866	224,930	E
Deputy Chief Administrative Officer	General	25	154,885	201,152	247,418	E
City Attorney	General	26	170,373	221,265	272,157	E
Chief Administrative Officer	General	27	187,409	243,391	299,373	E
Technology Specialist	IT BB	1	36,138	54,207	72,275	C
Technology Support Supervisor	IT BB	2	41,558	62,337	83,116	C
Technology Engineer/Administrator	IT BB	4	57,350	86,025	114,700	C
Technology Systems Developer	IT BB	4	57,350	86,025	114,700	C
Technology Team Lead	IT BB	5	65,953	98,930	131,906	C
Technology Manager	IT BB	6	75,845	113,769	151,692	U
Event Production Worker	No Assigned Range					U
Intern	No Assigned Range					
Summer Youth Counselor	No Assigned Range					
Summer Youth Supervisor	No Assigned Range					
Summer Youth Worker	No Assigned Range					
Fire Recruit	PF	1	43,000	47,500	52,000	C
Police Recruit	PF	1	43,000	47,500	52,000	C
Fire Fighter I	PF	2	44,000	59,122	74,244	C
Police Officer I	PF	2	44,000	59,122	74,244	C
Fire Fighter II	PF	3	45,000	60,365	75,729	C
Police Officer II	PF	3	45,000	60,365	75,729	C
Fire Fighter III	PF	4	46,000	61,810	77,620	C
Police Officer III	PF	4	46,000	61,810	77,620	C
Fire Fighter IV	PF	5	47,000	63,282	79,563	C
Police Officer IV	PF	5	47,000	63,282	79,563	C

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Exclude

Master Fire Fighter	PF	6	48,000	65,053	82,106	C
Master Police Officer	PF	6	48,000	65,053	82,106	C
Fire Driver Operator	PF	7	49,000	66,696	84,392	C
Fire Lieutenant	PF	8	58,500	78,109	97,718	C
Police Sergeant	PF	8	58,500	78,109	97,718	C
Fire Captain	PF	10	66,100	88,281	110,462	C
Police Lieutenant	PF	10	66,100	88,281	110,462	C
Fire Battalion Chief	PF	12	75,500	99,500	123,500	C
Police Captain	PF	12	75,500	99,500	123,500	C
Staff Battalion Chief	PF	12	75,500	99,500	123,500	C

C = Classified service
 E = Executive Service
 U = Unclassified Service

G BB = General Broad Band
 IT BB = Information Technology Broad Band
 PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Include

Classification Title	Plan	Range	Minimum	Midpoint	Maximum	C/E/U
Administrative Technician	G BB	1	35,360	40,826	46,292	C
Administrative Technician (Retirement)	G BB	1	35,360	40,826	46,292	U
Gas Maintenance Pipeline Technician	G BB	2	36,000	44,507	53,013	C
Administrative Technician, Senior	G BB	3	36,500	48,736	60,971	C
Assistant City Clerk (Council Agency)	G BB	3	36,500	48,736	60,971	U
Corrosion Technician	G BB	3	36,500	48,736	60,971	C
Court Assistant	G BB	3	36,500	48,736	60,971	U
Customer Account Investigator	G BB	3	36,500	48,736	60,971	C
Customer Care Specialist	G BB	3	36,500	48,736	60,971	C
Executive Assistant	G BB	3	36,500	48,736	60,971	U
Gas and Water Field Specialist, Senior	G BB	3	36,500	48,736	60,971	C
Utilities Field Specialist	G BB	3	36,500	48,736	60,971	C
Utility Plant Specialist	G BB	3	36,500	48,736	60,971	C
Assistant City Clerk, Senior (Council Agency)	G BB	4	39,061	54,591	70,121	U
Budget and Policy Analyst, Associate	G BB	4	39,061	54,591	70,121	C
Emergency Communications Officer	G BB	4	39,061	54,591	70,121	C
Environmental Technician	G BB	4	39,061	54,591	70,121	C
Executive Assistant, Senior	G BB	4	39,061	54,591	70,121	U
Gas Maintenance Supervisor	G BB	4	39,061	54,591	70,121	C
Management Analyst, Associate	G BB	4	39,061	54,591	70,121	C
Management Analyst, Associate (Council Agency)	G BB	4	39,061	54,591	70,121	U
Plant Operator	G BB	4	39,061	54,591	70,121	C
Secretary to Circuit Court Judges	G BB	4	39,061	54,591	70,121	U
Utilities Field Specialist, Senior	G BB	4	39,061	54,591	70,121	C
Utility Plant Specialist, Instrument and Control	G BB	4	39,061	54,591	70,121	C
Water Quality Technician	G BB	4	39,061	54,591	70,121	C
Chemist	G BB	5	44,915	62,776	80,637	C
Council Liaison	G BB	5	44,915	62,776	80,637	U
Executive Assistant, Principal	G BB	5	44,915	62,776	80,637	U
Gas Construction Inspector	G BB	5	44,915	62,776	80,637	C
Gas Maintenance Superintendent	G BB	5	44,915	62,776	80,637	C
Management Analyst	G BB	5	44,915	62,776	80,637	C
Management Analyst (Council Agency)	G BB	5	44,915	62,776	80,637	U
Planner Associate	G BB	5	44,915	62,776	80,637	C
Plant Operations Supervisor	G BB	5	44,915	62,776	80,637	C
Power Line Specialist	G BB	5	44,915	62,776	80,637	C
Staff Assistant to Mayor/CAO	G BB	5	44,915	62,776	80,637	U
Budget and Policy Analyst	G BB	6	51,647	72,192	92,736	C
Gas Construction Inspector, Supervisor	G BB	6	51,647	72,192	92,736	C
Human Resources Generalist	G BB	6	51,647	72,192	92,736	C
Human Resources Specialist	G BB	6	51,647	72,192	92,736	C
Management Analyst, Senior	G BB	6	51,647	72,192	92,736	C
Management Analyst, Senior (Council Agency)	G BB	6	51,647	72,192	92,736	U
Management Analyst, Senior (Grant Funded)	G BB	6	51,647	72,192	92,736	U
Planner	G BB	6	51,647	72,192	92,736	C

