

**RESOLUTION NO. 48-21**

**RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA,  
APPROVING ADOPTING THE SALARY SCHEDULES PURSUANT TO THE  
CALIFORNIA CODE OF REGULATIONS, SUBCHAPTER 1, EMPLOYEES'  
RETIREMENT SYSTEM REGULATIONS SECTION 570.5 (a)**

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**WHEREAS**, the City of Richmond has contracted with CalPERS to provide certain retirement benefits to its employees; and

**WHEREAS**, the governance of retirement benefits provided to public employees in the state of California is governed by California Government Code Title 2, Division 5, Part 3 Public Employees' Retirement System; and

**WHEREAS**, the Board of Administration of the Public Employees' Retirement System has promulgated regulations to implement requirements of the governing law; and

**WHEREAS**, the California Code of Regulations, Subchapter 1, Employees' Retirement System Regulations section 570.5 (a) (2 CCR § 570.5) states that "(a) For purposes of determining the amount of "compensation earnable" pursuant to Government Code Sections 20630, 20636, and 20636.1, pay rate shall be limited to the amount listed on a pay schedule that meets all of the following requirements:

1. Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws;
2. Identifies the position title for every employee position;
3. Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
4. Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
5. Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
6. Indicates an effective date and date of any revisions;
7. Is retained by the employer and available for public inspection for not less than five years; and
8. Does not reference another document in lieu of disclosing the pay rate.

**WHEREAS**, the listed salary schedules were revised in accordance with the requirements of the with the requirements of the California Code of Regulations, Subchapter 1, Employees' Retirement System Regulations section 570.5 (a) (2 CCR § 570.5):

- I. SEIU Local 1021 PT Salary Schedules July 1, 2015, July 1, 2016, July 1, 2017, July 1, 2018, July 1, 2019, July 1, 2021
- II. SEIU Local 1021 FT Salary Schedules July 1, 2015, July 1, 2016, July 1, 2017, July 1, 2018, July 1, 2019
- III. IFPTE Local 21 Salary Schedules July 1, 2015, July 1, 2016, July 1, 2017, July 1, 2018, July 1, 2019
- IV. Exempt and Confidential Salary Schedules July 2015, August 2020
- V. RPOA Salary Schedules July 1, 2015, July 1, 2018
- VI. RPMA Salary Schedules July 1, 2015, January 1, 2016, July 1, 2018
- VII. IAFF Local 188 Salary Schedules July 1, 2015, January 1, 2016, January 1, 2018, January 1, 2018, July 1, 2018, July 23, 2019
- VIII. RFMA Salary Schedules July 1, 2015, January 1, 2016, January 1, 2016

**NOW THEREFORE BE IT RESOLVED**, that the City Council of Richmond hereby adopt the Salary Schedules which are set forth and marked as Exhibit A of this resolution and is included by reference, in accordance with the requirements of the California Code of Regulations, Subchapter 1, Employees' Retirement System Regulations section 570.5 (a) (2 CCR § 570.5).

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I certify that the foregoing resolution was passed and adopted by the Council of the City of Richmond at a regular meeting thereof held May 4, 2021, by the following vote:

AYES:	Councilmembers Bates, Jimenez, Martinez, McLaughlin, Willis, and Vice Mayor Johnson III.
NOES:	Mayor Butt.
ABSTENTIONS:	None.
ABSENT:	None.

PAMELA CHRISTIAN  
CLERK OF THE CITY OF RICHMOND  
(SEAL)

Approved:

THOMAS K. BUTT  
Mayor

Approved as to form:

TERESA STRICKER  
City Attorney

State of California	}	
County of Contra Costa	}	: ss.
City of Richmond	}	

I certify that the foregoing is a true copy of **Resolution No. 48-21**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on May 4, 2021.

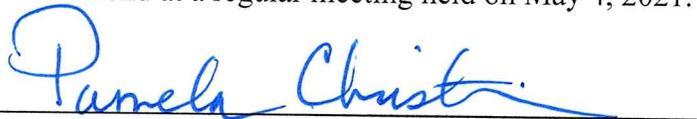
  
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Pamela Christian, Clerk of the City of Richmond

EXHIBIT A

<p align="center"><b>City of Richmond</b>  <b>SEIU Local 1021 Part - Time General Employees</b>  <b>Effective January 1, 2016</b>  <b>Richmond Minimum Wage Hourly Increase</b></p>						
Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Student Intern	566	\$15.54	\$17.20	\$18.81	\$20.51	\$22.07
Aquatic Assistant	524C	\$16.64				
Aquatic Instructor	525D	\$16.64	\$17.48			
Auditorium Aide (With Benefits)	803	\$15.45	\$16.22	\$17.05	\$17.89	\$18.78
Auditorium Aide (Without Benefits)	546B	\$16.64	\$17.48	\$18.36	\$19.27	\$20.25
Learner Coordinator	282A	\$25.38	\$26.40	\$27.56	\$28.76	\$30.12
Library Aide	650A	\$17.55	\$18.43	\$19.36		
Library Page I	652A	\$11.52	\$12.15	\$12.76		
Library Page II	654A	\$16.64	\$17.48	\$18.36		
Lifeguard	546A	\$16.64	\$17.48	\$18.36	\$19.27	
Maintenance Aide II	879	\$13.61	\$14.41	\$15.19	\$16.00	\$16.79
Office Aide	622	\$16.64				
Office Clerk-Cashier	627	\$11.52	\$12.15	\$12.76	\$13.35	\$14.70
Paratransit Aide	656A	\$16.64				
Park Steward	879	\$13.61	\$14.41	\$15.19	\$16.00	\$16.79
Police Cadet	503	\$13.36	\$14.10	\$14.79	\$15.57	\$16.41
Public Service Support Library Aide	534	\$18.43				
Public Services Support Librarian	282	\$26.96	\$28.18	\$29.43	\$30.62	\$32.09
Recreation Program Aide	540	\$11.52	\$12.15	\$12.76		
Recreation Program Leader	546B	\$16.64	\$17.48	\$18.36	\$19.27	\$20.25
Recreation Program Specialist	544A	\$19.27	\$20.24	\$21.23	\$22.30	\$23.41
School Crossing Guard	860A	\$16.64				
Senior Lifeguard	546B	\$16.64	\$17.48	\$18.36	\$19.27	\$20.25

**City of Richmond**  
**SEIU Local 1021 Part - Time General Employees**  
**Effective January 1, 2017**  
**Richmond Minimum Wage Hourly Increase**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Student Intern	566	15.54	17.20	18.81	20.51	22.07
Aquatic Assistant	524C	16.64				
Aquatic Instructor	525D	16.64	17.48			
Auditorium Aide (With Benefits)	803	15.45	16.22	17.05	17.89	18.78
Auditorium Aide (Without Benefits)	546B	16.64	17.48	18.36	19.27	20.25
Learner Coordinator	282A	25.38	26.40	27.56	28.76	30.12
Library Aide	650A	17.55	18.43	19.36		
Library Page I	652A	12.30	12.97	13.62		
Library Page II	654A	16.64	17.48	18.37		
Lifeguard	546A	16.64	17.48	18.37	19.27	
Maintenance Aide II	879	13.61	14.41	15.19	16.00	16.79
Office Aide	622	16.64				
Office Clerk-Cashier	627	12.30	12.97	13.62	14.25	15.69
Paratransit Aide	656A	16.64				
Park Steward	879	13.61	14.41	15.19	16.00	16.79
Police Cadet	503	13.36	14.10	14.79	15.57	16.41
Public Service Support Library Aide	534	18.43				
Public Services Support Librarian	282	26.96	28.18	29.43	30.62	32.09
Recreation Program Aide	540	12.30	12.97	13.62		
Recreation Program Leader	546B	16.64	17.48	18.36	19.27	20.25
Recreation Program Specialist	544A	19.27	20.23	21.23	22.30	23.41
School Crossing Guard	860A	16.64				
Senior Lifeguard	546B	16.64	17.48	18.36	19.27	20.25

**City of Richmond**  
**SEIU Local 1021 Part - Time General Employees**  
**Effective January 1, 2018**  
**Richmond Minimum Wage Hourly Increase**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Student Intern	566	15.54	17.20	18.81	20.51	22.07
Aquatic Assistant	524C	16.64				
Aquatic Instructor	525D	16.64	17.48			
Auditorium Aide	803	16.64	17.48	18.36	19.27	20.22
Learner Coordinator	282A	25.38	26.40	27.56	28.76	30.12
Library Aide	650A	17.55	18.43	19.36		
Library Page I	652A	13.41	14.15	14.85		
Library Page II	654A	16.64	17.48	18.36		
Lifeguard	546A	16.64	17.48	18.37	19.27	
Maintenance Aide II	879	13.61	14.41	15.19	16.00	16.79
Office Aide	622	16.64				
Office Clerk-Cashier	627	13.41	14.15	14.85	15.63	16.47
Paratransit Aide	656A	16.64				
Park Steward	879	13.61	14.41	15.19	16.00	16.79
Police Cadet	503	13.41	14.15	14.85	15.63	16.47
Public Service Support Library Aide	534	18.43				
Public Services Support Librarian	282	26.96	28.18	29.43	30.62	32.09
Recreation Program Aide	540	13.41	14.15	14.85	15.63	16.47
Recreation Program Leader	546B	16.64	17.48	18.36	19.27	20.25
Recreation Program Specialist	544A	19.27	20.24	21.23	22.31	23.42
School Crossing Guard	860A	16.64				
Senior Lifeguard	546B	16.64	17.48	18.36	19.27	20.25

**City of Richmond**  
**SEIU Local 1021 Part - Time General Employees**  
**Effective January 1, 2019**  
**Richmond Minimum Wage Hourly Increase**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Student Intern	566	15.54	17.20	18.81	20.51	22.07
Aquatic Assistant	524C	16.64				
Aquatic Instructor	525D	16.64	17.48			
Auditorium Aide	803	16.64	17.48	18.36	19.27	20.22
Learner Coordinator	282A	25.38	26.40	27.56	28.76	30.12
Library Aide	650A	17.55	18.43	19.36		
Library Page I	652A	15.00	15.83	16.61		
Library Page II	654A	16.64	17.48	18.36		
Lifeguard	546A	16.64	17.48	18.37	19.27	
Maintenance Aide II	879	15.00	15.89	16.75	17.63	18.51
Office Aide	622	16.64				
Office Clerk-Cashier	627	15.00	15.83	16.61	17.49	18.42
Paratransit Aide	656A	16.64				
Park Steward	879	15.00	15.89	16.75	17.63	18.51
Police Cadet	503	15.00	15.83	16.61	17.49	18.42
Public Service Support Library Aide	534	18.43				
Public Services Support Librarian	282	26.96	28.18	29.43	30.62	32.09
Recreation Program Aide	540	15.00	15.83	16.61	17.49	18.42
Recreation Program Leader	546B	16.64	17.48	18.36	19.27	20.25
Recreation Program Specialist	544A	19.27	20.24	21.23	22.31	23.42
School Crossing Guard	860A	16.64				
Senior Lifeguard	546B	16.64	17.48	18.36	19.27	20.25

**City of Richmond**  
**SEIU Local 1021 Part - Time General Employees**  
**Effective January 1, 2021**  
**Richmond Minimum Wage Hourly Increase**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Student Intern	566	15.54	17.20	18.81	20.51	22.07
Aquatic Assistant	524C	16.64				
Aquatic Instructor	525D	16.64	17.48			
Auditorium Aide	803	16.64	17.48	18.36	19.27	20.22
Learner Coordinator	282A	25.38	26.40	27.56	28.76	30.12
Library Aide	650A	17.55	18.43	19.36		
Library Page I	652A	15.00	15.83	16.61		
Library Page II	654A	16.64	17.48	18.36		
Lifeguard	546A	16.64	17.48	18.37	19.27	
Maintenance Aide II	879	15.00	15.89	16.75	17.63	18.51
Office Aide	622	16.64				
Office Clerk-Cashier	627	15.00	15.83	16.61	17.49	18.42
Paratransit Aide	656A	16.64				
Park Steward	879	15.00	15.89	16.75	17.63	18.51
Police Cadet	503	15.00	15.83	16.61	17.49	18.42
Public Service Support Library Aide	534	18.43				
Public Services Support Librarian	282	26.96	28.18	29.43	30.62	32.09
Recreation Program Aide	540	15.00	15.83	16.61	17.49	18.42
Recreation Program Leader	546B	16.64	17.48	18.36	19.27	20.25
Recreation Program Specialist	544A	19.27	20.24	21.23	22.31	23.42
School Crossing Guard	860A	16.64				
Senior Lifeguard	546B	16.64	17.48	18.36	19.27	20.25

**City of Richmond**  
**SEIU Local 1021 Full - Time General Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2015**  
**3.03% Increase**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	43H	5,148	5,375	5,614	5,873	6,145
Accountant II	52D	6,182	6,478	6,804	7,134	7,483
Accounting Assistant I	12	3,612	3,793	3,983	4,183	4,391
Accounting Assistant II	30	4,036	4,238	4,451	4,674	4,909
Administrative Aide	46	4,910	5,115	5,360	5,602	5,873
Administrative Secretary	38C	4,806	5,047	5,300	5,566	5,845
Administrative Technician	42A	4,727	4,940	5,159	5,377	5,577
Administrative Trainee	32	3,685	3,829	3,983	4,151	4,325
Aquatic Specialist	8	3,455	3,625	3,806	3,998	4,197
Assistant City Clerk	052C	5,830	6,113	6,417	6,729	7,061
Assistant Police Property Tech	34	4,331	4,492	4,657	4,831	5,032
Assisted Housing Prog Insp I	44	5,110	5,336	5,558	5,824	6,088
Assisted Housing Prog Insp II	46B	5,543	5,775	6,047	6,328	6,628
Audit Assistant I	12	3,612	3,793	3,983	4,183	4,391
Audit Assistant II	30	4,036	4,238	4,451	4,674	4,909
Auditorium Leadworker	134	5,115	5,360	5,602		
Auditorium Worker	129A	4,595	4,800	5,013		
Automotive Body Mechanic	138	5,830	6,112	6,417		
Bookmobile Driver/Library Asst	32B	4,159	4,321	4,496	4,687	4,878
Building Inspector	52B	6,065	6,360	6,680	7,006	7,347
Building Trade Worker I	51A	4,956	5,196	5,456		
Building Trade Worker II	138	5,830	6,112	6,417		
Building Trade Worker III	141	6,139	6,443	6,739		
Business License Field Investigator	34	4,331	4,492	4,657	4,831	5,032
Business License Specialist	126	4,868	5,085	5,310	5,532	5,798
Buyer I	43H	5,148	5,375	5,614	5,873	6,145
Buyer II	52D	6,182	6,478	6,804	7,134	7,483
Cable TV Engineering Support Assistant	545A	3,538	3,715	3,904	4,098	4,304
Cable TV Production Support Assistant	545	3,205	3,371	3,538	3,715	3,912
Carpenter	138	5,830	6,112	6,417	-	-
Chief Of Party	52A	5,770	6,049	6,351	6,661	6,987
City Clerk Assistant	14	3,967	4,165	4,373	4,594	4,823
City Clerk Technician	14	3,967	4,165	4,373	4,594	4,823
Claims Assistant I	14A	3,778	3,967	4,165	4,375	4,594
Claims Assistant II	34A	4,274	4,487	4,710	4,947	5,194
Code Enforcement Officer I	42A	4,727	4,940	5,159	5,377	5,577
Code Enforcement Officer II	52B	6,065	6,360	6,680	7,006	7,347
Collection System Leadworker	138D	6,763	7,089	7,442		
Collection System Maintenance Worker	133D	5,302	5,546	5,805		
Comb. Equip. Mechanic	138	5,830	6,112	6,417		
Comb. Equip. Mechanic Leadworker	140	6,112	6,417	6,729		
Comb. Welder	138	5,830	6,112	6,417		
Communication Call Taker	14A	3,778	3,967	4,165	4,375	4,594

Communication Dispatcher I	32C	4,694	4,875	5,074	5,290	5,503
Communication Dispatcher II	41C	5,628	5,851	6,114	6,388	6,677
Community Develop. Assistant I	32	3,685	3,829	3,983	4,151	4,325
Community Develop. Assistant II	42	4,500	4,702	4,910	5,115	5,360
Community Develop. Const. Rep I	43	4,595	4,800	5,013	5,243	5,487
Community Develop. Const. Rep II	52	5,602	5,873	6,166	6,467	6,783
Community Services Technician I	14	3,967	4,165	4,373	4,594	4,823
Community Services Technician II	36D	4,631	4,828	5,027	5,230	5,467
Construction Assistant	132	5,156	5,371	5,628	-	-
Construction Inspector I	49	5,243	5,487	5,724	6,019	6,317
Construction Inspector II	52C	5,830	6,113	6,417	6,729	7,061
Crime Analysis Assistant	42A	4,727	4,940	5,159	5,377	5,577
Crime Prevention Specialist	38A	4,849	5,054	5,256	5,494	5,738
Crime Scene Assistant	42A	4,727	4,940	5,159	5,377	5,577
Curator's Assistant	18	3,974	4,172	4,381	4,600	4,829
Duplicating Mail Specialist I	12	3,612	3,793	3,983	4,183	4,391
Duplicating Mail Specialist II	18	3,974	4,172	4,381	4,600	4,829
Electrician	141	6,139	6,443	6,739		
Employment Program Specialist I	36A	4,471	4,694	4,929	5,175	5,434
Employment Program Specialist II	36C	4,972	5,307	5,483	5,758	6,047
Engineer I	49E	5,143	5,393	5,634	5,934	6,239
Engineer II	53	5,934	6,239	6,535	6,862	7,209
Environmental Compliance Inspector	52G	6,287	6,588	6,919	7,256	7,610
Equipment Mechanic I	125	4,240	4,417	4,595		
Equipment Mechanic II	129	4,781	4,996	5,216		
Equipment Mechanic III	134	5,115	5,360	5,602		
Equipment Mechanic IV	135A	5,456	5,708	5,955		
Equipment Operator	134	5,115	5,360	5,602		
Equipment Parts Specialist .	138	5,830	6,112	6,417		
Equipment Parts Storekeeper	123	4,500	4,725	4,962		
Executive Secretary I	38C	4,806	5,047	5,300	5,566	5,845
Executive Secretary II	38D	5,300	5,564	5,845	6,137	6,444
Family Literacy Specialist	37B	4,589	4,787	4,985	5,187	5,421
Gardener	129	4,781	4,996	5,216		
Graffiti Abatement Specialist	125	4,240	4,417	4,595		
Graphic Illustrator	48	5,115	5,360	5,602	5,873	6,166
Groundskeeper-Gardener	125	4,240	4,417	4,595		
Housing Finance Represent. I	43	4,595	4,800	5,013	5,243	5,487
Housing Finance Represent. II	52	5,602	5,873	6,166	6,467	6,783
Housing Groundskeeper	124	4,151	4,325	4,500	-	-
Housing Lead Groundskeeper	127	4,417	4,595	4,800	-	-
Housing Program Specialist I	14A	3,778	3,967	4,165	4,375	4,594
Housing Program Specialist II	34A	4,274	4,487	4,710	4,947	5,194
Housing Program Specialist III	36D	4,631	4,828	5,027	5,230	5,467
Housing Rehab. Specialist	52	5,602	5,873	6,166	6,467	6,783
Housing Representative I	32	3,685	3,829	3,983	4,151	4,325
Housing Representative II	48	5,115	5,360	5,602	5,873	6,166
Human Resources Technician I	14	3,967	4,165	4,373	4,594	4,823
Human Resources Technician II	34A	4,274	4,487	4,710	4,947	5,194
Human Resources Technician III	46	4,910	5,115	5,360	5,602	5,873
Information Technology Assistant	44	5,110	5,336	5,558	5,824	6,088
Jailer	40	4,650	4,837	5,055	5,278	5,499
Job Developer	51	5,487	5,724	6,019	6,317	6,611