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Include

Plant Operations Supervisor, Senior	G BB	6	51,647	72,192	92,736	C
Power Line Specialist Supervisor	G BB	6	51,647	72,192	92,736	C
Power Line Superintendent	G BB	6	51,647	72,192	92,736	C
Procurement Analyst	G BB	6	51,647	72,192	92,736	C
Budget and Policy Analyst, Senior	G BB	7	59,400	83,023	106,645	C
Chief Chemist	G BB	7	59,400	83,023	106,645	C
Council Budget Analyst	G BB	7	59,400	83,023	106,645	U
Council Policy Analyst	G BB	7	59,400	83,023	106,645	U
Environmental Compliance Officer	G BB	7	59,400	83,023	106,645	C
Human Resources Manager	G BB	7	59,400	83,023	106,645	C
Internal Auditor	G BB	7	59,400	83,023	106,645	U
Internal Auditor/Investigator	G BB	7	59,400	83,023	106,645	U
Management Analyst, Principal	G BB	7	59,400	83,023	106,645	C
Management Analyst, Principal (Council Agency)	G BB	7	59,400	83,023	106,645	U
Planning Supervisor	G BB	7	59,400	83,023	106,645	C
Plant Operations Superintendent	G BB	7	59,400	83,023	106,645	C
Procurement Analyst, Senior	G BB	7	59,400	83,023	106,645	C
Staff Assistant to Mayor/CAO, Senior	G BB	7	59,400	83,023	106,645	U
Contracting Officer	G BB	8	68,311	95,479	122,647	U
Human Resources Division Chief	G BB	8	68,311	95,479	122,647	U
Parks and Recreation Bus Operator	General	1	35,360	36,479	37,597	C
Custodian	General	2	35,360	37,780	40,199	C
Food Service Technician	General	2	35,360	37,780	40,199	C
Library Technician	General	2	35,360	37,780	40,199	C
Lifeguard	General	2	35,360	37,780	40,199	C
Maintenance Worker	General	2	35,360	37,780	40,199	C
Office Assistant	General	2	35,360	37,780	40,199	C
Recreation Services Assistant	General	2	35,360	37,780	40,199	C
Refuse Collector	General	2	35,360	37,780	40,199	C
Utilities Field Worker	General	2	35,360	37,780	40,199	C
Animal Control Kennel Assistant	General	3	36,000	39,531	43,062	C
Custodian Crew Chief	General	3	36,000	39,531	43,062	C
Equipment Operator	General	3	36,000	39,531	43,062	C
Fleet Maintenance Worker	General	3	36,000	39,531	43,062	C
Human Services Assistant	General	3	36,000	39,531	43,062	C
Maintenance Technician	General	3	36,000	39,531	43,062	C
Pretrial/Probation Services Technician	General	3	36,000	39,531	43,062	C
Recreation Services Instructor	General	3	36,000	39,531	43,062	C
Social Casework Technician	General	3	36,000	39,531	43,062	C
Utilities Field Pipeline Technician	General	3	36,000	39,531	43,062	C
Warehouse and Materials Technician	General	3	36,000	39,531	43,062	C
Farrier	General	4	36,500	41,277	46,054	C
Head Lifeguard	General	4	36,500	41,277	46,054	C
Library Technician, Senior	General	4	36,500	41,277	46,054	C
Property Evidence Technician	General	4	36,500	41,277	46,054	C
Accounting Technician	General	5	37,000	43,164	49,328	C

C = Classified service G BB = General Broad Band
 E = Executive Service IT BB = Information Technology Broad Band
 U = Unclassified Service PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Include

Assistant Registrar	General	5	37,000	43,164	49,328	U
Customer Service Technician	General	5	37,000	43,164	49,328	C
Customer Service Technician (Council Agency)	General	5	37,000	43,164	49,328	U
Human Services Technician	General	5	37,000	43,164	49,328	C
Equipment Operator, Senior	General	6	37,500	44,899	52,298	C
Financial Regulatory Technician	General	6	37,500	44,899	52,298	C
Fleet Maintenance Technician	General	6	37,500	44,899	52,298	C
Gardener	General	6	37,500	44,899	52,298	C
General Inspector	General	6	37,500	44,899	52,298	C
Legal Secretary	General	6	37,500	44,899	52,298	U
Maintenance Technician, Senior	General	6	37,500	44,899	52,298	C
Mason	General	6	37,500	44,899	52,298	C
Procurement Technician	General	6	37,500	44,899	52,298	C
Recreation Services Instructor, Senior	General	6	37,500	44,899	52,298	C
Swimming Pool Manager	General	6	37,500	44,899	52,298	C
Utilities Field Pipeline Technician, Senior	General	6	37,500	44,899	52,298	C
Utilities Services Technician	General	6	37,500	44,899	52,298	C
Warehouse and Materials Technician, Senior	General	6	37,500	44,899	52,298	C
Welder	General	6	37,500	44,899	52,298	C
Animal Control Officer	General	7	38,000	47,491	56,981	C
Bilingual Interpreter	General	7	38,000	47,491	56,981	C
Engineering Technician	General	7	38,000	47,491	56,981	C
Equipment Operator, Principal	General	7	38,000	47,491	56,981	C
Financial Regulatory Specialist	General	7	38,000	47,491	56,981	C
Food Service Supervisor	General	7	38,000	47,491	56,981	C
Legal Secretary, Senior	General	7	38,000	47,491	56,981	U
Maintenance Specialist	General	7	38,000	47,491	56,981	C
Park Ranger	General	7	38,000	47,491	56,981	C
Photographic Laboratory Tech	General	7	38,000	47,491	56,981	C
Recreation Center Supervisor	General	7	38,000	47,491	56,981	C
Refuse Truck Operator	General	7	38,000	47,491	56,981	C
Road Maintenance Technician	General	7	38,000	47,491	56,981	C
Survey Instrument Technician	General	7	38,000	47,491	56,981	C
Traffic Signal Specialist	General	7	38,000	47,491	56,981	C
Utilities Field Pressure Control Technician	General	7	38,000	47,491	56,981	C
Utilities Tech Services Specialist	General	7	38,000	47,491	56,981	C
Accountant, Associate	General	8	40,590	50,737	60,884	C
Animal Control Officer, Senior	General	8	40,590	50,737	60,884	C
Customer Service Specialist	General	8	40,590	50,737	60,884	C
Elections Specialist	General	8	40,590	50,737	60,884	U
Elections Technician, Senior	General	8	40,590	50,737	60,884	U
Electrician	General	8	40,590	50,737	60,884	C
Electronics Specialist	General	8	40,590	50,737	60,884	C
Financial Regulatory Specialist, Senior	General	8	40,590	50,737	60,884	C
Fleet Body and Repair Specialist	General	8	40,590	50,737	60,884	C
Fleet Maintenance Specialist	General	8	40,590	50,737	60,884	C

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Include

GIS Specialist	General	8	40,590	50,737	60,884	C
GIS Specialist (Council Agency)	General	8	40,590	50,737	60,884	U
Human Services Technician, Senior	General	8	40,590	50,737	60,884	C
HVAC Mechanic	General	8	40,590	50,737	60,884	C
Library Associate	General	8	40,590	50,737	60,884	C
Library Support Supervisor	General	8	40,590	50,737	60,884	C
Licensed Practical Nurse	General	8	40,590	50,737	60,884	C
Maintenance and Operations Crew Chief	General	8	40,590	50,737	60,884	C
Mason, Senior	General	8	40,590	50,737	60,884	C
Master Plumber	General	8	40,590	50,737	60,884	C
Planning Specialist	General	8	40,590	50,737	60,884	C
Protective Services Specialist	General	8	40,590	50,737	60,884	C
Social Casework Specialist	General	8	40,590	50,737	60,884	C
Social Casework Specialist (Grant Funded)	General	8	40,590	50,737	60,884	U
Utilities Field Pressure Control Technician, Senior	General	8	40,590	50,737	60,884	C
Adult Drug Court Specialist	General	9	43,452	54,315	65,178	U
Community Program Coordinator	General	9	43,452	54,315	65,178	C
Customer Service Specialist, Senior	General	9	43,452	54,315	65,178	C
Electronic Monitoring Officer	General	9	43,452	54,315	65,178	C
Engineering Technician, Senior	General	9	43,452	54,315	65,178	C
Fleet Maintenance Specialist, Senior	General	9	43,452	54,315	65,178	C
Human Services Specialist	General	9	43,452	54,315	65,178	C
Maintenance and Operations Crew Supervisor	General	9	43,452	54,315	65,178	C
Maintenance Specialist, Senior	General	9	43,452	54,315	65,178	C
Pretrial Probation Officer	General	9	43,452	54,315	65,178	C
Real Estate Title Examiner	General	9	43,452	54,315	65,178	U
Recreation Services Program Specialist	General	9	43,452	54,315	65,178	C
Retirement Services Specialist	General	9	43,452	54,315	65,178	U
Social Casework Coordinator	General	9	43,452	54,315	65,178	C
Survey Party Chief	General	9	43,452	54,315	65,178	C
Traffic Signal Specialist, Senior	General	9	43,452	54,315	65,178	C
Business Systems Specialist	General	10	46,488	58,110	69,731	C
Customer Service Supervisor	General	10	46,488	58,110	69,731	C
Economic Development Specialist	General	10	46,488	58,110	69,731	C
Elections Supervisor	General	10	46,488	58,110	69,731	U
Electrician, Senior	General	10	46,488	58,110	69,731	C
Firearms Administrator	General	10	46,488	58,110	69,731	C
Law Clerk-Courts	General	10	46,488	58,110	69,731	U
Library Associate, Senior	General	10	46,488	58,110	69,731	C
Paralegal	General	10	46,488	58,110	69,731	U
Retirement Services Analyst	General	10	46,488	58,110	69,731	U
Utilities Tech Cross-Connection Specialist	General	10	46,488	58,110	69,731	C
Utilities Tech Services Supervisor	General	10	46,488	58,110	69,731	C
Accountant	General	11	49,697	62,121	74,545	C
Animal Control Supervisor	General	11	49,697	62,121	74,545	C
Code Enforcement Inspector	General	11	49,697	62,121	74,545	C