Junior Engineering Aide	35A	3,987	4,142	4,328	4,502	4,680
Junior Engineering Drafter	125	4,240	4,417	4,595	-	-
Lead Police Records Specialist	46	4,910	5,115	5,360	5,602	5,873
Learning Center Manager I	37B	4,589	4,787	4,985	5,187	5,421
Learning Center Manager II	40B	4,693	4,927	5,175	5,434	5,707
Legal Secretary	40C	4,927	5,174	5,433	5,704	5,990
Librarian I	42B	5,077	5,307	5,543	5,775	6,047
Librarian II	46B	5,543	5,775	6,047	6,328	6,628
Library Assistant I	12	3,612	3,793	3,983	4,183	4,391
Library Assistant II	18	3,974	4,172	4,381	4,600	4,829
Library Associate	37	4,470	4,693	4,927	5,175	5,434
Library Info. Sys. Support Tech	34A	4,274	4,487	4,710	4,947	5,194
Low Income Public Housing Asset Specialist	36D	4,631	4,828	5,027	5,230	5,467
Maintenance Clerk	28	3,399	3,540	3,685	3,829	3,983
Maintenance Leadworker	135A	5,456	5,708	5,955		
Maintenance Mechanic I	125A	4,388	4,571	4,756		
Maintenance Mechanic II	132	5,156	5,371	5,628		
Maintenance Mechanic III	135A	5,456	5,708	5,955		
Maintenance Utility Worker	119	3,755	3,914	4,068		
Maintenance Worker I	125	4,240	4,417	4,595		
Maintenance Worker II	129	4,781	4,996	5,216		
Marina Maintenance Worker	129	4,781	4,996	5,216		
MIS Technician	44	5,110	5,336	5,558	5,824	6,088
Modernization Programs Specialist	46	4,910	5,115	5,360	5,602	5,873
Museum Curator	42B	5,077	5,307	5,543	5,775	6,047
Neighborhood Change Agent	14A	3,778	3,967	4,165	4,375	4,594
Office Assistant I	8	3,455	3,625	3,806	3,998	4,197
Office Assistant II	14	3,967	4,165	4,373	4,594	4,823
Office Specialist	34A	4,274	4,487	4,710	4,947	5,194
Painter	138	5,830	6,112	6,417		
Paratransit Assistant	8	3,455	3,625	3,806	3,998	4,197
Paratransit Driver	850A	2,926	3,094	3,226	3,385	3,556
Paratransit Driver Leadworker	73	4,970	5,218	5,480		
Parking Enforcement Rep	34	4,331	4,492	4,657	4,831	5,032
Parks Constr. & Mtce. Worker	134	5,115	5,360	5,602		
Parks Equipment Parts Specialist	138	5,830	6,112	6,417		
Payroll Coordinator	46A	5,337	5,560	5,823	6,088	6,382
Payroll Specialist	34A	4,274	4,487	4,710	4,947	5,194
Permit Technician I	14	3,967	4,165	4,373	4,594	4,823
Permit Technician II	46	4,910	5,115	5,360	5,602	5,873
Planner I	43G	5,055	5,280	5,513	5,767	6,036
Planner II	52G	6,287	6,588	6,919	7,256	7,610
Planning Technician I	28B	4,221	4,394	4,574	4,752	4,945
Planning Technician II	36B	4,945	5,154	5,367	5,584	5,837
Police Assistant	34	4,331	4,492	4,657	4,831	5,032
Police Property Technician	37B	4,589	4,787	4,985	5,187	5,421
Police Records Specialist	34A	4,274	4,487	4,710	4,947	5,194
Police Report Transcriber	18	3,974	4,172	4,381	4,600	4,829
Property Maint & Housing Inspector	52B	6,065	6,360	6,680	7,006	7,347
Purchasing Assistant	38	4,151	4,325	4,500	4,702	4,910
Recreation Program Coordinator	41	4,813	5,008	5,231	5,463	5,714
Resident Housing Manager	9	1,703	1,786	1,876	1,969	2,069
Secretary	34A	4,274	4,487	4,710	4,947	5,194

Secretary To Mayor	38C	4,806	5,047	5,300	5,566	5,845
Senior Accounting Assistant	37	4,470	4,693	4,927	5,175	5,434
Senior Building Inspector	128	7,090	7,446	7,808	8,190	8,577
Senior Cable TV Prod. Support Assistant	545A	3,538	3,715	3,904	4,098	4,304
Senior Duplicating/Mail Assist.	34A	4,274	4,487	4,710	4,947	5,194
Senior Engineering Aide	43	4,595	4,800	5,013	5,243	5,487
Senior Engineering Drafter	45	4,800	5,013	5,243	5,487	5,724
Senior Environmental Compliance Inspector	128	7,090	7,446	7,808	8,190	8,577
Senior Equipment Parts Specialist	140	6,112	6,417	6,729		
Senior Library Assistant	34A	4,274	4,487	4,710	4,947	5,194
Senior Office Assistant	34A	4,274	4,487	4,710	4,947	5,194
Senior Treatment Plant Operator	137D	6,595	6,880	7,234		
Sewer Maintenance Operator	135D	6,329	6,621	6,913		
Sewer Maintenance Lead Worker	138D	6,763	7,089	7,442		
Sewer Maintenance Worker I	134	5,115	5,360	5,602		
Sewer Maintenance Worker II	133D	5,302	5,546	5,805		
Source Control Inspector I	47D	5,628	5,888	6,160	6,430	6,758
Source Control Inspector II	54B	6,112	6,417	6,730	7,058	7,392
Source Control Inspector III	59B	6,624	6,973	7,340	7,726	8,133
Stationary Engineer	138	5,830	6,112	6,417		
Storekeeper	38	4,151	4,325	4,500	4,702	4,910
Survey Instrument Operator	47	5,163	5,400	5,652	5,895	6,200
Telephone/Radio Specialist	137A	5,553	5,830	6,111	6,417	6,738
Traffic Technician	44	5,110	5,336	5,558	5,824	6,088
Treatment Plant Chemist	54B	6,112	6,417	6,730	7,058	7,392
Treatment Plant Lab Technician	44E	5,279	5,513	5,745	6,011	6,292
Treatment Plant Maintenance. Mech.	135D	6,329	6,621	6,913		
Treatment Plant Mtce Mech Ldwkr	138D	6,763	7,089	7,442		
Treatment Plant Operator	133D	5,302	5,546	5,805		
Tree Leadworker	135A	5,456	5,708	5,955		
Urban Planner	59A	6,620	6,943	7,292	7,644	8,012
Utility Leadworker	135A	5,456	5,708	5,955		
Utility Worker I	125	4,240	4,417	4,595		
Utility Worker II	129	4,781	4,996	5,216		
Volunteer Tutor/Learner Coordinator	37B	4,589	4,787	4,985	5,187	5,421
Weed Abatement Inspector	43A	4,436	4,657	4,889	5,134	5,392
Work Experience Coordinator.	40	4,650	4,837	5,055	5,278	5,499
Worker's Compensation Claims Examiner	42C	5,818	6,084	6,345	6,614	6,928
Workforce Development Support Specialist	36C	4,972	5,307	5,483	5,758	6,047
Youth Services Program Assistant	46	4,910	5,115	5,360	5,602	5,873

**City of Richmond**  
**SEIU Local 1021 Full - Time General Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2016**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	43H	5,148	5,375	5,614	5,873	6,145
Accountant II	52D	6,182	6,478	6,804	7,134	7,483
Accounting Assistant I	12	3,612	3,793	3,983	4,183	4,391
Accounting Assistant II	30	4,036	4,238	4,451	4,674	4,909
Administrative Aide	46	4,910	5,115	5,360	5,602	5,873
Administrative Secretary	38C	4,806	5,047	5,300	5,566	5,845
Administrative Technician	42A	4,727	4,940	5,159	5,377	5,577
Administrative Trainee	32	3,685	3,829	3,983	4,151	4,325
Aquatic Specialist	8	3,455	3,625	3,806	3,998	4,197
Assistant City Clerk	052C	5,830	6,113	6,417	6,729	7,061
Assistant Police Property Tech	34	4,331	4,492	4,657	4,831	5,032
Assisted Housing Prog Insp I	44	5,110	5,336	5,558	5,824	6,088
Assisted Housing Prog Insp II	46B	5,543	5,775	6,047	6,328	6,628
Audit Assistant I	12	3,612	3,793	3,983	4,183	4,391
Audit Assistant II	30	4,036	4,238	4,451	4,674	4,909
Auditorium Leadworker	134	5,115	5,360	5,602		
Auditorium Worker	129A	4,595	4,800	5,013		
Automotive Body Mechanic	138	5,830	6,112	6,417		
Bookmobile Driver/Library Asst	32B	4,159	4,321	4,496	4,687	4,878
Building Inspector	52B	6,065	6,360	6,680	7,006	7,347
Building Trade Worker I	51A	4,956	5,196	5,456		
Building Trade Worker II	138	5,830	6,112	6,417		
Building Trade Worker III	141	6,139	6,443	6,739		
Business License Field Investigator	34	4,331	4,492	4,657	4,831	5,032
Business License Specialist	126	4,868	5,085	5,310	5,532	5,798
Buyer I	43H	5,148	5,375	5,614	5,873	6,145
Buyer II	52D	6,182	6,478	6,804	7,134	7,483
Cable TV Engineering Support Assistant	545A	3,538	3,715	3,904	4,098	4,304
Cable TV Production Support Assistant	545	3,205	3,371	3,538	3,715	3,912
Carpenter	138	5,830	6,112	6,417	-	-
Chief Of Party	52A	5,770	6,049	6,351	6,661	6,987
City Clerk Assistant	14	3,967	4,165	4,373	4,594	4,823
City Clerk Technician	14	3,967	4,165	4,373	4,594	4,823
Claims Assistant I	14A	3,778	3,967	4,165	4,375	4,594
Claims Assistant II	34A	4,274	4,487	4,710	4,947	5,194
Code Enforcement Officer I	42A	4,727	4,940	5,159	5,377	5,577
Code Enforcement Officer II	52B	6,065	6,360	6,680	7,006	7,347
Collection System Leadworker	138D	6,763	7,089	7,442		
Collection System Maintenance Worker	133D	5,302	5,546	5,805		
Comb. Equip. Mechanic	138	5,830	6,112	6,417		
Comb. Equip. Mechanic Leadworker	140	6,112	6,417	6,729		
Comb. Welder	138	5,830	6,112	6,417		
Communication Call Taker	14A	3,778	3,967	4,165	4,375	4,594
Communication Dispatcher I	32C	4,694	4,875	5,074	5,290	5,503
Communication Dispatcher II	41C	5,628	5,851	6,114	6,388	6,677
Community Develop. Assistant I	32	3,685	3,829	3,983	4,151	4,325

Community Develop. Assistant II	42	4,500	4,702	4,910	5,115	5,360
Community Develop. Const. Rep I	43	4,595	4,800	5,013	5,243	5,487
Community Develop. Const. Rep II	52	5,602	5,873	6,166	6,467	6,783
Community Services Technician I	14	3,967	4,165	4,373	4,594	4,823
Community Services Technician II	36D	4,631	4,828	5,027	5,230	5,467
Construction Assistant	132	5,156	5,371	5,628	-	-
Construction Inspector I	49	5,243	5,487	5,724	6,019	6,317
Construction Inspector II	52C	5,830	6,113	6,417	6,729	7,061
Crime Analysis Assistant	42A	4,727	4,940	5,159	5,377	5,577
Crime Prevention Specialist	38A	4,849	5,054	5,256	5,494	5,738
Crime Scene Assistant	42A	4,727	4,940	5,159	5,377	5,577
Curator's Assistant	18	3,974	4,172	4,381	4,600	4,829
Duplicating Mail Specialist I	12	3,612	3,793	3,983	4,183	4,391
Duplicating Mail Specialist II	18	3,974	4,172	4,381	4,600	4,829
Electrician	141	6,139	6,443	6,739		
Employment Program Specialist I	36A	4,471	4,694	4,929	5,175	5,434
Employment Program Specialist II	36C	4,972	5,307	5,483	5,758	6,047
Engineer I	49E	5,143	5,393	5,634	5,934	6,239
Engineer II	53	5,934	6,239	6,535	6,862	7,209
Environmental Compliance Inspector	52G	6,287	6,588	6,919	7,256	7,610
Equipment Mechanic I	125	4,240	4,417	4,595		
Equipment Mechanic II	129	4,781	4,996	5,216		
Equipment Mechanic III	134	5,115	5,360	5,602		
Equipment Mechanic IV	135A	5,456	5,708	5,955		
Equipment Operator	134	5,115	5,360	5,602		
Equipment Parts Specialist	138	5,830	6,112	6,417		
Equipment Parts Storekeeper	123	4,500	4,725	4,962		
Executive Secretary I	38C	4,806	5,047	5,300	5,566	5,845
Executive Secretary II	38D	5,300	5,564	5,845	6,137	6,444
Family Literacy Specialist	37B	4,589	4,787	4,985	5,187	5,421
Gardener	129	4,781	4,996	5,216		
Graffiti Abatement Specialist	125	4,240	4,417	4,595		
Graphic Illustrator	48	5,115	5,360	5,602	5,873	6,166
Groundskeeper-Gardener	125	4,240	4,417	4,595		
Housing Finance Represent. I	43	4,595	4,800	5,013	5,243	5,487
Housing Finance Represent. II	52	5,602	5,873	6,166	6,467	6,783
Housing Groundskeeper	124	4,151	4,325	4,500	-	-
Housing Lead Groundskeeper	127	4,417	4,595	4,800	-	-
Housing Program Specialist I	14A	3,778	3,967	4,165	4,375	4,594
Housing Program Specialist II	34A	4,274	4,487	4,710	4,947	5,194
Housing Program Specialist III	36D	4,631	4,828	5,027	5,230	5,467
Housing Rehab. Specialist	52	5,602	5,873	6,166	6,467	6,783
Housing Representative I	32	3,685	3,829	3,983	4,151	4,325
Housing Representative II	48	5,115	5,360	5,602	5,873	6,166
Human Resources Technician I	14	3,967	4,165	4,373	4,594	4,823
Human Resources Technician II	34A	4,274	4,487	4,710	4,947	5,194
Human Resources Technician III	46	4,910	5,115	5,360	5,602	5,873
Information Technology Assistant	44	5,110	5,336	5,558	5,824	6,088
Jailer	40	4,650	4,837	5,055	5,278	5,499
Job Developer	51	5,487	5,724	6,019	6,317	6,611
Junior Engineering Aide	35A	3,987	4,142	4,328	4,502	4,680
Junior Engineering Drafter	125	4,240	4,417	4,595	-	-
Lead Police Records Specialist	46	4,910	5,115	5,360	5,602	5,873
Learning Center Manager I	37B	4,589	4,787	4,985	5,187	5,421
Learning Center Manager II	40B	4,693	4,927	5,175	5,434	5,707
Legal Secretary	40C	4,927	5,174	5,433	5,704	5,990

Librarian I	42B	5,077	5,307	5,543	5,775	6,047
Librarian II	46B	5,543	5,775	6,047	6,328	6,628
Library Assistant I	12	3,612	3,793	3,983	4,183	4,391
Library Assistant II	18	3,974	4,172	4,381	4,600	4,829
Library Associate	37	4,470	4,693	4,927	5,175	5,434
Library Info. Sys. Support Tech	34A	4,274	4,487	4,710	4,947	5,194
Low Income Public Housing Asset Specialist	36D	4,631	4,828	5,027	5,230	5,467
Maintenance Clerk	28	3,399	3,540	3,685	3,829	3,983
Maintenance Leadworker	135A	5,456	5,708	5,955		
Maintenance Mechanic I	125A	4,388	4,571	4,756		
Maintenance Mechanic II	132	5,156	5,371	5,628		
Maintenance Mechanic III	135A	5,456	5,708	5,955		
Maintenance Utility Worker	119	3,755	3,914	4,068		
Maintenance Worker I	125	4,240	4,417	4,595		
Maintenance Worker II	129	4,781	4,996	5,216		
Marina Maintenance Worker	129	4,781	4,996	5,216		
MIS Technician	44	5,110	5,336	5,558	5,824	6,088
Modernization Programs Specialist	46	4,910	5,115	5,360	5,602	5,873
Museum Curator	42B	5,077	5,307	5,543	5,775	6,047
Neighborhood Change Agent	14A	3,778	3,967	4,165	4,375	4,594
Office Assistant I	8	3,455	3,625	3,806	3,998	4,197
Office Assistant II	14	3,967	4,165	4,373	4,594	4,823
Office Specialist	34A	4,274	4,487	4,710	4,947	5,194
Painter	138	5,830	6,112	6,417		
Paratransit Assistant	8	3,455	3,625	3,806	3,998	4,197
Paratransit Driver	850A	2,926	3,094	3,226	3,385	3,556
Paratransit Driver Leadworker	73	4,970	5,218	5,480		
Parking Enforcement Rep	34	4,331	4,492	4,657	4,831	5,032
Parks Constr. & Mtce. Worker	134	5,115	5,360	5,602		
Parks Equipment Parts Specialist	138	5,830	6,112	6,417		
Payroll Coordinator	46A	5,337	5,560	5,823	6,088	6,382
Payroll Specialist	34A	4,274	4,487	4,710	4,947	5,194
Permit Technician I	14	3,967	4,165	4,373	4,594	4,823
Permit Technician II	46	4,910	5,115	5,360	5,602	5,873
Planner I	43G	5,055	5,280	5,513	5,767	6,036
Planner II	52G	6,287	6,588	6,919	7,256	7,610
Planning Technician I	28B	4,221	4,394	4,574	4,752	4,945
Planning Technician II	36B	4,945	5,154	5,367	5,584	5,837
Police Assistant	34	4,331	4,492	4,657	4,831	5,032
Police Property Technician	37B	4,589	4,787	4,985	5,187	5,421
Police Records Specialist	34A	4,274	4,487	4,710	4,947	5,194
Police Report Transcriber	18	3,974	4,172	4,381	4,600	4,829
Property Maint & Housing Inspector	52B	6,065	6,360	6,680	7,006	7,347
Purchasing Assistant	38	4,151	4,325	4,500	4,702	4,910
Recreation Program Coordinator	41	4,813	5,008	5,231	5,463	5,714
Resident Housing Manager	9	1,703	1,786	1,876	1,969	2,069
Secretary	34A	4,274	4,487	4,710	4,947	5,194
Secretary To Mayor	38C	4,806	5,047	5,300	5,566	5,845
Senior Accounting Assistant	37	4,470	4,693	4,927	5,175	5,434
Senior Building Inspector	128	7,090	7,446	7,808	8,190	8,577
Senior Cable TV Prod. Support Assistant	545A	3,538	3,715	3,904	4,098	4,304
Senior Duplicating/Mail Assist.	34A	4,274	4,487	4,710	4,947	5,194
Senior Engineering Aide	43	4,595	4,800	5,013	5,243	5,487
Senior Engineering Drafter	45	4,800	5,013	5,243	5,487	5,724
Senior Environmental Compliance Inspector	128	7,090	7,446	7,808	8,190	8,577
Senior Equipment Parts Specialist	140	6,112	6,417	6,729		