C = Classified service G BB = General Broad Band
 E = Executive Service IT BB = Information Technology Broad Band
 U = Unclassified Service PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Include

Communications and Marketing Analyst	General	11	49,697	62,121	74,545	C
Communications and Marketing Analyst (Council Agency)	General	11	49,697	62,121	74,545	U
Communications and Marketing Analyst (Retirement)	General	11	49,697	62,121	74,545	U
Construction Inspector, Senior	General	11	49,697	62,121	74,545	C
Council Public Relations Specialist	General	11	49,697	62,121	74,545	U
Crime Analyst	General	11	49,697	62,121	74,545	C
Engineering Specialist	General	11	49,697	62,121	74,545	C
Family Services Worker	General	11	49,697	62,121	74,545	C
Fire Prevention Inspector	General	11	49,697	62,121	74,545	C
Fleet Maintenance Shop Supervisor	General	11	49,697	62,121	74,545	C
Forensic Technician	General	11	49,697	62,121	74,545	C
Gas and Water Field Supervisor	General	11	49,697	62,121	74,545	C
Maintenance and Operations Crew Supervisor, Senior	General	11	49,697	62,121	74,545	C
Park Ranger Supervisor	General	11	49,697	62,121	74,545	C
Plumbing Inspector	General	11	49,697	62,121	74,545	C
Property Maintenance Enforcement Inspector	General	11	49,697	62,121	74,545	C
Protective Services Counselor	General	11	49,697	62,121	74,545	C
Real Estate Analyst	General	11	49,697	62,121	74,545	C
Site Inspector	General	11	49,697	62,121	74,545	C
Social Casework Coordinator, Supervisor	General	11	49,697	62,121	74,545	C
Social Caseworker	General	11	49,697	62,121	74,545	C
Warehouse and Materials Supervisor	General	11	49,697	62,121	74,545	C
Arborist	General	12	53,252	66,566	79,879	C
Bridge Inspector	General	12	53,252	66,566	79,879	C
Cemeteries Administrator	General	12	53,252	66,566	79,879	C
Code Enforcement Inspector, Senior	General	12	53,252	66,566	79,879	C
Construction Inspector, Principal	General	12	53,252	66,566	79,879	C
Demolition Coordinator	General	12	53,252	66,566	79,879	C
Electrician Supervisor	General	12	53,252	66,566	79,879	C
Electronics Specialist Supervisor	General	12	53,252	66,566	79,879	C
Emergency Communications Assistant Supervisor	General	12	53,252	66,566	79,879	C
Engineering Support Supervisor	General	12	53,252	66,566	79,879	C
Environmental Abatement Coordinator	General	12	53,252	66,566	79,879	C
Family Services Specialist	General	12	53,252	66,566	79,879	C
Gas and Water Field Superintendent	General	12	53,252	66,566	79,879	C
GIS Analyst	General	12	53,252	66,566	79,879	C
Grant Writer	General	12	53,252	66,566	79,879	C
Health and Safety Specialist	General	12	53,252	66,566	79,879	C
Human Services Supervisor	General	12	53,252	66,566	79,879	C
Librarian	General	12	53,252	66,566	79,879	C
Maintenance and Operations Facilities Manager	General	12	53,252	66,566	79,879	C
Paralegal, Senior	General	12	53,252	66,566	79,879	U
Pretrial Probation Supervisor	General	12	53,252	66,566	79,879	C
Property Maintenance Enforcement Inspector, Senior	General	12	53,252	66,566	79,879	C
Protective Services Support Supervisor	General	12	53,252	66,566	79,879	C
Real Estate Appraiser, Associate	General	12	53,252	66,566	79,879	U

C = Classified service G BB = General Broad Band
 E = Executive Service IT BB = Information Technology Broad Band
 U = Unclassified Service PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Include

Recreation Services Supervisor	General	12	53,252	66,566	79,879	C
SCADA Specialist	General	12	53,252	66,566	79,879	C
Technology Specialist (Agency)	General	12	53,252	66,566	79,879	C
Technology Specialist (Council Agency)	General	12	53,252	66,566	79,879	U
Training Analyst	General	12	53,252	66,566	79,879	C
Utilities Natural Gas Sales Specialist	General	12	53,252	66,566	79,879	C
Utilities Tech Cross-Connection Supervisor	General	12	53,252	66,566	79,879	C
Utility Plant Specialist Supervisor	General	12	53,252	66,566	79,879	C
Accountant, Senior	General	13	56,721	70,902	85,083	C
Cemeteries Manager	General	13	56,721	70,902	85,083	C
Crime Analyst and Forensic Supervisor	General	13	56,721	70,902	85,083	C
Dispute Resolution Coordinator	General	13	56,721	70,902	85,083	U
Engineer	General	13	56,721	70,902	85,083	C
Family Services Supervisor	General	13	56,721	70,902	85,083	C
Finance Analyst/Adult Drug Court	General	13	56,721	70,902	85,083	U
Fleet Maintenance Superintendent	General	13	56,721	70,902	85,083	C
Health and Safety Officer	General	13	56,721	70,902	85,083	C
Health and Wellness Coordinator	General	13	56,721	70,902	85,083	C
Human Services Analyst	General	13	56,721	70,902	85,083	C
Human Services Analyst (Grant Funded)	General	13	56,721	70,902	85,083	U
Human Services Supervisor, Senior	General	13	56,721	70,902	85,083	C
Librarian, Senior	General	13	56,721	70,902	85,083	C
Maintenance and Operations Superintendent	General	13	56,721	70,902	85,083	C
Plans Examiner	General	13	56,721	70,902	85,083	C
Project Development Manager	General	13	56,721	70,902	85,083	C
Real Estate Appraiser	General	13	56,721	70,902	85,083	U
Registered Nurse	General	13	56,721	70,902	85,083	C
SCADA Supervisor	General	13	56,721	70,902	85,083	C
Social Caseworker Supervisor	General	13	56,721	70,902	85,083	C
Surveys Superintendent	General	13	56,721	70,902	85,083	C
Technology Coordinator (Agency)	General	13	56,721	70,902	85,083	C
Traffic Signal Specialist, Principal	General	13	56,721	70,902	85,083	C
Accounting Supervisor	General	14	60,711	75,889	91,067	C
Business Systems Analyst	General	14	60,711	75,889	91,067	C
Business Systems Analyst (Council Agency)	General	14	60,711	75,889	91,067	U
Clinical Supervisor	General	14	60,711	75,889	91,067	C
Clinician	General	14	60,711	75,889	91,067	C
Customer Service Manager	General	14	60,711	75,889	91,067	C
Emergency Communications Supervisor	General	14	60,711	75,889	91,067	C
Human Services Analyst, Senior	General	14	60,711	75,889	91,067	C
Human Services Analyst, Senior (Grant Funded)	General	14	60,711	75,889	91,067	U
Inspection Field Supervisor	General	14	60,711	75,889	91,067	C
Maintenance and Operations Superintendent, Senior	General	14	60,711	75,889	91,067	C
Public Information Manager	General	14	60,711	75,889	91,067	C
Real Estate Appraiser, Senior	General	14	60,711	75,889	91,067	U
Recreation Services Manager	General	14	60,711	75,889	91,067	C

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Include

Utilities Tech Services Superintendent	General	14	60,711	75,889	91,067	C
Capital Projects Manager	General	15	62,694	81,418	100,141	C
Deputy General Registrar	General	15	62,694	81,418	100,141	U
Economic Development Business Services Manager	General	15	62,694	81,418	100,141	C
Emergency Communications Manager	General	15	62,694	81,418	100,141	C
Engineer, Senior	General	15	62,694	81,418	100,141	C
GIS and Project Manager	General	15	62,694	81,418	100,141	C
GIS and Project Manager (Council Agency)	General	15	62,694	81,418	100,141	U
Library/Community Services Manager	General	15	62,694	81,418	100,141	C
Permits Architect	General	15	62,694	81,418	100,141	C
Program and Operations Supervisor	General	15	62,694	81,418	100,141	C
Project Development Manager, Senior	General	15	62,694	81,418	100,141	C
Real Estate Assessment Supervisor	General	15	62,694	81,418	100,141	U
Revenue Manager	General	15	62,694	81,418	100,141	C
Traffic Operations Engineer	General	15	62,694	81,418	100,141	C
Utilities Natural Gas Marketing Manager	General	15	62,694	81,418	100,141	C
Accounting Manager	General	16	68,961	89,560	110,158	C
Assistant Director of Adult Drug Court	General	16	68,961	89,560	110,158	U
Economic Development Programs Administrator	General	16	68,961	89,560	110,158	C
GIS Coordinator	General	16	68,961	89,560	110,158	C
Grant Coordinator	General	16	68,961	89,560	110,158	C
Housing and Community Development Administrator	General	16	68,961	89,560	110,158	C
Payroll Manager	General	16	68,961	89,560	110,158	C
Program and Operations Supervisor, Senior	General	16	68,961	89,560	110,158	C
Protective Services Supervisor	General	16	68,961	89,560	110,158	C
Public Information Manager, Senior	General	16	68,961	89,560	110,158	C
Public Information Manager, Senior (Council Agency)	General	16	68,961	89,560	110,158	U
Real Estate Assessment Manager	General	16	68,961	89,560	110,158	U
Retirement Services Administrator	General	16	68,961	89,560	110,158	U
Safety and Security Chief	General	16	68,961	89,560	110,158	C
Sustainability Deputy Manager	General	16	68,961	89,560	110,158	C
Utilities Tech Services Administrator/Supervisor	General	16	68,961	89,560	110,158	C
Asset Manager	General	17	75,856	98,515	121,173	U
Assistant City Attorney	General	17	75,856	98,515	121,173	U
Assistant Controller	General	17	75,856	98,515	121,173	U
Capital Projects Manager, Senior	General	17	75,856	98,515	121,173	U
Engineer, Principal	General	17	75,856	98,515	121,173	U
Financial Manager	General	17	75,856	98,515	121,173	U
Human Services Manager	General	17	75,856	98,515	121,173	U
Investment and Debt Portfolio Manager	General	17	75,856	98,515	121,173	U
Senior Assistant to the Mayor	General	17	75,856	98,515	121,173	U
Sustainability Manager	General	17	75,856	98,515	121,173	U
Technology Manager (Agency)	General	17	75,856	98,515	121,173	U
Utilities Fuel Procurement Administrator	General	17	75,856	98,515	121,173	U
Utilities Industrial Accounts Administrator	General	17	75,856	98,515	121,173	U
Chief of Construction and Inspections	General	18	83,446	108,370	133,293	U