Senior Library Assistant	34A	4,274	4,487	4,710	4,947	5,194
Senior Office Assistant	34A	4,274	4,487	4,710	4,947	5,194
Senior Treatment Plant Operator	137D	6,595	6,880	7,234		
Sewer Maintenance Operator	135D	6,329	6,621	6,913		
Sewer Maintenance Lead Worker	138D	6,763	7,089	7,442		
Sewer Maintenance Worker I	134	5,115	5,360	5,602		
Sewer Maintenance Worker II	133D	5,302	5,546	5,805		
Source Control Inspector I	47D	5,628	5,888	6,160	6,430	6,758
Source Control Inspector II	54B	6,112	6,417	6,730	7,058	7,392
Source Control Inspector III	59B	6,624	6,973	7,340	7,726	8,133
Stationary Engineer	138	5,830	6,112	6,417		
Storekeeper	38	4,151	4,325	4,500	4,702	4,910
Survey Instrument Operator	47	5,163	5,400	5,652	5,895	6,200
Telephone/Radio Specialist	137A	5,553	5,830	6,111	6,417	6,738
Traffic Technician	44	5,110	5,336	5,558	5,824	6,088
Treatment Plant Chemist	54B	6,112	6,417	6,730	7,058	7,392
Treatment Plant Lab Technician	44E	5,279	5,513	5,745	6,011	6,292
Treatment Plant Maintenance. Mech.	135D	6,329	6,621	6,913		
Treatment Plant Mtce Mech Ldwkr	138D	6,763	7,089	7,442		
Treatment Plant Operator	133D	5,302	5,546	5,805		
Tree Leadworker	135A	5,456	5,708	5,955		
Urban Planner	59A	6,620	6,943	7,292	7,644	8,012
Utility Leadworker	135A	5,456	5,708	5,955		
Utility Worker I	125	4,240	4,417	4,595		
Utility Worker II	129	4,781	4,996	5,216		
Volunteer Tutor/Learner Coordinator	37B	4,589	4,787	4,985	5,187	5,421
Weed Abatement Inspector	43A	4,436	4,657	4,889	5,134	5,392
Work Experience Coordinator.	40	4,650	4,837	5,055	5,278	5,499
Worker's Compensation Claims Examiner	42C	5,818	6,084	6,345	6,614	6,928
Workforce Development Support Specialist	36C	4,972	5,307	5,483	5,758	6,047
Youth Services Program Assistant	46	4,910	5,115	5,360	5,602	5,873

**City of Richmond**  
**SEIU Local 1021 Full - Time General Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2017**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	43H	5,148	5,375	5,614	5,873	6,145
Accountant II	52D	6,182	6,478	6,804	7,134	7,483
Accounting Assistant I	12	3,612	3,793	3,983	4,183	4,391
Accounting Assistant II	30	4,036	4,238	4,451	4,674	4,909
Administrative Aide	46	4,910	5,115	5,360	5,602	5,873
Administrative Secretary	38C	4,806	5,047	5,300	5,566	5,845
Administrative Technician	42A	4,727	4,940	5,159	5,377	5,577
Administrative Trainee	32	3,685	3,829	3,983	4,151	4,325
Aquatic Specialist	8	3,455	3,625	3,806	3,998	4,197
Assistant City Clerk	052C	5,830	6,113	6,417	6,729	7,061
Assistant Police Property Tech	34	4,331	4,492	4,657	4,831	5,032
Assisted Housing Prog Insp I	44	5,110	5,336	5,558	5,824	6,088
Assisted Housing Prog Insp II	46B	5,543	5,775	6,047	6,328	6,628
Audit Assistant I	12	3,612	3,793	3,983	4,183	4,391
Audit Assistant II	30	4,036	4,238	4,451	4,674	4,909
Auditorium Leadworker	134	5,115	5,360	5,602		
Auditorium Worker	129A	4,595	4,800	5,013		
Automotive Body Mechanic	138	5,830	6,112	6,417		
Bookmobile Driver/Library Asst	32B	4,159	4,321	4,496	4,687	4,878
Building Inspector	52B	6,065	6,360	6,680	7,006	7,347
Building Trade Worker I	51A	4,956	5,196	5,456		
Building Trade Worker II	138	5,830	6,112	6,417		
Building Trade Worker III	141	6,139	6,443	6,739		
Business License Field Investigator	34	4,331	4,492	4,657	4,831	5,032
Business License Specialist	126	4,868	5,085	5,310	5,532	5,798
Buyer I	43H	5,148	5,375	5,614	5,873	6,145
Buyer II	52D	6,182	6,478	6,804	7,134	7,483
Cable TV Engineering Support Assistant	545A	3,538	3,715	3,904	4,098	4,304
Cable TV Production Support Assistant	545	3,205	3,371	3,538	3,715	3,912
Carpenter	138	5,830	6,112	6,417	-	-
Chief Of Party	52A	5,770	6,049	6,351	6,661	6,987
City Clerk Assistant	14	3,967	4,165	4,373	4,594	4,823
City Clerk Technician	14	3,967	4,165	4,373	4,594	4,823
Claims Assistant I	14A	3,778	3,967	4,165	4,375	4,594
Claims Assistant II	34A	4,274	4,487	4,710	4,947	5,194
Code Enforcement Officer I	42A	4,727	4,940	5,159	5,377	5,577
Code Enforcement Officer II	52B	6,065	6,360	6,680	7,006	7,347
Collection System Leadworker	138D	6,763	7,089	7,442		
Collection System Maintenance Worker	133D	5,302	5,546	5,805		
Comb. Equip. Mechanic	138	5,830	6,112	6,417		
Comb. Equip. Mechanic Leadworker	140	6,112	6,417	6,729		
Comb. Welder	138	5,830	6,112	6,417		
Communication Call Taker	14A	3,778	3,967	4,165	4,375	4,594
Communication Dispatcher I	32C	4,694	4,875	5,074	5,290	5,503
Communication Dispatcher II	41C	5,628	5,851	6,114	6,388	6,677
Community Develop. Assistant I	32	3,685	3,829	3,983	4,151	4,325

Community Develop. Assistant II	42	4,500	4,702	4,910	5,115	5,360
Community Develop. Const. Rep I	43	4,595	4,800	5,013	5,243	5,487
Community Develop. Const. Rep II	52	5,602	5,873	6,166	6,467	6,783
Community Services Technician I	14	3,967	4,165	4,373	4,594	4,823
Community Services Technician II	36D	4,631	4,828	5,027	5,230	5,467
Construction Assistant	132	5,156	5,371	5,628	-	-
Construction Inspector I	49	5,243	5,487	5,724	6,019	6,317
Construction Inspector II	52C	5,830	6,113	6,417	6,729	7,061
Crime Analysis Assistant	42A	4,727	4,940	5,159	5,377	5,577
Crime Prevention Specialist	38A	4,849	5,054	5,256	5,494	5,738
Crime Scene Assistant	42A	4,727	4,940	5,159	5,377	5,577
Curator's Assistant	18	3,974	4,172	4,381	4,600	4,829
Duplicating Mail Specialist I	12	3,612	3,793	3,983	4,183	4,391
Duplicating Mail Specialist II	18	3,974	4,172	4,381	4,600	4,829
Electrician	141	6,139	6,443	6,739		
Employment Program Specialist I	36A	4,471	4,694	4,929	5,175	5,434
Employment Program Specialist II	36C	4,972	5,307	5,483	5,758	6,047
Engineer I	49E	5,143	5,393	5,634	5,934	6,239
Engineer II	53	5,934	6,239	6,535	6,862	7,209
Environmental Compliance Inspector	52G	6,287	6,588	6,919	7,256	7,610
Equipment Mechanic I	125	4,240	4,417	4,595		
Equipment Mechanic II	129	4,781	4,996	5,216		
Equipment Mechanic III	134	5,115	5,360	5,602		
Equipment Mechanic IV	135A	5,456	5,708	5,955		
Equipment Operator	134	5,115	5,360	5,602		
Equipment Parts Specialist	138	5,830	6,112	6,417		
Equipment Parts Storekeeper	123	4,500	4,725	4,962		
Executive Secretary I	38C	4,806	5,047	5,300	5,566	5,845
Executive Secretary II	38D	5,300	5,564	5,845	6,137	6,444
Family Literacy Specialist	37B	4,589	4,787	4,985	5,187	5,421
Gardener	129	4,781	4,996	5,216		
Graffiti Abatement Specialist	125	4,240	4,417	4,595		
Graphic Illustrator	48	5,115	5,360	5,602	5,873	6,166
Groundskeeper-Gardener	125	4,240	4,417	4,595		
Housing Finance Represent. I	43	4,595	4,800	5,013	5,243	5,487
Housing Finance Represent. II	52	5,602	5,873	6,166	6,467	6,783
Housing Groundskeeper	124	4,151	4,325	4,500	-	-
Housing Lead Groundskeeper	127	4,417	4,595	4,800	-	-
Housing Program Specialist I	14A	3,778	3,967	4,165	4,375	4,594
Housing Program Specialist II	34A	4,274	4,487	4,710	4,947	5,194
Housing Program Specialist III	36D	4,631	4,828	5,027	5,230	5,467
Housing Rehab. Specialist	52	5,602	5,873	6,166	6,467	6,783
Housing Representative I	32	3,685	3,829	3,983	4,151	4,325
Housing Representative II	48	5,115	5,360	5,602	5,873	6,166
Human Resources Technician I	14	3,967	4,165	4,373	4,594	4,823
Human Resources Technician II	34A	4,274	4,487	4,710	4,947	5,194
Human Resources Technician III	46	4,910	5,115	5,360	5,602	5,873
Information Technology Assistant	44	5,110	5,336	5,558	5,824	6,088
Jailer	40	4,650	4,837	5,055	5,278	5,499
Job Developer	51	5,487	5,724	6,019	6,317	6,611
Junior Engineering Aide	35A	3,987	4,142	4,328	4,502	4,680
Junior Engineering Drafter	125	4,240	4,417	4,595	-	-
Lead Police Records Specialist	46	4,910	5,115	5,360	5,602	5,873
Learning Center Manager I	37B	4,589	4,787	4,985	5,187	5,421
Learning Center Manager II	40B	4,693	4,927	5,175	5,434	5,707
Legal Secretary	40C	4,927	5,174	5,433	5,704	5,990

Librarian I	42B	5,077	5,307	5,543	5,775	6,047
Librarian II	46B	5,543	5,775	6,047	6,328	6,628
Library Assistant I	12	3,612	3,793	3,983	4,183	4,391
Library Assistant II	18	3,974	4,172	4,381	4,600	4,829
Library Associate	37	4,470	4,693	4,927	5,175	5,434
Library Info. Sys. Support Tech	34A	4,274	4,487	4,710	4,947	5,194
Low Income Public Housing Asset Specialist	36D	4,631	4,828	5,027	5,230	5,467
Maintenance Clerk	28	3,399	3,540	3,685	3,829	3,983
Maintenance Leadworker	135A	5,456	5,708	5,955		
Maintenance Mechanic I	125A	4,388	4,571	4,756		
Maintenance Mechanic II	132	5,156	5,371	5,628		
Maintenance Mechanic III	135A	5,456	5,708	5,955		
Maintenance Utility Worker	119	3,755	3,914	4,068		
Maintenance Worker I	125	4,240	4,417	4,595		
Maintenance Worker II	129	4,781	4,996	5,216		
Marina Maintenance Worker	129	4,781	4,996	5,216		
MIS Technician	44	5,110	5,336	5,558	5,824	6,088
Modernization Programs Specialist	46	4,910	5,115	5,360	5,602	5,873
Museum Curator	42B	5,077	5,307	5,543	5,775	6,047
Neighborhood Change Agent	14A	3,778	3,967	4,165	4,375	4,594
Office Assistant I	8	3,455	3,625	3,806	3,998	4,197
Office Assistant II	14	3,967	4,165	4,373	4,594	4,823
Office Specialist	34A	4,274	4,487	4,710	4,947	5,194
Painter	138	5,830	6,112	6,417		
Paratransit Assistant	8	3,455	3,625	3,806	3,998	4,197
Paratransit Driver	850A	2,926	3,094	3,226	3,385	3,556
Paratransit Driver Leadworker	73	4,970	5,218	5,480		
Parking Enforcement Rep	34	4,331	4,492	4,657	4,831	5,032
Parks Constr. & Mtce. Worker	134	5,115	5,360	5,602		
Parks Equipment Parts Specialist	138	5,830	6,112	6,417		
Payroll Coordinator	46A	5,337	5,560	5,823	6,088	6,382
Payroll Specialist	34A	4,274	4,487	4,710	4,947	5,194
Permit Technician I	14	3,967	4,165	4,373	4,594	4,823
Permit Technician II	46	4,910	5,115	5,360	5,602	5,873
Planner I	43G	5,055	5,280	5,513	5,767	6,036
Planner II	52G	6,287	6,588	6,919	7,256	7,610
Planning Technician I	28B	4,221	4,394	4,574	4,752	4,945
Planning Technician II	36B	4,945	5,154	5,367	5,584	5,837
Police Assistant	34	4,331	4,492	4,657	4,831	5,032
Police Property Technician	37B	4,589	4,787	4,985	5,187	5,421
Police Records Specialist	34A	4,274	4,487	4,710	4,947	5,194
Police Report Transcriber	18	3,974	4,172	4,381	4,600	4,829
Property Maint & Housing Inspector	52B	6,065	6,360	6,680	7,006	7,347
Purchasing Assistant	38	4,151	4,325	4,500	4,702	4,910
Recreation Program Coordinator	41	4,813	5,008	5,231	5,463	5,714
Resident Housing Manager	9	1,703	1,786	1,876	1,969	2,069
Secretary	34A	4,274	4,487	4,710	4,947	5,194
Secretary To Mayor	38C	4,806	5,047	5,300	5,566	5,845
Senior Accounting Assistant	37	4,470	4,693	4,927	5,175	5,434
Senior Building Inspector	128	7,090	7,446	7,808	8,190	8,577
Senior Cable TV Prod. Support Assistant	545A	3,538	3,715	3,904	4,098	4,304
Senior Duplicating/Mail Assist.	34A	4,274	4,487	4,710	4,947	5,194
Senior Engineering Aide	43	4,595	4,800	5,013	5,243	5,487
Senior Engineering Drafter	45	4,800	5,013	5,243	5,487	5,724
Senior Environmental Compliance Inspector	128	7,090	7,446	7,808	8,190	8,577
Senior Equipment Parts Specialist	140	6,112	6,417	6,729		

Senior Library Assistant	34A	4,274	4,487	4,710	4,947	5,194
Senior Office Assistant	34A	4,274	4,487	4,710	4,947	5,194
Senior Treatment Plant Operator	137D	6,595	6,880	7,234		
Sewer Maintenance Operator	135D	6,329	6,621	6,913		
Sewer Maintenance Lead Worker	138D	6,763	7,089	7,442		
Sewer Maintenance Worker I	134	5,115	5,360	5,602		
Sewer Maintenance Worker II	133D	5,302	5,546	5,805		
Source Control Inspector I	47D	5,628	5,888	6,160	6,430	6,758
Source Control Inspector II	54B	6,112	6,417	6,730	7,058	7,392
Source Control Inspector III	59B	6,624	6,973	7,340	7,726	8,133
Stationary Engineer	138	5,830	6,112	6,417		
Storekeeper	38	4,151	4,325	4,500	4,702	4,910
Survey Instrument Operator	47	5,163	5,400	5,652	5,895	6,200
Telephone/Radio Specialist	137A	5,553	5,830	6,111	6,417	6,738
Traffic Technician	44	5,110	5,336	5,558	5,824	6,088
Treatment Plant Chemist	54B	6,112	6,417	6,730	7,058	7,392
Treatment Plant Lab Technician	44E	5,279	5,513	5,745	6,011	6,292
Treatment Plant Maintenance. Mech.	135D	6,329	6,621	6,913		
Treatment Plant Mtce Mech Ldwkr	138D	6,763	7,089	7,442		
Treatment Plant Operator	133D	5,302	5,546	5,805		
Tree Leadworker	135A	5,456	5,708	5,955		
Urban Planner	59A	6,620	6,943	7,292	7,644	8,012
Utility Leadworker	135A	5,456	5,708	5,955		
Utility Worker I	125	4,240	4,417	4,595		
Utility Worker II	129	4,781	4,996	5,216		
Volunteer Tutor/Learner Coordinator	37B	4,589	4,787	4,985	5,187	5,421
Weed Abatement Inspector	43A	4,436	4,657	4,889	5,134	5,392
Work Experience Coordinator.	40	4,650	4,837	5,055	5,278	5,499
Worker's Compensation Claims Examiner	42C	5,818	6,084	6,345	6,614	6,928
Workforce Development Support Specialist	36C	4,972	5,307	5,483	5,758	6,047
Youth Services Program Assistant	46	4,910	5,115	5,360	5,602	5,873

**City of Richmond**  
**SEIU Local 1021 Full - Time General Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2018**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	43H	5,148	5,375	5,614	5,873	6,145
Accountant II	52D	6,182	6,478	6,804	7,134	7,483
Accounting Assistant I	12	3,612	3,793	3,983	4,183	4,391
Accounting Assistant II	30	4,036	4,238	4,451	4,674	4,909
Administrative Aide	46	4,910	5,115	5,360	5,602	5,873
Administrative Secretary	38C	4,806	5,047	5,300	5,566	5,845
Administrative Technician	42A	4,727	4,940	5,159	5,377	5,577
Administrative Trainee	32	3,685	3,829	3,983	4,151	4,325
Aquatic Specialist	8	3,455	3,625	3,806	3,998	4,197
Assistant City Clerk	052C	5,830	6,113	6,417	6,729	7,061
Assistant Police Property Tech	34	4,331	4,492	4,657	4,831	5,032
Assisted Housing Prog Insp I	44	5,110	5,336	5,558	5,824	6,088
Assisted Housing Prog Insp II	46B	5,543	5,775	6,047	6,328	6,628
Audit Assistant I	12	3,612	3,793	3,983	4,183	4,391
Audit Assistant II	30	4,036	4,238	4,451	4,674	4,909
Auditorium Leadworker	134	5,115	5,360	5,602		
Auditorium Worker	129A	4,595	4,800	5,013		
Automotive Body Mechanic	138	5,830	6,112	6,417		
Bookmobile Driver/Library Asst	32B	4,159	4,321	4,496	4,687	4,878
Building Inspector	52B	6,065	6,360	6,680	7,006	7,347
Building Trade Worker I	51A	4,956	5,196	5,456		
Building Trade Worker II	138	5,830	6,112	6,417		
Building Trade Worker III	141	6,139	6,443	6,739		
Business License Field Investigator	34	4,331	4,492	4,657	4,831	5,032
Business License Specialist	126	4,868	5,085	5,310	5,532	5,798
Buyer I	43H	5,148	5,375	5,614	5,873	6,145
Buyer II	52D	6,182	6,478	6,804	7,134	7,483
Cable TV Engineering Support Assistant	545A	3,538	3,715	3,904	4,098	4,304
Cable TV Production Support Assistant	545	3,205	3,371	3,538	3,715	3,912
Carpenter	138	5,830	6,112	6,417	-	-
Chief Of Party	52A	5,770	6,049	6,351	6,661	6,987
City Clerk Assistant	14	3,967	4,165	4,373	4,594	4,823
City Clerk Technician	14	3,967	4,165	4,373	4,594	4,823
Claims Assistant I	14A	3,778	3,967	4,165	4,375	4,594
Claims Assistant II	34A	4,274	4,487	4,710	4,947	5,194
Code Enforcement Officer I	42A	4,727	4,940	5,159	5,377	5,577
Code Enforcement Officer II	52B	6,065	6,360	6,680	7,006	7,347
Collection System Leadworker	138D	6,763	7,089	7,442		
Collection System Maintenance Worker	133D	5,302	5,546	5,805		
Comb. Equip. Mechanic	138	5,830	6,112	6,417		
Comb. Equip. Mechanic Leadworker	140	6,112	6,417	6,729		
Comb. Welder	138	5,830	6,112	6,417		
Communication Call Taker	14A	3,778	3,967	4,165	4,375	4,594
Communication Dispatcher I	32C	4,694	4,875	5,074	5,290	5,503
Communication Dispatcher II	41C	5,628	5,851	6,114	6,388	6,677
Community Develop. Assistant I	32	3,685	3,829	3,983	4,151	4,325