C = Classified service G BB = General Broad Band
 E = Executive Service IT BB = Information Technology Broad Band
 U = Unclassified Service PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Include

Chief of Risk Management	General	18	83,446	108,370	133,293	U
Controller	General	18	83,446	108,370	133,293	U
Customer Service Manager, Senior	General	18	83,446	108,370	133,293	U
Economist, Principal	General	18	83,446	108,370	133,293	U
Internal Audit Manager	General	18	83,446	108,370	133,293	U
Police Executive Advisor	General	18	83,446	108,370	133,293	U
Policy Advisor	General	18	83,446	108,370	133,293	U
Program and Operations Manager	General	18	83,446	108,370	133,293	U
Protective Services Manager	General	18	83,446	108,370	133,293	U
Retirement Controller	General	18	83,446	108,370	133,293	U
Senior Manager	General	18	83,446	108,370	133,293	U
Technology Manager, Senior (Agency)	General	18	83,446	108,370	133,293	U
Chief Capital Projects Manager	General	19	91,793	119,211	146,628	E
City Traffic Engineer	General	19	91,793	119,211	146,628	U
Deputy Department Director	General	19	91,793	119,211	146,628	U
Energy Services Manager	General	19	91,793	119,211	146,628	U
Engineering Manager	General	19	91,793	119,211	146,628	U
Senior Policy Advisor	General	19	91,793	119,211	146,628	U
Assistant Chief of Fire and Emergency Services	General	20	100,975	131,136	161,296	U
City Economist	General	20	100,975	131,136	161,296	U
Commissioner of Buildings	General	20	100,975	131,136	161,296	E
Deputy Department Director, Senior	General	20	100,975	131,136	161,296	U
Police Major	General	20	100,975	131,136	161,296	U
Press Secretary	General	20	100,975	131,136	161,296	U
Senior Assistant City Attorney	General	20	100,975	131,136	161,296	U
City Clerk	General	21	111,080	144,254	177,428	E
Deputy Chief of Fire and Emergency Services	General	21	111,080	144,254	177,428	U
Deputy Chief of Police/Administration	General	21	111,080	144,254	177,428	U
Deputy Chief of Police/Operations	General	21	111,080	144,254	177,428	U
Director, Office of Animal Care and Control	General	21	111,080	144,254	177,428	E
Director, Office of Minority Business Development	General	21	111,080	144,254	177,428	E
Director of the Office of Strategic Communications and Civic Engagement	General	21	111,080	144,254	177,428	U
Director of the Office of Sustainability	General	21	111,080	144,254	177,428	U
General Registrar	General	21	111,080	144,254	177,428	U
City Assessor	General	22	122,181	158,684	195,186	E
Deputy City Attorney	General	22	122,181	158,684	195,186	E
Director of Budget and Strategic Planning	General	22	122,181	158,684	195,186	E
Director of Citizen Service and Response	General	22	122,181	158,684	195,186	E
Director of Emergency Communications	General	22	122,181	158,684	195,186	E
Director of Housing and Community Development	General	22	122,181	158,684	195,186	E
Director of Human Resources	General	22	122,181	158,684	195,186	E
Director of Justice Services	General	22	122,181	158,684	195,186	E
Director of Parks, Recreation and Community Facilities	General	22	122,181	158,684	195,186	E
Director of Planning and Development Review	General	22	122,181	158,684	195,186	E
Director of Procurement Services	General	22	122,181	158,684	195,186	E
Director, Office of Community Wealth Building	General	22	122,181	158,684	195,186	E

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 2, 2022

Include

Inspector General	General	22	122,181	158,684	195,186	E
Library Director	General	22	122,181	158,684	195,186	E
Chief of Staff	General	23	134,409	174,555	214,700	E
City Auditor	General	23	134,409	174,555	214,700	E
Council Chief of Staff	General	23	134,409	174,555	214,700	E
Director of Economic Development	General	23	134,409	174,555	214,700	E
Director of Finance	General	23	134,409	174,555	214,700	E
Director of Information Technology	General	23	134,409	174,555	214,700	E
Director of Public Works	General	23	134,409	174,555	214,700	E
Director of Social Services	General	23	134,409	174,555	214,700	E
Executive Director, Richmond Retirement System	General	23	134,409	174,555	214,700	E
Chief of Fire and Emergency Services	General	24	147,842	192,010	236,177	E
Chief of Police	General	24	147,842	192,010	236,177	E
Director of Public Utilities	General	24	147,842	192,010	236,177	E
Deputy Chief Administrative Officer	General	25	162,629	211,209	259,789	E
City Attorney	General	26	178,892	232,329	285,765	E
Chief Administrative Officer	General	27	196,779	255,561	314,342	E
Technology Specialist	IT BB	1	37,945	56,917	75,889	C
Technology Support Supervisor	IT BB	2	43,636	65,454	87,272	C
Technology Engineer/Administrator	IT BB	4	60,218	90,327	120,435	C
Technology Systems Developer	IT BB	4	60,218	90,327	120,435	C
Technology Team Lead	IT BB	5	69,251	103,876	138,501	C
Technology Manager	IT BB	6	79,637	119,457	159,277	U
Event Production Worker	No Assigned Range					U
Intern	No Assigned Range					
Summer Youth Counselor	No Assigned Range					
Summer Youth Supervisor	No Assigned Range					
Summer Youth Worker	No Assigned Range					
Fire Recruit	PF	1	49,900			C
Police Recruit	PF	1	49,900			C
Fire Fighter	PF	2	51,913		94,964	C
Police Officer	PF	2	51,913		94,964	C
Fire Driver Operator	PF	3	54,514		99,722	C
Fire Lieutenant	PF	6	72,079		117,581	C
Police Sergeant	PF	6	72,079		117,581	C
Fire Captain	PF	8	79,294		129,351	C
Police Lieutenant	PF	8	79,294		129,351	C
Fire Battalion Chief	PF	10	87,231		142,299	C
Police Captain	PF	10	87,231		142,299	C
Staff Battalion Chief	PF	10	87,231		142,299	C