Community Develop. Assistant II	42	4,500	4,702	4,910	5,115	5,360
Community Develop. Const. Rep I	43	4,595	4,800	5,013	5,243	5,487
Community Develop. Const. Rep II	52	5,602	5,873	6,166	6,467	6,783
Community Services Technician I	14	3,967	4,165	4,373	4,594	4,823
Community Services Technician II	36D	4,631	4,828	5,027	5,230	5,467
Construction Assistant	132	5,156	5,371	5,628	-	-
Construction Inspector I	49	5,243	5,487	5,724	6,019	6,317
Construction Inspector II	52C	5,830	6,113	6,417	6,729	7,061
Crime Analysis Assistant	42A	4,727	4,940	5,159	5,377	5,577
Crime Prevention Specialist	38A	4,849	5,054	5,256	5,494	5,738
Crime Scene Assistant	42A	4,727	4,940	5,159	5,377	5,577
Curator's Assistant	18	3,974	4,172	4,381	4,600	4,829
Duplicating Mail Specialist I	12	3,612	3,793	3,983	4,183	4,391
Duplicating Mail Specialist II	18	3,974	4,172	4,381	4,600	4,829
Electrician	141	6,139	6,443	6,739		
Employment Program Specialist I	36A	4,471	4,694	4,929	5,175	5,434
Employment Program Specialist II	36C	4,972	5,307	5,483	5,758	6,047
Engineer I	49E	5,143	5,393	5,634	5,934	6,239
Engineer II	53	5,934	6,239	6,535	6,862	7,209
Environmental Compliance Inspector	52G	6,287	6,588	6,919	7,256	7,610
Equipment Mechanic I	125	4,240	4,417	4,595		
Equipment Mechanic II	129	4,781	4,996	5,216		
Equipment Mechanic III	134	5,115	5,360	5,602		
Equipment Mechanic IV	135A	5,456	5,708	5,955		
Equipment Operator	134	5,115	5,360	5,602		
Equipment Parts Specialist .	138	5,830	6,112	6,417		
Equipment Parts Storekeeper	123	4,500	4,725	4,962		
Executive Secretary I	38C	4,806	5,047	5,300	5,566	5,845
Executive Secretary II	38D	5,300	5,564	5,845	6,137	6,444
Family Literacy Specialist	37B	4,589	4,787	4,985	5,187	5,421
Gardener	129	4,781	4,996	5,216		
Graffiti Abatement Specialist	125	4,240	4,417	4,595		
Graphic Illustrator	48	5,115	5,360	5,602	5,873	6,166
Groundskeeper-Gardener	125	4,240	4,417	4,595		
Housing Finance Represent. I	43	4,595	4,800	5,013	5,243	5,487
Housing Finance Represent. II	52	5,602	5,873	6,166	6,467	6,783
Housing Groundskeeper	124	4,151	4,325	4,500	-	-
Housing Lead Groundskeeper	127	4,417	4,595	4,800	-	-
Housing Program Specialist I	14A	3,778	3,967	4,165	4,375	4,594
Housing Program Specialist II	34A	4,274	4,487	4,710	4,947	5,194
Housing Program Specialist III	36D	4,631	4,828	5,027	5,230	5,467
Housing Rehab. Specialist	52	5,602	5,873	6,166	6,467	6,783
Housing Representative I	32	3,685	3,829	3,983	4,151	4,325
Housing Representative II	48	5,115	5,360	5,602	5,873	6,166
Human Resources Technician I	14	3,967	4,165	4,373	4,594	4,823
Human Resources Technician II	34A	4,274	4,487	4,710	4,947	5,194
Human Resources Technician III	46	4,910	5,115	5,360	5,602	5,873
Information Technology Assistant	44	5,110	5,336	5,558	5,824	6,088
Jailer	40	4,650	4,837	5,055	5,278	5,499
Job Developer	51	5,487	5,724	6,019	6,317	6,611
Junior Engineering Aide	35A	3,987	4,142	4,328	4,502	4,680
Junior Engineering Drafter	125	4,240	4,417	4,595	-	-
Lead Police Records Specialist	46	4,910	5,115	5,360	5,602	5,873
Learning Center Manager I	37B	4,589	4,787	4,985	5,187	5,421
Learning Center Manager II	40B	4,693	4,927	5,175	5,434	5,707
Legal Secretary	40C	4,927	5,174	5,433	5,704	5,990

Librarian I	42B	5,077	5,307	5,543	5,775	6,047
Librarian II	46B	5,543	5,775	6,047	6,328	6,628
Library Assistant I	12	3,612	3,793	3,983	4,183	4,391
Library Assistant II	18	3,974	4,172	4,381	4,600	4,829
Library Associate	37	4,470	4,693	4,927	5,175	5,434
Library Info. Sys. Support Tech	34A	4,274	4,487	4,710	4,947	5,194
Low Income Public Housing Asset Specialist	36D	4,631	4,828	5,027	5,230	5,467
Maintenance Clerk	28	3,399	3,540	3,685	3,829	3,983
Maintenance Leadworker	135A	5,456	5,708	5,955		
Maintenance Mechanic I	125A	4,388	4,571	4,756		
Maintenance Mechanic II	132	5,156	5,371	5,628		
Maintenance Mechanic III	135A	5,456	5,708	5,955		
Maintenance Utility Worker	119	3,755	3,914	4,068		
Maintenance Worker I	125	4,240	4,417	4,595		
Maintenance Worker II	129	4,781	4,996	5,216		
Marina Maintenance Worker	129	4,781	4,996	5,216		
MIS Technician	44	5,110	5,336	5,558	5,824	6,088
Modernization Programs Specialist	46	4,910	5,115	5,360	5,602	5,873
Museum Curator	42B	5,077	5,307	5,543	5,775	6,047
Neighborhood Change Agent	14A	3,778	3,967	4,165	4,375	4,594
Office Assistant I	8	3,455	3,625	3,806	3,998	4,197
Office Assistant II	14	3,967	4,165	4,373	4,594	4,823
Office Specialist	34A	4,274	4,487	4,710	4,947	5,194
Painter	138	5,830	6,112	6,417		
Paratransit Assistant	8	3,455	3,625	3,806	3,998	4,197
Paratransit Driver	850A	2,926	3,094	3,226	3,385	3,556
Paratransit Driver Leadworker	73	4,970	5,218	5,480		
Parking Enforcement Rep	34	4,331	4,492	4,657	4,831	5,032
Parks Constr. & Mtce. Worker	134	5,115	5,360	5,602		
Parks Equipment Parts Specialist	138	5,830	6,112	6,417		
Payroll Coordinator	46A	5,337	5,560	5,823	6,088	6,382
Payroll Specialist	34A	4,274	4,487	4,710	4,947	5,194
Permit Technician I	14	3,967	4,165	4,373	4,594	4,823
Permit Technician II	46	4,910	5,115	5,360	5,602	5,873
Planner I	43G	5,055	5,280	5,513	5,767	6,036
Planner II	52G	6,287	6,588	6,919	7,256	7,610
Planning Technician I	28B	4,221	4,394	4,574	4,752	4,945
Planning Technician II	36B	4,945	5,154	5,367	5,584	5,837
Police Assistant	34	4,331	4,492	4,657	4,831	5,032
Police Property Technician	37B	4,589	4,787	4,985	5,187	5,421
Police Records Specialist	34A	4,274	4,487	4,710	4,947	5,194
Police Report Transcriber	18	3,974	4,172	4,381	4,600	4,829
Property Maint & Housing Inspector	52B	6,065	6,360	6,680	7,006	7,347
Purchasing Assistant	38	4,151	4,325	4,500	4,702	4,910
Recreation Program Coordinator	41	4,813	5,008	5,231	5,463	5,714
Resident Housing Manager	9	1,703	1,786	1,876	1,969	2,069
Secretary	34A	4,274	4,487	4,710	4,947	5,194
Secretary To Mayor	38C	4,806	5,047	5,300	5,566	5,845
Senior Accounting Assistant	37	4,470	4,693	4,927	5,175	5,434
Senior Building Inspector	128	7,090	7,446	7,808	8,190	8,577
Senior Cable TV Prod. Support Assistant	545A	3,538	3,715	3,904	4,098	4,304
Senior Duplicating/Mail Assist.	34A	4,274	4,487	4,710	4,947	5,194
Senior Engineering Aide	43	4,595	4,800	5,013	5,243	5,487
Senior Engineering Drafter	45	4,800	5,013	5,243	5,487	5,724
Senior Environmental Compliance Inspector	128	7,090	7,446	7,808	8,190	8,577
Senior Equipment Parts Specialist	140	6,112	6,417	6,729		

Senior Library Assistant	34A	4,274	4,487	4,710	4,947	5,194
Senior Office Assistant	34A	4,274	4,487	4,710	4,947	5,194
Senior Treatment Plant Operator	137D	6,595	6,880	7,234		
Sewer Maintenance Operator	135D	6,329	6,621	6,913		
Sewer Maintenance Lead Worker	138D	6,763	7,089	7,442		
Sewer Maintenance Worker I	134	5,115	5,360	5,602		
Sewer Maintenance Worker II	133D	5,302	5,546	5,805		
Source Control Inspector I	47D	5,628	5,888	6,160	6,430	6,758
Source Control Inspector II	54B	6,112	6,417	6,730	7,058	7,392
Source Control Inspector III	59B	6,624	6,973	7,340	7,726	8,133
Stationary Engineer	138	5,830	6,112	6,417		
Storekeeper	38	4,151	4,325	4,500	4,702	4,910
Survey Instrument Operator	47	5,163	5,400	5,652	5,895	6,200
Telephone/Radio Specialist	137A	5,553	5,830	6,111	6,417	6,738
Traffic Technician	44	5,110	5,336	5,558	5,824	6,088
Treatment Plant Chemist	54B	6,112	6,417	6,730	7,058	7,392
Treatment Plant Lab Technician	44E	5,279	5,513	5,745	6,011	6,292
Treatment Plant Maintenance. Mech.	135D	6,329	6,621	6,913		
Treatment Plant Mtce Mech Ldwkr	138D	6,763	7,089	7,442		
Treatment Plant Operator	133D	5,302	5,546	5,805		
Tree Leadworker	135A	5,456	5,708	5,955		
Urban Planner	59A	6,620	6,943	7,292	7,644	8,012
Utility Leadworker	135A	5,456	5,708	5,955		
Utility Worker I	125	4,240	4,417	4,595		
Utility Worker II	129	4,781	4,996	5,216		
Volunteer Tutor/Learner Coordinator	37B	4,589	4,787	4,985	5,187	5,421
Weed Abatement Inspector	43A	4,436	4,657	4,889	5,134	5,392
Work Experience Coordinator.	40	4,650	4,837	5,055	5,278	5,499
Worker's Compensation Claims Examiner	42C	5,818	6,084	6,345	6,614	6,928
Workforce Development Support Specialist	36C	4,972	5,307	5,483	5,758	6,047
Youth Services Program Assistant	46	4,910	5,115	5,360	5,602	5,873

**City of Richmond**  
**SEIU Local 1021 Full - Time General Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2019**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	43H	5,148	5,375	5,614	5,873	6,145
Accountant II	52D	6,182	6,478	6,804	7,134	7,483
Accounting Assistant I	12	3,612	3,793	3,983	4,183	4,391
Accounting Assistant II	30	4,036	4,238	4,451	4,674	4,909
Administrative Aide	46	4,910	5,115	5,360	5,602	5,873
Administrative Secretary	38C	4,806	5,047	5,300	5,566	5,845
Administrative Technician	42A	4,727	4,940	5,159	5,377	5,577
Administrative Trainee	32	3,685	3,829	3,983	4,151	4,325
Aquatic Specialist	8	3,455	3,625	3,806	3,998	4,197
Assistant City Clerk	052C	5,830	6,113	6,417	6,729	7,061
Assistant Police Property Tech	34	4,331	4,492	4,657	4,831	5,032
Assisted Housing Prog Insp I	44	5,110	5,336	5,558	5,824	6,088
Assisted Housing Prog Insp II	46B	5,543	5,775	6,047	6,328	6,628
Audit Assistant I	12	3,612	3,793	3,983	4,183	4,391
Audit Assistant II	30	4,036	4,238	4,451	4,674	4,909
Auditorium Leadworker	134	5,115	5,360	5,602		
Auditorium Worker	129A	4,595	4,800	5,013		
Automotive Body Mechanic	138	5,830	6,112	6,417		
Bookmobile Driver/Library Asst	32B	4,159	4,321	4,496	4,687	4,878
Building Inspector	52B	6,065	6,360	6,680	7,006	7,347
Building Trade Worker I	51A	4,956	5,196	5,456		
Building Trade Worker II	138	5,830	6,112	6,417		
Building Trade Worker III	141	6,139	6,443	6,739		
Business License Field Investigator	34	4,331	4,492	4,657	4,831	5,032
Business License Specialist	126	4,868	5,085	5,310	5,532	5,798
Buyer I	43H	5,148	5,375	5,614	5,873	6,145
Buyer II	52D	6,182	6,478	6,804	7,134	7,483
Cable TV Engineering Support Assistant	545A	3,538	3,715	3,904	4,098	4,304
Cable TV Production Support Assistant	545	3,205	3,371	3,538	3,715	3,912
Carpenter	138	5,830	6,112	6,417	-	-
Chief Of Party	52A	5,770	6,049	6,351	6,661	6,987
City Clerk Assistant	14	3,967	4,165	4,373	4,594	4,823
City Clerk Technician	14	3,967	4,165	4,373	4,594	4,823
Claims Assistant I	14A	3,778	3,967	4,165	4,375	4,594
Claims Assistant II	34A	4,274	4,487	4,710	4,947	5,194
Code Enforcement Officer I	42A	4,727	4,940	5,159	5,377	5,577
Code Enforcement Officer II	52B	6,065	6,360	6,680	7,006	7,347
Collection System Leadworker	138D	6,763	7,089	7,442		
Collection System Maintenance Worker	133D	5,302	5,546	5,805		
Comb. Equip. Mechanic	138	5,830	6,112	6,417		
Comb. Equip. Mechanic Leadworker	140	6,112	6,417	6,729		
Comb. Welder	138	5,830	6,112	6,417		
Communication Call Taker	14A	3,778	3,967	4,165	4,375	4,594
Communication Dispatcher I	32C	4,694	4,875	5,074	5,290	5,503
Communication Dispatcher II	41C	5,628	5,851	6,114	6,388	6,677
Community Develop. Assistant I	32	3,685	3,829	3,983	4,151	4,325

Community Develop. Assistant II	42	4,500	4,702	4,910	5,115	5,360
Community Develop. Const. Rep I	43	4,595	4,800	5,013	5,243	5,487
Community Develop. Const. Rep II	52	5,602	5,873	6,166	6,467	6,783
Community Services Technician I	14	3,967	4,165	4,373	4,594	4,823
Community Services Technician II	36D	4,631	4,828	5,027	5,230	5,467
Construction Assistant	132	5,156	5,371	5,628	-	-
Construction Inspector I	49	5,243	5,487	5,724	6,019	6,317
Construction Inspector II	52C	5,830	6,113	6,417	6,729	7,061
Crime Analysis Assistant	42A	4,727	4,940	5,159	5,377	5,577
Crime Scene Assistant	42A	4,727	4,940	5,159	5,377	5,577
Crime Prevention Specialist	38A	4,849	5,054	5,256	5,494	5,738
Curator's Assistant	18	3,974	4,172	4,381	4,600	4,829
Deputy City Clerk Assistant	34A	4,274	4,487	4,710	4,947	5,194
Duplicating Mail Specialist I	12	3,612	3,793	3,983	4,183	4,391
Duplicating Mail Specialist II	18	3,974	4,172	4,381	4,600	4,829
Electrician	141	6,139	6,443	6,739		
Employment Program Specialist I	36A	4,471	4,694	4,929	5,175	5,434
Employment Program Specialist II	36C	4,972	5,307	5,483	5,758	6,047
Engineer I	49E	5,143	5,393	5,634	5,934	6,239
Engineer II	53	5,934	6,239	6,535	6,862	7,209
Equipment Mechanic I	125	4,240	4,417	4,595		
Equipment Mechanic II	129	4,781	4,996	5,216		
Equipment Mechanic III	134	5,115	5,360	5,602		
Equipment Mechanic IV	135A	5,456	5,708	5,955		
Equipment Operator	134	5,115	5,360	5,602		
Equipment Parts Specialist .	138	5,830	6,112	6,417		
Equipment Parts Storekeeper	123	4,500	4,725	4,962		
Executive Secretary I	38C	4,806	5,047	5,300	5,566	5,845
Executive Secretary II	38D	5,300	5,564	5,845	6,137	6,444
Family Literacy Specialist	37B	4,589	4,787	4,985	5,187	5,421
Gardener	129	4,781	4,996	5,216		
Graffiti Abatement Specialist	125	4,240	4,417	4,595		
Graphic Illustrator	48	5,115	5,360	5,602	5,873	6,166
Groundskeeper-Gardener	125	4,240	4,417	4,595		
Housing Finance Represent. I	43	4,595	4,800	5,013	5,243	5,487
Housing Finance Represent. II	52	5,602	5,873	6,166	6,467	6,783
Housing Groundskeeper	124	4,151	4,325	4,500	-	-
Housing Lead Groundskeeper	127	4,417	4,595	4,800	-	-
Housing Program Specialist I	14A	3,778	3,967	4,165	4,375	4,594
Housing Program Specialist II	34A	4,274	4,487	4,710	4,947	5,194
Housing Program Specialist III	36D	4,631	4,828	5,027	5,230	5,467
Housing Rehab. Specialist	52	5,602	5,873	6,166	6,467	6,783
Housing Representative I	32	3,685	3,829	3,983	4,151	4,325
Housing Representative II	48	5,115	5,360	5,602	5,873	6,166
Human Resources Technician I	14	3,967	4,165	4,373	4,594	4,823
Human Resources Technician II	34A	4,274	4,487	4,710	4,947	5,194
Human Resources Technician III	46	4,910	5,115	5,360	5,602	5,873
Information Technology Assistant	44	5,110	5,336	5,558	5,824	6,088
Jailer	40	4,650	4,837	5,055	5,278	5,499
Job Developer	51	5,487	5,724	6,019	6,317	6,611
Junior Engineering Aide	35A	3,987	4,142	4,328	4,502	4,680
Junior Engineering Drafter	125	4,240	4,417	4,595	-	-
Lead Police Records Specialist	46	4,910	5,115	5,360	5,602	5,873
Learning Center Manager I	37B	4,589	4,787	4,985	5,187	5,421
Learning Center Manager II	40B	4,693	4,927	5,175	5,434	5,707
Legal Secretary	40C	4,927	5,174	5,433	5,704	5,990