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

Table 1 (Effective July 2, 2022)

Range 1 Fire Recruit and Police Recruit														
Step 1														
Annual	49,900													
Hourly 40 Hours	23.99038													
Hourly Fire Shift	17.13599													
Range 2 Fire Fighter and Police Officer														
Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8 Step 9 Step 10 Step 11 Step 12 Step 13														
Annual	51,913	53,133	54,382	55,660	56,968	58,306	59,676	61,079	62,514	63,983	65,487	67,026	68,601	
Hourly 40 Hours	24.95817	25.54471	26.14519	26.75962	27.38846	28.03173	28.69038	29.36490	30.05481	30.76106	31.48413	32.22404	32.98125	
Hourly Fire Shift	17.82727	18.24622	18.67514	19.11401	19.56319	20.02266	20.49313	20.97493	21.46772	21.97218	22.48867	23.01717	23.55804	
Step 14 Step 15 Step 16 Step 17 Step 18 Step 19 Step 20 Step 21 Step 22 Step 23 Step 24 Step 25 Step 26 Step 27														
Annual	70,213	71,863	73,552	75,280	77,049	78,860	80,713	82,610	84,551	86,538	88,572	90,653	92,784	94,964
Hourly 40 Hours	33.75625	34.54952	35.36154	36.19231	37.04279	37.91346	38.80433	39.71635	40.64952	41.60481	42.58269	43.58317	44.60769	45.65577
Hourly Fire Shift	24.11161	24.67823	25.25824	25.85165	26.45913	27.08104	27.71738	28.36882	29.03537	29.71772	30.41621	31.13084	31.86264	32.61126
Range 3 Fire Driver Operator														
Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8 Step 9 Step 10 Step 11 Step 12 Step 13														
Annual	54,514	55,795	57,107	58,449	59,822	61,227	62,666	64,139	65,646	67,189	68,768	70,384	72,038	
Hourly 40 Hours	26.20865	26.82452	27.45529	28.10048	28.76058	29.43606	30.12788	30.83606	31.56058	32.30240	33.06154	33.83846	34.63365	
Hourly Fire Shift	18.72047	19.16037	19.61092	20.07177	20.54327	21.02576	21.51992	22.02576	22.54327	23.07315	23.61538	24.17033	24.73832	
Step 14 Step 15 Step 16 Step 17 Step 18 Step 19 Step 20 Step 21 Step 22 Step 23 Step 24 Step 25 Step 26 Step 27														
Annual	73,731	75,463	77,237	79,052	80,909	82,811	84,757	86,749	88,787	90,874	93,009	95,195	97,432	99,722
Hourly 40 Hours	35.44760	36.28029	37.13317	38.00577	38.89856	39.81298	40.74856	41.70625	42.68606	43.68942	44.71587	45.76683	46.84231	47.94327
Hourly Fire Shift	25.31971	25.91449	26.52370	27.14698	27.78468	28.43784	29.10611	29.79018	30.49004	31.20673	31.93990	32.69059	33.45879	34.24519
Range 6 Fire Lieutenant and Police Sergeant														
Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8 Step 9 Step 10 Step 11 Step 12 Step 13														
Annual	72,079	73,449	74,845	76,267	77,716	79,193	80,698	82,231	83,793	85,385	87,007	88,660	90,345	
Hourly 40 Hours	34.65337	35.31202	35.98317	36.66683	37.36346	38.07356	38.79712	39.53413	40.28510	41.05048	41.83029	42.62500	43.43510	
Hourly Fire Shift	24.75240	25.22287	25.70227	26.19059	26.68819	27.19540	27.71223	28.23867	28.77507	29.32177	29.87878	30.44643	31.02507	
Step 14 Step 15 Step 16 Step 17 Step 18 Step 19 Step 20 Step 21 Step 22 Step 23 Step 24 Step 25 Step 26 Step 27														
Annual	92,062	93,811	95,593	97,409	99,260	101,146	103,068	105,026	107,021	109,054	111,126	113,237	115,389	117,581
Hourly 40 Hours	44.26058	45.10144	45.95817	46.83125	47.72115	48.62788	49.55192	50.49327	51.45240	52.42981	53.42596	54.44087	55.47548	56.52933
Hourly Fire Shift	31.61470	32.21532	32.82727	33.45089	34.08654	34.73420	35.39423	36.06662	36.75172	37.44986	38.16140	38.88633	39.62534	40.37809
Range 8 Fire Captain and Police Lieutenant														
Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8 Step 9 Step 10 Step 11 Step 12 Step 13														
Annual	79,294	80,801	82,337	83,901	85,495	87,120	88,776	90,462	92,181	93,932	95,716	97,535	99,389	
Hourly 40 Hours	38.12212	38.84663	39.58510	40.33702	41.10337	41.88462	42.68077	43.49135	44.31779	45.15962	46.01731	46.89183	47.78317	
Hourly Fire Shift	27.23008	27.74760	28.27507	28.81216	29.35955	29.91758	30.48626	31.06525	31.65556	32.25687	32.86951	33.49416	34.13084	
Step 14 Step 15 Step 16 Step 17 Step 18 Step 19 Step 20 Step 21 Step 22 Step 23 Step 24 Step 25 Step 26 Step 27														
Annual	101,277	103,201	105,162	107,160	109,196	111,271	113,385	115,539	117,734	119,970	122,250	124,572	126,939	129,351
Hourly 40 Hours	48.69087	49.61587	50.55865	51.51923	52.49808	53.49567	54.51202	55.54760	56.60288	57.67788	58.77404	59.89038	61.02837	62.18798
Hourly Fire Shift	34.77919	35.43990	36.11332	36.79945	37.49863	38.21120	38.93716	39.67685	40.43063	41.19849	41.98146	42.77885	43.59169	44.41999
Range 10 Fire Battalion Chief, Staff Battalion Chief and Police Captain														
Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8 Step 9 Step 10 Step 11 Step 12 Step 13														
Annual	87,231	88,889	90,579	92,299	94,053	95,841	97,662	99,517	101,408	103,335	105,297	107,298	109,338	
Hourly 40 Hours	41.93798	42.73510	43.54760	44.37452	45.21779	46.07740	46.95288	47.84471	48.75385	49.68029	50.62356	51.58558	52.56635	
Hourly Fire Shift	29.95570	30.52507	31.10543	31.69609	32.29842	32.91243	33.53777	34.17479	34.82418	35.48592	36.15968	36.84684	37.54739	
Step 14 Step 15 Step 16 Step 17 Step 18 Step 19 Step 20 Step 21 Step 22 Step 23 Step 24 Step 25 Step 26 Step 27														
Annual	111,415	113,531	115,689	117,887	120,127	122,409	124,735	127,104	129,519	131,979	134,487	137,042	139,646	142,299
Hourly 40 Hours	53.56490	54.58221	55.61971	56.67644	57.75337	58.85048	59.96875	61.10769	62.26875	63.45144	64.65721	65.88558	67.13750	68.41298
Hourly Fire Shift	38.26065	38.98729	39.72837	40.48317	41.25240	42.03606	42.83482	43.64835	44.47768	45.32246	46.18372	47.06113	47.95536	48.86641