Librarian I	42B	5,077	5,307	5,543	5,775	6,047
Librarian II	46B	5,543	5,775	6,047	6,328	6,628
Library Assistant I	12	3,612	3,793	3,983	4,183	4,391
Library Assistant II	18	3,974	4,172	4,381	4,600	4,829
Library Associate	37	4,470	4,693	4,927	5,175	5,434
Library Info. Sys. Support Tech	34A	4,274	4,487	4,710	4,947	5,194
Low Income Public Housing Asset Specialist	36D	4,631	4,828	5,027	5,230	5,467
Maintenance Clerk	28	3,399	3,540	3,685	3,829	3,983
Maintenance Leadworker	135A	5,456	5,708	5,955		
Maintenance Mechanic I	125A	4,388	4,571	4,756		
Maintenance Mechanic II	132	5,156	5,371	5,628		
Maintenance Mechanic III	135A	5,456	5,708	5,955		
Maintenance Utility Worker	119	3,755	3,914	4,068		
Maintenance Worker I	125	4,240	4,417	4,595		
Maintenance Worker II	129	4,781	4,996	5,216		
Marina Maintenance Worker	129	4,781	4,996	5,216		
MIS Technician	44	5,110	5,336	5,558	5,824	6,088
Modernization Programs Specialist	46	4,910	5,115	5,360	5,602	5,873
Museum Curator	42B	5,077	5,307	5,543	5,775	6,047
Neighborhood Change Agent	14A	3,778	3,967	4,165	4,375	4,594
Office Assistant I	8	3,455	3,625	3,806	3,998	4,197
Office Assistant II	14	3,967	4,165	4,373	4,594	4,823
Office Specialist	34A	4,274	4,487	4,710	4,947	5,194
Painter	138	5,830	6,112	6,417		
Paratranist Assistant	8	3,455	3,625	3,806	3,998	4,197
Paratranist Driver	850A	2,926	3,094	3,226	3,385	3,556
Paratransit Driver Leadworker	73	4,970	5,218	5,480		
Parking Enforcement Rep	34	4,331	4,492	4,657	4,831	5,032
Parks Constr. & Mtce. Worker	134	5,115	5,360	5,602		
Parks Equipment Parts Specialist	138	5,830	6,112	6,417		
Payroll Coordinator	46A	5,337	5,560	5,823	6,088	6,382
Payroll Specialist	34A	4,274	4,487	4,710	4,947	5,194
Permit Technician I	14	3,967	4,165	4,373	4,594	4,823
Permit Technician II	46	4,910	5,115	5,360	5,602	5,873
Planner I	43G	5,055	5,280	5,513	5,767	6,036
Planner II	52G	6,287	6,588	6,919	7,256	7,610
Planning Technician I	28B	4,221	4,394	4,574	4,752	4,945
Planning Technician II	36B	4,945	5,154	5,367	5,584	5,837
Police Assistant	34	4,331	4,492	4,657	4,831	5,032
Police Property Technician	37B	4,589	4,787	4,985	5,187	5,421
Police Records Specialist	34A	4,274	4,487	4,710	4,947	5,194
Police Report Transcriber	18	3,974	4,172	4,381	4,600	4,829
Property Maint & Housing Inspector	52B	6,065	6,360	6,680	7,006	7,347
Purchasing Assistant	38	4,151	4,325	4,500	4,702	4,910
Recreation Program Coordinator	41	4,813	5,008	5,231	5,463	5,714
Resident Housing Manager	9	1,703	1,786	1,876	1,969	2,069
Secretary	34A	4,274	4,487	4,710	4,947	5,194
Secretary To Mayor	38C	4,806	5,047	5,300	5,566	5,845
Senior Accounting Assistant	37	4,470	4,693	4,927	5,175	5,434
Senior Building Inspector	128	7,090	7,446	7,808	8,190	8,577
Senior Cable TV Prod. Support Assistant	545A	3,538	3,715	3,904	4,098	4,304
Senior Duplicating/Mail Assist.	34A	4,274	4,487	4,710	4,947	5,194
Senior Engineering Aide	43	4,595	4,800	5,013	5,243	5,487
Senior Engineering Drafter	45	4,800	5,013	5,243	5,487	5,724
Senior Equipment Parts Specialist	140	6,112	6,417	6,729		
Senior Library Assistant	34A	4,274	4,487	4,710	4,947	5,194

Senior Office Assistant	34A	4,274	4,487	4,710	4,947	5,194
Senior Treatment Plant Operator	137D	6,595	6,880	7,234		
Sewer Maintenance Operator	135D	6,329	6,621	6,913		
Sewer Maintenance Lead Worker	138D	6,763	7,089	7,442		
Sewer Maintenance Worker I	134	5,115	5,360	5,602		
Sewer Maintenance Worker II	133D	5,302	5,546	5,805		
Source Control Inspector I	47D	5,628	5,888	6,160	6,430	6,758
Source Control Inspector II	54B	6,112	6,417	6,730	7,058	7,392
Source Control Inspector III	59B	6,624	6,973	7,340	7,726	8,133
Stationary Engineer	138	5,830	6,112	6,417		
Storekeeper	38	4,151	4,325	4,500	4,702	4,910
Survey Instrument Operator	47	5,163	5,400	5,652	5,895	6,200
Telephone/Radio Specialist	137A	5,553	5,830	6,111	6,417	6,738
Traffic Technician	44	5,110	5,336	5,558	5,824	6,088
Treatment Plant Chemist	54B	6,112	6,417	6,730	7,058	7,392
Treatment Plant Lab Technician	44E	5,279	5,513	5,745	6,011	6,292
Treatment Plant Maintenance. Mech.	135D	6,329	6,621	6,913		
Treatment Plant Mtce Mech Ldwkr	138D	6,763	7,089	7,442		
Treatment Plant Operator	133D	5,302	5,546	5,805		
Tree Leadworker	135A	5,456	5,708	5,955		
Urban Planner	59A	6,620	6,943	7,292	7,644	8,012
Utility Leadworker	135A	5,456	5,708	5,955		
Utility Worker I	125	4,240	4,417	4,595		
Utility Worker II	129	4,781	4,996	5,216		
Volunteer Tutor/Learner Coordinator	37B	4,589	4,787	4,985	5,187	5,421
Weed Abatement Inspector	43A	4,436	4,657	4,889	5,134	5,392
Work Experience Coordinator.	40	4,650	4,837	5,055	5,278	5,499
Worker's Compensation Claims Examiner	42C	5,818	6,084	6,345	6,614	6,928
Workforce Development Support Specialist	36C	4,972	5,307	5,483	5,758	6,047
Youth Services Program Assistant	46	4,910	5,115	5,360	5,602	5,873

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2015**  
**4% Increase**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Accounting Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Accounting Manager	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Administrative Librarian	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Administrative Services Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Administrative Svcs.Div.Mgr	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Art & Cultural Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Assistant Adm. Analyst	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Assistant Capital Projects Manager	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Assistant City Engineer	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Assistant Comm Dev Prog Mgr	060F	\$7,310	\$7,675	\$8,025	\$8,412	\$8,837
Assistant Director E & T	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Assistant Director Of P.W.	070C	\$10,075	\$10,580	\$11,109	\$11,664	\$12,248
Assistant Director Planning	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Assistant Harbormaster	051B	\$5,658	\$5,900	\$6,211	\$6,520	\$6,814
Assistant To The Parks Superintendent	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Assisted Housing Manager	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Associate Admin. Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Associate Civil Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Audit Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Benefits Analyst	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Budget Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Budget Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Budget Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Building Inspector Supervisor	060E	\$7,499	\$7,855	\$8,241	\$8,640	\$9,067
Building Mtce. Supervisor.	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Building Official	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Bus. Assistance Officer	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Bus. Dev. & Real Property Mgr.	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Business Analyst I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Business Analyst II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Business Systems Manager	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Cable Television Administrator	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Cable Television Engineering Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Cable Television Programming Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Capital Projects Budget Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Capital Projects Manager	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
CCTV and Wireless System Specialist	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Chief Accountant	072	\$8,686	\$9,122	\$9,578	\$10,056	\$10,559
Chief Harbor Engr/Dep Port Dir	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Chief Of Housing Development	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Chief Of Planning & Operations	070A	\$8,711	\$9,145	\$9,595	\$10,042	\$10,534
Chief Of Redevelop Projects	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Chief Stationary Engineer	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Code Enforcement Manager	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Code Enforcement Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Code Enforcement Supervisor	063A	\$6,946	\$7,292	\$7,658	\$8,040	\$8,443
Comm & Econ Develpt Finance Mgr	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Comm & Econ Develpt Oper. Specialist II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2015**  
**4% Increase**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Comm. Affairs Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Develop. Con.Svc Coord	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Develop. Finance Coord	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Develop. Program Mgr	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Comm. Prog. Plng. Specialist	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Comm. Services Admin Mgr	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Comm. Services Program Mgr	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Comm.& Econ. Develpt Oper. Specialist I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Communications Center Manager	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Communications Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Communications Shift Supervisor	055E	\$7,115	\$7,470	\$7,808	\$8,186	\$8,598
Construction & Maintenance Supvr.	139	\$6,322	\$6,651	\$6,979	\$7,328	\$7,694
Contract Compliance Prog Dir	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Contract Compliance Spec. I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Contract Compliance Spec. II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Coordinator of Neigh Services	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Crime Analyst	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Crime Prevention Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Custodial Maintenance Supervisor	052F	\$5,885	\$6,168	\$6,477	\$6,792	\$7,125
Custodial Supervisor	039D	\$4,778	\$4,984	\$5,174	\$5,417	\$5,649
Data Processing & Application Manager	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Deputy Budget & Financial Service Agy Dir	069H	\$9,398	\$9,868	\$10,361	\$10,879	\$11,422
Deputy Dir of Housing Auth	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Deputy Dir. Housing-CED	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. of Public Svcs. (City Engr.)	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. P.W. Oper/Mtce	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. Redevelopment -CED	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Dev & Capital Improve Prog Mgr	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Development Project Manager I	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Development Project Manager II	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Director For Business Dev.	064A	\$7,543	\$7,905	\$8,296	\$8,711	\$9,145
Economic Development Administrator.	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Economic Development Mrktg.Mgr	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Electrical Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Emergency Preparedness Assist	042F	\$5,645	\$5,903	\$6,156	\$6,418	\$6,722
Emergency Services Manager	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Employee Benefits Anaylst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Employment Program Manager	055	\$6,638	\$6,970	\$7,319	\$7,685	\$8,069
Energy Conservation Manager	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Engineer Infrastructure Admin	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Engineering Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Environmental Manager	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Environmental Service Manager	071B	\$10,322	\$10,837	\$11,380	\$11,950	\$12,547
Equipment Services Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Equipment Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Executive Assistant to the City Manager	049A	\$6,031	\$6,331	\$6,651	\$6,984	\$7,334
Facilities Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Family Self Sufficiency Coord	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2015**  
**4% Increase**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Finance Manager	064F	\$8,296	\$8,710	\$9,145	\$9,602	\$10,082
Finance Manager I	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Finance Manager II	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Financial Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Financial Services Manager	064B	\$7,518	\$7,946	\$8,375	\$8,804	\$9,231
Financial Svcs Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
GIS Administrator	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Grants Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Harbor Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Harbormaster	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Head of Reference	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Housing Asset Manager	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Housing Finance Supervisor	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Housing Mtce. Supervisor	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Housing Operations Manager	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Housing Programs Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Housing Rehab. Code Enf.Sup	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Housing Services Supervisor	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Human Relations Officer	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Human Relations Specialist	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Information Tech.Program Dir.	071B	\$10,322	\$10,837	\$11,380	\$11,950	\$12,547
Investment Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Law Office Supervisor	135E	\$6,068	\$6,115	\$6,621	\$6,952	\$7,300
Legal Assistant	049A	\$6,031	\$6,331	\$6,651	\$6,984	\$7,334
Library & Comm Svcs Admin. Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Library Access Svcs Manager	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Literacy Program Coordinator	046D	\$5,418	\$5,648	\$5,915	\$6,184	\$6,483
Literacy Program Manager	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Management Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Management Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Marketing Manager	064A	\$7,543	\$7,905	\$8,296	\$8,711	\$9,145
Marketing Specialist	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Microcomputer Support Spec I	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Microcomputer Support Spec. II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Neighborhood Services Liaison	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Networking & Systems Engineer	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Networking & Systems Manager	070B	\$8,999	\$9,449	\$9,802	\$10,418	\$10,940
Networking & Systems Spec. I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Networking & Systems Spec. II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Office Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Office of Neighborhood Safety Program Manager	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Paratransit Coordinator	046E	\$5,950	\$6,229	\$6,498	\$6,800	\$7,115
Paratransit Operation Supervisor	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Parks & Landscaping Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Parks Supervisor	135E	\$6,068	\$6,115	\$6,621	\$6,952	\$7,300
Payroll Supervisor	057	\$6,861	\$7,205	\$7,565	\$7,944	\$8,340
Personnel Analyst I	043E	\$5,547	\$5,809	\$6,054	\$6,337	\$6,632

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2015**  
**4% Increase**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Personnel Analyst II	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Personnel Assistant	049A	\$6,031	\$6,331	\$6,651	\$6,984	\$7,334
Plan Checking Engineer	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Police Administrative Manager	070F	\$9,880	\$10,374	\$10,895	\$11,458	\$12,004
Police Records Supervisor	052F	\$5,885	\$6,168	\$6,477	\$6,792	\$7,125
Port Administrator	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Port Maintenance Manager	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Port Marketing/Operations Manager	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Port Traffic Manager	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Principal Personnel Analyst	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Principal Planner	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Procurement Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Programmer Analyst I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Programmer Analyst II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Project Coordinator	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Property Manager	051D	\$5,792	\$6,040	\$6,357	\$6,674	\$6,977
Public Information Officer	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Public Safety Technology Supervisor	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Public Works Administrative Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Public Works Fac. Mtce Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Public Works Inspector Supvr.	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Public Works Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Public Works Streets Mtce Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Public Works Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Purchasing Manager	057	\$6,861	\$7,205	\$7,565	\$7,944	\$8,340
Recreation Supervisor	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Redevelopment Admin Svcs Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Contract Administrator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Contract Administrator II	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Redevelopment Specialist I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Redevelopment Specialist II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Specialist III	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Redev't Agency Construction Svcs. Coordr.	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Rent Program Services Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Rent Program Services Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Resident & Comm. Svcs Spec I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Resident & Comm. Svcs Spec II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Revenue Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Richmond Hsng Auth Contract Administrator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Risk Management Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Risk Manager	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Safety & Staff Dev't Coordinator	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Senior Accountant	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Administrative Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Administrative Analyst (+15%)	060F	\$7,310	\$7,675	\$8,025	\$8,412	\$8,837
Senior Assistant to the Mayor	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Budget Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Business Analyst	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2015**  
**4% Increase**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Senior Business Assistance Officer	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Senior Buyer	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Civil Engineer	064C	\$8,617	\$9,048	\$9,499	\$9,975	\$10,474
Senior Dev Project Manager	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Senior Employee Benefits Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Employment Program Specialist	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Senior Human Resources Administrator	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Liab. Claims Investigator/Examr.	053D	\$5,659	\$5,932	\$6,229	\$6,531	\$6,852
Senior Management Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Parks Supervisor	139D	\$6,763	\$7,111	\$7,467	\$7,839	\$8,231
Senior Personnel Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Planner	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Programmer Analyst	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Project Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Senior Property Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Senior Redevelopment Accountant	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Work.Comp.Claim Examiner	059	\$6,814	\$7,146	\$7,505	\$7,868	\$8,245
Source Control Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Staff Assistant to the City Council	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Stationary Engineer Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Superintendent of Equip & Transportation Svcs	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Supervising Housing Manager	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Supervising Office Assistant	042E	\$4,945	\$5,187	\$5,443	\$5,727	\$6,013
Sustainability Coordinator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Systems Administrator	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Technical Support Manager	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Technical System Manager	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Technology Application Specialist	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Traffic Engineer	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Treatment Plant Laboratory Supvr.	054E	\$6,957	\$7,304	\$7,660	\$8,032	\$8,412
Waste Water Maintenance Supvr.	058E	\$6,958	\$7,298	\$7,638	\$8,018	\$8,406
Waste Water Supervisor	058E	\$6,958	\$7,298	\$7,638	\$8,018	\$8,406
Waste Water/Storm Water Manager	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Web Coordinator	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Wharfinger	141D	\$6,644	\$6,977	\$7,298		
Workers' Comp/Return to Work Coordinator	059	\$6,814	\$7,146	\$7,505	\$7,868	\$8,245
Workforce Program Coordinator	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2016**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Accounting Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Accounting Manager	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Administrative Librarian	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Administrative Services Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Administrative Svcs.Div.Mgr	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Art & Cultural Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Assistant Adm. Analyst	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Assistant Capital Projects Manager	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Assistant City Engineer	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Assistant Comm Dev Prog Mgr	060F	\$7,310	\$7,675	\$8,025	\$8,412	\$8,837
Assistant Director E & T	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Assistant Director Of P.W.	070C	\$10,075	\$10,580	\$11,109	\$11,664	\$12,248
Assistant Director Planning	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Assistant Harbormaster	051B	\$5,658	\$5,900	\$6,211	\$6,520	\$6,814
Assistant To The Parks Superintendent	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Assisted Housing Manager	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Associate Admin. Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Associate Civil Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Audit Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Benefits Analyst	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Budget Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Budget Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Budget Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Building Inspector Supervisor	060E	\$7,499	\$7,855	\$8,241	\$8,640	\$9,067
Building Mtce. Supervisor.	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Building Official	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Bus. Assistance Officer	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Bus. Dev. & Real Property Mgr.	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Business Analyst I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Business Analyst II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Business Systems Manager	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Cable Television Administrator	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Cable Television Engineering Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Cable Television Programming Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Capital Projects Budget Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Capital Projects Manager	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
CCTV and Wireless System Specialist	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Chief Accountant	072	\$8,686	\$9,122	\$9,578	\$10,056	\$10,559
Chief Harbor Engr/Dep Port Dir	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Chief Of Housing Development	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Chief Of Planning & Operations	070A	\$8,711	\$9,145	\$9,595	\$10,042	\$10,534
Chief Of Redevelop Projects	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Chief Stationary Engineer	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Code Enforcement Manager	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Code Enforcement Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Code Enforcement Supervisor	063A	\$6,946	\$7,292	\$7,658	\$8,040	\$8,443
Comm & Econ Develpt Finance Mgr	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Comm & Econ Develpt Oper. Specialist II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Affairs Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2016**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Comm. Develop. Con.Svc Coord	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Develop. Finance Coord	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Develop. Program Mgr	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Comm. Prog. Plng. Specialist	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Comm. Services Admin Mgr	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Comm. Services Program Mgr	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Comm.& Econ. Develpt Oper. Specialist I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Communications Center Manager	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Communications Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Communications Shift Supervisor	055E	\$7,115	\$7,470	\$7,808	\$8,186	\$8,598
Construction & Maintenance Supvr.	139	\$6,322	\$6,651	\$6,979	\$7,328	\$7,694
Contract Compliance Prog Dir	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Contract Compliance Spec. I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Contract Compliance Spec. II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Coordinator of Neigh Services	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Crime Analyst	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Crime Prevention Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Custodial Maintenance Supervisor	052F	\$5,885	\$6,168	\$6,477	\$6,792	\$7,125
Custodial Supervisor	039D	\$4,778	\$4,984	\$5,174	\$5,417	\$5,649
Data Processing & Application Manager	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Deputy Budget & Financial Service Agy Dir	069H	\$9,398	\$9,868	\$10,361	\$10,879	\$11,422
Deputy Dir of Housing Auth	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Deputy Dir. Housing-CED	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. of Public Svcs. (City Engr.)	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. P.W. Oper/Mtce	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. Redevelopment -CED	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Dev & Capital Improve Prog Mgr	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Development Project Manager I	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Development Project Manager II	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Director For Business Dev.	064A	\$7,543	\$7,905	\$8,296	\$8,711	\$9,145
Economic Development Administrator.	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Economic Development Mrktg.Mgr	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Electrical Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Emergency Preparedness Assist	042F	\$5,645	\$5,903	\$6,156	\$6,418	\$6,722
Emergency Services Manager	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Employee Benefits Anaylst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Employment Program Manager	055	\$6,638	\$6,970	\$7,319	\$7,685	\$8,069
Energy Conservation Manager	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Engineer Infrastructure Admin	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Engineering Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Environmental Manager	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Environmental Service Manager	071B	\$10,322	\$10,837	\$11,380	\$11,950	\$12,547
Equipment Services Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Equipment Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Facilities Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Family Self Sufficiency Coord	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Finance Manager	064F	\$8,296	\$8,710	\$9,145	\$9,602	\$10,082
Finance Manager I	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Finance Manager II	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2016**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Financial Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Financial Services Manager	064B	\$7,518	\$7,946	\$8,375	\$8,804	\$9,231
Financial Svcs Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
GIS Administrator	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Grants Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Harbor Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Harbormaster	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Head of Reference	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Housing Asset Manager	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Housing Finance Supervisor	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Housing Mtce. Supervisor	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Housing Operations Manager	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Housing Programs Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Housing Rehab. Code Enf.Sup	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Housing Services Supervisor	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Human Relations Officer	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Human Relations Specialist	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Information Tech.Program Dir.	071B	\$10,322	\$10,837	\$11,380	\$11,950	\$12,547
Investment Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Law Office Supervisor	135E	\$6,068	\$6,115	\$6,621	\$6,952	\$7,300
Legal Assistant	049A	\$6,031	\$6,331	\$6,651	\$6,984	\$7,334
Library & Comm Svcs Admin. Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Library Access Svcs Manager	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Literacy Program Coordinator	046D	\$5,418	\$5,648	\$5,915	\$6,184	\$6,483
Literacy Program Manager	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Management Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Management Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Marketing Manager	064A	\$7,543	\$7,905	\$8,296	\$8,711	\$9,145
Marketing Specialist	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Microcomputer Support Spec I	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Microcomputer Support Spec. II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Neighborhood Services Liaison	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Networking & Systems Engineer	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Networking & Systems Manager	070B	\$8,999	\$9,449	\$9,802	\$10,418	\$10,940
Networking & Systems Spec. I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Networking & Systems Spec. II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Office Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Office of Neighborhood Safety Program Manager	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Paratransit Coordinator	046E	\$5,950	\$6,229	\$6,498	\$6,800	\$7,115
Paratransit Operation Supervisor	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Parks & Landscaping Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Parks Supervisor	135E	\$6,068	\$6,115	\$6,621	\$6,952	\$7,300
Payroll Supervisor	057	\$6,861	\$7,205	\$7,565	\$7,944	\$8,340
Personnel Analyst I	043E	\$5,547	\$5,809	\$6,054	\$6,337	\$6,632
Personnel Analyst II	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Personnel Assistant	049A	\$6,031	\$6,331	\$6,651	\$6,984	\$7,334
Plan Checking Engineer	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Police Administrative Manager	070F	\$9,880	\$10,374	\$10,895	\$11,458	\$12,004

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2016**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Police Records Supervisor	052F	\$5,885	\$6,168	\$6,477	\$6,792	\$7,125
Port Administrator	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Port Maintenance Manager	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Port Marketing/Operations Manager	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Port Traffic Manager	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Principal Personnel Analyst	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Principal Planner	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Procurement Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Programmer Analyst I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Programmer Analyst II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Project Coordinator	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Property Manager	051D	\$5,792	\$6,040	\$6,357	\$6,674	\$3,488
Public Information Officer	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Public Safety Technology Supervisor	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Public Works Administrative Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Public Works Fac. Mtce Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Public Works Inspector Supvr.	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Public Works Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Public Works Streets Mtce Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Public Works Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Purchasing Manager	057	\$6,861	\$7,205	\$7,565	\$7,944	\$8,340
Recreation Supervisor	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Redevelopment Admin Svcs Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Contract Administrator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Contract Administrator II	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Redevelopment Specialist I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Redevelopment Specialist II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Specialist III	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Redev't Agency Construction Svcs. Coordr.	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Rent Program Services Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Rent Program Services Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Resident & Comm. Svcs Spec I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Resident & Comm. Svcs Spec II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Revenue Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Richmond Hsng Auth Contract Administrator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Risk Management Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Risk Manager	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Safety & Staff Dev't Coordinator	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Senior Accountant	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Administrative Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Administrative Analyst (+15%)	060F	\$7,310	\$7,675	\$8,025	\$8,412	\$8,837
Senior Assistant to the Mayor	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Budget Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Business Analyst	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Business Assistance Officer	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Senior Buyer	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Civil Engineer	064C	\$8,617	\$9,048	\$9,499	\$9,975	\$10,474
Senior Dev Project Manager	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Senior Employee Benefits Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2016**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Senior Employment Program Specialist	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Senior Human Resources Administrator	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Liab. Claims Investigator/Examr.	053D	\$5,659	\$5,932	\$6,229	\$6,531	\$6,852
Senior Management Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Parks Supervisor	139D	\$6,763	\$7,111	\$7,467	\$7,839	\$8,231
Senior Personnel Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Planner	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Programmer Analyst	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Project Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Senior Property Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Senior Redevelopment Accountant	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Work.Comp.Claim Examiner	059	\$6,814	\$7,146	\$7,505	\$7,868	\$8,245
Source Control Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Stationary Engineer Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Superintendent of Equip & Transportation Svcs	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Supervising Housing Manager	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Supervising Office Assistant	042E	\$4,945	\$5,187	\$5,443	\$5,727	\$6,013
Sustainability Coordinator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Systems Administrator	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Technical Support Manager	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Technical System Manager	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Technology Application Specialist	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Traffic Engineer	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Treatment Plant Laboratory Supvr.	054E	\$6,957	\$7,304	\$7,660	\$8,032	\$8,412
Waste Water Maintenance Supvr.	058E	\$6,958	\$7,298	\$7,638	\$8,018	\$8,406
Waste Water Supervisor	058E	\$6,958	\$7,298	\$7,638	\$8,018	\$8,406
Waste Water/Storm Water Manager	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Web Coordinator	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Wharfinger	141D	\$6,644	\$6,977	\$7,298		
Workers' Comp/Return to Work Coordinator	059	\$6,814	\$7,146	\$7,505	\$7,868	\$8,245
Workforce Program Coordinator	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2017**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Accounting Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Accounting Manager	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Administrative Librarian	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Administrative Services Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Administrative Svcs.Div.Mgr	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Art & Cultural Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Assistant Adm. Analyst	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Assistant Capital Projects Manager	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Assistant City Engineer	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Assistant Comm Dev Prog Mgr	060F	\$7,310	\$7,675	\$8,025	\$8,412	\$8,837
Assistant Director E & T	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Assistant Director Of P.W.	070C	\$10,075	\$10,580	\$11,109	\$11,664	\$12,248
Assistant Director Planning	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Assistant Harbormaster	051B	\$5,658	\$5,900	\$6,211	\$6,520	\$6,814
Assistant To The Parks Superintendent	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Assisted Housing Manager	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Associate Admin. Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Associate Civil Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Audit Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Benefits Analyst	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Budget Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Budget Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Budget Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Building Inspector Supervisor	060E	\$7,499	\$7,855	\$8,241	\$8,640	\$9,067
Building Mtce. Supervisor.	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Building Official	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Bus. Assistance Officer	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Bus. Dev. & Real Property Mgr.	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Business Analyst I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Business Analyst II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Business Systems Manager	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Cable Television Administrator	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Cable Television Engineering Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Cable Television Programming Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Capital Projects Budget Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Capital Projects Manager	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
CCTV and Wireless System Specialist	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Chief Accountant	072	\$8,686	\$9,122	\$9,578	\$10,056	\$10,559
Chief Harbor Engr/Dep Port Dir	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Chief Of Housing Development	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Chief Of Planning & Operations	070A	\$8,711	\$9,145	\$9,595	\$10,042	\$10,534
Chief Of Redevelop Projects	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Chief Stationary Engineer	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Code Enforcement Manager	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Code Enforcement Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Code Enforcement Supervisor	063A	\$6,946	\$7,292	\$7,658	\$8,040	\$8,443
Comm & Econ Develpt Finance Mgr	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Comm & Econ Develpt Oper. Specialist II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Affairs Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2017**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Comm. Develop. Con.Svc Coord	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Develop. Finance Coord	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Develop. Program Mgr	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Comm. Prog. Plng. Specialist	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Comm. Services Admin Mgr	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Comm. Services Program Mgr	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Comm.& Econ. Develpt Oper. Specialist I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Communications Center Manager	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Communications Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Communications Shift Supervisor	055E	\$7,115	\$7,470	\$7,808	\$8,186	\$8,598
Construction & Maintenance Supvr.	139	\$6,322	\$6,651	\$6,979	\$7,328	\$7,694
Contract Compliance Prog Dir	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Contract Compliance Spec. I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Contract Compliance Spec. II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Coordinator of Neigh Services	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Crime Analyst	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Crime Prevention Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Custodial Maintenance Supervisor	052F	\$5,885	\$6,168	\$6,477	\$6,792	\$7,125
Custodial Supervisor	039D	\$4,778	\$4,984	\$5,174	\$5,417	\$5,649
Data Processing & Application Manager	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Deputy Budget & Financial Service Agy Dir	069H	\$9,398	\$9,868	\$10,361	\$10,879	\$11,422
Deputy Dir of Housing Auth	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Deputy Dir. Housing-CED	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. of Public Svcs. (City Engr.)	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. P.W. Oper/Mtce	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. Redevelopment -CED	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Dev & Capital Improve Prog Mgr	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Development Project Manager I	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Development Project Manager II	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Director For Business Dev.	064A	\$7,543	\$7,905	\$8,296	\$8,711	\$9,145
Economic Development Administrator.	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Economic Development Mrktg.Mgr	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Electrical Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Emergency Preparedness Assist	042F	\$5,645	\$5,903	\$6,156	\$6,418	\$6,722
Emergency Services Manager	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Employee Benefits Anaylst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Employment Program Manager	055	\$6,638	\$6,970	\$7,319	\$7,685	\$8,069
Energy Conservation Manager	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Engineer Infrastructure Admin	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Engineering Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Environmental Manager	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Environmental Service Manager	071B	\$10,322	\$10,837	\$11,380	\$11,950	\$12,547
Equipment Services Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Equipment Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Facilities Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Family Self Sufficiency Coord	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Finance Manager	064F	\$8,296	\$8,710	\$9,145	\$9,602	\$10,082
Finance Manager I	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Finance Manager II	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2017**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Financial Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Financial Services Manager	064B	\$7,518	\$7,946	\$8,375	\$8,804	\$9,231
Financial Svcs Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
GIS Administrator	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Grants Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Harbor Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Harbormaster	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Head of Reference	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Housing Asset Manager	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Housing Finance Supervisor	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Housing Mtce. Supervisor	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Housing Operations Manager	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Housing Programs Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Housing Rehab. Code Enf.Sup	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Housing Services Supervisor	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Human Relations Officer	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Human Relations Specialist	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Information Tech.Program Dir.	071B	\$10,322	\$10,837	\$11,380	\$11,950	\$12,547
Investment Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Law Office Supervisor	135E	\$6,068	\$6,115	\$6,621	\$6,952	\$7,300
Legal Assistant	049A	\$6,031	\$6,331	\$6,651	\$6,984	\$7,334
Library & Comm Svcs Admin. Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Library Access Svcs Manager	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Literacy Program Coordinator	046D	\$5,418	\$5,648	\$5,915	\$6,184	\$6,483
Literacy Program Manager	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Management Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Management Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Marketing Manager	064A	\$7,543	\$7,905	\$8,296	\$8,711	\$9,145
Marketing Specialist	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Microcomputer Support Spec I	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Microcomputer Support Spec. II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Neighborhood Services Liaison	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Networking & Systems Engineer	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Networking & Systems Manager	070B	\$8,999	\$9,449	\$9,802	\$10,418	\$10,940
Networking & Systems Spec. I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Networking & Systems Spec. II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Office Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Office of Neighborhood Safety Program Manager	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Paratransit Coordinator	046E	\$5,950	\$6,229	\$6,498	\$6,800	\$7,115
Paratransit Operation Supervisor	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Parks & Landscaping Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Parks Supervisor	135E	\$6,068	\$6,115	\$6,621	\$6,952	\$7,300
Payroll Supervisor	057	\$6,861	\$7,205	\$7,565	\$7,944	\$8,340
Personnel Analyst I	043E	\$5,547	\$5,809	\$6,054	\$6,337	\$6,632
Personnel Analyst II	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Personnel Assistant	049A	\$6,031	\$6,331	\$6,651	\$6,984	\$7,334
Plan Checking Engineer	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Police Administrative Manager	070F	\$9,880	\$10,374	\$10,895	\$11,458	\$12,004

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2017**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Police Records Supervisor	052F	\$5,885	\$6,168	\$6,477	\$6,792	\$7,125
Port Administrator	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Port Maintenance Manager	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Port Marketing/Operations Manager	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Port Traffic Manager	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Principal Personnel Analyst	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Principal Planner	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Procurement Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Programmer Analyst I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Programmer Analyst II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Project Coordinator	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Property Manager	051D	\$5,792	\$6,040	\$6,357	\$6,674	\$3,488
Public Information Officer	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Public Safety Technology Supervisor	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Public Works Administrative Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Public Works Fac. Mtce Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Public Works Inspector Supvr.	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Public Works Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Public Works Streets Mtce Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Public Works Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Purchasing Manager	057	\$6,861	\$7,205	\$7,565	\$7,944	\$8,340
Recreation Supervisor	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Redevelopment Admin Svcs Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Contract Administrator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Contract Administrator II	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Redevelopment Specialist I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Redevelopment Specialist II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Specialist III	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Redev't Agency Construction Svcs. Coordr.	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Rent Program Services Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Rent Program Services Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Resident & Comm. Svcs Spec I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Resident & Comm. Svcs Spec II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Revenue Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Richmond Hsng Auth Contract Administrator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Risk Management Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Risk Manager	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Safety & Staff Dev't Coordinator	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Senior Accountant	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Administrative Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Administrative Analyst (+15%)	060F	\$7,310	\$7,675	\$8,025	\$8,412	\$8,837
Senior Assistant to the Mayor	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Budget Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Business Analyst	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Business Assistance Officer	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Senior Buyer	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Civil Engineer	064C	\$8,617	\$9,048	\$9,499	\$9,975	\$10,474
Senior Dev Project Manager	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Senior Employee Benefits Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2017**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Senior Employment Program Specialist	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Senior Human Resources Administrator	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Liab. Claims Investigator/Examr.	053D	\$5,659	\$5,932	\$6,229	\$6,531	\$6,852
Senior Management Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Parks Supervisor	139D	\$6,763	\$7,111	\$7,467	\$7,839	\$8,231
Senior Personnel Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Planner	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Programmer Analyst	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Project Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Senior Property Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Senior Redevelopment Accountant	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Work.Comp.Claim Examiner	059	\$6,814	\$7,146	\$7,505	\$7,868	\$8,245
Source Control Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Stationary Engineer Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Superintendent of Equip & Transportation Svcs	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Supervising Housing Manager	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Supervising Office Assistant	042E	\$4,945	\$5,187	\$5,443	\$5,727	\$6,013
Sustainability Coordinator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Systems Administrator	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Technical Support Manager	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Technical System Manager	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Technology Application Specialist	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Traffic Engineer	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Treatment Plant Laboratory Supvr.	054E	\$6,957	\$7,304	\$7,660	\$8,032	\$8,412
Waste Water Maintenance Supvr.	058E	\$6,958	\$7,298	\$7,638	\$8,018	\$8,406
Waste Water Supervisor	058E	\$6,958	\$7,298	\$7,638	\$8,018	\$8,406
Waste Water/Storm Water Manager	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Web Coordinator	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Wharfinger	141D	\$6,644	\$6,977	\$7,298		
Workers' Comp/Return to Work Coordinator	059	\$6,814	\$7,146	\$7,505	\$7,868	\$8,245
Workforce Program Coordinator	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2018**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Accounting Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Accounting Manager	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Administrative Librarian	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Administrative Services Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Administrative Svcs.Div.Mgr	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Art & Cultural Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Assistant Adm. Analyst	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Assistant Capital Projects Manager	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Assistant City Engineer	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Assistant Comm Dev Prog Mgr	060F	\$7,310	\$7,675	\$8,025	\$8,412	\$8,837
Assistant Director E & T	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Assistant Director Of P.W.	070C	\$10,075	\$10,580	\$11,109	\$11,664	\$12,248
Assistant Director Planning	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Assistant Harbormaster	051B	\$5,658	\$5,900	\$6,211	\$6,520	\$6,814
Assistant To The Parks Superintendent	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Assisted Housing Manager	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Associate Admin. Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Associate Civil Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Audit Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Benefits Analyst	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Budget Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Budget Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Budget Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Building Inspector Supervisor	060E	\$7,499	\$7,855	\$8,241	\$8,640	\$9,067
Building Mtce. Supervisor.	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Building Official	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Bus. Assistance Officer	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Bus. Dev. & Real Property Mgr.	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Business Analyst I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Business Analyst II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Business Systems Manager	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Cable Television Administrator	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Cable Television Engineering Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Cable Television Programming Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Capital Projects Budget Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Capital Projects Manager	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
CCTV and Wireless System Specialist	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Chief Accountant	072	\$8,686	\$9,122	\$9,578	\$10,056	\$10,559
Chief Harbor Engr/Dep Port Dir	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Chief Of Housing Development	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Chief Of Planning & Operations	070A	\$8,711	\$9,145	\$9,595	\$10,042	\$10,534
Chief Of Redevelop Projects	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Chief Stationary Engineer	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Code Enforcement Manager	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Code Enforcement Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Code Enforcement Supervisor	063A	\$6,946	\$7,292	\$7,658	\$8,040	\$8,443
Comm & Econ Develpt Finance Mgr	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Comm & Econ Develpt Oper. Specialist II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Affairs Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2018**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Comm. Develop. Con.Svc Coord	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Develop. Finance Coord	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Develop. Program Mgr	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Comm. Prog. Plng. Specialist	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Comm. Services Admin Mgr	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Comm. Services Program Mgr	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Comm. & Econ. Develpt Oper. Specialist I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Communications Center Manager	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Communications Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Communications Shift Supervisor	055E	\$7,115	\$7,470	\$7,808	\$8,186	\$8,598
Construction & Maintenance Supvr.	139	\$6,322	\$6,651	\$6,979	\$7,328	\$7,694
Contract Compliance Prog Dir	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Contract Compliance Spec. I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Contract Compliance Spec. II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Coordinator of Neigh Services	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Crime Analyst	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Crime Prevention Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Custodial Maintenance Supervisor	052F	\$5,885	\$6,168	\$6,477	\$6,792	\$7,125
Custodial Supervisor	039D	\$4,778	\$4,984	\$5,174	\$5,417	\$5,649
Data Processing & Application Manager	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Deputy Budget & Financial Service Agy Dir	069H	\$9,398	\$9,868	\$10,361	\$10,879	\$11,422
Deputy Dir of Housing Auth	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Deputy Dir. Housing-CED	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. of Public Svcs. (City Engr.)	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. P.W. Oper/Mtce	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. Redevelopment -CED	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Dev & Capital Improve Prog Mgr	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Development Project Manager I	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Development Project Manager II	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Director For Business Dev.	064A	\$7,543	\$7,905	\$8,296	\$8,711	\$9,145
Economic Development Administrator.	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Economic Development Mrktg.Mgr	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Electrical Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Emergency Preparedness Assist	042F	\$5,645	\$5,903	\$6,156	\$6,418	\$6,722
Emergency Services Manager	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Employee Benefits Anaylst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Employment Program Manager	055	\$6,638	\$6,970	\$7,319	\$7,685	\$8,069
Energy Conservation Manager	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Engineer Infrastructure Admin	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Engineering Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Environmental Manager	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Environmental Service Manager	071B	\$10,322	\$10,837	\$11,380	\$11,950	\$12,547
Equipment Services Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Equipment Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Facilities Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Family Self Sufficiency Coord	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Finance Manager	064F	\$8,296	\$8,710	\$9,145	\$9,602	\$10,082
Finance Manager I	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Finance Manager II	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2018**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Financial Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Financial Services Manager	064B	\$7,518	\$7,946	\$8,375	\$8,804	\$9,231
Financial Svcs Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
GIS Administrator	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Grants Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Harbor Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Harbormaster	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Head of Reference	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Housing Asset Manager	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Housing Finance Supervisor	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Housing Mtce. Supervisor	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Housing Operations Manager	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Housing Programs Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Housing Rehab. Code Enf.Sup	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Housing Services Supervisor	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Human Relations Officer	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Human Relations Specialist	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Information Tech.Program Dir.	071B	\$10,322	\$10,837	\$11,380	\$11,950	\$12,547
Investment Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Law Office Supervisor	135E	\$6,068	\$6,115	\$6,621	\$6,952	\$7,300
Legal Assistant	049A	\$6,031	\$6,331	\$6,651	\$6,984	\$7,334
Library & Comm Svcs Admin. Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Library Access Svcs Manager	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Literacy Program Coordinator	046D	\$5,418	\$5,648	\$5,915	\$6,184	\$6,483
Literacy Program Manager	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Management Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Management Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Marketing Manager	064A	\$7,543	\$7,905	\$8,296	\$8,711	\$9,145
Marketing Specialist	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Microcomputer Support Spec I	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Microcomputer Support Spec. II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Neighborhood Services Liaison	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Networking & Systems Engineer	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Networking & Systems Manager	070B	\$8,999	\$9,449	\$9,802	\$10,418	\$10,940
Networking & Systems Spec. I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Networking & Systems Spec. II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Office Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Office of Neighborhood Safety Program Manager	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Paratransit Coordinator	046E	\$5,950	\$6,229	\$6,498	\$6,800	\$7,115
Paratransit Operation Supervisor	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Parks & Landscaping Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Parks Supervisor	135E	\$6,068	\$6,115	\$6,621	\$6,952	\$7,300
Payroll Supervisor	057	\$6,861	\$7,205	\$7,565	\$7,944	\$8,340
Personnel Analyst I	043E	\$5,547	\$5,809	\$6,054	\$6,337	\$6,632
Personnel Analyst II	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Personnel Assistant	049A	\$6,031	\$6,331	\$6,651	\$6,984	\$7,334
Plan Checking Engineer	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Police Administrative Manager	070F	\$9,880	\$10,374	\$10,895	\$11,458	\$12,004