Table 2
Conversion to FY 2023 Plan

Police Officers / Fire Fighters	
Currently In FY 2022 Step Plan	Move To FY 2023 New Step Plan
For Recruit and Lateral Transfers	
Recruit	Stays in the Recruit Step
Finished Academy during FY22	Stays in the Same Step
Lateral Transfer during FY22	Stays in the Same Step
Finished Academy during FY21	Moves one Step
Lateral Transfer during FY21	Moves one Step
For All Others	
Step 1	Step 2
Step 2	Step 3
Step 3	Step 4
Step 4	Step 5
Step 5	Step 6
Step 6	Step 7
Step 7	Step 8
Step 8	Step 9
Step 9	Step 10
Step 10	Step 11
Step 11	Step 12
Step 12	Step 13
Step 13	Step 14
Step 14	Step 15
Step 15	Step 16
Step 16-1st yr (moved in FY22)	Step 17
Step 16-2nd year (moved in FY21)	Step 18
Step 16-3rd year (moved in FY20)	Step 19
Step 16-4th year (moved in FY19)	Step 20
Step 16-5th year (moved in FY18)	Step 21
Step 17-1st yr (moved in FY22)	Step 22
Step 17-2nd year (moved in FY21)	Step 23
Step 17-3rd year (moved in FY20)	Step 24
Step 17-4th year (moved in FY19)	Step 25
Step 17-5th year (moved in FY18)	Step 26
Step 18+	Step 27

Supervisory Levels in the Step Plan	
Currently In FY 2022 Step Plan	Move To FY 2023 New Step Plan
Step 1	Step 2
Step 2	Step 3
Step 3	Step 4
Step 4	Step 5
Step 5	Step 6
Step 6	Step 7
Step 7	Step 8
Step 8	Step 9
Step 9	Step 10
Step 10	Step 11
Step 11	Step 12
Step 12	Step 13
Step 13	Step 14
Step 14	Step 15
Step 15	Step 16
Step 16	Step 17
Step 17	Step 18
Step 18	Step 19
Step 19	Step 20
Step 20	Step 21
Step 21-1st year (moved FY22)	Step 22
Step 21-2nd year (moved FY21)	Step 23
Step 21-3rd year (moved FY20)	Step 24
Step 21-4th year (moved FY19)	Step 25
Step 21-5th year (moved FY18)	Step 26
Step 21-6th year+ (moved prior to FY18)	Step 27

Notes:

Fire Driver Operator: New step based on either current step as Fire Driver Operator or step as Fire Fighter prior to promotion, whichever is greater. In cases of sworn officer compression, the Chief of Police or the Chief of Fire and Emergency Services may move to a different step with the concurrence of the Director of Human Resources.