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2018**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Police Records Supervisor	052F	\$5,885	\$6,168	\$6,477	\$6,792	\$7,125
Port Administrator	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Port Maintenance Manager	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Port Marketing/Operations Manager	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Port Traffic Manager	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Principal Personnel Analyst	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Principal Planner	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Procurement Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Programmer Analyst I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Programmer Analyst II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Project Coordinator	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Property Manager	051D	\$5,792	\$6,040	\$6,357	\$6,674	\$3,488
Public Information Officer	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Public Safety Technology Supervisor	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Public Works Administrative Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Public Works Fac. Mtce Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Public Works Inspector Supvr.	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Public Works Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Public Works Streets Mtce Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Public Works Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Purchasing Manager	057	\$6,861	\$7,205	\$7,565	\$7,944	\$8,340
Recreation Supervisor	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Redevelopment Admin Svcs Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Contract Administrator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Contract Administrator II	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Redevelopment Specialist I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Redevelopment Specialist II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Specialist III	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Redev't Agency Construction Svcs. Coordr.	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Rent Program Services Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Rent Program Services Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Resident & Comm. Svcs Spec I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Resident & Comm. Svcs Spec II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Revenue Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Richmond Hsng Auth Contract Administrator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Risk Management Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Risk Manager	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Safety & Staff Dev't Coordinator	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Senior Accountant	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Administrative Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Administrative Analyst (+15%)	060F	\$7,310	\$7,675	\$8,025	\$8,412	\$8,837
Senior Assistant to the Mayor	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Budget Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Business Analyst	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Business Assistance Officer	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Senior Buyer	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Civil Engineer	064C	\$8,617	\$9,048	\$9,499	\$9,975	\$10,474
Senior Dev Project Manager	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Senior Employee Benefits Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2018**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Senior Employment Program Specialist	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Senior Human Resources Administrator	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Liab. Claims Investigator/Examr.	053D	\$5,659	\$5,932	\$6,229	\$6,531	\$6,852
Senior Management Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Parks Supervisor	139D	\$6,763	\$7,111	\$7,467	\$7,839	\$8,231
Senior Personnel Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Planner	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Programmer Analyst	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Project Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Senior Property Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Senior Redevelopment Accountant	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Work.Comp.Claim Examiner	059	\$6,814	\$7,146	\$7,505	\$7,868	\$8,245
Source Control Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Stationary Engineer Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Superintendent of Equip & Transportation Svcs	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Supervising Housing Manager	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Supervising Office Assistant	042E	\$4,945	\$5,187	\$5,443	\$5,727	\$6,013
Sustainability Coordinator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Systems Administrator	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Technical Support Manager	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Technical System Manager	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Technology Application Specialist	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Traffic Engineer	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Treatment Plant Laboratory Supvr.	054E	\$6,957	\$7,304	\$7,660	\$8,032	\$8,412
Waste Water Maintenance Supvr.	058E	\$6,958	\$7,298	\$7,638	\$8,018	\$8,406
Waste Water Supervisor	058E	\$6,958	\$7,298	\$7,638	\$8,018	\$8,406
Waste Water/Storm Water Manager	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Web Coordinator	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Wharfinger	141D	\$6,644	\$6,977	\$7,298		
Workers' Comp/Return to Work Coordinator	059	\$6,814	\$7,146	\$7,505	\$7,868	\$8,245
Workforce Program Coordinator	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2019**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Accounting Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Accounting Manager	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Administrative Librarian	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Administrative Services Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Administrative Svcs.Div.Mgr	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Art & Cultural Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Assistant Adm. Analyst	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Assistant Capital Projects Manager	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Assistant City Engineer	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Assistant Comm Dev Prog Mgr	060F	\$7,310	\$7,675	\$8,025	\$8,412	\$8,837
Assistant Director E & T	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Assistant Director Of P.W.	070C	\$10,075	\$10,580	\$11,109	\$11,664	\$12,248
Assistant Director Planning	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Assistant Harbormaster	051B	\$5,658	\$5,900	\$6,211	\$6,520	\$6,814
Assistant To The Parks Superintendent	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Assisted Housing Manager	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Associate Admin. Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Associate Civil Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Audit Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Benefits Analyst	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Budget Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
Budget Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Budget Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Building Inspector Supervisor	060E	\$7,499	\$7,855	\$8,241	\$8,640	\$9,067
Building Mtce. Supervisor.	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Building Official	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Bus. Assistance Officer	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Bus. Dev. & Real Property Mgr.	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Business Analyst I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Business Analyst II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Cable Television Engineering Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Cable Television Programming Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Cable Television Manager	055	\$6,675	\$6,970	\$7,319	\$7,685	\$8,069
Capital Projects Budget Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Capital Projects Manager	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
CCTV and Wireless System Specialist	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Chief Accountant	072	\$8,686	\$9,122	\$9,578	\$10,056	\$10,559
Chief Harbor Engr/Dep Port Dir	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Chief Of Housing Development	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Chief Of Planning & Operations	070A	\$8,711	\$9,145	\$9,595	\$10,042	\$10,534
Chief Of Redevelop Projects	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Chief Stationary Engineer	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Code Enforcement Manager	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Code Enforcement Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Code Enforcement Supervisor	063A	\$6,946	\$7,292	\$7,658	\$8,040	\$8,443
Comm & Econ Develpt Finance Mgr	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Comm & Econ Develpt Oper. Specialist II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Affairs Coordinator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Develop. Con.Svc Coord	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2019**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Comm. Develop. Finance Coord	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Comm. Develop. Program Mgr	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Comm. Prog. Plng. Specialist	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Comm. Services Admin Mgr	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Comm. Services Program Mgr	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Comm. & Econ. Develpt Oper. Specialist I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Communications Center Manager	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Communications Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Communications Shift Supervisor	055E	\$7,115	\$7,470	\$7,808	\$8,186	\$8,598
Construction & Maintenance Supvr.	139	\$6,322	\$6,651	\$6,979	\$7,328	\$7,694
Contract Compliance Prog Dir	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Contract Compliance Spec. I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Contract Compliance Spec. II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Coordinator of Neigh Services	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Crime Analyst	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Crime Prevention Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Custodial Maintenance Supervisor	052F	\$5,885	\$6,168	\$6,477	\$6,792	\$7,125
Custodial Supervisor	039D	\$4,778	\$4,984	\$5,174	\$5,417	\$5,649
Data Processing & Application Manager	069F	\$9,321	\$9,787	\$10,278	\$10,792	\$11,333
Deputy Budget & Financial Service Agy Dir	069H	\$9,398	\$9,868	\$10,361	\$10,879	\$11,422
Deputy Dir of Housing Auth	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Deputy Dir. Housing-CED	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. of Public Svcs. (City Engr.)	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. P.W. Oper/Mtce	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Deputy Dir. Redevelopment -CED	070D	\$9,535	\$10,013	\$10,499	\$10,991	\$11,532
Dev & Capital Improve Prog Mgr	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Development Project Manager I	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Development Project Manager II	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Director For Business Dev.	064A	\$7,543	\$7,905	\$8,296	\$8,711	\$9,145
Economic Development Administrator.	069E	\$9,076	\$9,531	\$10,006	\$10,507	\$11,033
Economic Development Mrktg.Mgr	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Electrical Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Emergency Preparedness Assist	042F	\$5,645	\$5,903	\$6,156	\$6,418	\$6,722
Emergency Services Manager	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Employee Benefits Anaylst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Employment Program Manager	055	\$6,638	\$6,970	\$7,319	\$7,685	\$8,069
Energy Conservation Manager	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Engineer Infrastructure Admin	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Engineering Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Environmental Manager	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Environmental Service Manager	071B	\$10,322	\$10,837	\$11,380	\$11,950	\$12,547
Equipment Services Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Equipment Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Facilities Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Family Self Sufficiency Coord	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Finance Manager	064F	\$8,296	\$8,710	\$9,145	\$9,602	\$10,082
Finance Manager I	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Finance Manager II	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Financial Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2019**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Financial Services Manager	064B	\$7,518	\$7,946	\$8,375	\$8,804	\$9,231
Financial Svcs Administrator	069C	\$8,117	\$8,524	\$8,950	\$9,399	\$9,868
GIS Administrator	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Grants Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Harbor Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Harbormaster	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Head of Reference	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Housing Asset Manager	067D	\$8,285	\$8,702	\$9,124	\$9,575	\$10,038
Housing Finance Supervisor	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Housing Mtce. Supervisor	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Housing Operations Manager	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Housing Programs Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Housing Rehab. Code Enf.Sup	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Housing Services Supervisor	060	\$6,994	\$7,323	\$7,684	\$8,056	\$8,456
Human Relations Officer	062	\$7,323	\$7,684	\$8,056	\$8,456	\$8,880
Human Relations Specialist	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Human Resources Manager	090A	\$11,580	\$12,159	\$12,767	\$13,405	\$14,076
Information Tech.Program Dir.	071B	\$10,322	\$10,837	\$11,380	\$11,950	\$12,547
Information Technology Manager	071D	\$10,020	\$10,521	\$11,049	\$11,601	\$12,183
Investment Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Law Office Supervisor	135E	\$6,068	\$6,115	\$6,621	\$6,952	\$7,300
Legal Assistant	049A	\$6,031	\$6,331	\$6,651	\$6,984	\$7,334
Library & Comm Svcs Admin. Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Library Access Svcs Manager	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Literacy Program Coordinator	046D	\$5,418	\$5,648	\$5,915	\$6,184	\$6,483
Literacy Program Manager	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Management Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Management Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Marketing Manager	064A	\$7,543	\$7,905	\$8,296	\$8,711	\$9,145
Marketing Specialist	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Microcomputer Support Spec I	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Microcomputer Support Spec. II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Neighborhood Services Liaison	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Networking & Systems Engineer	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Networking & Systems Security Officer	070E	\$9,674	\$10,158	\$10,537	\$11,199	\$11,761
Networking & Systems Spec. I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Networking & Systems Spec. II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Office Engineer	061E	\$7,443	\$7,815	\$8,206	\$8,617	\$9,048
Office of Neighborhood Safety Program Manager	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520
Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Paratransit Coordinator	046E	\$5,950	\$6,229	\$6,498	\$6,800	\$7,115
Paratransit Operation Supervisor	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Parks & Landscaping Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Parks Supervisor	135E	\$6,068	\$6,115	\$6,621	\$6,952	\$7,300
Payroll Supervisor	057	\$6,861	\$7,205	\$7,565	\$7,944	\$8,340
Personnel Analyst I	043E	\$5,547	\$5,809	\$6,054	\$6,337	\$6,632
Personnel Analyst II	055B	\$6,211	\$6,520	\$6,814	\$7,146	\$7,505
Personnel Assistant	049A	\$6,031	\$6,331	\$6,651	\$6,984	\$7,334
Plan Checking Engineer	064G	\$7,832	\$8,224	\$8,636	\$9,067	\$9,520

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2019**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Police Administrative Manager	070F	\$9,880	\$10,374	\$10,895	\$11,458	\$12,004
Police Records and Property Manager	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Port Administrator	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Port Maintenance Manager	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Port Marketing/Operations Manager	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Port Traffic Manager	058	\$6,670	\$6,994	\$7,323	\$7,684	\$8,056
Principal Personnel Analyst	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Principal Planner	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Procurement Analyst	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Programmer Analyst I	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Programmer Analyst II	063	\$7,144	\$7,501	\$7,876	\$8,269	\$8,682
Project Coordinator	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Property Manager	051D	\$5,792	\$6,040	\$6,357	\$6,674	\$3,488
Public Information Officer	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Public Safety Technology Supervisor	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Public Works Administrative Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Public Works Fac. Mtce Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Public Works Inspector Supvr.	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Public Works Operations Administrator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Public Works Streets Mtce Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Public Works Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Purchasing Manager	057	\$6,861	\$7,205	\$7,565	\$7,944	\$8,340
Recreation Supervisor	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Redevelopment Admin Svcs Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Contract Administrator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Contract Administrator II	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Redevelopment Specialist I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Redevelopment Specialist II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Redevelopment Specialist III	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Redev't Agency Construction Svcs. Coordr.	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Rent Program Services Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Rent Program Services Analyst II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Resident & Comm. Svcs Spec I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Resident & Comm. Svcs Spec II	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Revenue Manager	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Richmond Hsng Auth Contract Administrator	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Risk Management Analyst I	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Risk Manager	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Safety & Staff Dev't Coordinator	064	\$7,684	\$8,056	\$8,456	\$8,880	\$9,322
Senior Accountant	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Administrative Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Administrative Analyst (+15%)	060F	\$7,310	\$7,675	\$8,025	\$8,412	\$8,837
Senior Assistant to the Mayor	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Budget Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Business Analyst	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Business Assistance Officer	064E	\$8,106	\$8,506	\$8,928	\$9,370	\$9,831
Senior Buyer	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Civil Engineer	064C	\$8,617	\$9,048	\$9,499	\$9,975	\$10,474
Senior Dev Project Manager	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534

**City of Richmond**  
**IFPTE Local 21 General Management Employees**  
**Monthly Payroll Schedule**  
**Effective July 1, 2019**

Job Class Title	Range	Level				
		Step 1	Step 2	Step 3	Step 4	Step 5
Senior Employee Benefits Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Employment Program Specialist	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483
Senior Human Resources Administrator	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Liab. Claims Investigator/Examr.	053D	\$5,659	\$5,932	\$6,229	\$6,531	\$6,852
Senior Management Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Parks Supervisor	139D	\$6,763	\$7,111	\$7,467	\$7,839	\$8,231
Senior Personnel Analyst	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Planner	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Programmer Analyst	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Senior Project Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Senior Property Manager	055D	\$6,357	\$6,674	\$6,977	\$7,315	\$7,684
Senior Redevelopment Accountant	060D	\$7,158	\$7,496	\$7,868	\$8,247	\$8,657
Senior Work.Comp.Claim Examiner	059	\$6,814	\$7,146	\$7,505	\$7,868	\$8,245
Source Control Superintendent	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Stationary Engineer Supervisor	058D	\$6,829	\$7,158	\$7,496	\$7,868	\$8,247
Superintendent of Equip & Transportation Svcs	064D	\$7,720	\$8,097	\$8,494	\$8,919	\$9,366
Supervising Housing Manager	052H	\$5,885	\$6,171	\$6,482	\$6,798	\$7,129
Supervising Office Assistant	042E	\$4,945	\$5,187	\$5,443	\$5,727	\$6,013
Sustainability Coordinator	043D	\$5,174	\$5,417	\$5,649	\$5,914	\$6,187
Systems Administrator	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Technical Support Manager	066	\$7,347	\$7,715	\$8,101	\$8,506	\$8,931
Technical System Manager	068F	\$8,598	\$9,027	\$9,479	\$9,954	\$10,452
Technology Application Specialist	054C	\$6,295	\$6,610	\$6,940	\$7,287	\$7,652
Traffic Engineer	069D	\$8,702	\$9,124	\$9,575	\$10,038	\$10,534
Treatment Plant Laboratory Supvr.	054E	\$6,957	\$7,304	\$7,660	\$8,032	\$8,412
Waste Water Maintenance Supvr.	058E	\$6,958	\$7,298	\$7,638	\$8,018	\$8,406
Waste Water Supervisor	058E	\$6,958	\$7,298	\$7,638	\$8,018	\$8,406
Waste Water/Storm Water Manager	071A	\$9,802	\$10,293	\$10,807	\$11,347	\$11,915
Web Coordinator	068E	\$8,108	\$8,514	\$8,938	\$9,386	\$9,855
Wharfinger	141D	\$6,644	\$6,977	\$7,298		
Workers' Comp/Return to Work Coordinator	059	\$6,814	\$7,146	\$7,505	\$7,868	\$8,245
Workforce Program Coordinator	062A	\$5,335	\$5,601	\$5,881	\$6,175	\$6,483

**City of Richmond  
Exempt and Confidential Management  
Monthly Salary Schedule  
Effective July 2015**

Job Class	Range	Low	High
City Manager	7.1	\$14,805	\$23,567
Assistant City Manager/Human Resources Management Director City Attorney Police Chief	5.5	\$12,338	\$19,640
Fire Chief	5.2	\$11,801	\$18,785
Community & Economic Development Agency Director Community Service Director Deputy Fire Chief Deputy Police Chief Director of Infrastructure Maintenance & Operations Finance Director Planning & Building Services Director Port Director	5.1	\$10,728	\$17,078
City Engineer Confidential Investigative & Appeals Director Human Resources Personnel Officer Library & Community Services Director Library & Cultural Services Director Planning Manager Project Manager III PW Operations & Maintenance Director Recreation Director Senior Assistant City Attorney	4.1	\$9,945	\$15,830
Administrative Chief Assistant City Attorney Employment & Training Director Executive Director Rent Program Director of Water Resource Recovery Hearing Examiner Housing Authority Executive Director Housing Director Information Technology Director Labor Relations/Training Manager Neighborhood Safety Director Project Manager II Risk Manager Redevelopment Director Staff Attorney - Rent Program Water Resource Recovery	3.1	\$9,024	\$14,364
City Clerk City Prosecutor Deputy City Attorney I/II Deputy Director Rent Program Internal Auditor Project Manager I Resident Services Administrative Officer	2.1	\$8,087	\$12,873

**City of Richmond  
Exempt and Confidential Management  
Monthly Salary Schedule  
Range Increase Effective August 2020**

Job Class	Range	Low	High
City Manager	7.1	\$14,805	\$23,567
Police Chief	5.7	\$13,572	\$20,833
Assistant City Manager City Attorney Deputy City Manager Assistant Police Chief	5.5	\$12,338	\$19,640
Community Development Director Fire Chief	5.2	\$11,801	\$18,785
Community & Economic Development Agency Director Human Resources Management Director Community Services Director Deputy Fire Chief Deputy Police Chief Director of Infrastructure Maintenance & Operations Finance Director Library & Community Services Director Planning & Building Services Director Port Director Public Works Director	5.1	\$10,728	\$17,078
City Engineer Confidential Investigative & Appeals Director Human Resources Personnel Officer  Project Manager III Recreation Director Senior Assistant City Attorney	4.1	\$9,945	\$15,830
Administrative Chief Assistant City Attorney Employment & Training Director Executive Director Rent Program Hearing Examiner Housing Authority Executive Director Housing Director Information Technology Director Labor Relations/Training Manager Neighborhood Safety Director Project Manager II Redevelopment Director Risk Manager Staff Attorney - Rent Program Water Resource Recovery Director	3.1	\$9,024	\$14,364
City Clerk City Prosecutor Deputy City Attorney I/II Deputy Director Rent Program Internal Auditor Project Manager I Resident Services Administrative Officer	2.1	\$8,087	\$12,873

**City of Richmond  
RPOA  
Effective Jul 1, 2015  
3% Monthly Increase**

<b>Job Class Title</b>	<b>Range</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
Police Officer Trainee	299	Base	4,000			
Police Officer	300	Base	8,298	8,677	9,131	9,572
5 Yrs		2% Longevity	8,464	8,851	9,314	9,763
10 Yrs		4% Longevity	8,630	9,025	9,496	9,955
15 Yrs		7% Longevity	8,879	9,285	9,770	10,242
25 Yrs		9% Longevity	9,045	9,458	9,953	10,433
Police Officer w/ 2.5% Inc		Base + 2.5%	8,506	8,894	9,359	9,811
5 Yrs		2% Longevity	8,676	9,072	9,546	10,007
10 Yrs		4% Longevity	8,846	9,250	9,734	10,204
15 Yrs		7% Longevity	9,101	9,517	10,014	10,498
25 Yrs		9% Longevity	9,271	9,695	10,202	10,694
Police Officer w/ 5% Inc		Base + 5%	8,713	9,111	9,588	10,050
5 Yrs		2% Longevity	8,887	9,294	9,779	10,251
10 Yrs		4% Longevity	9,062	9,476	9,971	10,452
15 Yrs		7% Longevity	9,323	9,749	10,259	10,754
25 Yrs		9% Longevity	9,497	9,931	10,450	10,955
Police Officer w/ 7.5% Inc		Base + 7.5%	8,920	9,328	9,816	10,290
5 Yrs		2% Longevity	9,099	9,515	10,012	10,496
10 Yrs		4% Longevity	9,277	9,701	10,208	10,701
15 Yrs		7% Longevity	9,545	9,981	10,503	11,010
25 Yrs		9% Longevity	9,723	10,168	10,699	11,216
Police Sergeant	304	Base	9,874	10,338	10,871	11,405
5 Yrs		2% Longevity	10,071	10,544	11,088	11,633
10 Yrs		4% Longevity	10,269	10,751	11,305	11,861
15 Yrs		7% Longevity	10,565	11,061	11,632	12,203
25 Yrs		9% Longevity	10,763	11,268	11,849	12,432
Police Sergeant w/ 2.5% Inc		Base 2.5%	10,121	10,596	11,142	11,690
5 Yrs		2% Longevity	10,323	10,808	11,365	11,924
10 Yrs		4% Longevity	10,526	11,020	11,588	12,158
15 Yrs		7% Longevity	10,829	11,338	11,922	12,509
25 Yrs		9% Longevity	11,032	11,550	12,145	12,742
Police Sergeant w/ 5% Inc		Base + 5%	10,368	10,855	11,414	11,975
5 Yrs		2% Longevity	10,575	11,072	11,642	12,215
10 Yrs		4% Longevity	10,782	11,289	11,871	12,454
15 Yrs		7% Longevity	11,093	11,614	12,213	12,814
25 Yrs		9% Longevity	11,301	11,831	12,441	13,053
Police Sergeant w/ 7.5% Inc		Base + 7.5%	10,615	11,113	11,686	12,260
5 Yrs		2% Longevity	10,827	11,335	11,920	12,506
10 Yrs		4% Longevity	11,039	11,557	12,153	12,751
15 Yrs		7% Longevity	11,358	11,891	12,504	13,119
25 Yrs		9% Longevity	11,570	12,113	12,738	13,364

**City of Richmond  
RPOA  
Effective July 1, 2018 (Monthly Salary Amount)  
1% Monthly Increase**

<b>Job Class Title</b>	<b>Range</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
Police Officer Trainee	299	Base	4,000			
Police Officer	300	Base	8,381	8,764	9,222	9,668
5 Yrs		2% Longevity	8,549	8,940	9,407	9,861
10 Yrs		4% Longevity	8,716	9,115	9,591	10,054
15 Yrs		7% Longevity	8,968	9,378	9,868	10,344
25 Yrs		9% Longevity	9,135	9,553	10,052	10,538
Police Officer w/ 2.5% Inc		Base + 2.5%	8,591	8,983	9,453	9,909
5 Yrs		2% Longevity	8,762	9,163	9,642	10,107
10 Yrs		4% Longevity	8,934	9,343	9,831	10,306
15 Yrs		7% Longevity	9,192	9,612	10,115	10,603
25 Yrs		9% Longevity	9,364	9,792	10,304	10,801
Police Officer w/ 5% Inc		Base + 5%	8,800	9,202	9,683	10,151
5 Yrs		2% Longevity	8,976	9,386	9,877	10,354
10 Yrs		4% Longevity	9,152	9,571	10,071	10,557
15 Yrs		7% Longevity	9,416	9,847	10,361	10,862
25 Yrs		9% Longevity	9,592	10,031	10,555	11,065
Police Officer w/ 7.5% Inc		Base + 7.5%	9,010	9,422	9,914	10,393
5 Yrs		2% Longevity	9,190	9,610	10,112	10,600
10 Yrs		4% Longevity	9,370	9,798	10,311	10,808
15 Yrs		7% Longevity	9,640	10,081	10,608	11,120
25 Yrs		9% Longevity	9,821	10,269	10,806	11,328
Police Sergeant	304	Base	9,973	10,441	10,979	11,519
5 Yrs		2% Longevity	10,172	10,650	11,199	11,750
10 Yrs		4% Longevity	10,372	10,859	11,418	11,980
15 Yrs		7% Longevity	10,671	11,172	11,748	12,326
25 Yrs		9% Longevity	10,870	11,381	11,967	12,556
Police Sergeant w/ 2.5% Inc		Base 2.5%	10,222	10,702	11,254	11,807
5 Yrs		2% Longevity	10,426	10,916	11,479	12,043
10 Yrs		4% Longevity	10,631	11,130	11,704	12,279
15 Yrs		7% Longevity	10,938	11,451	12,042	12,634
25 Yrs		9% Longevity	11,142	11,665	12,267	12,870
Police Sergeant w/ 5% Inc		Base + 5%	10,471	10,963	11,528	12,095
5 Yrs		2% Longevity	10,681	11,182	11,759	12,337
10 Yrs		4% Longevity	10,890	11,402	11,989	12,579
15 Yrs		7% Longevity	11,204	11,730	12,335	12,942
25 Yrs		9% Longevity	11,414	11,950	12,566	13,184
Police Sergeant w/ 7.5% Inc		Base + 7.5%	10,721	11,224	11,803	12,383
5 Yrs		2% Longevity	10,935	11,449	12,039	12,631
10 Yrs		4% Longevity	11,150	11,673	12,275	12,878
15 Yrs		7% Longevity	11,471	12,010	12,629	13,250
25 Yrs		9% Longevity	11,686	12,234	12,865	13,498

City of Richmond  
Police Management  
Effective July 1, 2015  
2% Monthly Increase

Job Class	Group		Step 1	Step 2	Step 3	Step 4
Police Lt	308	Base	10,866	11,405	11,976	12,563
		10 yrs 4% Longevity	11,300	11,861	12,455	13,066
		15 yrs 7% Longevity	11,626	12,203	12,814	13,443
		25 yrs 9% Longevity	11,844	12,431	13,054	13,694
Police Lt w/ 2.5% Inc		Base	11,137	11,690	12,275	12,877
		10 yrs 4% Longevity	11,583	12,158	12,766	13,392
		15 yrs 7% Longevity	11,917	12,508	13,135	13,779
		25 yrs 9% Longevity	12,140	12,742	13,380	14,036
Police Lt w/ 5% Incentive		Base	11,409	11,975	12,575	13,191
		10 yrs 4% Longevity	11,865	12,454	13,078	13,719
		15 yrs 7% Longevity	12,208	12,813	13,455	14,115
		25 yrs 9% Longevity	12,436	13,053	13,706	14,379
Police Lt w/ 7.5% Inc		Base	11,681	12,260	12,874	13,505
		10 yrs 4% Longevity	12,148	12,751	13,389	14,046
		15 yrs 7% Longevity	12,498	13,119	13,775	14,451
		25 yrs 9% Longevity	12,732	13,364	14,033	14,721
Police Captain	312	Base	12,675	13,310	14,000	14,665
		10 yrs 4% Longevity	13,182	13,843	14,560	15,252
		15 yrs 7% Longevity	13,562	14,242	14,980	15,692
		25 yrs 9% Longevity	13,816	14,508	15,260	15,985
Police Captain w/ 2.5% Inc		Base	12,992	13,643	14,350	15,032
		10 yrs 4% Longevity	13,512	14,189	14,924	15,633
		15 yrs 7% Longevity	13,901	14,598	15,355	16,084
		25 yrs 9% Longevity	14,161	14,871	15,642	16,385
Police Captain w/ 5% Inc		Base	13,309	13,976	14,700	15,398
		10 yrs 4% Longevity	13,841	14,535	15,288	16,014
		15 yrs 7% Longevity	14,240	14,954	15,729	16,476
		25 yrs 9% Longevity	14,507	15,234	16,023	16,784
Police Captain w/ 7.5% Inc		Base	13,626	14,309	15,050	15,765
		10 yrs 4% Longevity	14,171	14,881	15,652	16,396
		15 yrs 7% Longevity	14,579	15,310	16,104	16,869
		25 yrs 9% Longevity	14,852	15,597	16,405	17,184

City of Richmond  
Police Management  
Effective January 1, 2016  
3% Monthly Increase

Job Class	Group		Step 1	Step 2	Step 3	Step 4
Police Lt	308	Base	11,192	11,747	12,335	12,940
		10 yrs 4% Longevity	11,639	12,217	12,829	13,458
		15 yrs 7% Longevity	11,975	12,569	13,199	13,846
		25 yrs 9% Longevity	12,199	12,804	13,445	14,105
Police Lt w/ 2.5% Inc		Base	11,471	12,041	12,644	13,264
		10 yrs 4% Longevity	11,930	12,522	13,149	13,794
		15 yrs 7% Longevity	12,274	12,884	13,529	14,192
		25 yrs 9% Longevity	12,504	13,124	13,782	14,457
Police Lt w/ 5% Incentive		Base	11,751	12,334	12,952	13,587
		10 yrs 4% Longevity	12,221	12,828	13,470	14,131
		15 yrs 7% Longevity	12,574	13,198	13,859	14,538
		25 yrs 9% Longevity	12,809	13,445	14,118	14,810
Police Lt w/ 7.5% Inc		Base	12,031	12,628	13,260	13,911
		10 yrs 4% Longevity	12,512	13,133	13,791	14,467
		15 yrs 7% Longevity	12,873	13,512	14,189	14,884
		25 yrs 9% Longevity	13,114	13,765	14,454	15,163
Police Captain	312	Base	13,055	13,710	14,420	15,105
		10 yrs 4% Longevity	13,578	14,258	14,997	15,709
		15 yrs 7% Longevity	13,969	14,669	15,429	16,163
		25 yrs 9% Longevity	14,230	14,944	15,718	16,465
Police Captain w/ 2.5% Inc		Base	13,382	14,053	14,781	15,483
		10 yrs 4% Longevity	13,917	14,615	15,372	16,102
		15 yrs 7% Longevity	14,318	15,036	15,815	16,567
		25 yrs 9% Longevity	14,586	15,317	16,111	16,876
Police Captain w/ 5% Inc		Base	13,708	14,395	15,141	15,860
		10 yrs 4% Longevity	14,256	14,971	15,747	16,495
		15 yrs 7% Longevity	14,668	15,403	16,201	16,971
		25 yrs 9% Longevity	14,942	15,691	16,504	17,288
Police Captain w/ 7.5% Inc		Base	14,034	14,738	15,502	16,238
		10 yrs 4% Longevity	14,596	15,328	16,122	16,888
		15 yrs 7% Longevity	15,017	15,770	16,587	17,375
		25 yrs 9% Longevity	15,298	16,064	16,897	17,699

City of Richmond  
Police Management  
Effective July 1, 2018  
1% Monthly Increase

Job Class	Group		Step 1	Step 2	Step 3	Step 4
Police Lt	308	Base	11,304	11,865	12,459	13,070
		10 yrs 4% Longevity	11,756	12,339	12,957	13,592
		15 yrs 7% Longevity	12,095	12,695	13,331	13,984
		25 yrs 9% Longevity	12,321	12,932	13,580	14,246
Police Lt w/ 2.5% Inc		Base	11,586	12,161	12,770	13,396
		10 yrs 4% Longevity	12,050	12,648	13,281	13,932
		15 yrs 7% Longevity	12,397	13,012	13,664	14,334
		25 yrs 9% Longevity	12,629	13,256	13,919	14,602
Police Lt w/ 5% Incentive		Base	11,869	12,458	13,082	13,723
		10 yrs 4% Longevity	12,343	12,956	13,605	14,272
		15 yrs 7% Longevity	12,700	13,330	13,997	14,684
		25 yrs 9% Longevity	12,937	13,579	14,259	14,958
Police Lt w/ 7.5% Inc		Base	12,151	12,754	13,393	14,050
		10 yrs 4% Longevity	12,637	13,265	13,929	14,612
		15 yrs 7% Longevity	13,002	13,647	14,330	15,033
		25 yrs 9% Longevity	13,245	13,902	14,598	15,314
Police Captain	312	Base	13,186	13,847	14,564	15,256
		10 yrs 4% Longevity	13,713	14,401	15,147	15,866
		15 yrs 7% Longevity	14,109	14,816	15,584	16,324
		25 yrs 9% Longevity	14,373	15,093	15,875	16,629
Police Captain w/ 2.5% Inc		Base	13,515	14,193	14,928	15,638
		10 yrs 4% Longevity	14,056	14,761	15,525	16,263
		15 yrs 7% Longevity	14,462	15,187	15,973	16,732
		25 yrs 9% Longevity	14,732	15,470	16,272	17,045
Police Captain w/ 5% Inc		Base	13,845	14,539	15,292	16,019
		10 yrs 4% Longevity	14,399	15,121	15,904	16,660
		15 yrs 7% Longevity	14,814	15,557	16,363	17,140
		25 yrs 9% Longevity	15,091	15,848	16,669	17,461
Police Captain w/ 7.5% Inc		Base	14,175	14,885	15,657	16,400
		10 yrs 4% Longevity	14,742	15,481	16,283	17,056
		15 yrs 7% Longevity	15,167	15,927	16,752	17,548
		25 yrs 9% Longevity	15,451	16,225	17,066	17,876

City of Richmond  
Local 188 (FIRE)  
Effective January 1, 2016  
6% Monthly Salary Increase

Job Class Title	Group	Base					2% LONGEVITY (5 Years)					4.5% LONGEVITY (10 Years)					9% LONGEVITY (25 Years)				
		STEP					STEP					STEP					STEP				
		1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
FIRE FIGHTER TRAINEE	201A	5,145																			
FIRE FIGHTER	200	7,532	7,899	8,284	8,709	9,126	7,682	8,057	8,449	8,883	9,308	7,871	8,254	8,657	9,101	9,536	8,210	8,610	9,029	9,493	9,947
FIRE FIGHTER + 4% INCENTIVE		7,833	8,215	8,615	9,057	9,491	7,990	8,379	8,787	9,238	9,681	8,186	8,584	9,003	9,465	9,918	8,538	8,954	9,391	9,872	10,345
FIRE FIGHTER + 5.5% INCENTIVE		7,946	8,333	8,739	9,188	9,628	8,105	8,500	8,914	9,372	9,820	8,304	8,708	9,133	9,601	10,061	8,661	9,083	9,526	10,015	10,494
FIRE ENGINEER	205	8,809	9,244	9,715			8,985	9,429	9,910			9,206	9,660	10,153			9,602	10,076	10,590		
FIRE ENGINEER 4% INCENTIVE		9,162	9,614	10,104			9,345	9,807	10,306			9,574	10,047	10,559			9,986	10,480	11,013		
FIRE ENGINEER 5.5% INCENTIVE		9,294	9,753	10,250			9,480	9,948	10,455			9,712	10,192	10,711			10,130	10,631	11,172		
FIRE CAPTAIN	210	10,130	10,631	11,173			10,333	10,843	11,396			10,586	11,109	11,676			11,042	11,587	12,178		
FIRE CAPTAIN + 4% INCENTIVE		10,535	11,056	11,620			10,746	11,277	11,852			11,009	11,553	12,143			11,484	12,051	12,666		
FIRE CAPTAIN + 5.5% INCENTIVE		10,687	11,215	11,787			10,901	11,440	12,023			11,168	11,720	12,318			11,649	12,225	12,848		
FIRE INSPECTOR I	210	10,130	10,631	11,173			10,333	10,843	11,396			10,586	11,109	11,676			11,042	11,587	12,178		
FIRE INSP.I + 4% INCENTIVE		10,535	11,056	11,620			10,746	11,277	11,852			11,009	11,553	12,143			11,484	12,051	12,666		
FIRE INSP I + 5.5% INCENTIVE		10,687	11,215	11,787			10,901	11,440	12,023			11,168	11,720	12,318			11,649	12,225	12,848		
FIRE INSPECTOR II	220	10,890	11,428	12,010			11,107	11,657	12,251			11,380	11,943	12,551			11,870	12,457	13,091		
FIRE INSP.II + 4% INCENTIVE		11,325	11,886	12,491			11,552	12,123	12,741			11,835	12,420	13,053			12,345	12,955	13,615		
FIRE INSP II + 5.5% INCENTIVE		11,489	12,057	12,671			11,718	12,298	12,924			12,006	12,600	13,241			12,523	13,142	13,811		

**City of Richmond  
Local 188 (FIRE)  
Effective January 1, 2018  
6% Monthly Salary Increase**

JOB CLASS TITLE	GROUP	Base
		STEP
		1

FIRE FIGHTER TRAINE 201A 5,351

JOB CLASS TITLE	GROUP	Base (1-4 Years)					2% LONGEVITY (5 Years)					4.5% LONGEVITY (10 Years)					9% LONGEVITY (25 Years )				
		STEP					STEP					STEP					STEP				
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
FIRE FIGHTER	200B	8,343	8,750	9,176	9,647	10,109	8,510	8,925	9,360	9,840	10,311	8,719	9,144	9,589	10,081	10,564	9,094	9,537	10,002	10,516	11,019

JOB CLASS TITLE	GROUP	Base (1-4 Years)					2% LONGEVITY (5 Years)					4.5% LONGEVITY (10 Years)					9% LONGEVITY (25 Years )				
		STEP					STEP					STEP					STEP				
			1	2	3			4	5	6			7	8	9			10	11	12	
FIRE ENGINEER	205B		9,758	10,241	10,762			9,954	10,445	10,977			10,198	10,701	11,247			10,637	11,162	11,731	
FIRE CAPTAIN	210B		11,222	11,776	12,377			11,446	12,012	12,624			11,727	12,306	12,934			12,232	12,836	13,491	
FIRE INSPECTOR I	210C		11,222	11,776	12,377			11,446	12,012	12,624			11,727	12,306	12,934			12,232	12,836	13,491	
FIRE INSPECTOR II	220B		12,063	12,660	13,305			12,304	12,913	13,571			12,606	13,229	13,903			13,149	13,799	14,502	

**City of Richmond**  
**Richmond Fire Management**  
**Effective July 1, 2015**  
**4% Monthly Salary Increase**

Jobe Class	Group	BASE			4.5% Longevity 10 Years of Service			9% Longevity 25 Years of Service		
		Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
<b>Fire Marshall</b>	225D	12,505	13,154	13,821	13,067	13,746	14,443	13,630	14,338	15,065
<b>Fire Marshall 9% + 1.5% Incentive</b>		12,692	13,351	14,028	13,263	13,952	14,659	13,834	14,553	15,291
<b>BATTALION CHIEF</b>	230D	11,368	11,961	12,565	11,880	12,499	13,131	12,392	13,037	13,696
<b>BATTALION CHIEF 9% + 1.5% Incentive</b>		11,539	12,140	12,754	12,058	12,687	13,328	12,577	13,233	13,901

**City of Richmond**  
**Richmond Fire Management**  
**Effective January 1, 2016**  
**6% Monthly Salary Increase**

Jobe Class	Group	BASE			4.5% Longevity			9% Longevity		
					10 Years of Service			25 Years of Service		
		Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
<b>Fire Marshall</b>	225D	13,255	13,943	14,650	13,851	14,571	15,309	14,448	15,198	15,968
<b>BATTALION CHIEF</b>	230D	12,050	12,679	13,319	12,593	13,249	13,918	13,135	13,820	14,518

**City of Richmond  
Richmond Fire Management  
Effective January 1, 2016  
6% Monthly Salary Increase**

Jobe Class	Group	BASE			4.5% Longevity 10 Years of Service			9% Longevity 25 Years of Service		
		Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
<b>Fire Marshall</b>	225D	13,255	13,943	14,650	13,851	14,571	15,309	14,448	15,198	15,968
<b>Fire Marshall 9% + 1.5% Incentive</b>		13,454	14,152	14,870	14,059	14,789	15,539	14,664	15,426	16,208
<b>BATTALION CHIEF</b>	230D	12,050	12,679	13,319	12,593	13,249	13,918	13,135	13,820	14,518
<b>BATTALION CHIEF 9% + 1.5% Incentive</b>		12,231	12,869	13,519	12,782	13,448	14,127	13,332	14,027	14,736

**\*\*Updated schedule on 06/08/2018 the 1.5% is a differnetial and shul not included on the schedule**